

Proposed Annual Meeting Agenda

Sunday, February 18, 2024

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 Comments
3. Opening Devotions
4. Reports:
 - a) Minutes of the 2023 Annual Meeting
 - b) Motion to adopt the reports: (adopt them all at once but gives them a chance to ask questions)
 - c) Finance Report – 2023 Financials, 2024 Budget
6. New Business:
 - a) Endowment Fund Vote
 - b) Election of New Councilors (someone may be elected from the floor)
7. Recognition of Out Going Council Members
8. Introduction of new Council Members
9. Adjournment
10. Closing Devotions

Zion 2023 Annual Report

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Addendum To The 2023 Annual Report

ADDENDUM TO THE 2023 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 for 2023
Members are: Jamie Mackinnon and Brent Wolfgram

Election/ Appointment of the Endowment Committee
Committee Members are: Doug Malliff and Cheryl Sack

Susan Dupuis, Church Council Chairperson

Pastor Scott's Report

Pastor's Report 2024

Friends in Christ,

As a Christian and a pastor, I have learned that it is crucial to participate in regular and deep spiritual practices (beyond weekly worship and prayer) to discern God's movement and call in my life and that of the congregation I serve. Perhaps the most life-giving of my regular spiritual practices is a weekly online huddle with an ecumenical group of pastors, professors, and lay leaders. It's a very simple process. We begin each week with an hour-long "huddle" by dwelling in the lessons for the coming Sunday before discussing our own concerns and needs for support of one another in the community. This practice has changed my understanding of faith and call and ministry.

One of the stories we seem to return to regularly is the story of Jacob wrestling with God at the Jabbok. It is a story that culminates in Jacob being renamed Israel and returning to his homeland a different person. One who has a refocused sense of purpose and call. One through whom God continues to work to bring about God's preferred future.

As I write this annual report to Zion Lutheran Church, I am pondering the question: "What are we at Zion wrestling with today?"

Since accepting the call to be your pastor almost three years ago, we have seemed to be constantly wrestling: with change and transition; with a fading past and an uncertain future; with long-standing practices and systems which may or may not serve us well into the future. We've fought through (and are still challenged by) the pandemic. We've experienced significant pastoral and staffing transitions. Some things have become simpler, yet others more complex. But through it all, we've continued to wrestle.

And that's a good thing.

One of the defining moments of the Jacob story comes near daybreak, at a time where the emerging light would help Jacob more clearly see whom/what he was facing. God says:

"Let me go, for the day is breaking." But Jacob said, "I will not let you go, unless you bless me." So, he said to him, "What is your name?" And he said, "Jacob." Then the man said, "You shall no longer be called Jacob, but Israel, for you have striven with God and with humans, and have prevailed."

At this point in time, I don't know if our congregation has reached the dawning of a new day. It seems as if we are, in many ways, still in the dark about the future. Yet we still hold on, trusting that at some point, the dawn will come. And God will help us understand who we are in this new and changing world. I take great comfort in that.

So, as we reflect on the past year, I would like to identify a few things that give me hope:

- After a significant conflict during my first year at Zion, the waters have calmed, and a high Spirit of Peace and thanksgiving abounds. The atmosphere is one of delightful joy.
- Our willingness to take risks by hiring a part-time pastor has brought great rewards. Pastor Sue Nevile brings great talent, joy, and pastoral care to our community. Several new initiatives have grown over the past two years with her leadership: Living Stones Worship, Messy Church, Baby and Me, several social gatherings and fundraising. She will be leading both a youth retreat and adult retreat in February and March and has begun a meditation group. Her call is for only 10 hours a week. She puts in many hours.
- I am delighted with the progress we have made with children and youth ministry, thanks in large part to the energy, imagination, and faithfulness of parents and volunteers. This past year we had around twenty children

participating at Messy Church. Eight youth were confirmed. The youth group has grown significantly as our kids bring their friends to join them.

- Our corporate worship life continues to evolve and flourish. Blaine Sack, the Choirs, the Living Stones Band and special musicians work very closely together to make sure that we can make worship a most meaningful experience. There are many volunteers that need to be thanked for their regular commitment to worship. Too many to name.
- Our media ministry, that is broadcasting services on tv and online, are an invaluable resource for those who are homebound. We will be upgrading the equipment this year to make sure the quality of productions does not diminish.
- I am very proud of how the people of Zion have become such a hospitable and caring congregation. There have been several people who have come to worship or a Wednesday Fellowship Hour because they were invited by a member. These friends of the congregation have spoken to me about how welcomed they felt upon their first entrance to the church. All in all, in 2023 we added 10 new people to our rolls and 4 the year before. They have joined because of people like you.
- Our relationship with the community of Pembroke continues to grow. Not only do we raise money for outside groups through fundraisers, but our facility is used now by several different exercise groups on every day of the week it seems. We continue to support social agencies like the Grind by giving them space to hold fundraisers, and the St. Joseph's Food Bank by providing an overflow room for dried goods to name a few.
- A pastor's report would not be complete without a mention of our congregational finances. Congregational finances are always a challenge to manage. This year we would technically be facing a deficit if it were not for the use of the surplus from last year. In total our "deficit before the surplus" is almost equal to the donations to the organ restoration fund in 2023. This tells me one of two things: a) donations that normally would go into the general fund are most likely being rerouted to the organ fund. b) if those funds went into the current fund, we would have a fairly balanced budget. We all have limited funds and cannot contribute to both. This is just a reminder that we cannot use the organ if the church cannot afford to operate.

Jacob emerged from a long night of wrestling with God with a new outlook and a changed identity. I have a feeling that we will do the same when we emerge fully into the light of a new day. But in the meantime, let us continue to grope and wrestle and strive to follow the path that God is pushing and beckoning us toward. I am honored and humbled to serve you as pastor as together we move into the future.

Respectfully submitted,

Pastor

Pastor Sue's Report

It hasn't quite been a year that I have been serving as your Part Time Pastor. Just for fun I have started calling myself "The Other Pastor" This is mostly due to the fact that the things that Pastor Scott and I do are for the most part quite different.

It has been a busy year! We have continued some already established ministries and started some up from scratch. I feel very blessed to work with some amazing volunteers and staff. Some of the things that fill my time at Zion take place weekly, monthly or are one off special events. Below you will find a list of many of these important ministries.

I find myself mostly working in group settings but have also been able to spend time with many people one-on-one. This relationship building is something that helps folks to be comfortable talking to me and asking questions or making suggestions about our church community. While there are still a few folks who don't see the need of a part time pastor, those who are looking to renew their spiritual life or simply open their hearts to a different experience of what we call "Church" have responded fruitfully. I try to remember that not every expression of ministry is for everyone but every expression of ministry is for *someone*.

Here are some of the things that I am involved with or leading:

- The Living Stones worship service
- Blended worship in the Sanctuary
- The Marina Service
- Mid Week Worship
- Book Study
- Prayer and Meditation group
- Mid Week Social Hour Weekly
- Living Stones Band practice
- Mid Week Lenten Soup and Sandwich Suppers
- Baby and Me group
- Messy Church
- Weddings and funerals as needed
- Special Music in Worship
- Christmas Coffee House
- Fund raising efforts
- Social Ministry meal preparation

Alongside of serving our congregation I also serve the two congregations of Zion, Schwartz and St. John's, Ladysmith in a supply pastor capacity 2-3 times a month. I also sit on the Camp Lutherlyn board of directors and program committee. I am energized by the spiritual seeds that have been planted over this last year and of the new shoots that are springing up. When you look about the congregation and the community you will see them all around us. I know the Holy Spirit is at work in all of us and preparing us for ... something!

Yours in Christ

Pastor Sue Nevile (The Other Pastor)

2023 Parochial Report

2023 PAROCHIAL REPORT

THE SACRAMENT OF HOLY BAPTISM:

Emma Marie Rose McGregor	April 2
Charlee Mae Michelle Herwig	April 23
Aria Jane Wright	June 4

MARRIAGES:

Rebecca Vandersleen & Michael Rombeiro	July 1
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BURIAL OF THE DEAD:

Erica Christine Loevenmark	January 3	Marilyn Ann Plath	May 27
Geesje Marchien Vandersleen	January 27	Helen Gertrude Sabourin	June 19
Marilyn Mary Kathen	January 24	Brenda Lee Sperberg	July 18
Edward Frank Gorr	March 8	Thomas Lawrence Hoffman	August 3
Ronald Arthur Gorr	March 16	Elinor Margaret Clifton	September 7
Grace Margaret Colbear	March 28	Lloyd David Graham	September 7
Ann June Watt	March 29	Margaret Emma King	September 9
David Kenneth Bartlett	April 4	Leona Ella Edna Waito	September 28
Vera Lorraine Kruger	April 15	Richard Douglas Hubert	November 3
Dawn Elaine Howard	May 22	Erna Marie Handke	November 15

Church Council Report

Congregational Council

Membership:

Pastor Scott Schellenberger Pastor Sue Neville Michael Lange Jill Kellough Kathy Nieman Erica Deloughery
Karen Gauthier Jamie MacKinnon

Denise Schizkoske – Vice Chairperson

Susan Dupuis - Chairperson

As I sit down to reflect on 2023, I also look back on the last 6 years. I will be stepping down as the Chairperson of church council at the end of February 2024. Wow... what a journey. New Pastors, riding the waves of Covid 19, stretching to learn so many new things including my involvement with the recording equipment enabling us to broadcast our services. When I look back on 2023, I see 2 things. Those that are constant and those that bring change to Zion. Constant: We are a very busy congregation. Our committees continue to perform the work that Jesus has set before us. The busyness of the building has increased with more groups looking to use our parish hall. Our commitment to our community is strong. That feeling of being a “family” is ever present. What a joy to be a part of all that happens here at Zion. Change: They say that the only thing that is constant is change. This year we welcomed Pastor Sue as a part time pastor here at Zion. She brings such life and energy to our congregation. We welcomed 8 new members to Zion this year. At the annual meeting in February Steve Boland asked permission to look into using our parish hall as a temporary shelter for people needing support in times of emergency. Little did he know how far this request would go. A committee called Pembroke and Area Task Force was formed. As a result of the work of this committee and The Grind a temporary warming center was put in place to help out our neighbors to have a warm place to go during the cold winter nights. We celebrated Zion’s 140th birthday with worship, food and fun. We upgraded our video equipment. It doesn’t seem that it was that long ago that we first installed this equipment and already a change is needed. We also added a new worship hymnal (All Creation Sings). What will the future bring?

I want to thank all the church council members that I have worked with over the last 6 years. With your help and support we have done good work, the work that Jesus asks us to do. I thank Pastor Paul for his help as I worked my way through my first few years as Chair of Council. I thank Pastor Stephen for his time with us. Your calming presence helped us stay calm through that first year of Covid19. I thank Pastor Leena as our interim Pastor. We were still battling the Covid restrictions and your ability to step in with a lovely smile made my job so much easier. I thank Pastor Scott and Pastor Sue for agreeing to serve at Zion. You have brought new life and energy to this congregation. I look forward to serving with you in the future. Thank you, Kevin for keeping our property, inside and out, looking perfect. Your extra time and attention are noticed every time we come onto the church property. Thank you, Blaine. Your music continues to inspire us each time you share that special talent you have with us. The choirs continue to add a special time to listen and reflect. June, I thank you for your patience as I tried to share my limited knowledge of the workings of the office with you. I look forward to working with you in a more limited way going forward. I want to give a HUGE thank you to all of our committee members and volunteers. The work you do is priceless. I also want to thank the members of Zion for the support and trust you have given me. My life is so much fuller having each and every one of you in my life. Now I wonder, what does Jesus have in mind for me next?

Respectfully submitted,

Susan Dupuis

Church Council Chairperson

Cemetery Committee Annual Report 2023

I wish to thank the members of the committee for their support, especially Don Boldt for his continued assistance as Plot Coordinator. The sign was repaired once again at the Holmsdale cemetery. The committee has been focused on cutting some large trees and branches which posed a danger.

We once again were able to finish off the year (2023) without asking for monetary support from the two churches (Zion and St Tims) In turn we had a slight increase in our price list. We currently have a balance of \$58,870.79.

Committee Members:

Jamie MacKinnon co-chair

John Tromp co-chair

Sandra Graham

Ron Reiche

Don Siegel

Deborah Deitch

Jamie MacKinnon

Co-chair

Zion's St. Tim's Cemetery Account

Zion / St. Tim's Cemetery Account

Cemetery Income & Expense Report: 2023 yr.

	Totals For 2023
Balance of Cemetery Account Jan.1,2023	<u>\$50,820.20</u>
Income:	
Sale of plots	\$12,575.00
Admin. & Monument & Grave marking/digging fees:	\$4,100.00
Perpetual care interest	\$4,443.24
GIC Interest (RBC Securities)	\$759.00
St. Timothy's contribution	\$0.00
Zion's contribution	\$0.00
Donations	\$100.00
Sale of Niche's	<u>\$7,370.00</u>
Income Total	\$29,347.24
Expenses:	
Cemetery licencing fee	\$480.46
Soil improvements	\$1,288.09
General Cemetery Repairs	\$0.00
Shrub and tree removal	\$2,910.40
Grave and Monument marking/digging fees	\$3,550.00
Office Admin, Pastor & Insurance	\$0.00
Columbarium and related costs	\$0.00
Cemetery maintenance	<u>\$13,467.70</u>
Expense Total	\$21,696.65
Balance of Cemetery Acct. Dec.31,2023	<u>\$58,470.79</u>

Counter Report

COUNTER REPORT

MEMBERS:

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

In 2023 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 & Linda Reiche
Pam Duplessis

Respectfully submitted by Susan Dupuis

Endowment Report for the 2024 Annual Meeting

ZLC's Endowment Fund has a balance of \$376,267.71 as of Dec. 31, 2023. The interest that is available for distribution in 2024 is \$11,509.10 to be divided equally between our inside and outside needs. The individual amounts will be decided by a ballot vote at the 2024 annual meeting.

Committee members:

Doug Malliff, Cheryl Sack, and Gerry Vandersleen (treasurer ex-officio).

The table below shows the distribution of the 2022 earned interest that was distributed in 2023.

ZION OUTSIDE NEEDS \$4,953.23

Name	Votes	Amount
Bernadette McCann House		\$314.49
First Steps Options Pembroke		\$628.98
Lutherlyn Camp & Conference Center		\$2,280.06
Pembroke Regional Hospital		\$157.25
Renfrew Hospice		\$78.62
Robbie Dean Counselling Center		\$1,257.96
St. Joseph's Food Bank		\$157.25
The Grind Bed & Shelter		\$78.62

ZION INSIDE NEEDS \$4,953.23

Name	Votes	Amount
Zion Building Fund		\$3,380.78
Organ Restoration		\$1,572.45

Office Report for Annual Report 2023

One year ago, I started at Zion Lutheran Church as secretary. Little did I realize just how busy a church office could be! Volunteers, council members, pastors, congregation –everyone has been so helpful, kind, accommodating, and wonderfully patient as I navigate the various demands of the position. Thank you to all, I could not have done it without your help.

To all the people that do so much to keep the church running smoothly, you are what makes it such a wonderful place to come to worship, have a coffee and socialize, get into shape exercising, bring the kids for events, etc. You all deserve the biggest thank you for your energy, commitment and endearing personalities. I am thankful to have been able to be a part of Zion this past year, and I have so much respect for you all, for your optimism, assistance, patience, and even your little notes of correction! A personal shout out to Susan Dupuis, your knowledge and assistance has been incredibly useful and helpful, I am so thankful to you.

I endeavor to become fluent in my duties and I want you to know that you all are truly appreciated and I will strive to continue to earn your trust and gratitude.

Blessing to you all

June Frost

Pastoral Care Annual Report 2023

Pastoral Care Annual Report 2023

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

The Pastoral Care Committee is a dedicated team of volunteers who work to help the pastor in ministering to members of Zion who are isolated, bereaved, residents of seniors' facilities and patients in hospitals.

The Pastoral Care Group employs a variety of different outreach mechanisms, including:

phone calls, personal visits, and sending cards (sympathy, thinking of you, and get well). Members also participate in Quiet Communion services once/month and attend monthly meetings to get updates on the need of the congregation from the Pastor.

As well, the group provides worship assistance to the Pastor during communion services in both long-term care and retirement homes, once/month.

It is with the deepest of sympathy that the Pastoral Care Group said goodbye to faithful members Erica Loevenmark, Dawn Howard, and Ruth Thom (January 2024) over this past year.

Outreach for 2023:

Phone calls: 132

Personal visits: 49

Cards sent: 95

Worship services in long term care and retirement homes: 7

Financials:

Starting Balance \$200.00

Year End Balance \$200.00

Property Committee Report for 2023

Property Committee Report for 2023

Committee members:

Wayne Reiche	Al Kelough
Kevin Rutz	Wilmer Verch
Don Bolt	Peter Wegner
Brent Wolfgram	Barry Schizkoske
Gerry Vandersleen	Kathy Neiman

Property Expenses for 2023:

- Heating, electrical, plumbing maintenance: \$ 2,408.24
- Snow removal: \$ 4,651.45
- Security, fire extinguishers, EMS: \$ 2,264.94
- General maintenance and Repairs: \$ 2,609.20

TOTAL = \$11,933.83

Ongoing jobs and repairs for 2023:

- Cut down overhanging branches and shrubs by parking lot.
- Projector system maintenance.
- Eaves trough repairs.
- Sound system maintenance.
- Kitchen improvements.
- Repairs of a variety of items from doorknobs to pews to floor tiles and toilets.
- Reviewed and continued maintenance of the heating system.
- Continued regular monthly inspections of emergency lighting and fire extinguishers.
- Ongoing light replacement and electrical repairs.
- Helping with snow shoveling.
- Parking lines repainted in parking lot.
- Repairs to rentals.
- Purchase and setup of new storage shed.

A lot of these jobs were completed through the generosity and time by our members. Your commitment of time, labour and materials is sincerely appreciated.

Snow Plowing and Removal:

Shane Lehman of Lehman Bros. Contracting has agreed to do snow plowing and sanding again this year. No hauling of snow is required and has reduced our cost.

Solar System:

Our solar system is working well and is providing income on average of about \$1,000.00 per month.

New Storage Shed :

It was built by the Algonquin College students for the cost of materials. The cost was \$4,780.63.

Heating system update:

New hot water boilers were installed in 2018 and are working very well. They heat the sanctuary. The older steam boilers do the hall and the basement. They are working well. We replaced the leaking condensate tank for the boilers at a cost of approximately \$19,000. Andrew Schizkoske (Custom Mechanical) is doing all our work now. We are very happy with his prompt service, knowledge, care and tidiness of how he and his team complete their work.

Custodial:

As everyone can notice, our church is clean and tidy due to the efficient and thorough work of Kevin Rutz.

Thank you, Kevin, for your many volunteer hours beyond the custodial contract. It is very much appreciated.

We would like to thank the congregation for their support in helping us keep the church and facilities safe and maintained for our activities and worship services. We would like to acknowledge:

- Barry Schizkoske and for heating system care, research and other regular maintenance items.
- Diane Hammel for inputting the service for the projector each week.
- Kevin Rutz for monthly checks of all emergency lighting and fire extinguishers.
- Your contribution of the many hours of your expertise is highly regarded and most appreciated.
- Property committee members for purchasing the sanctuary Christmas trees.

Property Budget for 2024:

Snow removal and sanding	\$5,000.00
Mechanical maintenance of boilers, electrical, plumbing	\$5,000.00
Security, fire alarm services and EMS	\$2,800.00
General repairs, maintenance & salt	\$2,200.00
TOTAL:	<u>\$15,000.00</u>

Respectively submitted by,
Gerry Vandersleen

Rental Properties Report 2023

Rental Properties Report for 2023

401 & 401B Munro and 442 Miller St.

Rent Income: \$9,400.00

Sale of 442 Miller net of expenses: \$158,069.04

Summary of expenses:

- Taxes /water and sewer/recycling: \$7,138.31
- Insurance: \$1,730.16
- Other repairs: \$107.12
- Gas bill: \$593.45
- Hydro cost: \$431.02
- Garden lot: \$88.21
- Storage Shed: \$4,780.63
- Transport of shed: \$439.48
- Extra needed condensate tank replacement: \$8,725.77
- 10% of sale to Endowment: \$15,806.90

Balance of Rental account Dec.31,2023: \$147,725.00

As May 2023 the 442 Miller St. house was sold. The net amount was \$158,069.04. We did look into basic repairs, but both estimates came in at \$45,000 to \$50,000 plus. The property committee and others cleaned out this property and know the poor condition it was in. We are happy to see the couple who purchased, doing repairs and making this house their home. To help with the continuing support Endowment offers, a motion was passed by council to send 10% from the proceeds of the sale of 442 Miller. Endowment received \$15,806.90.

A new storage shed was purchased through Algonquin College carpentry program. Since the 401 Munro St. house could possibly be sold (food bank proposal) the property committee decided to do this shed purchase. The cost was only \$4,780.63 for materials and \$439.48 for transporting and placement of the shed. The Food Bank proposal is presently on hold and the committee will keep the congregation informed on any progress.

Due to the cost of the condensate tank replacement the rental account funds were used to make up the difference. The tank and installation cost were \$19,618.99. Funds used from the rental account were \$8,725.77 with remainder from the building fund.

Respectfully submitted,

Gerry Vandersleen

Social Ministry Committee Annual Report 2023

Annual Report 2023 for Social Ministry Committee

Members: Diane and Koit Rull, Kathy Godin, Gayle Seegmiller, Denise Schizkoske, Debbie Sitkiewicz, Jill Kellough, Karen Gauthier, Ellen Vandersleen, Pastor Scott Schellenberger

Overview: We strive to reach out to help others. We share the love of Christ through our actions. Our team is active in their service to God. An amazing team of dedicated hard-working people with loving hearts! Anytime you wish to join us, please know you are always welcome.

Exercise Program: Zion has opened her doors to a senior's virtual exercise program (Zoom) since May. The instructor is provided through Family Physio in Ottawa through funding from the Ontario government for seniors' exercise classes. Instructor Ardella Schutt from Renfrew Zooms in Monday, Wednesday and Friday at 1:00pm for 1 hour. She is motivational and provides a well-organized class targeting mobility, strength and balance. There are over 30 people registered with an average attendance of 10. The participants exercise from chairs. Monday's focus on work with resistance bands, Wednesdays on weights and Fridays work is with balls. All participants are required to sign a waiver provided by Family Physio in Ottawa. Our job is to set up the projector, computer, screen and chairs. Karen Gauthier, Susan Dupuis and Pastor Sue take a day a week each to set up. Ellen Vandersleen is a spare to fill in when needed.

Community garden: This year we again grew produce in our garden for St Joseph's Food Bank. We pay for water hook up from the city for ¼ of the year for June, July and August. We grew beans, beets, tomatoes, kale, cucumbers and potatoes. The patrons of the food bank really appreciate the fresh produce. Thank you to everyone who helped with the garden. This is a valuable ministry which provides wholesome nutrition.

Coldest night of the year: We registered a team, *Zion's Frozen Few* and walked the 5 km route on February 25, 2023. The team members were: Kathy Godin, Pamala Duplessis, Karen Gauthier, Elizabeth Graham and son Dustin, Gayle Seegmiller and Ellen Vandersleen. Together we raised 3150.00. Congratulations to Kathy Godin for receiving a gold pin award for raising over 1000.00. The entire community of walkers surpassed their goal and raised 105 000.00 which supported The Grind. The Grind's ministry is to ADVOCATE- a voice in the community for those in need, TRANSFORM-inspire hope through intentional, life-giving relationships, LOVE- share the heart of Jesus through grace, compassion and mercy. *"As we did it unto the least of you-my brothers, you did it unto me."* Matthew 25:40

Meals for Our Seniors: Twice during the year meals were prepared for our seniors then delivered. April 19th was the first meal and December 1 was the second. The April menu was garden salad, mashed potatoes, carrots, sweet and sour chicken legs tea biscuits and soup with cherry cheese cake for dessert. Dec 1st menu was ham, scalloped potatoes, roasted vegetables, coleslaw, tea biscuits, buns and soup with pumpkin pie and whipped cream for dessert. Meals are prepared for 45 seniors. Special thanks to Diane Rull who keeps our lists up to date and calls everyone, and to Jean Rutz and June Popke who prepare their special buns and tea biscuits.

Thank you to Susan Dupuis and Pastor Sue Neville for joining the social ministry team for the all-day cooking event. With the help of many, good things happen.

Mid Week Social Coffee Hour: Karen Gauthier and Jill Kellough have initiated a new program. The coffee hour social was held, April, May and June, September-December once per month. The event is well attended and enjoyed by all. Coffee and snacks are prepared by Jill and Karen. The music group who

practices weekly also play during this time so our attendees enjoy the music along with fellowship and a coffee break. Great fellowship!

Jam Jar Fundraiser: Our annual fundraiser beginning on Thanksgiving Sunday and culminating on November 19 with a soup and sandwich luncheon with all proceeds going to help replenish the Good Shepherding Fund. Soup, sandwiches and cookies were all donated. Proceeds: 446.35 plus Jam Jars: 670.04, plus designated e-transfers for a grand total of 1757.70. Awesome! Thank you everyone!

Assistance with Sending Kids to Camp: This year Zion assisted with sending 9 children to camp. The cost of sending a kid to camp is 450.00 per child. Parents are asked to pay the 50.00 deposit. Thank you to our members who sponsored children. A grant was also received from Synod to assist. Many thanks! Camp can be a life changing experience for good.

Garage Sale: This year the total proceeds of the garage sale were 5 020.45. Incredible! 50% was donated to St. Joseph's Food Bank and 50% transferred to Zion's General Fund. This year we had so many donations we held the garage sale for 2 days; Friday October 20 1:00 pm - 4:00 pm and Saturday October 21, 8:00 am-1:00 pm.

Thank you everyone for such a resounding success on our garage sale yet again this year. It was absolutely amazing! Every year we have such wonderful donations of "stuff". It is hard to believe where it all comes from. We have a truly incredible team of hard-working organized volunteers who bring order to the chaos. They come up with great ideas to display the thousands of pieces.

Thank you to everyone who also brought in baked goods. The cafe is always a big hit. We made 350.00 in the café and 340.00 on the jewelry (because jewelry is small, we have a person designated to collect at the jewelry table), for a grand total of: 5020. 45.

I thank God for all of you, wonderful people of Zion!

Social Ministry's Staying Connected Program-This project started in December 2021 with an application submitted through the federal government's New Horizons for Seniors Program. It was a pilot project of the Social Ministry Group and was aimed at supporting Zion's older adult members become familiar with the use of digital technology. We received nine iPads and protective cases.

In March of 2023 our Staying Connected Program wrapped up. The goal was reached in helping seniors be more connected with family, friends, and community. There were very positive results in increasing the 9 participants digital literacy. The target group was different than originally intended as the shut-in group did not show interest in learning however the more recent seniors were very pleased to learn. The pilot program was big on teaching internet safety. There were several visits to the participants in their homes with one to one instruction. We were pleased that we were able to help our seniors connect with the church online through the church website, to access online worship services and to connect with family and friends online. All good things to help people stay and feel more connected.

We wish to thank Karen Gauthier for her leadership, development and instruction of this program.

Home Delivered Bulletins. We have made changes to our home delivery service. We took a break for 6 months. Our shut-ins did appreciate the delivery so we have restarted, commencing in December to deliver once per month a large print bulletin with sermon and the Guiding Light. We deliver 40 bulletins. June has the package ready for us for Sunday morning for pick up and delivery.

Financials:

Budgeted: 3000.00 (2650.00 of our budget was spent)

- CLWR: 350.00
- Robbie Dean: 400.00
- Bernadette McCann House: 200.00
- The Grind: 350.00

- St Joseph's Food Bank: 750.00
- Christmas Hampers: 400.00 (not required therefore transferred to Good Shepherding Fund)
- Pembroke and Area Clergy Association (Transient and Emergency Assistant Ministry): 200.00

Outreach Funding: Starting Balance 2 670.27

- Jam Jars for Good Shepherding: +170.00 (will be transferred to Good Shepherding Fund)
- Donations: +130.00
- Supply costs for Senior Meals: -478.81
- **Closing Balance: 2491.46**

Zion Food Cupboard: Starting Balance 632.77

Boys and Girls Club Dinners: 377.78

Good Shepherding: Opening Balance: 56.17

- Jam Jar Fundraiser: +1587.00
- Donations from 3 donors to send a kid to camp: +1200.00
- Camp sponsorships: - 2000.00
- Donations: +932.00
- Closing Balance: 2175.87

Coldest Night of the Year Walk: Raised 3150.00 sponsors sent money directly to The Blue Sea Foundation and the Grind. Funds were not in Zion's books.

Respectfully Submitted,
Ellen Vandersleen
Social Ministry Chair

Love the Lord your God with all your heart and with all your soul and with all your mind. And love your neighbour as yourself. The 2 greatest commandments. Matthew 22: 37-40

Worship & Music Committee Annual Report 2023

Worship & Music Committee

Membership:

Gayle Seegmiller – Chairperson

Joan Lehman – Secretary

Blaine Sack – Church Musician

Sandra Graham – Altar Care

Don Boldt – Paraments & Banners

Lorraine MacKenzie – Worship Assistants

Koiti Rull – Sextons

Cheryl Sack – Ushers

Ellen Vandersleen – Projection, Sound & Recordings

Diane Hammel – Licensing, Copyright & Projections Set Up

Michael Lange – Council Representative

Pastor Scott Schellenberger

Thank you Pastor Scott and Blaine for leading our worship services throughout 2023.

They have been supported each week by at least 10 volunteers and sometimes that number reaches 15.

Thank you to all of our dedicated volunteers and the members of the Worship & Music Committee who ensure that the volunteers are in place each Sunday. 2023 saw us welcoming new volunteers as worship assistants and sextons, and, in the areas of altar care and project/sound/recordings. Thanks be to God.

Our Sunday services continue to be recorded and are available for viewing on Cogeco, YouTube, And the church website, allowing many of our shut-ins to enjoy them.

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

Thank you to Don Boldt for changing the paraments as needed. Although we never see you doing this, Don, your work behind the scenes is appreciated.

A big thank you to Diane Hammel who continues to spend countless hours at the church each week inputting the services for projection, making sure that the copyright rules are being followed. Diane also checks to make sure that all of our licenses are up to date.

Thank you to Pastor Sue who has filled in for Pastor Scott as needed.

And last, but not least, thank you to Lillian Michel who filled in for Blaine throughout the year.

Our waterfront service was enjoyed by many on June 18th followed by a pot luck.

At our October meeting, a suggestion and ultimate decision was made to combine the contemporary service with our regular service. This is now known as a Blended Service. This will combine our regular service with more upbeat music led by Blaine and the Living Stones band. These services will be held approximately every six weeks. The first Blended Service was held on November 18th.

This year our congregation celebrated its 140th Anniversary with a special service on November 26th with Bishop Michael Pryse in attendance. The service was followed by a dinner in the parish hall. Also in the parish hall was a wonderful historical display of the last 140 years.

As part of our anniversary celebration, Blaine organized an afternoon concert of music which was held on Sunday, November 5th, featuring himself on organ and piano and Sandra Allen on flute, Cathy Lupton on organ and piano, and Paula Lundrigan on organ and piano. It was a very uplifting concert, enjoyed by all who attended. Lastly, through the generous donations of many members we were able to purchase 100 copies of a new supplement, "All Creation Sings". These have been placed in the pews and are used on a regular basis. A big thank you to the anniversary committee of Lorraine MacKenzie, Kathy Nieman, and Blaine Sack for a job well done.

Looking forward to 2024, a contract has been signed with Casavant for the completion of the final phase of the organ restoration. A detailed explanation of these repairs follows this report.

2023 Expenditures

Licenses	\$1403.74
Baptismal Candles	\$ 63.28
Palms for Palm Sunday	\$ 95.63
RCCO Memberships for Blaine Sack	\$ 129.00
Copies of Psalms	\$ 362.92
City of Pembroke for waterfront service	\$ 103.94
Honorariums paid to visiting musicians	<u>\$ 200.00</u>
	\$2358.51

Respectfully submitted by Gayle Seegmiller, Chairperson.

Worship and Music: *Update on the Organ Restoration*

In the December Guiding Light, an update was given by our Chair of Worship and Music, Gayle Seegmiller, on Phase II of the organ's restoration. Please refer to last month's newsletter for the 'numbers', in terms of the money currently in the organ fund, and cost of the project. Remember that Phase I of the organ's restoration was completed back in 2017, which involved a full maintenance of pretty much everything that you can 'see' as part of the organ when you look up to the balcony, along with repairs to the wind chests and main organ console. This second and FINAL part of the restoration will involve the releathering of all original internal parts that one cannot 'see', such as the wind chest actions (pouch boards, stop actions, primaries, offset actions) of all the divisions of the pipe organ. Zion's Casavant organ has 3 keyboards, also known as manuals, referred to as the Great, Swell, and Positiv, along with a 32-note pedal board which is played with the feet. This 'releathering' phase, or Part 2 of 2 of the organ's restoration, does not refer to the installation of new leather belts or leather straps, but rather involves the replacing of all, now old, small leather pieces under all pipes, as well as leather pieces and stripping used to hold together stop control switches, that over time can develop tears, rendering an entire 'stop' or sound dead, such as all notes producing the sound of an oboe, viola, or flute, just to name a few. Zion's organ has over 30 different stops, each with 61 keys that play 61 individual pipes. One dead note could affect one entire stop, which could have a ripple effect on affecting other mechanisms associated with one entire section or division of the organ, making things unplayable, and very costly\$ to fix.

Each pipe in the organ has a small leather pouch under it, which can vary in size between that of a quarter and a loonie! Each pouch controls the air to the one pipe. The releathering of pipe valve actions and pressure regulating bellows, like that of an accordion, are necessary in the long term. Generally, after 50 years these leather pouches and other leather parts can start to fail, and Zion's organ turned 50 years old in 2019. So far the organ has been holding together well, but Casavant's technicians have noticed over the last year some of the leather is starting to harden and become wrinkled. Zion's organ has over 2100 pipes, meaning that over 2100 of these small, thin leather pouches have to be replaced, and most times these leather pouches are punched and formed by hand, not by a machine! Presently Casavant, the builder of Zion's organ, has releathered most of their organs installed from 1963 to 1965, and are working their way up the years. Once restored Zion's organ will be given another 50 plus years of new life!

The rate of leather deterioration is dependent upon air pollutants and tanning procedures, or quality of the leather used by the organ builder. Over time combination actions and switching systems can become unreliable, due to 'leaks' from cracks in the leather, allowing air to escape and compromising the supposed 'enclosed' wind system. Climate changes, in and outside of the church, can also affect the different materials and metal used in pipe making, along with compromising the leather, high quality canvas, rubber cloth and wood, used to construct the wind chests or 'lungs' of the organ, and other internal components of the instrument.



Leather Pouch



Pouch Boards



A 1960's stop control switch (not from Zion's organ) showing the tears that have developed, rendering the entire stop dead.



The same stop switch releathered and ready for installation.

Work on this final phase of the organ's restoration would commence in the spring of 2024. Removal of all parts on site would start after Easter of next year, which is March 31; therefore, dismantling of the organ could happen as early as April 2, 2024. The organ will be out of commission and not playable for several months, post Easter and into Pentecost. The releathering process could take up to 3 months in the Builder's workshops. The re-installation of all removed parts would happen in August of next year, followed by an extensive tuning. Payments to the Builder, being Casavant Freres, are required upon: (1) signing of the contract or 'memo of agreement', which happened on November 30th, 2023; (2) dismantling of the organ and removal of all parts from the church; (3) when all parts have been repaired, worked on and are ready for shipment from the Builder's workshops back to Zion; and (4) after the re-installation and a full tuning are completed.

In the New Year an Organ Restoration Committee will be formed, and fund-raising initiatives will be planned, possibly including an organ recital, and hopefully a Spring Fling Festival of Music, much like the special Festival of Music concert held in November, that celebrated Zion's 140th Anniversary. Please feel free to ask whatever questions you have, or if I can better explain any of the technical details and restoration work that will be performed. Anyone and everyone is always welcome to join me up at the organ. Have you ever sat upstairs or wondered what it's like to hear or feel the organs presence in the balcony? You might even see some funky socks at the organ bench. Thank you to the people of Zion for your continued support of the organ, and our Music Ministry.



Reassembling the finished Casavant Primary blocks with all new gaskets, valves, and pneumatic leather.

Written and submitted by Blaine Sack

Director of Music Report

Director of Music Report

“Bach gave us God's word. Mozart gave us God's laughter. Beethoven gave us God's fire. God gave us Music that we might pray without words. “These beautiful words can be found outside an old German Opera House. They speak of how God and Music are a sacred expression in a relationship that we can experience together. Music as a Ministry should delight the Lord in Song, like all those musical moments that warmed our hearts, stirred our souls, and made us smile or cry over the last year in the life of Music here at Zion. There were anthems shared by our choirs, special music offered by some of our own talented soloists and instrumentalists, along with guest musicians from area churches and other community groups.

2023 began with rested voices and clear minds, ready to practice, learn and share fresh music and ideas with one another. The weeks of Epiphany and Lent featured music of light and hope, offered by myself, the choirs, soloist Pastor Sue, and guest flautist Sandra Allen. The choirs reprised their joint a cappella anthem 'We Are Not Alone' by Pepper Choplin in early February, an anthem they first shared in Advent of 2022. Hymns were also introduced in March, and were scheduled on the 2nd and 4th Sundays of the month. What a wonderful way to make a joyful noise to the Lord, with singing even more of your favourite hymns and songs as a prelude to the start of worship. The seasons of Easter and Pentecost included both old favorites and some new anthems from the *All Creation Sings* worship supplement, offered by both the Men's and Mixed choirs, along with solos from myself, all performed and accompanied on both organ and piano. A few spring worship services were both traditional and contemporary, 'blending' different styles of music and worship, with special offerings by Zion's Full Moon Country and the Living Stones praise groups. These 'blended services' in the sanctuary were held every few months throughout the year, and were quite well received. The choirs sang their last anthems at the beginning of June, and an outdoor worship service was held mid-June at Pembroke's River walk Amphitheatre, which drew close to 100 in attendance. Music provided was a collaborative effort between myself and the Living Stones Band. After this all singers and most musicians broke for the summer, let their voices, strings and fingers cool down, and enjoyed some well-deserved time off.

A highlight of my summer usually includes an in-person gathering at the Summer Institute of Church Music (SICM) in Whitby, ON. Last year's session was postponed because of so many other festivals and events that were scheduled in early July, both in Ontario and Quebec, with several groups meeting in-person for the first time since 2019. Early in 2023 the SICM Board decided that it was time to reshape their week-long transformative professional development program into a more streamlined 3-day interactive forum, with workshops, organ playing and choral conducting, still designed to enhance one's skills and professional tool kit as a Church Musician. I'm very much looking forward to returning to SICM in Whitby this summer in early July, for my first fully open in-person gathering since 2019. In 2020 and 2021 the summer sessions transitioned to online programming, due to Covid-19, and in 2022 the SICM expanded its programs to include online, with only very small in-person sessions, in Whitby – SICM East, and in Edmonton – SICM West. I participated online for all 3 of these years. I first attended SICM in 2018, after becoming your Church Musician in May of 2017. I returned to Whitby in 2019, after which I was nominated to the Board of Directors as a Member-at-Large, a position that I still hold today. For more than 50 years, the Summer Institute of Church Music has been helping church music to flourish, something I plan on continuing at Zion for years to come. Thank you for giving me the opportunity to broaden my music education and professional learning from such world class faculty, and experience so

much joy and passion for church music, with so many other organists, pianists, choir directors, singers and song writers, all in one place, from across Canada and the United States.

I should also mention that I am a member, thanks to your support, of the Royal Canadian College of Organists (RCCO), and have a current membership with the Ottawa Centre of the College. The RCCO is the national voice for the organ and its music in Canada. The College supports and promotes the organ music community through learning opportunities, professional certification, communications and most importantly advocacy for church musicians. Being a member allows me to attend workshops, recitals, and other events in the Ottawa and surrounding area. Over the years I have been part of other RCCO Centres, and have attended RCCO Conventions in London, ON in 2014, and Kingston, ON in 2016. Thanks for allowing me to talk a little bit about myself and my other music commitments, besides being your Church Musician, piano teacher and guest musician at other church and community services.

The summer months always give me a chance to reflect and recharge. This 'ordinary time' of the church year allows me to explore new anthems and service music, learn new organ and piano repertoire with more general themes, and look for fresh choir and worship resources. It was also wonderful to invite Sandra Allen back to Zion in August, when we shared several pieces with flute and organ, before, during and after the service, by contemporary artists, as well as Bach and Haydn.

The choirs resumed practices in September, as we entered into the Season of Creation. The 'Aaronic Blessing', was learned by both choirs, and shared as special music on 'New Member Sunday' on September 24th and also on Confirmation/Reformation Sunday at the end of October. The themes of Thanksgiving and Remembrance were honored with more solos and anthems at Zion in the Fall; there were renditions of 'Because He Lives', 'Count Your Blessings', and 'Oh, When the Saints Go Marching In', along with special performances by the Music Healing Vets group on Remembrance Sunday. One of many highlights in the Fall was definitely our special afternoon concert, 'A Fall Festival of Music', in celebration of Zion's 140th Anniversary. Organ, piano and flute music was provided by several organists and musicians from area churches. Christ the King Sunday will be remembered for years to come, as we celebrated our 140th Anniversary with a special afternoon service. Our guest preacher was Bishop Michael Pryse, and special music was provided by myself and both choirs, including a joint anthem entitled 'Come All You People', along with other individual anthems from the Inshallah song book. We also blessed our new *All Creation Sings* worship books, which we started using in worship on October 22nd. These new songbooks, a supplement to our ELW, were graciously donated by you, the people of Zion, as a project for our 140th Anniversary. In Advent we started singing the psalms again, led by both choirs. This will be celebrated once every couple of months, as the contemporary selections available are based on the lectionary for the current church year. The year ended with a Christmas season filled with carols, solos and special anthems from both choirs. On Christmas Eve a duet was also sung by Pastor Sue and mixed choir member Sherri Phannenhour, and on the First Sunday after Christmas, guest soloist Maria Merredew sang her favourite German Carol with the organ, and 'Mary, did you know?' with piano. It was wonderful to share music together again, as she always loves singing at Zion.

Music Ministry is so much more than just setting the mood of a worship service or the lifting up of gathered voices in song. The year 2025 will mark my 30th anniversary as a Church Musician, a position and profession that I am very proud of. Over the years I have learned that being given this title is very much like a calling. One must be led by the Spirit, be a faithful, honest and dedicated steward of Christ, and be grounded with integrity in holy beliefs that God is to be praised, with performance as prayer, and the music we share together as our gift to God. Many thanks to the choirs and different committee members for your time, dedication and friendship, to staff and other musicians for your collaboration and planning, and to the people of Zion for your support, love and appreciation for church music over the years. Here's to many more years of singing with the Lord, dancing with the Spirit and worshipping with each other!

Musically yours, and respectfully submitted by Blaine Sack.

Zion Lutheran Women Annual Report 2023

Zion Evangelical Lutheran Church
454 Miller Street
Pembroke, Ontario

Congregational Meeting
November 5, 2023

The meeting opened at 11:08am by Council Vice Chair Denise Schizkoske as Council Chair Susan Dupuis is away. Pastor Scott opened with a prayer.

Attendance: 56 people stayed for the meeting. Quorum reached.

PURPOSE: The purpose of the meeting is to discuss a motion brought forward by Steve Boland and the Pembroke and Area Community Taskforce (PACT) to use the basement under the parish hall as a temporary warming shelter for people living with homelessness this winter.

Steve Boland provided a review of the matter. Earlier this year, Steve made a presentation to Council about using the church to establish an emergency shelter for those in need. An original taskforce of four was established to look at what is needed and it has grown over the past several months to include clergy, physicians, representatives of The Grind. The taskforce, renamed Pembroke and Area Community Taskforce (PACT), currently has over 20 members and it has looked at many different options. It is estimated that we have presently have 40 people living on the streets in Pembroke.

PACT suggests there be a warming center here at Zion for this coming winter. The warming center would allow the homeless to escape the cold overnight, and sandwiches, coffee, and lazy boy type chairs would be provided. Using cots or beds would be considered a shelter, which there is presently no zoning for in the city. Lazy boy type chairs are not considered a bed so they could be used so as to not meet the definition of a shelter.

PACT estimates the budget for the warming center is approximately \$200 000. The taskforce would be operating under the auspices of the grind as PACT is not a formal entity yet. So far, Laurentian Valley township has donated \$20 000 to the cause; the County of Renfrew and the City of Pembroke have yet to commit and to fund.

The shelter would be available from 10pm to 8am, in basement of the Parish Hall. This would provide a warm, safe place for people to be out of the cold. PACT expects 30 people/night and they are asking for approval from the church for this winter only until April 30.

Three security guards will be provided each night. One security guard would do intake at the door off Munro Street, while the other two will be in the main room under the parish hall. There will be no access beyond the basement under the parish hall. The fire chief has been in and has made suggestions for changes to a fire extinguisher by the doors and replacement of the storage door next to the boiler room.

Volunteers will be involved and will come in each evening and set up for the night. Volunteers from the community will also come in the morning to help clean up; Steve estimates there are approximately 200 volunteers on the list and if anyone from the congregation would like to volunteer, they are more than welcome.

Steve said there have been concerns re the liability of the church. Steve says Gerry has checked and there will be no extra charges for insurance and the warming center will be operating under The Grind insurance as well.

PACT has not checked with the neighbours yet. Historically there have been issues of noise in the evenings around the Grind but this will not happen here as people will be accompanied outside by a security guard if they need to exit the building, with only 1 or 2 people at a time.

People have asked why not offer this service at The Grind. The Grind did open their doors overnight last year, and people could use a chair at a table to rest, but they do not have the space to accommodate 30 people. They have space for approximately 20 people.

The motion reads:

MOTION: That the membership of Zion Lutheran Church, Pembroke, Ontario approve the proposal of the Pembroke and Area Community Taskforce (PACT) to utilize the basement under the Parish Hall as a short-term temporary warming centre during the winter of 2023/2024 ending on April 30, 2024.

Moved by: Steven Boland. Seconded: Al Kellough.

QUESTIONS:

Terry Hoffman- Terry states that homelessness and poverty go hand in hand and that \$6 million dollars have been spent in the county in the past to address these issues, but no shelter has been established. Terry questions why this is as winter comes every year. Terry is concerned re an article in the Eganville Leader which makes it sound like the warming center in the Church is a done deal; if we don't approve it, will we be looked at as less than Christian? Terry asks if other options have been explored, such as the PMC or the Armories? Also, why are we offering this space for free as the Church could use the income. What if we lose members over this deal? Terry is also raising the possibility of a negative impact from offering this warming center at the Church... what if users of the center hang around after 8am? What plans are in place that other users who use the building can enter worry free? Terry feels that governments should do more to help the homeless and he is not ready to give up our Church.

Steve provided answers to some of Terry's comments. The Armories are not an option as it is a federal building. The PMC is used well into the night and is not available. The County of Renfrew has some funds for local rentals and has housed people overnight in hotel rooms in the past. As to the extra costs, there would be a need to move one fire extinguisher, replace the door on the boiler room, and increased hydro for the use of the lights overnight. There would be no janitorial costs as this will be provided by volunteers. The space is being offered for free as the group believes this is what we should do.

Sandra Sell- Sandra questioned the access to the stage from the stairway downstairs. Steve states the door to the room where the stairway is is always locked. Sandra also raised a question regarding ventilation. Sandra states that colds/coughs/Covid are a concern and due to the lack of ventilation there may be viruses in the air which would impact other programs run at the Church (i.e. Baby and Me, seniors ex program).

Steve says everything will be wiped down and sanitized every morning by trained volunteers, similar to what is done in hospitals.

Debbie Sitkiewicz- Debbie has a question regarding capacity and what happens if we are at capacity? Steve states anyone over capacity will not be allowed in.

Terry Hoffman- Terry spoke again and raised concern re drug paraphernalia and who is responsible for cleanup. Steve states protocols are in place; there will be sharps containers in the bathroom's downstairs. These containers will be removed every morning. The personal belongings of people using the centre will be collected on entry and placed in a tote labelled with their names. The totes will be kept in a locked room. Cleanup will also be provided by volunteers outside of the building as well.

Melanie Achtenberg- Melanie states she is part of the community watch in her neighbourhood. Melanie states the police say addiction goes hand in hand with homelessness and she is concerned re potential damage to the building by those who will be using the centre.

Doug Maliff- Doug asked if the security personnel provided will be able to handle the issues of drugs and alcohol? Steve says the security personnel will be the same security personnel used by The Grind and they are well trained to handle these types of situations. Also, will volunteers be required to get a police check? Steve states he is unsure as to whether a police check is required but he will look into it.

Larry Seegmiller- Larry states there are a lot of points being brought up that are negative points and he agrees with most of them but it is good to remember that this is a short-term commitment only. Most of us here have not had to deal with homelessness and/or worry over where our next meal is coming from. Larry says that drug addiction is an issue which is not going away...we cannot do much about it. But we can, and we should, help out where we can.

Lori Selles: Lori had a question regarding the lack of communication to the congregation regarding the issue and the meeting today. Gerry indicated that due diligence was done in informing the congregation two weeks in advance of the meeting, holding table talks after church, announcements were made in church, and notices placed in the bulletins.

VOTE: Ballots were handed out. Clarification was provided to vote YES if in favour of the warming center at Zion, vote NO if not in favour.

Votes were counted by Jill Kellough, Gerry Vandersleen, and Karen Gauthier.

55 votes were cast: 31 YES votes.
 23 NO votes.
 1 spoiled vote.

Denise Schizkoske made an announcement to those assembled regarding the results of the ballot count. The motion has been carried to allow the use of the basement under the Parish Hall as a warming centre this winter but we have reservations due to the close vote and wondering if it should be a 2/3 requirement and we have concerns re funding.

Denise called an end to the meeting at 12:10pm.

Motion to end the meeting. Moved by: Gayle Seegmiller. Seconded: Debbie Sitkiewicz.

Motion to destroy the ballots. Moved by: Larry Seegmiller.

Treasurers Report for 2023

Treasurers Report for 2023

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

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

Financial Overview:

Our church is blessed to have so many hard working and generous members, and a great pastoral team with Pastor Scott and Pastor Sue. We succeeded in paying all our bills, repairs and other improvements. I would ask that as you direct your special gifts, please do so in addition to the general fund. We were able to send in our full benevolence commitment only by using surplus carry over from last year. 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 down just over 6%. Funds for general use go to heat, hydro, telephone, etc. and staffing costs. These must be met in order for this church to continue to serve.

From last years annual meeting there was some confusion with the Property reserve and the General reserve accounts. The property reserve was created in 2008 to set aside any surplus funds for mainly boiler replacement and retrofit. I am happy to say it has served its purpose and we now have a great heating system. The general reserve was created in 2019 mainly for undesignated funds, bequests or surplus. The intention is that funds could be used for anything. The budget this year uses everything in this fund to balance the budget.

2023 Budget Highlights:

- Our benevolence commitment has been reduced to \$23,500.00.
- Insurance costs have increased.
- Pastor Sue is calculated in at a 25% call.
- Staffing costs were increased by 4%.
- We have used all of the general reserve to balance the budget.
- Our budget is attainable with all of us working together in support.

Below are listed amounts for 2023 given or sent out from donations, grants, fund raising or Endowment votes. Thank you for your help and generosity.

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

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

Respectfully submitted by your treasurer,

Gerry Vandersleen

Financial Report Verification

Financial Record Verification

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

We have reviewed the financial records of Zion Evangelical Lutheran Church for the year of 2023 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.

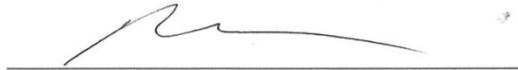
In addition, verification of the operating expenses was made on a test basis and in all cases, they were spent in an accurate and legitimate manner.

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

January 16, 2024

Respectively submitted by:

Brent Wolfram



Jamie MacKinnon



Budget

ZION LUTHERAN CHURCH BUDGET 2024

EXPENSES	2023 Budget	2023 Actual	2024 Budget
Benevolence Expenses			
Benevolence	\$27,000.00	\$27,000.00	\$23,500.00
Total	\$27,000.00	\$27,000.00	\$23,500.00
Committee Expenses			
Call Committee		\$0.00	
Faith and Health	\$0.00	\$0.00	\$0.00
Sunday School Assi	\$500.00	\$0.00	\$0.00
Learning Committee	\$400.00	\$597.81	\$400.00
Hospitality	\$100.00	\$0.00	\$100.00
Pastoral Care	\$200.00	\$0.00	\$100.00
Property	\$15,000.00	\$11,933.83	\$15,000.00
Social Ministry	\$3,000.00	\$2,650.00	\$3,000.00
Stewardship	\$0.00	\$0.00	\$0.00
Worship & Music	\$4,375.00	\$2,358.51	\$4,600.00
Youth Group	\$500.00	\$0.00	\$250.00
Total	\$24,075.00	\$17,540.15	\$23,450.00
Utilities			
Natural Gas	\$18,000.00	\$19,368.41	\$20,000.00
Hydro	\$4,700.00	\$5,264.91	\$5,400.00
Telecommunications	\$2,700.00	\$2,557.51	\$2,700.00
Water / Sewage / Recycling	\$1,450.00	\$1,574.35	\$1,600.00
Total	\$26,850.00	\$28,765.18	\$29,700.00
Operating Expenses			
Bank Charges	\$270.00	\$239.51	\$250.00
Organ & Piano Maintenance	\$2,500.00	\$2,230.29	\$2,250.00
Zion's Cost for Cem. Maintenance	\$3,000.00	\$0.00	\$0.00
Contingency	\$1,500.00	\$794.89	\$1,500.00
Custodial Supplies	\$1,300.00	\$1,063.27	\$1,300.00
Elevator Maintenance	\$3,400.00	\$3,405.99	\$3,400.00
Offering Envelopes	\$1,150.00	\$1,545.42	\$1,500.00
Insurance	\$20,000.00	\$20,987.64	\$22,000.00
Parish Hall Rental	\$0.00	\$75.00	\$0.00
Office Supplies	\$6,500.00	\$8,203.11	\$7,500.00
Flowers	\$500.00	\$334.52	\$400.00
Travel (Conventions/Meetings)	\$500.00	\$0.00	\$3,300.00
Total	\$40,620.00	\$38,879.64	\$43,400.00

ZION LUTHERAN CHURCH BUDGET 2024

EXPENSES	2023 Budget	2023 Actual	2024 Budget 4%
Payroll & Benefit Expenses			
Pastor Scott	\$54,815.00	\$54,815.46	\$57,270.37
Pastor Sue	\$13,743.25	\$10,307.34	\$14,155.54
Secretary	\$17,521.92	\$20,166.12	\$17,044.93
Secretary Trip Reimbursement			\$1,200.00
Cleaning Contract	\$25,872.85	\$25,872.84	\$27,031.54
Church Musician	\$22,677.55	\$22,677.54	\$23,693.14
Supply Pastor(s)	\$1,000.00	\$0.00	\$400.00
Supply Organist(s)	\$500.00	\$100.00	\$200.00
Recovered Employee Benefits/Payroll	\$0.00	\$0.00	\$0.00
CPP / EI / WSIB	\$10,276.11	\$9,626.47	\$10,367.00
Health & Dental	\$11,223.00	\$8,148.00	\$8,484.00
Pension Plan & Group Benefits	\$12,355.12	\$11,400.93	\$13,914.88
Vehicle Allowance	\$6,500.00	\$103.40	\$6,500.00
Housing Allowance	\$16,200.00	\$16,200.00	\$16,200.00
Continuing Education	\$500.00	\$600.00	\$500.00
Book Allowance / Computer	\$500.00	\$127.91	\$500.00
Total	\$193,684.80	\$180,146.01	\$197,461.40
TOTAL EXPENDITURES	\$312,229.80	\$292,330.98	\$317,511.40
REVENUE			
Loose Offerings	\$550.00	\$1,130.33	\$1,000.00
Regular Offerings	\$247,500.00	\$230,376.48	\$235,000.00
Memorial	\$3,000.00	\$2,940.00	\$3,000.00
Flowers	\$500.00	\$384.93	\$500.00
Interest	\$800.00	\$1,889.44	\$1,800.00
Office Admin. Fees / Bulletins	\$3,500.00	\$3,540.00	\$3,500.00
Parish Hall Rental	\$11,000.00	\$15,273.00	\$15,000.00
Rental or Reserve Account Transfer	\$36,344.44	\$0.00	\$35,951.98
Solar Panels	\$13,000.00	\$12,567.05	\$13,000.00
Other Revenue	\$0.00	\$3,281.00	\$79.69
Previous Carry Over Surplus / Deficit	\$0.00	\$29,628.48	\$8,679.73
TOTAL INCOME	\$316,194.44	\$301,010.71	\$317,511.40
SURPLUS / (DEFICIT)	\$3,964.64	\$8,679.73	\$0.00
Transferred to other accounts			
OTHER DIRECTED GIFT INCOME	\$4,974.00	\$4,485.40	\$0.00
OTHER DIRECTED GIFT EXPENSE	\$4,974.00	\$4,485.40	\$0.00
NET SURPLUS/DEFICIT	\$3,964.64	\$8,679.73	\$0.00

Salary Breakdown

PASTOR SCOTT				PASTOR SUE At 25% Call			
	2024	2024	2024		2024	2024	2024
	Jan-Mar	Apr-Dec	Total		Jan-Mar	Apr-Dec	Total
Increase		4.00%				4.00%	
Annual salary	\$ 55,602.30	\$ 57,826.39		Annual salary	\$ 13,743.25	\$ 14,292.98	
Annual Housing	\$ 16,200.00	\$ 16,200.00		Annual Housing			
	3 months	9 months			3 months	9 months	
Salary	\$ 13,900.58	\$ 43,369.79	\$ 57,270.37	Salary	\$ 3,435.81	\$ 10,719.73	\$ 14,155.54
Housing	\$ 4,050.00	\$ 12,150.00	\$ 16,200.00	Housing			
CPP	CPP max		\$ 3,867.50	CPP			\$ 842.25
EI- max			\$ 1,468.77	EI			\$ 328.41
WSIB			\$ 330.62	WSIB			\$ 63.70
Pension/life ins			\$ 9,183.80	Pension/life ins			\$ 1,769.44
Health/Dental	full amount		\$ 6,000.00	Health/Dental			\$ -
Book Allowance			\$ 500.00	Book Allowance			\$ -
Car Allowance			\$ 3,250.00	Car Allowance			\$ 3,250.00
Total	Total		\$ 98,071.06	Total	Total		\$ 20,409.34

SECRETARY			
	2024	2024	2024
	Jan-Mar	Apr-Dec	Total
Increase		4.00%	
+4% vacation pay	18.00	18.72	
Hours	221	663	884.00
	3 months	9 months	
Salary	\$ 4,137.12	\$ 12,907.81	\$ 17,044.93
Travel Reimbur	10 per trip	max 120 trips	\$ 1,200.00
CPP			\$ 805.93
EI			\$ 395.44
WSIB			\$ 76.70
Total	Total		\$ 19,523.00

CPP Total	\$ 6,925.42
EI Total	2,742.30
WSIB Total	699.28
Pension/Life	13,914.88
Health/Dental	8,484.00
	<u>32,765.88</u>

CUSTODIAL CONTRACT			
	2024	2024	2024
	Jan-Mar	Apr-Dec	Total
Increase		4.00%	
Annual contract	\$ 26,244.22	\$ 27,293.99	
	3 months	9 months	
Contact cost	\$ 6,561.05	\$ 20,470.49	\$ 27,031.54
WSIB			\$ 121.64
Total	Total		\$ 27,153.18

MUSICIAN			
	2024	2024	2024
	Jan-Mar	Apr-Dec	Total
Increase		4.00%	
Salary	\$23,003.06	\$ 23,923.18	
	3 months	9 months	
CPP	\$ 5,750.76	\$ 17,942.38	\$ 23,693.14
EI			\$ 1,409.74
WSIB			\$ 549.68
Pension/life ins			\$ 106.62
Health/Dental			\$ 2,961.64
			\$ 2,484.00
Total	Total		\$ 31,204.82

Balance Sheet

Zion Lutheran Church Balance Sheet as of Dec.31 2023

ASSETS		
Bank of Montreal (Chequeing)		\$276,056.35
NSF Clearing		\$0.00
Term Deposits- Savings		\$62,565.64
Cemetery Investment		\$40,000.00
Misc. Accts. Receivable		\$619.53
HST Receivable		\$10,315.70
Prepaid Expenses		\$2,669.01
	TOTAL ASSETS	\$392,226.23
LIABILITIES		
Deductions Payable		\$176.57
Accounts Payable		\$3,200.00
Altar Fund	\$2,193.01	
Eternity for Today	\$734.23	
Cemetery Fund	\$58,470.79	
Oktoberfest	\$0.00	
Sunday School	\$2,658.31	
Fellowship of the Least Coin	\$0.00	
Praise Appeal	\$165.00	
Zion's Community Garden	\$0.00	
Kitchen Fund	\$8,840.48	
Replacement item donations	\$0.00	
Building Fund	\$760.38	
Other church Suppers	\$0.00	
Rally Sunday	\$0.00	
Care & Maintenance on Cemetery stones	\$0.00	
Care & maintenance on Cemetery Grave	\$0.00	
Organ Restoration	\$56,572.44	
Rental Properties	\$147,725.43	
Stain Glass Window Repairs	\$24,955.65	
Miscellaneous	\$7,461.98	
Social Ministry - Outreach Funding	\$2,491.46	
Zion Food Cupboard	\$632.77	
Boys & Girls Club Dinners	\$377.78	
Property Reserve	\$1,939.65	
General Reserve	\$35,951.98	
Dorthy's Music Ministry	\$6,304.50	
Good Shepherding	\$2,195.87	
CLWR - We Care Kits	\$30.62	
Community Outreach BBQ	\$0.00	
Other Endowment Votes	\$1,442.69	
Confirmation	\$150.00	
Post Secondary Student Assistance	\$886.00	
Grand Piano Fund	\$1,989.46	
Video and Sound System	\$2,859.65	
Youth Conventions	\$9,664.13	
Zion Lutheran Women	\$2,715.67	
Special Accounts Total	\$380,169.93	
Total Current Liabilities		\$383,546.50
Previous Surplus/Deficit		\$29,628.48
Current Surplus/Deficit		-\$20,948.75
Liabilities and Equity		\$392,226.23

Income & Expense

Income and Expenses of Special Funds for 2023

Accounts	Jan.1,2023	Debit	Credit	Dec.31,2023
	BALANCE			BALANCE
Altar Fund	\$2,193.01	\$0.00	\$0.00	\$2,193.01
Eternity for Today	\$901.24	\$343.01	\$176.00	\$734.23
Cemetery Fund	\$50,820.20	\$21,696.65	\$29,347.24	\$58,470.79
Oktoberfest	\$0.00	\$0.00	\$0.00	\$0.00
Sunday School Account	\$2,613.31	\$0.00	\$45.00	\$2,658.31
Fellowship of the Least Coin	\$0.00	\$20.00	\$20.00	\$0.00
Praise Appeal	\$165.00	\$0.00	\$0.00	\$165.00
Zion's Community Garden	\$0.00	\$0.00	\$0.00	\$0.00
Kitchen Fund	\$7,749.82	\$109.34	\$1,200.00	\$8,840.48
Replacement item Donations	\$32.76	\$32.76	\$0.00	\$0.00
Building Fund	\$9,139.42	\$11,989.82	\$3,610.78	\$760.38
Other Church Suppers	\$566.96	\$566.96	\$0.00	\$0.00
Rally Sunday	\$596.06	\$596.06	\$0.00	\$0.00
Care & Maintenance on Stones	\$0.00	\$0.00	\$0.00	\$0.00
Care & Maintenance on Graves	\$0.00	\$2,485.00	\$2,485.00	\$0.00
Organ Restoration Fund	\$50,700.64	\$10,413.99	\$16,285.79	\$56,572.44
Rental Properties	\$20,097.44	\$41,943.81	\$169,571.80	\$147,725.43
Stain Glass Window Repairs	\$24,955.65	\$0.00	\$0.00	\$24,955.65
Social Ministry - Outreach Funding	\$2,670.27	\$478.81	\$300.00	\$2,491.46
Miscellaneous	\$8,963.31	\$27,276.66	\$25,775.33	\$7,461.98
Zion Food Cupboard	\$632.77	\$0.00	\$0.00	\$632.77
Boys and Girls Club Dinners	\$377.78	\$0.00	\$0.00	\$377.78
Property Reserve	\$1,939.65	\$0.00	\$0.00	\$1,939.65
General Reserve	\$35,951.98	\$0.00	\$0.00	\$35,951.98
Dorothy's Music Ministry	\$6,304.50	\$0.00	\$0.00	\$6,304.50
Good Shepherding	\$56.17	\$2,000.00	\$4,139.70	\$2,195.87
CLWR - We Care Kits	\$0.62	\$0.00	\$30.00	\$30.62
Community Outreach BBQ	\$38.68	\$38.68	\$0.00	\$0.00
Other Endowment Votes	\$1,442.69	\$0.00	\$0.00	\$1,442.69
Confirmation	\$0.00	\$4,550.00	\$4,700.00	\$150.00
Post Secondary Student Assistance	\$886.00	\$0.00	\$0.00	\$886.00
Grand Piano Fund	\$1,989.46	\$0.00	\$0.00	\$1,989.46
Video and Sound System	\$1,815.56	\$155.91	\$1,200.00	\$2,859.65
Apple Pie Fundraiser	\$20.25	\$20.25	\$0.00	\$0.00
Youth Conventions	\$11,848.08	\$2,715.95	\$532.00	\$9,664.13
Zion Lutheran Women	\$2,661.52	\$2,475.85	\$2,530.00	\$2,715.67
TOTALS	\$248,130.80	\$129,909.51	\$261,948.64	\$380,169.93

Annual General Meeting Minutes 2023

Zion Evangelical Lutheran Church

454 Miller Street

Pembroke, Ontario

Annual General Meeting Minutes

February 26, 2023

1. Call to Order- the meeting was called to order at 10:58 am by council chair Susan Dupuis.
2. Opening Comments- Susan mentioned that any errors in the annual report were hers as she prepared the annual report due to the change in church secretaries. Errors in the report: missing ZLW financial report and missing Messy Church report. Number of members present for the annual general meeting is 66 which meets the quorum. Sandra Sell mentioned there is a spelling error in Pastor's report. Lillian Michael's name is written as Lillian Mitchell in error.
3. Opening Devotions-given by Pastor Scott as per the Worship for a Congregational Annual Meeting found on the last page of the annual report. Additions to the agenda under new business- emergency preparations, Steve Boland. Motion to accept the agenda: Wayne Kirk. Seconded: Pam Duplessis.
4. Reports:
 - a. Minutes of the 2022 Annual Meeting- Cheryl Sack noted on page 49 there were some names left out of the discussion on the personnel committee. The wording of the sentence should read, "Susan indicated that both Debbie Wegner and Rick Gerundin have left the personnel committee; the remaining members include Allen Rose and Kathy Godin. A church council representative is needed on this committee." Motion to accept the 2022 AGM meeting minutes: Jill Kellough. Seconded: Barry Gorr. Carried by members.
 - b. Finance Report-2022 Financials: Treasurer Gerry Vandersleen thanked all for their generosity and support of the church; in doing so, the church and its people are able to help the community in many different ways. Gerry reviewed the 2022 financials line by line. On the expenses side: our benevolence commitments have been met; committee expenses are down slightly; utility expenses are up due mainly to the rise in cost of natural gas; insurance costs are up but overall operating expenses are less than what was budgeted; and, payroll and benefit expenses are less than what was budgeted. Gerry extended thanks to Pastor Scott, and Pastor Sue, for waiving the vehicle allowance (\$6500.00). Overall total expenses are less than what was budgeted.

On the revenue side- many thanks were extended to the congregation as regular offerings were up \$20 000.00 compared to the previous year. There is a balance of zero for the year.

Questions about the 2022 budget: Allen Rose had a question regarding how the deficit from last year was negated. Gerry says that 2 members left bequests to the church in the total of approximately \$16 000.00, which helped in this respect. Gerry also indicated e-transfers and PAR are a tremendous help to the church's revenue.

- c. 2023 Budget- prior to a review of the budget, Susan gave some background information on it. Church council has met on two different occasions to plan and discuss goals; initially, Messy Church and Living Stones worship were set as goals to reach out to younger families. These programs have been growing over the past year and have been seeing a steady increase in attendance. During the second planning meeting, council felt the need for a Pastor to meet the needs of our young families and Pastor Sue's name came up several times as the person to meet the goals council had suggested. In addition, from the discussions during January's Table Talks, many comments were made on how to bring young people back to church, how to grow the church, and how to find ways to bring new people into the church. Pastor Sue was interviewed by council, and church members have seen what she contributes to worship services. Pastor Sue's ministry will focus on young person ministry, including the formation of a mom and tot's group, and the continuance of Messy Church and the Living Stones Worship. Pastor Sue is prepared to contact parents of Sunday school aged children whom we don't see. We all have the same goal...grow the church and bring young people back to church.

Budget- Gerry Vandersleen. Reviewed line by line by Gerry. Motion to pass the budget report: Al Kellough. Second: Pam Duplessis.

Questions: Murray Sell had a question re the transfer of money from the reserve account. Murray feels that the reserve account is for big ticket items, such as the heating system boilers. Gerry indicated the property reserve is different from the general reserve; the general reserve account was set up 3 years ago to use as needed to meet the general needs of the church. Murray is concerned re the heating system. Gerry indicates the money from the property reserve account has been used to replace the boilers, and the steamers have been retrofitted and are working quite well. The property reserve account has a balance of approx. \$2 000.00. As of the present time, the heating system problems have been solved.

Steve Boland had a comment on the 2% increase for staff wages. Steve indicates that inflation has increased 6% and suggests that the staff wage increase should reflect the inflation increase. Steve gave new amounts for staff salaries with a 6% increase; he feels the balance in the savings of Jan-Mar from Pastor Sue's salary would balance the budget and would give our staff the message that they are valued.

Motion on the amendment to the 2023 budget reads, "To increase the salaries of Pastor Scott, the Church Musician and the custodian 6%."

Moved by: Steve Boland. Seconded: Joel Nieman.

Mona Zadow questioned a raise for the new secretary when has she just started. Steve Boland suggested keeping the secretaries' increase to 2% but increase the remainder of staff to 6%.

Larry Seegmiller would keep the increase to 0%. Gerry indicates the increase in salary are given every year and are not based on performance.

Marion Kraft suggested to vote by ballot and not a show of hands. The plan is to do the vote by ballot.

Christian Sell questioned the increase of 6% for a new pastor. Gerry mentioned the salary will be determined by Synod guidelines, and there will be no increase on the new pastor's salary.

Gayle Seegmiller had a question re health and dental benefits, and if Pastor Sue would be covered under Pastor Scott's plan. Gerry says the health and dental plan is a requirement of the health benefit company regardless if you live in the same house. Each individual has to have their own benefits.

Discussion on the process of motion and approvals. Steve Boland mentioned we need to motion to approve the budget, but vote on the amendment should come first.

Cheryl Sack had a question re a 6% increase for the Pastor. Cheryl feels it should only be 2%.

Jill Kellough has concerns that Zion is not a growing church. If the church is going to survive, we need to bring young people into the church. This is what Pastor Sue would do and Jill feels she would do the best job.

Christian Sell- questions the transfer of funds from the reserve account and if this is a sustainable way to balance the budget. Gerry says that to support the church and the congregation you have to put out more to help the church grow. The amount in the reserve account is \$36 344.44. The reserve fund is a liability account which can be used for what we need.

Kathy Godin mentioned the reserve funds will not save the church and the budget being proposed is only for a year. If things need to change next year, then we can change them. Cheryl Sack made a comment on the request for donations to regular funds. Cheryl feels many parishioners are on a limited budget and they will donate as they see fit.

Allen Rose had a question re Synod's recommendations for salary percentage increase (Gerry says it is 4.5%).

Erika Deloughery is concerned that the secretary is not getting the increase as well. Susan says she knows June would not accept the increase and that's why she worded the motion this way.

Ballots were handed out and collected. The motion was read again to clarify what was being voted on. "To increase the salaries of Pastor Scott, the Church Musician and the custodian 6%." Moved by: Steve Boland. Seconded: Joel Nieman.

While the ballots were counted, Pastor Sue gave the report for Messy Church which was left out of the annual report.

Ballot count on the amendment to the 2023 budget: YES-41, NO-23. Amendment to the budget is approved.

Vote on the (amended) 2023 budget: ballots were handed out and collected.

Pastor Sue gave an update on the Living Stones Worship while the ballots were counted.

Ballot count on the (amended) 2023 budget: YES- 57, NO- 7. Budget as amended has been approved.

Motion to destroy the ballots- Steve Boland. Second: Cheryl Sack.

5. Endowment Fund Vote- Gerry indicates since the report has been prepared, the value of the money available for distribution has increased slightly to \$9906.46. The ballot

outlines four outside needs: Bernadette McCann House, Camp Lutherlyn and Conference Center, First Step Options, Robbie Dean Centre, other options. The ballot outlines two inside needs: building fund, organ restoration, other options.

Questions/comments: Murray Sell commented that the endowment funds cannot be directed to those organizations that the church has on the budget line. Gerry agreed and stated it is the responsibility of the endowment committee to check that this does not happen. Susan said the endowment ballots will be counted after the meeting and results communicated to the congregation in the bulletin and newsletter.

Motion to destroy after the ballots have been counted: Barry Gorr. Second: Nathan Sell.

6. New Business: Motion from Church Council. "Zion Church Council recommends the call of Pastor Sue Nevile in a part time position as Zion's second pastor."

Questions/comments: Larry Seegmiller questions if Pastor Sue would be treated as a co-pastor? For example, if Pastor Scott is sick, can she fill in. Susan said this may happen, but Pastor Sue's main focus will on young families and outreach.

Allan Rose had a question re actual salary. Gerry said the salary is more in the figure of \$13 000. The church has to pay CPP, deductions, and group benefits (which are not scaled to how much or little you work, we are obligated to pay for both benefits equally). Allan also asked if the offer of hire is for a one-year term? Susan indicates no it is not, we do not have to rehire Pastor Sue every year.

Ballot count on the motion to hire Pastor Sue Nevile as a second part time pastor: YES- 47, NO- 16. As we require 2/3 majority for a pass, the motion is passed.

7. Emergency preparations- Looking at what's happening in the world with disasters in Syria and Turkey, Steve Boland questioned what we can do as a church community to help others in times of need. Steve said the church could be a possible temporary emergency shelter for people when displaced or as a warming place on very cold nights. There is a void in the community at present in this regard. Steve is asking council to give this thought some consideration. Pastor Scott asked re the formation of a task force and if Steve would be willing to lead this task force. Steve indicated he would certainly do this. Susan will extend the invite to Steve for a presentation on this topic to council.

8. Recognition of Out Going Council Members-Susan thanked council members for their work over the past year: Patti Wegner, Denise Schizkoske, Kathy Nieman, Michael Lange, Erica Deloughery, Jill Kellough, Karen Gauthier, Jamie MacKinnon (absent), Diana Wegner (resigned). We began 2022 with 9 council members; we have lost 2 members so council numbers will be down to 7, which the constitution says we need to have. Two new members would be welcome, but as of yet no one has come forward in this regard. Susan recognized and thanked Patti Wegner for her time on council over the past 6 years. Thanks were also extended to Diana Wegner who resigned earlier this year.

9. Introduction of new Council Members- Susan indicated no new members have come forward so far to sit on council. Council terms are only for 2 years, and members are encouraged to direct names to council if they are interested. On a side note, this year

the church is celebrating its 140th anniversary this year. A celebration is planned, and the Bishop will be in attendance in November. A committee will be organized in the new future to plan this celebration.

10. Adjournment-thanks were given by both Susan and Pastor Scott to those who attended the meeting. Pastor Scott also extended many thanks to Gerry Vandersleen for all of his time devoted to the church. The meeting adjourned at 1:05 pm.
11. Motion to adjourn: Kathy Godin. Second: Joel Nieman.
12. Closing Devotions- were given by Pastor Scott.