

CONGREGATIONAL ANNUAL REPORT



**Evangelical Lutheran
Church in Canada**

Living Out God's Grace & Unconditional Love

A NEW NATIONAL BISHOP

This past summer, delegates at the 2025 ELCIC National Convention elected Rev. Dr. Larry Kochendorfer to serve as National Bishop.

"Dear friends, hope, faith and love, these are the tools of our calling," Kochendorfer said following the election. "We don't know the future, but we have what we need. Jesus is feeding us; we have bread, we have wine, we have the scriptures, we have each other. We know that we will not get to where we're going without going together and with others."

Kochendorfer is the ELCIC's fifth National Bishop, joining Donald Sjoberg (1986–1993), Telmor Sartison (1993–2001), Raymond Schultz (2001–2007) and Susan Johnson (2007–2025).

Kochendorfer most recently served as interim pastor at Our Redeemer, Penticon, B.C., as well as assistant to the bishop in the British Columbia (BC) Synod. He most notably served as Bishop of the Synod of Alberta and the Territories from 2012–24, and previously worked in congregations in Dickson, Lethbridge and Edmonton, Alberta.

Having served the Lutheran World Federation (LWF) as a council member from 2017–23, Kochendorfer is currently chair of the LWF's Mutual Responsibility Task Force and was recently co-chair of the Lutheran portion of the Joint Anglican Lutheran Commission.

The ELCIC gathered on September 27 in worship and celebration for Bishop Kochendorfer's installation in an ecumenical gathering filled with the beauty of prayer, worship and song. Scripture readings from Isaiah 43, Psalm 46 and Ephesians 4 were shared, with former ELCA Archbishop Linda Nicholls preaching the sermon. Lutheran and interfaith pastors and bishops in attendance robed in red vestments and processed in and out of the sanctuary.

Kochendorfer has been married to his wife Cathy for 42 years, and the two have raised four children together. •



KHAMMY PHANTHAVONG

Bishop Larry Kochendorfer (centre) at his installation service.



CARTER BROOKS

FACING TODAY – DREAMING FOR THE FUTURE

Facing Today – Dreaming for the Future is a three-year church engagement project that officially began in July of 2025 and is aimed at guiding positive transformation within the ELCIC's national and synodical structures.

The initiative will consider current financial realities and the evolving landscapes of congregations across the country, while creating space for meaningful conversations about what it means to be church in the years ahead.

A steering committee of 12 members, including two representatives from each of the five synods (one lay, one rostered), National Church Council representatives, and a five-member consulting group have been formally engaged in the process.

At convention, delegates engaged in table discussions, prompting key themes of resilience after crisis, youth involvement, experimentation in worship, lay-led initiatives and leadership shortages.

"We want to hear from everyone," said steering committee member Rev. Katrina Vigen of Redeemer, Vancouver on the committee's call to action. "What are we facing today and what can we dream of together for our future? We have started a journey, and we don't know where God is guiding us, but we know and we trust that God is leading us, that the Holy Spirit is ahead of us." •

ZION ANNUAL REPORT 2025

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

Sunday, February 22, 2026

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PROPOSED ANNUAL MEETING AGENDA

SUNDAY FEBRUARY 22, 2026

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
- b) Reports of Church Council, Standing Committees and Ministries

6. Report of Finance Committee and Treasurer - 2025 Report

7. New Business

- a) Proposed Budget for 2026
- 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 2026 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 Members:

Board Members are:

Jamie Mackinnon and Sandra Graham

Don Boldt is the Plot Co-Ordinator.

Election/Appointment of Auditors:

Members are:

Jamie Mackinnon and Brent Wolfgram

Election/ Appointment of the Endowment Committee

Committee Members:

Ex-Officio Members Pastor Scott Schellenberger, Gerry Vandersleen, Cheryl Sack

Election/Appointment of Church Council Chairperson until 2026:

Terry Hoffman

Council Terms Ending:

2026

Terry Hoffman

Justine Mutlow

Erica Deloughery

Lisa Campitelli

Denise Schizkoskie

2027

Brent Wolfgram

Tiffany Freeman

Jamie MacKinnon

2028

New Councilors

2025 ANNUAL REPORT OF PASTOR SCOTT SCHELLENBERGER

Dear Sisters and Brothers in Christ;

I know I am not alone in wondering what happened to 2025.

The new year always starts with the season of Epiphany which begins on Epiphany (Jan 6th) and goes till Transfiguration Sunday (Feb 15). During this season we hear about Jesus' mission and ministry on earth. It begins with his first sermon at the Temple as he reads from the book of Isaiah saying: 'I was sent to bring good news to the poor'. To his calling of his disciples by the lakeshore, then to the sermon on the mount where Jesus lays out his mission in life. In his sermon, Jesus lifts up the poor and the hungry and those who mourn. Caring for these people has been the very things you, as the community of believers known as Zion Lutheran, have done in the past and continue to do in 2026 and beyond.

Now before we start planning the new year, I want to take time to say thank you to each of you for your on-going support of Zion and its mission. In doing so I want to lift up a few of you in particular which highlight the work we do on behalf of those Jesus spoke about. I am grateful for the work of all the active groups in the church. The church council, the social ministry committee, the messy church volunteers, worship and music, and Zion women. I especially want to mention how thankful I am for the Pastoral Care committee who continue to reach out and serve our members homebound keeping them connected to their church. These are but a few of the many committees who work to fulfill our mission of serving Christ and neighbor.

While I lift up these ministries, they are not the only members serving others in the community in which we live. I am confident that all the ministries of Zion will continue into the new year.

I am very pleased with your commitment to giving to make ministry happen at Zion. Thank you for your offerings. Financial stewardship is still important. Since my arrival we have not had an annual stewardship drive and yet we have been able to make our budget due to some reserves and thanks to the generosity of our members. Sadly, some of those generous members are no longer with us, so this year we will think together about what stewardship looks like in our lives and in the life of Christ's church.

This year I would like our congregation to begin a discussion with the goal of becoming a Reconciling in Christ (RIC) congregation. Reconciling in Christ (RIC) is a public program for Lutheran communities (churches, synods, agencies) that intentionally welcome, include, and celebrate LGBTQIA+ individuals and advocate for their equity. Managed by Reconciling Works, this designation affirms that all, regardless of sexual orientation or gender identity, are accepted in the church.

Key details about the Reconciling in Christ program include:

- **Purpose:** The program aims to move beyond a general "all are welcome" statement to provide specific, active, and public affirmation for people of all sexual orientations, gender identities, and gender expressions.
- **Focus Areas:** While initially focused on LGBTQIA+ inclusion, the RIC commitment has expanded to include anti-racism work and ensuring the welcome of Black, Indigenous, and People of Color (BIPOC).
- **Requirements:** A congregation or organization becomes RIC by creating an "Affirmation of Welcome" that specifically mentions sexual orientation and gender identity, which is then adopted by a vote.

The initiative aligns with a theological commitment to dismantle barriers, such as homophobia and racism, that create, in the words of the program, "artificial distinctions".

We already welcome people of all sexual orientations and race. What this designation will do is give a clear statement to people who are LGBTQIA+ or BIPOC and searching for a safe congregation. There will be some table talks involved during this process of producing this statement.

I would be amiss if I didn't thank my team, Pastor Sue, June Frost, Blaine Sack, and Kevin Rutz who are committed to working together to make Zion. I want to give a special thank you to my partner in team ministry. Although Sue is part-time I consider her my Associate Pastor equal in leading and making decisions. The life and vitality of the creative ministries would not be happening without her leadership. We both have very different skills and different portfolios for very good reason.

Most of all though I want to thank you. Thank you for your service to Zion. Many of you are actively involved in the leadership of this church of this church. Others of you in years past served in the same ways and now support these ministries through prayer, worship, and you stewardship. Do not think you are not contributing to the active ministry of Zion.

I know this coming year, like many years, will challenge us as we seek to serve both members of Zion and members of the community. Yet I have no doubt that we will achieve our goals as we continue to serve others in the name of Jesus.

Respectfully Submitted,
Pastor Scott

PASTOR SUE NEVILE'S REPORT

I have struggled with writing the pastor's report this year. Part of me wants to talk about the ups and downs that I have had in 2026. I had great visits with family and friends, paying off credit cards, weddings and celebration as well as sunshine and happiness. You have likely had many similar high notes in your lives. Then there are the downs: the death of my father, grief and my mother moving into long term care, so far away.

But this report isn't about my life, it is about ministry at Zion.

So I begin, as I have so often, with sincere gratitude for the opportunity to serve in ministry with you in such an inspired, inspiring, and vital mission outpost as Zion Lutheran Church, Pembroke, with such an outstanding array of faithful and talented ministry colleagues and lay leaders spread throughout the depth and breadth of this congregation. I thank you all and God for this humbling privilege. It is the duty of a Pastor not simply to be a preacher, but to bring fresh eyes and counsel wherever possible for the sustainment and improvement of a congregation's health and vitality of mission.

God has a mission and that mission includes the deployment of Christ's church; or, as the ELCIC slogan goes: "In Mission for Others" There is no question but that Zion is unique and filled with a multitude of gifts. This is important when we see declines in too many faith communities across the country these days. But that does not mean that Zion is immune from the same influencers that derail others. It is more likely that the issues that could challenge the congregation are more subtle; and precisely because the challenges can hide in the many strengths.

So, I want to use some of this report to observe and challenge Zion Lutheran Church on those matters that could make ministry more difficult and less effective if we do not face them now. Zion enjoys a well-known reputation as a liturgical and educated congregation. It is distinguished by excellent and diverse leadership, with a great emphasis on a simple aesthetic of excellence. It would be natural in any congregation to add strength where already it has strong assets. In the "market" that's called "attending to your brand." Here, the brand is worship, fellowship and outreach. But just as a healthy economy is marked by mutually reinforcing diverse projects, a healthy church, sustained deep and long by worship, prayer, study, and service will always imagine and investigate what it can do to extend and adapt its gifts so to introduce more people to life in God.

We are, of course, about much more than worship - though faithful, beautiful, and creative - worship always must be at the center of all we do, and that our members regularly avail themselves of God's grace in worship. The congregation is also well-known for its clear and energized practice of a caring community. All of us invest in this. The same goes for family

(intergenerational) ministry, for healing and nurturing outreach to a fractured world, and increasingly, to exploration and leadership. All this is happening in a time when many other interests and distractions push our ministers and ministries more into the role of “attractors” in a changing culture of many spiritual and material circles. We can do better at saying widely and effectively how we are uniquely helpful to healthy human being to those who deeply desire such a place of refuge, renewal, and inspiration. We can do better at thinking about and reaching out to the increasing numbers of people who are insulated from our life by personal circumstances (disabilities, work schedule, economy, traffic etc.).

Our communications can look and feel like a deluge of messages from a ministry that must juggle an overload of information management with the higher priority of being with people. That’s part of the deal in being an “area church.”

But the most important asset by which we “get there” is the sincerity and energy of our own faith; the passion by which we live our baptized lives, God desires for our own well-being and as example and love for others. If such growth is what God desires for Zion Lutheran Church’s future, that will happen when **WE** provide more and different opportunities for meaningful worship, study, for the experience of God in our midst which will translate also into great and wonderful, but mostly, private and personal acts of knowing God’s love, mercy and justice firsthand. That happens where God’s hands are. Where pastoral leaders and congregational members are. Where we, Christ’s followers, are. Where when all the prior stuff happens people then can’t help but respond in generous and effusive love because God so touches others through the leaders and members and people here who pray, play, and serve passionately together.

I have seen so much of this here. Therefore I see your capacity for so much more beauty to blossom. Thank you for that gift and possibility.

May God indeed prosper the work of our hands!

Pastor Sue

DIRECTOR OF MUSIC REPORT 2025

~ *Praise the Lord! For it is good to sing praises to our God, for it is pleasant, and a song of praise is fitting* ~
Psalm 147:1 (ESV)

“Music is a fair and glorious gift of God” is a famous quote by theologian Martin Luther, who regarded music as a divine art second only to theology in its ability to bring peace, joy, and emotional comfort. Luther believed that music made people kinder, gentler and more reasonable. He wished to see all arts, principally music, in the service of Him who gave and created them. In his humble opinion, singers were never sorrowful, but always merry, and smiled through their troubles in song!

Music as a Ministry should delight the Lord in Song, should glorify God, stir our souls, warm our hearts in praise and thanksgiving, and be led by the Holy Spirit. The Ministry of Music at Zion is forever rooted in tradition, that will continue to flourish and grow in all the music that we create and share together. Special music making moments over the last year, offered by myself, our dedicated choirs, talented vocalists and instrumentalists from Zion, along with guest musicians from the community, have allowed us to experience the love, joy and healing that this language, with and without words, can bring to our daily lives and worship time together.

Highlights of the past year include:

- Monthly hymn sings, using all of our current hymnals, supplements and songbooks
- Singing of the Psalms, either as a hymn, or as a solo with verses and a refrain
- Special music before and after the Prayers of the People, designed to create a meditative, reflective mood that prepares the heart for intercession and prayer
- Guest musicians during Lent, Pentecost, Advent, and Christmas; special thanks to Kara Buelow-Fleck, Maria Merredew, Sandra Allen, Jeff Jones, and Pastor Metzger, too!
- Blended worship sanctuary services, featuring a mix of both traditional and contemporary music, planned and led by the Living Stones Band and myself
- My attendance at the Summer Institute of Church Music (SICM) in Whitby, ON (July)
- Celebrating with cake my 30th Anniversary as a Church Musician (November)

I would like to further expand on one highlight listed above, being my in-person attendance at the SICM session last July. Although a summary of this event was captured and prepared as a bulletin announcement in August and as a detailed report for the September Guiding Light, I would like to re-share that summary as part of this report:

A Note from your Church Musician -

During the summer from July 21st to the 24th I attended the 56th session of Canada’s Summer Institute of Church Music (SICM), with sessions and events held in Whitby, ON. It was wonderful again to see other board members like myself, along with music colleagues, church musicians, singers, and clergy from across Ontario in person, for only my second 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 ‘Sing Up! Sing Out! Sing On!’, with sessions and discussions that centered on celebrating and strengthening the singing church. There was focus on building congregational and choral singing, enhancing keyboard skills, and fostering the mutual encouragement of music directors as they lead their congregations and choirs together as one in song! Our theme presenter was Dr. Bruce Harding, a singer, songwriter, multi-instrumentalist, and church music scholar from the West Coast of Canada. Harding is one of those rave people

who bridges the gap between the sacred and secular, creating instrumental and vocal music for people who thirst for musical and spiritual nourishment.

The three parts to this year's main theme were: to offer UP praise to God through vibrant, communal worship; to share music and speak OUT the gospel in our own church and community; and to press ON with enriching the physical, mental, spiritual and overall well-being of our church's future.

Closing thoughts from a panel discussion of all lecturers and clinicians:

- singing in church is a common practice, with deep roots in many religious traditions, that offers praise and adoration directly to God, expresses gratitude for God's blessings, and celebrates joy in God's goodness and faithfulness.

- congregational and choral singing can reinforce shared beliefs and values, foster a sense of collective belonging, and strengthen the bonds of fellowship.

- singing together and making music in church is an act of communal prayer and worship, that represents a shared devotion and a spiritual connection, that benefits both the individual worshipper, and the church community as a whole.

And on a personal note, 'Thank you' for giving me the opportunity to once again continue my music education and professional learning, hearing from such talented and experienced faculty, and for letting me experience so much joy and passion for church music, with other musicians and colleagues, who want to see church music flourish! Blaine 🎵🎵

Music Ministry is so much more than just setting the mood of a worship service or the lifting up of gathered voices in song. As a church musician I feel very blessed to be one of your worship leaders, in a collaborative partnership with you, called to enable one another, build relationships, and support each other as a community of faith through music, with mutual respect and appreciation for each other. As a dedicated service steward of Christ, one must be faithful, honest and grounded with integrity that God is to be praised, with my music as prayer, and that the music we share together is a holy expression of the sacred relationship between us and God.

Thoughtful preparation, time and effort go into the planning of music for all worship services, including hymn and song suggestions, the selecting of choir anthems, as well as all music chosen for preludes, postludes and other special musical offerings. Hymn texts and readings are cross referenced with the lectionary and other planning resources, with the goal of creating a meaningful, themed and understood worship experience, using both the organ and grand piano. Please know that efforts are always made to respect the old and the new, so as to balance the past with the present, and to honor traditions and our roots. My heartfelt thanks go out to the choirs and different committee members for your time, dedication and friendship, and to all staff and other musicians for your collaboration and planning. And to the people of Zion, thank you for your prayers, love, openness, support and appreciation for the time-honored history of church music at Zion. Here's to many more years of singing with the Lord, dancing with the Spirit, and worshipping with each other!

Musically yours, and respectively written by Blaine Sack

2025 PAROCHIAL REPORT

TOTAL MEMBERSHIP AT: DECEMBER 31 2024:

Baptized: 671 Confirmed: 588

NEW MEMBERS RECEIVED DURING 2025:

Baptized Children (15 yrs and younger): Baptized: 5 Confirmed: 0

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

Affirmation of Faith: Baptized: Confirmed: 1

TRANSFER FROM ELCIC MEMBER CONGREGATION: Baptized: 4 Confirmed: 4

TRANSFER/AFFIRMATION OF FAITH FROM ANGLICAN/ OTHER NON-LUTHERAN
CONGREGATIONS: 4

AFFIRMATION OF FAITH FROM NON-LUTHERAN CONGREGATION:

Baptized: 1 Confirmed: 1

OTHER REASONS:

TOTAL MEMBERS ADDED: Baptized: 14 Confirmed: 10

MEMBERS REMOVED DURING 2025:

Death: Baptized: 17 Confirmed: 17

Transfer to other ELCIC Congregation: Baptized Confirmed:

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

Transfer to non-Lutheran: Baptized: Confirmed:

Responsibility List: Baptized: Confirmed:

Other: Baptized: Confirmed:

Total Members Removed: Baptized: 17 Confirmed: 17

TOTAL MEMBERSHIP AT DECEMBER 31 2025: Baptized: 671 Confirmed: 588

Estimated average weekly worship attendance for 2025: 80

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

Baptisms: 5

Affirmation of Baptisms: 1

Funerals: 10

Weddings: 2

THE SACRAMENT OF HOLY BAPTISM:

Charlie Cassista February 9 2025
Ainsley Zadow July 6 2025
Spencer Wright November 11 2025

Everitt Gray June 29 2025
Lainey Wright November 11 2025

AFFIRMATION OF FAITH:

Richard Krueger October 16 2025

MARRIAGES:

Kyle Verch to Angela Zekveld May 21 2025
Nick Valla to Heather Vandersleen August 30 2025

BURIAL OF THE DEAD:

Lilian Michel January 21 2025
Michael Bahen February 25 2025
Lennart Loevenmark April 25 2025
Gary Pearson July 7 2025
Francine Smith July 23 2025
Weston Lazarus August 23 2025
Ella Layman September 19 2025
Matthew McLaughlin November 23 2025
Judy Blais December 18 2025

Lianne Jones January 27 2025
Edith Brumm April 20 2025
Joanne Laforce May 21 2025
Mervyn Bimm July 15 2025
Clarence Lehman July 25 2025
Geraldine Belore August 26 2025
Sheila Purdy September 29 2025
Anneliese Trautrim November 23 2025

NEW MEMBERS:

Zachary Cassista February 9 2025
Leslie-Fraser Dobson November 4 2025
Brittanie (Swantz) Cassista February 9 2025

TRANSFERRED INTO ZION:

Danita Wolfgram Lloyd Wolfgram
Jeff Jones Janet Schultz-Jones
Kathy Dean James Dean

TRANSFERRED OUT OF ZION:

MEMBER REMOVAL REQUEST:

WORSHIP SERVICES:

Regular Service – 59
Living Stones Service – 4
Lenten Service – 5
Mid-Month Service – 2
Seniors Homes Service – 7
Funerals – 10
Weddings – 2
Service Totals – 89
Regular Average Worship Attendance - 80

CHURCH COUNCIL REPORT 2025

Council membership: Pastor Scott Schellenberger, Pastor Sue Nevile (non- voting).

Councilors: Lisa Campitelli, Denise Schizkoske, Tiffany Freeman, Brent Wolfgram, Gerry Vandersleen, Treasurer (non-voting), Jamie Mackinnon Vice Chair, Terry Hoffman Chairperson.

Another year has passed so quickly but Zion remains strong.

Zion has solid traditional ministerial leadership with Pastor Scott and is fortunate to have Pastor Sue to do outreach and modern ministries. Having the two pastors allows Zion to offer a full spectrum of worship options and gives us the best opportunity to grow.

Of course, Kevin continues to provide us with a clean and safe facility to worship in. This year Kevin went above and beyond by taking on the job of refinishing our parish hall floor. June is steady as she goes in the office and has grown to understand the intricacies of the day to day running of the church. Blaine works hard to meet the various musical tastes of the congregation and through it all Blaine brings his constant professionalism to everything he does at Zion.

A lot of work and dedication goes into every service. Each service requires input from the Pastors, the worship assistants, Director of Music, Sextons, Projector operators, Video Recorders, Sound operators, Counters, Alter Care, Ushers, coffee hour volunteers, copyright person, Treasurer, Bookkeeper and the Sunday School Superintendent. Then once a month Pastor Sue and the Living Stones band provide us with a pleasant change of pace at worship. We at Zion are blessed to have so many talented, hardworking people that support the daily operation of the church. All of the hard work of the employees and volunteers make it easy for the rest of us to come to service. Please give them your thanks the next time you meet them.

In 1964 folksinger Bob Dylan wrote a song called "The Times They Are a Changin'". The song was about the inevitable societal shifts that were coming in the 1960's. It urged people to acknowledge and prepare to adapt for inevitable change. It is not a new phenomenon that change is constant and Zion is not immune to the coming changes.

There are no immediate changes required at Zion because at the present time we are in a stable position. However, we do need to consider our future needs and to look at our demographics and physical assets and to talk amongst ourselves about the future. We also need to understand that Synod is urging congregations to consider all their options going forward. One possible option is to consider working with other churches in our area to explore areas of common interest that could be a benefit to everyone.

We must consider all options if we intent to grow our membership, another option I think we should consider and I think is easy to do, is to reach out to those who have already been members. I encourage us to send out letters of invitation to return to Zion to all past members that were dropped from the membership list. Whatever we choose to do we need to develop the mindset that the times are changing. If we can't adapt, we will be overtaken by change and we will have had no input to our own fate.

Programs like Messy church and Living Stones are examples of trying new ways to grow. There are other ideas that we just have not thought of yet, but we need to be open to trying new programs. For example, this year the local clergy cluster organized the Starry Starry night Epiphany Celebration at Zion on January 04 and all congregations were invited. It was night of music and hymns to celebrate Epiphany. The turnout was small but that just means we need to try harder next year. We need to keep reaching out and eventually someone will reach back. We cannot let our church stagnate, and that means we have to be prepared to adapt to the changing world.

I want to thank all of you for your support and kind words during my term as your Council Chairperson.

Terry Hoffman

Council Chairperson

CEMETERY REPORT FOR 2025

Cemetery Report for 2025

Our committee members have been busy up keeping both cemeteries.

Both cemeteries had the fences painted by Habraken-Allen Cliche at a very reasonable price.

Another large project was planting trees at both cemeteries which was difficult due to the drought which put a lot of stress on the trees so hopefully they will survive the winter.

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

Representing Zion was Sandra Graham and myself, Jamie MacKinnon.

Representing St. Timothy's was Ron Reiche, Don Siegel, Deborah Deitch and John Tromp.

Plot Coordinator was 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.

To look ahead to next year some projects would be tree limbing and ongoing grass repair.

The balance of the cemetery account as of Dec 31/25 was \$ 37,033.34

Co-Chairs

Jamie Mackinnon

John Tromp

ZION / ST TIMOTHY'S CEMETERY ACCOUNT

Cemetery Income & Expense Report: 2025 yr.

Balance of Cemetery Account Jan.1,2025 \$51,288.21

Income:

Sale of plots	\$6,820.00
Admin. & Monument & Grave marking/digging fees	\$4,800.00
Perpetual care interest	\$6,345.83
GIC Interest (RBC Securities)	\$819.28
St Timothy's contribution	\$0.00
Zion's contribution	\$0.00
Donations	\$0.00
Sales of Niches	\$2920.00
Income Total	<u>\$21,705.11</u>

Expenses:

Cemetery Licensing fee	\$900.00
Soil Improvements	\$763.92
General Cemetery Repairs	\$10,690.53
Shrub & tree removal/Dig and planting new trees	\$5,737.65
Grave & Monument mark/sketch/dig fees	\$4,400.00
Columbarium and related costs	\$0.00
Cemetery Maintenance	\$13,467.88
Expense Total	<u>\$35,959.98</u>

Balance of Cemetery Acct. Dec. 31, 2025 \$37,033.34

COUNTER REPORT 2025

MEMBERS:

- Kathy Godin, Kathleen Hoffman, Christine Booth
- Gayle & Larry Seegmiller, Kara Buelow
- Lisa Campitelli, David Lehman, Karen Gauthier
- Gerry Vandersleen, Jean & Kevin Rutz
- Diane Hammel, Pam Duplessis, Wilmer Verch
- Doug & Pauline Malliff, Sandra Graham
- Andrew Zadow, Kathy Green, Lori Crigger
- Susan Dupuis, Tiffany Freeman & Michael Laabs

In 2025 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:

Wayne Kirk

I would like to welcome Kara Buelow.

Respectfully submitted by Susan Dupuis

COFFEE HOUR REPORT 2025

MEMBERS:

Doug & Pauline Malliff
Debbie & Stan Sitkiewicz and Ryan Parcher
Denise & Barry Schizkoske
Kathy Hoffman and Susan Dupuis
Lorraine MacKenzie and Michael Laabs

Patricia & Peter Wegner
Steve and Evelyn Boland
Donetta Mau and Wilmer Verch

We continue to have 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 Justine Mutlow for her time with us and welcome Lorraine MacKenzie as she begins working with Michael Laabs.

I also want to thank Al and Jill Kellough for their past years of volunteering with this group. We wish them all the best in their new adventures

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 2025

Members: Pastor Scott Schellenberger, Karen Gauthier, Sandra Graham, Sandy Hoffman, 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 (generally one service/month).

As well, the Pastoral Care Committee continued to provide Home Communion to various members of the congregation during both Lent and Advent seasons. Providing time for both connection and fellowship, the visits were enjoyed by both Pastoral Care members and those visited.

This year, our committee said farewell in April to a long-standing member, Martha McKibbon. The Pastoral Care Group thanks Martha for her 9 years of compassion and dedication to the members of Zion...you are truly a treasure, Martha!

We also welcomed Sandy Hoffman as a new member in April and are very appreciative of Sandy's dedication to this ministry.

The Pastoral Care Committee would like to thank Pastor Scott for his time and commitment to ministering to the needs of the people of Zion. 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 2025:

Phone calls: 80

Personal visits: 78

Cards sent: 137

Worship services in long term care and retirement homes: 12

Financials:

Starting Balance \$300.00

Year End Balance \$300.00

Respectfully submitted,

Karen Gauthier

PROPERTY COMMITTEE REPORT 2025

Committee Members

Al Kellough, Barry Schizkoske, Brent Wolfgram, Don Boldt, Kevin Rutz, Micheal Laabs, Wayne Reiche, Peter Wegner and Wilmer Verch.

Property Expenses for 2025

Security \$535.10
Snow clearing \$4,615.07
Boiler repairs \$3,318.37
Lights, batteries, gas, etcetera and other maintenance \$2,623.54
Parking lot sand removal \$831.54
Rental House roof replacement \$13,299.49

Total

Projects and repairs 2025

Audio and video equipment maintenance .
Sanctuary roof repairs
Tree and shrub trimming
Repairs and maintenance on doors, windows, pews, flooring, plumbing and electrical
Continued heating system maintenance
Monthly emergency lighting and fire extinguisher inspections
Rental property maintenance

Snow Removal

Shane Lehman 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 of \$1000 per month

Thank You

We extend our sincere appreciation and thanks to Kevin Rutz for his dedication and diligence in keeping our Church facility safe, clean and maintained for worship and all other activities. Thank you for all the 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 other activities. We thank Barry Schizkoske for heating system care, research and other routine maintenance. Thank you to Diane Hammel for inputting the service for the projector each week. Thank you to the property committee for purchasing and setting up the Christmas trees in the sanctuary and the ladies for decorating them. Thank you to all Volunteers that so faithfully show up and keep all the activities running smoothly for enjoyment by all participants. Thank you to the anonymous donor of two portable humidifiers to try to increase the humidity in the cold months to try to preserve and protect the organ and piano.

Thank you to Al Kellough for serving many years on the Property Committee. Your knowledge and willingness to help is greatly appreciated. Your exit left a large gap on our committee and you are greatly missed.

Rental House

The entire roof was replaced. There was some unforeseen deterioration that was repaired as an extra which brought the total cost to \$13,299.49.

Volunteers replaced the kitchen sink drainage piping. Some new supply piping and new faucets were installed to replace the old leaking taps. The dryer was vented to the exterior, laundry tub and taps were replaced as well as new drainage and venting for the washing machine and laundry tub. The tenant trimmed the shrubs and cleared vegetation away from the gas meter area.

Basement clean up and mould treatment are still required. A new tub enclosure is also required.

Church Property

New foam rubber interlocked tiles were placed on the nursery floor.

Kevin arranged for help and did a deep clean of the parish hall floor and completely refinished it. Thank you Kevin for taking on and completing such a huge task during a hot and humid summer.

New rubber feet have been installed on all the chair and table feet to try to protect the parish hall floor.

Volunteers cut down the four dead Ash trees on the parking lot and hauled away all the debris and wood. A dead Elm tree near Miller Street was also removed beside the parking lot to improve illumination from the yard light for the parking lot.

The yard light on the end of the parish hall was repaired/replaced for much improved illumination of the main entrance.

A new sign was installed at the Miller Street parking lot entrance to identify the main building entrance to aid Emergency Services when required.

Two portable and remotely monitored humidifiers have been donated for use during the heating season to try to improve the humidity in the sanctuary in an effort to help maintain the organ and piano.

Debris was swept up and removed from the flat roof over the main entrance and lobby area to improve drainage and reduce the risk of clogged roof drains. The vent stacks were insulated to prevent condensation infiltration into the roofing membrane system.

In October the organ blower motor stopped running. Some members of the property committee removed the blower motor and were able to get the burned capacitor replaced. Rick's Electric cleaned up the motor, adjusted the starting switch and removed the shaft end play as well to make it run as smooth as new again.

New Projects

Replace the old fluorescent lighting in the kitchen with more efficient LED lighting.
(Kitchen is a high use area)

Replace all other fluorescent lighting to save electricity.

Replace the main entrance ramp, estimate \$20,000.

Parking lot asphalt repairs and patching \$20,000.
Brick repair.
Repair front concrete steps.

Property Budget for 2026

Snow removal and sanding \$5,000
Plumbing, heating and electrical maintenance \$5,000
Security, fire alarm and EMS \$2,800
General repairs, maintenance and salt \$2,200

Total \$15,000

Respectfully submitted by Wilmer Verch

SOCIAL MINISTRY COMMITTEE ANNUAL REPORT 2025

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

Overview: The Social Ministry committee works to help others within our church and the community. We have an amazing team of volunteers. They are a most dedicated group and a pleasure to work with. Jill and Al Kellough dedicated and committed volunteers in many areas of the church over the past many years are being missed since they moved to North Bay in September to be closer to family. We ask God to bless and keep them in their new community and bid them a fond farewell.

Meals for our Seniors: We prepared 2 meals for our seniors this past year. The first was April 4 and the second was November 28. Dessert is made the day before then on the actual day we meet at the church at 8:00 am to begin preparation. The April menu was: Sweet and sour chicken legs, mashed potatoes, roasted vegetables, tea biscuits and Waldorf salad with Lemon Delight for dessert. We had several donors who helped make this possible. Karen and Todd Gauthier donated the supplies for dessert. Nancy Chaput donated 20 lbs. of potatoes and 20 lbs. of carrots organically grown from her garden. June Popke donated 2 dozen tea biscuits. We had a variety of soups in containers in the freezer from the Lenten soup and sandwich dinners and our seniors each received one of these containers along with their meal. The menu for the November meal was meatloaf, mashed potatoes, carrots, tea biscuits, Waldorf salad and dessert. Again, everyone received a container of frozen soup. Nancy Chaput donated potatoes from her garden. Diane Rull keeps an updated membership list of people who would like a meal. There were 41 people on the list. Diane calls everyone ahead of time so they know when we will be coming. We delivered the meals in the afternoon.

Jam Jar Fundraiser: Our annual jam jar fundraiser started on Thanksgivings Sunday and wrapped up on All Saint's Sunday with a chili/soup and bun luncheon. Approximately 70 people attended the luncheon. The proceeds were directed to the Friends of Creation and Zion's General Fund. The Friends of Creation is a national project of the Canadian Lutheran World Relief to help the area in Lake Chad. Together we raised 826.67 through the jam jars and 470.00 for the luncheon for a total of 1296.67. This will be divided equally to Friends of Creation and The General Fund (648.34 each). Additionally, 250.00 was designated to Friends of Creation. A big thank you to the Social Ministry Team for making/donating the Chili, soup and buns. Thank you to everyone who baked cookies and sweets for dessert. They were all delicious! A very special thank you to **Jim Zadow of Uncle Jim's Meat Market** who donated 12 lbs. of hamburger for the chili. He said it was for his Aunt Mona Zadow. So many acts of kindness warm our hearts.

Coldest Night of the Year: Zion's Frozen Few pulled on their coats, hats, mitts and boots to brave the elements to walk 5 km through the streets of Pembroke on Saturday February 22nd 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

The team raised \$2,435.00 through online donations through the Blue Sea Foundation. 465.00 in extra donations was sent directly to The Grind. Listed below are the team members. They ask for sponsorship among their friends and family. Kathy Godin, Susan Dupuis, Gayle Seegmiller, Ellen Vandersleen, Pamela Duplessis and Cory Brumm. Thank you so much for your hard work, asking for donations and walking in cold conditions to help the most vulnerable in our community.

Morning Socials- Mid week coffee hours were hosted on Wednesdays throughout 2025. Socials were generally held two times/month, except during the months of July and August. 17 morning socials were enjoyed by attendees, with an average attendance of 15. Attendees enjoyed coffee, tea, and goodies, along with fellowship and the music of the Wednesday morning musicians.

A special thank you to both Susan Dupuis for stepping in to assist with morning socials after the departure of Jill Kellough in September, and to Peter Wegner for always helping with clean up.

Garage Sale: The Garage Sale was held Saturday May 3 from 8:00-12:00 noon this year. The proceeds were directed to St. Joseph's Food Bank and Zion's General Fund. 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.

At the end of the day, we help yet again. The leftovers were given to Betty Luckovich who operates a thrift store during the summer out of Golden Lake or Killaloe. It is mutually beneficial since she arranges to pick up pretty well everything helping us with our cleanup. Working together we accomplish much.

Many thanks to our team of volunteers: Jill and Al Kellough, Pastor Sue, Pamela Duplessis, Debbie Sitkiewicz, Denise Schizkoske, Susan Dupuis, Janet Schultze Jones, Peter and Patricia Wegner, Karen Gauthier, Ellen Vandersleen and many others. Special thanks to Susan Dupuis who worked behind the scenes listing and selling donated furniture on Marketplace.

Our garage sale is a favourite in the community. Not only is it a great fundraiser, but it is also an act of hospitality.

Budget for 2025: Total: 3000.00

1. St. Joseph's Food Bank: 1000.00
2. First Step Options: 500.00
3. Bernadette McCann House: 200.00
4. CLWR: 400.00
5. PACA (Pembroke and Area Clergy Association): 200.00
6. Christmas Hamper: 400.00 (was not needed therefore 400.00 was transferred to Good Shepherding Fund at the end of year)
7. Miscellaneous: 300.00

Garage Sale Proceeds \$ 5611.57

Marketplace sales: 730.00

Café: 419.00

Jewelry: 414.75

Treasure Table: 300.25

50% to Food Bank: 2805.78

50% to Church General Fund: 2805.79

Good Shepherding Fund 2024

Starting Balance: 4533.63

Help send a kid to camp: 1050.00- donations received

Donations: 20.00

Transfer of budgeted amount from Christmas hamper: 400.00

Expenses:

Senior meal supplies: 340.25

Camp fees: 950.00

Closing Balance: 4713.38

Outreach Funding:

Opening Balance: 3066.46

Donations: 490.00

Closing Balance: 3 556.46

Zion's Food Cupboard: 632.77

As chair of this committee, I want to express my profound gratitude for all the love and care that is shown by the many activities coordinated selflessly and repeatedly, within the committee and beyond. When help is needed you are there. You are the salt of the earth. You work for justice, love kindness and walk humbly with your Lord. Thanks be to God!

Respectfully submitted
Ellen Vandersleen (Chair)

MESSY CHURCH & LIVING STONES REPORT

MESSY CHURCH

What a year of leading messy church! We say a fond farewell and enormous thankyou to two of our key leaders in the kitchen: Jean Rutz and Jill Kellough. At the same time we welcome Susan Dupuis and Ellen Vandersleen as team leaders.

Like many of our ministries at Zion the numbers in attendance ebb and flow depending on time of year, weather, and school activities for the kids. We have had groups as large as 50 and as small as 15. Each month our participants can count on a hearty meal, a creative activity, some co-operative games and a time of worship. The majority of the children in attendance are between 3 - 10, however there are also kids as young as infants and as old as teenagers. These don't even include the adult participants who share in the community!

We look forward to the new year and invite you to join us with family, friends and neighbours.

LIVING STONES

Once a month on the 3rd Sunday of the month an alternative worship community gathers in the fellowship hall for a different kind of worship. Our worship and songs are simple - including some classic hymns as well as new and meaningful contemporary songs - and we do not include a bulletin. We have an interactive message using a variety of ways to communicate the word of God. Last year we also had a chance to have the music of the Living Stones service included in the main sanctuary for a blended service. Our season ends each year with a service at the marina where we are able to include a greater community in word and song.

If you haven't had a chance to check out the worship, please look for the next date in the bulletin and join us for an uplifting service of music, message and meal. Kids are always welcome and there is even a special kids sermon - for all ages of children of God.

Great thanks to Kevin Rutz, Allan Rose, Steven Bolland and Ryan Quenneville for the many hours of hard work preparing music and setting up for the services each month. If you are interested in participating in the band - instrumentally or vocally - please speak to Pastor Sue.

LEARNING REPORT 2025

Learning Report

Primary Coordinators: Pastor Sue Nevile, Pastor Scott Schellenberger

Sunday School: Susan Dupuis, Pastor Scott

Messy Church: Pastor Sue, Kitchen Coordinators: Ellen Vandersleen, Susan Dupuis,
Games, Justine Mutlow

Confirmation: Pastor Scott

There is no official learning committee. Decisions are primarily made by a few people. After talking to teachers, Sunday was moved to once a month. The hope is that people will commit to bringing their children at least once a month. Susan is using old curriculum to teach.

There is a Messy Church Report in this Annual Report.

Confirmation:

Pastor Scott teaches students from year 1 and 2 together. This year we are teaching from Sparkhouse Curriculum – The Reformation and Catechism. Last year we learned about Old and New Testament Stories. We flip content from year to year.

In 2025 Richard Krueger was confirmed.

At the present time we have eight second year and four first year students.

Year 2

Haley Boldt

Haley Godin

Marcus Laabs

Charlie Levoy

Jack Levoy

Ella Smith

Hugo Smith

Kai Toney

Year 1

Dustin Graham

Katrina Greenfield

Mackenzie Hoffman

Raylee Hoffman

Respectfully Submitted,
Pastor Scott



2025 UPDATE FOR CONGREGATIONS



Programs Update

- **Confirmation Camp 2025** supported by the SYNOD Youth and Young Adult Ministry, organized by Pastor Scott Schellenberger. 15 confirmands and 5 pastors attended in 2025.

Confirmation Camp 2026 dates: will run July 5-10 2026. Please contact Pastor Scott Schellenberger for registration information at sschellenberger@hotmail.com

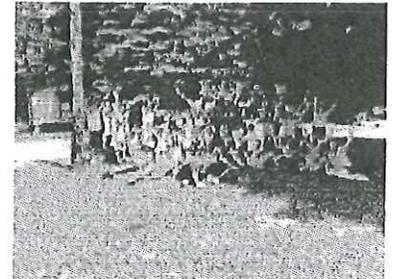
- **Children's Overnight Camp 2025** we had 85 children attend camp over 3 weeks and 4 Leaders in training

Children's Overnight Camp 2026 dates: July 5-10 and July 12-17 visit our website at www.lutherlyncamp.ca for online registration and information

- **Family Camp:** This summer, 44 campers from 14 different households gathered at Golden Lake for a week of spectacular sunsets and intergenerational ministry led by Pastor Sue Nevile. From the high-energy gaga ball pit and volleyball to the quiet reflection of morning chapel, the camp brought together a vibrant mix of people—including those who have attended for many decades, and new families just beginning their tradition. Whether staying in the Four Seasons Lodge, cabins, or tents, we shared a week of swimming, canoeing, and talent shows that strengthened our bonds as a church family. To keep this vital ministry thriving and accessible for everyone, we invite your prayers and financial gifts. Your support ensures that the peace and joy of Golden Lake continue to welcome us all for years to come.

Family Camp 2026 dates: July 18-23 2026; visit our website for pricing and registration .

- **Summer Employment Opportunities:** We are currently taking applications for summer employment. Job Descriptions are posted on our website. Please encourage your youth to submit an application for any of the positions between **February 1st and March 1, 2026** through the Employment link <https://www.lutherlyncamp.ca/employment/>



Rentals Update

Thirty-four rental (34) events for large groups (Main Camp), small groups (Four Seasons lodge, and Bancroft and Shepherd's Staff cabins) were held at Camp Lutherlyn. This was 4 fewer than 2024 and of those, 2 were large groups. We have 4 large groups who come every year; we have some (family reunions) who come only every second or third year; and we get others who come as a one-time event. We also have many small groups who come every year. Of these, several groups have been coming for 40 years! We are very proud of the number of returning renters to our beautiful camp!. Looking forward to 2026, our bookings are strong.

Property Update

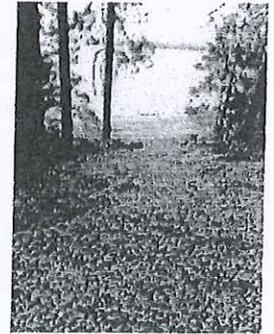
First, we want to thank the volunteers who participate in the opening and closing of the camp each year and to those who help throughout the year.

Our main project in 2025 was the development and completion of an access path from Golden Lyn Way to north Bancroft Beach. This will provide access to good swimming for renters at Hoffman Beach while children's camps are running.

The road to Hoffman Beach was damaged by heavy spring rains. Through the Camp Capital Fund it has been repaired. The spring storm that damaged the Hoffman Beach access road also damaged the dishwasher in Schmieder Hall which required a major repair.

Preparations for a new Hoffman Beach campground facility included site clearing, evaluation of electrical and water supply requirements, and initial work for the installation of a second on-site comfort station, again through the Camp Capital Fund. We are planning to complete the campground in 2026.

The tentative date set for our annual spring workday for opening the camp is **Saturday May 2nd, 2026**. Please mark it on your calendars and join us if you can!



Fundraising/ Donations Update

If you had the opportunity to go to camp when you were growing up, you know what a powerful, life-changing experience it can be. This year, we are excited to share that we had over 100 kids come to camp. Activities included Bible study, outdoor activities and music, all designed to deepen their connection with God and our community. To make this vision a reality for all our members and keep the camp experience affordable, we receive funding through a variety of programs including donations, sponsorships, grants, rental revenue and fundraising.

This year as part of our celebration of the last 6 decades we held an anniversary dinner with live music and a delicious dinner (roast beef and all the fixings and homemade pie). We raised \$3,469 through 49 dinner tickets, a silent auction, and a 50/50 draw. Thank you to everyone who contributed. Some other donations in support of our anniversary were received.

In 2026, we will run a Donations Campaign to honour our past and to ensure that our programs and facilities are available for the next 60 years!



Board Update

We are excited to report that we have updated the governance documents for the camp to comply with new legislation. The new versions were approved at a special Members Meeting on September 20. We took the opportunity to change our name officially to Camp Lutherlyn (which we've been using unofficially for several years) and we've kept the previous name Lutherlyn Camp and Conference Centre as a Business Name.

Come, one and all - campers, renters, volunteers – and visit our little piece of paradise on beautiful Golden Lake in 2026!!



Like us on Facebook **Camp Lutherlyn**



Follow us on Instagram **camp.lutherlyn**

Visit us at www.lutherlyncamp.ca

WORSHIP & MUSIC COMMITTEE ANNUAL REPORT 2025

Worship & Music Committee Membership

Gayle Seegmiller - Chairperson

Joan Lehman - Secretary

Pastor Scott Schellenberger

Blaine Sack - Director of Music

Koiti Rull - Sextons

Sandra Graham - Altar Care

Lorraine McKenzie - Worship Assistants

Cheryl Sack - Ushers

Ellen Vandersleen - Projection, Sound and Recordings

Diane Hammel - Licensing, Copyright & Projection Setup

Don Boldt - Paraments and Banners

Thank You to Pastor Scott and Blaine for leading our worship services throughout 2025. They are supported each week by at least 9 volunteers.

Thank you to all of our dedicated volunteers and to 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.

A special thank you to Diane Hammel who continues to spend countless hours at the church each week inputting the service for projection and making sure that all the technology is working properly for Sunday mornings. Diane also makes sure that all the copyright rules are being followed and that all necessary licenses are up to date.

Thank you to Pastor Sue and the Living Stones band for participating in the Blended Services.

Thank you to Blaine for leading the men's and mixed choirs who enhance our services from September to June.

Thank you to Don Boldt who continues to help out with changing paraments and other jobs as needed. Our waterfront service was held on June 22nd with a lower attendance than usual, probably due to very hot and humid weather.

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

2025 Expenditures

Liturgical Supplies (wafers, etc.)	\$262.85
Domain ZIC renewal	\$43.98
Honorariums for guest musicians	\$325.00
Blaine's RCCO conference	\$645.95
Licenses	\$1095.75
City of Pembroke for waterfront service	<u>\$114.60</u>
Total	\$2488.13

Respectfully submitted by Gayle Seegmiller – Chairperson

ZLW ANNUAL REPORT 2025

Zion Lutheran Women 2025 Annual Report

2025 Executive: President – Susan Dupuis
Past President – Pamela Duplessis
Secretary – Wendy Schutt
Treasurer – Diane Hammel
Faith & Life Program Convenors – Ellen Vandersleen, Sandra Graham

Programs and Events:

January 7 Epiphany Service led by Susan Dupuis
February 5 February Fun Bunco/Music led by Pam Duplessis
March 3 Cancelled for Lent
March 7 World Day of Prayer, Our Lady of Lourdes, Pembroke "I Made You Wonderful!
April Cancelled for Lent
May 7 Mothers in the Bible led by Sandra Graham
June 4 "If I Canoe it, So Canoe"- Presentation by Liz Krantz Held in Parish Hall due high heat
Sept. 4 Presentation on the 2026 National Convention and The Moravian Church followed Pot Luck dinner
Oct. 1 Muggsie Boland of St. Vincent De Paul spoke – Pam Duplessis
Nov. 5 Samantha Turcotte and Catherine Arends from The Grind – Ellen Vandersleen
Dec. 3 Message of the Angels led by Sandra Graham Prayer Partner exchange

Zion Lutheran Women started the year with 31 members. Our average attendance in 2025 was 12 (including guests). Our plan for the June meeting was to be a picnic and a presentation by Liz Krantz at the Pembroke Waterfront, but we were forced to move indoors due to the extreme heat. 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 Edie Brumm. A Memorial donation was made in her memory.

The World Day of Prayer service presented in March was prepared by the women of Cooks Islands and was held at Our Lady of Lourdes Church in Pembroke.

56 visits to ill and shut-in members were recorded in 2025 and many telephone calls were also much appreciated. Our card convenor sent 20 birthday cards, 3 sympathy cards 4 'thinking of you' cards and 3 get-well cards throughout the year.

On December 10, Ellen Vandersleen, Susan Dupuis, Leslie Fraser Dobson and Pam Duplessis delivered Poinsettias and Christmas cards to 8 shut-in ZLW members. Sandra Graham also delivered and Poinsettia and Christmas card to one of our members.

Zion is blessed to have Cheryl Sack (who continues to knit and quilt on her own). Words from Cheryl "I quilted 40 quilts this year. Some tops were made by Leslie & Crista Hein. I have at least 80 tops left to quilt. I hope to stay healthy so I can finish these.

30 quilts were given to St. Vincent De Paul Soup Kitchen. The people that went to lunch were asked if they wanted a quilt. This made them very happy and thankful.

5 quilts were given to The Grind.

2 Quilts were given to Country Haven nursing home in Beachburg.

3 quilts in 2 boxes including toques and mittens were sent to *Better Beginnings, Better Futures* in Sudbury, Ontario

3 Boxes of baby clothes including onesies, sleepers, sweaters and 4 baby quilts were sent to the *Pregnancy Care Centre* in Sudbury, Ontario

I enjoy doing this and helping these people” Chery Sack

Cheryl --Thank you for sharing your talents and ongoing generosity! And thanks to other donors from Zion who help with this ministry.

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 2025 were made to St. Joseph's Food Bank, Women's Inter-Church Council of Canada (WICC) for World Day of Prayer, St Vincent De Paul and The Grind.

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 brew the tea and coffee, set up the refreshments for our meetings and help clean up afterwards. It was a pleasure to work with the executive members who assist with planning our learning opportunities and some 'just for fun' programs throughout the year. We are truly blessed by this sisterhood who generously support each other and our wider community!

Respectfully submitted,
Susan Dupuis

ZLW FINANCIAL REPORT VERIFICATION

ZION LUTHERAN WOMEN FINANCIAL REPORT DECEMBER 31, 2025

RECEIPTS

Working Balance Jan 1 st , 2025	1945.22	
2025 Regular Meeting Donations Deposited in ZLW Account	2100.00	
2025 Sunday Collection Plate Donations Deposited in ZLW Account	20.00	
TOTAL RECEIPTS WORKING ACCOUNT		4065.22

DISBURSEMENTS

Inter-Church Council of Women – World Day of Prayer	250.00	
Inter-Church Council of Canada – Least Coin Donations	295.00	
Donation to St. Vincent de Paul Soup Kitchen	320.00	
Donation to St. Joseph’s Food Bank	760.00	
Donation to The Grind – Pembroke	280.00	
Donation to the Memorial Fund re: Deceased Members (In Memory of Edie Brumm)	25.00	
Donation to Zion Office	100.00	
Confirmation Cake – Confirmation/Reformation Sunday	49.99	
Donation to Trillium Lutheran Church In Memory of Pastor Sue’s Father	25.00	
Gift to Pastors and Poinsettias for ZLW Shut-Ins	191.33	
Payment to Guest Speaker	50.00	
Payment re: Postage and Cards	37.21	
TOTAL DISBURSEMENTS		-2383.52

Working Balance December 31, 2025 **1681.69**

Special Accounts

Quilters Bank Account

Opening Balance Jan 1 st , 2025	778.93	
Transfer of funds from Baby Bundles to Quilters	11.06	
Quilters Account December 21, 2025		789.99

Baby Bundles

Opening Balances Jan 1 st , 2025	271.52	
Shipment Baby Items March 27, 2025	-110.88	
Shipment Baby Items November 23, 2025	-149.58	
Transfer small HST Balance to Quilters Account to close Baby Bundles	-11.06	
Baby Bundle Account December 31, 2025	NIL	NIL

BANK BALANCE DECEMBER 31, 2025 **2471.68**

RENTAL PROPERTY REPORT

Both of the apartments at 401 Munro Street continue to be rented. You may have noticed that the roof was replaced on the main portion of the building. There were also repairs to the furnace and a few small interior repairs completed.

The following are the financials for this property

INCOME:	401 Munro \$725 x 12	\$ 8700.00
	401B Munro \$900 x 11	9900.00
	GIC Interest	434.13

Total \$19,034.13

EXPENSES:	Property Tax plus Water & Sewer	5,834.69
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RENOVATION/REPAIR COSTS

Roof	\$13,299.49
Gas Furnace Repairs	7,535.94
Other Repairs	281.50

INSURANCE	2,071.44
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TOTAL	\$23,188.37
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Submitted by Susan Dupuis

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 2025 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.

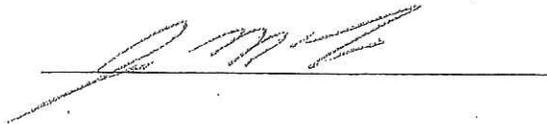
January 21 ,2026

Respectively submitted by:

Brent Wolfram



Jamie MacKinnon



ENDOWMENT REPORT FOR THE 2026 ANNUAL MEETING

Zion Lutheran Church's Endowment Fund has a balance of \$427,444.73 as of Dec.31,2025. Donations to the fund principle in 2025 totaled \$1,400.00. The interest that will be available for distribution after voting takes place at the annual meeting is approximately \$14,500.00.

How the fund works: any donations or bequests are sent to RBC Dominion Securities and added to the principal amount. During any given year the interest and dividends that are earned is transferred from there directly to the endowment interest account in BMO Pembroke. 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 2025:

Diane Hammel, Blaine Sack and Dornetta Mau. Ex-officio members are Treasurer Gerry Vandersleen and Pastor Scott and Pastor Sue. There is a need for 1 new member going forward. They will be voted for if needed and introduced at the annual meeting. We thank Dornetta for her time on the committee. Included with this report, shows the distribution of the 2024 earned interest that was distributed in 2025.

Zion's Outside Needs Equals \$5,850.00

<u>Name</u>	<u>Amount</u>
Lutherlyn Camp & Conference Centre	\$3,073.65
The Grind	\$793.20
Phoenix Centre for Children & Families	\$793.20
Robbie Dean Counselling Centre	\$99.15
St. Joseph's Food Bank	\$396.60
St. Vincent de Paul	\$694.05

Zion's Inside Needs Equals \$5,850.00

<u>Name</u>	<u>Amount</u>
Building Fund	\$5,254.95
Property Reserve Fund	\$594.90

GIVING REPORT 2025

<i>YEARLY GIVINGS</i>	<i>AMOUNT OF PEOPLE</i>
<i>1-100</i>	128
<i>101-250</i>	39
<i>251-500</i>	43
<i>501-750</i>	30
<i>751-1,000</i>	22
<i>1,001-2,000</i>	40
<i>2,001-3,000</i>	22
<i>3,001-4,000</i>	6
<i>4,001-5,000</i>	3
<i>5,001-6,000</i>	3
<i>6,001-7,000</i>	1
<i>7,001-8,000</i>	0
<i>8,001-9,000</i>	2
<i>9,001-10,000</i>	0
<i>Over 10,001</i>	1

<i>FUND</i>	<i>PERCENTAGE OF GIVERS</i>	<i>\$ AMOUNT</i>
<i>Ash Wednesday</i>	3.8%	\$420.00
<i>Building Fund</i>	4.1%	\$6304.51
<i>Christmas</i>	34.9%	\$15,581.20
<i>CLWR</i>	1.2%	\$454.00
<i>Current</i>	73.9%	\$211,913.76
<i>Easter</i>	16.1%	\$3,790.00
<i>Fellowship of the Least Coin</i>	0.3%	\$4.00
<i>Flowers/Candles</i>	1.8%	\$520.00
<i>Food Bank</i>	2.6%	\$1360.00
<i>Good Friday</i>	7%	\$1,170.00
<i>Good Shepherding</i>	0.9%	\$1,070.00
<i>Jam Jar Fundraiser</i>	3.2%	\$831.00
<i>Kitchen</i>	0.9%	\$413.00
<i>Lenten</i>	9.1%	\$2,805.00
<i>Maundy Thursday</i>	3.5%	\$455.00
<i>Memorials</i>	26.4%	\$5,110.00.
<i>Miscellaneous</i>	5.3%	\$3,527.71
<i>Offering Envelopes</i>	10.6%	\$622.00
<i>Organ Restoration</i>	0.3%	\$20.00
<i>Sunday School</i>	0.9%	\$158.60
<i>ZLW</i>	5.6%	\$2,100.00

TREASURERS REPORT 2025

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 accountant 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. Did you know that they do not claim any reimbursement from the car allowance which is available. This saves the church \$6,500.00 a year. For Pastor Sue at 25% salary, this savings means that her total cost to the church is 18K. Some of the things Pastor Sue does is coordinate the Living Stones worship and the messy church program. Thank you for your gifts. We succeeded in paying all our bills, repairs and other improvements by using \$4,356.43 from the general reserve. I would ask that as you direct your special gifts, please do so in addition to the general fund. 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 1.7%. 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*. In working together, we can resolve any issue.

A note on giving:

How do you give? We should give with generosity, joy and thanksgiving for all that God has given us. Making a conscious effort to budget our offerings to give back. We have included a giving's chart and you decide what line is good for you and the church. Thank you for your help in succeeding to fulfill our commitments.

2026 Budget Highlights:

- Our benevolence commitment has been reduced to \$10,000.00.
- Insurance costs have increased.
- Staffing costs were increased by 2%.
- We have used all of the remaining general reserve and a over 10k from the rental account to balance the budget.
- And yes, I'm doing the treasurer duties still. If you're interested in this position, please contact me.

Below are listed amounts for 2025 given or sent out from donations, grants, fund raising or Endowment votes. Thank you for your help and generosity.

Camp Lutherlyn = \$6,073.65	Kids to Camp fees= \$2,250.00
Food Bank= \$8,848.92	Phoenix Centre =\$793.20
Good Shepherding =\$420.00	Fellowship of Least Coin = \$295.00
Memorial Fund =\$4,310.00	Benevolence =\$11,500.00
Meals for shut-ins= \$340.25	Altar Fund= \$300.00
Renfrew Hospice = 0	First Step Options = \$500.00
Social Ministry Outreach= \$490.00	Zion's Food Cupboard= 0
Robbie Dean Counseling= \$99.15	World Day of Prayer= \$250.00
Bernadette McCann House =\$200.00	The Grind =\$1,263.20
Pembroke Area Clergy= \$200.00	Youth Group= \$0.00
Global Hunger =\$3,975.17	For the Building fund= \$13,322.15
St. Vincent de Paul= \$1,064.05	Cancer Care Program PRH = 0
Sunday School= \$177.60	Kitchen Fund = \$1,337.80
Video/Sound system = 0	Endowment= \$1,400.00
Cemetery donations= 0	
Flowers= \$520.00	

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 At 25% Call			
	2026 Jan-Mar	2026 Apr-Dec	2026 Total		2026 Jan-Mar	2026 Apr-Dec	2026 Total
Increase		2.00%				2.00%	
Annual salary	\$ 59,387.70	\$ 60,575.45		Annual salary	\$ 14,678.89	\$ 14,972.47	
Annual Housing	\$ 17,400.00	\$ 18,000.00		Annual Housing			
	3 months	9 months			3 months	9 months	
Salary	\$ 14,846.93	\$ 45,431.59	\$ 60,278.52	Salary	\$ 3,669.72	\$ 11,229.35	\$ 14,899.08
Housing	\$ 4,350.00	\$ 13,500.00	\$ 17,850.00	Housing			
CPP	CPP max		\$ 4,353.57	CPP			\$ 678.24
EI- max			\$ 1,572.30	EI			\$ 339.70
WSIB			\$ 351.58	WSIB			\$ 67.05
Pension/life ins			\$ 10,664.54	Pension/life ins			\$ 2,033.72
Health/Dental	full amount		\$ 8,244.00	Health/Dental			\$
Book Allowance			\$ 500.00	Book Allowance			
Car Allowance			\$ 3,250.00	Car Allowance			\$ 3,250.00
Total	Total		\$ 107,064.51	Total	Total		\$ 21,267.79

SECRETARY			
	2026 Jan-Mar	2026 Apr-Dec	2026 Total
Increase		2.00%	
+4% vacation pay	19.23	19.61	
Hours	221	663	884.00 17 hrs/wk
	3 months	9 months	
Salary	\$ 4,419.82	\$ 13,524.66	\$ 17,944.48
Travel Reimbur	10 per trip	max 120 trips	\$ 1,200.00
CPP			\$ 859.45
EI			\$ 409.13
WSIB			\$ 80.75
Total	Total		\$ 20,493.81

CUSTODIAL CONTRACT			
	2026 Jan-Mar	2026 Apr-Dec	2026 Total
Increase		2.00%	
Annual contract	\$ 28,030.93	\$ 28,591.55	
	3 months	9 months	
Contact cost	\$ 7,007.73	\$ 21,443.66	\$ 28,451.39
WSIB			\$ 128.03
Total	Total		\$ 28,579.43

MUSICIAN			
	2026 Jan-Mar	2026 Apr-Dec	2026 Total
Increase		2.00%	
Salary	\$24,569.11	\$ 25,060.49	
	3 months	9 months	
	\$ 6,142.28	\$ 18,795.37	\$ 24,937.65
CPP			\$ 1,275.54
EI			\$ 568.58
WSIB			\$ 112.22
Pension/life ins			\$ 3,403.99
Health/Dental			\$ 3,168.00
Total	Total		\$ 33,465.97

	CPP Total \$ 7,166.80 EI Total 2,889.71 WSIB Total 739.63 Pension/Life 16,102.25 Health/Dental 11,412.00 <u>38,310.39</u>
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Note: 2026 YMPE = \$74,600 x 25% = \$18,650
Both June and Pastor Sue below 25% YMPE

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, and staff, you have also supported global hunger and many organizations in need around our area. Our offerings were up by 1.7% in 2025. Deficit was – (\$4,356.43) for 2025. By using funds from the general reserve, we did pay all our commitments. Our Parish Hall and room rental, which is earned income was up more than 30% to over \$20,000.00. This helps out a lot. 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 2025

CURRENT ASSETS

Bank of Montreal (Chequeing)		\$130,828.37
NSF Clearing		\$0.00
Rental Property GIC'S		\$40,000.00
Term Deposits- Savings		\$66,394.31
Cemetery Investment		\$30,000.00
Misc. Accts. Receivable		\$0.00
HST Receivable		\$3,464.01
Prepaid Expenses		\$2,669.01
TOTAL CURRENT ASSETS:		\$273,355.70

ENDOWMENT ASSETS

Endowment Bank Account	\$14,694.42	
Endowment Investments (at FMV)	<u>\$427,444.73</u>	
Subtotal		<u>\$442,139.15</u>
Endowment Assets (restricted)		<u>\$442,139.15</u>

LIABILITIES

Deductions Payable		\$10.87
Accounts Payable		\$4,650.00
Altar Fund	\$2,533.01	
Eternity for Today	\$656.48	
Cemetery Fund	\$37,033.34	
Endowment Fund	\$442,139.15	
Sunday School Account	\$2,977.83	
Fellowship of the Least Coin	\$14.30	
Praise Appeal	\$165.00	
Kitchen Fund	\$10,618.67	
Building Fund	\$13,322.15	
Care & Maintenance on Cemetery stones	\$0.00	
Care & maintenance on Cemetery Grave	\$0.00	
Organ Restoration	\$5,162.68	
Rental Properties	\$118,995.10	
Stain Glass Window Repairs	\$24,955.65	
Miscellaneous	\$6,000.66	
Social Ministry - Outreach Funding	\$3,556.46	
Zion Food Cupboard	\$632.77	
Property Reserve	\$594.90	
General Reserve	\$17,739.90	
Dorothy's Music Ministry	\$6,304.50	
Good Shepherding	\$4,713.38	
CLWR - We Care Kits	\$30.62	
Other Endowment Votes	\$20.00	
Confirmation	\$0.00	
Post Secondary Student Assistance	\$886.00	
Grand Piano Fund	\$1,429.46	
Video and Sound System	\$431.32	
Youth Conventions	\$7,448.97	
Zion Lutheran Women	<u>\$2,471.68</u>	
Special Accounts Total	\$710,833.98	
Total Current Liabilities		<u>\$715,494.85</u>

BUDGET

ZION LUTHERAN CHURCH BUDGET 2026

EXPENSES	2025 Budget	2025 Actual	2026 Budget
Benevolence Expenses			
Benevolence	\$11,500.00	\$11,500.00	\$10,000.00
Total	\$11,500.00	\$11,500.00	\$10,000.00
Committee Expenses			
Call Committee			
Messy church assistance	\$1,500.00	\$1,139.29	\$1,200.00
Sunday School Assi	\$100.00	\$0.00	\$100.00
Learning Committee	\$600.00	\$390.60	\$600.00
Hospitality	\$100.00	\$0.00	\$100.00
Pastoral Care	\$100.00	\$0.00	\$100.00
Property	\$15,000.00	\$11,923.62	\$15,000.00
Social Ministry	\$3,000.00	\$2,680.00	\$3,000.00
Stewardship	\$0.00	\$0.00	\$0.00
Worship & Music	\$4,575.00	\$3,374.82	\$4,200.00
Youth Group	\$250.00	\$0.00	\$100.00
Total	\$25,225.00	\$19,508.33	\$24,400.00
Utilities			
Natural Gas	\$18,000.00	\$15,747.48	\$18,000.00
Hydro	\$5,600.00	\$5,640.93	\$5,750.00
Telecommunications	\$2,600.00	\$3,042.62	\$2,800.00
Water / Sewage / Recycling	\$1,600.00	\$1,658.19	\$1,700.00
Total	\$27,800.00	\$26,089.22	\$28,250.00
Operating Expenses			
Bank Charges	\$275.00	\$248.33	\$275.00
Organ & Piano Maintenance	\$2,250.00	\$1,119.04	\$2,250.00
Zion's Cost for Cem. Maintenance	\$0.00	\$0.00	\$0.00
Contingency	\$1,500.00	\$1,049.23	\$1,500.00
Parish hall / kitchen event maintenance	\$275.00	\$150.00	\$200.00
Custodial Supplies	\$1,300.00	\$1,611.64	\$1,500.00
Elevator Maintenance	\$3,300.00	\$4,042.63	\$3,600.00
Offering Envelopes	\$1,500.00	\$1,059.34	\$1,200.00
Insurance	\$23,000.00	\$21,961.80	\$23,500.00
Office Supplies	\$7,500.00	\$9,203.58	\$7,900.00
Flowers	\$500.00	\$593.45	\$400.00
Travel (Conventions/Meetings)	\$0.00	\$0.00	\$0.00
Total	\$41,400.00	\$41,039.04	\$42,325.00

BUDGET

ZION LUTHERAN CHURCH BUDGET 2026

EXPENSES	2025 Budget	2025 Actual	2026 Budget
Payroll & Benefit Expenses			
Pastor Scott	\$58,997.37	\$58,997.40	\$60,278.52
Pastor Sue	\$14,582.41	\$14,582.40	\$14,899.08
Secretary	\$17,558.93	\$17,560.50	\$17,944.48
Trips Reimbursement: Office	\$1,200.00	\$1,200.00	\$1,200.00
Cleaning Contract	\$27,846.69	\$27,846.60	\$28,451.39
Church Musician	\$24,407.62	\$24,407.58	\$24,937.65
Supply Pastor(s)	\$400.00	\$250.00	\$400.00
Supply Organist(s)	\$200.00	\$500.00	\$200.00
CPP / EI / WSIB	\$10,494.94	\$10,118.99	\$10,796.14
Health & Dental	\$9,792.00	\$9,792.00	\$11,412.00
Pension Plan & Group Benefits	\$14,846.28	\$14,131.71	\$16,102.25
Vehicle Allowance	\$6,500.00	\$0.00	\$6,500.00
Housing Allowance	\$17,400.00	\$17,100.00	\$18,000.00
Continuing Education	\$500.00	\$600.00	\$500.00
Book Allowance / Computer	\$500.00	\$0.00	\$500.00
Total	\$205,226.24	\$197,087.18	\$212,121.51
TOTAL EXPENDITURES	\$311,151.24	\$295,223.77	\$317,096.51
REVENUE			
Loose Offerings	\$2,000.00	\$1,411.00	\$1,300.00
Regular Offerings	\$241,345.00	\$238,756.30	\$240,000.00
Memorial	\$2,000.00	\$4,310.00	\$3,000.00
Flowers	\$500.00	\$520.00	\$400.00
Interest	\$2,000.00	\$1,778.43	\$1,750.00
Office/ Admin. Fees / Bulletins	\$5,500.00	\$5,100.00	\$5,000.00
Parish Hall Rental	\$15,275.00	\$20,117.00	\$19,000.00
Solar Panels	\$12,500.00	\$13,397.24	\$13,000.00
TOTAL INCOME from 2024	\$281,120.00	\$285,389.97	\$283,450.00
SURPLUS / (DEFICIT)	-\$30,031.24	-\$9,833.80	-\$33,646.51
WSIB credit		\$256.22	
Fundraised for general acct.	\$0.00	\$4,102.11	\$2,500.00
Transfers from other Funds	\$24,346.33	\$5,475.47	\$19,989.90
Funds from Rental Account	\$5,684.91	\$0.00	\$11,156.61
NET SURPLUS / (DEFICIT)	\$0.00	\$0.00	\$0.00
OTHER DIRECTED GIFT INCOME	\$3,500.00	\$1,859.00	
OTHER DIRECTED GIFT EXPENSE	\$3,500.00	\$1,859.00	
NET SURPLUS/DEFICIT	\$0.00	\$0.00	

Income and Expenses of Special Funds for 2025

Accounts	Jan1,2025	Debit	Credit	Dec.31,2025
	<u>BALANCE</u>			<u>BALANCE</u>
Altar Fund	\$2,233.01	\$0.00	\$300.00	\$2,533.01
Eternity for Today	\$767.58	\$361.10	\$250.00	\$656.48
Cemetery Fund	\$51,288.21	\$35,959.98	\$21,705.11	\$37,033.34
Sunday School Account	\$2,800.23	\$0.00	\$177.60	\$2,977.83
Fellowship of the Least Coin	\$0.00	\$0.00	\$14.30	\$14.30
Praise Appeal	\$165.00	\$0.00	\$0.00	\$165.00
Kitchen Fund	\$9,820.10	\$539.23	\$1,337.80	\$10,618.67
Building Fund	\$3,713.50	\$3,713.50	\$13,322.15	\$13,322.15
Care & Maintenance on Stones	\$0.00	\$2,680.00	\$2,680.00	\$0.00
Care & Maintenance on Graves	\$60.00	\$3,330.00	\$3,270.00	\$0.00
Organ Restoration Fund	\$6,450.89	\$1,288.21	\$0.00	\$5,162.68
Rental Properties	\$129,478.05	\$29,582.17	\$19,099.22	\$118,995.10
Stain Glass Window Repairs	\$24,955.65	\$0.00	\$0.00	\$24,955.65
Social Ministry - Outreach Funding	\$3,066.46	\$0.00	\$490.00	\$3,556.46
Miscellaneous	\$5,991.60	\$16,103.44	\$16,112.50	\$6,000.66
Zion Food Cupboard	\$632.77	\$0.00	\$0.00	\$632.77
Property Reserve	\$1,939.65	\$1,939.65	\$594.90	\$594.90
General Reserve	\$22,096.33	\$4,356.43	\$0.00	\$17,739.90
Dorthy's Music Ministry	\$6,304.50	\$0.00	\$0.00	\$6,304.50
Good Shepherding	\$4,533.63	\$1,290.25	\$1,470.00	\$4,713.38
CLWR - We Care Kits	\$30.62	\$0.00	\$0.00	\$30.62
Other Endowment Votes	\$1,442.69	\$1,442.69	\$20.00	\$20.00
Confirmation	\$0.00	\$3,000.00	\$3,000.00	\$0.00
Post Secondary Student Assistance	\$886.00	\$0.00	\$0.00	\$886.00
Grand Piano Fund	\$1,709.46	\$280.00	\$0.00	\$1,429.46
Video and Sound System	\$1,104.67	\$673.35	\$0.00	\$431.32
Youth Conventions	\$8,498.97	\$1,050.00	\$0.00	\$7,448.97
Zion Lutheran Women	\$2,850.67	\$2,643.99	\$2,265.00	\$2,471.68
TOTALS	\$292,820.24	\$110,233.99	\$86,108.58	\$268,694.83

ANNUAL GENERAL MEETING MINUTES 2025

Zion Evangelical Lutheran Church
454 Miller Street
Pembroke, Ontario
Annual General Meeting Minutes
February 23, 2025

1. Call to Order- the meeting was called to order at 11:25am by council chair Terry Hoffman. Terry thanked everyone in attendance and re-iterated that we are one body with the purpose of doing ministry together and comments shall be spoken in kindness and peace.
2. Establishment of Quorum: Terry indicated we have met our quorum numbers as the required number of members are present (53).
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 (land acknowledgement and prayer).
4. Adoption of Agenda- Terry added one item- approval of last year's meeting minutes. Susan Dupuis- under new business, words about our church and congregation.
Moved to accept the agenda: Steve Boland.
Seconded: Cheryl Sack. Carried by congregation.
5. Approval of last year's meeting minutes- no issues raised.
Moved to accept the minutes: Wilmer Verch.
Seconded: Jill Kellough. Carried by congregation.
6. 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 (p12-34).
No issues or concerns were raised by the congregation.
7. Report of Finance Committee and Treasurer- Treasurer Gerry Vandersleen referred to pages 40-41 of the 2024 Annual Report. Gerry also brought attention to page 34 which is a more detailed report than in the past; it outlines yearly givings and where they are directed.
Gerry reviewed page 40 as follows: our benevolence commitment has been met for the year; committee expenses totalled just over \$21 000.00; utility expenses were less than budgeted due to the mild winter last year; operating expenses cover all the things needed to run the church and Gerry mentioned any money related to the piano or organ is taken out of the organ and piano maintenance fund; insurance cost \$21 687.48 last year and as per a conversation with Perri Rae Boell of the Cooperators, insurance is not expected to rise more than 2% in 2025.
Gerry reviewed page 41 as follows: payroll expenses have all been met, along with deductions and group benefits. Gerry mentioned that the pastors and staff, along with our volunteers, are our most important resources at Zion, helping out in the community where we can. Our budget for offerings was met last year and thanks were given by Gerry to the congregation for their generosity.
We had a deficit of \$23 616.78 at the end of the year. Previous carried over surplus of \$8679.73 was used, in addition to a transfer from the general reserve so as to balance the year end budget.

Questions: Steve Boland- had a question regarding telecommunications and if the pastors' cell phones might be included as an expense. Gerry indicated they are not included as an expense but that this could be discussed by the finance committee.

Cheryl Sack- had a question re the general reserve fund and where this money comes from. Gerry indicated the general reserve fund money was from a surplus of over \$35 000.00 to be set aside for a rainy day when income doesn't meet expenses.

Gayle Seegmiller- had a question where the money from the sale of the house went. Gerry referenced the balance sheet found on page 39 of the annual report; rental property GIC's and term deposits savings comprise most of the money from the sale of the house.

Allen Rose-had a question re the secretary salary trip reimbursement of \$800.

Susan Dupuis answered that when employees make over a certain salary/year, they must have benefits. In discussion with June, she has agreed to work under a certain number of hours to save benefit costs, with the office trip reimbursement making up for the time she does work.

Gerry also mentioned the vehicle allowance of \$6500.00 for Pastor Scott's vehicle reimbursement is not taken by Pastor Scott and is his offering back to the church.

8. New business:

- a. Proposed budget for 2025- Motion reads: "We so move to accept the 2025 budget as proposed by church council and the finance committee."

Moved: Sandra Graham. Seconded: Don Boldt.

Gerry mentioned the benevolence expense has been lowered to \$11 500.00 as we should focus our fundraising and assistance to our local agencies (as an example the Grind hosting the Coldest Night of the Year at the church). Under committee expenses, Messy Church assistance was added to the budget. Gerry mentioned other committee expenses as numbers handed in as budgets from these committees. Utilities, operating expenses reviewed; Gerry mentioned again that organ and piano maintenance is taken out of the organ and piano maintenance fund. Payroll and benefit expenses: there is an increase of 2.7% across the board. Pastor Sue is 25% call with no benefits, secretary, cleaning contract, church musician, others reviewed. The housing allowance was increased to \$17 400.00. Gerry mentioned the housing allowance has not been increased in a while and we are way below synod guidelines on the housing allowance.

Gerry went on to explain that in order to balance the budget, there is a need to transfer the remaining money from the general reserve line and a need to cash in a GIC from the rental account.

Questions: Steve Boland- indicated we have over 300 families in our congregation and questioned if it would be good to suggest people offer \$100 more per year, which amounts to roughly \$2/week. Pastor Scott mentioned a stewardship program is going to be started this year, which will encourage people to give what they can both financially and other ways.

Cheryl Sack: asked where the money from rentals of the parish hall goes. Gerry mentioned the money is in the line of parish hall rentals, but the money goes into the regular account.

Gerry went on to say our secretary, June, does above and beyond what she gets paid for her work in the office.

The 2025 budget motion was read again. It was carried by the congregation.

Gerry ended the budget talk by mentioning he has been treasurer for the past 10 years, and he is thankful for the opportunity to have served in this capacity. However, he needs to retire due to health concerns but is willing to assist anyone who takes over. The congregation gave a round of applause/standing ovation for Gerry. Terry said if he were to hand out thanks to Gerry for his time spent helping out the church, we would be here all day.

- b. officio of the endowment committee. Three new members are needed for the new endowment committee- the three new members are Diane Hammel, Blaine Sack, and Dornetta Mau. No other names were mentioned from the floor. This year, there is \$11,700.00 available for disbursement. Kathy Hoffman did a financial verification of the endowment fund, at no charge for her hours (required every 5 years). The cost was \$1,650.00 charged by the company Kathy works for to look over her work and sign it. Gerry extended thanks to Kathy for her time and effort. Gerry mentioned he is available to talk to anyone about the audit. Kathy Hoffman indicated the endowment fund was added to the balance sheet this year; Gerry indicated this is for transparency, and that it is listed as restricted. Susan Dupuis requested clarification between building fund and property reserve fund noted on the ballot. Gerry mentioned the building fund is always used first, but both can be used towards the needs of the church building. Ballots were handed out.

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 (underway).

- c. Election of New Councillors- Terry Hoffman asked for new members from the floor. A council position is for a 2-year term for a max of 6 years. Terry mentioned church council is important work, and new challenges arise all the time. Church council meets every month, but there are no meetings in the summer. Email is used so some discussions take place via this forum...example of a new amplifier for the parish hall took place. Zoom is also used for meetings so you can be elsewhere and still attend meetings online. Susan Dupuis asked how many are on council and how many need to be replaced. There are currently 6 council members but one is stepping down, so 1 more council member is needed.
- d. Recognition of Out Going Council Members- Erica Deloughery is stepping down due to personal commitments. Thank you to Erica for her time and effort on council.
- e. Introduction of New Council Members- no new council members. Terry extended thanks to Zion's volunteers for all of their time and effort.
- f. Susan Dupuis- Susan was asked on Friday to pass on some info from Fred Blackstein, who does a lot of work with The Grind. Fred says as a proud member of The Order of Canada, the work we do at Zion on behalf of others mimics the premise of the Order of Canada...working together to desire a better country. Susan said we are well known in the community for the work we do here at Zion...a look at page 36 lists the many community organizations we help as a congregation, both financially and with volunteer time. Two outreach programs we do are well known, number one being The Messy Church program, which has grown from 8 to 20 children along with adults. In Messy Church, we provide a meal, a craft, games and then go to the sanctuary for songs and stories. The Messy Church program has brought us 6 new members. We have some special needs adults who come to participate, and they feel very comfortable here. The second outreach is the seniors exercise class, which has grown from an average of 8 attendees to an average of 25 attendees. Many positive things are said about the program and the church, and this program is very important as it benefits our seniors health both physically and mentally. Some members make our events known by putting up our flyers in their home churches and through word of mouth. Our church calendar is very busy; Susan feels our church is growing...the public has seen it and recognized it. We are here doing God's ministry and doing what we need to do.

- g. Endowment Fund Vote- Gerry Vandersleen spoke for the Endowment Committee, as the treasurer is ex-
- h. Endowment vote results: Outside needs- Camp Lutherlyr: 31 votes, The Grind 8, The Phoenix Centre 8 10, St Vincent de Paul 7. Other option- Food Bank 4, The Robbie Dean Center 1. Inside needs- building fund 53 votes, property reserve fund 6. There were 3 spoiled ballots.

Pastor Scott thanked Kevin Rutz and council members for their time and commitment.

Terry Hoffman offered some closing comments and thanked council members for their involvement and time.

- i. Adjournment:

Move to end the meeting. Motioned by: Michael Lange. Seconded by : Diane Rull.

The meeting closed at 12:26pm

OUR FRIENDS IN THE ELCJHL

ELCIC members are asked to continue praying for peace for the people of the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL), as heightened conflict continues.

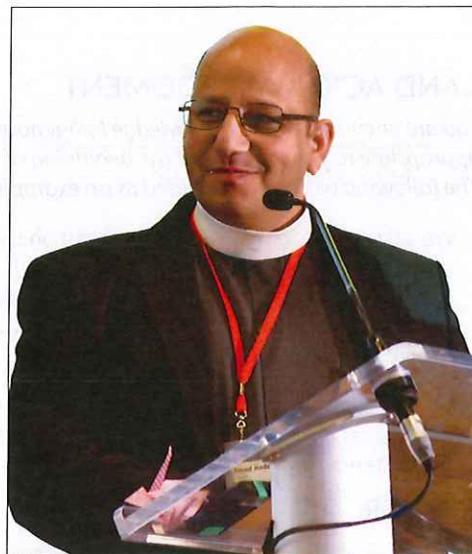
The past two-and-a-half years have been extremely challenging for the people of the ELCJHL. The growing conflict and tension continues to take a toll on many church members – our global mission partners in the East.

In early-April, National Bishop Susan Johnson travelled to Jerusalem alongside Bishop Elizabeth Eaton of the Evangelical Lutheran Church in America for a solidarity visit to ELCJHL Bishop Sani-Ibrahim Azar. The visit served as a reminder to the people of the ELCJHL that they are not alone.

“For me, the hardest thing to witness was the increased lack of hope,” Johnson shared. “That the war will end. Hope that there will be a place for Palestinians within the Holy Land. A huge concern is that the presence of the indigenous Christian church will be lost. More and more Christians are giving up and leaving. Will there be a Christian presence other than that of tourists in the future?”

In July 2025, the ELCIC National Office and the Eastern Synod announced the launch of the ELCJHL Appeal to support the ministries overseas with a goal of raising \$50,000.00.

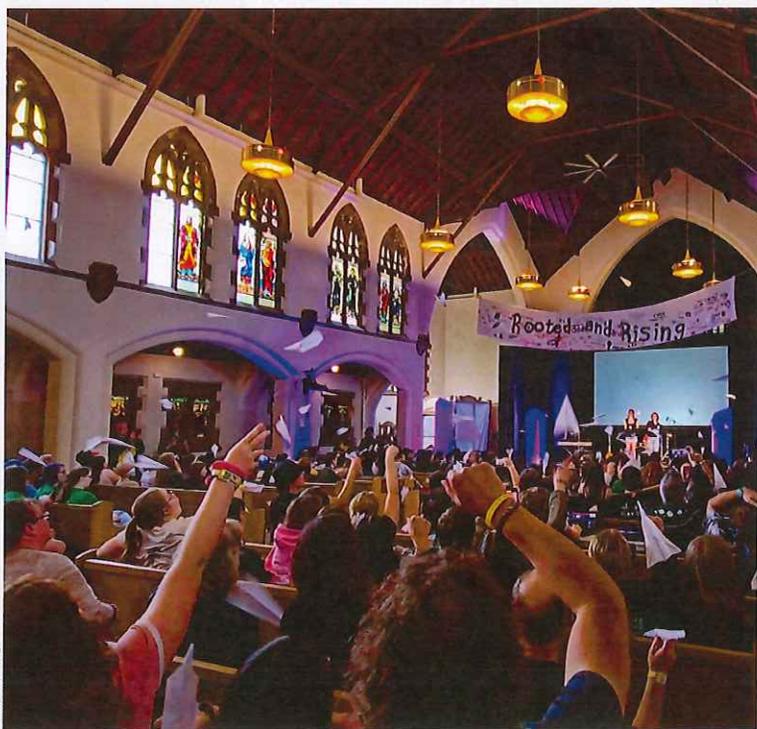
“Your support is meaningful for us, it will help us continue to minister, to be with the people, to continue opening our schools and giving severance to our teachers,” said ELCJHL Bishop-elect Imad Haddad. “But at the same time, it will help us help families who are in very bad situations because of the current political circumstances that we are going through in the Holy Land.”



CARTER BROOKS

ELCJHL Bishop-elect Imad Haddad.

CLAY 2025: ROOTED AND RISING



LAUREN PINKNEY

Youth gathered to deepen their faith at CLAY 2025.

The theme of the 2025 Canadian Lutheran Anglican Youth Gathering was *Rooted and Rising*. The national gathering of the ELCIC and Anglican Church of Canada takes place every two years. This past summer in Saskatoon, SK., over 360 youth, young adults, leaders, volunteers and bishops from across Canada gathered for four days in the prairies with a focus on deepening faith, digging deeper roots and enjoying time participating in group activities with fellow like-minded youth. Rev. Jordan Cantwell, former moderator of The United Church (2015–18), served as the keynote speaker for the five large group gatherings.

Additionally, in conjunction with the 2023–25 National Youth Project, *More Precious*, which stems from Isaiah 43:4, participants at CLAY learned more about the trauma and tragedy surrounding human trafficking. The National Youth Project is introduced biennially, seeking to encourage youth participation on a current social justice issue.

At the conclusion of the event, it was revealed that the next CLAY will take place in 2027 in Nanaimo, BC. Learn more about the next event at ClayGathering.ca.

OPENING WORSHIP

LAND ACKNOWLEDGMENT

You are encouraged to acknowledge Indigenous lands in a way appropriate to your context at the beginning of your annual meeting. The following words are provided as an example.

We acknowledge that we are gathered on the traditional and unceded territory of the [Name of Indigenous Peoples for where your community is located]. We recognize and respect their enduring presence on this land and express our gratitude for the opportunity to live, work and learn on their territory.

Let us take a moment to reflect on the history of this land and to consider our roles in working towards reconciliation and understanding.

PRAYER

Leader: Gracious God, thank you for this opportunity to gather as your people. As we meet, may we be mindful of the mission and ministry to which you have called each of us. To share your love and grace with everyone we encounter.

All: Amen.

READING

Hebrews 10:23–25

Let us hold fast to the confession of our hope without wavering, for he who has promised is faithful. And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching.

HYMN – All Are Welcome, EvLW 641

LITANY

Leader: God's grace and unconditional love calls us to be a diverse, inclusive community.

All: We celebrate all and uphold life-giving relationships.

Leader: As we join together for this time of meeting, for the business of this congregation,

All: May we not only be mindful of this congregation, but remember the needs of the community beyond these walls.

Leader: Provoke in us your spirit of compassion, kindness and goodness.

All: So we might be your hands and feet in the world, to bring your love to everyone.

Leader: Be with us always. Remind us of your generosity,

All: So we may be signs of that generosity out in the world.

Leader: God of hope and love,

All: Amen.

CLOSING WORSHIP

Leader: Faithful God, as you have journeyed with your people throughout the ages, continue to journey with your people here and now. Thank you for our time together, to reflect on the mission and ministry of this place. May our hearts be renewed to be your signs of grace and love in our community.

All: Amen.

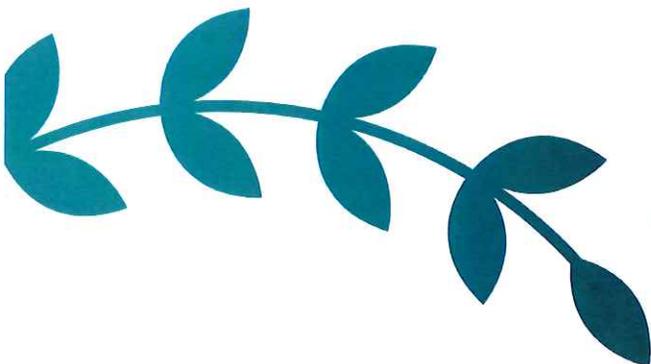
HYMN – God is Here Today, ACS 993

BENEDICTION

Leader: Go in peace, to love and serve the Lord!

All: Thanks be to God!

- Opening and closing worship prepared by Deacon Gretchen Peterson. -



Evangelical Lutheran
Church in Canada

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