

ZION ANNUAL REPORT 2025

**Zion Evangelical Lutheran Church
454 Miller Street
Pembroke, Ontario
K8A 5Z4**

Sunday, February 23, 2025

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PROPOSED ANNUAL MEETING AGENDA

SUNDAY FEBRUARY 23, 2025

1. Call to Order

Reminder that we are one body with the purpose of doing ministry together. All comments shall be spoken in kindness and peace.

2. Opening Devotions

3. Adoption of Agenda

4. Establishment of Quorum

5. Notice of Consent Agenda Items (Items not requiring action)

a) Reports of Employees and Parochial Reports (p. 5-12)

b) Reports of Church Council, Standing Committees and Ministries (p. 13-34)

6. Report of Finance Committee and Treasurer - 2024 Report

7. New Business

a) Proposed Budget for 2025

b) Endowment Fund Vote

c) Election of New Councilors (may be elected from the floor)

d) Recognition of outgoing Council Members

e) Introduction of new Council Members

8. Adjournment

9. Closing Devotions

ADDENDUM TO THE 2025 ANNUAL REPORT

Adoption of reports not requiring discussion: All reports are included in the Annual Report for review.

Pastor's report – Parochial and Statistical - Included in the Annual Report for Review.

Property Report – This committees' reports are included in each monthly council meeting minutes.

Election/ Appointment of Cemetery Board:

Board Members: Jamie Mackinnon and Sandra Graham

Plot Co-ordinator: Don Boldt

Election/Appointment of Auditors:

Members: Jamie Mackinnon and Brent Wolfgram

Election/ Appointment of the Endowment Committee:

Committee Members: Ex-Officio Members Pastor Scott Schellenberger, Gerry Vandersleen

Election/Appointment of Church Council Chairperson:

Terry Hoffman

2024 ANNUAL REPORT OF PASTOR SCOTT SCHELLENBERGER

When the Pharisees heard that he had silenced the Sadducees, they gathered together, and one of them, a lawyer, asked him a question to test him. 'Teacher, which commandment in the law is the greatest?' He said to him, "You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." This is the greatest and first commandment. And a second is like it: "You shall love your neighbor as yourself." On these two commandments hang all the law and the prophets.' Matthew 22:34-40

Dear Members and Friends of Zion Lutheran Church,

Grace and peace be unto you in the name of our Lord and Savior, Jesus Christ. As we reflect on the events and accomplishments of the past year, it is with immense joy and gratitude that we present the annual report of Zion Lutheran Church. This document serves as a testament to the faithfulness of our congregation, the unwavering love of God, and our commitment to embodying the greatest commandments: to love the Lord our God with all our heart, soul, and mind, and to love our neighbors as ourselves.

Throughout the year, our church community has been steadfast in its devotion to fostering a deep and abiding love for God. We have continued to gather in worship, prayer, and fellowship, seeking to nurture our individual and collective relationships with the Lord. Our worship services have been filled with the spirit of reverence, gratitude, and awe as we strive to express our love for God through heartfelt worship and devotion. Through our Bible studies and prayer life, we have delved deeply into the law and the gospel to seek guidance for our life of faith.

The love of neighbor has always been a guiding principle for Zion Lutheran Church. Our outreach programs, community initiatives, and partnerships with local organizations have allowed us to extend a helping hand to those in need, embodying the teachings of Jesus to care for the least among us.

Whether through the St. Joseph's Foodbank, our support of the Robbie Dean Centre, First Step Options, The Grind, Camp Lutherlyn and other organizations, or the countless volunteer hours spent in service with our local mission partners, our congregation has been a beacon of love, compassion, and support for our neighbors in our immediate vicinity, the city, and through our synod and denomination, the entire world.

Furthermore, the bonds of love within our church family have continued to grow and strengthen. It has been a joy to welcome more and more people back to in-person worship while opening our doors for our new neighbors to join us in mission. Through the fellowship we share, ministries of compassion like Pastoral Care and services in our seniors' homes, our Messy Church program, Lenten small groups and dinners, and confirmation and youth we have created spaces for genuine relationship, mutual support, and the sharing of life's joys and challenges. In times of celebration and sorrow, the love we have for each other has been a source of strength and comfort, embodying the unity and fellowship that Christ desires for His body, the Church.

Because of our sharing in the love of God and each other, we have been able to meet the challenges that have come our way.

As we move forward into the coming year, let us hold fast to these core values – the love of God, the love of neighbor, and the love we share with each other. May these principles continue to guide our actions, decisions, and interactions, shaping the identity of Zion Lutheran Church as a community that welcomes all God's children with the same grace and welcome, we ourselves have received from our Lord Jesus Christ.

In the words of the apostle Paul, "And now these three remain: faith, hope, and love. But the greatest of these is love" (1 Corinthians 13:13). May the love that binds us together as a church family be a beacon of hope and a testament to the enduring grace of our Lord.

Further comments:

This year I have had a chance to work with the mutual ministry committee to evaluate the ministry that happens "mutually" or together. An evaluation was done of both me and the congregation. As a result of this year-long process outlined in the Mutual Ministry Report, I have some **goals for 2025** and beyond. Let me summarize:

1. Developing a stewardship education program beginning in the new year.

Stewardship is a scary word for some. What does it mean? Is it all about money? Is it about the environment? Well, it is a little bit of all of this. The bottom line is that we have all been given many gifts and talents that we can use to do ministry. Yes, with stewardship comes a discussion about money. **Jesus talks about money more than any other subject in the Bible.** A small committee will be formed after the annual meeting to create a year-long program to educate and encourage people to use their gifts and talents in praise to God.

2. Develop an evangelism program at Zion.

This will take time. The ultimate goal will be to have it well under way by September. It will take several months and education to develop this sort of ministry.

3. Continue offering opportunities for more table talks and one-day retreats. These are always a success because people want to be heard. I would like to tackle more expansive topics ranging from social justice initiatives, food scarcity and long-term use of the building.

I would be remiss if I didn't take time to thank the many people who make things run smoothly at Zion. First and foremost, I want to thank June Frost for her hard work and dedication as our administrative assistant. She often goes above and beyond the call of duty staying later than required and doing things that are unexpected of her. I thank our organist Blaine Sack and the Mixed and Men's Choir, Pastor Sue and the Living Stones Band, our technical crew led by Diane Hammel and Ellen Vandersleen, and the assistants, ushers, counters, sextons and

all who help on Sunday mornings. Praise God for your commitment. The most thankless but very important job is Custodian. Thank you, Kevin Rutz, for your dedicated work and willingness to adjust your hours to accommodate the activities. Of course, thank you also to the umpteen volunteers and committees who make the ministry at Zion flourish. Lastly, thank to our dedicated church council who use their talents to help the church thrive.

This year I will be ordained 25 years, and I can't think of a better parish to celebrate that occasion with. Every day I am touched by someone new. It is a privilege to enter into your lives, to hear your stories, to care for you, and for Pastor Sue and I to be cared for in return. My hope and prayer for 2025 is that all of us remain steadfast in hope for what will come, new life in Jesus the Christ!

With gratitude,

Pastor Scott

PASTOR SUE NEVILE'S REPORT

Pastor Sue Nevile's Report For the Year 2024

This year has been another busy year in the life of Zion and for me. There are monthly activities to which I look forward, as well there are special events and community participation that I anticipate. This past year our Messy Church and Living Stones worship has grown and many look forward to participation in both. It takes many people to make these monthly gatherings happen and many hours of preparation. I give thanks for our volunteers and participants all the time. After cancelling the Baby and Me group it gave me some more time to start a different kind of group. A meditation group emerged on Wednesdays to practice praying and learn about different kinds of meditation. We experienced guided imagery meditation, candle gazing, and journaling to name a few. Please know that each time we gathered the congregation, the community, the world and many individuals were prayed for.

One of the disappointments of 2024 were the retreats that I planned for our church community being cancelled due to lack of registration. These retreats are a fantastic way to deepen relationships with God and one another and to just disconnect from the hustle and bustle of the world.

We are blessed to have a resource like Camp Lutherlyn in such proximity. I would like to really encourage you all to participate (or tell your children to participate!) In the opportunity to spiritually develop your faith and maybe.... maybe, have a wonderful experience! Who knows you might even make a new friend.

Although I am not always around on Sundays, you can regularly find me doing a variety of different things around the church. I love sorting and setting up for our Yard Sales, I attend and sometimes lead the monthly ZLW meetings, I visit with members during Social Ministry opportunities like the mid-week coffee hour or meal preparation, and I love participating in our seasonal Book Studies.

One of the new events that was exciting and fun was Candles and Carols during Advent. Blaine and I set out to have an event where people could gather for uplifting contemplation with the use of secular music, worship carols and stories to promote the reason for the season - JESUS! The event was well attended and had wonderful participation and feedback from our church community and beyond.

I continue to preach twice a month in Quebec and to serve on the Lutherlyn Board and program committee. I look forward to more exciting ministry opportunities as our congregation moves together in faith and grace.

God Bless Zion Lutheran Church,

Pastor Sue Nevile
"The Other Pastor"

DIRECTOR OF MUSIC REPORT 2024

Director of Music Report for 2024

~ Come, let us sing for joy to the Lord; let us shout aloud to the Rock of our salvation ~ Psalm 95:1 (NIV)

Music as a ministry is much more than just setting the mood of a worship service, or the lifting up of gathered voices in song. Church music should glorify God, and be led by the Holy Spirit; it should stir our souls, and lift our hearts in praise, as a true gift to God. The Ministry of Music at Zion is deeply rooted in tradition, that continues to flourish and grow in our anthems and solos, preludes and postludes, with our hymn singing, strumming and the beating of drums! Special music making moments over the last year, created by our choirs, our own talented soloists and instrumentalists, along with guest musicians from other community groups, have allowed us to experience the love, joy and mystery that this language, with or without words, can bring to our daily lives and worship time together.

Highlights of the past year include:

- singing of the Psalms during worship, often led by our choirs, and sometimes a soloist
- hymn sings on the last Sunday of the month, using all of our current hymnals and songbooks
- guest soloists during Lent, Pentecost, Advent and Christmas; special thanks to Maria Merredew and Kara Buehlow, as well as Allen Rose and Kevin Rutz
- 'blended' worship services, held in the sanctuary about every 6-8 weeks, featuring a mix of both traditional and contemporary music, led by myself and the Living Stones praise group
- my attendance at the Summer Institute of Church Music (SICM) session in Whitby, ON (July)
- completion of the organs 2nd and final phase of restoration (April-September)
- visit from our new Bishop Carla Blakley on Nov. 17th, the last Sunday of Pentecost
- re-dedication of Zions Casavant pipe organ during worship service on Christ the King Sunday
- 'Candles and Carols', an evening Advent program of carol singing among candlelight organized by myself and Pastor Sue

I would like to further expand on two of the highlights I listed above, being my in-person attendance at the SICM in early July, and also the re-dedication of our Casavant pipe organ in late November. Although both of these events were captured and prepared as notes of thanks by myself, and appeared both as an announcement and a blessing in our worship bulletins, I would like to re-share them as part of my report:

'A NOTE FROM BLAINE:

A few weeks ago, from July 8th-12th, I attended the 55th Session of Canada's Summer Institute of Church Music (SICM), with session and events held in Whitby and Oshawa, ON. It was wonderful to see so many other music colleagues and church musicians from across Ontario in-person, for the first time since 2019. Registrants also participated online from across Canada. It was an inspiring and reflective week, with many special moments shared and created, in both song and word. This year's theme was 'Why Church Music Matters – facing decline and reclaiming hope! There were chapel services held each day, along with sessions on spiritual nurture, that included discussions on discernment, encouragement, and hope, as well as sessions on skills development, and resources, with clinicians in choral conducting and leading, keyboard and organ playing, and the DO-ING and ministry we offer as a church musician. Thank-you for giving me the opportunity to continue my music education and professional learning from such a world class faculty, and letting me experience so much joy and passion for church music, with other friends, who want to see church music flourish!

I would also like to thank Lillian Michel for providing the music for worship on Sunday, July 14th while I was away – Thanks Lillian!

And, here is the blessing that Pastor Scott asked me to prepare for the re-dedication of Zions Casavant pipe organ during worship on Christ the King Sunday:

'Zions Casavant pipe organ, first dedicated in 1969, "to the glory of God and in loving memory of the members of Zion Lutheran Church who volunteered for active service with Canada's Armed Forces in defense of their country" (words quoted from gold plate affixed to organs main wind chest) has enhanced worship services with joy and reverence, and has supported congregational and choral singing with thanksgiving and tradition for more than 50 years. May this re-dedication of the organ, with its over 2100 pipes, chimes, flutes, horns and reeds, continue to breathe life into this sacred space and its people for generations to come.'

I felt with this blessing it was important to honor the past, celebrate the present, and embrace the future! Music as a ministry should delight the Lord in song, including all those special moments that warmed our hearts, stirred our souls, and made us smile or cry over the last year in the life of music here at Zion. This year marks my 30th anniversary as a Church Musician, a position and profession that I am humbly very proud of. I know I have stated my next few thoughts before, but I would like to reiterate them. Over the years I have learned that assuming this title is like a calling.

One must be a faithful, honest, and dedicated steward of Christ, and be grounded with integrity in holy beliefs that God is to be praised, with performance as prayer, and that the music that we share together is an expression of the sacred relationship between us and God. A great deal of time and effort from myself goes into the thoughtful selection of all music for our worship services, including hymn and song suggestions, the choosing of choir anthems, as well as all pre and post service music. Discussions and mini-planning meetings are also scheduled with Pastor Scott.

Readings and hymn texts are cross referenced with the lectionary and other planning resources, with the hope of presenting a well-rounded, themed and understood worship experience. Efforts are always made to balance the old with the new, so as to keep things fresh, while honoring tradition and our roots. I truly enjoy playing both the organ and piano, and I know this is highly favored and appreciated by many. I would like to thank all staff and committee members for their collaboration and insight, to all choir members and guest musicians for their time, talent and dedication, and to the people of Zion for your continued friendship and support.

Here's to many more years of praising, worshipping and sharing music together!

Respectfully submitted by Blaine Sack

2024 PAROCHIAL REPORT

TOTAL MEMBERSHIP AT: DECEMBER 31 2023:

Baptized: 680 Confirmed: 608

NEW MEMBERS RECEIVED DURING 2024:

Baptized Children (15 yrs and younger): Baptized: 7 Confirmed: 0

Baptized Adults (16 yrs and older): Baptized: 1 Confirmed: 1

Affirmation of Faith: Baptized: 4 Confirmed: 4

TRANSFER FROM ELCIC MEMBER CONGREGATION: Baptized:3 Confirmed: 3

TRANSFER/AFFIRMATION OF FAITH FROM ANGLICAN OR OTHER NON-LUTHERAN CONGREGATIONS: 0

AFFIRMATION OF FAITH FROM NON-LUTHERAN CONGREGATION: Baptized: 1 Confirmed: 1

OTHER REASONS: 0

TOTAL MEMBERS ADDED: Baptized: 16 Confirmed: 9

MEMBERS REMOVED DURING 2024:

Death: Baptized: 15 Confirmed: 15

Transfer to other ELCIC Congregation: Baptized: 6 Confirmed: 6

Transfer to other Lutheran or Anglican Congregations: Baptized: 0 Confirmed: 0

Transfer to non-Lutheran: Baptized: 0 Confirmed: 0

Responsibility List: Baptized: 0 Confirmed: 0

Other: Baptized: 1 Confirmed: 1

Total Members Removed: Baptized: 22 Confirmed: 22

TOTAL MEMBERSHIP AT DECEMBER 31 2024: Baptized: 674 Confirmed: 595

Estimated average weekly worship attendance for 2024: 85

Number of households in membership: 304

Number of non-member households: 89

PASTORAL ACTS FOR THE YEAR: (number of services held)

Baptisms: 5

Affirmation of Baptisms: 4

Funerals: 15

Weddings: 1

MESSY CHURCH:

19 Children 25 Adults

THE SACRAMENT OF HOLY BAPTISM:

Tiffany Freeman	May 19 2024	Paige Greenfield	May 19 2024
Marcus Laabs	May 19 2024	Katrina Greenfield	May 19 2024
Mia Williamson	June 6 2024		

AFFIRMATION OF FAITH:

Molly Caughey Griffin Boldt	Joel Kuehl	Lochlan Smith
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MARRIAGES:

Enoch Alexander Schizkoske to Enkutatash Mebrahtu	July 20 2024
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BURIAL OF THE DEAD:

Ruth Thom	January 03 2024	Florence Charlebois	January 20 2024
Jack Zadow	February 02 2024	Dylan Stalkie	March 02 2024
Henry Trautrim	March 26 2024	Reta Adlam	May 15 2024
Linda Crawford	June 03 2024	Gordon Brandstadt	June 22 2024
Robin Weisenberg	July 02 2024	Doris Biesenthal	July 04 2024
Diana Cammack	July 07 2024	Joyce Schleen	August 28 2024
Dellert Hein	October 24 2024	Robert Cable	November 19 2024
Ingrid Trautrim	December 08 2024		

NEW MEMBERS:

Evelyn Boland - May 16 2024 Tyler, Krista, Ella, Hugo and Eddie Smith - May 6 2024

TRANSFERRED INTO ZION:

Joanne Bymm	Tyler & Krista Smith
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TRANSFERRED OUT OF ZION:

Barry & Arlene Grosskleg and Gerry Prince to St. Timothys, Pembroke

Carolyn Hamilton to St. Johns, Petawawa

Rick Wharton & Lorelei Adlam-Wharton to St. Peters, Ottawa

MEMBER REMOVAL REQUEST:

Murray Sell	November 24 2024
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WORSHIP SERVICES:

Regular Service – 59

Living Stones Service – 6

Lenten Service – 5

Mid-Month Service – 6

Seniors Homes Service – 9

Funerals – 15

Weddings – 1

Service Totals – 101

Regular Average Worship Attendance - 85

CHURCH COUNCIL REPORT 2024

Membership:

Pastor Scott Schellenberger, Pastor Sue Neville (non- voting)

Councilors:

Lisa Campitelli, Justine Mutlow, Denise Schizkoske, Brent Wolfgram, Eric Deloughery (resigned)
Gerry Vandersleen, Treasurer (non-voting) Jamie Mackinnon Vice Chair, Terry Hoffman Chairperson.

We have a lot to be thankful for here at Zion. Those that preceded us have left us with a beautiful church and a legacy of doing God's work.

We have good and vibrant leadership from Pastor Scott and Pastor Sue. Kevin continues to provide a clean safe facility for us to enjoy. June is always there in the office to attend to the many administration issues that come up every day. Blaine tickles our ears with a constant selection of music that is both moving and uplifting. However, it is our volunteer base that figuratively speaking is the life blood of Zion because like blood they are not always seen or heard but yet they are everywhere and like blood they bring oxygen to all of us through their selfless support. Thank you to the entire team that keeps Zion running and for what each of you bring to Zion.

My grandfather told me that the only constant in the world is change. We all change every day. When we get up in the morning, we are a little different than we were the day before. Zion has changed too. I remember when at Christmas they had to put chairs in the aisles and there were still many people standing at the back. I remember when the Lutherans were in full voice and singing "O Come all Ye Faithful" the dust would lift off the ceiling and the windows would gently rattle. Do I wish those days would come back, you bet, but change is constant and we are in a new period of our church life and we must adjust. We would all like for everything to be as it was before but it cannot be. We must remember we are all brothers and sisters in Christ, we are a church family and like any family we can have differences of opinion but at the end of the day we all need to work together to support our church. Do not get frustrated and forsake your church if some things change and you do not like the change. Instead embrace the change and remember how blessed you are to belong to the loving community that is Zion Lutheran church.

We will have to make more changes and try new things as time goes on. Programs like Messy church, youth groups and Living Stones, are investments in the future. Perhaps we will not see the returns on those investments right away but there are people at Messy Church that would not otherwise be inside a church at all. These types of programs are new ways of doing God's work and that is the type of change that we need to embrace.

We are fewer in number here at Zion than we use to be so the work load on each of us has increased and as we move forward, we will have to be constantly reviewing what we can and should be doing. Many of us were baptized, confirmed and married in this church, but we are the last of the generational members. So, our task now is to reach out to those who have not yet discovered Christ, or have not discovered Zion and welcome them to our community. We will need to continually change as we move forward but that change is necessary for the longevity of Zion.

Terry Hoffman

Chair of Church Council

CEMETERY REPORT FOR 2024

This year we have been focusing on enhancing the looks of our cemeteries.

Fertilizing the grass removing dead trees and flower bed up-keep.

We would like to thank Priceless Maintenance for their ongoing care of our cemeteries.

Representing Zion:

Sandra Graham, Jamie MacKinnon

Representing St. Tim's:

Ron Reiche, Don Siegel, Deborah Deitch and John Tromp.

Plot Coordinator:

Don Boldt

We would like to thank the committee members for their help and dedication, especially Don Boldt for his dedication and guidance to those grieving or just looking to purchase plots.

looking ahead to next year, some projects would be tree planting, painting fence(s) and ongoing grass repair.

The balance of the cemetery account is \$ 51,348.21

Co-Chairs:

Jamie MacKinnon

John Tromp

ZION / ST TIMOTHY'S CEMETERY ACCOUNT

Cemetery Income & Expense Report: 2024 yr.

Balance of Cemetery Account Jan.1,2024	\$54,895.79
Income:	
Sale of plots	\$3,160.00
Admin. & Monument & Grave marking/digging fees	\$5,500.00
Perpetual care interest	\$5,909.43
GIC Interest (RBC Securities)	\$986.62
St. Timothy's contribution	\$0.00
Zion's contribution	\$0.00
Donations	\$100.00
Sale of Niches	\$1,545.00
Income Total	\$17,201.05
	\$878.75
Expenses:	\$1,101.77
Cemetery licensing fee	\$0.00
Soil improvements	\$0.00
General Cemetery Repairs	\$5,250.00
Shrub and tree removal	\$50.25
Grave and Monument mark/sketch/dig fees	\$13,467.86
Columbarium and related costs	\$20,748.63
Cemetery maintenance	
Expense Total	
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Balance of Cemetery Acct. Dec.31,2024	\$51,348.21

COUNTER REPORT 2024

Members:

Kathy Godin	Kathleen Hoffman
Christine Booth	Gayle & Larry Seegmiller
Des Schrie	Lisa Campitelli
David Lehman	Karen Gauthier
Gerry Vandersleen	Wayne & Linda Reiche
Diane Hammel	Pam Duplessis
Wilmer Verch	Doug & Pauline Malliff
Sandra Graham	Andrew Zadow
Kathy Green	Lori Crigger
Susan Dupuis	Kathy & Joel Nieman

In 2024 we had 8 teams with 3 people on each team counting the offerings. We work on a rotating basis counting for 2 consecutive Sundays each time. This dedicated group works so independently that I have only to create the calendar and send it out. Each member knows their job and makes sure it gets done. Thank you to all for making this such an easy task.

This year we say good-bye and thank you to the following people who have shared in this ministry:

Des Schrie
Kathy and Joel Nieman

I would like to welcome Wayne Kirk, Michael Laabs and Tiffany Freeman.

Respectfully submitted by Susan Dupuis

COFFEE HOUR REPORT 2024

Members:

Doug & Pauline Malliff

Patricia & Peter Wegner

Debbie and Stan Sitkiewicz

Dennise & Barry Schizkoske

Jill & Al Kellough

Kathy Hoffman and Susan Dupuis

Donetta Mau and Wilmer Verch

Justine Mutlow and Michael Laabs

Over the last year I noticed an increase in the number of people staying after the worship service for coffee hour. This is a time to catch up with friends and family in a comfortable setting while enjoying coffee/tea and a snack. What a great ministry.

I would like to thank Lori Crigger for her time with us and welcome Michael Laabs as he begins working with Justine.

I would like to thank our volunteers for making this social time a great one. Coffee, tea and snacks always enhance our time together.

God has blessed us with many caring members.

Submitted by Susan Dupuis

PASTORAL CARE ANNUAL REPORT 2024

Pastoral Care Annual Report 2024

Members: Pastor Scott Schellenberger, Karen Gauthier, Sandra Graham, Martha McKibbon, Diane Rull, Cheryl Sack.

The Pastoral Care Committee continued its ministry this year, calling, visiting and sending cards to members of Zion who are isolated, bereaved, residents of seniors' facilities and patients in hospitals. Members attended monthly meetings on the second or third Monday of most months throughout the year.

The group also provided worship assistance to the Pastor during communion services in both long-term care and retirement homes (one-two services/month, depending on the schedule)

New this year, and for the first time in several years, the Pastoral Care Committee provided Home Communion to several members of the congregation during the Advent season. Providing time for both connection and fellowship, the visits were enjoyed by both Pastoral Care members and those visited.

The Pastoral Care Committee would like to thank Pastor Scott for his time and commitment to this important ministry. As well, thank you to the members of the Pastoral Care Committee for sharing their gifts of kindness and compassion with the people of Zion...it is truly appreciated.

Outreach for 2024:

Phone calls: 109

Personal visits: 60

Home Communion visits: 8

Cards sent: 152

Worship services in long term care and retirement homes: 13

Financials:

Starting Balance \$200.00

Year End Balance \$200.00

Respectfully submitted,

Karen Gauthier

PROPERTY COMMITTEE REPORT 2024

Committee Members:

Kevin Rutz, Don Boldt, Brent Wolfgram, Al Kellough, Wilmer Verch, Peter Wagner, Barry Schizkoske, Wayne Reiche, Michael Laabs

Property Expenses for 2024.:

Security \$721.57

Snow clearing \$2494.62

Boiler repairs \$7974.20,

Lights, batteries, gas, etcetera, and other maintenance \$1947.20

Parking lot sand removal \$831.54

Total \$13,969.13

Office building boiler replacement \$13,330 plus HST

Projects and Repairs 2024:

- Audio and video equipment maintenance
- Sanctuary roofing repairs
- Tree and shrub trimming
- Repairs and maintenance on doors pews floor tiles, and urinals
- Continued heating system maintenance
- Monthly emergency lighting and fire extinguisher inspections
- Miscellaneous electrical repairs
- Rental property maintenance apartment foundation repairs and waterproofing and landscape grading
- Apartment re-roofing interior basement and bathroom repairs
- Rental house veranda repairs.
- Replace the boiler in the basement under the office

Snow Removal:

Shane Lehman of Lehman Brothers contracting has done an excellent job of plowing and sanding in the past and has agreed to do it again this year.

Solar System:

The solar panels are still working well generating an average income of \$1000 per month

Thank You:

- We extend our sincere thanks and appreciation to Kevin Rutz for his dedication and diligence in keeping our church and property clean and tidy thank you also for all your volunteer time beyond the custodial contract
- We extend thanks to the congregation for their support in helping to keep the church and facility safe and maintained for worship and all the other activities
- We thank Barry Schizkoske for heating system care research and other routine maintenance
- Thank you to Diane Hamill for inputting the service for the projector each week
- Thank you, property committee, for purchasing and setting up the Christmas trees in the sanctuary and the ladies for decorating the trees

Rental House:

- Some plumbing and ventilation repairs are required.
- Re-roof the main house \$10,950 plus HST

Church and Property:

- Replace the ramp from the parking lot to the main entrance \$16,000 plus HST
- Paving replacement to match with new ramp \$6976 plus HST
- Parking lot asphalt repairs approximately 1500 square feet \$6320 plus HST

Property Budget for 2025:

- Snow removal and sanding \$5000
- Plumbing heating and electrical maintenance \$5000
- Security fire alarm and EMS \$2800
- General repairs maintenance and salt \$2200

Total \$15,000

Respectfully submitted by Wilmer Verch

SOCIAL MINISTRY COMMITTEE ANNUAL REPORT 2024

Members: Diane Rull, Kathy Godin, Gayle Seegmiller, Denise Schizkoske, Debbie Sitkiewicz, Jill Kellough, Karen Gauthier, Ellen Vandersleen (Chair), Pastor Scott Schellenberger, Pastor Sue Neville.

Overview: The Social Ministry team strives to help others within our church, the community and the broader church. We actively reach out by making meals, serving coffee and snacks, fundraising, growing a garden and walking on the coldest night. Our love of God is expressed in the relationships we build with those around us. We are boots on the ground type of committee combined with love and laughter.

Meals for our Seniors: We prepared 2 meals this year for our seniors. The first was in April and the second in December. In May we served meatballs, mashed potatoes, carrots, salad, buns/biscuits and lemon delight for dessert. For our December meal we served ham, roasted potatoes, carrots, tea biscuits and bean salad with cherry cheesecake for dessert. We prepared 40-45 meals which were delivered in the afternoon. Diane R. contacts all the seniors beforehand and keeps the list up to date. We are most grateful for the extra help from other members of the congregation who come to help cook and deliver meals.

Community Garden: Our community garden was a source of fresh vegetables for St. Joseph's Food Bank. We grew tomatoes, cucumbers, beets, carrots, beans, zucchini and potatoes. Susan Dupuis, Michael Laabs and Tiffany Freeman, Debbie Sitkiewicz and Ellen Vandersleen and Al Kellough helped with the garden this year. We are most grateful. Thank you.

After much consideration we have decided to disband the community garden. It is a very worthwhile endeavor however it is too much work for too few. If you are interested in taking on this task with the garden, please contact Ellen or Susan Dupuis. We have a water source and tools. We do borrow a rotary tiller for the spring and fall. The location is perfect with full sun exposure.

Jam Jar Fundraiser: Our annual jam jar fundraiser was again a success. We began the drive on Thanksgiving Sunday encouraging our members to take home a jar and fill it with change/bills/or cheque and return the jar by All Saints Sunday where the event was wrapped up with a soup and sandwich luncheon. Approximately 75 people attended the luncheon. The proceeds were directed to the Good Shepherding Fund this year. This is a fund which helps members in need within our congregation.

Coldest Night of the Year: Zion's Frozen Few again pulled on their coats, hats, mitts and boots to brave the elements to walk 5 km through the streets of Pembroke on February 24th in support of the Grind. The Grind is a nondenominational organization who is an Advocate- a voice in the community for those in need. It is a ministry in need of support so we can be the hands and feet of Christ. As we did it unto the least of you-my brothers, you did it unto me. Matthew 25:40 Our team this year was Kathy Godin: 1150.00, Pamela Duplessis: 590.00, Susan Dupuis: 575.00, Ellen Vandersleen: 370.00, Dornetta Mau: 300.00, Gayle Seegmiller: 550.00. Church Donors: 475.00. For a grand total of 4010.00. Well done, Zion! Thank you, to Zion Frozen Few Team, for taking the initiative to gathering all the sponsors. Thank you to everyone who sponsored The Coldest Night of the Year.

Note: Gayle's and Zion's Donors sponsorships went directly to the Grind and not through the online Blue Sea Foundation.

Morning Socials- Jill Kellough and Karen Gauthier host mid-week coffee hours. Morning socials were held on Wednesdays throughout 2024. 18 morning socials were enjoyed by attendees, with an average attendance of 20. Socials were generally held two times/month, except during the months of July and August. Attendees enjoyed coffee, tea, and goodies, along with fellowship and the music of the Wednesday morning musicians. Submitted by Karen Gauthier

Staying Connected Program- although the program ended officially in March 2023, ongoing support is provided to participants in the program on a semi regular basis. A total of 10 visits were provided over the course of 2024, to four different participants. Visits generally include discussions on regular iPad updates, email, cyber security, and how to navigate online browsers safely. Submitted by Karen Gauthier

Garage Sale: Due to the generosity of the congregation and many others outside of the church there was an enormous number of “treasures” for the garage sale. Therefore, we had a spring and a fall sale. The spring garage sale was held June 8 with total proceeds of 3415.25. 50% was directed to the Robbie Dean Centre and 50% donated to St. Joseph’s Food Bank. The fall garage sale was Friday October 25 from 1:00 pm – 4:00 pm and Saturday October 26 from 8:00 am-12:00 noon. Susan Dupuis has been posting furniture and other more valuable items on Marketplace. This has helped to increase the proceeds considerably because the post on marketplace reaches people who are looking for furniture and specific items. Total Proceeds were 4199.00. 50% went to St. Vincent de Paul and 50% to Good Shepherding Fund. We received an extra 75.00 later following the sale and those funds were put towards Outreach Funding. Thank you to the work team who sets up the hall, organizes, cleans and prices all the donations. It is a monumental task, and we are only successful because of the team of determined committed people who help.

Budget for 2024: \$3000.00 Actual: 2 714.54

- The Grind: 350.00
- St. Joseph’s Food Bank: 750.00
- Robbie Dean: 400.00
- Bernadette McCann House: 200.00
- CLWR: 400.00
- Christmas Hamper: 400.00 (not needed therefore funds transferred to Good Shepherding Fund)
- PACA (Pembroke and Area Clergy Association): 200.00
- Miscellaneous: 300.00 Expensed Supplies :14.54 =285.46

Garage Sale Proceeds \$ 7 689.25

Spring June 8, 2024

Total: \$3415.25

St Joseph’s Food Bank: 1 707.63

Robbie Dean Centre: 1 707.62

Fall Oct 25 and Oct 26, 2024

Total: \$ 4 199.00 + (75.00 donated later)

St. Vincent de Paul: 2 099.50

Good Shepherding Fund: 2 099.50

Outreach Funding: 75.00

Good Shepherding Fund:

Starting Balance: 2195.87

Jam Jar Fundraiser: 1 193.80

Soup and Sandwich Luncheon: 340.00

Jam Jar offerings: 683.80

Help send a kid to camp: 600.00- donations received

50% fall garage sale proceeds: 2 099.50

Donations: 1 040.00

Expenses:

Senior meal supplies: 270.54

Registrations for Sending 5 kids to camp: 2 125.00

Helping a Zion Member: 200.00

Closing Balance: 4533.63

Outreach Funding:

Opening Balance: 2 491.46

Transfers and Donations: 745.00

Transfer to Good Shepherding Fund: **-170.00**

Closing Balance: 3 066.46

Zion’s Food Cupboard: 632.77

Respectfully submitted

Ellen Vandersleen (Chair)

MUTUAL MINISTRY REPORT 2024

Mutual Ministry Report for Annual Report 2024

Members: Pam Duplessis, Karen Gauthier, Gerry Vandersleen, Mona Zadow.

Zion's Mutual Ministry Team works towards nurturing good and healthy relationships within our congregation; supporting effective communication among the congregation and the pastors; providing a confidential support team for the pastors; and resolving conflict as it arises.

Over the course of 2024, the Mutual Ministry team met on three separate occasions to work through the process of a Ministry Review with Pastor Scott (February, March, and November). *The Ministry Review of the Eastern Synod*, made available by the ELCIC Resources for the Mutual Ministry Guide, was the guiding document for the review. According to this document, a ministry review provides opportunities for celebration, reflection and learning and is a good time for the pastor and the congregation to review the past and make fresh commitments.

The Ministry Review process began by examining where we were as a congregation prior to Pastor Scott's arrival. Aided by various documents, common themes were identified: worship, worship leadership and preaching; ministry to youth and young adults; learning. The group then moved onto the next step of the review by answering four questions and identifying 'where we are now' as a congregation.

The next step was an interview with Pastor Scott. This interview included a series of questions, guided by the Ministry Review Guide, as well as Pastor Scott's reflections about the church and its mission.

The final step of the review involved members giving input on strategies to renew our ministry together, considering our background material review and the analysis of where the church is now. Pastor Scott also provided suggestions for strategies and rough timelines for development, including developing a stewardship program, an evangelism program, and offering opportunities for more table talks and retreats.

Respectfully submitted,
Karen Gauthier

Year Timeline

February 15- 1st Meeting for ministry review; addressed concern re letters received by Pastor Scott

February- letter of invite re written letter received by Pastor Scott

March 14- 2nd meeting re ministry review

June 10- 1st report submitted to council re ministry review

Nov 26- final meeting re ministry review

Dec- final report on ministry review submitted to council

LEARNING & FAMILY MINISTRY REPORT 2024

Learning and Family Ministry Report

The Learning and Family Ministry Report will detail the actions in our Messy Church, Sunday School, Confirmation and Youth, and Adult Education programs.

Messy Church

I am pleased to report that we have another successful year of Messy Church under our belt. And what a wonderful year it has been! Regular attendance ranges from 20 - 50 people each month. As our participation has grown so has the amount of people joining us from outside our church community. We have regular participants who join us from St. Timothys and St. Johns and folks have invited neighbours and friends from the neighborhood. At Messy Church we are not a group that is made up from Zion alone. This is truly a COMMUNITY event!

The ages of the children start around 3 and range into the teens, also including some special needs adults. Parents, Grandparent and Great-Grandparents participate in Meals, Games, Crafts and Worship. I was told by one young lad that it is his favourite day of the month!

None of this would happen without the dedicated volunteers who work so hard to make the event happen. I want to thank our kitchen crews work to put together healthy, kid friendly meals and decadent desserts. I want to thank the people who lead games and crafts. I want to thank the adults who bring young ones. I want to thank the kids who keep coming back and making their family come with them. There is so much to be thankful for in this ministry. Please continue to pray for Messy church and feel free to join us on the first Monday of each month for food, fun, faith and friendship.

Pastor Sue Nevile

Sunday School

Since my arrival, we slowly came out of Covid-19 practices and into new programs. As we constantly said, "Church will never go back to the way things were." One of the areas of ministry that has struggled since Covid is our Sunday School ministry. We currently have very few if any children attending Sunday School. The only people who can be responsible for the lack of participation are the parents of children themselves. We cannot make parents bring their children. We are fortunate on any given Sunday to have less than a handful of children to participate. Thank you Kim Schmidt and her volunteers for giving your time to this ministry.

Confirmation and Youth Ministry

In 2024 Griffen Boldt, Molly Caughey, Joel Kuehl, and Lochlan Smith affirmed their faith.

We have one second year student, and eight first year students. We are studying the Old and New Testaments using *Sparkhouse* material from Augsburg Fortress.

The Confirmation program includes the occasional off-site activity. In place of Wednesday night classes during Lent the youth are required to assist with Soup and Sandwich dinner cleanup and dishes before participating in worship.

The Confirmation program includes attending Confirmation Camp at Camp Lutherlyn the first week of July. Between 20-30 youth from across the Synod participate.

The youth group tries to meet once or twice a month.

Adult Education

It has become the practice that during the seasons of Advent and Lent Pastor Scott leads a book study with anywhere from six to ten people participating. During Lent last year we studied for six weeks, "*Finding Jesus in the Psalms A Lenten Bible Study* by Barb Roose". Our four-week advent study *In Heaven and Earth: Advent and the Incarnation* by Will Willimon.

This Lent we are doing a six-week study on, "*Because of This I Rejoice: Reading Philippians*" by Max O. Vincent. If you are interested in being involved the study begins February 27 at 7pm. Cost for the book is \$20. Speak with Pastor Scott.

This fall we also introduced the Alpha program which is a chance to talk about faith and grow on our personal journey.



CAMP LUTHERLYN



2024 UPDATE

Programs Update!

- **Camp** Lutherlyn is now an “Accredited Member of the Ontario Camps Association”

We have received a 4-year accreditation. We are very proud of our volunteers and staff that demonstrate operating standards in the areas of safety, site, staff, and programs that meet the Ontario Camps Association high standards. This is a voluntary process but requires a commitment at all levels of the organization to be successful in meeting the standards.

We had our final site visit in July 2024-This is a huge achievement for Camp Lutherlyn!

- **Confirmation Camp 2024** supported by the SYNOD Youth and Young Adult Ministry, organized by Pastor Scott Schellenberger. 23 confirmands and 4 pastors attended in 2024.
Confirmation Camp 2025 dates: will run July 6-11 2025 please contact Pastor Scott Schellenberger for registration information at sschellenberger@hotmail.com
- **Children’s Overnight Camp 2024** we had 132 children attend camp over 3 weeks- a 26% increase over 2023 registrations.
Children’s Overnight Camp 2025 dates: July 6-11, July 13-18, and July 20-25 visit our website at www.lutherlyncamp.ca for online registration and information
- **Family Camp** is growing every year! If you haven’t been to our Family Camp, we suggest you try it out in 2025. Family Camp will be July 27th to August 1st, Visit our website for pricing and registration details.
- **CAMP BRAIN:** We are making the move to a new registration system for our 2025 registrations for Children’s camp and Family Camp. We are aiming to have the site up and running by February 1st 2025 and will send some messages once it is live. We will send email communications to you from this new site, so just to let you know our messaging will look a bit different this year!
- **Summer Employment Opportunities:** We are currently taking applications for summer employment:
 - **Program Director and Waterfront Director** June 23 to August 1 (6 weeks)
 - **Assistant Program Director** June 23 to July 25 (5 weeks)
 - **Lifeguards** July 1-25 (4 weeks)
 - **Counselor** July 1-25 (4 weeks)
 - **Summer Maintenance/Cleaning** June 23-August 18 (8 weeks)

Job Descriptions are posted on our website. Please submit your application for any of the positions between February 1st and March 1, 2025 through the Employment link at www.lutherlyncamp.ca.

Board Opportunities:

We will be filling four board vacancies at our Annual Meeting in May 2025. Now is your chance to join us at Camp Lutherlyn!

BOARD VACANCY




ARE YOU?

- Looking to give back
- A collaborative team player
- Organized and committed
- Caring and compassionate
- A positive person
- A big picture thinker
- Strategic and goal oriented
- A good listener

We are looking for a few special souls to join our 12-person board to fill existing vacancies. We generally meet monthly for a few hours electronically. Most of our work is done in committees. We value the contribution of all and welcome different perspectives and backgrounds.

Experience, interest or knowledge of the following would be a great compliment to our existing skill set and experience on the board:

- ✓ buildings, grounds, property and maintenance
- ✓ fundraising, grants, marketing and promotion
- ✓ rentals, events, and accommodations
- ✓ minutes, agendas and communications

You must be at least 18 years of age and a member. Membership involves completing a form and a \$20 annual fee.

Please send your
Expression of Interest to:
info@lutherlyncamp.ca



Find out more about us at
LutherlynCamp.ca or check us out
on Instagram or Facebook!

Rentals – featuring Shepherds Staff Cabin on Hoffman Beach!

- **Featuring Shepherd’s Staff Cabin** on Hoffman Beach: is a three-bedroom cabin with a great room with kitchen and seating, and a private 3-piece washroom. The cabin is located and has a large deck with a great view of the beach. It’s a great of 6-7 people. Availability and pricing can be found at www.lutherlyncamp.ca or you can email us at lutherlyncamp.ca@gmail.com



newly-renovated comfortable on Hoffman Beach space for a family

- **Thanks** to a donation from Grace Lutheran Church Oakville, we have renovated the 1967 Schmieder Hall washrooms, purchased kayaks, paddles and new lifejackets, and started an endowment fund that will fund camper registrations each year.



Like us on Facebook *Camp Lutherlyn*



Follow us on Instagram *camp.lutherlyn*

Visit us at www.lutherlyncamp.ca

WORSHIP & MUSIC COMMITTEE ANNUAL REPORT 2024

Worship and Music Committee Membership:

Gayle Seegmiller – Chairperson
 Joan Layman – Secretary
 Blaine Sack - Director of Music
 Sandra Graham - Altar Care
 Lorraine McKenzie - Worship Assistants
 Koit Rull – Sextons
 Cheryl Sack – Ushers
 Don Boldt – Paraments and Banners,
 Ellen Vandersleen – Projection, Sound and Recordings
 Diane Hamill, Licensing Copyright and Projection Setup
 Michael Lang - Council Representative, January and February
 Lisa Campitelli - Council Representative March to December
 Pastor Scott Schellenberger.

Thank you to Pastor Scott and Blaine for leading our worship services throughout 2023. Each week they are supported by at least 8 volunteers.

Thank you to all of our dedicated volunteers and the members of the Worship & Music Committee who ensure that the volunteers are in place each Sunday.

Thank you to Joan Lehman who attends all of our meetings to record the minutes and then emails them to the committee members for approval.

Thank you to Don Boldt who helps out where needed.

A big thank you to Diane Hamill who spends countless hours at the church each week inputting the service for projection and making sure that all the technology is working properly. Diane makes sure that all copyright rules are being followed and that all licenses are up to date.

Thank you to Pastor Sue who has filled in for Pastor Scott, and to Lillian Michel who filled in for Blaine.

Our Sunday services continue to be recorded and are available for viewing on Cogeco, YouTube, and the church website.

Our waterfront service on June 16th was enjoyed by many.

2024 saw the completion of the second phase of the organ restoration. The organ was dismantled the first week of April and reassembled at the end of August. All the work was done by Cassavant and thanks to our very generous members the company was paid in full on completion of their work. A fundraising committee ran a very successful dance as part of the fundraising efforts. Thank you to Kathy Neiman, Cheryl Sack, Wilmer Verch, and Blaine Sack. Thank you also to Kathy Neiman who looked after the pipes leading from the parish hall to the sanctuary as donations were received.

Lastly, thank you to Blaine and the men's and mixed choirs for enhancing our services from September to June.

2024 Expenditures:

Bulletins \$75.25.	Palms for Palm Sunday \$175.15
Music \$121.56	City of Pembroke waterfront service \$103.94
Wafers \$162.71	RCCO membership for Blaine Sack \$134.00
Wine \$119.58	Conference expenses for Blaine Sack \$400.00
Candles \$133.05	Total \$3268.45

Respectfully Submitted by Gayle Seegmiller, Chairperson

ZION LUTHERAN WOMEN 2024 ANNUAL REPORT

2024 Executive: President – Pamela Duplessis
 Past President – Sandra Graham
 Secretary – Wendy Schutt
 Treasurer – Diane Hammel
 Faith & Life Program Convenor - Ellen Vandersleen
 Faith & Life Program Convenor - Sandra Graham

Programs and Events:

January 3 Epiphany Service led by Sandra Sell
 February 7 Gifts from the Heart with Music and Games led by Ellen Vandersleen
 March 1 World Day of Prayer, Zion Lutheran: I Beg You, Bear with One Another in Love
 April 3 The Other Mary led by Diane Hammel
 April 9 Marianhill Birthday Party – hosted by Pam, Ellen and Cheryl
 May 1 High Tea with Mothers and Others led by Pastor Sue Nevile
 June 5 Picnic and games at Pansy Patch Park – led by the Program Group
 Sept. 4 Fellowship of the Least Coin and Pot Luck dinner – led by Pam Duplessis
 Oct. 2 Food Bank presentation by Debbie Sitkiewicz
 Nov. 6 What's Your Apple – led by Pastor Sue Nevile
 Dec. 4 Waiting for Jesus with Music led by Susan Dupuis and Elva Merredew

Zion Lutheran Women started the year with 33 members. Our average attendance in 2024 was 14 (including guests). We wish to extend our gratitude to Elva Merredew and Pastor Sue as they bring the joy of music to our meetings. We were saddened by the passing of members Reta Adlam, Elizabeth (Brose) Hinson and Shelia Jonas. Memorial donations were made in their memories to Zion Lutheran and St. Timothy's Lutheran Church (for Elizabeth Hinson).

The World Day of Prayer service presented on March 1, 2024, using the program written by the women of Palestine. The service was held in our sanctuary here at Zion and was well attended.

Keeping in touch with our members who are sometimes unable to join us at regular meetings is important to our ministry. Fifty-nine visits to our ill and shut-in members were recorded in 2024 and many telephone calls were also much appreciated. Our card convenor sent 26 birthday cards, 5 Happy Easter cards, 11 Christmas cards, 7 sympathy cards, 3 anniversary cards, 5 'thinking of you' and get-well cards throughout the year.

The Christmas program led by Susan Dupuis focused on 'waiting' during Advent, included hymn singing and piano accompaniment by Elva Merredew -- thoroughly enjoyed by all. The special donation for our Prayer Partners for 2024 was made to the Martin Luther College (Seminary Student in Need Program). On December 9, Ellen Vandersleen, Sandra Graham, Susan Dupuis and Pam Duplessis delivered Poinsettias and Christmas cards to 10 shut-in ZLW members.

Zion is blessed with the talents of Cheryl Sack and Marcella Kuehl, who continue to quilt, knit and crochet for those in need. They make regular size quilts, lap quilts, toques, scarves, mittens, sweaters and dish cloths, which are donated to clients at St. Vincent de Paul and the St. Joseph's Food Bank.

They also make 'Fidget Blankets' which are of great comfort to residents of the 1st Floor at Miramichi Lodge.

Our monthly meetings are held on the first Wednesday of the month at 2:30 pm (except during Lent and the months of July and August). All women of Zion and the community are invited to attend. Offerings are gathered at each meeting. Donations in 2024 were made to St. Joseph's Food Bank, Women's Inter-Church Council of Canada (WICC) for World Day of Prayer and Fellowship of the Least Coin, Martin Luther College and Grand River Hospital Foundation in memory of Pastor Scott's father.

A heartfelt 'Thank you' to all Zion members who help with the ZLW ministry and the causes we support. We are so grateful for Peter and Pat Wegner who faithfully volunteer to set up the refreshments for our meetings and help clean up afterwards. It was a pleasure to work with Pastor Sue and the executive members who assist with planning our learning opportunities and some 'just for fun' programs throughout the year. It has been an honor to serve as President of the Zion Lutheran Women for the past 6 years, and I look forward to continuing to participate in the women's ministry here at Zion as Susan Dupuis takes over as President in 2025.

Respectfully submitted,
Pamela Duplessis

ZION LUTHERAN WOMEN

FINANCIAL REPORT DECEMBER 31, 2024

RECEIPTS

Working Balance Jan 1st, 2024	1665.22
2024 Regular Meeting Donations Deposited in the ZLW Account	2180.00
Adjustment Coming to Correct Posting Error (Regular Meeting Donations)	145.00
2024 Sunday Collection Plate Donations Deposited in the ZLW Account	120.00

TOTAL RECEIPTS WORKING ACCOUNT

4110.22

DISBURSEMENTS

Inter-Church Council of Women- World Day of Prayer	250.00
Inter-Church Council of Women- Least Coin Donation	340.00
Donations to St. Joseph's Food Bank	355.00
Gift to Pastors and Poinsettias for ZLW Shut-Ins	196.49
Donations to Memorial Fund re: Deceased Members (In Memory of Elizabeth Hinson, Reta Adlam and Sheila Jonas)	75.00
Donation to Zion Office (General Office Supplies for 2024)	100.00
Cards and Cake for New Members and Confirmands	187.01
Donation to Grand River Hospital (In Memory of Pastor Scott's Father)	51.50
Donation to Martin Luther College (Seminary Student in Need Program) (Referred to as the DISTRO PROGRAM)	610.00

TOTAL DISBURSEMENTS

-2165.00

Working Balance Dec 31, 2024

\$1,945.22

Special Accounts

Quilters Bank Account

Opening Balance Jan 1st, 2024	778.93
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Quilters Bank Balance Dec 31, 2024

\$ 778.93

Baby Bundles

Opening Balance Jan 1st, 2024	271.52
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Baby Bundle Balance Dec 31, 2024

\$ 271.52

BANK BALANCE DEC 31, 2024

\$2,995.67

(includes Posting adjustment coming)

FINANCIAL REPORT VERIFICATION

Financial Record Verification

To the Church Council and Members of the congregation of Zion Evangelical Lutheran Church:

We have reviewed the financial records of Zion Evangelical Lutheran Church for the year of 2024 and found them to be complete and accurate.

The records of all donations (services and other forms) were reviewed with verification of deposit on the monthly statement of the church's bank account.

In addition, verification of the operating expenses was made on a test basis and in all cases, they were spent in an accurate and legitimate manner.

As well, test invoices were tracked to verify that payment was made for each of these expenditures.


JANUARY 2025

Respectively submitted by:

Brent Wolfgram



Jamie MacKinnon


_____

ENDOWMENT REPORT FOR THE 2025 ANNUAL MEETING

Zion Lutheran Church's Endowment Fund has a balance of \$408,546.67 as of Dec.31,2024. Donations to the fund principle in 2024 totalled \$1,250.00. The interest that will be available for distribution after voting at the annual meeting is approximately \$12,000.00. There has been a financial verification completed for the 2023 year. The cost of this was \$1,695.00. The work was done by Kathy Hoffman at no charge. The cost was for her company to check her work and sign the cover letter. Thank you, Kathy, for your time and effort in this.

How the fund works: any donations or bequests are sent to RBC Dominion Securities and added to the principal amount. At the end of any given year the interest and dividends that are earned is transferred from there directly to the endowment interest account in BMO Pembroke. Done usually in the first week of the year. We then know what is available to be distributed at the annual meeting minus any bank fees, financial verification (once every 5 years) and corrections if needed. When the ballots are counted, we make out cheques to the organizations in the amounts determined by the count. A verification letter is enclosed with the cheque to be signed and returned to Zion in a postage paid provided envelope. A bank reconciliation is done later to ensure everything is correct. The ballot suggestions are given by the church committees to the endowment committee, presented to council and if something needs to be changed, it is done then. Ballots are then prepared.

Committee members for 2024:

Kim Schmidt, Sandra Sell and Cheryl Sack. Ex-officio members are Treasurer Gerry Vandersleen and Pastor Scott and Pastor Sue. There is a need for 3 new members going forward. They will be voted for and introduced at the annual meeting. At this time 3 members have expressed an interest to be on this committee. Included with this report, shows the distribution of the 2023 earned interest that was distributed in 2024.

Zion's Outside Needs Equals \$5,754.55

<u>Name</u>	<u>Amount</u>
Lutherlyn Camp & Conference Centre	\$2,374.89
Columbus House	\$274.03
First Step Options	\$365.37
Renfrew Hospice	\$456.71
Phoenix Centre for Children & Families	\$1,187.45
Robbie Dean Counselling Centre	\$182.68
St. Joseph's Food Bank	\$274.03
St. Vincent de Paul	\$639.39

Zion's Inside Needs Equals \$5,754.55

<u>Name</u>	<u>Amount</u>
Building Fund	\$3,113.12
Organ Fund	\$2,641.43

YEARLY GIVINGS	AMOUNT OF PEOPLE
1-100	108
101-250	27
251-500	48
501-750	27
751-1,000	23
1,001-2,000	39
2,001-3,000	21
3,001-4,000	4
4,001-5,000	1
5,001-6,000	2
6,001-7,000	1
7,001-8,000	1
8,001-9,000	1
9,001-10,000	0
Over 10,001	1

FUND	PERCENTAGE OF GIVERS	\$ AMOUNT
Ash Wednesday	5.7%	\$580.
Building Fund	1.3%	\$1,980.
Camp Lutherlyn	0.3%	\$50.
Cemetery	0.3%	\$100.
Christmas	31.5%	\$15,500.
CLWR	1.3%	\$769.
Current	82.2%	\$211,164.20
Easter	18.5%	\$2,956.41
Fellowship of the Least Coin	1.3%	\$60.
Flowers/Candles	1.6%	\$315.
Food Bank	5.1%	\$1,985.
Good Friday	9.9%	\$1,575.
Good Shepherding	2.9%	\$1,640.
Jam Jar Fundraiser	4.8%	\$677.05
Kitchen	0.3%	\$25.
Lenten	9.2%	\$2,160.
Maundy Thursday	3.8%	\$315.
Memorials	8.9%	\$1,475.
Miscellaneous	3.5%	\$2,655.
Offering Envelopes	11.5%	\$415.
Organ Restoration	13.7%	\$12,698.43.
Sunday School	0.3%	\$100.
The Grind	0.3%	\$5.
Youth	0.3%	\$100.
ZLW	8.6%	\$2,340.

TREASURERS REPORT 2024

I congratulate and applaud our leadership and the many members of our congregation who have worked hard to help worship and special events happen. We are once again immersing ourselves into the work we all share serving God by serving others. As the treasurer I feel very blessed to have such an excellent bookkeeper in Kathy Hoffman. Kathy comes in during her lunch hour on Tuesdays and inputs the requisitions for paying bills, employee related costs, bank reconciliations and other related matters. June Frost as church secretary ensures all donations are accurately recorded, donation receipts issued, mailings done and all bills and receipts filed in appropriate folders so we can deal with them. A special thanks to both Kathy and June, working together to maintain accurate and up-to-date reports. Thanks to Michael Lange as assistant to the treasurer for helping out with the treasurer duties.

Committee chairs and others please continue to help us by submitting requisitions with receipts, proper payee information and description of items.

Financial Overview:

Our church is blessed to have so many hard working and generous members, and a great pastoral team with Pastor Scott and Pastor Sue. We succeeded in paying all our bills, repairs and other improvements. I would ask that as you direct your special gifts, please do so in addition to the general fund. We were able to send in our full benevolence commitment only by using surplus carry over from last year and funds from the General reserve. We supported missions, the food bank and many other local needs. I have listed them in this report so you can get a good idea of how your generosity helps those in need. Our regular giving's are up just over 1.8%. Funds from regular offerings go to heat, hydro, telephone, etc. and staffing costs. These must be met in order for this church to continue to serve.

Special note: We cannot continue to rely on our reserves to supplement the shortfall in giving's each year. How do you give? We should always try to set aside the giving's for each week. Do you? And how much you would ask. I cannot answer that question for you, only you can. I was told growing up that those who are better off would give more to help out because the financial situation is not so good for others. We have included a giving's chart and you decide what line is good for you and the church. Thank you for your help with the finances for our church.

2025 Budget Highlights:

- Our benevolence commitment has been reduced to \$11,500.00.
- Insurance costs have increased.
- Pastor Sue is calculated in at a 25% call.
- Staffing costs were increased by 2.7%.
- We have used all of the remaining general reserve and a over 10k from a rental GIC to balance the budget.
- Messy church has been added as an expense line.

Below are listed amounts for 2024 given or sent out from donations, grants, fund raising or Endowment votes. Thank you for your help and generosity.

Camp Lutherlyn = \$11,433.39	Kids to Camp fees = \$3,450.00
Food Bank = \$7,672.03	Phoenix Centre =\$160.30
Good Shepherding =\$4,139.70	Fellowship of Least Coin = \$359.20
Memorial Fund =\$2,940.00	Benevolence =\$27,000.00
Meals for shut-ins = \$478.81	Kiwanis Snowsuit Fund =\$0.00
Renfrew Hospice = \$78.62	First Step Options = \$1,067.16
New hymnal purchase =\$2,040.00	Boys & Girls Club = 0.00
Robbie Dean Counseling = \$1,780.21	World Day of Prayer = \$270.00
Bernadette McCann House =\$514.49	The Grind =\$558.62
Pembroke Area Clergy = \$200.00	Youth Group = \$0.00
Global Hunger =\$2,721.80	For the Building fund = \$6,991.56
For the Organ fund = \$18,261.58	Cancer Care Program PRH = \$157.25
Sunday School = \$45.00	Kitchen Fund = \$1,200.00
Video/Sound system =\$1,200.00	Endowment = \$17,006.90
Cemetery donations = \$100.00	Zion Food Cupboard/Bags
Flowers = \$384.93	

As you can see from the above chart, Zion is helping support a lot of programs outside and inside the church. Helping out in our own community and the world is important. The church is much more than just supporting the building. Thank you for your continued generosity and dedication for the causes we support.

Respectfully submitted by your treasurer, Gerry Vandersleen

SALARY BREAKDOWN

PASTOR SCOTT				PASTOR SUE			
	2025	2025	2024		2025	At 25% Call	2024
	Jan-Mar	Apr-Dec	Total		Jan-Mar	Apr-Dec	Total
Increase		2.70%				2.70%	
Annual salary	\$ 57,826.39	\$ 59,387.70		Annual salary	\$ 14,292.98	\$14,678.89	
Annual Housing	\$ 16,200.00	\$ 17,400.00		Annual Housing			
	3 months	9 months			3 months	9 months	
Salary	\$ 14,456.60	\$ 44,540.78	\$ 58,997.37	Salary	\$ 3,573.25	\$11,009.17	\$ 14,582.41
Housing	\$ 4,050.00	\$ 13,050.00	\$ 17,100.00	Housing			
CPP	CPP max		\$ 4,034.10	5.95%	CPP		\$ 659.40
CPP	CPP tier 2		\$ 191.88	4.00%			
EI- max			\$ 1,508.47	2.296%	EI		\$ 334.81
WSIB			\$ 342.44	0.45%	WSIB		\$ 65.62
Pension/life ins			\$ 9,816.56	12.90%	Pension/life ins		\$ 1,881.13
Health/Dental	full amount		\$ 7,080.00	590/mo	Health/Dental		\$ -
Book Allowance			\$ 500.00		Book Allowance		
Car Allowance			\$ 3,250.00		Car Allowance		\$ 3,250.00
Total	Total		<u>\$102,820.82</u>		Total	Total	<u>\$ 20,773.38</u>
SECRETARY							
	2025	2025	2025				
	Jan-Mar	Apr-Dec	Total		CPP Total	\$ 6,965.89	
Increase		2.70%			EI Total	2,806.83	
+4% vacation pay	18.72	19.23			WSIB Total	722.22	
Hours	221	663	884.00	17 hrs/wk	Pension/Life	14,846.28	
	3 months	9 months			Health/Dental	9,792.00	
Salary	\$ 4,302.60	\$ 13,256.33	\$ 17,558.93			35,133.22	
Travel Reimbur	10 per trip	max 120 trips	\$ 1,200.00				
CPP			\$ 836.51	5.95%			
EI			\$ 403.15	2.296%			
WSIB			\$ 79.02	0.45%			
Total	Total		<u>\$ 20,077.60</u>				
					Note: 2025 YMPE = \$71,300 x 25% = \$17,825		
					Both June and Pastor Sue below 25% YMPE		
CUSTODIAL CONTRACT							
	2025	2025	2025				
	Jan-Mar	Apr-Dec	Total				
Increase		2.70%					
Annual contract	\$ 27,293.99	\$ 28,030.93					
	3 months	9 months					
Contact cost	\$ 6,823.50	\$ 21,023.20	\$ 27,846.69				
WSIB			\$ 125.31	0.45%			
Total	Total		<u>\$ 27,972.00</u>				
MUSICIAN							
	2025	2025	2025				
	Jan-Mar	Apr-Dec	Total				
Increase		2.70%					
Salary	\$23,923.18	\$ 24,569.11					
	3 months	9 months					
	\$ 5,980.80	\$ 18,426.83	\$ 24,407.62				
CPP			\$ 1,244.00	5.95%			
EI			\$ 560.40	2.296%			
WSIB			\$ 109.83	0.45%			
Pension/life ins			\$ 3,148.58	12.90%			
Health/Dental			\$ 2,712.00	226/mo			
Total	Total		<u>\$ 32,182.44</u>				

FINANCE COMMITTEE REPORT

The finance committee assists the treasurer with matters pertaining to budget preparation and financial concerns for our church and congregation. If you have helpful ideas that would assist in the operations of our church, please contact a member of finance or the church council.

We give thanks to the members of Zion for their financial support. Not only have you supported this church, Pastors, staff, and organ repairs, you have also supported global hunger and many organizations in need around our area. Our offerings were up by 1.8% in 2024. Even though we had a small increase in giving's, our deficit was -\$23,616.78 for 2024. By using a carry forward surplus and funds from the general reserve, we did pay all our commitments. We cannot rely on our reserves to continually carry us, as these will be depleted soon. As your finance committee we would ask that you consider increasing your weekly giving's.

Donations are used wisely and as economically as possible. Our pastors and staff are a very important resource and we must support them fully. Cutting Staff or resources will be detrimental to the growth of this congregation.

Let us strive forward with positivity, love and understanding. We have been rewarded with a good life here in the Ottawa Valley and giving back not only helps this congregation, but our neighbours as well. Our church has always been a very active growing place. People that come to our area notice. It's up to all of us to be a welcoming place, both to worship and to belong.

Committee members are: Brent Wolfgram, Terry Hoffman, Kathy Hoffman and Gerry Vandersleen

Zion Lutheran Church
Balance Sheet as of Dec.31 2024

CURRENT ASSETS

Bank of Montreal (Chequeing)		\$121,264.60
NSF Clearing		\$0.00
Rental Property GIC'S		\$60,000.00
Term Deposits- Savings		\$65,010.11
Cemetery Investment		\$40,000.00
Misc. Accts. Receivable		\$0.00
HST Receivable		\$6,887.54
Prepaid Expenses		\$2,669.01

TOTAL CURRENT ASSETS **\$295,831.26**

ENDOWMENT ASSETS

Endowment Bank Account	\$1,030.28	
Endowment Investments (at FMV)	<u>\$408,546.67</u>	
Subtotal		<u>\$409,576.95</u>
Endowment Assets (restricted)		<u>\$409,576.95</u>

LIABILITIES

Deductions Payable		\$11.02
Accounts Payable		\$3,000.00
Altar Fund	\$2,233.01	
Eternity for Today	\$767.58	
Cemetery Fund	\$51,348.21	
Endowment Fund	\$409,576.95	
Sunday School Account	\$2,800.23	
Fellowship of the Least Coin	\$0.00	
Praise Appeal	\$165.00	
Zion's Community Garden	\$0.00	
Kitchen Fund	\$9,820.10	
Replacement item donations	\$0.00	
Building Fund	\$3,713.50	
Other church Suppers	\$0.00	
Rally Sunday	\$0.00	
Care & Maintenance on Cemetery stones	\$0.00	
Care & maintenance on Cemetery Grave	\$0.00	
Organ Restoration	\$6,450.89	
Rental Properties	\$129,478.05	
Stain Glass Window Repairs	\$24,955.65	
Miscellaneous	\$5,991.60	
Social Ministry - Outreach Funding	\$3,066.46	
Zion Food Cupboard	\$632.77	
Boys & Girls Club Dinners	\$0.00	
Property Reserve	\$1,939.65	
General Reserve	\$22,096.33	
Dorthy's Music Ministry	\$6,304.50	
Good Shepherding	\$4,533.63	
CLWR - We Care Kits	\$30.62	
Community Outreach BBQ	\$0.00	
Other Endowment Votes	\$1,442.69	
Confirmation	\$0.00	
Post Secondary Student Assistance	\$886.00	
Grand Piano Fund	\$1,709.46	
Video and Sound System	\$1,104.67	
Youth Conventions	\$8,498.97	
Zion Lutheran Women	\$2,850.67	

Special Accounts Total **\$702,397.19**

Total Current Liabilities		<u>\$705,408.21</u>
Previous Surplus/Deficit		\$8,679.73
Current Surplus/Deficit		-\$8,679.73
Liabilities and Equity		<u>\$705,408.21</u>

BUDGET

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	2024	2024	2025
EXPENSES	Budget	Actual	Budget
Benevolence Expenses			
Benevolence	\$23,500.00	\$23,500.00	\$11,500.00
Total	\$23,500.00	\$23,500.00	\$11,500.00
Committee Expenses			
Call Committee			
Messy church assistance	\$0.00	\$0.00	\$1,500.00
Sunday School Assistance	\$0.00	\$0.00	\$100.00
Learning Committee			
Hospitality	\$100.00	\$0.00	\$100.00
Pastoral Care	\$100.00	\$300.00	\$100.00
Property	\$15,000.00	\$13,780.58	\$15,000.00
Social Ministry	\$3,000.00	\$2,714.54	\$3,000.00
Stewardship	\$0.00	\$293.50	\$0.00
Worship & Music	\$4,600.00	\$3,268.45	\$4,575.00
Youth Group	\$250.00	\$39.46	\$250.00
Total	\$23,450.00	\$21,241.05	\$25,225.00
Utilities			
Natural Gas	\$20,000.00	\$15,369.40	\$18,000.00
Hydro	\$5,400.00	\$5,554.56	\$5,600.00
Telecommunications	\$2,700.00	\$2,406.97	\$2,600.00
Water / Sewage / Recycling	\$1,600.00	\$1,492.76	\$1,600.00
Total	\$29,700.00	\$24,823.69	\$27,800.00
Operating Expenses			
Bank Charges	\$250.00	\$268.25	\$275.00
Organ & Piano Maintenance	\$2,250.00	\$1,081.40	\$2,250.00
Zion's Cost for Cem. Maintenance	\$0.00	\$0.00	\$0.00
Contingency	\$1,500.00	\$1,298.27	\$1,500.00
Parish hall / kitchen event maintenance		\$275.00	\$275.00
Custodial Supplies	\$1,300.00	\$1,120.85	\$1,300.00
Elevator Maintenance	\$3,400.00	\$2,902.61	\$3,300.00
Offering Envelopes	\$1,500.00	\$1,378.86	\$1,500.00
Insurance	\$22,000.00	\$21,687.48	\$23,000.00
Office Supplies	\$7,500.00	\$7,465.73	\$7,500.00
Flowers	\$400.00	\$162.13	\$500.00
Travel (Conventions/Meetings)	\$3,300.00	\$2,124.11	\$0.00
Total	\$43,400.00	\$39,764.69	\$41,400.00

BUDGET

	2024	2024	2025
EXPENSES	Budget	Actual	Budget
	4%		2.70%
Payroll & Benefit Expenses			
Pastor Scott	\$57,270.37	\$57,270.30	\$58,997.37
Pastor Sue	\$14,155.54	\$14,155.50	\$14,582.41
Secretary	\$17,044.93	\$16,570.16	\$17,558.93
Trips Reimbursement: Office	\$1,200.00	\$800.00	\$1,200.00
Cleaning Contract	\$27,031.54	\$27,031.56	\$27,846.69
Church Musician	\$23,693.14	\$23,693.16	\$24,407.62
Supply Pastor(s)	\$400.00	\$1,053.38	\$400.00
Supply Organist(s)	\$200.00	\$200.00	\$200.00
CPP / EI / WSIB	\$10,367.00	\$9,983.66	\$10,494.94
Health & Dental	\$8,484.00	\$8,964.00	\$9,792.00
Pension Plan & Group Benefits	\$13,914.88	\$13,243.14	\$14,846.28
Vehicle Allowance	\$6,500.00	\$0.00	\$6,500.00
Housing Allowance	\$16,200.00	\$16,200.00	\$17,400.00
Continuing Education	\$500.00	\$600.00	\$500.00
Book Allowance / Computer	\$500.00	\$0.00	\$500.00
Total	\$197,461.40	\$189,764.86	\$205,226.24
TOTAL EXPENDITURES			
	\$317,511.40	\$299,094.29	\$311,151.24
REVENUE			
Loose Offerings	\$1,000.00	\$2,405.70	\$2,000.00
Regular Offerings	\$235,000.00	\$234,739.86	\$241,345.00
Memorial	\$3,000.00	\$1,525.00	\$2,000.00
Flowers	\$500.00	\$315.00	\$500.00
Interest	\$1,800.00	\$1,941.47	\$2,000.00
Office Admin. Fees / Bulletins	\$3,500.00	\$6,100.00	\$5,500.00
Parish Hall Rental	\$15,000.00	\$15,312.50	\$15,275.00
Solar Panels	\$13,000.00	\$13,137.98	\$12,500.00
TOTAL INCOME from 2024	\$272,800.00	\$275,477.51	\$281,120.00
SURPLUS / (DEFICIT)	-\$44,711.40	-\$23,616.78	-\$30,031.24
Previous Carry Over Surplus	\$8,679.73	\$8,679.73	\$0.00
Transfers from other Funds	\$36,031.67	\$14,937.05	\$24,346.33
Cashed in GIC from Rental Account	\$0.00	\$0.00	\$5,684.91
NET SURPLUS / (DEFICIT)	\$0.00	\$0.00	\$0.00
OTHER DIRECTED GIFT INCOME	\$0.00	\$3,306.61	\$3,500.00
OTHER DIRECTED GIFT EXPENSE	\$0.00	\$3,306.61	\$3,500.00
NET SURPLUS/DEFICIT	\$0.00	\$0.00	\$0.00

INCOME AND EXPENSES

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Income and Expenses of Special Funds for 2024				
	Dec.31,2023			Dec.31,2024
	BALANCE	Debit	Credit	BALANCE
Accounts				
Altar Fund	\$2,193.01	\$0.00	\$40.00	\$2,233.01
Eternity for Today	\$734.23	\$375.65	\$409.00	\$767.58
Cemetery Fund	\$54,895.79	\$20,748.63	\$17,201.05	\$51,348.21
Endowment Fund	\$377,315.39	\$11,526.60	\$43,788.16	\$409,576.95
Sunday School Account	\$2,658.31	\$0.00	\$141.92	\$2,800.23
Fellowship of the Least Coin	\$0.00	\$96.90	\$96.90	\$0.00
Praise Appeal	\$165.00	\$0.00	\$0.00	\$165.00
Zion's Community Garden	\$0.00	\$0.00	\$0.00	\$0.00
Kitchen Fund	\$8,840.48	\$185.38	\$1,165.00	\$9,820.10
Replacement item Donations	\$32.76	\$32.76	\$0.00	\$0.00
Building Fund	\$760.38	\$3,350.00	\$6,303.12	\$3,713.50
Other Church Suppers	\$566.96	\$566.96	\$0.00	\$0.00
Rally Sunday	\$596.06	\$596.06	\$0.00	\$0.00
Care & Maintenance on Stones	\$700.00	\$1,900.00	\$1,200.00	\$0.00
Care & Maintenance on Graves	\$2,875.00	\$4,470.00	\$1,595.00	\$0.00
Organ Restoration Fund	\$56,572.44	\$68,071.41	\$17,949.86	\$6,450.89
Rental Properties	\$147,725.43	\$28,697.38	\$10,450.00	\$129,478.05
Stain Glass Window Repairs	\$24,955.65	\$0.00	\$0.00	\$24,955.65
Social Ministry - Outreach Funding	\$2,491.46	\$170.00	\$745.00	\$3,066.46
Miscellaneous	\$7,461.98	\$16,602.58	\$15,132.20	\$5,991.60
Zion Food Cupboard	\$632.77	\$0.00	\$0.00	\$632.77
Boys and Girls Club Dinners	\$377.78	\$377.78	\$0.00	\$0.00
Property Reserve	\$1,939.65	\$0.00	\$0.00	\$1,939.65
General Reserve	\$35,951.98	\$13,855.65	\$0.00	\$22,096.33
Dorthy's Music Ministry	\$6,304.50	\$0.00	\$0.00	\$6,304.50
Good Shepherding	\$2,195.87	\$2,595.54	\$4,933.30	\$4,533.63
CLWR - We Care Kits	\$30.62	\$0.00	\$0.00	\$30.62
Community Outreach BBQ	\$38.68	\$38.68	\$0.00	\$0.00
Other Endowment Votes	\$1,442.69	\$0.00	\$0.00	\$1,442.69
Confirmation	\$150.00	\$9,365.00	\$9,215.00	\$0.00
Post Secondary Student Assistance	\$886.00	\$0.00	\$0.00	\$886.00
Grand Piano Fund	\$1,989.46	\$280.00	\$0.00	\$1,709.46
Video and Sound System	\$2,859.65	\$3,754.98	\$2,000.00	\$1,104.67
Apple Pie Fundraiser	\$20.25	\$20.25	\$0.00	\$0.00
Youth Conventions	\$9,664.13	\$2,165.66	\$1,000.50	\$8,498.97
Zion Lutheran Women	\$2,715.67	\$2,165.00	\$2,300.00	\$2,850.67
TOTALS	\$758,740.03	\$192,008.85	\$135,666.01	\$702,397.19

ANNUAL GENERAL MEETING MINUTES 2024

Zion Evangelical Lutheran Church
454 Miller Street
Pembroke, Ontario
Annual General Meeting Minutes
February 18, 2024

1. **Call to Order:** The meeting was called to order at 11:15am by council chair Susan Dupuis. 62 members are present, quorum numbers have been met.

2. **Opening Comments:** Susan thanked everyone who attended the meeting and reminded those in attendance that only the business of the church will be discussed at this meeting, as found on the agenda. Items, or issues, pertaining to personnel are not discussed at today's meeting, but are appropriately directed to Church Council where they will be dealt with in due process. However, council cannot deal with comments of an anonymous nature. Comments of this sort only serve to bully and demean and have no place within the walls of the Church, or any place in society for that matter.
As a reminder, we are one body with the purpose of doing ministry together. All comments shall be spoken in kindness and peace, and with respect.

3. **Opening Devotions:** Given by Pastor Scott as per the Worship for a Congregational Annual Meeting found on the last page of the annual report. Additions to the agenda: Gayle Seegmiller wanted to discuss the National Convention. Susan and Pastor Scott responded that the National Convention is next year; this year is the Synodical Convention. Pastor Scott would like to make a few comments...added to the closing devotions. Motion to accept the agenda: Wilmer Verch. Seconded: Rebecca Romero. Carried by members.

4. **Reports:**
 - a. Minutes of the 2023 Annual Meeting: No one raised comments re the minutes of the 2023 AGM. Motion to accept: Koit Rull. Seconded: Pam Duplessis.
 - b. Motion to adopt the reports. Prior to adopting the reports, Susan indicated a correction to the Worship and Music report, page 22. The following is noted and added to the report as part of our anniversary celebration: Joyce Nelson was featured on piano and organ and it was great to have her with us once again. Also, with respect to the ZLW annual report, congregational meeting minutes of November 5 were erroneously printed instead. The proper ZLW report was added to the Annual report and copies are available to anyone who wishes to look at them. Allastier Schultz asked why there are 11 committees but not 11 reports in the annual report. Susan indicated if the committee did not send in a report, then the report is not included in the annual report. Susan asked re the committees Allastier was speaking to: Christian education (Susan indicated this is now the learning committee, no report submitted), evangelism (no committee), stewardship (no committee), personnel committee (no report submitted), mutual ministry (no report submitted). Diane Rull asked why new member's names are not published in the report. Susan indicated names have been made available previously, but this omission is an oversight. Names will be included in next year's report.

Motion to adopt the reports. Moved: Debbie Sitkiewicz. Seconded: Diane Rull. Carried by members.

- c. **Finance Report:** Treasurer Gerry Vandersleen brought attention to pages 34 and 35 re the 2023 financials.

2023 Budget: Gerry reviewed the 2023 budget and actual line by line as follows: \$27 000 for benevolence has been submitted. Committee expenses are within budget, more or less. With respect to utilities, the budget was exceeded due to higher costs for both natural gas and hydro. Regarding operating expenses, most notable is the increase in insurance and office supplies, but total operating expenses are less than budgeted.

Payroll Expenses: secretary costs are higher due to the changeover in secretaries. This is not something that could be avoided as Shelley left due to health reasons. However, actual payroll and benefit expenses for 2023 were lower than budget. Revenue was also reviewed line by line....rental/reserve account transfer.

Questions: Allastier Schultz had a question regarding what the rental and reserve accounts are. Gerry said we have a general reserve account to use when we fall short on our regular offerings. He also indicated the rental account is there if we need extra funds as well.

2024 Budget: Gerry then reviewed the 2024 proposed budget. The benevolence amount has been decreased to \$23 500.00 (Pastor Scott indicated benevolence costs are a tithe of our regular offerings and this is why it has been lowered for 2024). Committee, utility, and operating expenses were reviewed line by line. Under operating expenses, the cemetery account is reflected as zero as this account has enough money to cover the yearly costs (Gerry noted this is similar to St. Timothy's). Also, travel expenses are increased due to the Synodical convention this year.

Gerry then reviewed the payroll and benefit expenses, with a 4% increase (4% is the suggested increase by Synod). Gerry reviewed the expenses line by line, bringing note to the following: Pastor Sue's salary has increased as she will have a full year of pay and benefits; secretary trip reimbursement helps to offset June's salary so the cost of benefits can be avoided. With respect to revenue, we will need to transfer \$35 951.98 from the reserve account to balance the books, which will deplete this account.

Motion to pass the budget report. Moved by: Pam Duplessis Seconded: Peter Wegner.

Questions: Marion Kraft had a question why Pastor Sue is on the budget and is paid when other pastor's wives in the past have just volunteered. Gerry indicated that other pastor's wives have not been fully ordained pastors as Pastor Sue is. Also, Pastor Sue does far more than the 25% salary we pay her for.

Ellen Vandersleen spoke and said we have seen an improvement in our attendance and asked if we as a church want maintenance or do we want to build? Ellen indicated that growth takes time and effort and some of this is being realized already with Pastor Sue.

Candace Rose Smith had a question regarding the funds for Messy Church, and more specifically where the funds come from. Gerry indicated the funds come from the miscellaneous fund. (bequest was left which was left for functions which we have used). Candace then asked why the youth group funds weren't they used. Youth convention account money was used...Gerry states money was taken from the youth convention account.

Steve Boland asked for specifics of the secretary trip reimbursement line. Gerry indicated we reimburse June \$10/trip, with no more than 120 trips/year. Steve mentioned to be mindful re the CRA rules for mileage. Susan then clarified why this line was created and how it is linked to benefits for staff members. There is a maximum amount that an employee can make before they are enrolled in the benefit package. Once this amount has been reached, the employee must be enrolled in the benefit plan, it is not an option. As June has benefits through her spouse, she does not need a benefits plan. A discussion was held with June regarding other ways to compensate her (hence the secretary trip reimbursement). or not pay her for work she does anyways. Susan also mentioned June does not want a raise this year.

Al Kellough spoke and says we are lucky to have Pastor Sue. Al also pointed to last year's minutes when it was clarified that Pastor Sue was hired part time and that we would not be "rehiring" her each year.

Members were asked for a show of hands for all those in favor of the 2024 budget.

The majority of members raised their hands in favor. Members were then asked who was not in favor of the 2024 budget: no hands were raised.

Sandra Sell had a question re Eternity for Today and why it is considered a liability on the balance sheet as it is not a cost for the church. Gerry indicated that it is not a cost for the church but is an in and out account. The church office gets a bill, June pays it and those receiving the Eternity For Today books pay the church office.

Gayle Seegmiller had a question re the sale of the house on Miller Street and why the money hasn't shown up in its own account. Gayle thought there was to be a discussion as to what is to be done with the money. Gerry says 10% of the money has gone to the endowment fund and that perhaps the other money could be put into the general reserve account. Gerry suggests we could have a separate congregational meeting to discuss what to do with this money, but we need enough money to meet budget requirements and we don't want to squander funds as well. Gayle says she can approach council re this issue.

Gayle also had a question re the Grand Piano fund, and specifically when that money is gone what is done with the account. Gerry mentioned we can close some accounts out if they are no longer being used, but they must stay on the budget line for a year after being inactive. This money can't be transferred to the organ restoration fund, so suggests it be used for piano maintenance costs until it is depleted.

5. New Business:

- a. Endowment Fund Vote- Gerry Vandersleen spoke for Doug Malliff of the Endowment Committee, who is presently away. The endowment account has a balance of \$376 267.71, with interest available for distribution of \$11 509.10. Another member is needed for the endowment committee and Kimberley Schmidt has volunteered. Sandra Sell rose and volunteered to sit on the committee as well. As Cheryl Sack has been on the committee for the past 3 years, her term is now over. Thus, both Kimberley and Sandra will be noted as new committee members. The ballot was reviewed by Gerry: Outside needs- Phoenix Centre for Children and Families, St. Vincent de Paul, Columbus House, First Step Options, Camp Lutherlyn and Conference Centre. Inside needs: organ fund, building fund. Gerry

explained how to complete the ballot: place one checkmark in the outside needs' column, and one checkmark in the inside needs' column. A suggestion can also be placed under outside needs with a check mark as well. Ballots were handed out to members and will be counted after the meeting. Motion to destroy after the ballots have been counted: Pam Duplessis. Second: Gayle Seegmiller.

- b. Election of New Councillors- Susan recognized present council members: Erica Deloughery, Kathy Nieman, Denise Schizkoske, Jill Kellough, and Karen Gauthier and members not present Jamie MacKinnon and Michael Lange. Susan mentioned the new council will be working on what Zion will look like in the next 5 years, and she is excited that 4 members have agreed to sit on council. The four new council members are: Lisa Campitelli (absent), Terry Hoffman, Brent Wolfgram, Justine Mutlow Lafrance. 3 existing council members will remain on council (Erica Deloughery, Jamie MacKinnon, and Denise Schizkoske). Susan then asked if there were any other nominations for council positions from the floor. No nominations were received.

- 6. **Recognition of Out Going Council Members:** Susan indicates there is a 2-year term on council now, which changed with new constitution. Council members serve 2-year terms and can remain on council for 3 terms. Susan recognized the contribution of outgoing council members: Michael Lange, Jill Kellough, Kathy Nieman, Karen Gauthier, and herself. Karen Gauthier spoke on behalf of council and members to thank Susan Dupuis for her leadership role as council chair over the past 6 years.

- 7. **Introduction of New Council Members:** as above.

- 8. **Pastor Scott's comments:** Pastor Scott extended many thanks to both Gerry Vandersleen and Kathy Hoffman for their work in keeping the church's financials in order.

- 9. **Adjournment:** Susan thanked everyone who came out for the meeting, and extended thanks to all council members (past and the present council) and all committees and their members who work tirelessly. Susan said she is excited about where the church is going, and highlighted Messy Church and Morning Social events, which are participated in and enjoyed by attendees. She also mentioned it is nice to see non-members coming in and seeing who we are as a congregation along with new faces and new families. Zion is a good place to be right now! Thanks were also extended to both Pastor Scott and Pastor Sue for working so hard, many times on work in the background that we don't see. Move to end the meeting.

- 10. **Motioned by:** Joel Nieman. Seconded: Ellen Vandersleen. The meeting closed at 12:32am.

- 11. Closing Devotions were given by Pastor Scott.

EASTERN SYNOD ASSEMBLY REPORT 2024

This year's assembly was significant as all four of the officers in the office, the bishop, vice-chairperson, secretary and treasurer all retired. There were elections/appointments therefore for all of the positions. Bishop Carla Blakely was elected as our new Bishop and intends to serve for one six-year term. Bishop Carla won the election by one vote over Rev. Adam Snook, assistant to the Bishop. It was a very exciting moment. Susan Whynot a member from Lunenburg County was elected as vice-chairperson replacing Laurie Knott. This is the first time an officer of the church is from the East Coast. Christine Hulan was the synod council nominee for Secretary of Synod replacing Wendel Grahlman. Frederick Mertz was also a synod council nominee elected as Treasurer of Synod. Frederick replaces Keith Myra who did the job for many years.

Bishop Pryse gave his last report to Synod. He spoke of the ways in which our synod is and needs to continue to be greening. He reminded the assembly of and outlined the election process for the officers at the convention. He concluded with a thank you to all synod staff and leadership who have worked with him and for the people themselves.

Some of the major issues that were discussed and motions passed this year were:

- a)** that the Eastern Synod appeal to National Church Council to include in the ELCIC Employment Agreement templates requiring all Church employees to go for anti-racism/anti-bias training every three years.
- b)** That the Eastern Synod recommit to the creation of a climate task force as adopted at the 2021 Assembly. This will assist the Carbon Neutrality Task Force, and assist the Director of Public Policy and Service Ministries in the Climate Justice Portfolio. This includes providing adequate funding and resources to teach how to peacefully protest.
- c)** That the Eastern Synod acquaint itself with the Truth and Reconciliation Commission's 94 Calls to Action and that the Eastern Synod reaffirm our commitment to the work of Truth and Reconciliation and deepening our relationship with our Indigenous neighbors.
- d)** An Eastern Synod Constitutional Change passed regarding term calls of Bishops. The constitution now reads, "The bishop shall be elected by the synod in convention for a term of six years, with a two-term limitation established in the bylaws of this synod."

Respectfully Submitted,

Pastor Scott