

# **EPIPHANY EVANGELICAL LUTHERAN CHURCH**

20 OLD KINGSTON ROAD, WEST HILL, ONTARIO

REVEREND RASMA CAUNE

TEL 416-284-5922



## **THE ANNUAL REPORT FOR THE YEAR 2021**

Presented at the  
**ANNUAL MEETING**

**FEBRUARY 27, 2022**

following the 10 a.m. Zoom service  
which can be accessed via

**Join Zoom Meeting**

**<https://us02web.zoom.us/j/9890800583?pwd=R05md05jWjZBTnNwc202SWJpSG5kZz09>**

**Dial by your location**

**+1 647 374 4685 Canada**

**Meeting ID: 989 080 0583#**

**Passcode: 095565**

**Please have this annual report available for reference during the meeting**

# ANNUAL MEETING AGENDA 2022

	Page #
<b>1 Church Site Land Acknowledgement, Opening Devotion and Prayer (Pastor)</b>	
<b>2 Chairperson – Call to Order, Establishment of Quorum (25), Opening Remarks</b>	
<b>3 Changes or Additions to the Agenda</b>	
<b>4 Minutes of the February 28, 2021 meeting</b>	<b>3-5</b>
<b>5 Thanks to retiring Council Members and Election of:</b>	
5.1. New Council Members	
<b>6 Motion to adopt Reports, Committee Reports, and Ad-Hoc Committee Reports by consensus.</b>	
<b>7 REPORTS</b>	
7.1 Pastor	<b>6-7</b>
7.2 Council	<b>7-8</b>
7.3 Treasurer	<b>9</b>
<b>8 COMMITTEE REPORTS</b>	
8.1 Finance	<b>10-11</b>
8.2 Stewardship	<b>11</b>
8.3 Property	<b>11-12</b>
8.4 Worship and Music (see Pastor’s Report)	<b>7</b>
8.5 Education – Bible Class	<b>12</b>
8.6 Mutual Ministry	<b>12</b>
8.7 ELW – Epiphany Lutheran Women	<b>13</b>
8.8 Visioning	<b>14</b>
<b>9 AD-HOC COMMITTEE REPORTS</b>	
9.1 Morningstar	<b>14</b>
9.2 Advertising / Website	<b>14</b>
<b>10 Auditors’ Report</b>	<b>15</b>
<b>11 2022 Budget</b>	<b>16</b>
<b>12 Unfinished Business from 2021 meeting</b>	
<b>13 New or Other Business</b>	
<b>14 Motion to Adjourn</b>	
<b>15 The Lord’s Prayer (Pastor)</b>	

# Epiphany Evangelical Lutheran Church

## Annual General Meeting

February 28, 2021

Begin: 10:58 a.m./end 12:30 p.m.

Zoom meeting recorded

QUORUM: 31 voting members. (25 required)

Attendees: (Rasma Caune), Ron Heino, Geoff Crewe, Marg Crewe, Gordon Vollmer, Deborah Vollmer, Josie Tedes, Nalini Badley, Sigrid Engler, Ursula Albrecht, Dorothea Cameron, Sigi Sommer, Gord Munro, Bettina Wittemeier, Martin Wittemeier, Andrea Pözl, Paulette Correia, Ute Wentzel, Fred Kilian, Lilli Kilian, James Dennis, Denise Dennis, Stephanie Wittemeier, Alexandra Wittemeier, Wilhelmine Herrmann, Norbert Sommer, Hilda Sommer, Peter Herrmann; Olivia MacDougall; Franz Fuerst, Edda Fuerst-Kern; Walter Oberlander

1. Church Site Land Acknowledgement, Opening Devotion and Prayer (Pastor)
  2. Chairperson [Ron Heino] – Call to Order, Establishment of Quorum (25), Opening Remarks.
  3. Changes or Additions to the Agenda
    1. **Motion** to count nays/abstentions and subtract from total attendance for vote result: James Dennis/Josie Tedes; **carried** unanimously.
    2. **Motion** to approve of agenda: **carried** unanimously.
  4. Minutes of the February 23, 2020 meeting.
    1. **Motion** to accept: Geoff Crewe/Gordon Vollmer; **carried** unanimously.
    2. Discussion: none.
  5. Thanks to retiring Council Members: James Dennis, Margaret Fler;  
Returning members: Pat, Geoff, Sigrid, Ron, Gordon V.
    1. Election of new members: nominated: Dorothea [declined]; Ute [declined];  
Denise: possible member at large (check before next meeting).
    2. Meetings may continue over Zoom for efficiency; tbd.
- 5.1 New Council Members: TBD (see above)
- 5.2 Convention Delegate (convention to be held electronically on Friday-Saturday, June 25- 26, 2021).
1. \$50 delegate fee (paid by Epiphany).
  2. clergy delegate: Rasma.
  3. lay delegate: Denise?

## 6 REPORTS

### 6.1 Pastor (p.5-7):

1. no questions/comments.
2. pastor: thanks to congregational participants; feels blessed by members who interact/connect; feels “at home” at Epiphany.
3. Bettina: pastor makes Epiphany “personal” for members.

### 6.2 Council (p.8):

1. no questions/comments.

### 6.3 Treasurer (p.9):

1. Nalini: thanks generous members during difficult year of 2020.
2. Ron Heino/Sigrid Engler: thank Nalini for keeping up with government options for financial support during pandemic.

## 7 COMMITTEE REPORTS

### 7.1 Finance (p.10-11):

1. see report.

### 7.2 Stewardship (p.11):

1. November usual month for focus; instead put message in Morningstar (Nov/Dec).
2. may have a more formal event in 2021 if in-person events resume.

### 7.3 Property (p.12):

1. roof fixed; no leaks to report.
2. issues with furnace taken care of; no further issues reported from those who go into the building.
3. Nalini: thanks to Peter Herrmann for help with leaves; Frank Fuerst for control of overgrown vegetation, fence.
4. Ute: thanks to Nalini and Dorothea for keeping up gardens.

### 7.4 Worship and Music (p.13):

1. no comments;
2. Bible Class a boon for those who attend.
3. lay led services acknowledged.

### 7.5 Mutual Ministry (p.14):

1. sole meeting/issue: Pastor will extend her retirement deadline by one year; end date to be determined; acknowledged with gratitude.

### 7.6 ELW – Epiphany Lutheran Women (p.14-15):

1. no comments;
2. online draw in lieu of in-person event helped continue mission of financial support to various groups.
3. will new Zoom meetings be held in 2021? Tbd.

### 7.7 AMMS (Montessori School tenant) (p.15-16):

1. see message from Huma re: rent relief.

### 7.8 Visioning (p.16):

1. Gordon Vollmer: see report for details.
2. everyone welcome to attend Visioning Committee meetings to discuss ideas for future of congregation.
3. Ron: thanks to Gordon for time and devotion to the important topic of the future Vision for Epiphany.
4. Gordon: thanks the committee because it's a team effort.

## 8 AD-HOC COMMITTEE REPORTS

### 8.1 Morningstar (p.17): thanks to Sigi.

### 8.2 German Seniors Group (p.17): thanks to Ute.

### 8.3 Advertising / Website (p.17): thanks to Nalini and Gord M, respectively.

### 9 Auditors' Report (p.18): no issues.

10 2021 Budget (p.19):

1. Committee (Sigrid, Ron, Nalini, Geoff) create proposed budget for Council approval before taking to congregation.
2. Budget for expenses.
3. Pastor's salary: 2 months at full time, 10 months at 75% extended as she moves toward retirement.
4. Raises: to roles of Morningstar editor/producer, Treasurer, caretaker, organist (per service).
5. AIVAR: retirement/release compensation vetted by lawyer; release not signed by Aivar and cheque (\$14.0 K) was returned.  
Legal advice: revise compensation and return release; (\$7200) not cashed to date therefore holding in case cheque is cashed (will allow time for post-covid banking by Aivar).
6. Visioning committee costs (paid to Synod advisor) valuable to process and facilitate Vision for Epiphany.
7. Increase in benevolence: in part as acknowledgement to Synod for COVID relief/communication e.g.
  - (i) Nalini: Synod helped identify applicable subsidies.
  - (ii) Rasma: Bishop has monthly meetings with clergy to avoid isolation/ burnout.**Motion** to accept budget as proposed: James/Josie; discussion: none; **carried** unanimously.

11 Unfinished Business: none.

12 New or Other Business:

1. Are wellness checks being conducted; can we do more or differently?
  - (iii) Sunshine convener: Bettina does ELW birthday cards.
  - (iv) Sigrid: checks with those putting in offerings.
  - (v) Ute: German seniors connect with one another.
  - (vi) Hilda: connects with different people; ad hoc communication.
  - (vii) Fred: put a note in Morningstar about well being and how to contact church.
  - (viii) Nalini conveys message of hello from Erika Haebe.
2. Treasurer: Nalini has indicated she is willing to slow down/pass the role to someone else; appointment will be on March agenda; if someone is interested, please contact a member of Council.

12.1 Ratification of new Epiphany Vision Statement and Core Values as per the supporting documentation attached herein.

1. Pastor/Gordon Vollmer: see report for final version of Mission Statement.
2. \$150/hour Karen Bjerland: her experience warrants costs for services as consultant/advisor regarding the maintenance of values of Epiphany during visioning process; as a consultant, she helps guide the process for committee members based on her extensive experience/ expertise within ELCIC.
3. **Motion** to approve Mission statement and definitions of Values: Gordon V/Fred, Ursula.
  - Discussion: none.
  - **Carried** unanimously.

13 **Motion** to Adjourn: Fred/Paulette; **carried** unanimously.

14 The Lord's Prayer.

*Respectfully submitted, Denise Dennis*

## Pastor's Annual Report

Most of 2021 was spent at the computer with meetings and worship services via Zoom. The positive was that we were able to continue to function as a congregation virtually, but of course that put limitations on our ability to meet face to face. However, between lock downs and rising Covid numbers we were able to squeeze in 6 worship services including one baptism for Akadia Raine Paquette, the daughter of Christina Vlahos and Aaron Paquette with three generations present. The other services were in German followed by English Zoom services from the church. Two marriage rites were performed in the backyards for Margaret Fler's son Paul to Stephanie and my niece Laura to her partner Charlotte. Funerals were limited to size depending on location, whether indoors or at the graveside. This year we bid our farewell to Barbara Trapper (our oldest member at 100 1/2 years of age) and Hilda Sommer, and were able to inter Charlotte Bon's ashes a year after her death. I was glad that I was able to anoint Barbara and Hilda and provide a short Christmas service for Hilda including scripture readings and carols with the family present to help out. I was also called upon to perform funeral rites for Irmgard Titze and her husband Helmut a few months afterward, Waltraud Morales, and a friend Valdis Zans. We also said goodbye to Doris Schultes, who moved into a seniors' residence in Ottawa and seems to be enjoying the sense of community there.

With the help of the reopening committee and council it was decided that in order to attend in-person worship proof of vaccination was to be shown, preregistration would be helpful as well as self-screening and masks were to be worn at all times with social distancing taken into consideration with the spacing of chairs in the sanctuary. We took temperatures at first and kept records of the attendees and screening records for volunteers following Toronto Health recommendations for worship and advice from the Bishop's office. Unfortunately, due to the rising numbers of the Omicron variant our planned German in person Christmas Eve and our joint Christmas Day services were cancelled and moved to Zoom instead.

There were other opportunities to worship in German with the other German speaking congregations of Toronto for the World Day of Prayer, Ascension, Reformation and Advent. This was also a year when we had a chance to speak to other congregations, which had gone through building projects or with whom we might be able to do some shared ministry: Emmanuel Lutheran, St. Ansgar Lutheran, Good Shepherd Lutheran, First Place in Oshawa, and Holy Trinity Anglican in Guildwood. They gave us some insight as to how their processes went and expressed satisfaction with no regrets for their decisions.

I was able to preside over Holy Communion at Holy Trinity Guildwood at the beginning of the year during the Week of Prayer for Christian Unity and preached at the installation service of a former parishioner from Montreal, Rev. Dags Demandt at St. Andrew's Evangelical Lutheran Latvian Church downtown. Christian churches were not my only opportunity to participate. The women of the mosque up the street had a day apart with presenters. I was invited also to be present at the Founders Day event in person, but the following week virtually as a presenter representing Christianity. There ecumenical and interfaith events offer new ways of extending a hand for better understanding each other realising that we have much more in common than what separates us.

A request had come for an evening Bible study, which I led for a while, but realised that there was little interest, when Margaret Crewe was already doing a marvelous job at the Friday morning class. I changed the Evening Bible Study into a Prayer class ending with an Advent prayer service. With my colleagues from Christ Lutheran in Whitby and Christ the King Lutheran in Peterborough moving to Pembroke our GTA East ministerium has not had any joint ventures this past year. However, I have been able to meet with Bishop Michael Pryse and other clergy of the Eastern Synod about every six weeks to check in and share resources. Thanks to the synod for the many sermon resources, financial resources and information passed on to us during this trying time. Their support has been greatly appreciated.

I have continued to visit parishioners, taking precautions to mask and self-distance, sometimes just talking in the driveway or at times enjoying a glass of wine or a cup of tea at the kitchen table. Thanks to all who invited me into your homes this past year. Your continued support and encouragement has been greatly appreciated.

The Worship and Music Committee has met quarterly to plan services and review them. This committee has been led by Margaret Crewe with Denise Dennis, Sigi Sommer, Bettina Wittemeier, and Ron Heino as a representative of the Worship Leadership Team. We have very capable worship leaders, who have led Sunday services. Thanks to you all for your active involvement in keeping our worship going. To all lectors, preachers, and altar guild consisting of Ute Wentzel, many thanks for your continued work in building up this Body of Christ.

I would like to thank our council: Ron Heino, Pat Bramley, Geoff Crewe, Gordon Vollmer, Sigrid Engler and Denise Dennis along with our treasurer Nalini Badley for their tireless work in keeping Epiphany well oiled. I would like to also thank all of the committees of the Church which have continued to work both in-person and virtually: the Property Committee with Fred Kilian making arrangements for any repairs needing to be done; the Worship and Music Committee headed by Margaret Crewe; the Worship Leadership Team, consisting of Margaret and Geoff Crewe, Denise Dennis and Ron Heino, for their talent and time in preparing and delivering meaningful worship at the lay-led services; for the Finance Committee; the Visioning Committee, which has been the most active working together with both Karen Bjerland and Rev. Mark Harris of the Eastern Synod helping us to understand our values and mission as we move toward a new expression of what it means to be church. Our grounds continue to be well maintained by Dorothea Cameron, Nalini Badley, Peter Herrmann and Peter von Gemmingen and other garden elves. Many thanks! I would like to express my sincerest thanks to Sigi Sommer for her creativity in putting together our Morningstar each month which keeps us connected and to all the contributors. Thanks also to Michael Rundans who has played the organ for our in-person services.

Whatever our new normal may end up being, I believe that as long as we remain faithful servants of Jesus Christ and we continue to pray for one another, support one another, encourage one another and uplift one another. May God grant us grace and peace!

*Pastor Rasma*

## **Statistics:**

Start of the year: 277 baptised members; 204 confirmed members

Removed through death: 2

Added through baptism: 1

End of the year: 276 baptised members; 202 confirmed members

Total Sunday services: 55 = 30 Service of the Word and 23 Holy Communion

Total Mid-week services: 11 = 7 Prayer service and 4 Holy Communion.

These also include: Maundy Thursday, 2 Good Friday, 2 Christmas Eve, 1 Christmas Day

In-person: 6 = 1 Baptism with Holy Communion; 2 German Service of the Word; 3 German Holy Communion

Average attendance via Zoom: 19; Average attendance for German in-person: 11

## **2021 Council Report**

Who would have thought that 2021 would have ended almost as it began, with Covid-19 still largely unconquered, mutating, and dominating the news and our lives? We have now endured 4 significant waves of the virus, however we have been given optimism through the availability of effective vaccines (3 times) for most of the population. Unfortunately, with very few exceptions, this has again prevented our congregation from worshipping together indoors in person during 2021.

As in 2020, the “church” remained active although the sanctuary was shuttered. Most of us are now accustomed to attending Services, Bible Studies and meetings from home using Zoom software on our computers, phones, and tablets. For those less technologically inclined or otherwise unable to participate electronically this continued to present a challenge. Pastor Rasma does her best to keep you involved through phone calls and porch visits. We do remember you in our thoughts and prayers, looking forward to when we can all gather together again at Epiphany. On-line Services do provide the advantage of allowing those who are geographically distant to worship with us. Thank you Pastor Rasma for being the driving force that keeps us focused and together. Once Covid releases its grip, we hope to offer hybrid Services that are both on-line and safely in-person, allowing those near and far to worship together.

In determining the safest way for Epiphany to continue functioning during the pandemic, Council follows applicable legislation and guidelines provided both by Synod and all three levels of government. These are on the agenda for review at each monthly Council meeting.

Our Synod once again provided outstanding support during 2021, in terms of structure and content for on-line Services and crafting guidelines for reopening. Our Visioning Committee was given exceptional guidance throughout the year by Karen Bjerland and Mark Harris, helping to lead the group through the extremely complex issues surrounding our renewal planning. In recognition of all this, Council voted to make an extra benevolence contribution to Synod as the year ended.

Thank you to all those people who contribute their “time, talent, and treasure” visibly or behind the scenes, to keep us functioning. Your ongoing dedication, often spanning decades, is truly inspiring, and one of our great strengths.

Our traditional social occasions were again curtailed for the year. We will indeed savour such things as picnics, Easter breakfasts, carol singing and Strawberry Socials once they can safely be resumed.

Financially, we remain in good shape for now primarily due to reduced expenses thanks to Covid, AMMS rents returning to expected levels, and eligible government subsidies. Thanks to everyone for maintaining their financial contributions to the church and being good stewards despite the “long-distance” relationship.

Our buildings continue to show their age. Costly urgent repairs were required at the church building for the leaking roof, interior downspout, and rooftop HVAC unit. Such events will likely become commonplace over time, highlighting the importance of the decisions soon to be made by the congregation in regards to the future of the buildings.

Perhaps the most serious future challenges we face, common to many churches, is the diminishing pool of volunteers available to assist with operating Epiphany, either with governance or helping in general. For example, our constitution requires that Council has a minimum of 6 members in order to hold official meetings. We are currently at this minimum number. As several Council members have now reached their mandated maximum 6 consecutive years of service, some new faces will be required. Please consider answering the call if you are able. Volunteering for Council entails a 2-year commitment for a monthly meeting 10 times per year. We have some very significant decisions to make in the near future, and could use your help and expertise.

We pray that 2022 brings with it a return to a more normal worship lifestyle including meeting in person. As declared in Psalm 23, “The Lord is my shepherd”. Without a doubt we will continue to be guided and protected by a benevolent hand as promised so long ago. Have faith in this.

*Ron Heino, Chairperson,  
on behalf of Epiphany Church Council*

EPIPHANY LUTHERAN CHURCH  
FINANCIAL REPORT FOR THE YEAR ENDED DECEMBER 31, 2021

CURRENT ACCOUNT

Bank Balance at December 31, 2020	\$33,952.26	
Add:		
Total 2021 Income (Includes Itemized Special Income below)	175,584.11	
2020 GST & PST Refunds Received	1,122.46	
2020 Investor's Edge Interest Received	4,281.92	
Less:		
Total 2021 Expenditures	(138,266.11)	
2021 GST Refund Receivable (50% of GST paid on Expenses)	(260.15)	
2021 PST Refund Receivable (82% of PST paid on Expenses)	(906.39)	
2021 Investor's Edge increase in Market Value	(17,127.07)	
2021 CIBC GIC purchased (matures March 2022)	(30,000.00)	
 Bank Balance at December 31, 2021	 <u>\$28,381.03</u>	 As per G.L.

CURRENT BALANCES:-

Chequing Account	28,381.03	
2021 GST Refund Receivable (50% of GST paid on Expenses)	260.15	
2021 PST Refund Receivable (82% of PST paid on Expenses)	906.39	
CIBC Investor's Edge	128,493.37	
CIBC GIC	30,000.00	
 Total Balances	 <u>\$188,040.94</u>	

BENEVOLENCE

Receipts from Offerings designated for:		
General Benevolence (Budgeted)	\$18,000.00	
Stewardship Benevolence	\$400.00	
TOTAL REMITTED TO EASTERN SYNOD FOR 2021	<u>\$18,400.00</u>	

ITEMIZED SPECIAL INCOME \*

AMMS PARSONAGE RENT	30,900.00	
AMMS FELLOWSHIP HALL RENT	15,000.00	
AMMS PARSONAGE UTILITIES	5,147.26	
AMMS PARSONAGE PROPERTY TAX	14,895.50	
AMMS PARSONAGE INSURANCE (2021 and 2022)	5,338.44	
AMMS FELLOWSHIP HALL UTILITIES	2,655.36	
AMMS SANCTUARY RENTAL	75.00	
ADVERTISING FOR JOHN'S CARPETS	100.00	
ADVERTISING FOR CORREIA'S REAL ESTATE	33.00	
SPIRITUAL SOCIETY PARKING	625.00	
INITIAL OFFERING FOR ENVELOPES	153.00	
CRA SUBSIDIES	11,558.63	
ELW - CAMERA	695.00	
 TOTAL INCOME FROM SPECIAL SOURCES	 <u>87,176.19</u>	

\* These funds are included in Total Income above

## **2021 Annual Report on Finances**

Our Finance Committee is comprised of Geoff Crewe (Chair), Nalini Badley (Treasurer), Sigrid Engler (Envelope Secretary) and Ron Heino (Council Chair). Together, with input from Council and Committee chairs, we establish the Church's annual budget each year, for approval by the membership at the Annual Congregational Meeting in February. Throughout the year and at each monthly Council meeting, we review the actual revenues and expenses vis-a-vis the approved budget, based on reports prepared by Nalini. Summary reports are published in every issue of The Morningstar. We monitor offerings and expenditures, manage cash flows and, as necessary, plan ways to deal with extraordinary expenses (such as significant building repairs).

Revenues in 2021 are presented as \$175,584 (2019 - \$156,479). However, these totals include \$25,616 (2020 - \$22,191) of parsonage expenses, which are shown both as revenues and expenses since they are borne entirely by our tenant, Absorbent Minds Montessori School ("AMMS"). 2021 revenues also include an increase in the market value of our investments of \$17,127 (2020 - loss of \$3,195). These changes in investments are only "on paper" as we have not sold any of our investments to trigger an actual gain/loss. When we eliminate these two amounts, our actual **cash revenues were \$132,841 (2020 - \$137,483)**. It should be noted, because it is significant, that 2021 revenues also include \$11,559 of wage subsidies from the federal government (2020 - \$24,339). These subsidies are not expected to endure in 2022. While we had to offer rent concessions to AMMS in 2020, they were able to remain fully open throughout 2021, thereby enabling Epiphany to earn an additional \$10,000 of rental income. Offerings remained steady in 2021 at \$65,000, as compared to \$66,000 in 2020. Offerings were \$79,000 in 2019, the last full year in which we were able to hold in-person worship services.

Excluding (fully reimbursed) costs of \$25,616 associated with the parsonage, our **cash expenses in 2021 totalled \$112,650 (2020 - \$126,536)**, while we had budgeted to spend \$153,496 (2020 - \$156,182). The primary reasons accounting for the under-spending of some \$41,000 were as follows:

- \* Church operating expenses were \$13,000 lower than budgeted because (a) we had allotted \$10,000 for property/building repairs, but only spent \$3,249 (to repair the roof again) and (b) we used the building so infrequently due to COVID-19 restrictions;
- \* About \$15,000 was saved on the organist's remuneration because there were only a handful of in-person services;
- \* About \$2,000 was saved in office-related expenses, again because we weren't physically in the building very much;
- \* Visioning Committee expenses were \$7,500 less than anticipated because our Synod made the decision early in the year not to charge any consulting fees for assisting us with the process of evaluating options for our future;
- \* Savings of \$3,500 were realized re other expenses in the Spiritual section of the budget.

For the year, on a cash basis, we realized an **excess of revenues over expenses for 2021 of \$20,191 (2020 - \$7,752)**, being revenues of \$132,841 minus expenses of \$112,650.

We ended 2021 with cash in the bank plus a GIC plus investments (at market value) plus small sales tax refunds receivable totalling \$188,041 (2020 - \$150,723), an increase of \$37,818. If you look at the bottom line of the Treasurer's Report for the year, you will see the same \$37,818 reported as our Net Income for 2021. Accounting magic!

Our 2022 budget, to be presented/discussed/approved by the members at our February 2022 Annual Congregational Meeting, proposes total expenditures of \$153,496 (excludes parsonage operating costs). While we are beginning 2022 in as healthy a financial position as I can recall in my 14 years at Epiphany,

our financial future is far from secure, due to an aging and declining membership base, as well as a reliance on our relationship continuing with AMMS. I encourage you to provide input to the Visioning Committee as it leads the congregation in deciding a path forward for our congregation.

*Geoff Crewe, Chair, Finance Committee*

## **2021 Stewardship Report**

The theme of stewardship is normally highlighted at Epiphany in the fall each year. In 2021, we experienced many of the same concerns and restrictions as 2020. As I write this in January 2022, we remain in the grip of COVID-19, with infections from the Omicron variant surging. I believe we managed just 4 in-person worship services in the entire 2021 year. Because of the constantly changing COVID situation and its effect on worship attendance (virtual and in-person), we did not invite a speaker/guest preacher to talk to us on the theme of stewardship this year.

A biblical view of stewardship can be defined as “utilizing and managing all the resources God provides, for the glory of God and the betterment of His creation.” We are not owners but stewards of all that comes into our arena of responsibility—income, property, our environment, time, talents, and our very selves. We are called as God’s stewards to manage that which belongs to God. While God has graciously entrusted us with the care, development and enjoyment of everything He owns, as His stewards, we are responsible to manage His holdings well and according to His desires and purposes. As Christians, we need to embrace this broad view of stewardship, which goes beyond church budgets or building projects; it connects everything we do with what God would have us do in the world to glorify Him, serve the common good and further His Kingdom. We are called to discern the plans of God and then to ponder how we can bring our lives into conformity with them.

One of our ongoing challenges is to keep the principle of stewardship top-of-mind, in all aspects of our lives and throughout the year, not just when it happens to be the focus at church. It is a responsibility (and a joy) we carry every day. There are so many examples of members of Epiphany stepping up in 2021 in response to the challenges brought about by COVID-19 and otherwise. Pastor Rasma has continued to improve her technology skills to enable us to hold virtual worship services over the Internet. Members have reached out to support one another to reduce the feelings of isolation resulting from having to spend extended time physically disconnected. People have stepped up take charge of things such as caring for the church building and grounds, leading services when Pastor is away, serving on committees, personally supporting environmental and social issues, financially supporting Epiphany, and on and on. I would also like to make special mention of the support our church has received from the Eastern Synod of the ELCIC, in the form of regular communications to assist congregations in navigating the latest COVID-19 issues (and much more) – they have really been looking out for us.

Thank you to all the good stewards at Epiphany who play various roles to enrich our spiritual and social lives, at church and everywhere else their activities take them.

*Geoff Crewe, Director of Stewardship*

## **2021 Property Report**

The year 2021 remained a year of minimal use of the church by the congregation. This fact, however, did not stop the need to look after the church building and property and respond to various maintenance issues. In some cases, we have relied on our tenant, AMMS, to be our eyes in reporting leaks, burnt out lights, appliance breakdowns, a few extra mice and other general upkeep repairs. In this regard, we have been able to use the skills of the AMMS Handyman, Manju, to come to our assistance to provide repair services.

One big problem of 2021, the leaking roof above the cloak room, appears to be fixed. We did, however, run into a problem with drainage from the roof, especially after heavy rains. The main damage was caused by clogged drains on the roof causing leaking into the church and ceiling damage. Fortunately,

with help and supervision by Fred Kilian, our roofing company and Manju, the situation was resolved and all damage was repaired.

We also need to thank Fred Kilian for doing regular property inspections and helping out with repairs as needed, especially our stove/oven. Sigrid Engler has been another set of eyes visiting the property regularly and advising of any issues.

Manju also helped us to replace a few security lights around the church building perimeter. Recently we were advised that the new lights may not be providing adequate light. It is our intent to review this issue, as soon as possible, and hopefully come up with a better solution.

I would also like to thank the individuals that have continued to keep our grounds landscaped and presentable. Peter von Gemmingen for cutting the grass. Peter Herrman, Dorothea Cameron and Nalini Badley for tending our gardens. As well, the tireless group at the fall cleanup who filled close to 100 garden bags with leaves.

A big thank you goes out to all of those anonymous individuals who assist behind the scenes in keeping our buildings and property in good order.

As we go through our Visioning process and the uncertainty of our future use of the property, we will remain mindful of the need to repair or replace any items or damage. At this stage we are operating the property in a manner that would allow us to reopen our doors for services, but with a definite eye on costs.

With God's help and guidance, we will soon arrive at our new plan for Epiphany!!

*Gordon Vollmer*

## **Bible Class**

Bible Classes have been held every other Friday throughout 2021 via Zoom. In the past number of months, we have been reading sections of the Old Testament structured around the notable women of the Bible. This has allowed us to follow a roughly chronological path through Old Testament times and, using the extensive commentaries that are available, to examine the culture and political background of the times. In this way, sections of scripture that seem dense or hard to understand may make more sense. Presently we are working our way through the Book of Esther.

You are welcome to join our small group from 10:00 to 11:30 on an occasional or regular basis. The zoom link is the same as the link used for services.

*Margaret Crewe*

## **Mutual Ministry Committee**

This committee is comprised of Pastor Rasma and members Denise Dennis, Greg Furan and Geoff Crewe. The purpose of the committee is to strengthen the ministry of the Pastor and the mission of the congregation in internal as well as external interactions. To that end, any member of the congregation may contact a member of the Mutual Ministry Committee with a question or concern related to our faith community here at Epiphany. All matters are reviewed confidentially and receive the combined wisdom and prayerful deliberation of the full committee.

No formal meetings of the committee were held in 2021. However, for the purpose of preparing the 2022 financial budget, it was necessary to know Pastor Rasma's intentions regarding her proposed work schedule and future retirement plans. I reported last year that Pastor delayed her planned retirement in early 2021 to help Epiphany avoid the (additional) disruption her departure during COVID-19 would have caused. She has extended her commitment to work roughly  $\frac{3}{4}$  time in 2022, without specifying a fixed retirement date. We are grateful for her continued devotion to Epiphany.

*Geoff Crewe, on behalf of the Committee members*

## Evangelical Lutheran Women 2021 Report

Much against all of our wishes, 2021 turned out to be 2020 rinse and repeat. We were all so hoping for the end of this horrible pandemic and a fresh start to a "normal" year. As we know, this was not to be.

While we could not get together personally, our ladies did, however, have two Zoom meetings during 2021. We made some decisions relating to the business of our group and happily enjoyed each others' company while catching up over coffee and snacks. Unfortunately, Covid regulations also prevented us from holding our Advent Bazaar. At this point Zoom is the glue holding our faithful group together.

Regrettably, God called our dear members, Barbara Trapper and Hilda Sommer to Him this year. We'll keep them and their families in our hearts and thoughts.

We are praying for a brighter 2022 and respectfully submit the below financial report.

Blessings to you all.

*Sigrid Engler, on behalf of the ELW*

### **FINANCIAL STATEMENT**

<b>OPENING BALANCE - BANK + CASH + INVESTMENT</b>			<b>\$11,028.41</b>
<b>INCOME :</b>	<b>INCOME</b>	<b>EXPENSE</b>	
Money Master Account Interest	0.90		
<b>EXPENSES :</b>			
Bank Service Charges		-13.75	
Charities		-700.00	
ELC Total		-2557.00	
<b>TOTAL INCOME / EXPENSE</b>	<b>0.90</b>	<b>-3270.75</b>	
	<b>CLOSING BALANCE – INCOME/EXPENSES</b>		<b>-\$3,270.75</b>
<b>TOTAL CLOSING BALANCE - BANK + CASH + INVESTMENT</b>			<b>\$7,757.66</b>

### **EPIPHANY + CHARITIES 2021 DETAILS**

#### **EPIPHANY**

Community Assistance Fund – Food Vouchers + Personal Help		500.00	
Property Clean-up – Mower Maintenance + Yard Bags		41.00	
Electronics – Computer + Presentation Equipment		2016.00	
	<b>TOTAL TO ELC</b>		<b>2557.00</b>

#### **CHARITIES**

Salvation Army		50.00	
CLWR – Gifts from the Heart		300.00	
Covenant House		100.00	
Scarborough Village Residence (for homeless seniors) **		100.00	
** \$100. chq issued 2020 – cashed 2021			
Martin Luther University College – Women in Faith		100.00	
World Day of Prayer – Vanuata		50.00	
	<b>TOTAL OTHERS CHARITIES</b>		<b>700.00</b>
<b>TOTAL DISBURSEMENTS</b>			<b>3257.00</b>

## **2021 Visioning Committee Report**

The Visioning Committee has continued to meet at least monthly over the past year. While Covid has had an impact on our activity, progress has been made and it is hoped that by the end of June 2022 we will be ready to move forward with a congregation approved plan.

Here are the main areas of activity:

1. Our original Congregational Redevelopment Advisor from the Eastern Synod, Karen Bjerland resigned due to personal needs at home. We thank her for her efforts. A new advisor Rev. Dr. Mark Harris is now assisting us. He has continued to work closely with us, coordinating our activity and guiding us through our process. He has been a great help to the committee.
2. Over the past year we have met with a number of Lutheran congregations as well as other denominations, and it has become obvious that we are not alone in discussing the future needs of an ageing congregation. Through this process it has been determined that the congregations are at varying stages of developing their plans to move forward. Generally, it is felt that there is no single congregation that is a match for us to merge or amalgamate with. One benefit, though, has been the emergence of a potential network of congregations to develop joint social ministry to fulfill perceived community needs. This could become a future ongoing activity.
3. We have met with potential development partners that we could work with to redevelop our property to provide new worship area and some form of housing, be it senior, subsidized, long term care or family. We also continue to discuss the future involvement of AMMS the Montessori school currently operating within the church property.

Two main development partner groups have emerged: Ehatare, representing our neighbours to the east on the adjoining property and United Property Resource Corporation (UPRC), a community building developer, that was created by the United Church of Canada. Each group has advantages that could lead us to a successful project.

We continue to evaluate and review each group and, as mentioned, it is our hope to schedule a congregational Visioning meeting early in 2022, at which time our findings and recommendations will be presented to the congregation, with the goal of finalizing this portion of the Visioning process.

Finally, I would like to thank the Visioning committee, Sigrid Engler, Jim Dennis, Geoff Crewe, Ron Heino and Pastor Rasma for their help and participation in this important task. It has taken longer than expected, but in the end with God's help and guidance we will arrive at the right decision for Epiphany.

*Gordon Vollmer*

## **2021 Morningstar Report**

The biggest change for the Morningstar this past year is that now it's printed in colour! Many of us (over 60 are on the email list) can access the digital version where colour is free. It wasn't fair that about 30 of us who receive the paper version had to settle for black and white copies. Thanks to Council for sanctioning the colour change/charge and to our advertisers for their support.

*Sigi Sommer*

## **Advertising for 2021**

We now have 2 advertisers in the Morningstar (John's Flooring and Correia's Real Estate). I have mailed out the 2022 invoices.

*Nalini Badley*

## **Website for 2021**

We have renewed with GoDaddy.com for 2 years, 2020 to 2022 to store our website epiphanylutheranchurch.ca with Hosting and Domain fees costing \$260.94

Gord Munro continues to maintain our website on GoDaddy.

*Nalini Badley*

AUDITORS' REPORT

TO: The Congregation of  
Epiphany Evangelical Lutheran Church, Scarborough

We have audited the statements of cash receipts and disbursements for the CIBC current account and Investor's Edge Account of The Epiphany Lutheran Church, Scarborough for the year ended December 31, 2021.

The audit included examining, on a test basis, evidence supporting the amounts in the financial statements. In common with many not-for-profit organizations, the Church received donations revenues which are not susceptible to complete audit verification. Accordingly, our examination of cash receipts consisted only of a comparison of recorded receipts with bank deposits.

In our opinion, these financial statements present fairly the result of the Church's operations for the year ended December 31, 2021.

Scarborough, Ontario  
January 2022



Fred Kilian



Chris Kilian

## 2022 Budget

<b>EPIPHANY EVANGELICAL LUTHERAN CHURCH</b>			
<b>ACTUAL VERSUS BUDGET EXPENSES</b>			
<b>AT DECEMBER 31, 2021</b>			
	<b>2021</b>	<b>2021</b>	<b>PROPOSED</b>
	<b>ACTUAL</b>	<b>BUDGET</b>	<b>2022</b>
			<b>BUDGET</b>
Salary	41,220.00	41,220.00	42,456.00
Housing Allowance	16,625.04	16,625.00	17,124.00
Car Allowance	793.79	1,500.00	1,500.00
Book Allowance	128.09	300.00	300.00
ELCIC Pension	4,627.56	4,627.56	4,766.40
Continuing Education Plan	600.00	600.00	600.00
Dental and Health	3,396.00	3,396.00	3,396.00
Canada Pension	2,095.46	2,088.48	2,221.00
Employment Insurance	927.72	924.96	953.00
<b>TOTAL PASTOR RASMA</b>	<b>70,413.66</b>	<b>71,282.00</b>	<b>73,316.40</b>
Treasurer Salary	2,520.00	2,520.00	2,570.00
Morningstar Editor	1,800.00	1,800.00	1,836.00
Caretaker Salary	1,620.00	1,620.00	1,652.00
Organist Salary ( \$115 per service and \$50 for lent/advent)	575.00	8,063.00	7,200.00
Organist Retirement	0.00	7,429.51	7,429.51
Employment Insurance	131.40	131.40	135.00
<b>TOTAL OTHER EMPLOYEES</b>	<b>6,646.40</b>	<b>21,563.91</b>	<b>20,822.51</b>
Enbridge Gas - Parsonage	1,189.23		
Enbridge Gas - Church	2,351.48	3,000.00	3,000.00
Hydro - Parsonage	2,034.37		
Hydro - Church	2,000.97	2,500.00	2,500.00
Water - Parsonage	2,125.88		
Water - Church	478.03	550.00	550.00
Property Taxes - Parsonage	14,929.38		
Insurance - Parsonage	5,338.44		
Insurance - Church	953.64	4,000.00	4,800.00
Maintenance	2,200.82	3,000.00	3,000.00
Snow Removal	1,356.00	1,500.00	1,500.00
Major Repairs	3,248.75	10,000.00	10,000.00
<b>TOTAL OPERATIONS - CHURCH &amp; PAR.</b>	<b>\$ 38,206.99</b>	<b>\$ 24,550.00</b>	<b>\$ 25,350.00</b>
Legal	0.00	1,000.00	1,000.00
Office Supplies	109.25	500.00	400.00
Photocopies	226.97	500.00	400.00
Telephone and Internet - Church	1,507.27	1,400.00	1,700.00
Postage	311.62	500.00	400.00
Advertising	0.00	100.00	100.00
Bank Charges	30.00	100.00	100.00
Licenses, Membership and Dues	260.00	300.00	300.00
Cleaning Supplies	0.00	200.00	200.00
Equipment Expense	690.42	500.00	500.00
Website (2 Year Contract to 2022)	0.00	300.00	300.00
<b>TOTAL OFFICE OPERATION</b>	<b>3,135.53</b>	<b>5,400.00</b>	<b>5,400.00</b>
Stewardship	0.00	400.00	400.00
Church School/Confirmation	0.00	100.00	-
Adult Education	0.00	100.00	100.00
REO and Refugees	0.00	0.00	0.00
Visioning Committee	0.00	7,500.00	5,000.00
Worship and Music	866.23	1,000.00	1,000.00
Altar Supplies	194.35	400.00	400.00
Conventions/Meetings	0.00	600.00	600.00
Supply Pastors	0.00	1,500.00	500.00
Offering Envelopes	302.95	400.00	
Misc. Expense	100.00	700.00	400.00
Benevolence - Church	18,000.00	18,000.00	20,000.00
Benevolence - Stewardship	400.00	-	-
<b>TOTAL SPIRITUAL</b>	<b>19,863.53</b>	<b>30,700.00</b>	<b>28,400.00</b>
<b>TOTAL EXPENSES</b>	<b>\$ 138,266.11</b>	<b>\$ 153,495.91</b>	<b>\$ 153,288.91</b>
<b>TOTAL INCOME</b>	<b>\$ 175,584.11</b>		
<b>NET G.L. INCOME(LOSS) FOR THE YEAR 2021</b>	<b>\$ 37,318.00</b>		