

EPIPHANY EVANGELICAL LUTHERAN CHURCH

20 OLD KINGSTON ROAD, WEST HILL, ONTARIO

REVEREND RASMA CAUNE

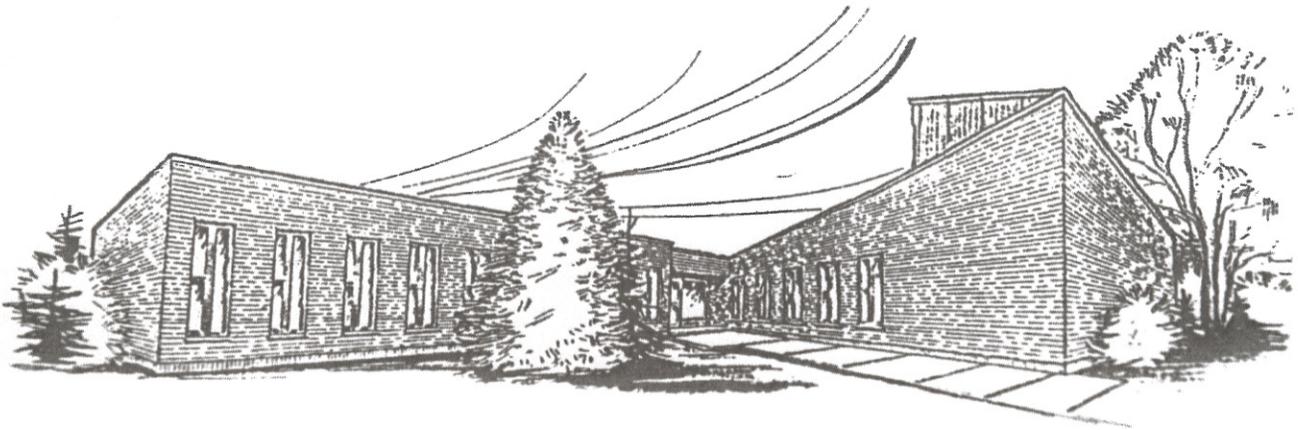
TEL 416-284-5922

THE ANNUAL REPORT FOR THE YEAR 2019

Presented at the

ANNUAL CONGREGATIONAL MEETING

**Sunday February 23, 2020
following 9am Joint Service**



Please bring this copy of the Annual Report to the Meeting

ANNUAL MEETING AGENDA 2020

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Epiphany Evangelical Lutheran Church

Annual General Meeting

SUNDAY, FEBRUARY 24, 2019

OPENING DEVOTION AND PRAYER — Call to order at 10:30 am. Opening remarks and prayer given by Pastor. Devotions, prayer printed on back cover of 2018 annual report. Pastor recognizes the indigenous people. Gratitude and respect that we gather on the land of the Anishinaabe. Reading of 1st Timothy 6:11-19.

CHAIRPERSON - OPENING REMARKS AND ESTABLISHMENT OF QUORUM — Quorum is 22 members. Quorum was established as 30 members attended. Attendees: Pat Bramley, Greg Furan, Sigrid Engler, Geoff Crewe, Denise Dennis, Jim Dennis, Marg Crewe, Wolfgang Scheu, Ron Heino, Fred Kilian, Hildegard Kinder, Werner Kinder, Martin Wittemeier, Bettina Wittemeier, Norbert Sommer, Hilda Sommer, Sigi Sommer, Gord Munro, Erica Haebe, Bob Haebe, Ute Wentzel, Andrea Polzl, Ursula Albrecht, Nancy Kostroman, Joe Kostroman, Eva Wittemeier, Wilhelm Wittemeier, Nalini Badley, Dorothea Cameron, Werner Dietz.

ADOPTION OF MINUTES OF THE FEBRUARY 25, 2018 MEETING — Amendment to previous minutes: quorum number was based on confirmed members not baptized members. Bethel changes to amount charged should be \$50.00 - \$100.00 per event. MSP as amended.

PASTOR'S REPORT — Please see Annual Report. Thanked all the people who have been so active - council, altar guild and various other committees of the church. Visioning will commence March 31st which is a joint service. Where do we plan to be in 5 years? Pastor stated she doesn't know when she plans on retiring but doesn't plan to be here in 5 years. May retire as early as next December. Pastor advised that Denise is going to the national convention. No cost to us. Paid by the synod.

COUNCIL CHAIRPERSON'S REPORT — Please see Annual Report. Did not have one council chair past year. Done on a rotating basis.

TREASURER'S REPORT — Please see Annual Report. As presented on page 7. Enough money to pay expenses. No major expenses in 2018.

COMMITTEE REPORTS:

Finance — Please see Annual Report on page 8. Second paragraph states that we are excluding costs incurred by AMMS from how we are doing. \$150,000 budgeted for spending. Spent less - \$5,000 surplus for last year. We allocated \$10,000 for possible major repairs but didn't use all of that. \$2200 more cash in investments from 2017 to 2018. Stock market didn't do well last year which eroded some of our excess over expenses.

Stewardship — Please see Annual Report. Stewardship Sunday speaker, David was enjoyed. He didn't want to be paid and so we gave \$250.00 to the Inuit children's fund as he had requested. Stewardship is more than one Sunday and appreciation was given to the congregation for everything they do.

Property — Please see Annual Report. Request made for additional help with property so that won't have to contract work out in future. Werner wants electrical Contractor to service the sign. MSP for Werner to take care of that. Fred advised that, depending on cost, may need special meeting otherwise, property committee can rubber stamp it. Contractors don't want to visit the site just to provide an estimate. They don't want to have to come back to do the work.

Worship and Music — Please see Annual Report. Ron thanked committee for making it all happen. Thanked Marg. Requested additional help for leading worship. Could provide training session.

Encouraged people to attend Lenten soup and supper services. Service schedule is in the Morningstar.

Mutual Ministry — Please see Annual Report. Denise advised committee is here to work with you and for you. Geoff, Greg, Denise, Pastor on committee. Can take any issues to any one of them and it will be kept confidential.

ELW — Please see Annual Report. Meeting structure different this year. \$2,058 went towards congregational requirements. Norbert thanked ELW & Sigrid for all they have done.

AMMS & Bethel — AMMS liaisons are Fred & Pastor. Bethel liaison is Sigrid.

AD-HOC COMMITTEE REPORTS:

Morningstar — Please see Annual Report. Norbert thanked all who contributed to voice of Epiphany. Sigrid thanked Sigi and Norbert.

Senior's Group — Please see Annual Report. Thank you to Wilhelm for all the years of leadership. Thank you to Eva for all she has done.

Advertising/Website — Please see Annual Report. We lost some advertisers. Currently we have two. Website will need to be renewed in 2020. Currently we are using GoDaddy. Pastor advised that we advertise in a German Newspaper for our services. Nalini handles free advertising in the Scarborough Mirror when we have special events. Sigrid suggested that others may know of organizations that could advertise. For any suppliers that advertise in the Morningstar, the cost is \$100.00/year for 12 issues. Pastor suggested that organizations could sponsor an issue. Norbert advised that the cost of producing is not great. Sixty-six emailed & twelve mailed. Monthly cost max is \$50.00.

Refugee Sponsorship update (Denise): Working with the George Nadros family. Have gone through most of the interviews required. Govt changed rules - \$14,000 is in trust with CLWR. Now have to add \$6500. If they don't have it by the end of the interview process and arriving, it could be considered a failed sponsorship. We have saved some money. There will be special envelopes in the bulletins each Sunday in March. We can consider this a Lenten offering. Hopefully, the family will be here in 2019.

New Council Members — Fred completed a 3-year term and is not standing for re-election. Paulette completed 6 yrs. A term is currently 3 years. Sigrid asked some members to serve on council. Ute, Erika, Norbert, Dorothea, Andrea, Greg declined. Jim agreed and all were in agreement. Some others haven't been contacted. We will advise if there is a change.

Auditor's Report — No questions

Proposed 2019 Budget — Geoff. Budgeted \$152,000. Re: Pastor - Nalini clarified change to Life insurance. Portion that employer pays no longer requested after age 65. Salary as per Synod guidelines. Re: Organist's salary - if treated as an employee, have to pay EI. Treating him as if he is an independent contractor, he will be paid by the service. This will eliminate EI costs. Geoff explained calculation for pay for service. Ron and Denise proposed this to Aivar and he is okay with it. Saves us approximately \$1,000.00. Asked for congregational approval. MSP. Half the budget is a contingency for property repairs. Spiritual section increased due to budget for refugees + benevolence to synod. There are 2 lines because the Synod made a special request to donate money to Synod that the congregation saved from not having to pay to send someone to the national conference.

NEW BUSINESS:

Constitution — copy of constitution in annual report. Highlights provided by Ron. Synod in 2017 decided to look at model constitution that is provided to congregations. No changes to what we believe. Not amending current constitution. Replacing it entirely with what was provided. Benefit is it is easier

to understand. There are 2 sections: constitution & by laws. We can amend on our own now. Some changes: Page 35 #4 notice of meetings: must use electronic mail or regular mail. Elected term will be 2 years long but can do 3 terms before taking a break which adds continuity so that everyone is not leaving at the same time. Proposed constitution allows us to participate in interfaith events. March 31st will be 2nd congregational meeting for approval. Second meeting is a yes or no meeting to approve what we approved today. Council recommends:

1. Voting age be 18 which is the age of majority in Ontario.
2. Section 6. Recommended quorum. Synod recommends no percentage. Council suggests 25 people for a quorum. Some concern that 25 is too high. Ron advised that it can be changed if it doesn't work out.
3. Page 28, part 7, section 1. Recommendation is that there are no fewer than 6 members on council.

Motion that new constitution be accepted. Unanimously accepted. Ratification vote on March 31st.

Counters — Sigrid requesting counters as we have lost some. Asked congregation to think about it. Dorothea volunteered.

ADJOURNMENT OF MEETING WITH Prayer on back of insert + LORD'S PRAYER

Pat Bramley, Recording Secretary

Constitution Ratification Meeting

MARCH 31, 2019

Present: Bettina Wittemeier, Martin Wittemeier, Eva Wittemeier, Wilhelm Wittemeier, Fred Kilian, Werner Dietz, Franz Fuerst, Edda Fuerst, Denise Dennis, Jim Dennis, Joe Kostroman, Nancy Kostroman, Geoff Crewe, Marg Crewe, Heather Jacob, Alex Jacob, Sigrid Engler, Ursula Albrecht, Margaret Fler, Norbert Sommer, Hilda Sommer, Sigi Sommer, Gord Munro, Dorothea Cameron, Bob Haebe, Erica Haebe, Ina Moratz, Ute Wentzel, Hildegard Kinder, Werner Kinder, Nalini Badley, Ron Heino, Pat Bramley, Greg Furan

Quorum: 34 attendees, 22 required for quorum. Met quorum

Motion to accept new constitution: Fred

Second: Sigrid

None opposed

Unanimous vote to proceed with new constitution

Motion to adjourn: Denise

Second: Greg

MSP

Pat Bramley, Recording Secretary

2019 Pastor's Report

"I give thanks to my God always for you because of the grace of God that has been given you in Christ Jesus..." 1 Cor.1:4

Past, present and future are things to consider as we move through all of these times in order to really examine who we are as church. Looking back on 2019, we began the year with a visioning brainstorming session examining where we were in 1963 and where we are now and expressing our hope for the future. We acknowledged the founders and the insight of Pastor Ederma willing to start up a congregation, which offer services in German as well as English. There were many, who were on board at that time, who no longer are living. The Sunday school of that time no longer exists. Now we are confronted with a dwindling membership although our core people are active and willing to participate on council, and various committees. We examined our assets both in tangible ways as well as in people power. Those who physically do things are maxed out, but still enthusiastic workers building up this Body of Christ. We are not the only congregation struggling with these difficulties, however. The Visioning committee has been working very diligently at coming up with new ideas as to how we might move forward into this new decade with hope and excitement.

This year was one of discernment for me. The more I thought and prayed, I knew that it was time to seriously consider retiring. The year 2020 will be my last year with you loving people of Epiphany. I have been blessed with this call, to have been welcomed by you and entrusted with your spiritual nurturing in worship and fellowship. I am proposing a period of weaning each other off the other by taking one Sunday a month off to enable me to reintroduce myself in a community outside the church and to be able to worship with my family. I will continue to fulfill my duties as your pastor, but at a slightly reduced time. We have a very competent group of worship leaders who are always looking for more people to become involved. This will also give you the opportunity to hear other preachers on those Sundays to aid in your call process, when the time comes to choose your new pastor. I believe that this will be a good thing for all—a blessing for all.

I have tried to attend all committee meetings this past year and have enjoyed the fellowship shared by our German seniors as well as the ELW at their events. There are so many to be thanked including my worship leadership team: Denise Dennis, Margaret Crewe, Ron Heino, Ute Wentzel, Sigi Sommer, Dorothea Cameron and the many lectors, ushers and altar guild for making worship both meaningful and enjoyable; the council for its willingness to serve and lead our congregation; the many committees of the congregation without whom I could not do my job. They have helped to support me and the members. Thanks to Nalini Badley for her diligence at keeping the books intact and for her and Dorothea's desire to keep our property gardens inviting and pleasant. Thanks to the many people who have worked behind the scenes to make our events successful: our bakers and servers and garage sale vendors. Thanks to those who have welcomed me into your homes at your most vulnerable times through illness and grief or just to chat and receive Holy Communion.

This year we said goodbye to Alex Jacob, Trudy Walker, Wilhelm Wittemeier and Maria Hoefel. May they rest in a well-deserved peace. As his health was deteriorating, Wilhelm passed on the torch of leading the seniors to Ute Wentzel, who has taken it up with gusto and interesting programming. We also celebrated two Baptisms of cousins Emmet Boesch and Taylor Schroeder and we continue to pray for their faith development so that they know that God in Christ truly loves them.

Our Community Impact Sunday produced some beautiful painted rocks with words of joy, peace, love... on them as a thank you to those who donated to our food drives. This activity reminds us that we are not insular, but rather we live in a great community beyond our walls. This activity began with our area divisions. As GTA East churches we have attempted to promote fellowship, experience worship together, have a service event and a learning event each year. In 2020 we will have the opportunity to participate

in a day's workshop with presenter the Rev. David Maginly, who is a cancer survivor and has near death experiences and has worked extensively in hospice care.

We welcomed our refugee family among us. The Nadrous family: George, Rana, Naya and Alexander are thrilled and grateful to be here and are grateful for the generous gift from the memorial fund remembering Wilhelm Witteimer. It was great fun to have them here to help us decorate our Christmas tree and get to know them better and how they are adjusting to life in Toronto. We look forward to more opportunities to worship and enjoy each other's company.

I am also grateful for AMMS and the good relationship we have and continuing working together.

Alone we cannot accomplish much, but working together as church and community the possibilities are endless. We just have to have faith—faith in God in Christ Jesus and faith that we will have the energy and enthusiasm to continue to bring about that which is set before us—the realm of God among us.

Statistics

Membership: started the year with 291 confirmed membership and 216 baptised members

Removed through death: 4

New Members: 2 by baptism

At the close of the year: 287 confirmed and 214 baptised

Sunday's services: 78.

Of those 38 were Holy Communion; 40 Service of the Word; 20 were Joint services

Midweek services: 15. 4 with Holy Communion and 11 without. These include Christmas Eve, Christmas Day, Maundy Thursday, Good Friday, Ash Wednesday

Average attendance: German services 15.6 and English 17

Pastor Rasma Caune

2019 Council's Report

As always, thanks are in order for all those who "made it happen" in 2019, Sunday after Sunday, day in and day out. We are truly blessed to have so many dedicated people who serve with the true spirit of giving. Much of this workload is often done thanklessly behind the scenes and anonymously. On behalf of the Congregation, we genuinely treasure each and every one who serves in God's Kingdom in any capacity.

We move forward into the 2020's with some major decisions facing us. As Denise Dennis pointed out in last year's Council Annual Report, we continue to have many challenges in terms of demographics. (Sorry, we can't turn back the clock!) Our buildings require structural repairs that will test us financially for the foreseeable future. Pastor Rasma will be gradually entering into a well-deserved retirement. We have fewer volunteers for the increasing work that needs to be done, so often the same core group is tasked with even more responsibility, risking burn-out. What wonderful opportunities present themselves!

The Visioning Committee has been proactive in seeking potential solutions. Led by the Spirit, together we will seek to discover how we can best serve Him and our community, then choose among the scenarios that are being investigated. We need your help and expertise in these exciting times. More than ever, please consider getting involved, even if you are new at volunteering, or have served for years in the past. Together we will find the chosen path.

Ron Heino, Council Chair

2019 Treasurer's Report

EPIPHANY LUTHERAN CHURCH FINANCIAL REPORT FOR THE YEAR ENDED DECEMBER 31, 2019

CURRENT ACCOUNT

Bank Balance at December 31, 2018		\$25,482.81	
Income from Offerings (Includes Misc., Memorials, & CIBC Investors Acct.)	176,791.46		
Income from 2018 GST & PST Refund	770.94		
2019 Investor's Edge increase in Market Value	(10,931.15)		166,631.25
Total Expenditures	(163,703.75)		
2019 GST Refund Receivable (50% of GST paid on Expenses)	(242.30)		
2019 PST Refund Receivable (82% of PST paid on Expenses)	(572.96)		
2019 Investor's Edge Interest Receivable	(4,118.25)		(168,637.26)
Bank Balance at December 31, 2019		<u>\$23,476.80</u>	As per G.L.

CURRENT BALANCES:-

Chequing Account		23,476.80
2019 GST Refund Receivable (50% of GST paid on Expenses)		242.30
2019 PST Refund Receivable (82% of PST paid on Expenses)		572.96
2019 Investor's Edge Interest Receivable		4,118.25
CIBC Investor Services - Other		114,561.00
Total Balances		<u>\$142,971.31</u>

BENEVOLENCE

Receipts from Offerings designated for:		
General Benevolence (Budgeted)	\$16,620.00	
Benevolence Other	\$800.00	
CLWR	\$575.00	
TOTAL REMITTED TO EASTERN SYNOD FOR 2019		<u>17,995.00</u>

ITEMIZED SPECIAL INCOME *

AMMS PARSONAGE RENT	29,450.00	
AMMS FELLOWSHIP HALL RENT	17,525.00	
AMMS PARSONAGE UTILITIES	20,571.14	
AMMS PARSONAGE INSURANCE	2,056.32	
AMMS SANCTUARY RENTAL	1,000.00	
AMMS FELLOWSHIP HALL UTILITIES	2,936.91	
AMMS FURNACE FILTERS	203.40	
BETHEL RENT	4,050.00	
LOONIE BIRD	13.50	
REFUGEE SPONSORSHIP	1,095.00	
ADVERTISING FOR JOHN'S CARPETS	100.00	
SPIRITUAL SOCIETY PARKING	1,500.00	
INITIAL OFFERING	195.00	
YCC RENTAL	150.00	
FUNERAL AND WEDDINGS	300.00	
PICNIC	77.00	
TOTAL INCOME FROM SPECIAL SOURCES		<u>81,223.27</u>
In Memory of:- *		
MEMORIAL FOR W. WITTEMEIER (1,000.00 DONATED TO REFUGEE FAMILY)	24.72	
TOTAL MEMORIAL FUNDS		<u>24.72</u>

* These funds are included in the Income from Offerings above

2019 Finance Report

Our Finance Committee is comprised of Geoff Crewe (Chair), Nalini Badley (Treasurer) and Sigrid Engler (Envelope Secretary). 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 General Meeting in February. Throughout the year and at each monthly Council meeting, we review and monitor the actual revenues and expenses vis-a-vis the approved budget, using reports prepared by Nalini. Summary reports are published in every issue of The Morningstar. We watch offerings trends, manage cash flows and, as necessary, plan ways to deal with extraordinary expenses (such as major building repairs).

Revenues in 2019 are presented as \$176,791. However, this total includes \$22,430 of parsonage expenses (which are shown both as revenues and expenses since they are covered entirely by the Montessori School), as well as a gain in the market value of our investments in 2019 of \$10,931. This gain is only "on paper" (we have not sold any of our investments to trigger an actual gain). When we deduct these two amounts, our actual **cash revenues were \$143,430**.

Excluding costs of \$22,430 associated with the parsonage, our **cash expenses in 2019 totalled \$141,274**, while we had budgeted to spend \$152,093. The primary reason for the under-spending of \$10,819 was that we had allotted \$10,000 in the budget for property/building repairs, but only spent \$1,724. We have again budgeted \$10,000 for major repairs in 2020. When you read Jim Dennis' report on Property matters, you will note that there are significant issues with the church roof which will need to be addressed in some fashion, probably in 2020.

This means that we realized an **excess of revenues over expenses for 2019 of \$2,156** (being revenues of \$143,430 minus expenses of \$141,274).

We ended 2019 with cash in the bank plus investments at market value plus interest and small tax refunds receivable totalling \$142,971.

Our 2020 budget, to be approved by the congregation at our February 2020 AGM, proposes total expenditures of \$152,824 (excludes parsonage operating costs). While this is only a few hundred dollars more than we budgeted to spend in 2019, there are three relatively significant differences when you take a closer look at the details. A discussion of these proposed differences will take place during the budget review/approval process at the annual meeting.

Since the Absorbent Minds Montessori School began operating in our parsonage and fellowship hall, the rent they have contributed has been a major component of our overall revenues. They have been a very good tenant and we would not be covering our expenses without the funds which they contribute. We have a good relationship with them, in that it is mutually beneficial, and I would like to see us continue working together going forward.

We have members who volunteer their time and talents to maintain our church property, members who lead worship services when the Pastor is away, and our ELW contributes funds from time to time to cover various costs. I would like to take this opportunity to thank them all for their hard work, which allows us to better control our operating costs. Collectively, I think we are very diligent about controlling our expenses. As our numbers decline and our membership ages, however, it is becoming more difficult to find volunteers to provide free labour, particularly for property maintenance. Our continuing challenge will be to at least maintain, and hopefully increase, our offerings to stay ahead of inevitable cost increases and build a larger reserve fund for the future. I am personally pleased that we have continued to provide meaningful support for the work of our Synod (approximately 10% of our 2019 revenues).

Submitted by Geoff Crewe, Chair, Finance Committee

2019 Stewardship Report

We were privileged to have Rev. Carla Blakley as our guest preacher/speaker on November 17's Stewardship Sunday service. Carla, a seminary classmate of Pastor Rasma's "a few years ago", retired 3 years ago after 23 years as a Lutheran Parish Pastor in Regina to take on the role of Director - Community and Donor Relations with Canadian Lutheran World Relief in Winnipeg.

CLWR (www.clwr.org) is a registered charitable organization based in Winnipeg, which works primarily internationally to respond to emergencies and development opportunities in the following ways:

- **Humanitarian assistance and development** – meeting the immediate needs of people affected by humanitarian crises and providing emergency relief following natural disasters
- **Food security and nutrition** – improving people's access to sustainable and nutritious food sources through agricultural support, training and infrastructure development
- **Development** – Building capacity to help equip people with the resources and skills they need to meet their/their communities' needs in the longer term
- **We Care Program** – Since 1946, CLWR has sent urgently needed supplies to people around the world affected by poverty or displaced by war/hunger/natural disaster.

Carla also talked about CLWR providing assistance in Canada a few years back in response to the wildfires in Fort McMurray, Alberta. She mentioned that several people who were the beneficiaries of that assistance felt guilty/unworthy about receiving it because they were neither Christians nor did they consider themselves "especially nice people". But she explained that CLWR's mandate is to help people in crisis, regardless of their faith or lack thereof.

Carla works internationally travelling to refugee camps and refugee settlements around the world, working with local partners to help internally displaced people by gaining an understanding of their communities' ongoing needs and determining how and the extent to which CLWR can best respond. Canadian Lutheran World Relief also aids in the resettlement of refugees in Canada. At Epiphany, we worked with CLWR to bring a Syrian refugee family to Canada in 2019. I would rank this as our congregation's #1 accomplishment for the year!

After the sermon, Carla made a presentation about some of the international work in which she has been involved. I personally found her experiences fascinating and her stories reinforced my own commitment to continue supporting CLWR's good work. As a thank-you and in lieu of an honorarium to Carla, Epiphany donated \$400 (from the Stewardship budget) to CLWR.

Some 25 members enjoyed a potluck lunch afterwards. Many thanks to ELW for buying the ham (our main course), those who brought a salad or dessert to share and everyone who assisted in setting up for the lunch and/or cleaning up afterwards.

While stewardship is only addressed formally in the fall each year at Epiphany, it really is a year-round practice. 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 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 daily lives. It is a responsibility (and a joy) we carry every day. Thank you to all the good stewards at Epiphany who play various roles to enrich our spiritual and social lives as well as those of the people they encounter throughout their lives.

Submitted by Geoff Crewe, Director of Stewardship

2019 Property Report

Epiphany has been blessed with the property we have that has been the focal point for the congregation's gathering for over 50 years. It is a large property that requires diligent and continual care to maintain and keep in a condition that makes the property safe, secure, functional and in service to helping spread our Lord's Word.

Spiritually, I believe, God looks over and provides for our property and our congregation. But physically the property is maintained with the help of volunteers and service personnel who keep the property at it's operating best. It is to these individuals I would like to thank and bring to your attention.

Our church is cleaned weekly by Andrea, who continually makes herself available at appropriate times to make sure the church is in presentable condition. She has, on several occasions, brought to my attention situations of concern such as leaking water and electrical issues that present a danger. We thank her for her efforts, service and care in handling an important aspect of the property's needs.

Our resident gardeners, Dorothea, Nalini and Paulette continue to keep the flower beds and planters decorated in floral array. Peter diligently makes sure the lawns are cut and trimmed so that the property is always presentable to those using it and those passing by. Thank you all for your contributions to our cause.

There are many people to thank for their efforts in keeping Epiphany at it's visual and physical operational best. Fred and Sigrid for their liaison efforts with AMMS and Bethel respectively; Greg for making sure the church sign is always current; Franz and Werner for making our bar-b-que safe and operational and their all around efforts to keep on top of all the little "fix it" jobs around the premises; Kelly's Tree Care for their continued maintenance of the many large and beautiful trees and to the many volunteers that assisted with the spring and fall clean ups. We are truly grateful.

There are probably many more that I should thank and give accolades to that I am not aware of and should be mentioned. I can only thank all for your dedication and help in maintaining what our Lord has blessed us with.

The year 2019, like many other years, has had its challenges when it comes to the property. As we entered into the second half of the century of our property's existence many of the issues of age are coming to our attention. Paramount of which has been the issue of the roof. In the later half of 2019, the roof began to consistently leak during prolonged rains. And while it seems nothing has been done, we have moved forward in tackling this issue. I will speak more on this later.

Our AMMS tenant noticed that the lighting in the church hall was becoming very dim and asked for replacement of fluorescent bulbs that seem to have burned out. Upon inspection it was found that nearly all of the ballasts (36 in total) in the existing lights were leaking and at their end point. With the phasing out of fluorescent bulbs and their increasing cost of replacement, the decision was made to replace the entire fixtures with LED replaceable bulb units. These bulbs save in both electricity costs, replacement need and cost of the bulbs. All fixtures were replaced including the aging kitchen fixtures.

The blinds in the hall were replaced by Huma of AMMS (at her cost and effort) due to age and declining functionality. Huma also replaced the vacuum cleaner as it presented an electrical danger and was somewhat ineffective in use.

In mid November during a cold spell, the furnace at the Parsonage (AMMS) stopped working. Our furnace mechanic Don Ball diagnosed the problem as a lack of electrical service to the furnace. We were fortunate to have service providers such as John Hunter of Hunter Electrical Contracting Inc. who literally turned around on the 401, drove across the city during rush hour and resolved the issue after researching the connections to our fire alarm systems and talking with our fire alarm providers. John also proceeded to trace and label all electrical wiring for future reference. A well deserved thank you for his effort and diligence.

In September there were complaints from those using the church of a foul smell coming from the janitor's/cleaning storage room. The floor drain (a reoccurring issue) had backed up and was pooling on the floor. A floor drain backflow valve was installed in the drain to hopefully resolve this chronic issue. So far so good....

While there were many other issues resolved during the year, I will not go into their details. But I wish to say that 2019 was the start of a year of stark differences in how our property is maintained. As our congregation ages many of the stalwarts that have volunteered their time, effort and knowledge are no longer able to fully continue their noble efforts to help with our property's maintenance. Issues that were able to be resolved "inhouse" are now having to be handed to professional service providers. This means extra need for services and at times costly resolutions to issues that in the past were not so.

Our aging congregation also means the funds available to handle these jobs is shrinking as our numbers decline. Case in point is the repairs to the roof. Dependent upon our course of action, the cost to resolve this issue could mean a substantial or complete use of all our existing liquid assets. This coupled with declining financial revenues and our increasing dependence upon the continued support of the AMMS partnership, means we are at a cross-roads. We must decide our course of action and future as a congregation before we tackle the roof issue with an appropriate course of action. The Visioning committee, commissioned by church council, has taken active steps to determine the future of Epiphany, its service to the congregation and to the proliferation of God's Word.

Please, if there is but one issue here at Epiphany that you would get involved in, make the Visioning of our future the one you will diligently and actively pursue. We need your help, guidance and opinion.

Respectfully submitted by James Dennis

2019 Worship and Music Report

Glory be to God on high and peace to all people on earth.

These beautiful words (paraphrased) of the angels who announced the birth of Jesus are well worth pondering. Pondering is something we neglect but it is one of the blessings we may experience in worship. In worship, we can slow down and let words sink in. We may realize that the message of the angels is so familiar that we say it or sing it without thinking. This is the message God wanted to be delivered to us: I am the Almighty Creator, all-powerful, eternal. I choose to come to you and show you the way of peace through the example of my Son, the Messiah you have waited for: An example of love, not might; sacrifice, not wealth. And when we receive God's forgiveness and the Lord's supper we can know we are loved and strengthened even though we realize how often we fail to demonstrate the love of God living in us and through us.

I recently read a caption on an Instagram post, "Yes, there is a God! It just isn't who you think it is."

We worship God at Epiphany and perhaps in the privacy of our home or within our hearts. And we all are met by God who comes down to us when we reach up to Him. It is a mystery we don't understand... yet.

And so, we thank God for blessing us individually and our congregation this past year, and, on behalf of the Worship and Music Committee I thank all who have responded in gratitude to the glory of God by serving

as ushers, readers and worship leaders, choir members, altar and communion preparers (and washer uppers), flower arranger and festive occasion contributors. With many demands on our time, weather challenges and health issues, your gift of time and talent is so welcomed and important to our worship life.

We thank Pastor Rasma for her warm and creative worship leadership and what a blessing it has been to have such a strong singer to lead us. We thank Aivar Kveisis, who despite health setbacks has served with dedication as organist.

And I would like to thank the members of the Worship and Music Committee. We sincerely thank Bettina Wittemeier and Nancy Kostroman for having contributed so much to the committee over the years. Presently, the committee consists of Pastor Rasma, Margaret Fler (council liaison), Sigi Sommer and myself. The committee would benefit from another person or two, so if you would like to contribute by joining please let Pastor or myself know.

May we continue in fellowship and blessing, by the grace of God, in 2020.

Margaret Crewe

2019 Mutual Ministry Report

The Mutual Ministry Committee meets either quarterly, or as required. We work at strengthening the ministry of the pastor and strengthening the mission of the congregation in both internal and 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 entire committee.

In 2019, the committee carefully and prayerfully responded to interpersonal concerns and began steering the call process in consideration of Pastor Rasma's planned retirement.

*Together in faith, Denise Dennis on behalf of
Pastor Rasma, Geoff Crewe, and Greg Furan*

2019 ELW – Epiphany Lutheran Women Report

Our ladies extend a very Happy and Healthy New Year to everyone.

We were fortunate to have had a wonderful 2019 and wish to extend our gratitude to everyone who took part. We enjoyed great baking, super promotion to ensure we had a large number of guests and generous contributions from the members of Epiphany, our friends, and local corporate supporters.

Our events were again very well attended. This not only brought us the joy and appreciation of a job well done, but also financial gain, allowing us to share our good fortune. As in years past, we have provided financial support not only to Epiphany in a variety of efforts, but also given assistance to members of the community in the form of food vouchers and transportation tickets. We continued to provide funds to promote well-being within Toronto via Covenant House and Scarborough Village Residence (a newly established temporary residence assisting the homeless in our area), as well as the Salvation Army and as far reaching as the less fortunate around the world, by providing funds to CLWR with Gifts from the Heart. I invite you to review our Annual Financial Statement, attached, to gain a clearer picture of these efforts.

Towards the end of the year we did confirm that our reduced membership makes it necessary to review our efforts going forward, as age is clearly working against us. While we hope to continue to support Epiphany and a number of select charities, we will likely reduce the number of events, which everyone has come to enjoy. The Morningstar will keep all advised of our decisions and what they mean within our community.

Personally, I wish to express my heartfelt thanks to everyone for their untiring support and for continuing to push on, even when their energy has been well used up. Organizing events is one thing, but without the generous support of those who work hard to make things go well, we would not have had such a wonderful year. I truly appreciate each and every one of you.

Respectfully submitted, Sigrid Engler, for ELW

2019 ELW Financial Statement

OPENING BALANCE - BANK + CASH + INVESTMENT			11,386.24
INCOME :		INCOME	EXPENSE
STRAWBERRY SOCIAL		254.00	59.10
APPLEFEST		326.00	48.30
BAZAAR		2,358.75	51.35
EXPENSES AGAINST METRO GIFT VOUCHERS			-104.78
EXPENSES :			
BANK SERVICE CHARGES, INTEREST AND ROUNDING			7.50
CHARITIES			500.00
ELC TOTAL			1,344.55
TOTAL INCOME / EXPENSE		2,938.75	1,906.02
	CLOSING BALANCE-INCOME/EXPENSES		1,032.73
CLOSING BALANCE - BANK + CASH + INVESTMENT			12,418.97

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CONTRIBUTIONS/CHARITIES 2019 DETAILS

TO EPIPHANY

COMMUNITY ASSISTANCE FUND	898.00
CONVENOR DISCRETIONARY FUND	28.00
SPECIAL APPRECIATION GIFTS	114.00
PROPERTY CLEAN-UP REFRESHMENTS	41.70
STEWARDSHIP LUNCH	44.15
ANNUAL PICNIC + BBQ TANK	118.70
GARDENING COMMITTEE	100.00

TOTAL TO ELC 1344.55

CHARITIES

SALVATION ARMY	50.00
CLWR-GIFTS FROM THE HEART	300.00
COVENANT HOUSE	50.00
SCARBOROUGH VILLAGE RESIDENCE (for homeless seniors)	50.00
WORLD DAY OF PRAYER	50.00

TOTAL OTHERS CHARITIES 500.00

TOTAL DISBURSEMENTS 1,844.55

2019 Bethel Report

Bethel Holiness Pentecostal Apostolic Ministries rent our sanctuary Sundays, for approximately 4 hours, from 1:30 pm onwards. I am pleased to report that we have again enjoyed another year of harmonious sharing of the sanctuary.

Respectfully, Sigrid Engler

2019 Visioning Report

It has been an eventful year for the Visioning Committee, as the group has met on a regular basis to discuss and begin the process of working toward a plan that will respond to the future needs of the Congregation in terms of its mission in the community, the aging membership, the condition and upkeep of the church property and building.

The initial scenarios for Epiphany have been identified as:

1. Stay where we are, but with the knowledge that there are costly repairs required for the existing building that must be addressed, such as roof repairs or replacement.
2. Merge or amalgamate with a sister ELCIC congregation which could lead to the sale of the existing property.
3. Explore partnering with our Estonian neighbours to maximize the use of all buildings on this property and the adjoining property.

There may be other scenarios, but each must be grounded in what we, as a congregation believe is our Christian mission in the community that we belong.

While the committee will continue to meet, it has been decided that we will work with the Eastern Synod and use the resources that they provide to assist us in coming to a decision that respects the German heritage of the congregation and the needs of the existing members.

To begin this process a meeting has been scheduled for January 12, 2020 with a guest speaker, Karen Bjerland. Karen works within the Synod as the Congregational Redevelopment Advisor. She will lead us through a presentation and discussion on the missional growth of congregations today and in the future. Once we have defined who we are and where God will lead us we can then decide how we move forward and which scenario, briefly described above, is best for Epiphany.

There are many challenges that must be overcome, including the future retirement of Pastor Rasma, the aging of our membership, the lack of new, younger members and families and the physical condition of our church.

With God's help we will arrive at the right decision that will allow Epiphany to become a stronger congregation.

My thanks to the other members of the committee, Jim, Denise, Margaret, Geoff, Pat, Ron and Pastor Rasma.

Gordon Vollmer

2019 Morningstar Report

It is January again and another annual meeting prompts one to look in the rear view mirror and take note of the past. The January 2020 Morningstar being the 614th issue after Pastor Ederma first created it raised my curiosity of the date of its first appearance. Some number crunching revealed it to be April 1964, 55.82 years ago. Able to remember how these first issues materialized, I can tell you that the Pastor was writer and editor, using an old fashioned, rattling typewriter and that a volunteer – usually a member of the ELW – printed copies using an ancient and often messy

Gestetner concoction. These copies were then handed out to worshippers on Sunday in the Gym of Galloway Road Public School, ELC's first provisional worship venue for the next two and a half years. Eventually the production and distribution required more hands and minds, equipment gradually was modernized by personal computers and Xerox copiers.

A distribution record has been maintained since January 2004, when we started to have printing done commercially. At that time 200 copies were printed; 18 of them were mailed immediately; 164 were addressed but kept in the Narthex for pickup.

A fluctuating approximately 25% of the latter were mailed after two Sunday services. However, this percentage continually increased as time went on and the total number of pickup copies decreased, partially due to the beginning of the email option in November 2009, with 35 addresses. Now (January 2020) the total number of copies printed is 70, immediate mail 11, pickups 25, and emails 70. (Note that some email recipients request to receive a printed copy as well.) In addition to all this, there is access for anybody, not only to the current issue, but also to many of the past on our website.

While the foregoing may be of interest (the latter part a confirmation of the already noted shrinkage of the parish), the most important part of this review has to be to again emphasize the exceptional commitment shown by people – many for decades – who contribute content, organize, edit and produce, and fill various roles in the distribution of one of Epiphany's faces, our Morningstar, which invariably has earned the admiration and praise from members of the public at large. Thank you!

Norbert Sommer

2019 German Seniors Report

It gives me great pleasure to report that, again we had a successful year at the German Seniors. We met 9 times with an average of 16 persons.

In March we celebrated Carnival, in June our Picnic, and in December our annual Christmas luncheon with a hot meal. Again, I would like to thank all who helped throughout the year to make these get-togethers a success.

I pray that we will enjoy this new year together in harmony.

Respectfully submitted, Ute Wentzel

2019 Advertising Report

We now have 3 advertisers in the Morningstar (John's Flooring, Superior Carpet & Upholstery Cleaning and Kelly's Tree Care). I have mailed out the 2020 invoice to John's Flooring.

We did not receive the 2019 advertising amount from Kelly's Tree Care. They have new owners and have moved out of the area; they no longer use our parking lot.

Superior Carpet Cleaning also has new owners, I am waiting for them to reply to my request of cleaning the church's carpet for free advertising in the Morningstar.

I have advertised fundraising events for the ELW in the free section of the Scarborough Mirror.

Respectfully submitted, Nalini Badley

2019 Website Report

We had renewed with GoDaddy.com, Inc. for 5 years, 2016 to 2020 to store our domain name epiphanylutheranchurch.ca with Web fees at a cost of \$594.18.

I should be receiving an email from GoDaddy soon on 2020 fees.

Gord Munro continues to maintain our website on GoDaddy.

Respectfully submitted, Nalini Badley

2019 Auditors' Report

TO: The Congregation of
The 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, 2019.

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, 2019.

We have refute the Investor's Edge Account and have found it in order. No shares were sold during the year and there was a profit of \$10,931.15 The showing of this amount as a negative value is confusing although accurate since it is an adjustment to remove it from the total income.

It is recommended that the investment income amount to be shown should be the one from December 31st of the previous year and should remain the same throughout the year on the monthly Financial Statement until December 31st of the current year when it is updated. If anyone from the Finance Committee wishes monthly updates they can obtain the password from Nalini Badley and satisfy themselves. This should resolve any confusion.

Scarborough, Ontario
January 16, 2020



Fred Kilian



Chris Kilian

2020 Budget

EPIPHANY EVANGELICAL LUTHERAN CHURCH			
ACTUAL VERSUS BUDGET EXPENSES			
AT DECEMBER 31, 2019			
	2019 ACTUAL	2019 BUDGET	PROPOSED 2020 BUDGET
Salary	50,004.00	50,004.00	40,310.90
Housing Allowance	21,000.00	21,000.00	16,689.10
Car Allowance	2,362.44	1,500.00	1,500.00
Book Allowance	101.70	300.00	300.00
ELCIC Pension	5,680.32	5,700.00	4,560.00
Continuing Education Plan	600.00	600.00	600.00
Dental and Health	2,238.00	2,238.00	2,568.00
Canada Pension	2,376.86	2,500.00	1,950.00
Employment Insurance	1,136.43	1,200.00	915.00
TOTAL PASTOR RASMA	85,499.75	85,042.00	69,393.00
Treasurer Salary	1,992.00	1,992.00	1,992.00
Morningstar Editor	1,716.00	1,716.00	1,716.00
Caretaker Salary	1,548.00	1,548.00	1,548.00
Organist Salary (\$115 per service and \$50 for lent/advert)	10,405.00	10,750.00	10,750.00
Organist Retirement	0.00	-	10,000.00
Employment Insurance	119.40	125.00	125.00
TOTAL OTHER EMPLOYEES	15,780.40	16,131.00	26,131.00
Enbridge Gas - Parsonage	1,191.01		
Enbridge Gas - Church	2,648.36	3,000.00	3,000.00
Hydro - Parsonage	2,180.53		
Hydro - Church	2,326.46	2,500.00	2,500.00
Water - Parsonage	1,766.78		
Water - Church	710.50	550.00	550.00
Property Taxes - Parsonage	15,234.94		
Insurance - Parsonage	2,056.32		
Insurance - Church	2,461.32	2,500.00	2,500.00
Maintenance	2,917.76	1,500.00	3,000.00
Snow Removal	1,307.57	1,500.00	1,500.00
Major Repairs	1,724.40	10,000.00	10,000.00
TOTAL OPERATIONS - CHURCH & PAR.	\$ 36,525.95	\$ 21,550.00	\$ 23,050.00
Legal	0	0	1,000.00
Office Supplies	743.91	500.00	500.00
Photocopies	363.96	500.00	500.00
Telephone and Internet - Church	1,233.55	1,400.00	1,400.00
Postage	507.38	700.00	500.00
Advertising	0.00	100.00	100.00
Bank Charges	320.77	400.00	400.00
Cleaning Supplies	75.79	200.00	200.00
Equipment Expense	0.00	500.00	500.00
Website (5 Year Contract to 2020)	0.00		200.00
TOTAL OFFICE OPERATION	3,245.36	4,300.00	5,300.00
Stewardship	400.00	400.00	400.00
Church School/Confirmation	0.00	100.00	100.00
Adult Education	0.00	100.00	100.00
REO and Refugees	2,600.00	3,000.00	0.00
Visioning Committee	0.00	0.00	7,500.00
Worship and Music	762.79	1,000.00	1,000.00
Altar Supplies	210.41	400.00	400.00
Conventions/Meetings	10.00	1,000.00	500.00
Supply Pastors	227.50	700.00	1,000.00
Offering Envelopes	279.80	450.00	450.00
Misc. Expense	166.79	500.00	700.00
Benevolence - Church	16,620.00	16,620.00	16,800.00
Benevolence - Other	800.00	800.00	0.00
CLWR	575.00	0.00	0.00
TOTAL SPIRITUAL	22,652.29	25,070.00	28,950.00
TOTAL EXPENSES	\$ 163,703.75	\$ 152,093.00	\$ 152,824.00
TOTAL INCOME	\$ 176,791.46		
NET G.L. INCOME(LOSS) FOR THE YEAR 2019	\$ 13,087.71		
LESS CHANGE IN INVESTMENT ACCT.	\$ (10,931.15)		
NET INCOME EXCL PARS. EXP & INVEST.	\$ 2,156.56		

Revision of Pastor's Terms of Call

Prior to entering into full time retirement early in 2021, Pastor Rasma has requested a change of status to 75% part-time effective March 1, 2020. This would include one week off per month, including the Sunday. The intent is that the gap in Worship Services will be filled by volunteers from the Congregation and supply pastors.

Pastor's base salary and housing allowance would be pro-rated accordingly.

Epiphany Council has endorsed her request.

This revision requires ratification by the Congregation by a 2/3 (two-thirds) majority of those present at a Congregational meeting.



Bible Verses about God's Guidance

Psalm 25:4-5 – *“Show me your ways, LORD, teach me your paths. Guide me in your truth and teach me, for you are God my Saviour, and my hope is in you all day long.”*

James 1:5 – *“If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you.”*

Psalm 16:7-8 – *“I will praise the LORD, who counsels me; even at night my heart instructs me. I keep my eyes always on the LORD. With him at my right hand, I will not be shaken.”*

Proverbs 3:5-6 – *“Trust in the LORD with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight.”*

Psalm 32:8 – *“I will instruct you and teach you in the way you should go; I will counsel you with my loving eye on you.”*

from Crosswalk.com

A Prayer for Direction

Father,

Praise You for Jesus' sacrifice. His perfect love defeated sin on the cross. Your perfect love for us carries a theme of redemption. Thank You for loving us perfectly, and for layering our lives with unique purpose. When it's hard to find direction, forgive us for choosing paths that lead us away from Your love. Bring us back time and again, as we strive to be strong, courageous, and obedient to You. Bless our hearts to know the direction that You have mapped out for us. Help us to drift through seasons of discouragement focused on Your Word and Your promises. When we lose our way, remind us of who we are ...Whose we are. In Jesus' Name, Amen.

by Meg Bucher, on Crosswalk.com