

Mount Zion

Annual Reports

Annual Congregation Meeting February 8, 2015

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

AGENDA

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	a. Proposed Budget	
	b. Election of Council Members	
	c. Other business	
11.	Adjournment	

☐ Minutes of Cong. Meetings

Annual General Meeting Sunday, February 9, 2014

The meeting was called to order at 11.20AM. by the President, Shawn Rogers.

Pastor Philip offered prayer.

Gerry Roeder confirmed that a quorum was present. (71 people)

Motion to adopt the agenda as printed
M/S- Mary Slethaug /Art Schelter. Carried.

Motion to approve the minutes of the Congregational Meetings -

Minutes of the Annual General Meeting - Part 1 - Dec. 2, 2012 - 2013 Budget

Minutes of the Annual General Meeting - Part 2 - Feb. 10, 2013

Minutes of the Congregational Meeting of September 15, 2013

Minutes of the Congregational Call Meeting - December 8, 2013

M/S - Dorothy Hobson/Pat Edwards. Carried.

Shawn thanked the members of the congregation for their support this past year and the many volunteers who keep the various committees functioning. He thanked the members of the Funeral Committee for the good work they perform for the members of Mount Zion. Dennis Eaton was recognized for his efforts in producing the Annual Reports.

Richard Brubacher was called upon to review the 2013 Financials and present the 2014 Budget. Richard thanked the Finance Committee members - Hank Bax - Treasurer; Ann Crossman - Financial Secretary; Bob McDermott; Cam Ballantyne; Rita Schaus - Council Liaison and Jeff Harris for doing a review of the 2013 Financials. The congregation was thanked for their continued financial support.

Richard reviewed the Statement of Receipts and Disbursements for 2013. He explained how the 2012 deficit was eliminated (outlined in the financial report).

The amount borrowed from the Capital Account was \$27,380. The Capital Account will be reimbursed from future Current Account surpluses. Membership and

contributions for 2013 were down.
Benevolence to Synod and others totaled - \$63,732.
Capital expenses not as high as expected.
The Endowment Fund interest was 8.3% or \$6,653.

Questions from the floor -

Q. - Karen Gastmeier - Is there a payment plan in place to repay the Capital Account?

A. - No! Only as surpluses allow.

Q. - Arnie Schaus - How much money is left in the Capital Account?

A. - \$38,062.

Q. - Jim Miller - Are there restrictions on touching the Endowment Fund?

A. - Yes, on the fund, not the interest.

Q. - Judi Harris - Is the Memorial Fund designated or can it be moved?

A. - It is not designated. Watch where it is moved, as some accounts cannot be touched.

Q. - Dave Heldman - Is the Memorial Fund invested?

A. - No!

Q. - M.J. Dolbeer - What is the Refugee Fund?

A. - Money set aside to help a refugee family that did not happen.

Q. - Gloria Heimbecker - When people give a Memorial, where does it go?

A. - In the Memorial Fund if it is not designated.

Q. - Jim Miller - Can you specify?

A. - Yes!

The 2014 Budget was reviewed.

Some highlights were -

Includes full-time pastor from January 27th.

Rents from the Dawson Street properties no longer included in the Current Account.

Credited to new "Rental Property Account".

Benevolence contributions that come in go to Benevolence.

Capital Account transfer of \$10,000. to Rental Property Account for expenses.

Rental Property at 237 Dawson Street to have \$25,000.in improvements.

Q. - Joyce Brown - What is the Open Sesame budget of \$5,000.

A. - Every year the money is budgeted but is normally not needed. If needed, it comes from Benevolence. It will probably be needed this year as the Kavelman Foundation gift has not been received.

Motion to approve the 2014 Budget as printed - Page 3
M/S- Richard Brubacher/Art Schelter

Motion to not pay back the \$27,380. the Current Account owes the Capital Account. M/S - Dave Heldman/Karen Gastmeier . Motion defeated.

Motion to approve the Budget - Carried

Tim Ehrlich reviewed the Rental Property Task Group report as printed. New information received from the Region of Waterloo was that the rent expected by Mount Zion for 237 Dawson Street was too high. The amount quoted by them was less than received when the house was rented. There are three parties interested in purchasing. One purchase might include severing a small parcel of land.

Questions from the floor -

Q. - Jim Miller - How much are the properties worth?

A. - The evaluations are set at \$320,000. each, as is.

Q. - Jim Miller - How much to fix?

A. - \$25,000. has been set aside in the budget to fix 237 Dawson.

Comments from the floor -

Jim Miller - We have enjoyed the revenue, now is the time to fix.

Mary Slethaug - Is this a role we want to play(landlord)? Should our focus not be elsewhere?

Jeff Harris - If the houses were sold and the money invested, the return would be \$50,000. per year.

Richard Crossman - Is it our mission to be landlords?

Anne Woolner - Every meeting, council loses a lot of time discussing the houses.

Karen Gastmeier - There needs to be a conversation on what to do with the money.

Alfred Durichen - If land is severed, will it affect the Community Garden?

A. - No! Land would be severed only if a large home was built and zoning requirements required more land.

Art Schelter - Other churches have buildings on their property. Keep whole property.

Robb Wilson - How much research was done? What is the cost to tear down?

Jeff Harris - Approximately \$30,000.

Bill Gastmeier - The National Church's direction is "Mission to Others"

Joyce Brown - There should be another meeting.

Motion to sell 235/237 Dawson Street

M/S - Judi Harris/Mary Slethaug

Motion to table previous motion to another meeting

M/S - Richard Crossman/Karen Gastmeier. Carried.

Motion - The Committee reports be accepted as printed M/S - Tim Ehrlich/Rita Schaus. Carried.

The Committee Chairmen were thanked.

Shawn extended special "Thanks" to Betty Behm and Scott Knarr for their support during 2013.

Three members of the congregation had volunteered for election to Church Council, Joyce Brown, Brent Quiring and Robb Wilson. Rita Schaus nominated Tim Ehrlich. The Secretary cast a vote to elect Joyce Brown, Brent Quiring, Robb Wilson and Tim Ehrlich to Council.

Anne Woolner thanked Shawn for his leadership during the difficult times of this past year.

Before closing with prayer, Pastor Philip thanked the members of the Congregation for welcoming him and his family to Mount Zion.

Meeting adjourned at 12:55pm.

Respectfully submitted,
Rita Schaus,
Secretary.

Mt. Zion Special Congregational Meeting

-- TO SELL RENTAL PROPERTIES

October 26, 2014

- Tim Ehrlich called this special congregational meeting to order at 11:35 am on Oct. 26, 2014.
- Gerry Roeder was asked to establish a quorum of those in attendance. 83 members in attendance and the quorum was met. Proxy votes do not count for quorum purposes.
- Pastor Philip opened the meeting with a prayer.
- Tim acknowledged the work done by the Rental Task Group whose members are: Richard Brubacher, Bill Gastmeier, Richard Crossman, Bob McDermott and Margaret Waechter. He recapped 3 items that needed to be investigated:
 - Continue to rent both properties
 - Partner with the Region of Waterloo Affordable Housing group
 - Sell properties and explore other ministry opportunities.
- **MOTION:** Mary Slethaug moved to return to the floor the motion from 2014 February Congregational Annual General Meeting --TO SELL THE

PROPERTIES AT 235 AND 237 DAWSON STREET. Seconded by Shawn Rogers. Discussion followed.

- Ed Riegert felt this motion was out of order as it should have been deemed out of order at the February meeting. A discussion cannot be held until we hear more from the Rental Task Group.
- Judy Pentaker wanted to know what would happen if we voted down the motion. Tim replied that current meeting is ended and Council cannot proceed.
- Kerry-Joy Townsend wanted to know if we could table this motion to a later date after Rental Task Group reported. Tim replied—yes.
- Called for a show of hands on returning this motion to the floor. **Motion Carried.**
- Tim reviewed the actions taken by the Rental Task Group as outlined in the report sent to all members of the congregation prior to this special meeting.
- Consideration regarding selling the properties. Richard Brubacher asked to comment on the financial return should Mt. Zion decide to keep the properties. He stated that we would have to borrow money against the rental income over a 10 yr. period would not fully be returned until Mt. Zion sold the properties.
- Consideration regarding renting the properties: Bill Gastmeier had no new information to share
- Discussion followed on the Motion. Comments below were made –
 - *Dorothy Hobson:* YES to selling. Owning real estate is expensive – just look at St. John’s Lutheran church. Our current church building needs many repairs. Our mission work is being done by the Service Committee. Low-income earners don’t take care of their residents and Mt. Zion would have to hire a property manager.
 - *Jackie Nunn:* YES to selling. Wanted to know the cost of hiring a property management firm. Richard remarked it is 8% of rental income. Needed clarification on proposed rental expenses. Richard remarked that \$16K - \$25K needed immediately to upgrade 237 Dawson in order to attract a tenant. A total of \$60K suggested to upgrade 237 Dawson to neighbourhood standard. Windows, doors and other major renovations not part of the \$16K. A mess has been made by comparing mission opportunities to rental opportunities.

In her opinion, the rental opportunities are not mission – Mt. Zion gets the rent from both the tenant & Region of Waterloo (who tops up the portion of rent the tenants cannot pay). There is no “out of pocket” expense from the church. How is collecting rent money mission work?

- *Shawn Rogers:* Acknowledged those who maintained the real estate in the past; however he believes that the future, Mt Zion members may not have the time to manage these houses.
- *Jim Miller:* Who is going to look after the houses? Bill Gastmeier reminded the members that this was stated in the Rental Task Group report – 3rd party management
- *Cathy Schelter:* future of the congregation is in trouble due to the senior age of its members who don’t have the funds to contribute to more debt.
- *Art Schelter:* NO to selling. Keep the properties in order to own the entire block. He believes that the property Committee could renovate the houses to bring them up to standard for less than \$60 K as well as find a partner to help with maintenance.
- *Richard Brubacher:* YES to selling. Mt. Zion had the opportunity to do what Art S. proposed so why didn’t we do it already?
- *Bill Gastmeier:* NO to selling. National Church & our Synod mandate is to work with those homeless to provide affordable housing. This is a unique chance to carrying out this mission of the National church.
- *Kerry-Joy Townsend:* Expressed an option of spending money to upgrade one house in order to sell it and then reinvest that money into the other house in order to provide a home for a R.O.W family. Bill G. stated that it could be considered if motion was defeated.
- *Richard Crossman:* NO to selling. Keeping the houses is an immediate and tangible way to fulfill the mission opportunity requested by National Church.

- *Jackie Nunns:* Asked for someone to explain what part of the rental income is mission.
 - Bill G. stated that we would be actively involved with other agencies to provide a house for low-income family.
 - Jackie stated there is no sacrifice on our part. What portion of the rent the designated family cannot pay, R.O.W. tops up. Mt. Zion not out of pocket...so where's the mission portion?
- *Scott Knarr:* Mt. Zion would be in partnership with R.O.W. to identify low income family. How do we relate to this need?
- *Marg Tupling:* Concerned that we could lose Mt. Zion church to do increasing deficit and decreasing number of young families.
- *John Pentaker:* In the past, houses were designated for parsonages; however, our ministers opted to purchase their own homes. Rental income from these houses was used to offset the minister(s) housing allowances in the Current Account.
- *Gloria Heinbecker:* YES to selling. Keeping the houses only helps 2 families. Money from the sale of the houses would help more people. We must keep the church going.
- *Anne Woolner:* As a church family, we each have a difference of opinion...there's no need to become hostile to each other.
- *Karen Gastmeier:* Acknowledged the interests in selling the properties; however there is no plan in place on how to apply the proceeds
- *Ladonna Riegert:* NO to selling. We should proceed carefully on how the proceeds of the sale are to be used. Not enough explanation in the report from Rental Task Group.
- *Gerry Roeder:* What happened to the church's funds from previous years? Just shocked that we have been remiss in keeping the properties in working order.
- ***Kerry-Joy MOVED*** that we amend the MOTION to have proceeds from the sale of the properties be directed towards mission. Seconded by Judy Pentaker. Discussion of amendment to MOTION followed.
 - *Shawn Rogers:* our mission work will still continue, regardless
 - *Richard Brubacher:* Reminded congregation that earnings on the Mission Endowment Fund can only be used for mission work.
 - *Jim Miller:* Stated that if the congregation can't afford to pay the church expenses, why not access the Mission Endowment Fund to pay off debt.
 - *Richard Brubacher:* Reviewed the details of the Mission Endowment Fund – to access the principle, the need would have to be of a catastrophic nature.
 - *Gerry Roeder:* What would the expense be to remove the houses and leave the land cleared?
 - *Kurt Swanson:* stated that National Church didn't say we had to have property in order to mission to the homeless.
 - ***Tim Ehrlich:*** restated the amended motion: **THAT THE PROCEEDS OF THE SALE OF THE PROPERTIES BE DIRECTED TO THE MISSION ENDOWMENT FUND.** Seconded by Judy Pentaker. No further discussion.
- Judy Harris shared her reasons for proposing the selling the houses at the February congregational meeting. She concluded with a plea for the membership to sell.
- Pastor Philip offered up a prayer before the voting took place.
- Tim honored all members who spoke with passion and respect during this meeting.
- **Results:** 115 votes received. 72--Yes 43-- No 77 votes needed to carry. **MOTION DEFEATED.**
- Tim asked the congregation what do they want to do with the properties?
- Art Schelter stated that Mt. Zion borrow against the equity of the properties to fund the renovations/upgrades and look at partnering with someone to develop this task. He stated that the Property Committee would be willing to be involved in upgrading the houses.
- **Art Schelter MOVED that we continue to rent the properties and borrow money against the equity to repair the houses in**

order to bring them up to standard for this neighbourhood. Seconded by Alfred Durichen.

- Discussion followed on this MOTION.
- Before discussion continued, Tim asked for a head count for voting. Now 55 members in attendance. Those in attendance were asked if they wanted to stay and continue this meeting.
- **Rob Zilles MOVED to defer this MOTION. Seconded by Kerry-Joy Townsend. CARRIED.**
- **Arnie Schaus moved and Neil Moore seconded that this special congregational meeting be adjourned. CARRIED.**

Margaret Waechter
Recording Secretary

Minutes of Congregational Meeting Sunday, December 7, 2014

Call to order

The meeting was called to order by President Tim Ehrlich at 11:15 am after confirmation of a quorum by Warren Stauch. (75 in attendance).

Pr. Philip offered a prayer asking for guidance.

Financial background

Tim gave information about the current financial situation. It is anticipated that 2014 will close with a deficit of \$12,000. The draft proposed budget for 2015 has a deficit of \$26,000. Ch. Council currently is struggling to make cuts to reduce this deficit.

Motion concerning line of credit

Tim asked the following motion be brought forward:

That the secured line of credit undertaken October 2010 in the amount of \$100,000 be approved in support of the efficient functioning of financial operations of the church. Security for the line is the property at 237 Dawson St.

M/S/C: Richard Brubacher/Brent Quiring (Show of hands, 62 yes; 3 no)

Motion concerning deferred motion from October 26 meeting

Tim asked the following motion be brought forward:

That we continue to rent the properties and borrow money against the equity to repair the houses in order to bring them up to standard for this neighbourhood.

M/S : Art Schelter/Brent Quiring

Discussion :

Dennis Eaton spoke about the church's current debt and then presented the following amendment to the motion:

That we rent the property at 237 Dawson with the intent to provide housing to a low income family through the Region's subsidized housing program and sell 235 Dawson and the proceeds to be allocated by Council on the recommendation of a task force they have established.

M/S/: Dennis Eaton/Kerry Joy Townson

Discussion followed.

Question called and amendment carried (Show of hands: 38 yes; 28 no)

Discussion followed.

Motion called. Ballots were distributed to those in attendance and counted. (Vote count: yes, 53; no, 42.) Because a 2/3 majority was required the motion failed.

Motion concerning sale of both houses.

Ginny Ehrlich presented the following motion:

That both 235 and 237 Dawson St. be sold.

M/S: Ginny Ehrlich/Kerry Joy Townson

Alfred Brunger told the meeting that voting on this motion was inappropriate because, according to the Constitution, notice of the sale of property requires giving notice.

11. Final comments and adjournment

Pr. Philip gave closing comments about working together and moving forward, and then offered a prayer.

Tim adjourned the meeting at 12:45 pm.

Respectfully submitted,
Mary Slethaug
Secretary

□ President

~ Tim Ehrlich

Dear Brothers and Sisters in Christ,

The year of 2014 began with some uncertainty tempered with optimism as we completed our call process. We said a fond farewell and best wishes to Pastors Thomas and Daniela Mertz whose service with us was grace-filled and inspirational. We have been blessed to have their steadying influence, along with Pastor Dale Finch during the summer, during an unsettling period as we awaited the results of our call committee.

This brings me to the first point of celebration. We, have been delighted to welcome Pastor Philip Mathai along with his wife Joy Philip, son Cherub and daughter Cheryl to our Mount Zion family. Our call committee recommended Pastor Philip with great confidence and the hard work they put in has been justified many times over. I would like to thank them for their patience and wisdom and we look forward to carrying out Christ's ministry with hope and enthusiasm together.

I would also like to thank our capable and dedicated staff. Muriel Tillich our church secretary is the face of our congregation to the community. Her experience and compassionate approach has provided continuity day in and day out. Nurse Betty Behm's work touches so many of us in ways seen and unseen. Much of her work is done with members we don't see often or at all due to their unique circumstances but they are valued members of our church family. Scott Knarr is our music director but his contributions go way beyond just providing music. He makes music an integral part of the worship experience by both honoring our traditions and embracing diversity. Finally, I would like to recognize Hank Bax our treasurer. Hank does an exemplary job of managing our financial operations. In addition to paying the bills and generating accurate financial information he looks after many administrative reporting tasks and even keeps an eye on our vacant rental house. These dedicated people contribute much more than we imagine and we are truly grateful for their efforts.

When a pastoral vacancy arises, church activities don't let up. Our committees and working groups really stepped up to keep things running smoothly. They are too numerous to mention and isn't that a wonderful thing? At one service this year we recognized our volunteers. As each activity was mentioned members were asked to stand. I was filled with pride and humility as virtually every member there got to their feet.

Service to others has been a hallmark of Mount Zion's ministry in the community and 2014 was no exception. Our Adopt-A-Cause program continues to be enthusiastically supported. Another service highlight this year was Mount Zion's sponsorship and participation in serving two meals at Ray of Hope. Both times well over two hundred meals were served to grateful, hungry people.

Another highlight was the Service in the Park. In June we held a worship service at Waterloo Park which was well attended and enjoyed by all. It was followed by a picnic potluck lunch and family fellowship and we plan to hold it again in 2015. Thank you to Anne Woolner and her team for all the planning and prodding to make it a success.

Our Vacation Bible School which began in 2013 was even more successful this past year. Many hours of planning and work go into it and it shows as it gathers momentum. Sunday church school has been growing after a bit of a decline so clearly our Learning Ministries are a growth opportunity we should pay close attention to.

I would also like to thank the members of your church council for their support and dedication. There have been challenges to be sure but they have been determined to overcome them. Each and every member contributes in their own way and they are truly a team who cares about the past present and future of our congregation. Along with me, the current members are Robb Wilson, Mary Slethaug, Judi Harris, Rita Schaus, Brent Quiring, Joyce Brown, Anne Woolner, and Pauline Finch.

Although we have some challenging decisions ahead of us, I believe we are on the verge of taking some positive steps forward. With the Holy Spirit filling our sails we can sail into the future. The more people that are involved, the more we can accomplish. Please prayerfully consider serving on church council or one of our other great committees and share your gifts with others and the world.

□ Pastor Philip Mathai

I look back at these past eleven months as Pastor of Mount Zion with gratitude – gratitude for grace that was abundant and for the wonderful support, acceptance and encouragement from the members of the congregation and the wider church. I am grateful for all your concern and support as we settled into the Mount Zion and the larger Kitchener-Waterloo community.

The various activities and ministries that we were involved in reflected the passion and commitment of the congregation. I am thankful for the opportunity and privilege to be part of the faith journey of Mount Zion. The congregation responded with renewed vigor and assurance in facing the lows and with a sense of gratefulness and joy at the highs. That sense of being marked with the cross of Christ and being sent, as people of faith, for the sake of the world was never lost. The concern for one another and the joy and enthusiasm in worship was there for all to see.

Annual meetings are opportunities to look back at the past year and take stock of our activities and our effectiveness during the past year. For us Lutherans, worship is at the centre of our life as a faith community. As we come together, hear God's word and share in the meal, we are empowered to go out into the world as faithful participants in God's mission in the world. Even while we can be proud of our worship experiences here one could raise the question, why would folks want to be part of this faith community, would anyone miss us if we did not exist as we do now? This further raises the point of how we impact the community that we are in. Are we a group that enables community building, fellowship and service or do we just exist? Many a times we forget that we do not exist for ourselves but that we exist for the other, for the world!

The ministry this past year has been very fulfilling. In response to the call, I have preached the word and administered the Holy Communion regularly. Providing pastoral care and visiting those that were shut-in and ill was a joy. Hearing the stories of those that are part of this community, especially those from the very early times, was wonderful. Being allowed to journey with those that lost dear ones has been humbling. Besides preaching and administering the Holy Communion my pastoral acts also included presiding over the sacrament of baptism and presiding at funerals.

I have regularly reported to the Council and the Worship and Music Committee and also attended the Synod Assembly as Pastor of Mount Zion. Given my limited

awareness of the members that are not active now, I have done my best to invite some back to our fellowship again. I have also tried my best to maintain contact and encourage those that were new here to consider Mount Zion as their faith community.

Working with the various committees in their specific ministries gave me a perspective on the passion and commitments of the members here. All who have experienced it have commented on the worship here at Mount Zion, working with the Worship Committee and Scott Knarr in planning worship has been a delight. Participating in the serving of the meals at Ray of Hope, through the Service Committee, reflected our concern for the needy and marginalized around us. The enthusiastic participation in sending the Care Bags showed that our concern was not just local but extended to those way beyond. The Sharing Conversations organized by the Stewardship Committees was a time to bare our hearts about our journey as a congregation and the possible directions we may take. It was a time to get to know one another and support one another in the ministries here. The Health Council keeps the congregation informed of issues that were relevant. The Christian Education folks were involved in the Sunday school, youth and adult learning moments. The Finance Committee was always on top of where we were with our resources and how that would impact our ministries here. Besides these, the Property Committee, Mutual Ministry Committee, those that help out every Sunday and other worship times as ushers, lectors, communion assistants, altar guild and others make ministry happen here.

A special word about our council! The past year has been a rocky one, if one could use that term, but they stuck to their commitment to lead and at times make difficult decisions. I have sensed a feeling of weariness and fatigue, but their work ethic and especially their concern for the future and ministries here at Mount Zion is commendable.

A new responsibility here was being the Internship Supervisor as Scott Knarr did his internship, as part of the requirements to become a Deacon in the church. This was a learning experience also for me, especially in understanding the dynamics of our relationship with our sisters and brothers of the Six Nations and the relationship of the churches in Canada with the native communities. This is an area of ministry that the larger church is looking to us for leadership and what Scott is

doing is seen as pioneering work in the area. We would need to explore ways that we could share this ministry with the larger church for it to be sustainable.

One of the major changes in worship we had this year was reducing the Christmas Eve services from three to two. The two services were well attended and appreciated by all. The service at 4 pm was convenient for families with young children and the one at 8 pm brought together the attendees of the earlier 7 pm and 9 pm services. These services, with the ambience created with the lighting and decorations, were among the highlights of the year.

The area of ministries to the youth and their involvement in the activities of the congregation has been a challenge. Together with them, we are exploring ways in which they too would have a space in the ministries and activities of the congregation.

A couple of items that gave us anxiety during the past year had to do with the houses on Dawson Street and our financial situation. There will always be situations, given our human condition, that is reason for lament and misunderstandings. We are reminded that Jesus also had to face such situations and are invited to follow his example and stay the course for God's sake, while talking to one another, listening to one another, accepting one another, and together venturing, in faith, to what God is leading us to as a congregation.

Besides my responsibilities here at Mt Zion I also serve the church by being on the Candidacy Committee of the synod. Being on the Grand River Interfaith Committee gave me an opportunity to be part of the conversations about how people from various faith communities work together in the Kitchener/Waterloo area.

The ministry team of Scott Knarr, Betty Behm 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 my first year here. Thanks to all of you members of Mount Zion for making us feel welcome and embracing us into your community. As a family, we remain grateful for your support, comfort, and sharing in our pain as we bereaved the passing away of Joy's mother. It indeed has been a joy to be here and we look forward to together discovering what God has in store for us. May we continue to rely on grace and step forth in faith to be channels of God's presence and blessing in this world that we are in.

WORSHIP MINISTRIES

□ Worship Committee

~ Bill Gastmeier

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

Committee Responsibilities:

MZLC Bylaw No. 4 Page 6: Worship states:

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

Our regular duties which flow from the above responsibilities involve the coordination of worship, music, communion and chancel decoration.

2014 Committee Highlights:

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

- Implementation of a Children's Hand bell Choir using a set of recently donated Children's Hand bells
- Continued involvement of the "Hand bell" and "Guitar" choirs in Worship
- working with the Learning Committee to increase youth involvement in worship services
- support of communion through the sacristy volunteers

- support of ministry through the coordination and training of Assistant Ministers
- continued upgrading of the Sanctuary lighting and sound systems
- Easter, Thanksgiving and Christmas chancel decorations
- Pulpit Supply
- Installation of a permanent digital projection system in the Sanctuary.
- Upgrades to our sound system to address intelligibility in the shoulder zones of the Nave
- Supporting Scott in his Diaconal Internship and providing music outreach to youth at Six Nations
- Design of a “Candlelit” Service on Christmas Eve and outreach to the community.
- Implementation of a Choral Scholar Program

The music program remains a major focus under Scott Knarr’s capable direction. The choir generally averages 15 – 20 singers (more than 20 on occasion) and prepares music every second Sunday on average and all major Festivals. Our goal is to provide musical support for the congregation through the hymns and liturgy as well as occasional anthem offerings. The choir also actively participates in events involving the larger church and community on occasion. This year that included participation in the inaugural service of the Waterloo North Ministry Group in November.

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

With the committee’s support Scott continues with his course Diaconal Internship. This continuing education pays dividends of actively involving the choir and congregation in worship. He will provide more information on his activities in the accompanying Music Director’s report.

Pastor Philip’s installation service was attended by the wider (especially seminary) Lutheran community. Scott’s deacon internship commissioning was attended by members of the Six Nations Anglican Parish

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

Your committee in 2014 was Bill Gastmeier (Chair), Helga Juergensen, Scott Knarr, Johanna Mildebrath, Ed Riegert, Pastor Philip, Lenora Hollinger, David Murison, and Pauline Finch our council liaison. At our monthly meetings we discuss all these activities, support the Pastor and Music Director, review feedback from the Congregation and plan for worship. We are open to your comments. Our discussions are lively and meaningful. Ed Reigert resigned at the end of 2014 and we are looking for a replacement.

2015 Planned Goals and Objectives:

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

2015 Planned Activities:

We anticipate further incorporating our new projection system into Sunday worship on an occasional basis on request. We anticipate continuing to support Scott in his Diaconal Internship and will employ a Choral Scholar on an occasional basis to provide leadership and enhance the sound of our voices. In cooperation with the Learning Committee we anticipate encouraging youth in worship and participation in a congregational picnic.

Budget

Our budget for 2014	\$7,200.00
2014 expenditure	\$7,140.00
(Over \$1,500 of this amount was donated back by members)	
The proposed budget for 2014 is:	
Supplies:	\$2,500.00
(Wine, Wafers, Candles, Flowers, Misc)	
Music:	<u>\$3,000.00</u>
(Musicians, Organ Supply, Music, etc.)	
Total:	\$5,500.00

□ Minister of Music & Deacon Intern

~ Scott Knarr

I give thanks to God for the faithfulness of our choir members. They attend rehearsal every week and prepare music to enhance our worship life with enthusiasm and joy. I want to recognize the support of Tim Ehrlich and the church council, Bill Gastmeier and the worship and music committee, Muriel Tillich, Betty Behm and Pastor Philip Mathai. It has been a pleasure to get to know Pastor Philip and plan our worship activities together. I am also grateful for the many ways Pauline Finch has contributed to the music program and ensured the smooth operation of the music library. Her many hours of work in the music office would really be noticed if they did *not* happen!

This year I began a journey as your Deacon Intern. Probably the first visible step in this new direction for the congregation was when I was preacher for Diaconal Sunday last February. My internship has allowed me to spend more time with you – both in parish activities and with committees and planning groups. I look forward to our time over the next few months as I deepen my reflection and contributions.

I would like to recognize the support and accountability offered by my internship committee: Pr. Philip, Judi Harris, Bill Gastmeier, Mary Thompson, and Sister Anne Keffer. I am also indebted for the guidance of Father Norman Casey and Eva Tripp at Six Nations. As one means to recognize my identity as a candidate for diaconal ministry, I began to wear the alb as a sign of my baptism. We also began to use the title of Minister of Music rather than Director of Music during this internship time. As we reach the midpoint of my internship year, we will begin reflecting on possible directions for future ministry.

I finished my course of academic study and was awarded the Master of Arts in Theology diploma this past October. My research project “Singing our Faith” explored the impacts of singing in a church choir by comparing seven different churches with longstanding music programs. I presented my results to a small but receptive audience last April.

I was privileged to be the lead presenter at the Bishop's Lay Retreat last April, sharing how music speaks God's love and can bring healing to us. We welcomed guest choristers and musicians as we celebrated Pastor Philip's

installation in May, contributed to the music leadership at the Synod Assembly in June, and loaned our resources to empower the one week music camp at Six Nations in August. All of these activities allowed us to reach out and connect with our neighbours in the wider community.

My diaconal work at Six Nations comes out of my music ministry. I am vocal coach for a boys Mohawk language singing society, lead music in several classrooms, as well as teaching afterschool keyboard and guitar lessons at Oliver M. Smith Kawenni:io Elementary School. I also support the work of *Brightening the Spirits – Breaking the Silence*, a suicide awareness, prevention and support group which was formed by the women of the Six Nations Anglican Parish. I am delighted that Joan Brunger has been assisting with this work.

My personal highlight this past year was my service of commissioning as Deacon Intern which took place on October 5. Praying in the four directions, led by Father Norm, in our worship space was a sacred moment. Thank you for your support and encouragement as we explore our relationship with the people of the Six Nations of the Grand River. God is opening up new paths and new songs to sing.

LEARNING MINISTRIES

Cradle Roll (Susan Brubacher)

At present we have 9 children on our cradle roll. These children are sent a “Splash” newsletter every month until the age of 3 after which the Sunday School invites them to become part of our Sunday School program. These newsletters are a wonderful resource for parents. They give practical and enjoyable ways for them to help their young children grow in faith from an early age. Each year the children are also sent an age appropriate CD with singable songs, a birthday card and a “Remembering Your Baptism” card on the anniversary of their baptism. This program is a wonderful way for us to support, encourage and connect with our families.

Sunday Church School (Anne Woolner) The attendance at Sunday School has about 15 children attending quite regularly. We are always in need of more teachers to volunteer to teach on a per week basis. We have a schedule and sign-up sheet on the bulletin board across from the Nursery.

Again this year we had Vacation Bible School in July. We saw an increase in children attending and once again

had many volunteers who created an exciting and educational week for our children. A new addition to our program was the church picnic in June with a service, teacher recognition, potluck lunch and games for young and old. This was a tremendous success and will be repeated in June 2015. Our Christmas program was enjoyed by the Sunday School Children and the congregation who participated with help from cues projected onto our screens.

Confirmation & Youth (Anne Woolner, Phillip Mathai, Dave & Wanda Murison) The Youth continued their fundraising (suppers, garage sale, clothing drive) so that five of our Youth could attend the National Youth Gathering in Kamloops B.C. this summer. They planned and led a Youth service in the Fall to share their experiences with their Mt Zion family. The youth have also participated in some of the ALSOC (Anglican Lutheran Stewards of Creation) weekends, where they stay over night in a church and have games, stewardship activities, Bible study, fun evening activities. They also plan and lead the service the next morning at the church. These weekends are free as each youth brings his/her own snack and beverage and also bring a part of the meals (e.g. chicken or potatoes).

In December we had our annual afternoon of Christmas carolling for our shut-ins followed by fellowship over supper. This past summer, Anne Woolner took one youth to Edgewood for confirmation camp. We had 2 youth in senior confirmation who completed their confirmation program with the St. Matthews confirmation class. This fall we had no youth in our confirmation program .

Adult Learning (Jackie Nunns) During Lent, a small group met after Wednesday mid-week service to study together using the resource *Animate: Faith*. These sessions began with short provocative video segments that opened discussion on topics such as how we understand the life of faith, what we mean by salvation and why we are part of a congregation. Those who were present appreciated this series, and asked for additional sessions of this resource.

In the fall, **Jackie Nunns, Deacon Intern Scott, and Pastor Philip** led a series of four Sunday morning sessions on ‘Word and Sacrament Ministry’. The study was planned by the ELCIC Faith, Order and Doctrine committee, and it asked people to consider how the church might shape new options for ministry to small, rural or remote communities, or those with special language requirements. It also provided a review of

Lutheran theology of Word and Sacrament, and of rostered ministry. Time was limited but people liked the Sunday morning timing.

We tried a new approach for worship and learning during Advent. Learning and conversation about the Advent readings from Isaiah were integrated into the service of Holden Evening prayer. Response seemed to be positive.

Men’s Breakfast (Tim Ehrlich) The Men's Breakfast Group continues to meet approximately every two weeks and once a month in the summer. Six to ten members meet at 8:00 a.m. on Saturdays at a local restaurant for a hearty breakfast and even heartier discussion and fellowship. Topics range from ethical issues such as the environment and poverty, faith topics such as worship practices as well as issues of the day. More members are always welcome and there is no commitment whether you can come every time or once in a while.

Church Library (Judy Pentaker)

Since no new items were acquired or discarded in 2014, our holdings at the end of the year are as follows:

Books 1247

Sound and video recordings 104

Talking books 11

Other 2

Total 1364 items

SERVICE & WITNESS MINISTRIES

Service Committee

~ Shawn Rogers (Chair)

Members: Ann Crossman, Marg Murison, Judi Harris, Ladona Riegert, Kirk Swanson, Mary Thompson, Barb Barnes

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.*

2014 Highlights: Rather than 4 *Adopt-A-Cause* projects in 2014 the committee chose to focus on 3 for the first 9 months and use the final quarter for encouraging support of the food bank, the Mitten Tree and Canadian Lutheran World Relief's *We Care Bags* initiative.

Mount Zion members were generous once again in help given to *Marillac Place* (\$1356. plus items from their wish list), *Ray of Hope* (\$1325.) and *Lissard House* (\$1423. plus a \$500. matching grant from *Faith Life Financial* and miscellaneous items). Members also filled 103 *We Care* bags and loaded the Mitten Tree with 'warm winter woolies' that went to *Anselma House*.

We continued our support for the *House of Friendship* through a February potato blitz which raised \$280. and participation in *Trek for Kids* wherein the Mount Zion walkers were sponsored for \$1045. Once again we supplied a lunch for those working on the *Habitat for Humanity* build site and gave \$2894. plus food items to the *Food Bank of Waterloo Region*. Members were also encouraged to remember loved ones with a Christmas gift from the *CLWR Gifts from the Heart* catalogue.

A new initiative in 2014 was purchasing, preparing and serving two dinners at the *Ray of Hope* Community Centre. Many members volunteered their time and found the experience to be an 'eye-opener'.

The \$1500. in benevolence funds which the committee allocates on behalf of Mount Zion were used to support a member family in need and the remainder given to St. Matthews Lutheran Church for their *Out of the Cold* ministry.

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

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

2015 Goals and Objectives: As always – to encourage and challenge one another to generosity in our response to human need in our community and beyond.

2015 Planned Activities: We will continue to support agencies with which we have an ongoing relationship and encourage congregational support for 2 *Adopt-a-Cause* agencies already chosen: *The Working Centre* and *Monica Place*. A 3rd agency will be chosen in the near future.

2015 Budget: As in past years our proposed budget is \$250. which is used for promoting our *Adopt-a-Cause* agencies, the *Habitat* lunch and food vouchers.

□ **Community Garden**

~ Joan Brunger

Out of gardens grow fleeting flowers but lasting friendships. This quote by Beverly Rose Hopper expresses some of what the community garden is about. We did have an excellent growing season for vegetables and flowers and gardeners are planning what to plant this coming spring. Friendships do grow and more than plants and seeds are shared.

This was the second year of our 18 plot expanded garden in operation and a load of compost from the Region was purchased to help build up the new plots. In our efforts to be self sustaining the plan is to use the compost from our pile of compostable waste we have been accumulating from the garden clean ups.

The gravity feed water catchment system that takes the runoff water from the church roof over to the garden via pipe is working very well. The water is stored in our 500 gallon tank for gardeners to water by hand. This minimized our water consumption from the church substantially.

A garden never runs on it own and we want to take time to say thank you to the Property Committee, expressly Art Schelter, Bill Brown, Alfred Durichen, and Ross Shlegal for reshingling the roof on the shed. The gardeners are very grateful to have the extra space of the big shed as well as the smaller shed to store gardening tools. Thank you to Pauline Finch and Alfred Durichen for the hexagonal picnic table under the linden tree. It is a lovely shady spot for a rest on a hot summer day. Colour Paradise Greenhouses in Mannheim donated many tomato, an assortment of peppers and other mixed vegetable plants for use by the gardeners.

We have young people, older folks, a real mix of society looking to be part of something bigger. We would like to plan a Harvest Potluck in the fall so stayed tuned for the details. Special bonds are made when you work to grow gardens together. Ask the gardeners in the congregation about their experiences. All are welcome.

□ **Prayer Vine**

~ Jean Lange

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

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

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

A special "Thank You" to all of the above for your time and prayers. All requests and information is kept confidential.

If there is anyone who would like to join this group, please call Jean Lange at 519-576-8865.

□ **Open Sesame**

~ Carol Ziegler & Ann Crossman

It is hard to believe that this is the last time Carol and Ann will be compiling information for the Annual Report for Open Sesame Headstart Preschool. The announcement of our retirement appeared in the December issue of the Mountaineer, Carol as Co-ordinator for the past 34 years and Ann as Treasurer for 38 years. We had promised ourselves that we would continue until Open Sesame celebrated its 45th Anniversary which will take place at the end of May.

Our hopes and dreams for Open Sesame are that it will continue on towards 50 years of service to our community. We are thankful that Joan Brunger, who has been assisting Ann in the role of Treasurer, will take on all of those duties after May 31st.

We presently have no one to take on Carol's position. The main job of the Co-ordinator is to ensure that there are two class-room volunteers available to assist our teacher each day Mon., Tues. Or Wed. from 8:30 - 11:30. There are other duties included in the position of Co-ordinator but not on a daily basis. We hope and pray that someone will volunteer to take on this role so that Open Sesame can continue. If you feel called to do this, contact Carol at 519-886-6675 for more information

about what is involved in being the co-ordinator of Open Sesame.

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

Open Sesame Headstart Preschool is a program for 2 ½ to 4 year old special needs children. This preschool operates Monday, Tuesday, and Wednesday mornings from 9:00 to 11:30 and is licensed by the Ontario Board of Education. We have 1 ECE (Early Children Education) teacher and 2 volunteer classroom assistants each day for 12 children. It is the high ratio of adults to children which makes our headstart preschool so successful and unique.

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

Open Sesame is the only Headstart Preschool in the KW area and is highly regarded by the Children Services Department of the Region of Waterloo.

We operate a Parent Support Group which meets each Monday morning. The parent's infants and toddlers are cared for by nursery volunteers while the parents are involved in a program of parent education where they share concerns about raising their special needs children. This group becomes a caring, supportive community even though they come from various cultural, social, and economic backgrounds. The parents are very grateful that there is no cost to them for their children to attend Open Sesame Headstart Preschool.

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

A big thank you to Carl Thompson for Open Sesame's ongoing fund raiser – selling grocery cards. Grocery

cards can be purchased any Sunday from Mayda Scoins or Ann Crossman by giving them cash or a cheque made out to Open Sesame. We sell Zehr's (Value Mart , No Frills) , Sobey's (Freshco) and Food Basics grocery cards in denominations of \$50 and \$100. Open Sesame receives 5% of all cards sold, and this year we raised \$1374.75. 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.**

Ladona Riegert retired in December as a Monday morning care-giver in the nursery. We thank her for her many years of service, so that parents can attend our Parent Support Group knowing their babies and toddlers are in good hands. We are grateful that Helen Dubrick has agreed to fill this position.

We were happy to have Amy Kelenc as our Monday teacher from Sept 8th – Dec. 8th. Later in December we accepted Amy's resignation when she accepted a position with K-W Habilitation Services.

On December 22nd, we interviewed Joan Owens Hughes, a former Open Sesame parent and a Registered ECE (Early Childhood Education) teacher, for the position of Monday teacher. We felt she would be a good fit. She began her duties on Jan. 12th. She has fond memories of the year she and her son spent at Open Sesame.

The 12 children referred to us are doing well and the parents are looking forward to their parent-teacher interviews Feb. 17th and 18th. Our volunteers are enthused about the changes they have seen in our pre-schoolers since September.

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

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

We are thankful for the people who support us financially, with those who volunteer in the classroom and nursery, and those who serve on the Open Sesame Committee. Thank you for continuing to believe in the importance of Open Sesame.

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

1. “We really appreciate your support in making Open Sesame possible through your generous donations. This has given a wonderful opportunity for our son to explore his new world and friends.

Being new to Canada, we were not very sure about what to expect from Open Sesame, but it has exceeded all our expectations through the relentless hard work and dedication from Miss Nikki and team. They have been the backbone of this program and we deeply thank them for their support.

Thank you once again for your kind gesture. Your donation has surely helped shape the future of our son. God bless you and your family.”

2. “We would like to say a big THANK YOU to everyone that made it possible for our children to attend Open Sesame Preschool Program. The small class size, the excellent teachers and the amazing volunteers all helped to create a warm, caring environment for my painfully shy twins. It was a joy to see them slowly open up a bit more and to hear their speech improve through the year. I know that Open Sesame will play a big part in their developing confidence and their ability for social interaction. I’m sure they will ask everyday this summer if they can go to “preschool today?” They have grown to love it.”

COMMITTEE MEMBERS

Co-ordinator – Carol Ziegler
Treasurer – Ann Crossman
Assistant Treasurer - Joan Brunger
Secretary –Mayda Scoins
Teacher-Supervisor - Nikki Proctor - January to May
Teacher-Supervisor – Darlene Bokma – September to December
Assistant Teacher –Darlene Bokma – January to May
Assistant Teacher – Amy Kelenc – September to December
Members at large – Ruth Stromberg, Helga Juergensen
Council Liaison – Joyce Brown

OTHER VOLUNTEERS

Barb Heldman, Jackie Nunns, Pat Edwards, Melissa Dolbeer, Carolyn Doubleday, Hope Eaton, Shirley McCall, Ladona Riegert , Anne Woolner, Joan Brunger, Art Schelter, Carl Thompson, Betty Behm, , Jodi Wilson, Linda Skinner, Jana Kelly, Mag Horman, Kaitlin Dedman, Virginia Slack, Olivia Miotto, Victoria Stevens, Rachel Roth, Kelly Ross, Casey McKay

□ Health Council

~ Marg Tupling (Chair)

Members: Richard Heimbecker, Rita Schaus, Virginia Slack, Mary Slethaug (council liaison)
Ex-officio members: Betty Behm, Parish Nurse
Pastor Philip Mathai

2014 Committee Highlights

- Finished the walk to Bethlehem
- Final three sessions of Good Grief presented
- Feedback received from completed surveys for Parish Nurse and Health Council
- Movie afternoon “Forgetful Not Forgotten” about Alzheimer’s Disease.
- Terry Wood from OMAS SISKONA, part of the Stephen Lewis Grandmothers to Grandmothers, shared her visit to Africa with us
- Joan Brunger presented information about the shingles and influenza vaccines
- Souper Sunday hosted with a donation to the Alzheimer’s Society
- Richard Heimbecker reconsidered his resignation and remains a member of Health Council
- Bulletin board displays about: heart and stroke; organ donation; sun awareness; Alzheimer’s Disease; celebrating grandparents; influenza and shingles; and diabetes.

2015 Planned Activities

- Host Friendly Visitor thank you luncheon
- Several Movie afternoons (date and films to be decided upon).
- CPR review on February 21st.
- Presentation by Don Stewart about organ donation in March.
- Book discussion, “Still Alice”, in May.
- Continue to display health related material on bulletin board.
- Host Souper Sunday.
- Decide on a focus for the year in September.

2015 Budget

The budget for 2015 remains the same as 2014 at \$450.00.

□ Parish Nurse

~Betty Behm

All of us have a vested interest in the future health of the church. We are together and individually working and hoping for a vibrant, united and effective community. This is a paraphrase of Bishop Mark MacDonald, national indigenous bishop of the Anglican Church of Canada. I had the privilege of meeting the bishop this past year as I journeyed with Scott to Six Nations for a music workshop which he was facilitating.

As I review the past year of working in the church I am aware, more than ever, of the graying that is taking place. Seniors now outnumber young people and their health care needs are greater and more varied. Our challenge is to meet those needs while also focusing on encouraging new members and young families. My time this year has been spent focusing on the complex care of many of our seniors, recognizing to the limited number of hours available to this ministry.

Here are some of the challenges we are facing from a health perspective:

Mobility issues – How do we continue to provide rides to and from church functions so that these people are spiritually connected to a church they love and value. Together with the worship committee, property committee and myself, we discussed the growing need to accommodate walkers and wheelchairs in our worship space, so that safety was maintained allowing for clear exit routes without compromising the worship experience. As a result one of the back pews was removed and storage areas identified for walkers during the service.

Dementia and mental issues – How do we support and actively love and encourage families who desperately need the church's love and support as they struggle on a daily basis? There are significant gaps in the medical system in response to a growing number of needs, not only with our elderly but with teens and adults as well. Our pastoral team Pr. Philip, Scott and myself have been more intentional in addressing some of these needs together.

Cancer and complex illnesses – How can we be proactive in journeying with people suffering from long term illness and through debilitating medical treatments? Perhaps a trained number of volunteers would be an asset as we move forward in providing physical, mental and spiritual support to families facing the challenge of living with purpose.

Visitation and friendly visits – Our home bound members look forward to these connections but the reality is, we have limited resources. Our coordinator of the "Friendly Visitors" ministry has recently resigned after many years of service. Sharon Egerdeen did an admiral job working with an aging number of volunteers and despite the fact that she moved to Fergus several years ago. A luncheon was held in her honour early in January 2015. We revisited the beginning of this ministry – a vision of Pr. Lange's and explored opportunities for future continuing contact, perhaps by developing a phone ministry.

And lastly we have a fragmented medical system with a growing number of gaps, not enough beds in both hospitals and long-term care facilities, a lack of continuation in care upon discharge from hospital to home, an aging population coupled with an aging workforce in our health care facilities which will impact the future care of clients. Caregiver fatigue for those caring for seniors and loved ones with dementia needs to be addressed. We have few respite beds and long wait lists for those beds.

I see all these issues and can only be concerned for our future health care system. But I see also challenges and a possibilities for Mount Zion to become a vibrant, united and effective community reaching out together to address and meet the needs of all those around us—fellow worshippers, community, friends and neighbours. Can you hear God calling us to minister to God's people? Has God whispered in your ear? What will be the response? With God, all things are possible!

We have a pastoral team and working relationships which I personally value. Pr. Philip, Scott and Muriel make coming to work a joy and a pleasure. The Health Council consisting of Marg Tupling, Mary Slethaug, Rita Schaus, Virginia Slack and Richard Heimbecker work tirelessly to support the work of the parish nurse, updating the bulletin board in the narthex, facilitating educational programs and addressing health concerns which affect us all and assisting at the Prayer Station. Their energy and creativity are so much appreciated. The Staff Support committee consisting of Ginny Ehrlich, Helga Juergensen, and Richard Crossman are doing an admiral job in developing relationships, encouraging and opening lines of communication so we can work effectively. And lastly, I am grateful for a congregation that has embraced Parish Nursing Ministry and who welcome into their homes and lives at their most vulnerable times to partner with them as they journey towards restored health or at life's end.

SUPPORT MINISTRIES

☐ Mutual Ministry

~Ginny Ehrlich (Chair)

Members: Helga Juergensen and Dick Crossman

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

NOTE: One committee instead of two was preferred by this Committee, the staff and pastor, as well as suggested by Synod; recommended to Council and approved

Activities 2014:

- reported to Council; made recommendations to Council
- reviewed and updated employment agreements
- performance reviews
- ongoing staff and pastor support (1:1 meetings, group meetings)
- staff meetings/luncheons attended by Committee members and a Council representative
- communication with custodian T. Domanski who has been on disability leave - she submitted her resignation; we will continue with the current Custodial service
- supported office management needs, eg. computer support, room booking binder, office coverage during vacation, daily church business
- oversaw workplace safety and employee needs
- Deacon Internship proposal/contract and support
- updated documents (employment agreement language, Mutual Ministry document)

☐ Property Committee

~Art Schelter (Chair)

Members: Ross Schlegel; Alfred Durichen Bill Brown;
Council Liaison: Brent Quiring

Items Completed

- Replaced lighting to new LED lamps in main church, sanctuary and hallway
- Painting of upstairs hall including fellowship room, Scott's office and Sunday School Room
- Removed Carpets and installed tile in Sunday School Room
- Altered lighting and switches in upstairs hallway
- Hot water tanks upstairs replaced under warranty
- Downstairs water tank replaced with a smaller tank and recirculating line
- New Shingles on garden shed roof
- Installed new steel door with window on downstairs classroom
- Repaired parking lot filling holes and cracks
- Replaced ceiling tile in upper level
- Installed grab bar in ladies washroom
- Weather stripping replaced on outer doors
- Organ Repaired and tuned
- Installed new dimmer controls to church panels
- New lights in Scott's office and replaced loose floor tile
- Cleaned off main roof from debris and leaves

This past year has been a very busy year as we accomplished all the items listed above. We went over budget mainly due to the increased snow removal required last winter. Hopefully there will be less this winter. We had a couple of meetings but mostly discuss issues as we work on jobs at the church.

I would like to thank the people who volunteer to help when we need additional hands. It is greatly appreciated. Late last year property made a proposal to do work to renovate 237 Dawson. We did not get approval to go ahead with this work so it is currently on hold until council makes a decision on the properties. The committee works well together and feels good being productive with making improvements to our church home.

☐ Communications

~ Karen Gastmeier (Chair)

The communications working group is new this year and was born to explore, improve and prioritize communications at Mount Zion. Our goal is to create a culture of communications. The working group which has only two full time members...Mary Slethaug and Karen Gastmeier, met with a group of eight others last June to discuss priorities. When a project is underway the plan is to call in persons with the required skill sets to accomplish the task.

A rebuild of Mount Zion's website was identified as a priority. The new site is now nearing completion.

As part of reaching out to the community, invitations to our Christmas servicers were designed, printed and delivered to the neighbourhood. Thanks to Dennis Eaton, Arnie Schaus, Martin Juergensen and Dave Heldman for acting as messengers. Thanks too to all of you who delivered to your own neighbourhood.

The Mountaineer continues to be a vital part of our communications. As in past years, we produced ten editions although we did decide to cease publication of the January edition in 2015 as we were finding it difficult to accomplish during the busy Christmas season. Members of the committee, Pastor Philip, Tim Ehrlich, Pauline Finch, and recently Scott Knarr gather monthly for breakfast under the leadership of Dennis Eaton to discuss story ideas.

Thanks to all of you who have written articles and announcements in the past year. And thank you to Joan and Jacquelyn Schweitzer who continue to collate, fold and deliver as they have every month since we began.

☐ Stewardship Committee

~ Judi Harris (Chair)

Members: Tim Ehrlich, Warren Stauch, Mel Schmidt, Joan Schweitzer. Ex Officio: Pastor Philip Mathai

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.*

2014 Highlights:

- 5 sessions of *Sharing Conversations 2* were held with 69 Mount Zion members participating. (see the summaries on the narthex bulletin board)
- In November our worship services focused on *Fearless Generosity*. Six members spoke on the sub themes of *Living* (Martha & Warren Stauch), *Serving* (Molly & Shawn Rogers), *Sowing* (Carol Ziegler) and *Giving* (Judi Harris). "Share Your Gifts" and pledge cards were distributed to all members; 32 people indicated how they currently serve and what they would like to do; pledge cards representing 26 giving units were returned and indicate increased giving, especially to the current account, in 2015.
- At worship on April 6 all members volunteering at Mount Zion and in the community were thanked for their generous sharing of time and talent.
- Melissa Dolbeer, Jason Rochon and Margaret Waechter provided a *Stewardship Moment* at worship early in the year.
- Many Sunday bulletins contained a *Discipleship Nugget* giving members something to ponder concerning their response to God's generosity.

- Jeff Pym, director of the *Evangelical Lutheran Foundation of Eastern Canada* met with the committee in March to speak about planned giving. An article entitled *Leaving a Legacy* was then written by Judi Harris and printed in *The Mountaineer*.
- 2014 offering envelopes were delivered in February, along with a letter, to members who had not yet picked them up.
- Several copies of a book entitled *Ask, Thank, Tell* were purchased from the committee budget and are still circulating. The book gives much food for thought about how to grow as disciples of Jesus.

2015 Goals and Objectives:

1. Deliver 2015 offering envelopes that have not been picked up.
2. Continue encouraging members who are able to increase their giving by a percentage point or two each year with the goal of becoming tithers.
3. Do our best to encourage follow up to the ministry suggestions made in both *Sharing Conversations 1* and *Sharing Conversations 2*.
4. Continue occasional *Stewardship Moments* (now to be called *A Discipleship Moment*) at worship and *Discipleship Nuggets* in the Sunday bulletin.
5. Work on a new Stewardship emphasis for 2015.
6. Assist Pastor Philip if he wishes to proceed with a monthly opportunity for members to gather informally for discussion of mission and ministry.
7. Develop new ways to thank members for their varied ministries and contributions.
8. Work toward closer cooperation with Mount Zion's Finance Committee.

2015 Budget: The committee requests \$200. to be used for educational resources.

☐ **Ushers Committee**

~Gerry Roeder

The folks that Usher at Mount Zion provide unique assistance to ensure the worship experience is organized, comfortable, and enjoyable for everyone. Some of our Ushers have volunteered for this important function since our Church first began back at Empire School in the mid 1950's. Charlie Ernst is one such person, and Neil Moore (who recently retired from ushering) is another one of these long serving individuals. While I would like to thank all of our current and past Ushers, I will at this time highlight our current Usher captains who do excellent work throughout the year – Joan and Jacquelyn Schweitzer, Alfred Brunger, Warren Stauch, Mel Schmidt, and Brent Quiring. Some of our teams are currently short-staffed so if you are interested in assisting contact any one of the Usher captains or me.

Parish Statistics 2014

PASTORAL ACTS

Baptisms:

Sloan Emilia Grace Dahl	April 27
Spencer Roy Ross Schlegel	May 25
Lochlan Tansley McDermott	September 14
Jason Rochon (Adult baptism)	September 21
Callie Christine Briggs	October 5

Affirmation of Faith / Confirmation May 18, St Matthews:

Owen Zilles
Dylan Myre

Funerals:

Betty Hofstetter	January 1
Martha Totzke	April 8
Mancel Waugh	May 20
Larry Frey	June 4
Doris Schmidt	August 3
Werner Ullman	August 4
Catherine Bauman	August 14

Transfers in / New members:

Brian, Lisa & Landon and Nolan Miller
Philip, Mary & Cheryl and Cherub Mathai/Philip

Transfers out:

Gilles & Dianne Lamothe
June Weber
Joan Davidson
Becky, Kenneth & Daniel and Beverly Klages

Removed from membership roster:

Jamie & Shelly Krypt

Membership Statistics

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

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

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

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

□ Finance Committee

Finance Committee

~ Richard Brubacher

Committee Members: Richard Brubacher – Chair, Hank Bax – Treasurer, Ann Crossman – Financial Secretary, Robert McDermott, Rita Schaus – Council Liaison, Pastor Mathai.

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

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

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

Responsibilities:

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

2014 Committee Highlights:

- Reviewed and discussed financial results monthly with recommendations as appropriate for council.
- Prepared and reported to Council and committee chairpersons monthly financial results compared with budgets, and prior periods with commentary.
- Provided monthly summary financial updates for inclusion in the Mountaineer & bulletin boards.
- Prepared budget recommendations as directed by the congregational council.
- Participated with Rental Housing task group and participated in congregational update sessions.
- Reviewed contract and rental agreements with recommendations for adjustments as deemed appropriate.
- Undertook the annual review of all 2014 financial records of the treasurer for accuracy and reasonability as required by our bylaws, with no material adverse issues identified.

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

Mount Zion Evangelical Lutheran Church 2014 Financial Review & Proposed 2015 Budget

The financial reports for Mount Zion are displayed in the following pages, and reflect actual activities for the year 2014, and the 2015 budget being proposed for approval at the AGM February 8, 2015.

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

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

2014 Overview

The year 2014 marked the return to full time pastoral ministry with the call of Pr. Philip Mathai effective January 27. This followed a period of interim pastoral support with the Mertzes as we transitioned from 2 pastors to a 1 pastor model. The budget for 2014 Current Account called for increased expenditures to accommodate full time staffing, and a balanced budget was approved which called for a 12% increase in receipts.

The final results for 2014 indicate that we have been unable to reach our goal, and have ended the year with a **\$13,006 deficit in the Current Account**. When combined with the prior years accumulated surplus of \$5,986, we will be carrying forward an unfunded deficit of \$7,020 as we enter 2015.

Some highlights of 2014 follow:

- Current Account receipts of \$253,753 are \$8,931 lower than plan. Although member contributions were \$4,500 higher than the prior year, the shortfall to plan was \$20,975. This was partially offset by \$8,961 in higher receipts from rentals of parking and facility and \$2,994 from the Endowment Fund income.
- Current Account disbursements of \$266,760 were higher than plan by \$4,075 due primarily to higher property management costs related to greater than anticipated snow removal costs early last year.
- Support of Synod Benevolence and other designated needs including our Adopt A Causes was \$59,174 being 16% of total income. This is significant, although down marginally from the historic range of 16 – 18%.
- Average contributions per giving unit/year to all accounts increased to \$1,889, with 156 contributors in 2014. I believe this reflects increased support from many members, however when compared to \$1,646 in the prior year with 172 contributors, we have 16 fewer than the prior year. Declining contribution units is reflective of reduced membership.
- Funding for an ongoing deficit has required the use of our line of credit which reached \$30,500 at the high point this year and ended at \$7,000. Without other funding sources, this will increase in 2015 as a further deficit is contemplated.

2015 Budget Proposal

The 2015 budget proposal included in the accompanying statements reflects a **continuing deficit in the Current Account of \$10,028**. This budget is the result of iterations of budget requests and revisions with the attempt to structure a plan which is within our financial means to support. As noted in 2014 results, we planned on a balanced budget however it called for a 12% increase in financial commitment to achieve. This did not occur and a deficit of \$13,006 resulted.

The original budget request from all committees called for modest increases in staff compensation and an expansion of certain ministry programs. This request without serious adjustment would result in a deficit of \$26,520 which has been deemed unrealistic given our current demographics and normal sources of member funding. Accordingly, the plan as presented has been dramatically reduced however remains in a deficit of \$10,028. The following assumptions are included in the plans.

- No changes to current staffing, however all compensation held to 2014 economic levels.
- Committee expenses have been slashed to cover only bare necessities with no allowance for additional programs and planned spending reduced approx. 20% below 2014 levels.
- This budget will require additional use of funding available within our line of credit adding as much as \$40,000 during peak periods with an anticipated indebtedness of \$17,048 at year end.
- It is recognized that this plan should not be viewed as acceptable in the longer term, and additional funding sources are required to offset the accumulated deficits implied.

Richard Brubacher – Chair, Finance Committee

Mount Zion Lutheran Church

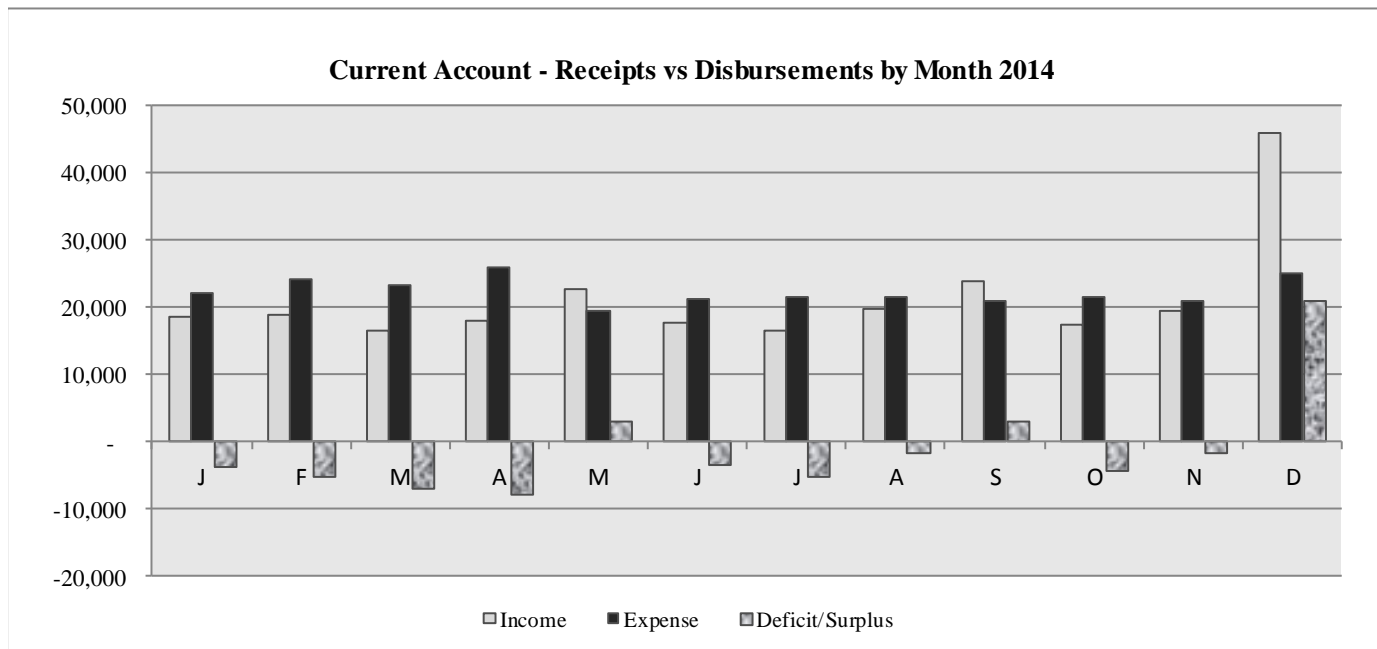
Statement of Receipts and Disbursements - CURRENT ACCOUNT

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

CURRENT ACCOUNT	2011	2012	2013	2014		2015 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Receipts						
Envelope (incl specials)	\$ 241,707	\$ 257,523	\$ 216,409	\$ 242,760	\$ 220,861	\$ 220,108
Plate	2,230	2,247	1,835	2,250	2,338	2,295
Income:						
Education Min.	1,644	1,379	515	-	100	-
Worship & Music	692	842	1,188	825	1,650	500
Rental of Facilities & Parking	15,589	21,151	16,848	16,850	25,811	24,800
Rental property Income: 235 Dawson St.	14,160	12,980	15,340	-	-	
237 Dawson St.	13,925	14,025	5,452	-	-	
Other Receipts	5,823	3,093	10,569	-	2,994	-
Total Receipts	295,769	313,240	268,155	262,685	253,753	247,703
Disbursements						
<u>Staff Costs</u>						
Pastor						
Salary	13,343	36,293	-	-	-	-
Housing	6,200	16,864	-	-	-	-
Car Allowance	995	2,705	-	-	-	-
Continuing Ed.	247	1,180	-	-	-	-
Pastor						
Salary	41,897	42,735	-	41,244	41,245	44,122
Housing	16,533	16,864	-	18,696	18,696	20,000
Car Allowance	2,652	2,705	-	2,613	2,613	2,795
Continuing Ed.	1,929	1,024	-	1,029	670	1,100
<u>Ministry Support</u>						
Pastoral Supply / Extra staff costs	1,425		43,668	3,100	5,066	1,500
Additional Staff Support		-	743	5,200	3,791	2,400
Parish Nurse	16,172	16,488	18,213	17,876	17,938	17,876
Secretarial	16,824	17,160	17,631	17,504	17,504	17,504
Staff Benefits	33,952	40,663	9,537	17,582	18,230	18,846
Staff Retreat						
Music Director Fee	26,308	26,834	26,252	26,777	26,777	26,777
Deacon Intern			-	4,800	4,800	9,600
Treasurer Fee	9,254	8,834	8,774	8,774	8,774	8,774
Honoraria	600	600	600	600	600	600
Total Staff & Ministry support	188,330	230,949	125,417	165,795	166,702	171,894
<u>Committees</u>						
Property Management	17,858	17,280	23,313	25,000	28,125	20,500
Property Mgmt - Janitorial Services	16,217	18,278	20,071	20,610	19,689	18,763
Worship - Supplies	3,709	2,620	3,224	3,000	3,090	2,500
Worship - Music	3,658	4,227	3,743	4,200	4,053	3,000
Communication Committee	-	-	-	1,000	685	1,000
Stewardship Committee	161	154	-	200	143	150
Learning	3,029	2,544	2,190	2,500	2,082	1,500
Witness	1,755	2,352	1,740	2,000	2,182	-
Finance	967	1,214	1,052	1,250	1,156	1,000
Health Council	205	152	324	450	130	300
Service (Min. in Soc.)	248	250	250	250	267	200
Staff Support			471	500	404	250
Church Council	200					
	48,007	49,072	56,378	60,960	62,006	49,163

CURRENT ACCOUNT	2011	2012	2013	2014		2015 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Church Operating Costs						
Insurance	1,475	4,355	4,411	4,530	4,518	4,774
Telephone/Internet	3,128	2,277	2,773	3,000	2,472	2,600
Hydro, Water	11,919	8,631	7,879	9,000	8,293	8,600
Heat	12,921	8,782	4,664	6,000	6,385	6,200
Office Supplies & Equip.	7,821	8,267	8,409	8,600	9,478	9,500
Conventions & Conferences	1,710	1,336	1,676	1,500	2,099	2,000
Bank Charges & Interest	1,408	1,579	1,564	1,800	1,847	3,000
Rental Property Exp. 235 Dawson St.	4,533	4,879	5,384	-	-	
237 Dawson St.	4,584	4,592	10,879	-	-	
GST/HST Expense	3,874	5,970	-	-	-	-
Miscellaneous	3,922	1,379	786	1,500	2,961	-
	<u>57,295</u>	<u>52,048</u>	<u>48,425</u>	<u>35,930</u>	<u>38,052</u>	36,674
Total Disbursements	<u>293,632</u>	<u>332,069</u>	<u>230,220</u>	<u>262,685</u>	<u>266,760</u>	257,731
Surplus (Deficit) - normal	2,137	(18,830)	37,935	-	(13,006)	(10,028)
Transfers from (To) Other Accounts	1,000	-	27,380	-	-	-
Reorganization costs (Severance) liability		74,446	(7,620)	-	-	
Surplus (Deficit) after transfers etc.	<u>3,137</u>	<u>(93,276)</u>	<u>72,935</u>	<u>-</u>	<u>(13,006)</u>	(10,028)

The graph below reflects the expenditure and receipts pattern experienced on a monthly basis over the year. With the exception of May, September, and December, all other months expenditures exceeded receipts resulting in an accumulated deficit of \$33,829 through November. Thanks to increased member support in December, this was reduced to a final deficit of \$13,006 for the year.



Statement of Receipts and Disbursements - BENEVOLENCE ACCOUNTS

The benevolence account consists of two sections, - Regular Benevolence (envelope designated), and Special Benevolence -Designated Appeals. Both accounts totalled \$59,174 in 2014 representing 16% of total income.

The regular Benevolence portion is budgeted and is in support of the Synod, Open Sesame, and a small portion allocated to community benevolence as directed by the Service Committee. In 2014 receipts were \$30,595 including \$665 from the Endowment earnings. Distribution of funds were \$27,595 to Synod, \$1,500 to community benevolence, and \$1,500 to Open Sesame. With receipts below plan, our support of Synod fell short of budget by \$905.

The Special Benevolence - Designated Appeals which are unbudgeted, realized receipts of \$28,579 and disbursed as designated to the various causes as noted below.

BENEVOLENCE ACCOUNT	2011	2012	2013	2014		2015 Budget
				Approved		
REGULAR BENEVOLENCE (Budgeted)	Actual	Actual	Actual	Budget	Actual	Proposal
Receipts						
Envelopes	\$ 39,570	\$ 38,908	\$ 33,045	\$ 35,000	\$ 29,430	\$ 31,200
Benevolence - Service committee			-		500	
Other - Transfer from Endowment	4,298	933	-	-	665	-
	<u>43,868</u>	<u>39,842</u>	<u>33,045</u>	<u>35,000</u>	<u>30,595</u>	31,200
Disbursements						
Synod Benevolence	38,070	36,408	31,545	28,500	26,930	24,700
Synod - Special for prior yr. shortfall	4,298	933	-	-	665	-
Open Sesame	-	1,000	-	5,000	1,500	5,000
Community Benevolence	1,500	1,500	1,500	1,500	1,500	1,500
Other	-	-	-	-	-	-
	<u>43,868</u>	<u>39,842</u>	<u>33,045</u>	<u>35,000</u>	<u>30,595</u>	31,200
Surplus (Deficit)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(0)</u>	-
<u>SPECIAL BENEVOLENCE - DESIGNATED APPEALS - (Unbudgeted)</u>						
	2011	2012	2013	2014		2015 Budget
RECEIPTS & DISBURSEMENTS	Actual	Actual	Actual	Est. Act.		Proposal
Canadian Lutheran World Relief	\$ 12,108	\$ 8,769	\$ 8,154	\$ 3,622		
Waterloo Lutheran Seminary Appeals	705	665	685	630		
W.L.S. Auxiliary	550	432	315	440		
Misc. Trek 4 kids, Praise Appeal		45	1,189	-		
Habitat for Humanity	235	130	150	120		
Open Sesame	11,565	15,143	10,705	11,499		
Basket of hope	25	-	-	-		
KW Food Bank	2,167	1,975	750	2,894		
Out of the cold	35	40	25	35		
Food vouchers	795	360	565	1,976		
Scouts	25	55	35	25		
House of Friendship	567	605	331	280		
Alzheimer Society	226	206	235	357		
Mary's Place Adopt a cause	726	1,403	-	-		
Pride Stables Adopt a cause		2,492	-	-		
ROOF Adopt a cause		1,932	-	-		
Anselma House Adopt a cause		1,810	-	-		
Nutrition for Learning Adopt a cause			1,876	-		
Parents for Community Living Adopt a cause			1,498	-		
Under One Roof Adopt a cause			1,478	-		
Marillac Place Adopt a cause			-	1,356		
Ray of Hope Adopt a cause			-	1,325		
Lisaard House Adopt a cause			-	1,923		
Mtz Retreat & Tape fund	340	380	-	540		
Lutheran Campus Ministry	55	60	55	60		
Outdoor Ministry -Edgewood Adopt a cause	820	293	2,184	1,170		
S.H.O.W.	1,460	380	225	225		
Canada (Eastern) Lutheran	316	219	230	102		
	<u>32,720</u>	<u>37,395</u>	<u>30,687</u>	<u>32,000</u>	<u>28,579</u>	29,000

Statement of Receipts and Disbursements - CAPITAL & RENTAL PROPERTY ACCOUNTS

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

Total receipts and transfers in 2014 were \$30,485 with disbursements of \$26,040 for a net increase of \$4,445 compared with a budgeted decrease of \$9,500. The favourable result is due to a planned transfer of \$10,000 to Rental property accounts which did not occur due to lack of a definitive decision on the Rental Properties.

Receipts include \$20,177 designated to the A/V Projection system resulting from member donations of \$9,870, \$2,994 from Endowment income, \$500 transferred from the Music on the Mount fund, and \$6,813 from Memorial funds. Other expenditures totalled \$5,863 primarily for capital repairs and improvements.

Note: A transfer of \$27,380 was made in 2013 to fund Current Account activities which was intended to be repaid from Current Account surplus as incurred in future. With a deficit realized in 2014, no repayment has been made.

<u>CAPITAL ACCOUNT</u>	2011	2012	2013	2014		2015 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Receipts						
Envelope Receipts	\$ 11,626	\$ 11,748	\$ 8,179	\$ 10,000	\$ 8,897	\$ 10,000
Interest Income	678	736	439	500	473	500
Misc.-Endowment Int., A/V fund	-	-	-	-	13,688	-
Church Maintenance - Grant funds		3,000	-	-	-	-
Contribution from Funeral Fund	2,735	-	-	-	-	-
	<u>15,038</u>	<u>15,484</u>	<u>8,618</u>	<u>10,500</u>	<u>23,057</u>	<u>10,500</u>
Disbursements						
Equipment Purchases	-	-	519	-	992	-
Nursery Equip			-		115	
Projection A/V System			-		20,177	
Capital Improvements	4,382	23,565	590	10,000	4,756	10,000
Rental Property		981	-	-	-	-
	<u>4,382</u>	<u>24,547</u>	<u>1,109</u>	<u>10,000</u>	<u>26,040</u>	<u>10,000</u>
Surplus (Deficit)	<u>10,656</u>	<u>(9,062)</u>	<u>7,509</u>	<u>500</u>	<u>(2,983)</u>	<u>500</u>
Transfers - from (to) other funds	<u>-</u>	<u>12,169</u>	<u>(27,380)</u>	<u>(10,000)</u>	<u>7,428</u>	<u>-</u>
Surplus (Deficit) - Capital	<u>10,656</u>	<u>3,107</u>	<u>(19,871)</u>	<u>(9,500)</u>	<u>4,445</u>	<u>500</u>

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

Results for 2014 reflect income of \$14,161, and disbursements of \$12,416 resulting in a net \$1,734. With no definitive decision on the future of the properties, and the lack of a tenant in one house, the planned upgrading did not occur.

<u>RENTAL PROPERTY ACCOUNT</u>	2011	2012	2013	2014		2015 Budget
	Actual	Actual	Actual	Approved Budget	Actual	Proposal
Receipts						
235 Dawson Rental Income				\$ 14,160	\$ 14,160	\$ 14,160
237 Dawson Rental Income				15,300	-	-
Interest Income				-	1	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>29,460</u>	<u>14,161</u>	<u>14,160</u>
Disbursements						
235 Dawson Expenses - Current Exp		-	-	6,000	5,349	6,000
235 Dawson Expenses - Capital Improvements				-	-	-
237 Dawson Expenses - Current Exp.				6,000	7,078	6,000
237 Dawson Expenses - Capital Improvements				25,000	-	-
Interest Expense				-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>37,000</u>	<u>12,426</u>	<u>12,000</u>
Surplus (Deficit)	<u>-</u>	<u>-</u>	<u>-</u>	<u>(7,540)</u>	<u>1,734</u>	<u>2,160</u>
Transfers - from (to) other funds	<u>-</u>	<u>-</u>	<u>-</u>	<u>10,000</u>	<u>-</u>	<u>-</u>
Surplus (Deficit) - Capital	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,460</u>	<u>1,734</u>	<u>2,160</u>

Statement of Receipts and Disbursements - SPECIAL FUNDS ACCOUNTS

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

The value of these funds is \$93,233 at year end, and reflects receipts of \$18,100, disbursements of \$9,649, and transfers to other accounts of \$14,081. These funds are unbudgeted, and normally not available for general use purposes.

<u>SPECIAL FUNDS ACCOUNTS</u>	2011	2012	2013	2014
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
Opening Balances	\$ 106,300	\$ 106,258	\$ 92,864	\$ 98,864
Receipts				
Music on the Mount Fund	2	2	2	1,501
Memorial Fund	4,367	2,429	2,184	6,912
Spiritual Retreat Fund	201	1	1	1
Youth Fund	1,169	11,465	2,494	4,261
Refugee Fund				
Endowment Fund - Gain on investments	4,298	5,363	6,873	5,424
	<u>10,037</u>	<u>19,260</u>	<u>11,554</u>	<u>18,100</u>
Disbursements				
Music on the Mount Fund	572		325	450
Memorial Fund				
Spiritual Retreat Fund			85	320
Youth Fund	2,257	14,552	471	8,879
Refugee Fund		5,000	-	-
Endowment Fund - Loss on investments 2011	1,953			
	<u>4,781</u>	<u>19,552</u>	<u>880</u>	<u>9,649</u>
Transfers - In (Out)				
Memorial Fund transfers to Capital		(12,169)	-	(6,928)
Youth Fund transfer to Current	(1,000)			
Music on The Mount to Capital(A/V)			-	(500)
Endowment Fund - transfers to Benev. & other	(4,298)	(933)	(4,673)	(6,653)
	<u>(5,298)</u>	<u>(13,102)</u>	<u>(4,673)</u>	<u>(14,081)</u>
Closing Balances - Special Funds				
Music on the Mount Fund	1,779	1,780	1,457	2,009
Memorial Fund	12,253	2,513	4,697	4,682
Spiritual Retreat Fund	1,230	1,231	1,148	829
Youth Fund	6,627	3,539	5,562	944
Refugee Fund	5,000	-	-	-
Endowment Fund	79,370	83,800	86,000	84,770
Total Special Funds	<u><u>106,258</u></u>	<u><u>92,864</u></u>	<u><u>98,864</u></u>	<u><u>93,233</u></u>

This schedule is a combination of all Receipts and Disbursements for all fund categories as noted on the preceding pages, reflecting receipts of \$375,673, disbursements of \$388,130 resulting in a \$12,458 use of funds in 2014.

Summary of Total Receipts vs. Disbursements						
	2011	2012	2013	2014		2015 Budget
	Actual	Actual	Actual	Budget	Actual	Proposal
Receipts (incl. transfers)						
Current Account	296,769	\$ 313,240	\$ 295,535	\$262,685	\$ 253,753	\$ 247,703
Benevolence Account	43,868	39,842	33,045	35,000	30,595	31,200
Benevolence Special Appeals	32,720	37,395	30,687	32,000	28,579	29,000
Capital Account	15,038	27,653	8,618	10,500	30,485	10,500
Rental Property Account				39,460	14,161	14,160
Special Funds	10,037	19,260	11,554	-	18,100	-
Total Receipts - All accounts	398,431	437,389	379,438	379,645	375,673	332,563
Disbursements (incl. transfers)						
Current Account	293,632	406,516	222,600	262,685	266,760	257,731
Benevolence Account	43,868	39,842	33,045	35,000	30,595	31,200
Benevolence Special Appeals	32,720	37,395	30,687	32,000	28,579	29,000
Capital Account	4,382	24,547	28,488	20,000	26,040	10,000
Rental Property Account				37,000	12,426	12,000
Special Funds	10,079	27,654	5,554	-	23,730	-
Total Disbursements - All accounts	384,680	535,953	320,374	386,685	388,130	339,931
Net Funds Generated (Used)	13,751	(98,564)	59,064	(7,040)	(12,458)	(7,368)

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

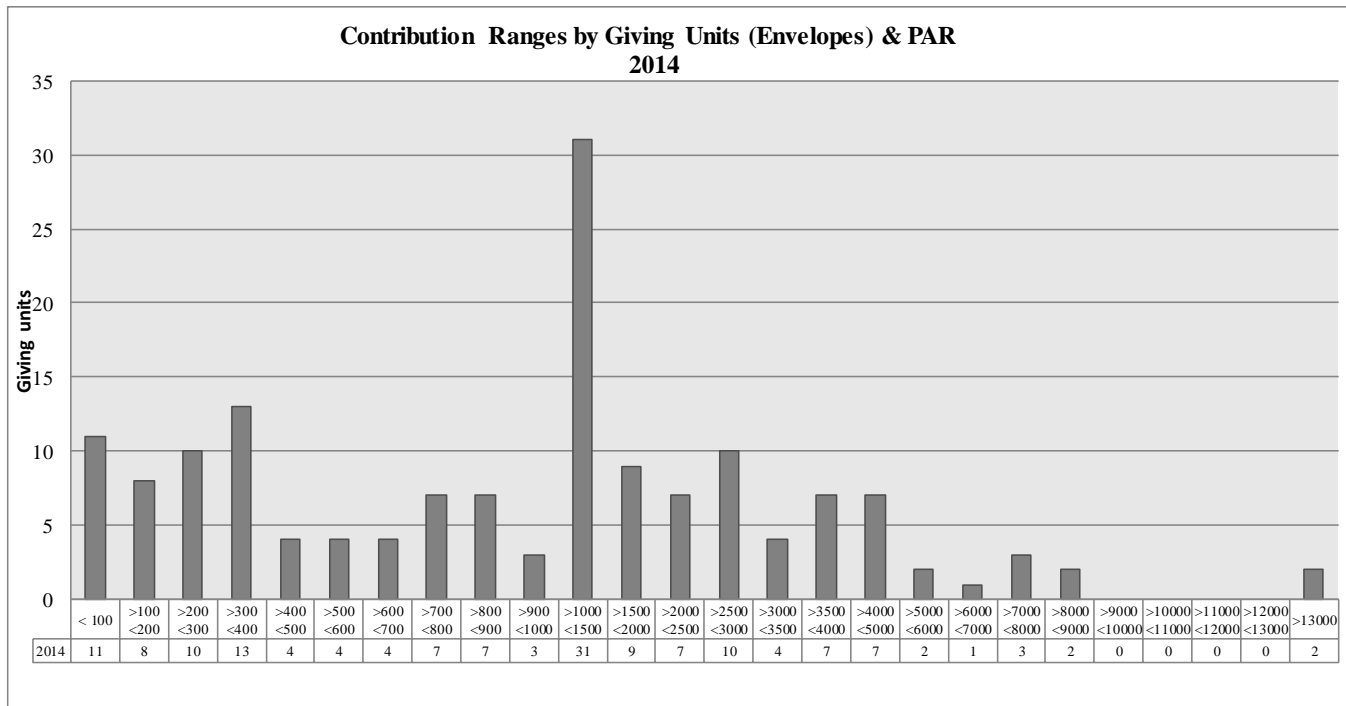
Balance Sheet ending values at dates noted						
	2011	2012	2013	2014	2015 Budget	
	Dec. 31	Dec. 31	Dec. 31	Dec. 31	Proposal	
Current Assets						
Petty Cash	\$ 150	\$ 100	\$ 100	\$ 100	\$ 100	
Current & Benevolence Bank Account	15,078	3,406	(3,100)	(10,800)	(21,648)	
Capital Bank Account & Investment Acc	55,698	57,923	38,052	42,497	42,997	
Rental Property Account				1,734	3,894	
Rent Deposit Account	2,432	2,437	1,162	1,168	2,400	
Accounts Receivable	7,217	2,388	5,987	5,487	3,000	
Grocery Card Program Float	3,000	3,000	3,000	3,000	3,000	
	83,576	69,254	45,200	43,186	33,743	
Special Funds						
Music on the Mount	1,779	1,780	1,457	2,009	2,009	
Memorial Funds	12,253	2,513	4,697	4,682	4,682	
Spiritual Retreat Fund	1,230	1,231	1,148	829	829	
Youth Funds	6,627	3,539	5,562	944	944	
Refugee Funds	5,000	-	-	-	-	
Endowment Fund	79,370	83,800	86,000	84,770	84,770	
	106,258	92,864	98,864	93,233	93,233	
Fixed Assets						
Land and Church Buildings	781,897	781,897	781,897	781,897	781,897	
Furniture and Fixtures	22,174	22,174	22,174	22,174	22,174	
Organ	204,000	204,000	204,000	204,000	204,000	
235 Dawson Street	82,975	82,975	82,975	82,975	82,975	
237 Dawson Street	24,137	24,137	24,137	24,137	24,137	
	1,115,183	1,115,183	1,115,183	1,115,183	1,115,183	
Total Assets	\$ 1,305,017	\$ 1,277,301	\$ 1,259,247	\$ 1,251,603	\$ 1,242,160	
Liabilities						
Accounts Payable	-	1,396	-	4,807	1,500	
Accrued Liability - Severance		74,446	-	-	-	
Rent Deposit	2,432	2,437	1,162	1,168	2,400	
Prepaid Refugee Expenses	5,000	-	-	-	-	
	7,432	78,280	1,162	5,975	3,900	
Congregational Equity						
Property	1,116,183	1,115,183	1,115,183	1,115,183	1,115,183	
Current Account Surplus/(Deficit)	29,967	(66,949)	5,986	(7,020)	(17,048)	
Special Funds	21,888	9,064	12,864	8,463	8,463	
Capital Account Surplus	50,177	57,923	38,052	42,497	42,997	
Rental Property Account Surplus/(Deficit)				1,734	3,894	
Endowment Fund	79,370	83,800	86,000	84,770	84,770	
	1,297,585	1,199,021	1,258,086	1,245,628	1,238,260	
Total Liabilities & Equity	\$ 1,305,017	\$ 1,277,301	\$ 1,259,247	\$ 1,251,603	\$ 1,242,160	

Summary of Envelope Use for 2014 (and comparisons to prior years)

Number of contributors				Contribution Ranges	
2011	2012	2013	2014	\$ 13,000 & over	\$ -
2	2	1	2	12,000 to 13,000	
-	-	1		11,000 to 12,000	
-	-	-		10,000 to 11,000	
-	1	-		9,000 to 10,000	
1	2	1	2	8,000 to 9,000	
2	4	2	3	7,000 to 8,000	
2	-	2	1	6,000 to 7,000	
5	5	3	2	5,000 to 6,000	
5	7	7	7	4,000 to 5,000	
4	3	5	7	3,500 to 4,000	
9	5	4	4	3,000 to 3,500	
11	11	10	10	2,500 to 3,000	
13	12	16	7	2,000 to 2,500	
14	18	9	9	1,500 to 2,000	
31	33	28	31	1,000 to 1,500	
8	5	3	3	900 to 1,000	
5	3	6	7	800 to 900	
7	9	8	7	700 to 800	
8	7	7	4	600 to 700	
10	13	6	4	500 to 600	
13	5	4	4	400 to 500	
11	8	7	13	300 to 400	
6	11	13	10	200 to 300	
19	12	14	8	100 to 200	
19	16	15	11	-	100
205	192	172	156		

Summary of Contributions (all Accounts)

	2011	2012	2013	2014
Regular Envelopes Contributors	150	137	117	103
Par Contributors	55	55	55	53
Total Number of Contributors	205	192	172	156
Total Contributions	\$ 317,402	\$ 336,943	\$ 283,123	\$ 294,641
Median Giving	975	1,200	1,003	1,095
Average per Giving unit/year	1,548	1,755	1,646	1,889



OPEN SESAME HEADSTART PRESCHOOL

2014 STATEMENT OF RECEIPTS AND DISBURSEMENTS AND 2015 BUDGET

	<u>2014 Budget</u>	<u>2014 Actual</u>	<u>2015 Budget</u>
<u>Budget RECEIPTS</u>			
Region Wage Enhancement	2000	2072.00	1862
Mount Zion Benevolence	5000	1500.00	5000
Mount Zion Personal Donations	7100	6498.72	4738
Grocery Cards	1400	1374.75	1400
Bank Interest	0	.01	0
Synod Grant – Justice Initiative	3000	3000.00	3000
Chamberlain Family Grant	0	2000.00	2000
Regional Technology Grant	<u>0000</u>	<u>220.00</u>	<u>0</u>
TOTAL	\$ 18,500	\$ 16,662.48	\$ 18,000
Balance Forward from previous year		\$ <u>1,480.26</u>	
		\$ 18,142.74	
<u>EXPENDITURE</u>			
Salaries	\$ 14,000	\$ 13,159.85	\$ 13,500
C.P.P.	400	373.81	400
E.I.	350	347.05	350
Food	50	0	50
Supplies & Equipment	2000	1093.48	1425
License	10	10.00	10
Professional Development	100	50.00	100
Office Expenses	50	234.99	100
Christmas Party	200	120.84	200
Bank Charges	40	32.50	35
Cleaning	650	789.26	800
Phone	300	437.34	450
Parent Group	50	0.00	50
Fire Inspection	70	296.28	300
Raising the Bar	50	50.00	50
Playground Inspection	<u>180</u>	<u>180.80</u>	<u>180</u>
Total	\$ 18,500	\$ 17,176.20	\$ 18,000
Cash on Hand		\$ <u>966.54</u>	
		\$ 18,142.74	