



# The Evolving Challenge

## The Report of the Evolution Committee

September 2018

MOUNT ZION LUTHERAN CHURCH  
29 WESTMOUNT ROAD, SOUTH, WATERLOO ONTARIO

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

# The Evolving Challenge - Report from the Evolution Committee September 2018

Bishop Pryce noted at the beginning of 2018 that “the Synod’s strategic plan highlights the need for us to identify and nurture new forms of ministry and to help congregations...to act boldly and decisively for the sake of God’s broader mission”.

In response to this challenge, Church Council appointed a five-member Evolution Committee to explore:

1. potential partners and opportunities for the promotion of social justice
2. understand what our property means to us now and into the future
3. and, what effects any change might have for our congregation.

Being *In Mission for Others* is an essential part of who and what Mount Zion is. The Evolution Committee has looked at how we might move into the future, building on our previous successes. Through extensive meetings and interviews throughout the community (see Appendix) we are able to see many more needs than we thought possible. Consequently, our belief is that Mount Zion has tremendous potential for an expansion of our mission.

This report provides the first steps as we focus on the community and our resources.

Our Goal: We are in mission to and with the community.

We have expressed this Mission using five pillars:

1. Community and Congregation
2. Teaching and Learning
3. Families and Youth
4. Music
5. Leadership, Administration, Funding and Project Management

## **1. Community and Congregation**

Mount Zion has provided outreach to our community in a variety of ways. These past few months our research has shown us that loneliness and social isolation are major community concerns and we should coordinate and expand our past with our ability and mission for the future. And this is how it might look:

- Expand Mount Zion Café to a weekly basis to provide a more regular place for people to come for social interaction and to seek assistance and advice. We have been told repeatedly that every fortnight is a start but weekly is a must to impact

- the community. This would entail an examination of space (repurpose the Boardroom), volunteers and volunteer recruitment.
- Health information is provided in a limited way at the Cafe. The Parish Nurse could play a more significant and larger role in our vision for outreach to the community. In addition to a larger role during the Café, maintaining hours at the church where she would be available to congregants and people from the community seeking assistance with navigating the health care system, providing basic health care services, and information on how and where to access unmet needs.
  - We could promote a counselling service to the community by providing the use of our building to a professional group. We have discussed a variety of options for closer interface with Glebe Counseling Centre. They have indicated a strong interest in working with us. We need to pursue this opportunity.
  - Other opportunities include providing space for Foot Care, Massage therapy, etc.
  - There are other churches and organizations who run cafes and drop-in centres. Emmanuel in particular has expressed interest in some sort of a community resource line. The deciding factor would be our interest in pursuing this idea by making participants aware of other opportunities for socialization in the community. Pastor Jen Lind believes there is an opportunity to share volunteers and so increase our capacity through mutual endeavours. The various cafes and drop-in centres could become a community resource line for people who suffer from loneliness, poverty and social isolation.
  - A Friendship Club is an example where a church recognizes the loneliness and isolation that comes with dementia and being a caregiver. Not unlike the Café, the Friendship Club is a place where people with dementia and their caregivers come together where they are not only accepted but are supported, valued and loved. It is a place where friendships can flourish. This concept works very well when several churches are involved and so volunteers come from all the churches.
  - Our Community Garden is another kind of gathering place, giving our neighbours a connection to Mount Zion through the elements of sunlight, water, seeds and soil. Perhaps it could be expanded.
  - In October we have been encouraged to have conversations with Pastors Karen and Peter Kuhnert in St. Jacobs. They have a strong interest in community outreach and may provide other opportunities for mission into the community either jointly or individually.
  - As Mount Zion evolves into an increasingly mission oriented congregation we must not forget our past or be hesitant about sharing it with the broader community. Our archives have been well maintained and the information is there to write that history before our memories begin to fade. Appointment of a congregant to spearhead this project now is appropriate.

- **Teaching and Learning.**

How can we best continue the legacy Jesus left us as learners and teachers? Could learning and education become so much more at Mount Zion if we dreamt bigger and looked deeper? From our meetings with other institutions and churches we believe learning and education at Mount Zion should be a significant part of our Mission to the community and the congregation.

- We must offer learning in the form of Bible Studies, the Stephens Ministry, Alpha Courses, Book Studies, and inter-Lutheran sessions. Open discussions on faith, religion, and belief will serve an acknowledged need among congregants and community.
- The church is an excellent venue for multidisciplinary educational opportunities. The Health Council has pioneered many good examples of topics of interest to congregants. Other topics which have been suggested are, Dealing with Grief, Death and Dying, Physician Assisted Death, Palliative Care, and health topics such as prostate and breast cancer awareness.
- In the community arena there are opportunities for educational sessions on immigration, refugees, mental health issues, homelessness, dementia, housing etc. The church can make itself a community centre by hosting such events. Educational sessions should be outward looking and done in conjunction with other churches or groups and advertised widely.
- Our Deacon, Scott Knarr, is an important part of our rostered ministry. Part of Deacon Scott's call is to the Six Nations through his work with The Two Rivers Ministry Area (TRMA). At Mount Zion we have had our knowledge and horizons greatly enhanced by being able to participate in a small way in the understanding he has gained. It would be useful to explore how Mount Zion can become an even more powerful voice in the community on many issues as they relate to social justice.

## **2. Family and Youth**

How should we continue and further our outreach as an expression of our mission to the community? How could we stimulate our outreach to families, youth and children?

- Open Sesame Headstart program for preschool children has been an integral part of Mount Zion outreach to the community for over 45 years. It has changed and adapted to meet the changing needs and population. We see this outreach as a significant and important ministry. As with all outreach, we should continue to look further for the needs of this population and how we might address them. Currently, this is a half day program with the opportunity for growth.
- The Scouting Program has had a home at Mount Zion for many years. The volunteer leaders provide a healthy socialization for children of the scouting age range. Scouting

continues on into young adulthood and produces many future leaders of our society. We need to examine how we might interact more closely with the Scout Program and encourage more integration with the church community.

- Sunday Learning for children and confirmation programs continue at Mount Zion. The numbers are no longer large but the goals remain the same. By integration with other Lutheran churches, as we have long done with confirmation and youth programming and Vacation Bible School we can ensure that this aspect of our ministry continues. We need to actively continue to seek this inter-church activity.
- The Pastor's Family Suppers are an excellent example of programming for families. While interest has waned recently, a renewed effort is being made to broaden this ministry and encourage further family activities within our greater community. Mount Zion should encourage family units to volunteer at the church; families working together live out mission to others in a demonstrable way.
- There are other programs such as Student Suppers, now held at Third Space, and our proposed Friday Night concerts that seek outreach to university students. We believe University students are increasingly interested in Mount Zion. Choral Scholars from the university music programs provide strength to our Mount Zion music program and allow the joy of making music to flow among the student and mature singers.

### **3. Music**

Music is one area where Mount Zion is particularly wealthy. We have a Deacon of Music, an active choir and a congregational joy in worshipping through song and music. Deacon Scott is mandated to share his gifts with others and Mount Zion continues to benefit from this. We believe that greater sharing of music among the churches of the TRMA and beyond will promote knowledge of each other's gifts. Music is a vehicle to bring people together for enjoyment and socialization. We can promote options such as:

- Contributing musical concert opportunities to our successful Mount Zion Café
- Developing a Music venue in our Sanctuary for young community musicians.
- Building relationships with neighbouring Lutheran churches to enhance the music program and resources in each context, particularly by sharing musicians and creating new opportunities for community-based outreach
- Continuing to transform our Sanctuary into a Music Rehearsal/Performance Space. Several groups have already expressed interest.
- Making space available to the Laurier non-profit music school for kids who can't afford lessons

- Having a WLU Community Music or Music Therapy Masters student placement to work with the Mount Zion Cafe and/or Six Nations Music for the Spirit program
- Partnering with the Glebe Centre to create a community music therapy space

#### **4. Leadership, Administration, Funding and Project Management**

A unanimous theme in our consultations with other agencies was that any new initiative must be fully planned, managed and funded, and we must be committed. A large innovative project such as the creation of a new ministry is not without significant risk. All Initiatives require that a dynamic, experienced and well-defined leader, sufficient volunteers, staff resources and funding be put in place. Since we have limited resources in all those areas, it will be important to initially concentrate on one or two initiatives and allocate our resources carefully.

We should continue to identify and increase our efforts to procure grants, which have helped to fund several of our initiatives to date, including Open Sesame, Scott's involvement with Six Nations (Eastern Synod), facility lighting upgrades (ELFEC and Waterloo North Hydro) and Youth Activities (Faithlife). Our investigations have discovered that additional financial resources may also be available from those sources and the City of Waterloo for projects which meet the criteria.

We should also be courageous in undertaking Fundraising activities and asking our congregation for support for specific initiatives. Often a combination of funding measures (congregational budget, procuring grants, seeking additional congregational support, use of special funds) is a successful formula for moving a project forward financially. Also continuing to work towards increased rental of our facilities can further supplement our revenue.

All of these initiatives will likely require some augmentation of staff support, perhaps by increasing the participation of our Deacon or in the area of office administration or custodial support/control of facilities rentals. They will likely also require continued renovations and upgrades to our physical space.

## Conclusion

Mount Zion might be described as a microcosm of life itself. We have experienced the wonder of birth, the joy of childhood, the exuberance of youthfulness, the motivation and the energy of maturity. As in life, we have had our highs and lows. As a congregation, we still have all the age groups as part of our whole, but in truth, we have entered a stage where we must accept some realities and actively seek to understand how God wants us to live out our mission in the future.

We have options! We have presented several possibilities, some require much more effort than others and predicate leadership and staff support components which need to be more closely explored.

To do nothing more than we are doing now, we will surely grow smaller, older and less viable. It will take time and we will do good and active work in our communities while this happens. But there is an inevitability that the passage of time imposes on us. It is possible that, in time, this scenario would mean giving up our building and land and, while keeping our congregation, perhaps sharing space with others. Should the congregation become very small, it could even mean closing the congregation, at which point the land and physical resources would revert to the Synod.

On the other hand, there is the possibility of investigating what the land could produce of benefit to our mission. Lutheran Homes KW is a local agency which is already undertaking those efforts for some of our sister congregations. That could result in a different building on our land with multiple uses or selling the land for residential development. While some of these may be unpleasant scenarios to contemplate, maintaining the status quo may dictate unpleasant outcomes for us. With our current property zoning, the realistic option for selling our land is for 13 single family dwellings. This option might provide more than \$1 million but would leave us without property or a building. Future options for the land would involve a zoning change with accompanying time, planning, decision and cost issues.

Alternatively, we can count our blessings and our strengths at this time. We can examine what God has called us to do in this phase of our church life. Through prayer and careful thought, we can determine that we have been given a wonderful gift from God here at Mount Zion. Although our membership has become smaller over the years, we have found ways to be responsible with our property. Currently we receive income from building rentals and from parking. This income helps to make our budgets feasible. We have been careful to maintain our building and upgrade and realign where necessary to make it a space that is welcoming to the greater community and to our members.

We have energy! We have wonderful assets of people, knowledge, staff and a building situated in a central area. We have many thriving churches and centres of worship all around us. We know that God has a mission for us – a Mission to go out into the Mount Zion and greater community and serve those who need us. This document is intended to provide a basis for thoughtful discussion about what WE CAN DO.

God is calling us! How shall we respond?

*Dennis Eaton, Chair Person*

*Mary Thompson*

*Stephanie von Schilling*

*Bill Gastmeier*

*Marnie Spicer-Boyd*



## **Appendix**

1. Demographics of Mount Zion and Surrounding Community (source Evolution Committee and Statscan)
2. Open Sesame
3. Review of the Property
4. Music at Mount Zion
5. List of Institutions and Churches Interviewed
6. Individuals (confidential)
7. Mount Zion Contributions and Actions Through the Service Committee

## 1. Mount Zion and Neighbourhood Demographics

Earlier this year, we accessed the most recent Long Form Census Data which provides age, family and economic data for the residents of neighbourhoods across Canada. We also developed demographic data for our own MZLC community from our membership roles.

MZLC is situated near the border of the 0100 Census Tract (roughly bounded by Erb Street West, Fischer Hallman Road, Union Street and Park/Menno Streets) and the 0101 Census Tract (roughly bounded by Erb Street West, Fischer Hallman Road, Keats Way, Waterloo Park and the Railway Line. These two Tracts can be considered to be our “neighbourhood” and are shown on the map below.

Comparing the demographics of our MZLC Family to the demographics of our neighbourhood suggests the following interesting points. See Figure ...

- Our Mount Zion population is fairly representative of our neighbourhood population in the teenage and 40 to 69 age groups
- Our Mount Zion population is over represented with Seniors (70 to 80+)
- Our Mount Zion population is under represented with Millennials and young children

These observations lead to some thoughts to assist us in our path forward.

- 1) We often say that our congregation is aged, which the data supports, however our Mount Zion congregation has a similar percentage of teenagers and mid lifers as our immediate neighbourhood.
- 2) We do have a higher percentage of seniors than our immediate neighbourhood, so we are justified in offering seniors programs, as seniors are currently our major constituency.
- 3) There are a lot of Millennials/Students in the immediate neighbourhood and we are perhaps not reaching out to them as well as we could be.

### Neighbourhood Associations

It is also notable that our immediate neighbourhood is largely unorganized politically. There are a number of official city-sanctioned (and to some degree funded) Neighbourhood Organizations in Waterloo. Only a portion of our neighbourhood belongs to the Uptown West Neighbourhood Association and MZLC is not located in that area.

Does this represent an opportunity for us? During our meetings with the Mayor and his staff, we learned that many churches form the meeting place for Neighbourhood Associations and many Clergy and Church Members serve on their Boards. Neighbourhood Associations form a direct liaison with Municipal Staff and Services, and the City of Waterloo is currently looking for neighbourhood connections to facilitate supplying services.

## Evolution Demographic Study

(Statscan 2016)

Rev. 7/28/18

**Mount Zion**

Category	Total	%
0-9	15	5
10-19	22	8
20-29	19	7
30-39	21	7
40-49	22	8
50-59	39	14
60-69	44	15
70-79	56	20
80+	48	17
<b>Total</b>	<b>286</b>	<b>100</b>

**Tract 0100**

Category	Total	Norm	%
0-9	535	28	10
10-19	560	30	10
20-29	900	47	17
30-39	640	34	12
40-49	650	34	12
50-59	780	41	14
60-69	755	40	14
70-79	360	19	7
80+	245	13	5
<b>Total</b>	<b>5425</b>	<b>286</b>	<b>100</b>

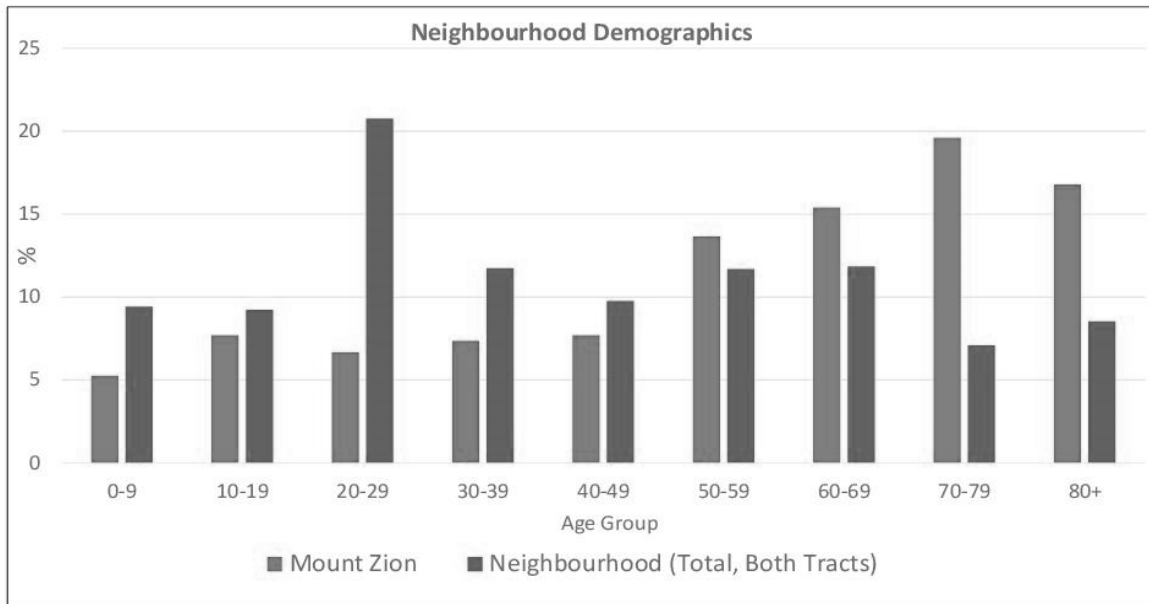
**Tract 0101**

Category	Total	Norm	%
0-9	365	25	9
10-19	320	22	8
20-29	1080	75	26
30-39	480	33	12
40-49	280	19	7
50-59	335	23	8
60-69	375	26	9
70-79	315	22	8
80+	570	40	14
<b>Total</b>	<b>4120</b>	<b>286</b>	<b>100</b>

**Neighbourhood  
(Total, Both Tracts)**

Category	Total	Norm	%
0-9	900	27	9
10-19	880	26	9
20-29	1980	59	21
30-39	1120	34	12
40-49	930	28	10
50-59	1115	33	12
60-69	1130	34	12
70-79	675	20	7
80+	815	24	9
<b>Total</b>	<b>9545</b>	<b>286</b>	<b>100</b>

Note: The Norm column shows what the numbers for Mount Zion would be if they followed the neighbourhood pattern.



**Observations of this Data**

- 1) the high percentage of 20 to 29 year olds in the Neighbourhood is likely due to students
- 2) the 20 to 29 and 30 to 39 age groups are known as "Millenials"
- 3) Some of the 30 to 39 Year Old Group may Represent Families with Young Kids
- 4) Some of the 40 to 49 Year Group may Represent Families with Teenaged Youth
- 5) Our Mount Zion population is fairly representative of our neighbourhood population in the teenage and 40 to 69 age groups
- 6) Our Mount Zion population is under represented with Millenials and young children
- 7) Our Mount Zion population is over represented with Seniors (70 to 80+)

**Possible Conclusions based on this data .....**

- 1) We have a high population of seniors so we are justified in offering seniors programmes, as they are our major constituency.
- 2) We are not serving Millenials/Students very well and there seem to be quite a few of them in the neighbourhood

## 2. Open Sesame

Open Sesame, Mount Zion's pre-school, was started 48 years ago, in 1970 and has always maintained an excellent reputation.

Open Sesame has seen many challenges over the years: having to give up driving children (and mothers) to the pre-school; volunteer shortages; the advent of Junior Kindergarten. And needs of the children have changed. The first ones were mainly the children of single parents; for a time a majority were children with English as a second language needs; now a significant number of the children have some type of autism.

There are still some ESL children: the 16 families of this past year had 7 languages, including English.

Open Sesame has evolved to meet the needs as they have changed. It is unique in its flexibility, having teachers that are willing and able to work with the children as they are, and if necessary not operating at full capacity in order to be able to devote enough attention to each child. Part of the reason for the success of Open Sesame has been the combination of trained professionals as teachers and dedicated volunteers.

Administrator Jana Kelly runs a support group for parents that is very much appreciated.

Open Sesame is currently in good shape financially, but there are administrative challenges, having to do with the complexity of the array of funding sources and the amount of reporting that has to be done:

- Open Sesame charges tuition of \$20 per child per day (morning), in order to qualify for an operating budget from the Region. The Region will subsidize tuition if the family is in sufficient need; however, the criteria are very stringent, and so far, in two years, just one child has qualified for this subsidy.
- The reporting to be done is considerable. Open Sesame used to be under the Ministry of Social Services but now is under the Ministry of Education. There are many more things to be done than formerly to maintain the status of Open Sesame as a licensed child care centre.

In the past few years some additional funds have been available from the Ministry, channeled through the Region. However, it is not clear whether the new government would be committed to carrying this on. Modest physical upgrades can be achieved with these kinds of funds.

Looking to the future, two points came up in our discussions:

1. There is a shortage of pre-school spaces for children, with or without special needs. Expanding Open Sesame to a full day program has been suggested. The Region would like

to see Open Sesame offering a toddlers' (12 months to 3 years) program, and this would be a different program that could be run in the building with a different staff, and not necessarily be specifically geared to special needs; there would be some sharing of facilities, equipment and resources between Open Sesame and the toddlers' program. (However, it is not clear the Region would be able to provide enough support.) If Open Sesame as it is at present were to go to full days it would need more teachers and more staff, e.g. a cook for lunch; and space and equipment for nap time. These expansion possibilities could be kept in mind if it comes to the point of making major changes to the building. The zoning of the property allows for a school.

2. Open Sesame could always use more volunteers, male as well as female, possibly from the surrounding community. If Mount Zion were to become a centre for volunteering opportunities, Open Sesame could be part of the mix. Potential volunteers must be willing to have a police check. They should have experience with and a love of children, lots of patience, and an awareness of the challenges they will be facing.

### **3. Review of the Mount Zion Evangelical Lutheran Church Congregation Property**

Changes, Additions, Issues and Planning Perspectives - 1956 to Present

#### **Background**

Mount Zion was founded as a Mission Congregation in 1957. This was largely due to the mission development work of our first pastor, Rev. Delton Glebe. The church first met at Empire School. The current grounds on Westmount Rd were purchased and the church building was consecrated in 1961. Rev. Glebe remained Pastor until 1972 when Rev. Norman Lange was called.

In 1985, it was decided to undertake a building expansion with a new Sanctuary, Narthex and office space. A significant amount of funds was raised and the church undertook a mortgage for the remaining amount. At this point in time, the congregation was of stable size and a mix of older, charter members and younger members with school age children. Pastor Lange retired from Mount Zion in 1991. Pastor Mark Harris was called in 1991 and remained until 2008.

In 2000, the church embarked on a Vision 2000 campaign which resulted in the building of the new commercial grade kitchen added to the upstairs part of the building and a new organ for the sanctuary.

There followed a number of years where Mount Zion saw a succession of Pastors. However, in 2014, Pastor Phillip Mathai was called and in 2015, Deacon Scott Knarr was called as Deacon of Music

From approximately the year 2000 onwards, the congregation began to shrink and to age noticeably. This very gradual decline has continued to this day, although at present, the numbers seem stable. Reasons for the decline a several but may include changing demographics of the area, changes in church-going practices, visions of mission for the 21<sup>st</sup> century as well as others. In the past few years, Mount Zion has seen some increase in moderately young and culturally diverse populations.

#### **The Property**

Mount Zion Church is built on a rectangular property bounded by Westmount Road, Dawson Street Melbourne Crescent, and Lourdes Avenue. It is zoned "SR2" – Single Residence Two – which means that it's use is restricted to schools, churches, single detached dwellings, Class A group homes, Bed and Breakfasts. Of course, it is always possible to request zoning bylaw changes but this comes with considerable cost.

At the time of original purchase of the church property, there were two detached homes already built. These homes were purchased by the Church the first as a parsonage and the second house later, in order that the church have ownership of the entire land in the

aforementioned rectangular property. These houses are currently rented and have the same zoning restrictions as the rest of the property.

Over the years there have been many discussions about how the property could be used in ways that might further the mission of the church or preserve the entity of the property.

Essentially the houses were kept originally to be used as part of Mount Zion's mission. It has been difficult to maintain this goal. In the '80s there was an effort to consider senior's housing. This did not come to fruition due to housing policies at that time. Over the years, the houses have been in need of significant repair and upgrading. Management of the housing process was the work of volunteers and the church has had difficulty in providing the level of effort needed.

During the years 2013 and 2014, serious efforts were made to use the houses for the mission of the church, including partnership with Parents for Community Living, and rental to low-income families through Region of Waterloo rent subsidy program. Neither of these options came to pass, although extensive efforts were made.

In 2014, it was decided to upgrade one of the houses, and the work was done by the Property Committee with the incursion of a relatively small investment of \$40,000. This allowed the house to be licensed by the City of Waterloo and to gain a reliable tenant. The second house has not had this upgrade and consequently is not in good repair.

This leaves Mount Zion with minimal options for the property.

- The property could be sold to a developer. At this time, although City of Waterloo planners have expressed that they may be in favour of increased density in this block, the land is zoned single family residential. Developers would need to purchase with the view to an amended zoning. Zoning changes are quite expensive and it is unlikely the church itself would apply for such a change. Selling of the two houses is not recommended because the block intact is considered a much-preferred option.
- Many churches are currently exploring options to change their physical property. Some have sold their property to a developer and joined with another congregation(s). Where property zoning allows, some have sold land to a developer who has committed to a community building which includes church space with the rest of the land going to residential housing. Some have sold their land to a developer who will build a high-rise with space for the congregation.
- In June 2016, Lutheran Homes KW provided Mount Zion with an assessment of the property. They outlined Official Plan Designation, current zoning permitted uses etc. In their commentary, they noted that the entire block is owned; it could be redeveloped as single-detached residential lots and the church would have to be demolished. They also noted the redevelopment potential was high for the above redevelopment. However, this option does not leave a physical home for the Mount Zion congregation.

- Mount Zion is currently a substantial congregation with a significant history as an active, energetic community with a history of community involvement. An option to be considered is to keep the property essentially as it is. The Church has made excellent use of its building and lot for rental purposes, such as parking and rentals within the building to the extent that over 20% of current costs are covered by renters. One of the houses is up to current standards and is gainfully rented. The second house would require about \$50,000 to bring up to standard and to attract a stable renter. Mount Zion is attaining one of its goals of reaching out into the community through the use of its church building. Current use of the two houses as rental units exists essentially to maintain the integrity of the block of land for the future. Built into this option is the future consideration of the cost of maintaining an aging building and the potential need to make some minor expansion or renovation to fit the future uses.
- In order to make a complete statement about future possibilities, it must be noted that should the congregation of Mount Zion make a decision to cease to exist, the church building and property would revert to the Eastern Synod, as the church was founded as a Mission Congregation.



#### 4. Music at Mount Zion – July 25, 2018

Music was an integral part of Mount Zion's inception in 1956 and since that time we have been purposeful to hire and encourage the professional development of talented musical leadership, beginning with Ulrich Leupold.

<http://scholars.wlu.ca/cgi/viewcontent.cgi?article=1000&context=consensus>.

He was a trained musicologist who emigrated from Germany and soon became Dean and President of Martin Luther University College, formerly Waterloo Lutheran Seminary. Many of us still remember his wife Gertrude, a local woman and charter member of Mount Zion. An illustrious beginning indeed.

Others included Linda Stromberg, a talented WLU Music Student who went on to teach Music and Drama for the Toronto School Board; Alfred Kunz, who went on to lead the Concordia Club Choir for over 40 years; Anne Marie Page who is currently the Academic Communications Manager at The Royal Conservatory of Music in Toronto and Scott Knarr, who joined us over 10 years ago and has become the first Deacon of Music in our Lutheran Church in Canada.

Implicit in all of this has been our understanding that Music is a strong component of Lutheran Worship and our outreach to the community. Over time we have been deliberate in devoting increased resources to our Music Ministry and encouraging the personal and professional growth of our music leaders. Today, we are proud to support our Deacon of Music with a half time salary and benefits and to have promoted his work with the Six Nations Community with grant support from the Eastern Synod through our two Rivers Ministry Area.

There have been challenges over the years, including low numbers, controversy and dissidence, which were not unexpected considering the current church context. All of that notwithstanding, we are proud to offer many programs and activities to support our members, our worship and our place in the wider community. These include:

- A choir which averages 15 – 20 singers, strong numbers in comparison with most.
- A choral scholar program which builds on our connections with WLU Music and provides valuable support to music students and our choir.
- Encouraging congregational instrumental contributions such as flautists, pianists, guitarists, brass quintet, string players and percussionists
- A "Hand bell" and "Guitar" choir.
- Active involvement with other churches and musical organizations in the area.
- Reorienting the choir area and Sanctuary for improved accessibility

- The use of our Sanctuary for the Kiwanis Music Festival, the Leupold Chorale, the Royal Canadian College of Organists, organ and students and concerts by local piano teachers including the Ontario Registered Music Teachers' Association (ORMTA).
- Commissioning new compositions for our choir and congregation and encouraging new liturgical music to be created by our musicians
- Facilitating the use of our resources (personnel and space) for use for synod and ministry area worship events and workshops

Looking to the future, a number of possibilities have emerged from our discussions and consultations.

- Hosting a fundraiser in the fall in support of Music on the Mount and our increased support of the Choral Scholar Program.
- Contributing musical concert opportunities to our successful Mount Zion Café
- Developing a Music venue in our Sanctuary for young community musicians.
- Building relationships with neighbouring Lutheran churches to enhance the music program and resources in each context, particularly by sharing musicians and creating new opportunities for community-based outreach
- Continuing to transform our Sanctuary into a Music Rehearsal/Performance Space and several groups have expressed interest.
- Making space available to the Laurier non-profit music school for kids who can't afford lessons
- Having a WLU Community Music or Music Therapy Masters student placement to work with the Mount Zion Cafe and/or Six Nations Music for the Spirit program
- Partnering with the Glebe Centre to create a community music therapy space

Our music program is in fairly good shape financially, and we thank all who contribute to the Music on The Mount Fund. You enable us to do music which takes us beyond traditional thinking.

## **5. List of Institutions and Churches Interviewed**

Emmanuel United Church  
All Saints Anglican  
St. Marks Lutheran  
Christ Lutheran  
Church of the Good Shepherd  
St. Stephens Lutheran  
Saavas Chamberlain Foundation  
Grand River Hospital  
City of Waterloo  
Canadian Mental Health Association  
Glebe Institute  
Working Centre  
Carizons  
Red Maple Seniors  
Knox Presbyterian Church  
Empire School  
Lutheran Homes KW  
Kitchener Waterloo Chamber of Commerce

## **6. Approximately 20 Individual Interviews (community and congregational)**

**Confidential**

## 7. Mount Zion Contributions and Actions Through the Service Committee

Synod Benevolence
Open Sesame
Waterloo Lutheran Seminary Auxiliary ???
Cost Suppers - Seminary students
Camp Edgewood closed in 2016
Scouts
Quilters
Chinese Community Groups
Food vouchers and bus passes
refugee financial support
Afgan family immigration support
Shriner's re: refugee family surgery need
Bosnia family immigration support
Refugee family social and cultural support
Columbian family sponsorship financial support
CLWR refugee sponsorship - assistance with process
Refugee family sponsorship, joint process with four churches (EWP)
DR of Congo refugee family financial and ongoing assistance
Habitat for Humanity Covenant and fundraiser
Habitat for Humanity food/lunch served
Habitat for Humanity benevolence cheque
Habitat for Humanity work on build
House of Friendship benevolence cheque
House of Friendship fundraising
House of Friendship Potato Drive - donations and potatoes
Trinity Village chapel or hymn sing porters
Trinity Village teas
Canadian Food for Children: collect items; warehouse packing
Canadian Food for Children benevolence cheque
Food Bank food collection
Food Bank benevolence cheque
Food Bank cash donations; Basket of Hope
Interfaith Pastoral Counselling Centre benevolence

Lutheran Refugee Committee fundraiser
Lutheran Refugee Committee benevolence cheque
Can. Council of Churches petition re: Climate change
Aboriginal awareness re: Royal Comm. on Abor. Peoples
The Working Centre benevolence cheque
St. John's Kitchen benevolence cheque
The Working Centre fundraising
support for poor people to participate in elections
Mary' Place benevolence cheque
Mary's Place fundraising and items donated
Habilitation Services Wknd Parent Relief benevolence cheque
Petition re: gov't debt cancellation for impoverished countries
Survivor's Drop In Centre benevolence cheque
Postcard mailing to gov't re: child poverty
Operation Christmas Child shoebox gift packets
Volunteer drivers to provide rides to church for members
House of Friendship Chaplaincy Fund benevolence cheque
Out of the Cold overnight sites for homeless: collect items
Out of the Cold benevolence cheque
Out of the Cold fundraising
Community Garden
Soup-er Sunday fundraiser
Community Garage Sale at Mt. Zion; fundraiser
Wat. Interfaith Supportive Housing (WISH) benevolence cheque
Wat. Interfaith Supportive Housing (WISH) support
Christmas Mitten Tree
Lenten Coin Boxes (donated to Tsunami Relief; Food vouchers)
GHDA fundraiser (donated to Tsunami relief; Hurricane relief)
Preston High Schl benevolence cheque (Africa service project)
CLWR fundraising
CLWR - We Care Bags
CLWR 'Gifts from the Heart' catalogue distribution
Used Eyeglass collection
OneRoof, formerly ROOF benevolence cheque
OneRoof, formerly ROOF fundraising and items donated
petition: gov't address homelessness issues

SHOW (Supportive Housing of Waterloo) support
SHOW fundraising
SHOW benevolence cheque
Alzheimer Society fundraising
Trek for Kids - participation and fundraising
Trek for Kids benevolence cheque
Petition/banner to gov't re: Dcl'n on the Rts of Indgn's Peoples
Anselma House benevolence cheque
Anselma House fundraising and items donated
Marillac Place benevolence cheque
Marillac Place fundraising and items donated
Pride Stables (special needs) fundraising and items donated
Karios (justice initiative) benevolence cheque and support
Nutrition for Learning fundraising
Parents for Community Living fundraising
Under One Roof fundraising
Ray of Hope dinner preparation and fundraising
Ray of Hope - Coldest Night of the Year walk - fundraising
Lissard House fundraising
Six Nations relationship building
Six Nations Music Camp fundraising & items donated
Six Nations After School Music Program fundraising
Monica Place fundraising and items donated
Historic St. Paul's Kitchen Cupboard ministry - benevolence chq.
Wat. Luth. Seminary Lending Household items donations of items
Wat. Luth. Seminary appeal
Wat. Luth. Sem. Delton Glebe Counselling Centre donations
Lutherwood Mental Health Services fundraising; items collected
Truth & Reconciliation petition re: education accuracy of history
Reformation Challenge Scholarship Fund, Nat. Chrch, fundraising
“Give It Up For The Earth” Indigenous land issues - postcards
“Let’s Walk the Talk of Reconciliation” - Bill C-262 postcards
Mt. Zion Café lunch/social/exercise/health info