

Mount Zion

Annual Reports 2016

Annual Congregation Meeting February 12, 2017

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

AGENDA

| | | |
|-----|--|----|
| 1. | Call to Order/ Opening devotions | |
| 2. | Adoption of the Agenda | |
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| 11. | New Business | |
| | a. Proposed Budget | 22 |
| | b. Changes to the bylaws | 34 |
| | c. Election of Council Members | |
| | d. Other business | |
| 12. | Adjournment | |

☐ Minutes of Cong. Meetings

Annual General Meeting

Sunday, February 14, 2016

Call to order at 11.30am. by the President Karen Gastmeier.

It was confirmed that a quorum was present with 72 people in attendance. { Quorum – 37 }

Pastor Philip opened with prayer, thanking God for the Goodness and Faithfulness of all in the past year and asking that they continue in the coming year.

Adoption of the Agenda -
The Chair moved the Bylaw changes and the Election of Council Members to the last two items on the Agenda.

Motion to adopt the Agenda as changed. M/S/C.

Minutes of the 2015 Congregational Meetings -
Motion to approve the minutes as printed. M/S/C.

President's Report -
Karen mentioned some of the happenings at Mount Zion in 2015.

Some of those were - a fond farewell to Parish Nurse Betty Behm; the calling of a Deacon; celebrating the ministry of Open Sesame; hosting an ordination and the installation of the Dean of the Seminary; renovating a house and **BALANCING THE BUDGET.**

She reported some significant things have happened in 2016 – 237 Dawson Street is rented; the new Parish Nurse starts on Feb. 16th. and the last Saturday of January, many members of the congregation met to set two significant goals to be accomplished in 2016.

Karen thanked all the volunteers, the Council, the Health Council, the staff, Richard Brubacher, who became the Treasurer, and her husband Bill for his support, during this eventful year.

Pastor and Deacon Reports -
Pastor Philip added to his report that he had been at Mount Zion for two years, two months, two weeks and thanked everyone for the love and support that

had been shown to him.

Deacon Scott thanked everyone for walking with him through his journey.

Ministry Reports -

There were no questions for -

Worship, Learning, Service and Stewardship.

Prayer Vine, Communication, Community Gardens and Health Council.

Mutual Ministry, Property, Ushers, Sunday Morning Greeters and Church Library.

Open Sesame was a verbal report from Carol Ziegler -

Open Sesame now comes under the Ontario Board of Education. Each teacher and volunteer is required to have a First Aid Course. There has been a shortage of volunteers this past year but due to an article by Pauline Finch in the Chronicle, a volunteer has stepped forward. There might be two teachers in the future. There could be a subsidy from the Region provided a nominal fee be charged. Support is also needed from the Congregation and Benevolence.

No questions on the Open Sesame Financial Report.
Motion to accept all Committee Reports. M/S/C.

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Financial Reports and Proposed Budget prepared by Richard Brubacher -

Richard thanked the Finance Committee of Tim Ehrlich, who replaced Hank Bax, Bob McDermott, Anne Crossman and Council Liaison Rita Schaus. Richard reported that a Financial Review had been completed by Jackie Nunns and Rita Schaus and that no abnormalities had been found.

Motion that the Financial Review report be accepted. M/S/C.

Richard said the year had begun with concern but ended with a surplus of \$11,198.00
Benevolence increased by 6.9%

A special donation of public traded securities of \$6890. started a Deficit Reduction Response and with further donations, the fund now totals \$9865. Another member donated stock equivalent to three years of donations, upfront, reducing the finance costs for the renovations of 237 Dawson Street. The renovation costs must still be paid back.
Memorial Funds of \$11,000. were contributed as well as a bequest of \$10,000. to the Mission

Endowment Fund.

The 2016 proposed budget shows a deficit in the Current Account of \$12,315.

Capital Account expenses include -

Lighting Panel and Sound System update in the Sanctuary - \$14,000.

Organ Repairs

- \$ 5,000 to \$8,000

Auditorium Refresh

- \$5,000.

Question from Margaret Waechter – Several years ago, was there not a motion to set up a Special Fund to refurbish the organ every ten years?

Richard answered - “ Not to my knowledge”.

Motion to approve the 2016 budget M/S/C.

Motion - the Finance Committee appoint two people to audit the 2016 Financial Reports. M/S/C.

Covenant with The Synod -

Karen gave some background on The Covenant Concerning the Life and Ministry of the Eastern Synod

Church Council is recommending that we become a signatory to the covenant with the following motion

-
That the Congregational Council and Officers are authorized to sign the “Covenant Concerning the Life and Ministry of the Eastern Synod, ELCIC” on behalf of Mount Zion, Waterloo. M/S/C.

Judi Harris made the comment that there was nothing different than we were already doing.

Bylaw Changes -

Alfred Brunger had a Power-Point presentation on the process to change Bylaws and the Bylaws that have been approved by Council for change.

To change Bylaws -

Council must approve the changes.

The Bylaws are submitted to Synod for approval.

If Synod Council approves, they are returned for approval by the Congregation.

If Synod Council does not approve, they are returned, with guide lines for how they should read.

Revisions are made and the Bylaws are again submitted to Synod.

When the Bylaws have all been approved by Synod Council, they are presented to the Congregation at a duly called Congregational Meeting, for

approval and if approved become law.

Synod Council meets in April.

Bylaws that have been submitted for change are -

Bylaw #1 Clause 5.3

Bylaw #1 Section 9.1

Page 3,

Bylaw #1 Section 9.9

Bylaw #2 Clause 1d.

Election of Council Members – Karen

There are four vacancies on Council. There is one person standing for election – Alfred Brunger.

Question – Are there any nominations from the floor? Hearing none -

Motion – nominations be closed. M/S/C.

Motion – Alfred Brunger be elected to Church Council. M/S/C.

Judi Harris reported that the committee formed for refugee sponsorship is calling itself the “Ecumenical Committee” and consists of four churches, Our Lady of Lourdes, Good Sheppard, St. Stephens and Mount Zion.

Karen thanked the outgoing members of Council, Pauline Finch and Robb Wilson, for their work on council and told them that they had made a difference.

Karen was thanked for her excellent leadership and guidance over the past year, by Rita Schaus.

Karen thanked everyone for attending and all the good work that is done and added “ May God continue to bless you and all that you do in his service”.

Motion to adjourn at 12.40pm. M/S/C.

Respectfully submitted,

Rita Schaus,

Secretary.

Special Congregational Meeting November 13, 2016

Call to order by the President of Church Council,
Karen Gastmeier, at 11.30am.

Prayer offered by Karen.

Confirmation of a quorum – 79 members present.
Quorum 36.
Ballots were given to those present.

The reason for the meeting was to extend an open
call to The Rev. Dr. Philip Mathai as Pastor of
Mount Zion Evangelical Lutheran Church.

The Secretary read the recommendation from
Church Council as follows -
Mount Zion offer The Rev. Dr. Philip Mathai an
open call as Pastor of Mount Zion Evangelical
Lutheran Church, Waterloo, upon the expiration of
his current term call.

The members were told that it was a “yes” or “no”
vote and a two thirds majority of those present was
required.

The vote was called.
The votes were tabulated by - Melvyn Schmidt,
Warren Stauch, Joan & Jacquelyn Schweitzer.

During the counting, Karen said Mutual Ministry
followed the procedure from the Eastern Synod's
Candidacy Manual to arrive at their
recommendation for the call.

Results were -
Votes cast - 79.
Votes yes - 76.
Votes opposed - 3.
Votes spoiled - 0.
An open call will be extended to The Rev. Dr.
Philip Mathai.
Motion to destroy ballots. M/S/C.

Karen thanked the Mutual Ministry team for their
work.

Motion to adjourn at 11.45am. M/S/C.

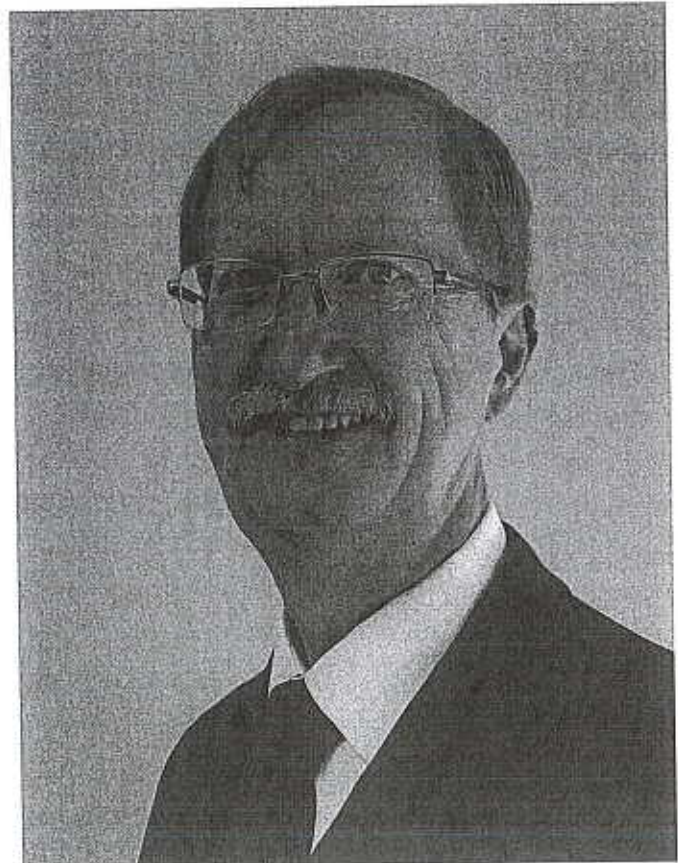
Respectfully submitted,
Rita Schaus,
Secretary.

□ **President**

President's Report

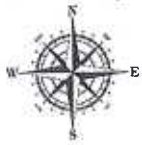
Karen Gastmeier

I would like to dedicate this year's annual meeting
to **Alfred Brunger**, who died tragically in an
accident in September. Alfred, newly retired had
become a super volunteer at Mount Zion. His
presence could be felt almost everywhere...working
with the property committee, designing a new water
collection for the community garden, playing with
the guitar choir, relating to our new refugee family
and vice president of council. We will continue to
miss him. Council intends to dedicate the
community garden to him at the Seeds and Soil
service which will be held in May.



Alfred Brunger

Charting our Course...Goals



We started 2016 with a goal setting workshop. Guest facilitator Karen Bjerland met on January 30, 2016 with about 25 Mount Zion members hugging coffee cups and sharing their hopes and dreams for our Mount Zion community in 2016. Karen Bjerland is a member of Christ, Waterloo and CEO of Faith Life Financial. Using her wealth of experience, she expertly led our passionate discussions in a strategic planning process which resulted in three goals for Mount Zion in 2016.

The first goal is what was identified as a "Seniors' Project". The goal was to implement a new seniors' program and hold at least one successful event. The goal addressed a "social gap" not being met on Sunday mornings. The hope was to build community beyond our current membership, provide occasions to attract more senior members, and create opportunities for members to socialize.

I am just thrilled to report that this goal was enthusiastically grasped by the Health Council and the resulting Mount Zion Café has been very successful. Twenty to thirty folks showed up to have coffee and socialize once a month. The group subsequently applied for a synod grant and this year, allowing them to expand the program. To my mind this is one of 2016's shining stars.

I wish I could say that our second goal of evaluating our leadership needs was moving as quickly. We have done some research and held a meeting with the chairs of all the committees. It remains our goal to simplify and reduce busy work for all our committees. Council plans another meeting with chairs and committee members in the spring.

Last January a refugee planning group was in its infancy. At that time, we were encouraged to keep this project at the top of the radar as it would require a significant effort and attention over the course of the year. This group partnered with a few other churches and became the Evangelical

Welcoming Committee. In September, they welcomed Shinga, Esperance and their five children. Another shining example of being in mission for others.

Looking into our future... Council was joined by a few members, Pastor Philip and Deacon Scott at a full day workshop hosted by the Eastern Synod's Synod Lutheran Homes in October. We heard several speakers who spoke of changing developments in mission and options for future property use. Council intends to work further with Lutheran Homes as we think about our future.

Highlights



Last January we welcomed Parish Nurse Christine Ramseyer to our family. She has become a delightful addition to our staff.



In November the congregation voted overwhelmingly to offer Pastor Philip a full-time call upon completion of his three-year contract call. Mount Zion has flourished under his gentle, gracious and generous ministry. We all look forward to continuing this partnership.



Council was delighted to learn that Mount Zion will receive three grants from the Eastern Synod's Mission Committee. Open Sesame will receive \$7000 towards expanding their program. The Health Council will receive \$2500 to expand the offerings of the Mount Zion Café as mentioned earlier. The Evangelical Welcoming Committee will receive \$2500 to assist with refugee family's travel expenses to Canada. The Two Rivers Ministry Area received funding to continue Deacon Scott Knarr's work with Six Nations and their Music Camp.



Thanks to the property committee for taking on another major project this year. The Norman Lange Auditorium has been refreshed and revived. New LED lighting not only saves electrical expense but is capable of being dimmed to change the mood of

the room. New electrical outlets were added, the old heating system was removed, the walls were repaired before a contractor painted the walls. It is now an attractive space perfect for the host of events going on at Mount Zion.

Thank You

I would like to acknowledge the work of a few special folks who have been acting on council's and your behalf... **Jackie Nunns** for her work developing a new Mount Zion data base, **Ginny Ehrlich** for her work with the Red Maple Chinese group and tending to all their rental contracts and concerns. Ginny also facilitates all our staff contracts. **David Murrison** who has taken on the weekly challenge of assembling and presenting the Power Point presentations now a regular part of our worship services, **Tim Ehrlich** who tends Mount Zion's books and **Alfred Durichen** who controls the lighting during our worship services.

Two more special and heartfelt thankyou...to **Richard Brubacher**, thank you for your patience and dedication. I couldn't do this job without your counsel and support. I learn from you all the time. The second thank you to my husband for his support, for listening (sometimes) and **not** complaining about our bulging joint email account or late suppers.

It has been a delight to work with **Pastor Philip, Scott Knarr, Nurse Christine, Muriel** and this year's council...**Rita Schaus**, Secretary, **Joyce Brown, Alfred Durichen, Ann Woolner** and **Stephanie von Schilling** for their support during this eventful year.

I look forward to our 60th Anniversary celebrations.

□ Pastor Philip Mathai

It was just about three years ago that I began my call as pastor here at Mt Zion, not really certain as to what the future would look like in this new situation, but depending on God for strength and

guidance. The three years have gone by quickly and I am amazed at the fortitude and resilience of the congregation in facing varying situations of congregational and missional life. It has been a joy to be part of this journey these past three years. My sense of the congregation as one that strived to be faithful to the call of being the continuing presence of Christ in the world, as I began my ministry, was affirmed during my time here.

I am humbled by the vote of the congregation to extend a tenured/open call to me at the end of my contract of three years. I remain grateful for your trust and confidence in my pastoral leadership and ministry.

Annual meetings are opportunities to look behind us and also to look forward in the light of past experiences. Our mission statement very aptly describes what we are about as a community of faith and what we are to strive for: *We are a welcoming, caring community, called by Christ and enabled by the spirit, to share God's love by living our faith.* Looking back at the past year, one could recognise the Spirit guiding us to continuously discern new and different ways; to share the gospel, to love our neighbor and to be the church and this further gives us that impetus to strive to be the church as we go on into the future.

The ministry of the year past has been very fulfilling. I have preached the word, administered the Holy Communion, and presided over the sacrament of baptism and at marriages and funerals. *(The list of my pastoral activities is part of the Parish Statistics which follows this report.)* Providing pastoral care and visiting those that were shut-in and ill was a joy. Being allowed to journey with those that lost dear ones has been humbling. I have regularly reported to the Council and the Worship and Music Committee and attended the other committees of the congregation. I attended the Synod Assembly last June as a rostered leader from Mt Zion.

Working with the various committees in their specific ministries this past year has been a joy and their work was a reflection of the passion and commitment of the members here. All who have experienced it have commented on the worship here at Mt. Zion. The various activities and projects

reflected our concern for the needy and marginalized around us and shaped the core of our discipleship in living out our faith in community. The reaching out to those in need was also demonstrated, by our involvement as a congregation, in sponsoring and continuing to journey with our friends from Congo, Shinga, Esperance and their children. The awareness of being faithful with our resources and gifts was kept alive through the 4 Sundays we focused on the theme *Live Simply*. Hymn Sings and Mount Zion Cafés, continue to serve the overall wellbeing community on a regular basis. Sunday school, youth activities, men's breakfast and other adult learning moments were organized. Oversight and management of finances were faithfully carried out. The property was kept well, staff were supported round the year. Besides there are many others who served as volunteers through the year.

A special word about our council! In spite of being a small group, they stuck to their commitment to lead and at times make difficult decisions. The intentional focusing on our strengths and needs and planning ahead in that light was effective and appreciated. I also, along with Karen Gastmeier our chair and others, request others to step up and serve on the council!

The Pastor's Lunches and Friday Night Get-togethers, over food once a month, have been opportunities to build community and get to know one another. These were also times of learning together.

Last year was significant in terms of change of roles of staff and new additions. Deacon Scott Knarr's consecration and installation as Diaconal Minister of Music happened during the early part of the year. Nurse Christine Ramseyer was installed on May 15, allowing the health ministry to reach out once again to members of the congregation during medical crises and need.

Mt Zion has traditionally served the larger church by being open as a contextual placement site. This year we again have Brooklynn Lane, a student at the seminary, doing her contextual placement here. She will continue to be here for another semester this year.

The confirmation group in the congregation grew from two to four this Fall. We continue to meet regularly at the Seminary one Saturday a month and also once every month at church. Pr Peter Kuhnert helps with the classes at church. The Contract Confirmation Camp at Camp Edgewood, end of last summer, was attended by two of our youth. This was a first for me and I was impressed especially by how these camps build leadership and commitment to the church in our youngsters. Four of our youth attended the CLAY gathering at Charlottetown, PEI. Pastors Peter and Karen Kuhnert accompanied them for the trip.

One feature of last year was the two occasions we listened to our young people as they shared their experiences and concerns on issues from their faith perspectives. Katarina Kuhnert and Kayleigh Swanson spoke during the time for the sermon on two Sundays. The wisdom and passion that our younger generations bring allows us to look at things from a very different perspective and they need to be encouraged to be part of our conversations.

Among the various conferences and retreats, I attended the Bishop's Retreat for rostered leaders at Niagara Falls January 31 to February 3. It was a meaningful time for reflection on ministry and also an occasion to get to know rostered colleagues from both the Eastern Synod and the Anglican churches of the area. Deacon Scott and I also attended the Pastoral Practicum on Generosity, organized by the Synod. The

I was part of the Institute of Liturgical Studies, held at Valparaiso University, Indiana, from April 4-6 as part of my Continuing Education. The workshops I attended focused on preaching and doing the liturgy in new ways.

I serve on the Candidacy Committee of the Eastern Synod. We meet at least three times a year. It has been a joy to journey with the candidates as they go through this important process. This is another way the congregation extends its services to the larger church.

I continue to serve on the Interfaith Grand River committee, a group that is representative of most of the faith traditions in the Kitchener Waterloo area.

The group meets regularly to talk about and study issues from various faith perspectives and also to support each other in various ways.

Thanks to the staff for their level of dedication and friendship this past year. The ministry team of Dn. Scott Knarr, Nurse Christine Ramseyer and Muriel Tillich is a pleasure to work with. The collegiality and support for one another is commendable and I remain grateful to them for making my task that much easier. I also thank the council and the various committees, especially the Mutual Ministry Committee, for all their support and encouragement during this past year. It has been a joy to part of this faith community and I look forward to together discovering what God has in store for us. Let us do so in hope and trust that the One who has been faithful thus far will continue to counsel, lead and accompany us as we journey on as a faith community.

Faithfully,



Pr. Philip Mathai

□ Diaconal Minister of Music

This report is an excellent opportunity to express my gratitude for the support of our ministry together here at Mount Zion, in the Two Rivers Ministry Area and indeed across the Eastern Synod and beyond. Thank you for enabling me to minister through service and worship, as well as Indigenous concerns within our area and in cooperation with our friends at Six Nations of the Grand River.

The Mount Zion congregation has walked faithfully alongside me through 2016 as I was consecrated deacon in the church on February 27, 2016. What a joy to see so many members travel to St. Paul's Anglican Church on Six Nations, and what a wonderful celebration we had together! The feast after the service was also memorable for its abundance, variety and festive atmosphere. The Six Nations Anglican Parish greeted and hosted us with

humble joy. Our two communities got to know one another and shared time with a common Spirit.

Another event to remember was my service of installation as Diaconal Minister of Music which was held at Mount Zion on April 17, 2016. We invited students and professors from Waterloo Lutheran Seminary and the Faculty of Music at Wilfrid Laurier University to our sanctuary. This was really a community event where our welcoming church and collaborative musicians created a sacred space where each person was comfortable participating. Mino Ode Kwewak N'gamowak (Good Hearted Women Singers) uplifted our song and highlighted the gift of having our Indigenous neighbours in our midst.

Thank you to the Mount Zion congregation for gifting me with a set of stoles. These liturgical vestments are a significant financial undertaking and it was very kind of you to offer me each of the colours necessary for our seasonal observances. I was touched by the commissioning of the green stole and overjoyed at the stunning result of blending music, word and service in one beautiful gesture. I will treasure these gifts even as they are put to practical use!

Service Committee once again named "Music for the Spirit" an adopt-a-cause and Mount Zion again supported the music camp with enthusiasm. Our numbers are growing and we will begin an after school program in January 2017. The extra support has been appreciated and put to good use. Thanks also to Bill Gastmeier and Rob Zilles who came down and played guitar with the kids on our final day of camp. Bill and Rob also accompanied me to help lead worship at St. Luke's Anglican Church on Six Nations as we recognized Father Norm Casey's final worship service in the parish at the end of November. Our presence and contribution was valued by many in the community.

The choir has continued to support our song in worship and lead the singing of the congregation. Thank you to each person who has given their time, talent and treasure for the music purchases, the maintenance of the music library, the tuning of the

piano and the organ, and the regular Thursday night choir practices we attend each week. Your dedication and energy helps to make our worship the meaningful and uplifting experience that it is. Easter brass, flute and recorder, clarinet and cello, guitar choir Sundays and the young people who played handbells all made for a variety of musical experiences that enriched our worship life. We are blessed!

The choir returned to the New Apostolic Church for their ecumenical Thanksgiving event this past October. We joined forces with the choirs of First United and Parkminster United to present three anthems with the joint choirs. The final anthem was done by a massed choir with New Apostolic and Leupold Chorale singers for a very powerful effect.

Our choir was also invited to sing at the Christmas service at her Majesty's Royal Chapel of the Mohawks in Brantford on December 4, 2016. We sang to a nearly full house! It was an honour to sing "Twas in the Moon of Wintertime" in the Mohawk Chapel with our Six Nations friends.

Other activities included musical support for the World Day of Prayer service which Mount Zion hosted on March 5, 2016; a workshop and leading worship at the National Worship Conference held at Laurier in July; animating hymn sings on May 26 and Nov 10; leading a book study for the Health Council and helping to organize entertainment for the dessert social with the Service Committee.

It has been a busy year, and we couldn't have done as much as we did without the unfailing support of Pastor Philip, Nurse Christine and Muriel Tillich. My thanks go out to them for making it a joy meet and work together as a team. I also would like to recognize the support of Jackie Nunns, Dean Elina Salonen and Barb Finn who make up the leadership team of the Two Rivers Ministry Area. The support of the Synod Mission Committee and Two Rivers have made my half-time call at Mount Zion into a full-time employment reality for 2016. I am most grateful for being granted the privilege to serve Two Rivers and Six Nations in this partnership and look forward to continuing in this capacity

in 2017. God is truly with us, may we rejoice and serve God in song!

☐ Parish Statistics 2016

PASTORAL ACTS

Baptisms:

| | |
|---------------------|-----------|
| Jillian Rose Roeder | June 26 |
| Chellsie Delion | August 21 |

Affirmation of Faith / Confirmation

None during the year of report

Weddings

| | |
|----------------------------------|------------|
| Laura Ruth Colling and Kyle Cole | January 16 |
|----------------------------------|------------|

Funerals:

| | |
|------------------|--------------|
| Marian Main | June 28 |
| Ed Buder | September 23 |
| Alfred Brunger | September 29 |
| Lenora Hollinger | November 12 |

Transfers in / New members:

| | |
|---------------|-------------|
| Esther Wilson | November 10 |
|---------------|-------------|

Transfers out:

| | |
|-----------------------------------|---------|
| Shawn, Charlotte and Molly Rogers | June 23 |
|-----------------------------------|---------|

Removed from membership roster:

Jennifer Baker
Marilyn Bergey
Margaret Green
Chris McElligott
Cheryl Philip
Yvonne Ruby
James and Linda Schneider
Jim and Sharon Van Hemmen
Derk Zhi
Paul and Pat Ziegler
Joe and Sandy King

Membership Statistics

| MEMBERSHIP | Year | Baptized Members | Confirmed (voting members) | Children |
|------------|-------------|------------------|-------------------------------|-----------|
| | 2016 | 412 | 351 | 61 |
| | 2015 | 429 | 371 | 60 |
| | 2014 | 428 | 373 | 57 |
| | 2013 | 430 | 377 | 53 |
| | 2011 | 451 | 403 | 48 |

| YEAR | 2011 | 2013 | 2014 | 2015 | 2016 |
|------------------------|------|------|------|------|------|
| Received by: | | | | | |
| - Baptism | 3 | 5 | 5 | 3 | 2 |
| - Transfer | 6 | 1 | 8 | 7 | 1 |
| - Affirmation of Faith | 5 | 8 | 2 | 0 | 0 |
| Released by: | | | | | |
| - Transfer | 8 | 9 | 8 | 0 | 3 |
| - Death | 9 | 15 | 7 | 9 | 4 |
| - Removed | 14 | 11 | 2 | 0 | 15 |

| Worship Attendance | Year | Total # services | Average attendance |
|--------------------|-------------|------------------|--------------------|
| Sunday | 2016 | 53 | 87 |
| | 2015 | 52 | 99 |
| | 2014 | 52 | 106 |
| | 2013 | 53 | 116 |
| Non-Sunday | 2016 | 17 | 54* |
| | 2015 | 16 | 47 |
| | 2014 | 15 | 53 |
| | 2013 | 21 | 52 |

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

WORSHIP MINISTRIES

□ Worship and Music Committee

Members: Bill Gastmeier (C), Helga Juergensen, Scott Knarr, David Murison, Pastor Philip, Stephanie VonSchilling.

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 and Deacon, review Congregational feedback and provide input for the Worship Planning Team.

2016 Committee Highlights: The WMC has been involved in many activities this year, including:

- A commitment to use the projection system in all our regular Sunday Services.
- Support of our Choral Scholar program, primarily funded through “**Music on the Mount**”.
- The installation of a new lighting control system in the Sanctuary which is more energy efficient and flexible and provides for a number of scenes to enhance worship.
- Continued involvement of the “Hand bell” and “Guitar” choirs in Worship
- Working with the Learning Committee to encourage youth involvement and support summer worship in the Park
- Support of our Worship Services through the sacristy volunteers, Communion Assistants and Lectors.
- Support of our new Seminary Placement Student.
- Care of the Organ, Piano and Sanctuary lighting, audio and projection systems
- Easter, Thanksgiving and Christmas chancel decorations

- Pulpit and Organ Supply
- Supporting Scott in his role with Two Rivers Ministry Area in providing music outreach to Six Nations

The choir averages 15 – 20 singers and prepares music every second Sunday including all major Festivals. We provide musical support for the congregation through the hymns and liturgy as well as occasional anthem offerings. The choir also participates in events involving the larger community. This fall we again sang at an ecumenical event at the New Apostolic Church and visited Six Nations for Father Norm’s retirement.

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

Thanks to Dave Murison and Henriette Stumper for working with the Worship Planning Team to prepare and present video presentations for use in our services and to Alfred Durichen for controlling our audio.

2017 Planned Activities:

- Investigating upgrades to our Hearing Assistive Listening System to benefit our Seniors
- Further incorporating our new projection system into Sunday worship.
- Continued and potentially increasing support of the Choral Scholar Program.
- Planning a Music on the Mount Concert.
- Experimenting with live video production.
- Continuing to support Scott in his Diaconal Music Ministry and his work with Six Nations through the Two Rivers Ministry Area.

- Continuing to investigate new ways to make our worship experiences meaningful and relevant.

□ Learning Ministries

Cradle Roll Report – 2016

We have a total of 5 children on our cradle roll at present. Four, three year olds have been removed from our roll and have received an invitation to participate in our Sunday School program.

Two children, age 4, were baptized this year and received a Bible Story Book from the congregation as well as an invitation to participate in our Sunday School program.

The cradle roll children continue to receive the “Splash” newsletter every month until the age of 3. These newsletters give parents practical and enjoyable ways to help their children grow in faith from an early age. They receive a CD each year with singable songs, a birthday card and a “Remembering Your Baptism” card on the anniversary of their baptism. This program is a wonderful way of supporting, encouraging and connecting with our young families.

Sunday School

From January to May, our Sunday Church School had 2 classes: a Primary Class and a Junior class. The curriculum followed the church lectionary, with videos, activities and suggestions for the children’s sermons. We ended Sunday School at the beginning of June with a church service and picnic. Unfortunately the weather was poor that day so we had our service and picnic in the Norm Lange Room (gym) instead of at the park. We started the new school year in September with a child-oriented service followed by our “Souper Sunday” and some children’s activities.

We also started a new curriculum “Deep Blue” which has all of the children together for stories, songs, videos and games and then has age

appropriate activities (Primary & Junior) for the end of the SCS session. This requires less volunteer assistance as we only need one teacher and one helper.

Our Christmas Program “A Night To Believe In” was On Dec. 18 during the service and was followed by our Jesus Birthday Party.

We would like to encourage members of the congregation to volunteer in this crucial ministry either as a teacher or volunteer.

Confirmation

The confirmation group in the congregation grew from two to four this fall. We continue to meet regularly at the Seminary one Saturday a month and also at church once a month on a Sunday. Pr Peter Kuhnert helps with the classes at church. The Contract Confirmation Camp at Camp Edgewood, end of last summer, was attended by two of our youth, Graydon Harris and Lauren Harris. Unfortunately Edgewood Camp and Conference Camp is closing its doors due to the high costs of meeting Health code. A new site is currently being researched so that confirmation camp can take place this summer.

Youth

The Youth had a very busy year raising funds for the National Youth Conference in PEI and the bus trip to get there. They hosted the Pancakes Supper, cooked a breakfast at the Legion in Elmira, held a Mexican Supper, and sold Mint Smoothies. We had one Youth Leader (Peter Kuhnert) and 5 youth attend. The next National Youth Conference is in Thunder Bay in 2018. The Youth also participated in the SCS Christmas Program and went caroling to some of our shut-ins followed by a pizza dinner on Dec.18.

Mount Zion's Men's Breakfast group

Mount Zion's Men's Breakfast group meets approximately twice a month at a local restaurant for breakfast and stimulating conversation and

fellowship. This past year we averaged an attendance of about 7 to 8 and our topics have ranged from capital punishment to confirmation to how we worship. While the subject matter can meander all over the map what always stays the same is the good time we have together.

2016 Adult Learning

~(Jackie Nunns)

At a visioning meeting in the fall of 2016, it was decided that some time should be spent exploring Adult Learning at Mount Zion. To this end, a survey was distributed late in 2016. Results are not yet available.

Two intentional adult opportunities were provided in 2016. Wednesday evenings during Lent, a soup supper was offered with learning on the theme, "Open My Life, Lord", followed by Holden Evening Prayer. The learning was led by Pastor Philip, Deacon Scott, Dr. Joy Philip, Rev Peter Kuhnert and Jackie Nunns. In Advent, we continued the soup suppers and modified the learning to be more conversational, as people shared their thoughts around the theme, "Mary's Part in God's Mission". This series encouraged people to see their own calling to participate in God's mission in the world. Afterwards we gathered for Holden Evening Prayer.

Much adult learning takes place as part of other ministries. For example, the workshops and book studies planned by the Health Council, through stewardship and service learning, sermons and worship, and over lunch with the pastor.

Check another resource for learning - **our library**. This year the library was moved to the Board room, and an extensive culling of books was done. We now have almost 600 current books plus videos, dvds and audio books, grouped into useful categories such as church history, family life, and devotions and prayer. If you have books to recommend or to donate, please speak to Jackie Nunns.

SERVICE AND WITNESS MINISTRIES

□ Communications

~ Karen Gastmeier

The Mountaineer continues to be the major part of our work. In February, we will enter our 13th year of publication. Dennis Eaton chairs our monthly breakfast meetings where we discuss story ideas and sort out who we might ask to write.

We would welcome any story ideas you might have. We would also welcome new writers and members of the committee. Pauline Finch continues to play a major part in editing and preparing stories for publication while I continue to do the final layout. Members of the committee are Pastor Philip, Tim Ehrlich and Dave Heldman. We welcome Scott only occasionally as he has returned to part time hours.

We want to **thank** all of you who regularly contribute to our pages. We would be no where without you. Thanks, as always to Joan and Jacquelyn Schweitzer who continue to fold collate and deliver our publication.

If you would like to receive a full-colour digital version of The Mountaineer, please call Muriel and ask to be put on the email list. Older copies are available on our website www.mzlc.ca

☐ Service Committee

– Ginny Ehrlich

Members: Dianne Frombach, Kirk Swanson, Ladona Riegert, Ann Crossman, Mary Thompson, staff: Deacon Scott and Pastor Philip, Chairperson – Ginny Ehrlich

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 cooperate with the Synod and the ELCIC, other Christian churches and other groups in society. It shall make certain that all its functions strengthen the motivation and ability for service.*

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

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

2016 highlights:

Without a doubt, the most exciting and gratifying Service event that happened at Mt. Zion was a partnership with the EWP – Ecumenical Welcoming Partnership. We planned a fundraising *Dessert Social* to not only raise funds but to celebrate the

arrival, settling in and friendships formed with our Refugee Family. The K-W community, Mt. Zion members and members from the four supporting churches joined in the fun. Many people helped with this event – without your capable hands, we could not have done it. We raised \$3626 – Thank You!

Not to be outdone, we continued to offer opportunities, through our Adopt-A-Causes, to be informed and educated about, and generous in time, possessions and funds. We had a busy year that included: *Lutherwood* (items needed for their residence plus \$970), *Music for the Spirit* Six Nations music camp (musical instruments plus \$1309, and a FaithLife grant of \$500), *Refugees Dessert Social* (\$3626 plus a FaithLife grant of \$500), *Food Bank* (54 pounds of food plus \$923), *We Care Bags* (91 bags filled) and *Mitten Tree* (173 items for Family and Children Services).

Just in case you thought we were already busy, read on to find out what else Mt. Zion members supported this year: *Potato Blitz* (\$487 plus potatoes); *Trinity Village* (portering to chapel/hymn sing, and tea time service); *Indigenous Ministry* (petition regarding TRC and school education; Grandmother's Potluck lunch in Oshwekan); *WLU household items lending library* (items donated); *Habitat for Humanity* lunch (food donations from members); *Trek 4 Kids* – send kids to camp (\$1184); *Food Vouchers* (\$1577).

The Service Committee received benevolence funds of \$1600, which were dispersed to support the Habitat for Humanity lunch, Dessert Social and Food Vouchers. *Pastor's Discretionary Fund* has now been allotted a separate budget line so is no longer part of Service Committee.

Thank You does not seem adequate enough given the above list of generous actions. We as a community care for others reach out to those in need and share generously with our time and funds. It is because we work together that we can continue to serve others tirelessly. The Service Committee promises to challenge you in 2017... our first

Adopt-A-Cause for 2017 is *OneRoof*, formerly *ROOF*, that provides support for homeless youth.

☐ **Community Garden**

~ Joan Brunger

The official start of the gardening season for our 18 gardeners was The Blessing of the Seeds and Soil held May 29 but many gardeners started on or before the long weekend. As part of the Stewardship Committee effort to plant 500 trees in 2016 in the Two Rivers Ministry Area, 5 fruit trees (2 pear, 1 peach, 1 apricot, and 1 cherry) were planted next to the garden. Thank you to Gladys Roeder, Judi Harris, Stephanie Von Schilling, Dianne Frombach and Jack Pym.

An application to the TD Friends of the Environment Fund for \$1,932.92 was made to build a composting centre for the garden, and we were awarded \$1,324.43. The plan for the composting bins was changed to meet the new budget and with the help of the Property Committee and some of the gardeners, construction was completed in August. It is a work of Art and please have a look at it when the weather warms up.

In an effort to maintain the soil and tidiness of the garden some of the garden fees went towards purchasing a rechargeable grass trimmer. Nurse Christine loaned us her rototiller for preparation of the soil for sowing seeds. Don Voisin, a former gardener with us who lives just across the road, was kind enough to share his excess wood chips. We used these on the paths to keep down weeds. Our friends from the Six Nations painted stones with messages of hope and love which were dispersed throughout the plots. See if you can spot them when you visit the compost bins.

So much of the garden happened because of Alfred Brunger and with his passing in September the Church Council has renamed it the Alfred Brunger Community Garden. We look forward to 2017.

☐ **Open Sesame**

~Carol Ziegler

Many changes have taken place at Open Sesame Headstart Preschool during 2016. On April 1st our teacher Darlene Bokma submitted her resignation due to a career change.

We also received a letter from Little Mountain Parent Participating Preschool advising us that they would be closing in June. Therefore, they would no longer be renting space from Mount Zion on Thursday and Friday mornings.

The members of the Open Sesame Committee met on March 7th and approved a motion to hire a second teacher for 2016/2017. To cover the cost of a second teacher, beginning in Sept., we would now be charging a nominal fee of \$15 a morning to parents referred to us by various community agencies. Those who could not afford this would be subsidized by the Region of Waterloo or Mount Zion. We had met earlier with Church Council and had their full approval in making these changes. These were difficult decision for us to make but were necessary if we were to continue helping families with special needs children in our community.

We hired two teachers in June - Cyndi Publuskie and Reina Stein. Cyndi is a wonderful teacher who has re-energized all of us with her enthusiasm and new ideas. Unfortunately, we had to terminate Reina's contract in October. We are happy to report that we have now hired Samantha Beesley and she began her duties on January 9th. Volunteers are still welcome to assist in the classroom and Anne Woolner, Pat Edwards, Ann Crossman and Carol Ziegler have been helping this Fall while we only had one teacher.

We have been told by various community agencies that it is very important for the children referred to us to be in a five morning programme. Therefore, a motion was made and passed by the Open Sesame Committee that beginning on January 9th, Open Sesame Headstart Preschool will operate Monday through Friday mornings from 9:30

- 12:00 from mid-September to end of May. Also, our license from the Ministry of Education has now been changed to a full enrollment of 16 children up from 12.

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

Open Sesame Headstart Preschool is a programme for 2 1/2 to 4 year old special needs children. Our main objective is to help improve the lives of these children and their families through improving their language development and social skills. This will help them start their schooling at the same level of competence as other children. Society has learned that children with special needs require extra help to succeed in school. Without this help, they often become labeled as slow learners and trouble makers throughout their school years and often do not become contributing member of society as adults.

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

Jana Kelly oversees a Parent Support Group which meets each Wednesday morning. The parent's infants and toddlers are cared for by nursery volunteers while the parents are involved in a programme of parent education where they share concerns about raising their special needs children. This group becomes a caring supportive community even though they come from various cultural, social and economic backgrounds.

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

children's abilities so that both agencies can better help with the children's needs.

This was a sad year for Open Sesame with the passing of Marian Main and Alfred Brunger.

Marian died of cancer on June 18th. She was a member of the Open Sesame planning committee in 1970, she was the one who named our headstart preschool, and was its first co-ordinator. Even though she was no longer actively involved, her enthusiasm for Open Sesame continued over the years.

Alfred's sudden death on September 24th was a shock for all the members of Mount Zion and we grieved with Joan and her family. Alfred's computer skills were a great help to Joan, Open Sesame's Treasurer, as each year the position of treasurer becomes more challenging. Alfred was also helpful in looking after our playground, its shed plus any other jobs that needed doing at Open Sesame.

A big thank you to Carl Thompson for Open Sesame's ongoing fund raiser - selling grocery cards. Grocery cards can be purchased any Sunday from Mayda Scoins or Ann Crossman by giving them cash or a cheque made out to Open Sesame. We sell Zehr's (Value Mart, No Frills), Sobey's (Freshco) and Food Basic grocery cards in denominations of \$50 and \$100. Open Sesame receives 5% of all cards sold and this year we raised \$2,583. We want to thank those participating and hopefully more members of Mount Zion will consider helping to support us in this manner. Your groceries do not cost more, but you are simply paying for them in advance.

This year we will be receiving a \$7,000. ELCIC Compassionate Justice Initiative Grant and we thank synod for approving our application last Fall. We also look forward to receiving \$2,000. from the Saavas Chamberlain Family Foundation and we thank them for continuing to support Open Sesame.

We want to especially thank "each of you" who faithfully support Open Sesame financially. The

following thank you letters from parents, received last May, are for YOU.

1. I wanted to take this opportunity to say thank you for everything the Open Sesame programme has offered to our family. We have witnessed such huge leaps and gains in our son's speech, language development, social skill set, personality, and emotion expression since attending Open Sesame. From the wonderful volunteers to the teachers with such kindness and an extended level of understanding and accommodation of children's extra needs, they make this programme so special and truly invaluable.

We are very grateful for the generous and kindness offered to our family to make it possible for my son to attend such a wonderful programme that he thoroughly enjoys. Every morning he asks, "Go to preschool Mommy?"

2. Thank you for your generous gift of time and energy to the Open Sesame preschool programme. Because of your assistance, several children in our community, including our son, had the opportunity to explore a fun, supportive school environment for the first time.

From tears to laughter, we couldn't have done it without you!

3. Thank you for playing such an important role in our son's life over the past year. He attended Open Sesame almost non-verbal, and has blossomed, with your assistance, into such a talkative boy!

From the bottom of our hearts, Thank You!

COMMITTEE MEMBERS

Co-ordinator - Carol Ziegler, Treasurer - Joan Brunger, Assistant Treasurer - Ann Crossman, Secretary - Mayda Scoins, Volunteer Co-ordinator, Administrator, and Parent Group Leader - Jana

Kelly, Teacher (Jan. - May) Darlene Bokma, Teacher (Sept. - Dec.) Cyndi Publuskie. Members at Large - Helga Juergensen, Karin Packull, Anne Woolner, Council Liaison - Joyce Brown.

OTHER VOLUNTEERS

Pat Edwards, Virginia Slack, Janet Borman, Barb Heldmann, Mag Horman, Carolyn Doubleday, Helen Dubrick, Shirley McCall, Jim Millar, Art Schelter, Alfred Brunger, Carl Thompson

□ Health Council

Marg Tupling and Mary Slethaug, Co-chairs

Members: Rita Schaus (Church Council liaison), Betty Behm, Stephanie Von Schilling

Exofficio members: Parish Nurse Christine Ramseyer, Pastor Philip Mathai, Deacon Scott Knarr

We thank all members of Health Council who have contributed so much in meeting its mission of promoting the physical, emotional, mental and spiritual health and well-being of the Mount Zion Community.

2016 COMMITTEE HIGHLIGHTS

Christine Ramseyer, hired as Parish Nurse mid-January. She was oriented for two weeks by former Parish Nurse, Betty Behm. Currently, she is studying to achieve her Parish Nurse Certificate. We are grateful for all that she gives to our congregation.

In addition to our own members, local churches and the community are invited to all programs and activities.

Book Discussions

The Illegal, January 21

The Inconvenient Indian, October 21

Educational Programs

Use of Automated External Defibrillator, March 6

Dementia-Friendly Church, May 7

Elder Abuse Educational Drama and Presentation, September 21

Hymn Sings, May 26, November 10

Mount Zion Café, 10-12 noon, once a month, May, June, September through November for coffee and conversation.

FUTURE GOALS

- Because of a grant from synod, beginning January, 10-1:00 pm, Mount Zion Café will be offered twice a month for coffee and conversation, lunch, and other possibilities, such as short walk in auditorium, board games and cards, or education.
- Lunch and Learn: Let's Talk—End of Life Planning, February 28, 12:00-2:30 pm.
- Provide education on how to communicate with those who have dementia
- Continue working with other committees to provide a senior-friendly church
- Provide materials that would help give after death support to families
- Continue hymn sings twice yearly
- Continue offering Souper Sunday, monthly prayer stations, and health education via bulletin board, The Mountaineer, and Sunday morning pre-service screen.

UPDATE FROM THE ECUMENICAL WELCOMING PARTNERSHIP

~ Judi Harris

On February 4, 2016 a number of persons from several congregations who had expressed interest in refugee sponsorship gathered at Mt. Zion to discuss the possibilities of working together. It was decided that we name ourselves the Ecumenical Welcoming Committee and that our first official meeting be held on February 16.

The first couple of meetings resulted in the selection of "officers" and task group coordinators and a name change to better reflect that we were the representatives of 4 congregations (Mt. Zion, St. Stephen, Our Lady of Lourdes and Church of the Good Shepherd) working together with Canadian Lutheran World Relief in what is called a "blended visa-office referred" sponsorship. Thus, the Ecumenical Welcoming Committee became the Planning Committee of the Ecumenical Welcoming Partnership.

Our original intent was to assist with the resettlement of a family from Syria but just as we were getting organized the Canadian government, having met its target quota, stopped processing families from Syria and a decision was made to sponsor a family from any country that was already approved and wanting to come to Canada.

Thus it was that on Wednesday, August 3, several of us gathered at the Toronto airport, eager to greet a family coming from the Democratic Republic of the Congo, via a refugee camp in Burundi:

Bienvenu Serukundo Buregeya Shinga (now calling himself Shinga Bienvenu), his wife Esperance Nyantungane and their 5 children, Blaise, Uwera, Agape, Redard and Yves (all with different last names) ranging in age from 2 to 13.

We learned very quickly that there would be challenges for the family and for us, two of which were major: One was a language barrier (we had been told that French was one of their 5 languages but we discovered that was limited) and the other was the primitive culture from which they had come. The learning curve for all of us was huge! First was a scramble to find a couple of people who could speak Swahili and then to line up enough volunteers who could offer support to the family during most of their waking hours as they learned about electricity, gas stoves, plumbing, refrigeration, etc.

Having spent the first month on the 3rd floor of a home on Young St. in Waterloo, the family moved into their own rented home on Roslin Ave. on September 4 and immediately started school – parents attending English as a Second Language

classes at First United Church (with Blaise in child care) and the 4 older children going to Our Lady of Lourdes.

Several months have now passed and our new Canadian family is making great progress in their adjustment to life in Canada. After numerous trips to Service Canada and Service Ontario the family members now have OHIP cards and SIN numbers and are currently awaiting the Child Tax Benefit. Many volunteers continue to assist with practicing English, banking and budgeting, household maintenance, grocery shopping, transportation and accompaniment to numerous medical and dental appointments.

On behalf of the Planning Committee I thank everyone who has assisted in any way with this ministry over the past year and ask for your

Parish Nurse

~ Christine Ramseyer

Feb 16th, 2016 was the day I started in the position of parish nurse at Mount Zion. I have been thankful for this opportunity.

I am very appreciative of the wonderful opportunity to be orientated by Betty Behm. I am thankful that this was possible due to her willingness as well as the church's financial resources to support it. I have tried to continue many of things that Betty did as part of her role. Also, I have not set specific hours or days in the office over this past year, preferring to allow the needs of those I serve to determine the days I work.

When reflecting back over the year, the following summarizes the types of nursing interventions/actions that has filled my time.

- -Home visits (congregation member's home, retirement home, long term care home) to provide social and spiritual support as well as a general assessment of any other areas of need. For those in long term care, I like to provide support whenever possible to their spouses as well.

- -Hospital visits (both in the area and out of the area).
- -In office visits...some congregation members prefer to meet in the office.
- -Phone calls...following up with someone after surgery, loss, etc.
- -Some prefer the use of email/texting to connect with me. Occasionally I will mail out a card to a member.
- -Resource seeking ...this happens regularly, seeking out what is available to members as well as how they can access help. Assisting them to follow up with available help as needed.
- -Assistance to get to medical appointments....this is more than simply a drive somewhere as members often like a "second pair of ears" to hear what the dr/specialist has to say. During these appointments I can also advocate for our members.
- -Health counselling/education.
- -Regular articles for the mountaineer.
- -Staff team meetings, health council meetings, mutual ministry meetings and monthly Kitchener-Waterloo parish nurse meetings
- -Communion taken to home visits before Easter and Christmas to those home bound or experiencing illness keeping them from having communion at church.
- -I am intentional about being present at funerals and some of the extra events that occur at Mount Zion to increase the visibility of my role at the church. This allows me to connect with many church members.
- -Participation in the events sponsored by the health council ...evening events, prayer station, education and more recently the mount zion cafe.

I would say that my focus is on the seniors of the church as well as those with serious medical conditions and those who have had surgery. There are other members that I connect with regularly but my focus is always on the seniors who are often the most at risk group within the church/community.

Personally I am half way through the education process to receive my certification in parish nursing. Currently I am completing the mentorship component and am preparing for the second part of the online component to start soon. The final part will be completed September 2017 in London. I continue to participate on my own time in community seminars, education and events that I feel will enhance my role as parish nurse.

It is a pleasure to work with the various committees of the church as well as Pastor Philip, Deacon Scott, Muriel and Jackie.

SUPPORT MINISTRIES

☐ Mutual Ministry/Staff

Support

~ Ginny Ehrlich

Members – Dick Crossman, Helga Juergensen, Lynn Swanson, Mary Thompson, Chairperson: Ginny Ehrlich

Committee Responsibilities: The Mutual Ministry Committee is a committee of the Church Council and functions on behalf of the congregation. It reports to the Council, normally through the Council liaison person. This committee may discuss items of a confidential nature. It serves as a personal and confidential support group to the staff and pastor(s). This committee focuses on the relational and compensation aspects of the pastor(s) and staff.

Activities 2016:

- Oversee and support staff (Parish Nurse Christine and Secretary Muriel) and rostered staff (Deacon Scott and Pastor Philip)

- Transitional support of Parish Nurse Christine Ramseyer onto our staff
- Confidential support available, as needed
- Liaison with Finance Committee/Treasurer; make salary recommendations
- Liaison with Council Executive; make recommendations to Council
- Monitor vacation days, sick days, work related absences
- Approve expenses for certain staff budget lines
- Staff evaluations; performance reviews; goal setting
- Full evaluation of Pastor Philip prior to the end of his three - year term call
- Review and update employment agreements
- Support 1:1 for each staff member
- Group meetings with Staff, M.M. Committee members and Council Representative
- Ongoing discussions related to roles, assignments, expectations
- Facilitate and encourage communication between staff, council, committees and members
- Discuss strategies for enhanced communication between staff
- Support office management needs; office coverage during absences
- Specific support for the implementation of the new Data Management computer system
- Oversee workplace safety and employee material/physical needs
- Encourage connections with various Committees

☐ Property Committee

~ Art Schelter

Members: Art Schelter (Chair) Ross Schlegel, Bill Brown, Kirk Swanson

Assistants: Alfred Durichen and Martin Juergensen

Alfred Brunger took an active part in work projects whenever needed He will be missed and will always be remembered for his great personality and willingness to help

The property committee continues to work together as a team and deal with the day to day maintenance issues that come up.

A large project for this year was to change the lamps in the fellowship Hall upstairs to LED lighting to reduce the wattage used. A grant was obtained from Waterloo North Hydro to make this possible. Torban Electric assisted with this application and the procedures. The committee also worked to get the room ready for painting. Several members came forth to assist when needed and we thank all who helped.

In January renovations were completed at 237 Dawson ready for the new tenants in Feb.2016. Worked with the new tenants to get everything in order.

The committee met and worked on the budget for the coming year.

Projects for 2017

- A new roof top unit for the Large Fellowship Hall
- Roof repairs over the ladies washroom
- Main boiler repairs
- Flood lights to be replaced outside to save wattage
- Front Main Church door Handicap access mechanism.
- Replace carpet in fellowship hall next to old kitchen.

☐ Greeters

~ Joan Schweitzer

Thank you to all the Mount Zion congregation members who have agreed to be Greeters on Sunday mornings.

This is a valuable ministry for our own congregation, visitors and new members attending worship. It is a nice, friendly and warm welcoming function that you perform. I want to thank the ladies that help me call our members to greet.

They are:

Diane Jones, Joan Brunger, Mary Jean Lange, Shirley Hillier, Isabel Stalkie

Anyone interested in being a Greeter on Sunday mornings. Please contact Joan Schweitzer.

☐ Stewardship Committee

Chair: **Judi Harris**

Members: **Warren Stauch, Mel Schmidt**

Ex Officio: **Pastor Philip Mathai; Deacon Scott Knarr** Council Liaison: **Alfred Brunger**

(We continue to grieve the death of Alfred Brunger who died in a plane crash in September. His contributions of time and talent to this committee were extensive.)

Committee Responsibilities –

From Operating Bylaw #1: Article 2.3e:

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

The Committee's Terms of Reference:

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

2016 Highlights:

- We initiated a couple of "name tag Sundays" to help members learn one another's names.
- A number of 2016 offering envelopes not picked up at church were delivered.
- Pastor Philip, together with his wife, Joy, continued to host several Sunday luncheons for purposes of fellowship and discussion of church life.

- Members were encouraged to participate in the Reformation Challenge of planting trees.
- On Sunday, May 8 volunteers were recognized and thanked; **Judi** and **Warren** spoke about how their mothers were excellent role models in volunteering.
- A fall Stewardship emphasis at worship was held on 4 Sundays with the theme of **Live Simply**. In addition to Pastor Philip's sermons, **Judi Harris** focused on the sub-theme of "Follow Jesus"; **Stephanie Von Schilling** highlighted "Face the Truth"; **Warren Stauch** emphasized "Acting Together" and **Kayleigh Swanson** gave her perspective on "Share Enough". The series concluded with an excellent, well-attended, "Stewardship Stew" luncheon on November 13.
- Several articles were written for the *Mountaineer* and *Discipleship Nuggets* were included in Sunday bulletins.

2017 Goals and Objectives:

1. Deliver 2017 offering envelopes that have not been picked up.
2. Follow-up with The Tree Project.
3. Further consider permanent name tags.
4. Continue encouraging Mt. Zion members to be generous in the use of money, time and talent.
5. Work on a new Stewardship emphasis for 2017.
6. Support Pastor Philip if he continues with occasional Sunday luncheons for fellowship and discussion of Mt. Zion's mission and ministry.

2017 Budget: The committee requests \$100. for 2017 Stewardship Theme materials.

CareRing Callers

Facilitator: Judi Harris

Visitors: Melissa Dolbeer, Judi Harris, Dave Heldman, Mary Jean Lange,

Anne Woolner, Carol Ziegler, Mary Slethaug
Phone Visits: Mary Baumgart, Gladys Roeder, Rita Schaus, Joan and Jacquelyn Schweitzer

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

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

During the past year (2016) there were 18 members who received a monthly visit or phone call and 1 member in long term care whose health issues were such that visits were not recommended.

If this ministry sounds like something you could do, and if you can give a half day of time per month, please speak with Judi Harris (519.883.8276 or revjudi@rogers.com).

Finance Committee

~ Richard Brubacher

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

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

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

Accountability: This committee is a committee of the Church Council and shall function on behalf of the congregation. It shall receive guidance and direction from the Council and shall make

recommendations and suggestions to council. It shall report to the Council at all regular Council meetings, normally through the Council liaison person.

Responsibilities:

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

2016 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.
- Provided updated procedures for financial controls in the handling of cash.
- Purchased and implemented new software for membership and donation data base management. Thanks goes to Jackie Nunns

for the extraordinary efforts undertaken to parallel new and old systems to enable conversion January 1, 2017.

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

Mount Zion Evangelical Lutheran Church 2016 Financial Review & Proposed 2017 Budget

The financial reports for Mount Zion are displayed in the following pages, and reflect actual activities for the year 2016, and the 2017 budget being proposed for approval at the AGM February 12, 2017.

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

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

2016 Overview

The year 2016 began with excitement following a financially positive conclusion to 2015 which eliminated a prior deficit and enabled a net surplus of \$4,178 to begin the New Year. Our plans for 2016 included a full complement of staff with the hire of Nurse Christine to replace the retirement of Nurse Betty, and the call and consecration of Scott Knarr as Diaconal Minister of Music. The 2016 budget approved a \$12,315 deficit to accommodate increased year over year spending for these changes with the expectation that the year would end in a net \$8,137 deficit to carry forward. I am pleased to report that with your help, our final result was improved such that the net deficit was reduced to \$3,257 to carry into 2017.

- We ended in a DEFICIT position of \$7,435 in Ministry & Mission (Current) – almost \$5,000 better than the \$12,315 deficit expected. Thanks be to God!
- Benevolence giving totaled \$90,860 in support of 16 organizations as well as the broader church as represented by our Synod. This total includes \$20,135 received from other supporting churches in support of a new Canadian family through the Ecumenical Welcoming committee. The remaining \$70,725 in donations from members represents an increase of 11.8% over the previous year.
- Capital expenditures of almost \$30,000 were spent in upgrades to our Sanctuary for lighting and sound upgrades, as well as a refurbishment to our auditorium. Capital funds balances at year end were \$34,107.
- A more normalized result was realized for Rental Property following the extensive \$40,000 refurbishment of 237 Dawson in 2015. Both houses are rented and returns are positive enabling a reduction in total indebtedness to \$25,065 at year end funded with our Line of Credit.
- Memorial funds of almost \$12,000 have been contributed in recognition of 4 members who passed away, with distributions to Open Sesame, Refugee Fund, Garden fund, and our Memorial fund.
- The total of Special funds designated for specific purposes were \$117,728 at year end consisting of Mission Endowment Fund \$95,500, Memorial Funds \$15,038, Youth Funds \$4,811, Music on the Mount \$1,663, and Spiritual Retreat Fund \$715.
- Average contributions per giving unit/year to all accounts increased to \$2,068 with 147 contributors in 2016 which compares with \$1,975, and 152 contributors in 2015.

Thank you for your continued financial support in 2016. In so many ways, I believe we can say of 2016 results...
Thanks be to God!

2017 Budget Proposal

The 2017 budget proposal included in the accompanying statements reflects a **deficit of \$15,507 for Ministry & Mission (Current)**.

Budgeted spending for Ministry & Mission (Current) is \$270,057 which is \$8,571 and 3.3% higher than the 2016 actual spending. Key assumptions follow:

- Staff & Ministry Support - \$176,482 - No increases in staff positions. Economic increases of 2% and Synod guidelines of 3% for ordained/consecrated staff.
- Committee Expenses - \$55,975 – Increased expense includes economic increases and modest increase in program costs including \$2,000 for confirmation camp (partially offset with \$1,600 camp fees shown in income)
- Church Operating Costs - \$37,600 – reduced from prior year – less conference costs and removal of 1 time items partially offset by higher utility costs.

Budgeted income for Ministry & Mission (Current) is \$254,550 which is on par with 2016. Member receipts reflect modest increases. Additional funding of \$15,507 or a 6.1% increase would enable a balanced budget. Or simply, and additional \$10.00 per month per giving unit would clear this balance. We continue to look for opportunities to expand our income from rentals in addition to additional member support.

Our proposed budget for Benevolence as designated on our envelopes is \$32,000. This is in support of Synod \$26,900, Open Sesame \$3,000 & Community Benevolence \$1,600 as directed by our Service committee and a Pastoral Discretionary fund of \$500. This Benevolence category is a modest increase over 2016. 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 \$10,200, will be utilized to fund several minor capital expenditures totaling \$10,000 in 2017. Several projects are under evaluation such as Hearing Assists for the Sanctuary \$2,500, Boiler repairs \$2,000, Video Camera \$1,000, Front Door repairs \$3,000. Total Capital funds were \$34,106 at year end.

The proposal for Rental Property recognizes that we may have tenant turnover in 2017 at one of the properties. This would necessitate an expenditure of at least minimal Capital Improvements before a new tenant is secured. The budget assumes four months of rental income loss, and a Capital expenditure of \$10,000 for this eventuality.

Richard Brubacher – 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 the permanent staff and committee expenses as well as the general costs associated with the operations of the church.

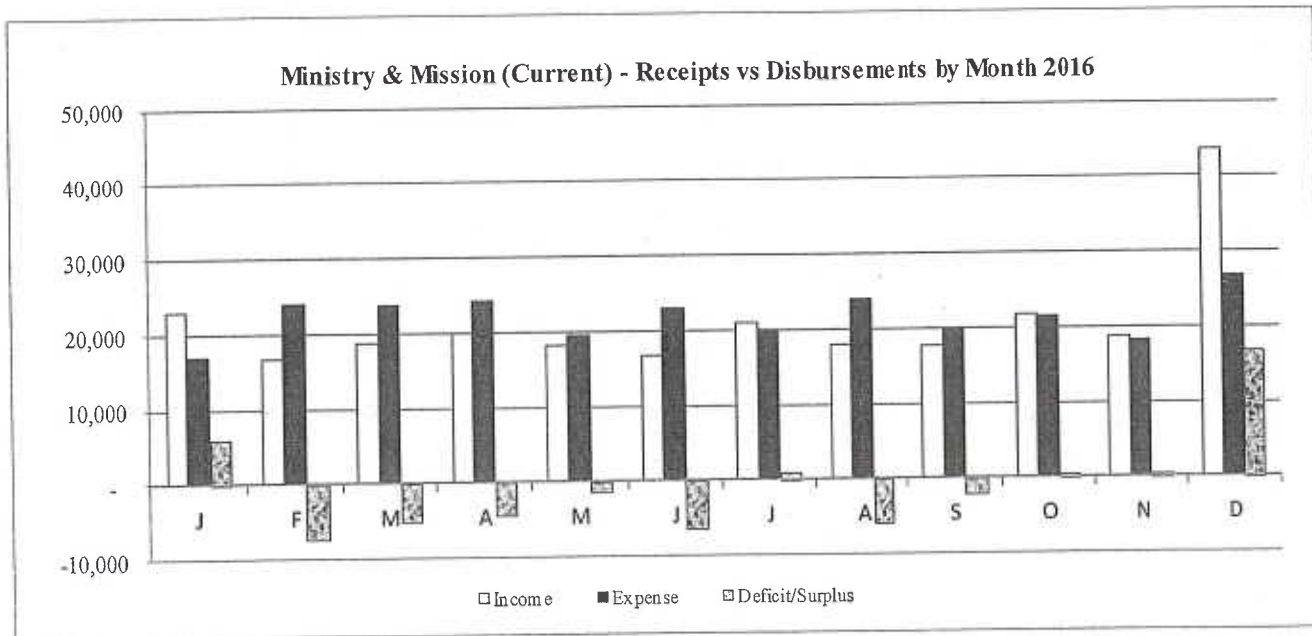
The results for 2016 reflect a final year deficit of \$7,435 compared to a budgeted deficit of \$12,315. This \$4,880 improvement was due to higher than planned receipts accounting for \$2,050, and lower expenses accounting for \$2,829. Increased facility and parking rentals helped to offset a minor decrease in member receipts. This factor and lower expenditures enabled this positive position compared with budget.

The deficit of \$7,435 when combined with our carryover position from the prior years of \$4,178 in surplus leaves us in a cumulative deficit position of \$3,257 in the Ministry & Mission category.

| MINISTRY & MISSION (Current) | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
|---|----------------|----------------|----------------|-----------------|----------------|----------------|
| | Actual | Actual | Actual | Approved Budget | Actual | Proposal |
| Receipts | | | | | | |
| Envelope (incl specials) | \$ 216,409 | \$ 220,861 | \$ 215,471 | \$ 223,600 | \$ 213,963 | \$ 220,500 |
| Plate | 1,835 | 2,338 | 1,724 | 2,000 | 1,767 | 1,750 |
| Income: | | | | | | |
| Education Min. | 515 | 100 | - | 1,200 | 200 | 1,600 |
| Worship & Music | 1,188 | 1,650 | 943 | 1,200 | 1,397 | 2,000 |
| Rental of Facilities & Parking | 16,848 | 25,811 | 23,157 | 24,000 | 29,002 | 28,700 |
| Rental property Income: 235 Dawson St. | 15,340 | - | - | - | - | - |
| 237 Dawson St. | 5,452 | - | - | - | - | - |
| Deficit Reduction Response | | | 9,865 | | 5,473 | - |
| Other Receipts | 10,569 | 2,994 | 3,579 | - | 2,247 | - |
| Total Receipts | 268,155 | 253,753 | 254,738 | 252,000 | 254,050 | 254,550 |
| Disbursements | | | | | | |
| Staff Costs | | | | | | |
| Pastor (Philip) | - | 63,223 | 67,752 | 70,273 | 70,171 | 72,032 |
| Deacon (Scott Knarr) | | | | 28,052 | 27,839 | 28,790 |
| Ministry Support | | | | | | |
| Pastoral Supply / Extra staff costs | 43,668 | 5,066 | 1,125 | 1,500 | 1,400 | 1,800 |
| Additional Staff Support | 743 | 3,791 | 2,203 | 2,550 | 2,757 | 4,050 |
| Parish Nurse | 18,213 | 17,938 | 8,563 | 16,763 | 17,296 | 18,571 |
| Secretarial | 17,631 | 17,504 | 17,504 | 17,854 | 17,716 | 18,211 |
| Staff Benefits | 9,537 | 18,230 | 18,065 | 24,083 | 22,692 | 24,579 |
| Music Director Fee | 26,252 | 26,777 | 26,777 | - | - | - |
| Deacon Intern | - | 4,800 | 9,600 | - | - | - |
| Bookkeeper Fee | 8,774 | 8,774 | 8,243 | 7,500 | 7,500 | 7,700 |
| Honoraria | 600 | 600 | 600 | 750 | 750 | 750 |
| Total Staff & Ministry support | 125,417 | 166,702 | 160,431 | 169,325 | 168,120 | 176,482 |
| Committees | | | | | | |
| Property Management | 23,313 | 28,125 | 19,952 | 21,500 | 20,032 | 20,775 |
| Property Mgmt - Janitorial Services | 20,071 | 19,689 | 19,868 | 20,500 | 19,099 | 21,000 |
| Worship - Supplies | 3,224 | 3,090 | 2,791 | 2,800 | 3,754 | 3,000 |
| Worship - Music | 3,743 | 4,053 | 2,268 | 4,500 | 4,699 | 4,650 |
| Communication Committee | - | 685 | 75 | 700 | 62 | 700 |
| Stewardship Committee | - | 143 | 25 | 100 | 66 | 100 |
| Learning | 2,190 | 2,082 | 1,549 | 3,300 | 2,711 | 3,300 |
| Witness | 1,740 | 2,182 | 161 | - | - | - |
| Finance | 1,052 | 1,156 | 845 | 950 | 898 | 850 |
| Health Council | 324 | 130 | 290 | 350 | 153 | 350 |
| Service (Min. in Soc.) | 250 | 267 | - | - | - | - |
| Staff Support | 471 | 404 | 243 | 250 | 250 | 250 |
| Church Council | | | | 500 | 250 | 1,000 |
| | 56,378 | 62,006 | 48,067 | 53,450 | 51,974 | 55,975 |

| MINISTRY & MISSION (Current) Cont'd | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
|---|---------|----------|---------|-----------------|---------|-------------|
| | Actual | Actual | Actual | Approved Budget | Actual | Proposal |
| Church Operating Costs | | | | | | |
| Insurance | 4,411 | 4,518 | 4,605 | 4,800 | 4,615 | 4,800 |
| Telephone/Internet | 2,773 | 2,472 | 2,272 | 2,600 | 1,626 | 1,600 |
| Hydro, Water | 7,879 | 8,293 | 8,589 | 9,300 | 11,907 | 12,900 |
| Heat | 4,664 | 6,385 | 6,230 | 6,500 | 4,048 | 4,800 |
| Office Supplies & Equip. | 8,409 | 9,478 | 8,820 | 10,000 | 10,614 | 10,000 |
| Conventions & Conferences | 1,676 | 2,099 | 2,215 | 4,340 | 3,614 | 1,500 |
| Bank Charges & Interest | 1,564 | 1,847 | 1,794 | 2,000 | 1,668 | 2,000 |
| Rental Property Exp. 235 Dawson St. | 5,384 | - | - | - | - | - |
| 237 Dawson St. | 10,879 | - | - | - | - | - |
| Miscellaneous | 786 | 2,961 | 517 | - | 3,300 | - |
| | 48,425 | 38,052 | 35,042 | 39,540 | 41,392 | 37,600 |
| Total Disbursements | 230,220 | 266,760 | 243,540 | 264,315 | 261,486 | 270,057 |
| Surplus (Deficit) - normal | 37,935 | (13,006) | 11,198 | (12,315) | (7,435) | (15,507) |
| Transfers from (To) Other Accounts | 27,380 | - | - | - | - | - |
| Reorganization costs (Severance) liability | (7,620) | - | - | - | - | - |
| Surplus (Deficit) after transfers etc. | 72,935 | (13,006) | 11,198 | (12,315) | (7,435) | (15,507) |

The graph below reflects the pattern of expenditure and receipts experienced on a monthly basis in 2016. The pattern of expenditures is relatively evenly distributed at an average of approx. \$21,500 per month, however the pattern of income is more erratically distributed with 33% 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 \$90,860 in 2016. Included in this total is \$34,374 in support of a new Canadian family of which \$20,135 was provided by other supporting churches. Adjusting for this a total of \$70,725 was provided by Mount Zion members representing an 11.8% increase.

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 2016 receipts were \$31,277, with a distribution of funds being \$29,677 to Synod, and \$1,600 to community benevolence. Although support of \$5,000 was budgeted for Open Sesame, this was not required in 2016 thereby enabling us to exceed our commitment to the Synod by \$4,777.

Designated appeals realized receipts of \$59,583 which enabled disbursements to be made to 16 organizations noted and includes \$34,374 provided to the Ecumenical Welcoming Committee in support of a new Canadian family.

| <u>BENEVOLENCE</u> | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
|---|---------------|---------------|------------------|---------------|---------------|-----------------|
| | | | | Approved | | |
| A.) <u>REGULAR BENEVOLENCE (Budgeted)</u> | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> | <u>Budget</u> | <u>Actual</u> | <u>Proposal</u> |
| Receipts | | | | | | |
| Envelopes | \$ 33,045 | \$ 29,430 | \$ 30,564 | \$ 32,000 | \$ 31,277 | \$ 32,000 |
| Benevolence - Service committee | - | 500 | - | - | - | - |
| Other - Transfer from Endowment | - | 665 | 905 | - | - | - |
| | <u>33,045</u> | <u>30,595</u> | <u>31,469</u> | <u>32,000</u> | <u>31,277</u> | <u>32,000</u> |
| Disbursements | | | | | | |
| Synod Benevolence | 31,545 | 26,930 | 27,864 | 24,900 | 29,677 | 26,900 |
| Synod - Special for prior yr. shortfall | - | 665 | 905 | - | - | - |
| Open Sesame | - | 1,500 | 1,000 | 5,000 | - | 3,000 |
| Community Benevolence | 1,500 | 1,500 | 1,700 | 1,600 | 1,600 | 1,600 |
| Other (Pastoral Discretionary fund) | - | - | - | 500 | - | 500 |
| | <u>33,045</u> | <u>30,595</u> | <u>31,469</u> | <u>32,000</u> | <u>31,277</u> | <u>32,000</u> |
| Surplus (Deficit) | <u>-</u> | <u>(0)</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| B.) <u>SPECIAL BENEVOLENCE - DESIGNATED APPEALS - (Unbudgeted)</u> | | | | | | |
| | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
| | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> | | <u>Proposal</u> |
| RECEIPTS & DISBURSEMENTS | | | | | | |
| Canadian Lutheran World Relief | \$ 8,154 | \$ 3,622 | \$ 7,537 | \$ 3,683 | | |
| Waterloo Lutheran Seminary Appeals | 685 | 630 | 660 | 1,000 | | |
| WLS- Delton Glebe Counseling Centre | | | 1,655 | - | | |
| W.L.S. Auxiliary | 315 | 440 | 430 | 220 | | |
| Misc. Trek 4 kids, Praise Appeal | 1,189 | - | - | - | | |
| Habitat for Humanity | 150 | 120 | 125 | 120 | | |
| Trinity Village | | | | 40 | | |
| Open Sesame | 10,705 | 11,499 | 12,175 | 12,673 | | |
| Refugee Support (EW Partnership) | | | | 34,374 | | |
| KW Food Bank | 750 | 2,894 | 1,400 | 923 | | |
| Out of the cold | 25 | 35 | - | - | | |
| Food vouchers | 565 | 1,976 | 505 | 1,578 | | |
| Scouts | 35 | 25 | 40 | 30 | | |
| House of Friendship | 331 | 280 | 331 | 487 | | |
| Alzheimer Society | 235 | 357 | - | - | | |
| Nutrition for Learning Adopt a cause | 1,876 | - | - | - | | |
| Parents for Community Living Adopt a cause | 1,498 | - | - | - | | |
| Under One Roof Adopt a cause | 1,478 | - | - | - | | |
| Marillac Place Adopt a cause | - | 1,356 | - | - | | |
| Ray of Hope Adopt a cause | - | 1,325 | 1,067 | - | | |
| Lisaard House Adopt a cause | - | 1,923 | - | - | | |
| The Working Centre Adopt a cause | | | 1,085 | - | | |
| Music for The Spirit Adopt a cause | | | 3,268 | 2,840 | | |
| Monica Place Adopt a cause | | | 875 | - | | |
| Lutherwood Adopt a cause | | | - | 970 | | |
| Mtz Retreat & Tape fund | - | 540 | - | - | | |
| Lutheran Campus Ministry | 55 | 60 | 70 | 70 | | |
| Outdoor Ministry -Edgewood Adopt a cause | 2,184 | 1,170 | 325 | 545 | | |
| S.H.O.W. | 225 | 225 | 230 | 30 | | |
| Canada (Eastern) Lutheran | 230 | 102 | 20 | - | | |
| | <u>30,687</u> | <u>28,579</u> | <u>\$ 31,798</u> | <u>28,000</u> | <u>59,583</u> | <u>28,000</u> |

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 2016 were \$11,494 with disbursements of \$29,763 for a net use of \$18,269 in capital funds. A transfer from undesignated Memorial funds was made to Capital for \$3,500 with the net change then being \$14,769 which compares to the budget of \$15,600. Disbursements were \$12,964 in Sanctuary upgrades to lighting and sound systems, and \$16,799 to auditorium refurbishment & exterior lighting conversion.

The balance of Capital funds at year end is \$34,107.

| CAPITAL | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
|--|-----------------|----------------|--------------|-----------------|-----------------|---------------|
| | Actual | Actual | Actual | Approved Budget | Actual | Proposal |
| Receipts | | | | | | |
| Envelope Receipts | \$ 8,179 | \$ 8,897 | \$ 6,989 | \$ 9,000 | \$ 11,167 | \$ 10,000 |
| Interest Income | 439 | 473 | 394 | 400 | 327 | 200 |
| Misc.-Endowment Int., A/V fund | - | 13,688 | - | - | - | - |
| Church Maintenance - Grant funds | - | - | - | - | - | - |
| | <u>8,618</u> | <u>23,057</u> | <u>7,383</u> | <u>9,400</u> | <u>11,494</u> | <u>10,200</u> |
| Disbursements | | | | | | |
| Equipment Purchases | 519 | 992 | 1,005 | - | - | - |
| Nursery Equip | - | 115 | - | - | - | - |
| Projection A/V System | - | 20,177 | - | - | - | - |
| Capital Improvements | 590 | 4,756 | - | 25,000 | 29,763 | 10,000 |
| Rental Property | - | - | - | - | - | - |
| | <u>1,109</u> | <u>26,040</u> | <u>1,005</u> | <u>25,000</u> | <u>29,763</u> | <u>10,000</u> |
| Surplus (Deficit) | <u>7,509</u> | <u>(2,983)</u> | <u>6,378</u> | <u>(15,600)</u> | <u>(18,269)</u> | <u>200</u> |
| Transfers - from (to) other funds | <u>(27,380)</u> | <u>7,428</u> | <u>-</u> | <u>-</u> | <u>3,500</u> | <u>-</u> |
| Surplus (Deficit) - Capital | <u>(19,871)</u> | <u>4,445</u> | <u>6,378</u> | <u>(15,600)</u> | <u>(14,769)</u> | <u>200</u> |

Rental Property has been accounted for separately beginning in 2014. 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 the property values.

Results for 2016 reflect a surplus of \$12,376 which is \$3,134 worse than plan. This was a result of higher expenses of \$891, and \$2,244 in lower rental revenue. Revenue is less due to 237 Dawson not being rented until March, and some rental arrears with the tenant at 235 Dawson.

Our bank position for Rental property is overdraft \$(25,065) at year end as a result of renovations last year of \$39,151.

| RENTAL PROPERTY | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
|--|--------|---------------|-----------------|-----------------|---------------|---------------|
| | Actual | Actual | Actual | Approved Budget | Actual | Proposal |
| Receipts | | | | | | |
| 235 Dawson Rental Income | | \$ 14,160 | \$ 14,160 | \$ 14,160 | \$ 12,980 | \$ 10,620 |
| 237 Dawson Rental Income | | - | - | 16,200 | 15,136 | 17,600 |
| Interest Income | | 1 | 0 | - | - | - |
| | | <u>14,161</u> | <u>14,160</u> | <u>30,360</u> | <u>28,116</u> | <u>28,220</u> |
| Disbursements | | | | | | |
| 235 Dawson Expenses - Current Exp | | 5,349 | 5,702 | 7,800 | 7,086 | 8,690 |
| 235 Dawson Expenses - Capital Improve. | | - | - | - | - | 10,000 |
| 237 Dawson Expenses - Current Exp. | | 7,078 | 8,484 | 7,050 | 8,431 | 7,700 |
| 237 Dawson Expenses - Capital Improve. | | - | 39,151 | - | 224 | - |
| Interest Expense | | - | - | - | - | 1,100 |
| | | <u>12,426</u> | <u>53,336</u> | <u>14,850</u> | <u>15,741</u> | <u>27,490</u> |
| Surplus (Deficit) | | <u>1,734</u> | <u>(39,175)</u> | <u>15,510</u> | <u>12,376</u> | <u>730</u> |
| Transfers - from (to) other funds | | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Surplus (Deficit) - Rental Property | | <u>1,734</u> | <u>(39,175)</u> | <u>15,510</u> | <u>12,376</u> | <u>730</u> |

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 \$117,728 at year end, and reflects receipts of \$23,161, disbursements of \$6,472, and transfers to sections of \$3,500. These funds are unbudgeted, and normally not available for general use purposes.

| <u>SPECIAL FUNDS</u> | 2013 | 2014 | 2015 | <u>2016</u> |
|---|----------------|-----------------|----------------|----------------|
| | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> |
| Opening Balances | \$ 92,864 | \$ 98,864 | \$ 93,233 | \$ 104,538 |
| Receipts | | | | |
| Music on the Mount Fund | 2 | 1,501 | 502 | 1,403 |
| Memorial Fund | 2,184 | 6,912 | 8,822 | 8,981 |
| Spiritual Retreat Fund | 1 | 1 | 0 | 201 |
| Youth Fund | 2,494 | 4,261 | 3,147 | 6,720 |
| Refugee Fund | | | | |
| Endowment Fund Receipts | | | 10,000 | - |
| Endowment Fund - Gain on investments | 6,873 | 5,424 | - | 5,857 |
| | <u>11,554</u> | <u>18,100</u> | <u>22,471</u> | <u>23,161</u> |
| Disbursements | | | | |
| Music on the Mount Fund | 325 | 450 | 350 | 1,900 |
| Memorial Fund | | | 3,906 | 40 |
| Spiritual Retreat Fund | 85 | 320 | - | 315 |
| Youth Fund | 471 | 8,879 | - | 6,000 |
| Refugee Fund | - | - | - | - |
| Endowment Fund - Loss on investments | | | 3,014 | (1,783) |
| | <u>880</u> | <u>9,649</u> | <u>7,270</u> | <u>6,472</u> |
| Transfers - In (Out) | | | | |
| Music on the Mount Fund | | | | |
| Memorial Fund transfers to Capital | - | (6,928) | | (3,500) |
| Spiritual Retreat Fund | | | | |
| Youth Fund transfer to Current | | | | |
| Music on The Mount to Capital(A/V) | - | (500) | | - |
| Endowment Fund - transfers to Benev. & ot | (4,673) | (6,653) | (3,896) | - |
| | <u>(4,673)</u> | <u>(14,081)</u> | <u>(3,896)</u> | <u>(3,500)</u> |
| Closing Balances - Special Funds | | | | |
| Music on the Mount Fund | 1,457 | 2,009 | 2,161 | 1,663 |
| Memorial Fund | 4,697 | 4,682 | 9,597 | 15,038 |
| Spiritual Retreat Fund | 1,148 | 829 | 829 | 715 |
| Youth Fund | 5,562 | 944 | 4,091 | 4,811 |
| Refugee Fund | - | - | - | - |
| Endowment Fund | 86,000 | 84,770 | 87,860 | 95,500 |
| Total Special Funds | <u>98,864</u> | <u>93,233</u> | <u>104,538</u> | <u>117,728</u> |

This schedule is a combination of all Receipts and Disbursements for all fund categories as noted on the preceding pages, reflecting receipts of \$411,181, disbursements of \$407,821 resulting in a \$3,361 generation of funds in 2016.

| Summary of Total Receipts vs. Disbursements | | | | | | |
|--|----------------|-----------------|-----------------|-----------------|----------------|-----------------|
| | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
| | Actual | Actual | Actual | Budget | Actual | Proposal |
| Receipts (incl. transfers) | | | | | | |
| Ministry & Mission (Current) | \$ 295,535 | \$ 253,753 | \$ 254,738 | \$ 252,000 | \$ 254,050 | \$ 254,550 |
| Benevolence | 33,045 | 30,595 | 31,469 | 32,000 | 31,277 | 32,000 |
| Benevolence Special Appeals | 30,687 | 28,579 | 31,798 | 28,000 | 59,583 | 28,000 |
| Capital | 8,618 | 30,485 | 7,383 | 9,400 | 14,994 | 10,200 |
| Rental Property | | 14,161 | 14,160 | 30,360 | 28,116 | 28,220 |
| Special Funds | 11,554 | 18,100 | 22,471 | - | 23,161 | - |
| Total Receipts - All | 379,438 | 375,673 | 362,020 | 351,760 | 411,181 | 352,970 |
| Disbursements (incl. transfers) | | | | | | |
| Ministry & Mission (Current) | 222,600 | 266,760 | 243,540 | 264,315 | 261,486 | 270,057 |
| Benevolence | 33,045 | 30,595 | 31,469 | 32,000 | 31,277 | 32,000 |
| Benevolence Special Appeals | 30,687 | 28,579 | 31,798 | 28,000 | 59,583 | 28,000 |
| Capital | 28,488 | 26,040 | 1,005 | 25,000 | 29,763 | 10,000 |
| Rental Property | | 12,426 | 53,336 | 14,850 | 15,741 | 27,490 |
| Special Funds | 5,554 | 23,730 | 11,166 | - | 9,972 | - |
| Total Disbursements - All | 320,374 | 388,130 | 372,314 | 364,165 | 407,821 | 367,547 |
| Net Funds Generated (Used) | 59,064 | (12,458) | (10,294) | (12,405) | 3,361 | (14,577) |

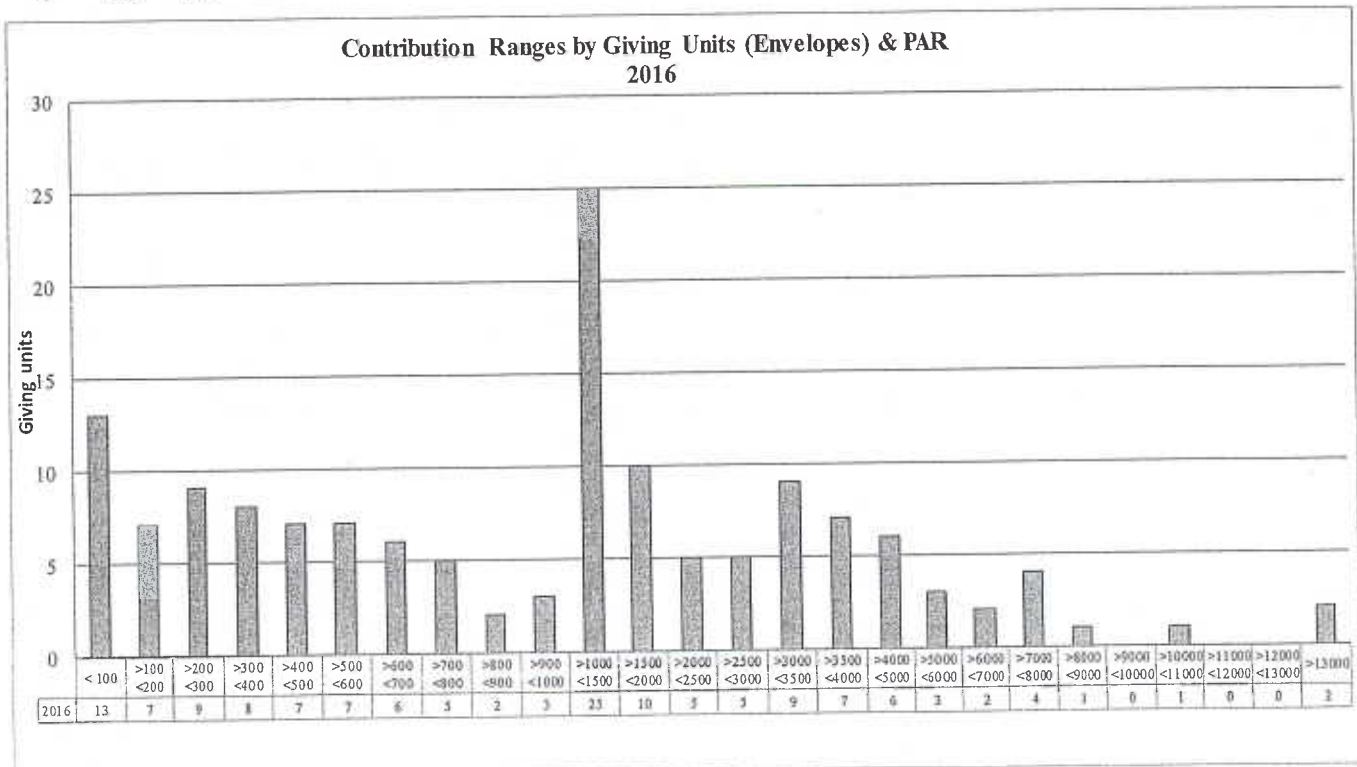
The Balance Sheet reflects the financial position of the Congregation as at December 31 for the years noted.

| Balance Sheet ending values at dates noted | | | | | | |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 2013 | 2014 | 2015 | 2016 | | 2017 Budget |
| | Dec. 31 | Dec. 31 | Dec. 31 | Budget | Dec. 31 | Proposal |
| Current Assets | | | | | | |
| Petty Cash | \$ 100 | \$ 100 | \$ 100 | \$ 100 | \$ 100 | \$ 100 |
| Current & Benevolence Bank Account | (3,100) | (10,800) | 32,112 | 7,862 | 10,849 | (15,796) |
| Capital Bank Account & Investment Accou | 38,052 | 42,497 | 48,875 | 33,276 | 34,106 | 34,306 |
| Rental Property Account | | 1,734 | (37,441) | (21,931) | (25,065) | (24,335) |
| Rent Deposit Account | 1,162 | 1,168 | 1,169 | 2,700 | 2,771 | 3,000 |
| Accounts Receivable | 5,987 | 5,487 | 6,622 | 3,000 | 6,273 | 3,000 |
| Grocery Card Program Float | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 |
| | <u>45,200</u> | <u>43,186</u> | <u>54,437</u> | <u>28,007</u> | <u>32,033</u> | <u>3,275</u> |
| Special Funds | | | | | | |
| Music on the Mount | 1,457 | 2,009 | 2,161 | 2,161 | 1,663 | 1,663 |
| Memorial Funds | 4,697 | 4,682 | 9,597 | 9,597 | 15,038 | 15,038 |
| Spiritual Retreat Fund | 1,148 | 829 | 829 | 829 | 715 | 715 |
| Youth Funds | 5,562 | 944 | 4,091 | 4,091 | 4,811 | 4,811 |
| Endowment Fund | 86,000 | 84,770 | 87,860 | 87,860 | 95,500 | 95,500 |
| | <u>98,864</u> | <u>93,233</u> | <u>104,538</u> | <u>104,538</u> | <u>117,728</u> | <u>117,728</u> |
| Fixed Assets | | | | | | |
| Land and Church Buildings | 781,897 | 781,897 | 781,897 | 781,897 | 781,897 | 781,897 |
| Furniture and Fixtures | 22,174 | 22,174 | 22,174 | 22,174 | 22,174 | 22,174 |
| Organ | 204,000 | 204,000 | 204,000 | 204,000 | 204,000 | 204,000 |
| 235 Dawson Street | 82,975 | 82,975 | 82,975 | 82,975 | 82,975 | 82,975 |
| 237 Dawson Street | 24,137 | 24,137 | 24,137 | 24,137 | 24,137 | 24,137 |
| | <u>1,115,183</u> | <u>1,115,183</u> | <u>1,115,183</u> | <u>1,115,183</u> | <u>1,115,183</u> | <u>1,115,183</u> |
| Total Assets | \$ 1,259,247 | \$ 1,251,603 | \$ 1,274,158 | \$ 1,247,728 | \$ 1,264,944 | \$ 1,236,186 |
| Liabilities | | | | | | |
| Accounts Payable | - | 4,807 | 47 | 1,500 | 1,579 | 1,500 |
| Rent Deposit | 1,162 | 1,168 | 1,169 | 2,700 | 2,771 | 3,000 |
| Two Rivers Ministry clearing | | | | | 1,312 | |
| Deferred Revenue | | | 37,609 | 20,600 | 20,589 | 7,569 |
| | <u>1,162</u> | <u>5,975</u> | <u>38,825</u> | <u>24,800</u> | <u>26,250</u> | <u>12,069</u> |
| Congregational Equity | | | | | | |
| Property | 1,115,183 | 1,115,183 | 1,115,183 | 1,115,183 | 1,115,183 | 1,115,183 |
| Current Account Surplus/(Deficit) | 5,986 | (7,020) | 4,178 | (8,137) | (3,257) | (18,765) |
| Special Funds | 12,864 | 8,463 | 16,678 | 16,678 | 22,228 | 22,228 |
| Capital Account Surplus | 38,052 | 42,497 | 48,875 | 33,275 | 34,106 | 34,306 |
| Rental Property Account Surplus/(Deficit) | | 1,734 | (37,441) | (21,931) | (25,065) | (24,335) |
| Endowment Fund | 86,000 | 84,770 | 87,860 | 87,860 | 95,500 | 95,500 |
| | <u>1,258,086</u> | <u>1,245,628</u> | <u>1,235,333</u> | <u>1,222,928</u> | <u>1,238,694</u> | <u>1,224,117</u> |
| Total Liabilities & Equity | \$ 1,259,247 | \$ 1,251,603 | \$ 1,274,158 | \$ 1,247,728 | \$ 1,264,944 | \$ 1,236,186 |

Summary of Envelope Use for 2016 (and comparisons to prior years)

| Number of contributors | | | | Contribution Ranges | | | |
|------------------------|------|------|------|---------------------|---------------|--------|---|
| 2013 | 2014 | 2015 | 2016 | \$ | 13,000 & over | \$ | - |
| 1 | 2 | 2 | 2 | 12,000 | to | 13,000 | |
| 1 | | | | 11,000 | | 12,000 | |
| | | | | 10,000 | | 11,000 | |
| | | 1 | 1 | 9,000 | | 10,000 | |
| 1 | 2 | 2 | 1 | 8,000 | | 9,000 | |
| 2 | 3 | 4 | 4 | 7,000 | | 8,000 | |
| 2 | 1 | 2 | 2 | 6,000 | | 7,000 | |
| 3 | 2 | 4 | 3 | 5,000 | | 6,000 | |
| 7 | 7 | 6 | 6 | 4,000 | | 5,000 | |
| 5 | 7 | 5 | 7 | 3,500 | | 4,000 | |
| 4 | 4 | 6 | 9 | 3,000 | | 3,500 | |
| 10 | 10 | 6 | 5 | 2,500 | | 3,000 | |
| 16 | 7 | 5 | 5 | 2,000 | | 2,500 | |
| 9 | 9 | 13 | 10 | 1,500 | | 2,000 | |
| 28 | 31 | 28 | 25 | 1,000 | | 1,500 | |
| 3 | 3 | 2 | 3 | 900 | | 1,000 | |
| 6 | 7 | 2 | 2 | 800 | | 900 | |
| 8 | 7 | 2 | 5 | 700 | | 800 | |
| 7 | 4 | 8 | 6 | 600 | | 700 | |
| 6 | 4 | 6 | 7 | 500 | | 600 | |
| 4 | 4 | 8 | 7 | 400 | | 500 | |
| 7 | 13 | 11 | 8 | 300 | | 400 | |
| 13 | 10 | 9 | 9 | 200 | | 300 | |
| 14 | 8 | 7 | 7 | 100 | | 200 | |
| 15 | 11 | 13 | 13 | - | | 100 | |
| 172 | 156 | 152 | 147 | | | | |

| Summary of Contributions (all Accounts) | | | | |
|---|------------|------------|------------|------------|
| | 2013 | 2014 | 2015 | 2016 |
| Regular Envelopes Contributors | 117 | 103 | 96 | 92 |
| Par Contributors | 55 | 53 | 56 | 55 |
| Total Number of Contributors | 172 | 156 | 152 | 147 |
| Total Contributions | \$ 283,123 | \$ 294,641 | \$ 300,151 | \$ 303,972 |
| Median Giving | 1,003 | 1,095 | 1,120 | 1,145 |
| Average per Giving unit/year | 1,646 | 1,889 | 1,975 | 2,068 |



Open Sesame Headstart Preschool
Statement of Receipts and Disbursements 2016 and 2017 Budget

| | <u>2016</u> <u>Budget</u> | <u>2016</u> <u>Actual</u> | <u>2017</u> <u>Budget</u> |
|------------------------------------|------------------------------|------------------------------|------------------------------|
| <u>Receipts</u> | | | |
| Student Fees | \$ - | \$ 1,730 | \$ 18,765 |
| Region of Waterloo Operating Funds | 3,000 | 1,954 | 4,100 |
| Provincial - Wage enhancement | | 1,647 | |
| K-W Habilitation Staff support | | 2,848 | |
| Mount Zion - Benevolence | 5,000 | - | 3,000 |
| Personal Donations | 5,000 | 5,865 | 6,500 |
| Grocery Card profits | 1,500 | 2,279 | 2,600 |
| Synod Grant - Justice Initiative | 3,000 | 3,000 | 7,000 |
| Chamberlain Family Foundation | 2,000 | 2,000 | 2,000 |
| Marian Main - Memorial Gifts | - | 2,398 | - |
| Misc/ other | - | 692 | - |
| | <u>\$ 19,500</u> | <u>\$ 24,412</u> | <u>\$ 43,965</u> |
| <u>Disbursements</u> | | | |
| Salaries | \$ 13,000 | \$ 18,060 | \$ 33,400 |
| C.P.P., E.I., & WSIB contributions | 720 | 1,723 | 2,870 |
| Food | 40 | 342 | 355 |
| Supplies & Equipment | 1,500 | 908 | 1,100 |
| License | 10 | 100 | 100 |
| Honorariums | 500 | 1,616 | - |
| Office Expenses | 200 | 434 | 500 |
| Christmas Party | 200 | 208 | 200 |
| Bank Charges | 35 | 111 | 150 |
| Cleaning | 700 | 1,103 | 1,800 |
| Phone | 1,000 | 817 | 800 |
| Parent Group | 50 | 183 | 200 |
| Fire Inspection | 300 | - | - |
| Playground Equip & Inspection | 180 | 463 | 350 |
| Professional Development | 150 | 95 | 100 |
| Field Trips | | 141 | - |
| Legal Fees | | 480 | - |
| First Aid | - | 134 | 150 |
| | <u>\$ 18,585</u> | <u>\$ 26,918</u> | <u>\$ 42,075</u> |
| Excess (Deficiency) | 915 | (2,507) | 1,890 |
| Balance from Prior year | | <u>936</u> | <u>(1,571)</u> |
| Ending Cash position | | <u>(1,571)</u> | <u>319</u> |

Notes:

- 1.) The 2016 program was a transition to a larger program with increased staff and students.
- 2.) The 2017 program is based on a 5 days per week (previously 3) with average 13 children and includes a fee based program for those able to pay.

Joan Brunger - Treasurer

Council is recommending the following changes to our bylaws.

1. **Motion:** Be it resolved that the following changes to Mount Zion's bylaws be adopted and sanctioned in accordance with Bylaw No. 1, Clause 15.2.

Bylaw No. 1, Clause 9.1 currently reads:

9.1 The administrative and temporal affairs of the Church shall be the responsibility of the Congregational Council consisting of twelve Voting Members of the Church. For purposes of the Act, the Congregational Council shall be deemed to be the Board of Directors and in this regard a Councillor shall be deemed to be a Director of the Church.

Bylaw No. 1, Clause 9.1 is changed to read; "The administrative and temporal affairs of the Church shall be the responsibility of the Congregational Council consisting of nine Voting Members of the Church. For purposes of the Act, the Congregational Council shall be deemed to be the Board of Directors and in this regard a Councillor shall be deemed to be a Director of the Church."

Explanation: The number of councillors required has been changed from 12 to 9.

Bylaw No. 1, Clause 9.9 is currently reads *At the first Meeting of Members, one third of the Councillors shall be elected to hold office until the end of the third full fiscal year after that date, one third to hold office until the end of the second full fiscal year after that date, and one third to hold office until the end of the first full fiscal year after that date and subsequently at each annual Meeting of Members thereafter, Councillors shall be elected to fill the positions of those Councillors whose term of office has expired and each Councillor so elected shall hold office until the end of the third full fiscal year after his or her election*

Bylaw No. 1, Clause 9.9 is changed to read; "At each annual Meeting of Members, Councillors shall be elected to fill the positions of those Councillors whose term of office has expired. The terms of office of Councillors so elected shall normally be for three years, with the exception that the terms of some newly-elected Councillors may be less than three years, so as to ensure that, as close as possible, an equal number of Councillors' terms will expire in each of the following three years."

Explanation. The bylaw was rewritten to better represent current conditions at Mount Zion.

Bylaw No. 1, Clause 5.3 currently reads *Real property shall not be purchased, disposed of or encumbered in any manner except by resolution adopted by no less than a two thirds majority vote of the Members present and voting at a legally called Meeting of Members.*

Bylaw No. 1, Clause 5.3 is changed to read; "Real property shall not be purchased, disposed of or encumbered in any manner except by resolution adopted by no less than a two-thirds majority vote of all Voting Members present in person or represented by proxy and voting at a legally called and conducted Meeting of Members."

Explanation: The bylaw has been revised to allow for proxy votes

Bylaw No. 2, Clause 1 currently reads; Charge, mortgage, hypothecate, pledge or otherwise create a security interest in all or any property of the Corporation owned or subsequently acquired in order to secure any securities or any money borrowed, or other debt, or any obligation or liability of the Corporation: and"

d. **Bylaw No. 2, Clause 1 d is changed to read;** "Subject to Bylaw No. 1 Clause 5.3, charge, mortgage, hypothecate, pledge or otherwise create a security interest in all or any property of the Corporation owned or subsequently acquired in order to secure any securities or any money borrowed, or other debt, or any obligation or liability of the Corporation: and"

Explanation: A reference to Bylaw No 1 has been added.

e. **Bylaw No. 3, Clause 32 currently reads** This Fund may be dissolved in accordance with the laws of the Province of Ontario and the provisions set forth in the Congregational Constitution, Article V.1

e. **Bylaw No. 3, Clause 32 is changed to read;** This Fund may be dissolved in accordance with the laws of the Province of Ontario and the provisions set forth in Bylaw No. 1, Article 5.

Explanation: The reference to Bylaw No 1 has been properly identified.

