



# Mount Zion Evangelical Lutheran Church

Annual Reports for the year 2019  
and proposed 2020 Budget

Annual Congregational Meeting  
February 9, 2020

Mount Zion Evangelical Lutheran Church  
29 Westmount Road, South, Waterloo, ON  
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***Leadership, Stewardship  
and Support***



***Nurturing a welcoming,  
caring community  
of faith***



***Sharing God's Love by  
Living our Faith***



***Teaching and Learning***



***Financials, Budget  
and Statistics***

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Adjournment



## Leadership, Stewardship and Support Ministries

### Mount Zion Evangelical Lutheran Church Minutes of the Annual General Meeting

Sunday, February 10, 2019

Call to order at 11.22 a.m. by the President Karen Gastmeier.

Confirmation of a quorum – 36 required. Present – 52. Confirmed.

Devotions – Prayer by Pastor Philip.

Adoption of the Agenda – Motion to adopt – M/S/C.

Motion to accept the minutes of the 2018 AGM. and the Call meeting. M/S/C.

Karen said that there was a Synod Report available in the narthex; outlined the contents of the four sections; suggested everyone pickup one as it is well worth the read.

Karen welcomed everyone and thanked them for attending the meeting and for their support in making 2018 a very good year. She also thanked the members of Council, the Committee Chairs and members. The Evolution Committee was #1 for her this year, for the work they put into the report and for the directions we might take moving forward.

This year the reports were divided into sections. Leadership, Stewardship, and Support included reports from Council President, Pastor, Diaconal Minister of Music, Intern, Parish Nurse, Evolution, Mutual Ministry, Property.

Nurturing a Welcoming, Caring Community of Faith included Worship Ministries, Mountaineer-Communications, Prayer Vine, Greeters, Health Council.

Sharing God's Love by Living Our Faith included Service, Open Sesame, Community Garden, Mitten Tree.

Teaching and Learning included Confirmation, Sunday School, Youth, Cradle Roll.

The report for Callers and Visitors (left out of the Annual Reports) was read by Pastor Judy Harris. More volunteers are needed for this Ministry.

There were no questions from the floor regarding any of the reports.

Finance, Budget and Statistics – Richard Brubacher  
Richard thanked - Tim Ehrlich, the Bookkeeper, for a job well-done, and the remainder of the Finance Committee, Jackie Nunns (Financial Secretary), Bob McDermott, Rita Schaus and Pastor Philip.

Richard said that this is a time for Celebration, as we finished the year with a deficit of \$2380. compared to an anticipated deficit of \$21,711. There was a carry-over deficit from 2017 of \$1996. The total deficit of \$4376. was cleared using money from the Contingency Fund. (Contingency Fund - \$30,000. undesignated gift, set aside by Council for such use.)

Richard, with charts, reviewed the accounts for 2018, receipts, expenditures and balances. A good year, to quote Richard - "Thanks be to God and you, the Congregation" Note:

The Rental Property Accounts show a balance of \$14,163. The \$40,000. refurbishment of 237 Dawson Street has been recovered.

The Endowment Fund did not receive any interest in 2018.

Motion- to accept the Financial Statements for 2018. M/S/C.

A thank-you was extended to Jackie Nunns and Dave Heldman for the 2018 Financial Review.

Proposed 2019 Budget – Deficit of \$37,160.

Charts used to review each account's Income and Expenditures.

The M&M receipts could be \$17,176 lower and expenses \$17,604 higher.

The \$25,654 remaining in the Contingency Fund will be used for funding the deficit, leaving an unfunded balance of \$11,506.

Motion - to approve the 2019 Budget as presented. M/S/C.

Background for the following motion - Mount Zion has no debt.

What funds we have are – \$161,957. There is no donor direction for use.

(Contingency Fund - \$25,654, Memorial Funds – \$25,660., Endowment Funds - \$110643.) Projected funds December 31st., 2019 - \$136,303. (Contingency

Fund used to fund 2019.) Future Funds required - \$160,506.

(Dec. 2019 - \$11,506., Dec. 2020 - \$37,000., Dec. 2021 - \$37,000., Roof- 2020/21- \$75,000.) Motion requires 2/3 majority when money is involved.

Motion – That the congregation approve the opening of the Mission Endowment Fund, not to exceed \$25,000. per year beginning in 2019 in order to fund planned ministry and capital projects if congregational revenue is insufficient to cover expense.

M/S/ Show of hands plus eight proxy votes. Yes - 59, No -1. Motion Carried.

Thanks expressed to Richard for the dedication and hours spent on Mount Zion's finances.

Election of Council Members – Tim Ehrlich.

No nominees for election. Tim named the current Council members -

Karen Gastmeier, Stephanie von Schilling, Alfred Durichen, Betty Behm, Ginny Ehrlich, David Murison, Pauline Finch.

Pastor Philip installed the Council members, reading from 1st. Corinthians and asking support for them from the congregation.

Motion to adjourn at 12.35 p.m. M/S/C.

Respectfully submitted, Rita Schaus, Secretary.

## **Report of the President**

Karen Gastmeier, President, Mount Zion Church Council

In considering life at Mount Zion in 2019, there are three things that defined it for me. First was the excitement of our Summer Sounds and Spices festival. Second was the relief that we felt when we learned that our financial situation for the year was much better than expected and we would not have to access our Endowment funds. Third was the blend of sadness and the anticipation brought on by the

many times we said Godspeed to long-time staff members.

In September we said goodbye to Deacon Scott Knarr, to Jackie Nunns our financial secretary and to Intern Leanne Darlington. A few short months later, Muriel Tillich, our friendly voice in the front office retired after 28 years at her desk.

In Muriel's time with us she assisted, Pastors Norm Lange, Mark Harris, Claudine Carlson, Judi Williams Tanya Ramer, Krister Ulmanis, and interim pastors Everett Mossman, Dennis Becker, Thomas and Daniela Mertz, and finally our present pastor Philip Mathai. In 28 years, I estimate that she printed about 1540 Sunday Bulletins. It all adds up to an amazing career.

Intern Leanne's leaving was not a surprise as spending time as an intern was part of her MDiv studies. It was with delight that we watched Leanne evolve into a caring and professional pastor during her year with us. Leanne quickly became an active and important part of our leadership at Mount Zion. It seems only fitting that Mount Zion will host her Ordination and at this writing, I am looking forward to that day in late January.

Jackie Nunns had been acting as our Financial Secretary for about five years. While at the job, she recreated our donor data base, for which we are grateful. Jackie's family responsibilities and her move to Hamilton were responsible for her leaving. Jackie continues to be available for training and will continue to help us out on occasion.

Scott's departure to become Deacon at to St. Matthews, Kitchener was difficult for me. It was while he was with us, that he studied to become a Deacon, one of the very few in the Eastern Synod. With so few deacons to model, Scott and Mount Zion spent a considerable amount of effort learning just what a deacon should be. We did learn and after a few years began to understand the significance of having a deacon in our midst. Scott's interest in justice issues

and his involvement in Six Nations, particularly in the Music for the Spirit program, spilled out to everyone in the congregation and became an important part of Mount Zion's identity. We wish him well at St Matthews and we are thankful for the years he spent with us.

It was with **Sarah Cardwell's** arrival as Interim Director of Music, that I began to embrace the idea that times of change can be exciting. Under Sarah's leadership, the transition was stress free and comfortable for both the congregation and the choir. We so appreciate her talent, abilities and calm guidance.

It was these transitions, that drove most of the work of council in 2019. I want to thank all of you who were a part of organizing the goodbyes, writing job descriptions, advertising and interviewing candidates for our vacancies. Of particular note was **Stephanie von Schilling** who chaired the search committee for the office administrator, **Bill Gastmeier**, who chaired the search committee for the Director or Music position and to **Richard Brubacher** who prepared the financial packages.

Our new Office Administrator, Diana Groffen started the first week in January and the New Music Director, Amy Di Nino will be in place on March 1. In both cases the search committees did a wonderful job choosing talented and energetic people. I believe they will both be valuable additions to our Mount Zion team, and I look forward to seeing what we will accomplish in 2020.

Scott's departure also triggered a total revision of our Mutual Ministry and Staff Support Committee as it is the practice that the Mutual Ministry committee be disbanded when a rostered person leaves their post. At their November meeting council approved a Terms of Reference for a revised Mutual Ministry Committee whose purpose is to serve as a personal and confidential support group as outlined in the ELCIC's Mutual Ministry Guide of March 2019. They also put in place a procedure for a quick response to

conflict management if a situation arises. Non-rostered staff will continue to be reviewed and have mentorship opportunities with the committees to whom they relate. For more detailed information about this, please see the Mutual Ministry Report. The new Terms of Reference can be found in the filing cabinet area of our website.

I would like to thank the members of the Mutual Ministry, Staff Support committee for the work that they have accomplished in the last few years. Many of them will continue to be involved in the work of supporting our staff. Their ongoing work, assuring that job descriptions and contracts were up-to-date made council's job much easier during the hiring process.

The receipt of two grants made for an untypical summer. A grant through the federal government's Canada Summer Jobs program allowed us to hire Choral Scholar Zack Evans Whitley for eight weeks as a Community Outreach Liaison. His work provided music to our Mount Zion Café and Open Sesame. He also participated in Music for Spirit. But his most visible work was that of organizer of the Summer Sounds and Spices Festival where Mount Zion opened our doors, well at least the parking lot, to our neighbourhood with a three-day summer outdoor celebration of music, food and the live arts from July 16 to 18. The festival applauded the talent and diversity of Waterloo. Music started at 5:00 p.m. and ran until 8 p.m. In all there were 100's of musicians and artists that performed. We were visited by CTV, MP Bardish Chaggar and City Councillor, Tenille Bonoguro. The second grant was from the City of Waterloo Matching Fund for projects related to our Community Garden.

It was all made possible by a great number of volunteers who organized, baked cookies and made music. Thank you to all who were involved for making a wonderful memory.

Twenty-two people attended Open Council on September 24. Open Council is an opportunity for,

what I like to call our leadership group, to gather, share information and inform each other of our hopes and plans. It provides the opportunity inter-group help. Over the years I have come to look forward the opportunity to appreciate all the work that is done on behalf of Mount Zion.

Late this fall, council put together a working group to discuss and research options for the property at **235 Dawson St.** when it becomes vacant January 31, 2020. Members of the working group were **Kirk Swanson, Bill Gastmeier, Ross Schlegel, Tim Ehrlich and Bob McDermott.** The report has been received and will be discussed at council's January meeting.

In December we were delighted to officially host the Caribbean Christmas Party. The music of steel drums and an array of splendid food and an overflow crowd, made for an exciting evening and we look forward to doing again in 2020.

I want to say thank you to the members of Church Council, **Betty Behm, Cynthia Simpson, David Murison, Stephanie von Shilling, Ginny Ehrlich** and to our treasurer **Richard Brubacher and Pastor Philip.** I value each of you for your support and guidance and I enjoy working and learning alongside of each of you.

## **Pastor's Annual Report**

Philip Mathai, Pastor

Dear family of Mount Zion,

Pastoral ministry is an ever-evolving responsibility and the challenges to making faith relevant, in a context where how people understand and experience the divine vary so much, are real and demanding. How it was understood and done in the past may not mean anything to those of us in the pews and also to pastors themselves. Earlier one could say that for the most part there was a shared understanding that the transcendent is real and our lives must interact with something beyond what we cannot see and touch. Now, grounded in the

material, tangible, rational realm, we've lost the sense that the ordinary flow of life has any meaning. The rituals of our lives, in many cases, don't seem to point to anything greater anymore and the Divine, this God who is immanent, who is with us, is experienced in different and real ways through the ordinary experiences of our lives.

Another shift, especially in the denominational churches, that is noticeable is where spirituality and piety has moved from being very personal and inward looking, to understanding it to be outward focused and being there for neighbour and the rest of the created order. This again gives a whole new dimension to ministry and leadership and how we experience and live out our faith as a community.

These challenges could also be seen as possibilities of understanding and expressing faith in a changing world that we are all part of. The Mount Zion community has very intentionally attempted to live into these new realities, in understanding who we are as a community and as to how we ought to express our faith in the world. The various activities in terms of learning, worship and service, and the diversity that we now experience are all pointers to this. And it has been a joy to serve the congregation the past six years and also to look forward to journeying together into the uncharted territories.

The past year has been one of overwhelming changes in staffing, as a congregation. Deacon Scott Knarr accepted the call from St Matthews, Kitchener from September 1. He was with us for over 12 years and it was a joy to work with him during my time here and also journeying with him during his internship and establishing closer ties with the community at Six Nations. His passion for justice to those denied it and care for those in the margins was something that stood out in his ministry.

Jackie Nunns gave of her time and gifts to the congregation whenever needed. She served as the Financial Secretary even after she moved to Hamilton to be with her daughter and family. Learning and

education was close to her heart and while a member she gave of her gifts both at the congregational and national levels.

Muriel Tillich was a fixture here at Mount Zion! Any one who came through our doors during the week felt welcomed with her warmth and friendly demeanor. She served faithfully for 28 years as Church Secretary and she has given us the permission to pick her encyclopedic knowledge of the Mount Zion community!

Another person that we bid good bye to during the year is Leanne Darlington who did her internship here from September 2018 to August 2019. It was a privilege to work with her and see her growth in ministry formation. She has since received a call to Zion Lutheran, Phillipsburg and was ordained on January 26, here at Mount Zion.

With Deacon leaving, Sarah Cardwell serves as the interim Music Director. With her personality and skills she seamlessly slid into her role here and has in her brief time become an integral part of the community.

These put in motion couple of search committees to find an Office Administrator and a Music Director. Diana Groffen joined us as Office Administrator, beginning of January and she is very quickly settling into her job. She brings extensive experience and gifts and it has been a joy working with her. Amy Di Nino was offered the position of Music Director, she has accepted it and will begin work on March 1. I am grateful to all those that served on these committees and diligently did the needful in finding the right persons for the task at hand.

The ministry of the past year has been very fulfilling to me personally. I lived my role as minister of word and sacrament in the community by preaching the word, administering Holy Communion, and presiding during baptism. I conducted funerals of several beloved ones from the congregation. Providing pastoral care and visiting those that are shut-in and ill

was a joy. Being allowed to accompany many in their pain and sorrow has been a humbling and emotional experience.

I have worked with the various committees of the congregation and regularly reported to the council and the Worship and Music Committee. The work that was done in the year is a reflection of the passion and commitment of the members. We have been faithful to our call as a welcoming and caring community to share God's love by living our faith, in the changing times. The various activities of the congregation are evidence to this. Mount Zion Café, our adopt-a-cause projects, our community meals and learning contexts, supporting Open Sesame and so on are some of the ways that we do this.

Being a faith community coming together to listen to the word and break bread together is central to us. Many have commented on their experience in how edifying our worship has been, after visiting us. We have not shied in getting away from the beaten path to make worship more meaningful and inclusive. We, at Mt Zion, are not afraid of 'otherness,' and have the courage to embrace differences, we are not threatened by them and do not shy away from studying and embracing the word even when they push us beyond our comfort zones. Our congregation looks very different now, where all feel welcome. It was a delight to once again host the Caribbean Christmas party here at Mount Zion and I look forward to the Black History Month service on February 23.

Spending time with the confirmands, at church and at Luther, and being at summer camp with them was special. It was a joy to see them engaged with their faith and grow in it. The Contract Confirmation Camp that Mount Zion started in 1966 now includes 14 congregations from all over Southwest Ontario.

We met regularly for Perspectives and Family Suppers last year. Breaking bread together has been an occasion to build community, get to know each other and share stories together. Towards the end of

the year we also added a bible study before the Friday meals and this has been edifying to those that have been able to attend.

As a faith community we have also contributed to the wider church by partnering in the ministry formation of leaders in various ways. Leanne speaks very highly and fondly of her experiences here and how her time here shaped her to be an effective pastor. Bishop Michael Pryse, of our synod, has been a source of encouragement and has expressed his appreciation of the various ways in which Mount Zion contributes to the wider ministries of the church.

I continued to serve on the Candidacy Committee and the Racial Justice Committee of the Synod, this past year. I also am on the Interfaith Grand River committee, a group that is representative of the different faith traditions and meet regularly to learn from each other and discuss issues that affect faith communities and to stand in solidarity with one another in times of crisis.

I am grateful to the leadership of Mount Zion, for their commitment and courage in leading and serving through these trying times. The various committees and personnel, some of whom remained in the background, were always a source of inspiration and strength. The council stuck to their commitment and did not flinch in taking the lead. A special thanks to Karen Gastmeier for her imaginative and creative leadership. The Mutual Ministry committee worked closely with the staff in addressing their needs and supporting them.

Thanks to the staff for their dedication to the task at hand and their friendship this past year. The team of Deacon Scott, Nurse Christine Ramseyer, Muriel Tillich, Intern Leanne Darlington and Sarah Cardwell were a pleasure to work with. The collegiality and support for one another was commendable and I they made my task that much easier. As Deacon Scott, Jackie, Muriel and Leanne journey on, may our prayers be with them that they would continue to be



faithful in their varied ministries or in their retirements.

It has been a joy to be part of this faith community the past six years and I look forward to together discovering what God has in store for us as a congregation, even as we continue to embrace our differences and reach out to the needy and rejected with the love of Jesus Christ. Looking forward, the coming year will be one when we take the time to root ourselves again with the changes that we are experiencing. Let us do so with hope and trust that the One who has been faithful thus far will continue to counsel, lead and accompany us as we journey on.

In Christ's service,



Philip K. Mathai

## Parish Nurse Report

Christine Ramseyer, RN

2019 has come to an end and it is time to reflect on the accomplishments of Mount Zion and my work as a parish nurse. I continue to feel grateful for the opportunity to serve at Mount Zion Lutheran Church. It truly is an honour. Once again like previous years, this year has passed by quickly. Much of the routine of what I do has remained the same from the year prior. Home, hospice and hospital visits, visits to retirement homes and long-term care, phone calls, resource seeking, education, advocacy and the Mount Zion Cafe tend to fill the majority of my hours each week.

The community of support and friendships that have been formed through the Mount Zion cafe is wonderful to witness. Each cafe I hand out an educational paper/flyer of some health-related issues and speak briefly about it before lunch. As I am

about to do that at each cafe, I pause to observe what is happening in the room. There is great conversation, smiles and a real sense of community to the room. There is value beyond measure in this program for so many.

It is important to recognize the tireless dedication of the health council. Not only do they run the Mount Zion cafe, but they do a fantastic job of it. Their welcoming presence is surely one of the reasons those attending, keep coming back. In addition, we are fortunate to have several church members who lend a hand to help during the busy times of the cafe. Their helpful hands ensure food gets to everyone quickly and dishes are cleared when the meal is done. Their help is very much appreciated and vital to the continuation of this program.

It is my priority to be present for each Mount Zion Cafe. It is a chance to touch base with those who maybe just want to talk for a few minutes or are hesitant to book an appointment with me. Blood pressure checks and general conversations allow me to check in on any health updates or condition changes and then follow through as needed with phone calls or visits. In a short period of time, I can touch base with many people.

Home, retirement homes, long term care homes, hospice and hospital visits continue. At times, Mount Zion members prefer to connect through email or phone calls instead of home visits. Occasionally I will meet with members at the church.

I continue at times as appropriate to mail cards of encouragement during health challenges or after a loss. Once again this year, subscriptions for dealing with loss after a loved one's passing were given to quite a few church members. There is opportunity to follow up to provide grief support. For many it is to connect them with local supports and be a supportive listening ear. There always seems to be a need with our current health care system to advocate for the health needs of our members and seek out resources. This can at times occupy a fair amount of

my time but is appreciated by those I can help. It can be a very difficult and tiring journey when one's health or a loved one's health starts to decline. It is not an easy time for people when this happens. I try to be supportive however I can be when this is happening to church members.

We were fortunate to have some soup in the freezer over this past year and I was able to give some to members as needed, during difficult times or times of illness. Health education continues to happen as opportunities and health conditions present themselves. Music devices with a special recording of Mount Zion choir music continue to be circulated to various members. It would be nice to see if this program could expand to include other recordings in time.

I am pleased to write articles for the Mountaineer when asked and am always open to any suggestions for future topics. Staff meetings, mutual ministry meetings, health council meetings and monthly Kitchener-Waterloo parish nurse meetings continued on a regular basis. We said goodbye to several staff members this past year and welcomed Sarah and more recently welcomed Di to the church office. I have created health related handouts that were distributed to congregation members several Sunday mornings this past year.

There are many church members that I visit that like to have communion with each visit and I am happy bring it to them. For others, communion is mostly preferred before Easter and Christmas. Pastor Philip and I ensure that everyone has the opportunity for a visit and communion at these times.

I am intentional about being present at funerals to help in any way I can. I am also intentional about attending some of the extra events that occur at Mount Zion including the occasional family night. This allows me an opportunity to connect with those that may not come to the café and are not on my visiting list. Other special days like Souper Sunday, All

Saints Service and Christmas Eve services allow me the opportunity to connect with members.

I attend and support all the events sponsored by the health council. Some of these include educational events and book studies. I organized our dementia education evening with a guest speaker from the Alzheimer's society on May 1<sup>st</sup> that was titled "Meaningful Conversations".

Looking forward into 2020, there will be some more opportunities for health education at the church including an informative night on drug overdose and harm reduction on April 29<sup>th</sup>. I am still working to confirm all of the speakers and once that is finalized, the event will be given a proper title.

My focus continues to be on the seniors of the church. When I think of programming or education, I think of our seniors. I continue to consider things that could be changed or adjusted within the church facility, or on the property that would make attending as a senior easier and therefore make Mount Zion as senior friendly as possible. I continue to participate on my own time in community seminars, education and events that I feel will enhance my role as a parish nurse. It has been a pleasure serving you in 2019 and I look forward to more great things happening at Mount Zion in 2020.

## **Mutual Ministry/Staff Support Report**

Helga Juergensen and Mary Thompson, Co-Chairs

Members: Richard Crossman, Helga Juergensen, Lynn Swanson, Mary Thompson

### **Committee Mandate Prior to November 2019:**

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 lay and rostered staff. The committee focuses on the relational and compensation aspects of the staff

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

**Committee Mandate as of November 2019:**

The Mutual Ministry 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 in writing periodically. This committee may discuss items of a confidential nature. Such items will remain in committee and are not to be shared with the Congregational Council unless mutually agreed by the pastoral staff and the members of the committee. This committee shall consist of at least 3 members of the congregation, and the rostered staff. The committee shall recommend one of its members to be the chairperson. Appointment to this committee shall be made by Church Council after consultation with the pastor(s).

**Activities 2019:**

Our primary ongoing activities were to serve as a support group for rostered employees (Pastor and Deacon) and lay employees (Parish Nurse and Administrative Office Secretary). Until the end of her term in September, Intern Leanne Darlington was also included. We met with each long-term staff member individually during the first half of the year. We held group meetings and a luncheon with staff, Mutual Ministry Committee members and a Council Representative, as part of our continuing effort to encourage communications among staff, Council, committees and the congregation.

We also had an ongoing evaluation role: conducting staff evaluations, performance reviews, and meetings for goal setting. Discussions relating to roles, assignments and expectations were held as needed.

On the administrative side, Mutual Ministry served as a liaison with the Finance Committee/Treasurer to make salary recommendations and to approve expenses for certain staff budget lines. We reviewed and updated employment agreements. We had

oversight of workplace safety and employee material/physical needs.

In line with our responsibility to identify the staffing needs of the congregation, we continued with long-range planning related to administrative and office responsibilities. In particular, in June 2019 we met with the Council President and other members of the Executive to discuss the position descriptions for the new Director of Music and the new Church Administrator. In the Fall of 2019, Helga Juergensen served as a member of the selection committee for the Church Administrator.

Also in the Fall, the Terms of Reference and composition were reviewed, with a view to trying to streamline the human resources functions (eliminating duplication of effort) and to provide more constant support to rostered and lay employees. New Terms of Reference have been adopted by Council as of November 2019.

A key change is that the committee as constituted for 2019 is disbanded, with a separate Mutual Ministry Committee for rostered staff to be formed whose purpose would be to serve as a personal and confidential support group as outlined in the ELCIC Mutual Ministry Guide of March 2019.

As well, it was felt that the ways of fulfilling the other functions of the committee needed to be revisited with the following goals.

- The need to balance the needs of the staff with the number of volunteers available to do the work.
- That every staff member be reviewed at least annually.
- That we assure there are relationship/mentorship opportunities for non-rostered staff.
- That a separate process be available for conflict management when necessary.
- That an HR Working Group or point persons be in place for writing new staff contracts, being

available for staff interviews, relating with our benefit insurance provider.

At their November meeting council passed a new Terms of Reference for the Mutual Ministry component. At this writing, that committee is being populated. They have also arranged a point person for situations needing immediate attention for conflict resolution. They have made arrangements for non-rostered staff to be reviewed and mentored by the committees with whom they are associated. The HR Working Group is still a work in progress.

## **Property Committee**

Kirk Swanson, Chairperson

As chair of the property committee, I extend a thank-you to the members of the committee.

Without the assistance and wisdom of Art Schelter, Ross Schlegal, Martin Jurgenson and Bill Brown, the projects completed would not have been possible.

A number of smaller projects were undertaken throughout the year, which have upgraded the church. Many of these repairs may not be obvious (painting, drywall repairs, handrail repair) but enhance the appearance and function of the church building.

After many years of service, the three boilers that heat the older part of our building were in need of upgrading. A new boiler is a very costly undertaking, but it became apparent that by decommissioning one of the boilers and rebuilding parts of the other two, we were able to use the existing equipment. This was great news for our budget!

During the summer, a large project was completed in the courtyard. The posts outside the auditorium were rebuilt in order to strengthen the overhang of the roof structure. They were then covered with aluminum and look much better. This was a labour-intensive project. I appreciate the hard work of the committee members. Dennis Kuepfer's expertise and

the generosity of his volunteer labour were instrumental in completing this project within our budget. There are some final touches to regrade the area which will happen in the spring.

As our church building continues to age, there are a number of significant repairs that are going to be necessary, some more urgent than others. The property committee will be researching the costs and the best solutions for replacement or repair of equipment and the building itself in order to begin these projects. Watch for updates as we proceed.

## **Music Director Search Committee**

Bill Gastmeier, Chairperson

3Members: Bill Gastmeier, David Murison, Mary Slethaug, Laura Briant

Ex. Officio: Pastor Philip, Interim Director of Music Sarah Cardwell.

Terms of Reference: The purpose of the committee is to recommend to church Council a candidate for the Permanent Director of Music.

Highlights:

- The Job Description was updated.
- An advertisement was designed and placed on the Mount Zion and Royal Canadian College of Organists (RCCO) Websites.
- A number of applications were received and two candidates were selected for interviews/auditions.
- The choir participated in the auditions
- Two interviews were conducted with each candidate. As well both candidates met separately with Pastor Philip to discuss their potential working relationship
- The search committee had a final meeting where the candidates were objectively ranked based on the results of the auditions and a set of questions gauging their capabilities to fulfill our requirements.

The position was offered to Amy Di Nino, a graduate of the University of Windsor. She has an ARTC in piano from the Royal Conservatory of Music in Toronto and has been a Church Musician (piano and organ) and Choir Director for close to 15 years. She is also a Music Therapist with her own private practice and a member of the RCCO and Canadian Federation of Musicians. She also directs Grand River Voices, a local community choir.

She accepted the position and will start on March 1<sup>st</sup>. Your Worship and Music Committee is working on a plan to ensure that she feels welcome and the transition is as seamless as possible. Please show your welcome to her when you meet.

### **Office Administrator Search Committee**

Stephanie von Schilling, Chairperson for the Church Administrator Search Committee

The Church Administrator Search Committee was comprised of Stephanie von Schilling, Helga Juergensen, Nancy Kelly and Pastor Phillip Mathai. The Committee received a Job Description from Church Council and a mandate to complete its work by mid-December 2019.

The Committee met several times to plan the search and interview format. The position was advertised on Indeed and the church website, as well as through local churches.

Many resumes were received and 5 were chosen for interviews. Two people were chosen for a second interview which took place with the Committee and Karen Gastmeier and Richard Brubacher. There was unanimous agreement to choose one of the candidates who then accepted the position. This concluded the work of the Search Committee.

Following a further meeting with Karen Gastmeier and Richard Brubacher, an agreement was signed and Diana Groffen began a Church Administrator on January 6, 2020.

### **Internship Committee**

Anne Lowe, Chairperson

From September 2018 to August 2019 we were blessed with having Leanne Darlington as our intern at Mount Zion. Four members of Mount Zion under Pastor Philip's supervision, made up the Intern Committee, Martin Juergensen, Fern Greb, Karen Gastmeier and Anne Lowe. Committee meetings were held once a month with agenda items clearly outlined in the Lay Internship Committee Handbook from Martin Luther University College.

Our mission was to support, evaluate, interpret, challenge, teach and learn from Leanne. We worked together to produce a mid-term and final evaluation that was submitted to the Director of the MDiv program at Luther Waterloo.

Our August gathering, including Pastor Philip, was a backyard BBQ to celebrate the joys and successes of Leanne's year with us. It was an enriching experience to watch Leanne grow and be recommended as a minister in the Lutheran Community.



## Nurturing a welcoming, caring community of faith

### Worship and Music Committee

Bill Gastmeier, Chairperson

**Members:** Bill Gastmeier, Helga Juergensen, David Murison, Stephanie von Schilling, Arlene Knight

**Ex. Officio:** Pastor Philip, Interim Director of Music Sarah Cardwell.

**Responsibilities:** Our responsibilities flow from Mount Zion Bylaw #4. They involve the coordination of worship, music, communion and chancel decoration. Your WMC works to inspire varied and inclusive worship which respects our Lutheran heritage while being open to new directions. We discuss activities, support our Pastor, Deacon and Intern, review Congregational feedback and provide input for the Worship Planning Team.

**2019 Committee Highlights:** The WMC has been involved in many activities this year, including:

- The search for new Director of Music was successful and Amy Di Nino will be starting in the role on March 1. Great thanks to Sarah Cardwell for functioning so admirably as our interim and helping with the search.
- Involvement in the planning and execution of our successful **Summer Sounds and Spices** event over three days in July. It was supported by a Federal Grant and City of Waterloo Neighbourhood Matching Grant.

- Purchase of a new brighter portable projector for use around our entire facility and which can also
- serve as a spare for the projectors in the Sanctuary.
- Fully budgeting and funding our **Choral Scholar Program** to four, partially funded through the **Music on the Mount**
- Support of our Worship Services through the sacristy volunteers, Communion Assistants and Lectors.
- Continue to support a wide variety of music including a **Country Music Sunday** in the Sanctuary and our **Service in the Park** in June.
- Care of the Organ, Piano and Sanctuary lighting, audio and projection systems
- Continuing to team up with other churches to combine Lenten Services on a rotating basis.
- Removing the high riser in the music area for improved accessibility and functionality
- Considering respectful means of using and off-site repurposing of surplus pews.
- Continuing to support the use of our Sanctuary for more community-oriented events such as the **Kiwanis Music Festival** and the **Grand River Chinese Orchestra** New Year's concert.
- The **German Language Service** remains an important Christmas event attracting many from outside the Mount Zion Community.

The choir averages 15 – 20 singers and prepares music for major Festivals and many other Sunday services as well as some funerals and other special events. We provide musical support for the congregation through hymns and liturgy as well as occasional anthems.

The committee encourages congregational instrumental contributions such as flautists, pianists, string players and percussionists. The **guitar** and **hand bell** choirs have provided musical contributions at several services this year. We also support the involvement of soloists and guest musicians to enhance our services.

#### Thanks to:

- David Murison and Dennis Eaton for preparing video presentations.
- David, Mattias and Bill for presenting the video materials.
- Karen, Brenda, Susan, Helga, Martin, Barb Stephanie and Kirk for decorating our Sanctuary on special occasions.

#### 2020 Planned Activities:

- Expanding the use of our Sanctuary projection system by incorporating more visuals and real time video during worship and for **Movie Nights** and other events to encourage the use of our Sanctuary for non-worship activities and rentals.
- Moving towards upgraded video capabilities (a better quality video camera) in our sanctuary.
- Investigating pros, cons and costs of podcasting events via social media.
- Supporting the growth of the **Choral Scholar Program** and the **Music on The Mount Fund**.
- Considering how to further our electronic ministries.
- Continuing to consider the addition of a portable transmitter for our Hearing Assistive Listening System to extend its use to more

seniors' events and our summer worship in the park

- Continuing to support the **Music for the Spirit** program at Six Nations each August.
- Continuing to investigate how to make our worship meaningful and relevant to all our members.
- Participating in other musical/worship events in the wider community.
- Encouraging musical contributions to the **Mount Zion Café**

## The Mountaineer Committee

Dennis Eaton, Chairperson

The Mountaineer enters its 16<sup>th</sup> year of publication in February. Dennis Eaton chairs our monthly breakfast meetings where we discuss story ideas, possible congregational profiles and writers. Karen Gastmeier looks after the final layout and liaison with the church office. Other members of the committee are Pastor Philip, Tim Ehrlich, and Nancy Kelly.

Thanks to everyone who regularly contributes to our pages. We would be nowhere without you. Thanks, as always to Joan and Jacquelyn Schweitzer who continue to fold collate and deliver our publication.

If you have an interest in working on or with the committee just to see what it is like, give Dennis a call.

And, if you would like to receive a full-colour digital version of The Mountaineer, please call the office and ask to be put on the email list. Older copies are available on our website [www.mzlc.ca](http://www.mzlc.ca)

## Prayer Vine Report/CareRing Callers

Judi Harris, Facilitator

Visitors: MJ Dolbeer, Judi Harris, Dave Heldman, Mary Jean Lange, Anne Woolner, Carol Ziegler

Phone Calls: Mary Baumgart, Gladys Roeder, Rita Schaus, Joan and Jacquelyn Schweitzer

Mount Zion's CareRing Callers continue to visit or phone members who are no longer able to worship regularly because of age or health issues. During 2019 there were 13 persons on our visitation list. Some were living at home, others at care facilities here in K-W or close by. Members on our list receive a personal visit every other month and a phone call or two in the alternate month.

This ministry of visitation will continue to be much needed at Mount Zion as the health and mobility of our senior members decline.

If you can spare about a half-day each month please consider volunteering to visit or phone. We are almost always warmly welcomed and the news that we bring about Mount Zion's ministry and other congregational members is much appreciated.

## **Greeters**

Joan Schweitzer, Co-ordinator

Thank you to the Mount Zion Lutheran Church congregation members plus their families who have been "Greeters" on Sunday mornings in 2019.

This is a very valuable ministry for our congregation and for visitors and new members.

This is a special way to meet the rest of the congregation.

This is a friendly and warm welcoming function you perform on behalf of Mount Zion. Thank you.

I also want to thank the Callers who assist me in asking Greeters for Sunday mornings.

Thanks to Joan Brunger, Isabel Stalkie and Mary Jean Lange.

Anyone interested in being a "Greeter" on Sunday morning, please contact Joan Schweitzer (519-886-5977). Thank you.

## **Health Council Report**

Mary Slethaug, Co-chair

Members: Betty Behm (Co-chair), Mary Slethaug, Marg Tupling, Stephanie Von Schilling

Ex-officio members: Parish Nurse Christine Ramseyer, Pastor Philip Mathai

The role of the Health Council is to promote the physical, emotional, mental and spiritual health and well-being of the Mount Zion community, as well as reaching out to the surrounding community.

We are grateful for Nurse Christine, who has played a significant role in supporting the goals of the Ministry Team, as well as the Health Council. She increasingly spends more time supporting individuals and families when faced with challenging health issues and bereavement follow-up.

We also are grateful for Rita Schaus, who as a member for many years, gave so much wisdom and support to Health Council. She now has resigned; we will miss her.

### **2019 Committee Highlights**

#### Mount Zion Café

The twice-monthly Café has become a significant centre for providing a supportive community of caring. Here we encourage conversation, provide educational health-related handouts, a walk in the gym for those who wish, and an opportunity to speak privately to Nurse Christine. Music by Anne Lowe, Diane Joyner, Rob Zillies, and Jean Galbraith have added to this spirit. The Café receives a small grant from the Synod as well as free-will offerings. We have appreciated all those from the congregation who have helped us in this important outreach ministry by assisting with serving, cleaning up, and, most importantly, visiting with those who attend. But more help is needed! Please let us know what you can give.

#### Educational Programs and Classes

- Educational handouts and brief information at each Mount Zion Cafe



- Weekly Exercise and Falls Prevention Classes under the direction of Community Support Services
- Presentation by Waterloo Wellington Alzheimer Society on Meaningful Conversations, strategies for communicating with those with dementia, May 1.
- Book discussion, The Home for Unwanted Girls, October 30.

#### Future Goals

- Offer presentation on Harm Reduction and Overdose Prevention, April 28, 2020
- Explore opportunities on how to lead a support group on healthier living
- Arrange for a presentation on the new Ontario Health Team for our local area
- As part of making our congregation a more senior friendly church, discuss ways of providing rides to worship for those who need this assistance
- Continue offering Soup-er Sunday, twice-monthly Mount Zion Café, monthly prayer station at worship, and health promotion through Nurse Christine's Notes



## Sharing God's Love by living our Faith

### Service Committee Report

Ginny Erlich, Chairperson

Members: Ginny Ehrlich, Kirk Swanson, Mary Thompson, Ann Crossman, Ladona Riegert; Staff – Pastor Philip Mathai, Deacon Scott Knarr and Intern Leanne Darlington

#### 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.

#### 2019 Highlights:

We continue to be inspired to focus our efforts on various types of service-related ministries: close to

home, our local community, and in the broader community. This led us to educate ourselves and become involved with an amazing group of service-oriented organizations. Through cooperative efforts, community connections and engaged members, we touched many lives. We also continue to discuss ways to work collaboratively with other Committees and groups, and of being imbedded into church events and themes.

Close to Home:

*Mount Zion Café* – shared details of our Adopt-A-Causes and charitable initiatives with Café participants.

*Martin Luther Univ. College (MLUC) formerly WLU Seminary* – Lending Library: Household items donated.

Our Local Community:

*Marillac Place: a shelter for at-risk young mothers* - ongoing relationship; Adopt-A-Cause: Baby Bottle fundraising campaign, onsite help, promotion at our summer Music Festival.

*Sanctuary Refugee Health Centre: Medical services for Newcomers* - Adopt-A-Cause: fundraising and awareness.

*Trinity Village: Long Term Care Facility* - porters take residents to the Chapel and hymn sings; provide help to serve at Tea Time.

*Food Vouchers* - grocery cards available through the office and ministry team, for those in need in our community.

*Mitten Tree* - knitted items donated for those in need

*Potato Blitz, House of Friendship* - Adopt-A-Cause: collected funds.

*Food Bank* - Adopt-A-Cause: funds donated and food items collected.

*Habitat for Humanity* - donated food for the meal plus donations to buy food, for a lunch served to the volunteers working on the building project; information on the project.

*OneRoof: Home for youth at risk* - promotion at our summer Music Festival.

*Pride Stables: Therapeutic riding program* - promotion at our summer Music Festival.

*S.H.O.W.: Supportive Housing* - information on the current Erb Street project.

The Broader Community:

*Indigenous Ministries* – donations for the Music for the Spirit summer camp and the After School Music Program, developed with the Six Nations community; Information and education related to activities. We have designated this as a *partnership* in recognition of the deep connections we have now developed.

*We Care Bags: CLWR initiative* - Adopt-A-Cause: members fill a bag with specific items, eg. learning kits, baby bundle, sewing kits, personal care. Bags are distributed to communities in developing countries.

*"Gifts From The Heart" catalogue: CLWR initiative* - Adopt-A-Cause: catalogue promoted as an option for gift giving with a charitable focus.

Appreciation extended to Margaret Murison for creating the narthex display banners that promote our Service initiatives.

Members of Mount Zion share a vision of *Service To and With Others*. This is evident in our actions, words, contributions and compassion. Thank you for making this a priority in our Ministry!

## **Open Sesame Report**

Carol Ziegler, Chairperson and Coordinator

This is a year of Celebration for Open Sesame Headstart Preschool. In May of 2020, Open Sesame will have completed 50 years of helping families in our community who have children ages 2 1/2 - 4 years of age, needing help before beginning Junior Kindergarten. Our main objective is to improve the lives of these children and their families, through their language and social skills development. This will help them begin their school years at the same level of competence as other children.

Open Sesame is the only Headstart Preschool in the KW area and is highly regarded by the Children Services of Waterloo Region. Our license is from the Ministry of Education. We are inspected every year and are licensed for an enrollment of 16 children.

Open Sesame is Mount Zion's oldest outreach project. Our executives will be meeting to decide how we will Celebrate this significant event in the life of our congregation. There have been many changes over these past 50 years. Thankfully, we have adapted to the changes that have been necessary to be made and that is why we have been able to continue to be there for families referred to us.

We work in collaboration with many social service partners. Our referrals come from KidsAbility, Kids 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 the day to access the children's progress.

We have two wonderful, enthusiastic, caring teachers - Cyndi Publuske, and Samantha Beesley. Our

administrator and program co-ordinator is Jana Kelly, she does an amazing job and is a highly valued member of our staff. Thanks also to Virginia Slack for keeping our classroom clean.

Joan Brunger has a very demanding job as our Treasurer, and she works closely with Richard Brubacher. Anne Woolner and Pat Edwards continue to help in the classroom every week. A Big Thank You to these dedicated volunteers.

Mount Zion's Property Committee members continue to look after items that need replacing in our classroom and we thank them for that. We also thank Bill Brown for building a bench needed by our children in the hall outside the classroom, and to the Juergensens for donating a couch.

We continue to be grateful for the \$2,000. Grant from the Chamberlain Family Foundation and the support we receive from the Mission Committee of the Eastern Synod of the ELCIC. Thanks also to the Kinsmen Club of Waterloo North for once again covering the costs of the toys and gifts given to our children and staff at the Christmas Party held on Dec. 18th.

This Fall we received a Continuous Quality Improvement One-Time Technology Grant for \$3,863 from the Region of Waterloo. It provided funds for our teachers to attend workshops on enhancing their education in outdoor activities. Also, it paid for the purchase of additional toys for outside, sails to provide shade in the spring and summer on the playground and new riding toys for the gym.

The biggest change at Open Sesame this year was the completion of our Natural Playground. It came at a good time, when there is greater emphasis on children being outdoors. The whole area of our playground is now being used and included the constructions of a hill for two slides. In the winter it is perfect for the children to use the toboggans. The circular path is also very popular.

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 Ann Crossman by giving her cash or a cheque made out to Open Sesame. We sell Zehrs (Value Mart, No Frills), Sobeys (Freshco) and Food Basic cards in denominations of \$50 and \$100. Open Sesame receives 5% of all grocery cards sold and this year we received \$2,615. We want to thank all those participating, and hopefully more members will consider helping us in this manner. Your groceries do not cost more, you are simply paying for them in advance.

Here are some statistics which may help give you a clearer picture of the type of children which were referred to us from Sept. 2018 to June 2019.

53% of our children were referred to us by KidsAbility because of development concerns and social isolation. 42% spoke a language other than English and were speaking English for the first time at Open Sesame. 24% of our children were diagnosed on the autism spectrum while at Open Sesame! This term, in Sept. of 2019, at least five have come to us having already been diagnosed with some form of autism.

Once again, in closing, we thank each of you who support Open Sesame financially. Therefore, the thank you letter we received from a parent last June is FOR YOU.

*"When we brought our son to Open Sesame, we were hopeful that it would accelerate his learning. He was attending a different daycare for 7 hours, once a week, and had been there for almost a year, but we felt it was wasted time. I recall those days as "nothing days", because NOTHING was accomplished and I am sad that we didn't enroll him in Open Sesame sooner. Within 2 weeks of enrollment at Open Sesame he was showing great growth. Within a month he had developed great bonds/friendships with many of the wonderful teachers and volunteers at Open Sesame. Many days he did not want to leave when I went to pick him up! The environment is*

*nurturing, safe and everything that I would personally build if I were to start my own preschool. The playground outside has lots of opportunity with a wonderful community garden on the other side of the fence. The gym inside is very spacious and a terrific adjunct for cold/rainy days. The teachers are great and he has learned many things from them. I am tremendously pleased with our experience at Open Sesame and wish every parent could have this opportunity as well"*

Committee Members:

Chairperson and Coordinator - Carol Ziegler,  
Treasurer - Joan Brunger, Assistant Treasurer - Ann Crossman, Secretary Mayda Scoins/Anne Woolner,  
Administrator and Program Coordinator - Jana Kelly,  
Teachers - Cyndi Publuske, Samantha Beesley,  
Members at Large - Karin Packull, and Helga Juergensen.

Other Volunteers:

Pat Edwards, Dave Heldmann, Art Schelter, Bill Gastmeier, Bill Brown, Karen Gastmeier, Richard Brubacher.

## **Alfred Brunger Community Garden**

Joan Brunger, Chairperson

*Behold, my friends, the spring is come; the earth has gladly received the embraces of the sun, and we shall soon see the results of their love! - Sitting Bull*

I know it's only February when you are reading this and yet it gives some insight into what the original inhabitants of the land thought about the earth and we as gardeners anticipate. A place to go for peace and comfort and also a lot of hard work. What a gift Mount Zion gives in sharing this space with the larger community.

2019 saw the addition of 4 more plots to the garden with the encouragement and support of Church Council. The \$1462.50 provided by the City of Waterloo Neighbourhood Matching Fund Project for

the Alfred Brunger Community Garden Evolution 2019 plan made it possible to increase our total number of plots to 20, get a new logo and participate in the Summer Sounds and Spices event. A big thank you to James Herrle of Herrle Family



Farms for plowing. If you are out to the store please mention your thanks for their support of the garden.

What a hard working and thoughtful group of gardeners we have. A true mix of age, gender, and race digging and planting and sharing ideas. One of our gardeners even tasted a cherry from our orchard, Very sweet was his comment. We have workers from Equitable Life who rent parking space and are looking for a chance to relax and do a bit of gardening before they head home. Spring and fall work days help to prepare and shut down the garden each year and many hands make light work. Cubs and Scouts came to lend a helping hand as well. Thank you to the Property Committee for their help and hard work year-round maintaining the grounds.

This year the ABCG received a Certificate of Recognition from the Waterloo Region Community Garden Network for our contributions to building beautiful and sustainable communities. From word of mouth and the Summer Sounds and Spices event we have enough gardeners to fill all of the plots for 2020.

## **The Mitten Tree**

Joan Schweitzer, Coordinator

"THANK YOU". To the people who donated hand-made items, purchased items and brought in gently used items. There were socks, slippers, mitts, hats, gloves, scarf/hat/mitt sets and other sets. It was just

wonderful to see the trees and under the trees full with colour.

These items were delivered to the Kitchener Family and Children Services Centre on Hanson Avenue in Kitchener. These items will be sent and spread throughout the Waterloo Region into places like: Elmira, Cambridge, the Townships and other areas, who are in need.

The total donation was 231 items. Mount Zion members and friends donated 171 items. The New Dominion Lodge friends donated 60 items.

Thank you to all who made this Christmas season special. The mitten trees are empty and put away. They will return in November, 2020.

Thank you.



## Confirmation

Philip Mathai, Pastor

Confirmation classes met regularly during the year. The program includes meeting at church once a month for an extended time and also meeting at Martin Luther University College once a month along with five other congregations from the area. The sessions at Luther allows confirmands from the different congregations to be part of a larger group and form networks and friendships beyond their small groups. Besides these, Confirmation Camp is another integral part of the program.

We participated in the Confirmation Camp from August 25 to 30 at Kintail. Aidan Boyd was a counsellor, Lauren Harris a senior camper and Maddy Van Moerkerke, Matias Jyrkama, Nyah Marshall and Tessa Connor junior campers. Intern Leanne also attended the camp along with me.

Last year, Matias and Maddy made their affirmation of Baptism on Sunday, October 27, during the Reformation Sunday service. The class from fall includes Nyah, in her second year, and Tessa, Evelyn Jyrkama and Aidan Van Moerkerke in their first year.

## Teaching and Learning

### Sunday School

Anne Woolner, Chairperson

We ended Sunday School at the beginning of June with a church service and picnic. Although the weather was a bit chilly, we still had to have the annual water balloon toss (aka water balloon fight). We started the new school year in September with a child-oriented service followed by our "Souper Sunday".

Our curriculum this year is Holy Moly which has humorous but thought-provoking videos followed by various activities related to the Bible story. As usual, we are always looking for teachers and assistants for this important ministry. If you are interested, Please contact Anne at [annewoolner@hotmail.com](mailto:annewoolner@hotmail.com) or 519-743-2277. Our Christmas Program, on Dec. 15 was held during the service and was followed by our Jesus Birthday Party.

### Youth

The Youth started the year off with a winter retreat at Hidden Acres Feb. 8-10. In March they hosted the Pancake Supper and sold Mint Smoothies to raise funds for the next National Youth Conference in Calgary in 2020. They participated in a Youth Service

in the fall where they shared their faith experiences at Confirmation Camp.

## **Cradle Roll**

Susan Brubacher

At present we have 2 children on our cradle roll. These children receive a "Splash" newsletter each month until the age of 3. The newsletters give parents practical and enjoyable ways to help their children grow in faith from an early age. In addition to the monthly newsletters they receive a birthday card on their birthday and a "Remembering Your Baptism" card on the anniversary of their baptism. They also receive a new CD of simple songs each year. This program is a wonderful way of supporting, encouraging and connecting with our young families.





## Finance, Budget and Statistics

### Finance Committee Report

Richard Brubacher, Chairperson

**Members:** Richard Brubacher – Chair & Treasurer, Tim Ehrlich - Bookkeeper, Jackie Nunns – Financial Secretary (till August), Robert McDermott, Sherryann Kennedy,

**Ex. Officio:** Pastor Mathai, Rita Schaus (honorary life member).

**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:**

1. 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.
2. 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.
3. Coordinating and working with all committees and the Council in preparation and presentation of annual budgets for approval at the annual congregational meeting.
4. Develop and recommend to the council, appropriate policy for Rental of Facilities & Parking and establish rates and contracts for Tenants.
5. Ensure that reports are submitted to Revenue Canada in order to maintain our congregational status as a charitable institution.

### **2019 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.
- Reviewed contracts and rental agreements and revised with recommendations for adjustments as deemed appropriate including a formal agreement with Equitable Life for use of our parking lot.
- Secured the services of a professional property management company to manage our rental property and select a new tenant for one property.
- Managed the issues through Landlord Tenant board hearings for one property including a mediated settlement with the tenant resulting in tenancy being vacated by January 31, 2020.
- Participated with small task group regarding options for one of the Dawson Street properties.
- Provided financial oversight to Open Sesame preschool.
- Invested \$35,000 realized from Gift in Kind donations of securities from members who provided gifts which benefit future periods. Funds invested with ELFEC for better returns.

I wish to thank our Bookkeeper Tim Ehrlich for managing the day to day financial activities, and our Financial Secretary Jackie Nunns (who has now moved to Hamilton) in keeping track of donations. They were supported by Muriel Tillich and the counting teams, and the rest of the Finance Committee – Bob McDermott, Sherryann Kennedy, Rita Schaus and Pastor.

### **2019 Financial Review**

*The financial reports for Mount Zion are displayed in the following pages, and reflect actual activities for the year 2019, and the 2020 budget being proposed for approval at the AGM February 9, 2020.*

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

<i>Ministry &amp; Mission (Current)</i>	<i>- In support of ongoing ministry &amp; programs</i>
<i>Benevolence</i>	<i>- In support of the broader church &amp; specific appeals</i>
<i>Capital</i>	<i>- In support of our facilities with upgrades &amp; repairs</i>
<i>Rental Properties</i>	<i>- In support of our rental properties at 235 &amp; 237 Dawson St.</i>
<i>Special Funds</i>	<i>- Restricted Funds – Designated for specific purposes</i>
<i>Balance Sheet &amp; Summary</i>	<i>- Summary &amp; Statement of Financial Position at year end</i>

### **2019 Overview**

The year 2019 ended on a very positive note with final financial results significantly better than we had planned. When we met at our AGM in February 2019, we approved a budget which anticipated a deficit of \$37,160 in the Ministry & Mission (current) account which was expected to be partially funded with

available contingency funds of \$25,654, leaving an unfunded balance of \$11,506 needed to be found in other areas.

I am pleased to report that the final deficit was \$9,666 in the Ministry & Mission (current) account which is an improvement of \$27,494. This deficit has been funded with a transfer of funds from our Contingency fund enabling a clean slate to begin the New Year.

Some highlights follow:

- Total receipts were \$14,583 better than plan as follows:
  - Member donations exceeded by \$16,366 aided by a few significant unexpected contributions, including a donation in memory of Doris & Sheldon Groce by the families of Marylou & Milne Oakes and Nancy & Gary Collins.
  - Other income items were slightly below plan – primarily facility & parking revenue.
- Total disbursements were \$12,911 better than plan due primarily to lower staffing costs with changes that occurred in the last quarter and reduced committee expenses.
- Support of Synod Benevolence and other designated causes totaled \$113,257 benefiting 19 organizations.
  - Of this amount \$49,910 was received from members in support of the Synod (\$25,645), and Other specific appeals (\$24,265).
  - In addition to member support as noted, \$63,347 was received as grants from others and disbursed in support of various ministries.
    - Synod grants of \$57,139 include \$7,000 for Open Sesame, \$30,636 in support of Six Nations-Two Rivers Ministry Partnership, and \$18,003 in support of intern Leanne, and \$1,500 for Uplifting Young Adults by Kristina Kuhnert.
    - Additional grants of \$6,208 include \$2,000 from the Chamberlain Family Foundation for Open Sesame, and a government grant of \$4,208 to support our summer community outreach program.
- Capital expenditures of \$11,983 were less than planned, and with receipts of \$19,490 our ending balance in capital funds is \$45,368.
- Rental Property accounts resulted in a net positive position of \$14,076 which is worse than planned by \$4,304. Tenant turnover, and a mediated settlement with one tenant is the cause. The tenant is to vacate at end of January, 2020. The balance in the Rental property account is \$28,239.
- Activity in Special Funds designated for specific purposes increased by \$11,966. Major changes to these accounts were attributed to these factors:
  - Memorial funds increased \$2,525 to \$28,185. Donations were in memory of Jean Pym, Bert Huehn, Alfred Durichen & Dorothy Wepler.
  - Music on the Mount fund decreased by \$472 to \$11,839.
  - Our Mission Endowment fund increased by \$18,391 to \$129,034. The increase was due to excellent investment results (14.1%) and a small adjustment to 2018 anticipated loss. Earnings of \$15,907 will be paid to us in February.

- The Contingency Fund provided by an anonymous donor in 2017 decreased by \$9,666 to fund our accumulated deficit in the Ministry & Mission account leaving a balance of \$15,988.
- Other fund balances are Youth funds \$5,572, Spiritual Retreat fund \$308.

Thank you for your continued financial support in 2019. We have been truly blessed! In so many ways, I believe we can say of 2019 results... Thanks be to God!

## **2020 Budget Proposal**

The 2020 budget proposal included in the accompanying statements reflects an operating **deficit of \$15,988 for Ministry & Mission (Current) account.**

Budgeted spending for Ministry & Mission (Current) is \$298,931 which is \$2,470 higher than the 2019 actual spending. Key assumptions follow:

- Staff & Ministry Support - \$185,247 – decrease of \$1,783. Economic increases of 2% and Synod guidelines for ordained staff are included. While there is no change in staff positions, the replacement for Diaconal Minister of Music (Scott Knarr) with a new Music Director and the replacement of retired Muriel Tillich with an Office Administrator has resulted in a reduction in staff costs.
- Committee Expenses - \$26,750 – Increase of 18% and \$4,090. Increased expense includes economic increases and expansion of the Mount Zion Café and music program with choral scholars as well as higher communications (advertising) and hospitality expense.
- Church Operating Costs - \$86,934 – Net change of \$163. Increased utilities costs have been offset by reductions in Property management and conference costs.

Budgeted receipts for Ministry & Mission (Current) are \$282,943 which is \$3,852 less than 2019 actual.

Key assumptions follow:

- Member receipts of \$206,300 show a reduction of \$17,000 acknowledging that some members have passed away in 2019, and a few extraordinary donations received in 2019 may not be repeated.
- Endowment fund earnings of \$15,907 from 2019 will be received and applied to the M&M account.
- Rental income from facility & parking of \$61,216 is planned with \$9,000 reserved to the capital account consistent with our policy of reserving 15% of rental income.
- Other receipts of \$8,520 reflect minor differences from the prior year.

Our proposed budget for Benevolence as designated on our envelopes is \$26,000. This is in support of Synod \$22,000; Open Sesame \$3,000; Community Benevolence of \$500 as directed by our Service Committee; and a Pastoral Discretionary fund of \$500. Special Benevolence areas including our Adopt A Causes are not typically budgeted as members contribute as deemed appropriate when various causes are identified.

The Capital budget assumes that income of \$10,360 and transfers from Rental Income of \$9,000 will be utilized to fund several capital expenditures totaling \$20,000 in 2020. Major projects include interior

building repairs \$6,000; Computer & audio/video upgrades \$4,500, Hearing assists \$750 and \$8,750 contingency. Total Capital funds were \$45,368 at year end.

The proposal for Rental Property acknowledges that one property will be vacant at the end of January and requires immediate replacement of the roof and furnace estimated to cost \$15,000. Significant further upgrading is also required for this property. The budget as presented assumes rental income from only one of our two properties in 2020 as we evaluate appropriate options. Plans are insufficiently developed at this time to present a complete budget proposal. This budget assumes a net use of funds \$9,068 in 2020. Total funds for rental properties were \$28,239 at year end.

The overall budget as presented acknowledges that the deficit in the Ministry and Mission account may reach approximately \$16,000 by year end 2020. To fund this deficit, the plan utilizes the available remainder of contingency funds of \$15,988.

**Summary**

The financial results for 2019 were very positive, and the plan for 2020 despite being in a deficit position can be managed with the available resources we have from prior contingency funds. This is good news; however, we also need to be aware and mindful of some events which will occur in the very near term which will require an expenditure of significant funds.

As presented at last year’s AGM, we advised that major capital expenditures will be required for the replacement of some of our aging structures. Our sanctuary roof is in poor repair and is reaching its end of life. Additionally, our boiler & furnaces will need repair or replacement in the next few years. The following is a summary of available fund balances we have as of December 2019, and the projected use of these over the next few years. At last year’s AGM the congregation gave approval to opening the Mission Endowment fund in order to fund planned ministry and capital projects in the event congregational revenue is insufficient to cover. This approval was for funding not to exceed \$25,000 per year beginning in 2019. Fortunately, this was not required in 2019, but will be required as noted below.

The following are available sources of funds now and projected at December 31, 2020.

	<u>Dec. 31, 2019</u>	<u>Projected Dec. 31, 2020</u>
Contingency Fund	\$ 15,988	\$ 15,988
Memorial Funds	\$ 28,185	\$ 28,185
Mission Endowment	<u>\$ 129,034</u>	<u>\$ 118,127</u>
Total	\$ 173,207	\$ 162,300
<u>Funds Required</u>		
Dec. 31, 2020 (Based on 2020 proposed budget)		\$ 16,000
Dec. 31, 2021 (Possible 2021 M&M deficit)		\$ 25,000
Major Capital Cost – Roof & furnaces est. 2021/22		\$ 100,000
Dec. 31, 2022 (Possible 2022 M&M deficit)		<u>\$ 25,000</u>
Total		\$ 166,000

If growth in the congregation through organic growth or partnership is insufficient to fund programming, then further action would be required to access value in other assets, such as rental properties, or options with regard to the entire block.

*Submitted by, Richard Brubacher – Treasurer & Chair, Finance Committee*

**Mount Zion Lutheran Church**  
**Statement of Receipts and Disbursements - MINISTRY & MISSION (Current)**

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

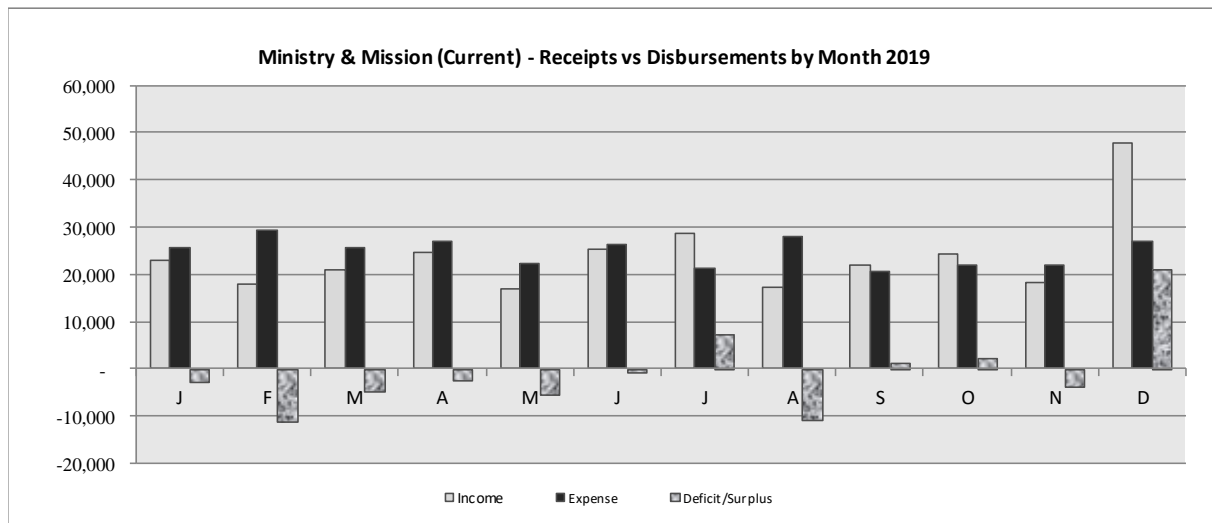
The results for 2019 reflect a final year deficit of \$9,666 compared to a budgeted deficit of \$37,160. This \$27,494 improvement was due to higher than planned receipts accounting for \$14,583, and lower than planned disbursements accounting for \$12,911. Member receipts accounted for the major improvement, partially offset by lower rental income from facility and parking.

The deficit of \$9,666 was eliminated with the transfer of \$9,666 from our Contingency Fund which will enable entry into 2020 with a clean slate. For clarity, a Contingency fund was established in 2017 when an anomous member made a \$30,000 undesignated donation. This fund has been utilized in 2018 for \$4,346 to cover accumulated deficits to that time, and now \$9,666, leaving a balance of \$15,988 to carry forward for use in future as needed.

<b>MINISTRY &amp; MISSION (Current)</b>	2016	2017	2018	2019		2020 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
<b>Receipts</b>						
Envelope (incl specials)	\$ 213,963	\$ 215,113	\$ 218,149	\$ 207,700	\$ 223,371	\$ 206,300
Plate	1,767	1,938	2,315	2,000	2,284	2,200
Income:						
Education Min.	200	1,350	2,375	1,500	2,450	1,020
Worship & Music	1,397	1,160	1,233	1,300	1,045	1,300
Health council- Café		3,871	4,913	4,000	3,863	4,000
Rental of Facilities & Parking	29,002	45,707	58,948	65,544	62,016	61,216
Transfers to Capital (15% rentals)		(8,000)	(8,850)	(9,832)	(9,200)	(9,000)
Deficit Reduction Response	5,473	1,380	975	-	-	-
Other Receipts	2,247	5,874	9,299	-	424	15,907
Gain or Loss on Sale of Investments		1,088	31	-	543	-
<b>Total Receipts</b>	<b>254,050</b>	<b>\$ 269,481</b>	<b>289,388</b>	<b>272,212</b>	<b>286,795</b>	<b>282,943</b>
<b>Disbursements</b>						
<b>Staff Costs</b>						
Pastor ( Philip)	70,171	71,719	73,315	74,926	74,701	77,449
Deacon (Scott Knarr) (50% call)	27,839	28,583	29,481	33,620	22,672	-
<b>Ministry Support</b>						
Pastoral Supply/ Extra staff costs	1,400	800	800	2,000	1,200	2,000
Admin Staff Support	107	-	535	3,000	956	1,800
Additional Staff Support	2,650	2,955	6,868	7,334	4,330	2,550
Parish Nurse	17,296	17,821	19,236	21,230	20,983	21,639
Secretarial	17,716	18,066	18,420	18,947	18,710	24,500
Staff Benefits	22,692	24,113	25,926	26,995	24,218	16,387
Music Director	-	-	-	-	-	30,000
Interim Music Director					10,500	
Bookkeeper Fee	7,500	7,700	7,854	8,011	8,011	8,171
Honoraria	750	1,500	1,250	750	750	750
<b>Total Staff &amp; Ministry support</b>	<b>168,120</b>	<b>173,259</b>	<b>183,684</b>	<b>196,812</b>	<b>187,030</b>	<b>185,247</b>
<b>Committees</b>						
Worship - Supplies	3,754	3,101	3,265	3,000	3,323	3,000
Worship - Music	4,699	4,857	6,305	8,700	6,400	7,500
Communication Committee	62	167	221	800	1,532	3,000
Stewardship Committee	66	-	-	-	-	-
Learning	2,711	3,310	3,767	3,550	4,530	4,100
Finance	898	1,369	1,256	1,375	984	1,400
Health Council	153	131	230	350	527	550
Health council - Café		2,427	4,628	5,450	4,229	4,500
Service (Min. in Soc.)	-	-	-	-	500	-
Staff Support	250	275	250	300	50	300
Church Council	250	576	711	1,700	585	2,400
	<b>12,843</b>	<b>16,212</b>	<b>20,633</b>	<b>25,225</b>	<b>22,660</b>	<b>26,750</b>

<b>MINISTRY &amp; MISSION (Current)</b>	2016	2017	2018	2019		2020 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
<b>Church Operating Costs</b>						
Property Management	20,032	24,999	29,324	27,875	<b>26,579</b>	25,500
Property Mgmt - Janitorial Services	19,099	20,383	22,438	21,700	<b>22,300</b>	22,900
Insurance	4,615	4,839	5,384	5,140	<b>4,555</b>	5,040
Telephone/Internet	1,626	1,608	1,773	1,850	<b>1,706</b>	1,750
Hydro, Water	11,907	9,640	8,919	9,670	<b>10,325</b>	11,055
Heat	4,048	5,669	6,427	6,700	<b>6,348</b>	6,400
Office Supplies & Equip.	10,614	8,566	8,103	10,000	<b>11,553</b>	10,500
Conventions & Conferences	3,614	1,924	3,291	2,600	<b>2,027</b>	1,000
Bank Charges & Interest	1,668	1,536	1,266	1,800	<b>1,311</b>	1,500
Miscellaneous	3,300	55	526	-	<b>67</b>	1,289
	<u>80,523</u>	<u>79,218</u>	<u>87,451</u>	<u>87,335</u>	<u><b>86,771</b></u>	<u>86,934</u>
Total Disbursements	<u>261,486</u>	<u>268,689</u>	<u>291,769</u>	<u>309,372</u>	<u><b>296,461</b></u>	<u>298,931</u>
Surplus (Deficit) - normal	(7,435)	792	(2,380)	(37,160)	<b>(9,666)</b>	(15,988)
Transfers from Contingency Fund		-	<b>4,346</b>	<b>25,654</b>	<b>9,666</b>	15,988
Surplus (Deficit) after transfers etc.	<u>(7,435)</u>	<u>792</u>	<u>1,966</u>	<u>(11,506)</u>	<u><b>(0)</b></u>	<u>0</u>

The graph below reflects the pattern of expenditure and receipts experienced on a monthly basis in 2019. The pattern of expenditures is relatively evenly distributed at an average of approx. \$24,700 per month, however the pattern of income is more erratically distributed with 31% 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**

Benevolence consists of two sections, - Regular Benevolence (envelope designated), and Special Benevolence - Designated Appeals. Both totalled \$113,257 in 2019 compared with \$113,471 in the prior year.

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 2019 receipts were \$25,645, with a distribution of funds being \$25,645 to Synod. Compared to the prior year, regular benevolence declined by 6%.

Designated appeals realized receipts of \$87,612 which enabled disbursements to be made to 18 organizations. Included in this category are receipts from members of \$24,265 and \$63,347 in grants from others in support of various ministries. Synod Grants include \$7,000 in support of Open Sesame preschool; \$30,636 in support of Six Nations-Two Rivers Ministry Partnership, and \$18,003 in support of our Intern Leanne, and \$1,500 for "Uplifting Young Adults" by Kristina Kuehnert. Additional grants were received from the Chamberlain Family Foundation for Open Sesame, and a government grant of \$4,208 to support our summer community outreach program.

<b>BENEVOLENCE</b>	2016	2017	2018	2019		2020 Budget
<b>A.) REGULAR BENEVOLENCE (Budgeted)</b>	Actual	Actual	Actual	Approved Budget	Actual	Proposal
<b>Receipts</b>						
Envelopes	\$ 31,277	\$ 29,087	\$ 27,378	\$ 28,000	\$ 25,645	\$ 26,000
	31,277	29,087	27,378	28,000	25,645	26,000
<b>Disbursements</b>						
Synod Benevolence	29,677	25,503	26,878	24,000	25,645	22,000
Open Sesame	-	3,000	-	3,000	-	3,000
Community Benevolence	1,600	584	500	500	-	500
Other (Pastoral Discretionary fund)				500	-	500
	31,277	29,087	27,378	28,000	25,645	26,000
<b>Surplus (Deficit)</b>	-	-	-	-	-	-
<b>B.) SPECIAL BENEVOLENCE - DESIGNATED APPEALS - (Unbudgeted)</b>	2016	2017	2018	2019		2020 Budget
<b>RECEIPTS &amp; DISBURSEMENTS</b>	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Canadian Lutheran World Relief	\$ 3,683	\$ 2,699	\$ 3,874		\$ 2,291	
Waterloo Lutheran Seminary Appeals	1,000	645	965		555	
W.L.S. Auxiliary	220	15	290		-	
Habitat for Humanity	120	115	355		303	
Trinity Village	40	-	-		-	
Open Sesame	12,673	20,925	19,719	18,000	20,710	18,000
Stronger Together Event		16,533	-		-	
Six Nations-Two Rivers Ministry Partnership		41,279	42,959	45,000	30,636	-
MLU Internship - HOF-Mount Zion Partnership			9,692		18,003	
Uplifting Young Adults - Mount Zion Partnership					1,500	
Community Outreach Liaison					4,208	
Refugee Support (EW Partnership)	34,374	5,128	-		-	
KW Food Bank	923	1,095	725		1,470	
Food vouchers	1,578	725	1,715		1,885	
Scouts	30	15	80		155	
House of Friendship	487	318	430		669	
Alzheimer Society	-	210	75		-	
Innisfree House/Heart & Stroke Adopt a cause		-	100		-	
Sanctuary Fefugee Health Adopt a cause					1,225	
Marillac Place Adopt a cause		-	935		129	
Music for The Spirit Adopt a cause	2,840	3,040	3,949		3,008	
Lutherwood Adopt a cause	970	-	-		-	
One Roof Youth Services Adopt a cause		2,411	-		-	
World Luthern Fed. - Scholarship Adopt a cause		2,455	-		-	
Lutheran Campus Ministry	70	50	110		275	
Outdoor Ministry -Edgewood Adopt a cause	545	40	60		60	
S.H.O.W.	30	545	60		530	
	\$ 59,583	\$ 98,242	\$ 86,093	63,000	87,612	18,000



### Statement of Receipts and Disbursements - CAPITAL & RENTAL PROPERTY

Capital 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 2019 were \$10,290 with disbursements of \$11,983 for a use of \$1,693 in capital funds. In addition, a transfer of \$9,200 from Ministry & Mission fund was made to reserve 15% of all rental revenue realized, in recognition that additional costs will be required to maintain the facilities. This resulted in a net increase of \$7,507 in capital funds with a year end balance of \$45,368.

Expenditures in 2019 include: 1.) Kitchen - replacement of fire suppression system \$3,337; 2.) Kitchen - hardwater tap and sink \$677; 3.) Hearing assists \$351; 4.) Replace exterior support posts \$6,361; 5.) Portable Projector for auditorium \$1,257.

<b>CAPITAL</b>	2016	2017	2018	2019		2020 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
<b>Receipts</b>						
Envelope Receipts	\$ 11,167	\$ 11,526	\$ 12,595	\$ 10,800	\$ 9,911	\$ 10,000
Interest Income	327	241	322	360	379	360
Church Maintenance - Grant funds	-	2,000	-	-	-	-
	11,494	13,767	12,917	11,160	10,290	10,360
<b>Disbursements</b>						
Equipment Purchases	-	228	1,212	-	-	-
Projection A/V System	-	-	-	-	1,257	-
Capital Improvements	29,763	7,397	30,941	24,000	10,726	20,000
	29,763	7,626	32,153	24,000	11,983	20,000
<b>Surplus (Deficit)</b>	<b>(18,269)</b>	<b>6,141</b>	<b>(19,237)</b>	<b>(12,840)</b>	<b>(1,693)</b>	<b>(9,640)</b>
<b>Transfers - from (to) other funds</b>	<b>3,500</b>	<b>8,000</b>	<b>8,850</b>	<b>9,832</b>	<b>9,200</b>	<b>9,000</b>
<b>Surplus (Deficit) - Capital</b>	<b>(14,769)</b>	<b>14,141</b>	<b>(10,387)</b>	<b>(3,008)</b>	<b>7,507</b>	<b>(640)</b>

Rental Property has been accounted for separately beginning in 2014 to account for the rental property activities for the two houses owned by the congregation at 235 & 237 Dawson street. This was previously included in the Ministry & Mission (Current) section. This change provides more transparency into the total implications of our Rental properties including the ongoing upgrading that will be required to maintain their value.

Results for 2019 reflect a surplus of \$14,076 which is \$1,349 worse than plan. A mediated settlement was been negotiated with one of the tenants who will vacate the tenancy on January 31, 2020. In addition a new tenant was also secured for the other property. Our plan for 2020 assumes that the property being vacated will not be rentable in 2020 no income is planned. Options are being considered, however plans are insufficiently developed to present a valid budget proposal at this time. Our bank position for Rental property is \$28,239 at year end.

<b>RENTAL PROPERTY</b>	2016	2017	2018	2019		2020 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
<b>Receipts</b>						
235 Dawson Rental Income	\$ 12,980	\$ 14,410	\$ 14,220	\$ 14,500	\$ 13,455	\$ 1,182
237 Dawson Rental Income	15,136	19,200	19,320	19,680	19,718	22,500
Interest Income	-	1	4	-	75	-
	28,116	33,611	33,544	34,180	33,248	23,682
<b>Disbursements</b>						
235 Dawson Expenses - Current Exp	7,086	6,453	6,559	7,800	7,771	8,400
235 Dawson Expenses - Capital Improve.	-	-	-	-	-	15,000
237 Dawson Expenses - Current Exp.	8,431	7,227	7,687	8,000	11,401	8,600
237 Dawson Expenses - Capital Improve.	224	-	-	-	-	750
	15,741	13,680	14,246	15,800	19,172	32,750
<b>Surplus (Deficit)</b>	<b>12,376</b>	<b>19,931</b>	<b>19,298</b>	<b>18,380</b>	<b>14,076</b>	<b>(9,068)</b>
<b>Transfers - from (to) other funds</b>						
<b>Surplus (Deficit) - Rental Property</b>	<b>12,376</b>	<b>19,931</b>	<b>19,298</b>	<b>18,380</b>	<b>14,076</b>	<b>(9,068)</b>

### Statement of Receipts and Disbursements - SPECIAL FUNDS

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

The value of these funds is \$190,927 at year end reflecting an increase of \$11,966 compared with the prior year. Major changes were reflected in an increase of \$18,391 in Endowment funds due to excellent investment earnings in 2019 and a small adjustment to the anticipated loss in 2018. Earnings of \$15,907 will be paid to us in February and will be applied to our Ministry & Mission account deficit.

Decreases in special funds were realized in Contingency funds which decreased by \$9,666 to fund our 2019 Ministry & Mission account deficit. Other changes to special fund balances were small but reflected increases in Memorial funds, and Youth Funds.

Total special funds are represented by 1.) Endowment fund \$129,034; 2.) Memorial fund \$28,185; 3.) Contingency fund \$15,988; 4.) Music on the Mount fund \$11,839; 5.) Youth fund \$5,572; 6.) Spiritual Retreat fund \$308.

<b>SPECIAL FUNDS</b>	2016	2017	2018	2019	2020
	Actual	Actual	Actual	Actual	Budget
<b>Opening Balances</b>	\$ 104,538	\$ 117,728	\$ 173,269	\$ 178,961	\$ 190,927
<b>Receipts</b>					
Music on the Mount Fund	1,403	3,519	13,872	6,593	3,000
Memorial Fund	8,981	1,966	17,731	2,525	-
Spiritual Retreat Fund	201	101	0	250	-
Youth Fund	6,720	1,688	4,387	1,257	-
Contingency Fund Receipts		30,000	-	-	-
Endowment Fund Receipts	-	25,000	-	-	-
Endowment Fund - Gain on investments	5,857	6,458	1,079	15,907	5,000
	<u>23,161</u>	<u>68,731</u>	<u>37,070</u>	<u>26,531</u>	<u>8,000</u>
<b>Disbursements</b>					
Music on the Mount Fund	1,900	2,400	4,343	7,065	6,200
Memorial Fund	40	4,862	4,212	-	-
Spiritual Retreat Fund	315	279	285	194	-
Youth Fund	6,000	333	5,612	125	-
Endowment Fund - Loss on investments	(1,783)	-	4,000	(2,484)	-
	<u>6,472</u>	<u>7,874</u>	<u>18,453</u>	<u>4,900</u>	<u>6,200</u>
<b>Transfers - In (Out)</b>					
Music on the Mount Fund					
Memorial Fund transfers to Capital	(3,500)			-	-
Spiritual Retreat Fund					
Youth Fund transfer to Current		(500)		-	-
Music on The Mount to Capital(A/V)				-	-
Contingency Fund Exp (Transfers)			(4,346)	(9,666)	(15,988)
Endowment Fund - transfers to Benev. & other	-	(4,815)	(8,579)	-	(15,907)
	<u>(3,500)</u>	<u>(5,315)</u>	<u>(12,926)</u>	<u>(9,666)</u>	<u>(31,895)</u>
<b>Closing Balances - Special Funds</b>					
Music on the Mount Fund	1,663	2,782	12,311	11,839	8,639
Memorial Fund	15,038	12,142	25,660	28,185	28,185
Spiritual Retreat Fund	715	537	252	308	308
Youth Fund	4,811	5,666	4,440	5,572	5,572
Contingency Fund		30,000	25,654	15,988	-
Endowment Fund	95,500	122,143	110,643	129,034	118,127
<b>Total Special Funds</b>	<u>117,728</u>	<u>173,269</u>	<u>178,961</u>	<u>190,927</u>	<u>160,832</u>

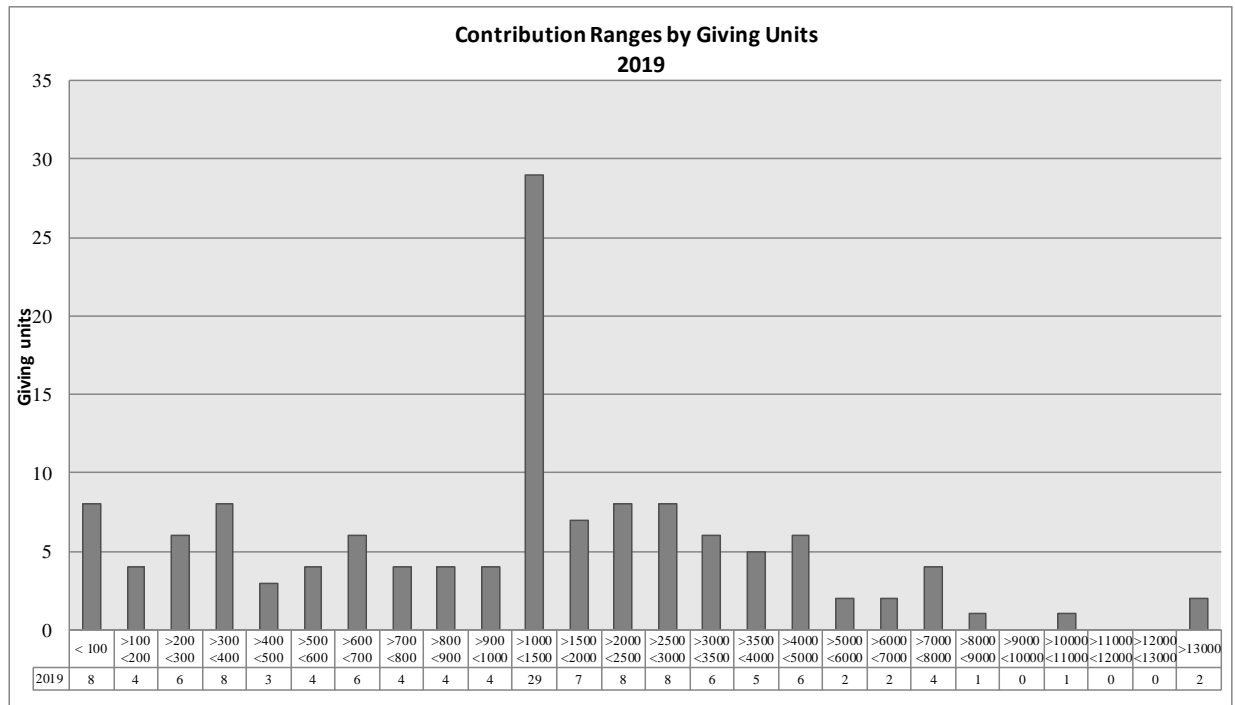
<b>Summary of Total Receipts vs. Disbursements</b>						
	2016	2017	2018	2019		2020 Budget
	Actual	Actual	Actual	Budget	Actual	Proposal
<b>Receipts (incl. transfers)</b>						
Ministry & Mission (Current)	\$ 254,050	\$ 269,481	\$ 289,388	\$ 272,212	\$ 286,795	\$ 282,943
Benevolence	31,277	29,087	27,378	28,000	25,645	26,000
Benevolence Special Appeals	59,583	98,242	86,093	63,000	87,612	18,000
Capital	14,994	21,767	21,767	20,992	19,490	19,360
Rental Property	28,116	33,611	33,544	34,180	33,248	23,682
Special Funds	23,161	68,731	37,070	3,000	26,531	8,000
<b>Total Receipts - All</b>	<b>411,181</b>	<b>520,918</b>	<b>495,239</b>	<b>421,384</b>	<b>479,321</b>	<b>377,985</b>
<b>Disbursements (incl. transfers)</b>						
Ministry & Mission (Current)	261,486	268,689	287,423	283,718	286,795	282,943
Benevolence	31,277	29,087	27,378	28,000	25,645	26,000
Benevolence Special Appeals	59,583	98,242	86,093	63,000	87,612	18,000
Capital	29,763	7,626	32,153	24,000	11,983	20,000
Rental Property	15,741	13,680	14,246	15,800	19,172	32,750
Special Funds	9,972	13,189	31,378	33,054	14,566	38,095
<b>Total Disbursements - All</b>	<b>407,821</b>	<b>430,513</b>	<b>478,670</b>	<b>447,572</b>	<b>445,772</b>	<b>417,788</b>
<b>Net Funds Generated (Used)</b>	<b>3,361</b>	<b>90,405</b>	<b>16,569</b>	<b>(26,188)</b>	<b>33,549</b>	<b>(39,803)</b>

<b>Balance Sheet ending values at dates noted</b>						
	2016	2017	2018	2019		2020 Budget
	Dec. 31	Dec. 31	Dec. 31	Budget	Dec. 31	Proposal
<b>Current Assets</b>						
Petty Cash	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Ministry & Mission Bank Acct	10,849	24,759	9,650	(13,606)	23,479	3,390
Ministry & Mission (ELFEC - ST. Inv.)				-	35,320	20,000
Capital Bank Account & Investment Account	34,106	48,247	37,861	34,852	45,368	44,728
Rental Property Account	(25,065)	(5,134)	14,163	32,543	28,239	19,171
Rent Deposit Account	2,771	2,774	2,783	2,783	3,058	1,876
Accounts Receivable	6,273	3,784	4,232	3,000	4,570	4,000
Prepaid Insurance			4,122		4,602	4,830
Grocery Card Program Float	3,000	3,000	3,000	3,000	3,000	3,000
	<b>32,033</b>	<b>77,529</b>	<b>75,910</b>	<b>62,673</b>	<b>147,737</b>	<b>101,094</b>
<b>Special Funds</b>						
Music on the Mount	1,663	2,782	12,311	7,911	11,839	8,639
Memorial Funds	15,038	12,142	25,660	25,660	28,185	28,185
Spiritual Retreat Fund	715	537	252	252	308	308
Youth Funds	4,811	5,666	4,440	4,440	5,572	5,572
Contingency Fund	-	30,000	25,654	-	15,988	-
Endowment Fund	95,500	122,143	110,643	110,643	129,034	118,127
	<b>117,728</b>	<b>173,269</b>	<b>178,961</b>	<b>148,907</b>	<b>190,927</b>	<b>160,832</b>
<b>Fixed Assets</b>						
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
	<b>1,115,183</b>	<b>1,115,183</b>	<b>1,115,183</b>	<b>1,115,183</b>	<b>1,115,183</b>	<b>1,115,183</b>
<b>Total Assets</b>	<b>\$ 1,264,944</b>	<b>\$ 1,365,982</b>	<b>\$ 1,370,055</b>	<b>\$ 1,326,763</b>	<b>\$ 1,453,846</b>	<b>\$ 1,377,109</b>
<b>Liabilities</b>						
Accounts Payable	1,579	5,769	2,203	4,000	197	4,000
Rent Deposit	2,771	2,774	2,783	2,783	3,058	1,876
Two Rivers Ministry clearing	1,312	4,083	1,449	-	-	-
Deferred Revenue	20,589	23,756	9,193	-	71,487	31,320
Synod Intership Clearing	-	-	8,258	-	(612)	-
	<b>26,250</b>	<b>36,662</b>	<b>23,886</b>	<b>6,783</b>	<b>74,130</b>	<b>37,196</b>
<b>Congregational Equity</b>						
Property	1,115,183	1,115,183	1,115,183	1,115,183	1,115,183	1,115,183
Current Account Surplus/(Deficit)	(3,257)	(2,466)	0	(11,506)	(0)	0
Special Funds	22,228	51,626	68,318	38,264	61,893	42,705
Capital Account Surplus	34,106	48,247	37,861	34,853	45,368	44,728
Rental Property Account Surplus/(Deficit)	(25,065)	(5,134)	14,163	32,543	28,239	19,171
Endowment Fund	95,500	122,143	110,643	110,643	129,034	118,127
	<b>1,238,694</b>	<b>1,329,599</b>	<b>1,346,168</b>	<b>1,319,980</b>	<b>1,379,717</b>	<b>1,339,914</b>
<b>Total Liabilities &amp; Equity</b>	<b>\$ 1,264,944</b>	<b>\$ 1,366,262</b>	<b>\$ 1,370,055</b>	<b>\$ 1,326,763</b>	<b>\$ 1,453,846</b>	<b>\$ 1,377,109</b>

**Summary of Contribution Ranges by Giving Units 2019 (and comparisons to prior years)**

Number of contributors				Contribution Ranges	
2016	2017	2018	2019		
2	3	2	2	\$ 13,000 & over	\$ -
-	-	-	-	12,000 to	13,000
-	-	-	-	11,000	12,000
1	-	-	1	10,000	11,000
-	1	-	-	9,000	10,000
1	-	1	1	8,000	9,000
4	3	5	4	7,000	8,000
2	3	1	2	6,000	7,000
3	3	1	2	5,000	6,000
6	5	6	6	4,000	5,000
7	4	7	5	3,500	4,000
9	9	7	6	3,000	3,500
5	5	5	8	2,500	3,000
5	5	10	8	2,000	2,500
10	14	7	7	1,500	2,000
25	24	23	29	1,000	1,500
3	4	4	4	900	1,000
2	3	3	4	800	900
5	2	4	4	700	800
6	4	4	6	600	700
7	4	6	4	500	600
7	3	5	3	400	500
8	10	8	8	300	400
9	8	8	6	200	300
7	4	5	4	100	200
<u>13</u>	<u>15</u>	<u>8</u>	<u>8</u>	-	100
147	136	130	132		

	Summary of Contributions (all Accounts)			
	2016	2017	2018	2019
Regular Envelopes Contributors	92	84	80	83
Par Contributors	<u>55</u>	<u>52</u>	<u>50</u>	<u>49</u>
Total Number of Contributors	147	136	130	132
Total Contributions	\$ 303,972	\$ 287,075	\$ 279,689	\$ 282,702
Median Giving	1,145	1,240	1,200	1,200
Average per Giving unit/year	2,068	2,111	2,151	2,142



**Open Sesame Headstart Preschool**  
**Statement of Receipts and Disbursements 2019 and 2020 Budget**

	<u>2019</u>	<u>2019</u>	<u>2020</u>
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
<b><u>Receipts</u></b>			
Student Fees	\$34,067	\$30,070	\$35,703
Region of Waterloo - Subsidization of student fees		5,036	\$2,200
Region of Waterloo Operating Funds	6,000	5,992	6,000
Provincial - Wage enhancement & Admin Grant	3,420	4,042	4,040
K-W Habilitation Staff support	4,180	3,916	5,950
Mount Zion - Benevolence	3,000	-	3,000
Personal Donations	7,000	11,976	9,625
Grocery Card profits	2,600	2,612	2,600
Synod Grant - Justice Initiative	7,000	7,000	5,000
Chamberlain Family Foundation	2,000	2,000	2,000
Fundraising (50th anniversary)	2,000	320	1,500
<b><u>Unusual One time Grants</u></b>			
Provincial - One Time Wage enhancement & Admin Grant		1,413	
CQI one time technology grant		3,839	
Region of Waterloo - Fee Reduction Funding Grant		4,160	
	<u>\$71,267</u>	<u>\$82,376</u>	<u>\$77,618</u>
<b><u>Disbursements</u></b>			
Salaries	57,897	61,288	67,569
C.P.P., E.I., & WSIB contributions	7,228	8,116	8,969
Food	1,500	1,331	1,500
Supplies & Equipment	1,500	208	1,400
License	100	100	100
Honorariums & Substitute teachers	-	500	
Office Expenses	1,500	236	500
Christmas Party	440	461	440
Bank Charges	360	322	264
Cleaning	1,650	2,001	1,800
Phone	540	534	339
Parent Group	200	60	200
Affordability Purchases (AC unit, blinds, playground etc)	1,000	4,294	
Technology Purchase (computer)	650	649	
Playground Equip & Inspection	700	424	500
Playground Development	2,500	3,839	
Professional Development	200	390	430
50th Anniversary celebrations			250
Graduation Party	120	100	120
First Aid	150	494	150
Field Trip	240	300	300
	<u>78,475</u>	<u>85,647</u>	<u>84,831</u>
Excess (Deficiency)	<u><b>(7,208)</b></u>	<u><b>(3,272)</b></u>	<u><b>(7,214)</b></u>
Balance from Prior year	<u>18,301</u>	<u>18,301</u>	<u>15,029</u>
Ending Cash position	<u>\$11,093</u>	<u>\$15,029</u>	<u>\$7,816</u>

**Notes:**

Results in 2019 ended better than plan by \$3,936 with increased contributions partially offset by higher expenditures.

Joan Brunger - Treasurer

## Parish Statistics 2019

### PASTORAL ACTS

**Baptisms:** None

#### Affirmation of Faith / Confirmation:

Matias Jyrkama	October 27
Maddy Van Moerkerke	October 27

**Weddings:** None

#### Funerals:

Jean Pym	February 28
Dorothy Wepler	March 28
Audrey Emslie	August 17
Alfred Durichen	June 1
Doreen Ritter	October 12
Margaret Heick	October 26

#### Transfers in / New members:

Sherryann Kennedy-Pink  
 Dwayne Pink  
 Deaveon Kennedy  
 Malique McKnight  
 Diane Gilchrist  
 Sydney Marshall  
 M Darrol Bryant

#### Transfers out:

Diane Gilchrist  
 Scott Knarr  
 John Poole  
 Pauline Poole  
 Hannah Poole  
 Hayden Poole

## Membership Statistics

MEMBERSHIP	Year	Baptized Members	Confirmed (voting members)	Children
	<b>2019</b>	<b>415</b>	<b>346</b>	<b>69</b>
	2018	424	357	67
	2017	409	347	64
	2016	412	351	61
	2015	429	371	60
	2014	428	373	57
	2013	430	377	53

## Membership Statistics, continued

YEAR	2013	2014	2015	2016	2017	2018	2019
<b>Received by:</b>							
- Baptism	5	5	3	2	3	3	0
- Transfer	1	8	7	1	1	22	7
- Affirmation of Faith	8	2	0	2	2	2	2
<b>Released by:</b>							
- Transfer	8	9	8	0	3	3	6
- Death	9	15	7	9	4	8	6
- Removed	14	11	2	0	15	0	0

Worship Attendance	Year	Total # services	Average attendance
<b>Sunday</b>	<b>2019</b>	<b>51</b>	<b>83</b>
	2018	52	85
	2017	52	85
	2016	53	87
	2015	52	99
	2014	52	106
	2013	53	116
<b>Non-Sunday*</b>	<b>2019</b>	<b>10</b>	<b>55</b>
	2018	10	60
	2017	15	45
	2016	17	54
	2015	16	47
	2014	15	53
	2013	21	52

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