

# **EPIPHANY EVANGELICAL LUTHERAN CHURCH**

20 OLD KINGSTON ROAD, WEST HILL, ONTARIO

REVEREND RASMA CAUNE

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## **THE ANNUAL REPORT FOR THE YEAR 2020**

Presented at the  
**ANNUAL MEETING**

**FEBRUARY 28, 2021**

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

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# ANNUAL MEETING AGENDA 2021

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# Epiphany Evangelical Lutheran Church

## Annual General Meeting

Sunday, February 23, 2020

**OPENING DEVOTION AND PRAYER** — Call to order at 10:35 am. Opening remarks and prayer given by Pastor. Pastor recognizes the indigenous people. Gratitude and respect that we gather on the land of the Anishinaabe.

**CHAIRPERSON - OPENING REMARKS AND ESTABLISHMENT OF QUORUM** — Thanks to the congregation for their work in the last year. Starting intensely to look toward the future. Quorum is 25 members. Met quorum as 28 members attended. Attendees: Pat Bramley, Greg Furan, Sigrid Engler, Geoff Crewe, Denise Dennis, Jim Dennis, Marg Crewe, Ron Heino, Nalini Badley, Margaret Fler, Gordon Vollmer, Deborah Vollmer, Paulette Correia, Eva Wittemeier, Frank Fuerst, Edda Fuerst, Werner Dietz, Fred Kilian, Norbert Sommer, Hilda Sommer, Josie Tedes, Ina Moratz, Bob Haebe, Erica Haebe, Gord Munro, Sigi Sommer, Ursula Albrect, Dorothea Cameron.

Agenda change: # 5.2 convention delegate to be stricken from the agenda as there is no convention this year.

**ADOPTION OF MINUTES OF THE FEBRUARY 24, 2019 MEETING** — MSP

**Council members** — Seven current council members this year and they have agreed to continue. Minimum of 6 required. No one's term is up this year. Starting this year the council term is 2 years. Maximum service is two three-year terms.

**PASTOR'S REPORT** — Please see Annual Report page 6. Karlheinz Schroder should be added to the list of deaths this year. Stats should therefore be changed to 286 confirmed & 213 baptized. Part of the visioning process is deciding what we will do after Pastor leaves. Pastor's proposal is to reduce her workload to 75% which will ease the retirement process for her and the congregation. Pastor explained how that would work with the full-time/part-time mix of hours. She will be meeting with the Worship Committee tomorrow. Pastor said it has been a great experience being here.

**COUNCIL CHAIRPERSON'S REPORT** — Please see Annual Report on page 7. Ron thanked everyone for their work this year and mentioned the challenges that face us ahead. Clarification was made re: Pastor's change in hours going forward this year. Change to 75% will begin March 1st. This means that there will be 4 full-time months this year: January, February, April (Easter) & December (Christmas). Pastor will be taking one extra day off and one Sunday off per month. Council is looking to fill 2 positions: Treasurer to take over from Nalini which is a paid position & Morningstar Distributor to replace Norbert. Requirement for his position is once per month and the maintenance and sending out of emails.

**TREASURER'S REPORT** — Please see Annual Report on page 7. Nalini has nothing to add. No questions

### **COMMITTEE REPORTS:**

**Finance** — Please see Annual Report. Surplus of \$2,156.00 this year.

**Stewardship** — Please see Annual Report. Stewardship Sunday is the major initiative in November each year. Last year, our speaker was Carla Blakely of Canadian Lutheran World Relief.

**Property** — Please see Annual Report.

**Roof Repair** — Jim got a range of estimates re: cost of repair and some were substantial. Don't know if the base has rotted. Roof may need to be replaced. Current building codes need to be adhered to. We need to determine our vision of the future before spending on the roof. We have a

declining membership and reliance on the Montessori school. We would close without them. Don't know how long the roof will last. Small leaks right now but could become worse. There are 4 leaks in the Sanctuary currently, one in the men's washroom, some in the hall. No one should be climbing on the roof as it could poke holes. Foreign matter with moisture is being pushed through. Moisture in the wall boards, leaking in the kitchen. This is not condensation. Roof was good but after 50 years is wearing out. There are 4 layers on the roof. Have to decide if spending on the roof is worth it. Will we be here?

Lighting — We purchased the lights and a volunteer installed them. Fewer people to help with property as the congregation is aging. Will have to pay others to do this in future. Will have added costs.

**Worship and Music** — Please see Annual Report. Marg thanked all who helped over the year. Lost a couple of committee members recently. The Worship Committee has 3 or 4 meetings per year. Currently, Michael is Organist at half the services and Marg is playing the other half. Aivar was struggling the last few times he played. Thank you to Marg & Michael for stepping in.

**Mutual Ministry** — Please see Annual Report on page 13. No questions

**ELW** — Please see Annual Report. ELW has been struggling. There is a reduction in membership and events will be reduced. Finances as were previously reported. Haven't done anything with the amounts.

**AMMS & Bethel** — Bethel has advised that they plan to end their contract with us at the end of April. They wanted extra space to store their musical instruments. They will be here for a few events in April, using the building later in the day. Sigrid asked if anyone knows of a group who may be looking for a facility to use.

**Visioning** — Please see Annual Report. Karen Bjerland made a presentation to us. We need to make decisions soon. Some of this is driven by property issues. The report identifies 3 potential scenarios. Stay where we are, repair the church and attract new people; partnership - could merge or amalgamate with other congregations; work with Estonian neighbours. We have met with the Estonians and they want to renovate or build a new building. This may be a natural fit. Approached Synod to help us determine what to do. Question re: Montessori School - they may come with us. Need to include them in the planning. With Pastor leaving, we will have to go through the call process. Estonians came with architectural drawings to the first meeting. Estonian congregation is currently worshipping at Agricola. Easier to serve Ehatare residents at our location. They are preparing a proposal. We would be working with the Synod for 3 - 6 months. They will provide a report and we will then have another meeting. Council will come back to the congregation again to make a decision. Denise thanked Council for their work on all of this. No decisions being made yet, just gathering facts. We want to continue our congregation. Have many options available to us. Denise advised that the partnership church could be Anglican. A few people showed preference for the Estonian option. Monday March 9th is the next visioning committee meeting. Sigrid advised that you don't have to join a committee to provide your input.

#### **AD-HOC COMMITTEE REPORTS:**

**Morningstar** — Please see Annual Report.

**Senior's Group** — Please see Annual Report.

**Advertising/Website** — Please see Annual Report.

**Envelope Secretary** — Thank you to the counters. Losing one counter. Call out to replace one.

**New Council Members** — no change to current council membership

**Auditor's Report** — Please see Annual Report. No Questions.

**Proposed 2019 Budget** — Amended budget - 2 numbers changed from original. Geoff explained the assessment of Pastor's 75%. This calculation has changed due to additional special services. \$152,824.00 expected to be spent this year.

The Organist would consider an offer of retirement. Estimated \$10,000.00 severance as recommended for 30 years of service. This is currently with the Lawyers. A line for severance is in the budget which brings the budget to approximately the same as last year. Would like to invite Organist back on a Sunday and have a retirement lunch for him if he chooses to retire. We are, in legal terms, offering him paid notice.

Budgeted \$10,000.00 for repairs but with property assessment, this may not be enough. Another line re: Visioning committee - \$7500.00 estimate for Synod's assistance at \$150.00 per hour. The Synod will provide a number of great services to us for the cost. MSP the revised budget.

Regarding Refugee Sponsorship, no money is needed currently and we won't know for a year if there will be money returned.

Regarding Benevolence contributions to the Synod of \$16,800.00, we are one of the top 10 churches for benevolence and we received a thank you note from the Synod.

**NEW BUSINESS** — Revision to Pastor's terms of call - We need to send a document to synod which requires a 2/3 majority vote. Theoretically Pastor is entitled to 2 days off per week. Suggested she takes 3 days off per month plus a Sunday. Motion to accept made by Fred Kilian. Seconded by Denise Dennis. Carried unanimously. (MSP)

**Adjournment of Meeting with Prayer at 12:10 pm** — MSP

*Respectfully submitted, Pat Bramley, Recording Secretary*

## **Pastor's Annual Report**

What a year 2020 was! It started out quite ordinary or predictable with our regular German and English services with one joint service a month, in person meetings and activities. We started the year with a celebration as we shared a Syrian feast with the Nadrous family and Samir in thanksgiving for sponsoring them. It is with joy to let you know that the children, Alexander and Naya, are doing well even now when they are doing school on line. Rahna is doing well and George has completed his on-line course in building management and maintenance and is hoping to find employment. While still able to meet in person, I and a couple of other women from our congregation attended an Interfaith event on the empowerment of women through faith at a local mosque as well as the World Day of Prayer.

Winter was harsh at the beginning of the year and we had to cancel one German service and the Ash Wednesday service due to snow storms. However, that was nothing in comparison to having to adjust our worship services to be Zoom services at the end of March. What would we do with the palms that had been ordered for Palm Sunday; how would we get through Holy week and be able to celebrate the resurrection of our Lord? There was no Easter fire, nor Easter breakfast between services, but only a Zoom service. Even within families there were restrictions regarding how many might assemble around an Easter meal decorated with coloured eggs and chocolate bunnies. I managed to deliver the palms to as many people as possible, phoning from the car to let you know

they were in your mailboxes, and at least was able to have a visit at a distance. The palms were then raised at our worship service the next day.

Zoom services were at first complicated and limited in time until we decided that it would be best to take out a yearly contract, which allowed us unlimited time to gather, freeing us up to have some fellowship time before and after service. It was interesting how we began to adapt to this new way of being church. One parishioner commented that it was different in that in in-person worship you could see only the back of people's heads, now you saw their faces. We checked in and prayed for those needing our prayers, and rejoiced with those who achieved milestones such as Ingrid Holzhueter coming back home, or Barbara Trapper and Helen Heard having reached their 100th birthdays and Carl and Joel having survived Covid-19. We mourned with those who grieved the death of a loved one: Horst Hueniken, Karlheinz Schroder, Maria Dietz, Charlotte Bon, Robert Haebe, Joan Range, Hubert Weitz, Erwin Kowallik, Friedrich Jung, Hedwig Bek and former member Paulis Kalniņš, and a resident of the Moll Berczy Haus - Maria Steinke. Funerals were still conducted in-person, though very differently with preaching through masks and upon occasion singing. Graveside services with limited numbers of people in attendance and no wake afterward to celebrate the life and share in the memories were both difficult for families and me.

Where some lives ended new ones began with the marriage rite of Christina Vlahos to Aaron Paquette in our sanctuary with only the attendants and mom video-taping for the grandparents to see at a later date. We also rejoiced with the Crewe family, the Vlahos and Rickershenrich families, and the Wittemeier families at the birth of daughters to Katie, Christina, and Stephanie. My frenzied knitting during this time enabled me to gift each baby with a blanket, though other projects are still awaiting a time when we will have another Advent bazaar so I can set up a craft table.

The summer months and early fall allowed me to pull out what I called my visiting chair (so that no surface needed to be cleaned) and visited with people in their gardens or on their front lawns or behind screen doors wearing masks. Mother's Day flowers were delivered and Christmas goodies and letters were delivered to seniors.

We all miss the in-person contact, the hugs and the sharing of peace and coming to the altar rail to receive communion, but we are a resilient congregation and a hopeful one. People are still supporting our ministry through their gifts of talent, treasure and time. We deliver our offerings to the church or to Sigrid; we meet regularly with our committees and even join with other congregations to celebrate and worship together, whether that be a German Reformation Day service, a joint GTA East Christmas Eve service or a Cookies and Carol afternoon with First Lutheran where we were able to share a recipe and sing carols. Though I don't hear you singing with me on Sunday mornings, I see it in your faces. Last Sunday I could see it in your faces and in your body language as you sang Shine, Jesus, Shine with gusto and joy and all I could do was smile and be glad.

I would like to thank Sigi Sommer for her creativity when it comes to our Morningstar publications as well as her efforts to put these annual reports together. Thanks to the committees of this church who have continued to meet and be effective in their willingness to serve: our church council: Ron Heino, Geoff Crewe, Gordon Vollmer, James Dennis, Margaret Fler, Sigrid Engler, Pat Bramley and Treasurer Nalini Badley; our Visioning Committee which has worked exhaustingly for the future of this congregation headed by Gordon Vollmer and joined by Karen Bjerland of the Eastern Synod; my Worship Leadership Team: Ron Heino, Margaret Crewe, Denise Dennis and recently Geoff Crewe without whom I would not have been able to enjoy a Sunday off a month from April through December of this year; the Worship and Music Committee, who have helped in guiding me through this year of worship challenges: Margaret Crewe, Margaret Fler, Sigi Sommer; our reopening taskforce: Denise Dennis, Margaret Crewe, Margaret Fler, Ron Heino, who hoped to be able to

reopen in-person worship while checking with provincial and municipal guidelines; the ELW being able to adjust to what has become the new normal with the help of Sigrid Engler; the Bible Class led by Margaret Crewe for her knowledge and spiritual strength; Mutual Ministry Committee for their support and guidance: Geoff Crewe, Denise Dennis, Greg Furan; thanks to Gord Munro for keeping us posted on our website and helping me understand more techie stuff; thanks to Erika Haebe for her many years coordinating the craft circle and altar guild and wish her well in her new life in Ottawa; to Ute Wentzel, who made the German seniors group both inviting and interesting. Thanks to Michael Rundans and Margaret Crewe, our church musicians. I would also like to thank our Bishop Michael Pryse, together with Synod council and committees, who offered up resources for worship, and reopening options. Bishop Michael met with each cluster of clergy each month to support us and check in with us and for that I am very grateful.

The year that was will bring about change for what the year to come will be, but our constant through the ups and downs, through the joys and sorrows and challenges will always remain Jesus Christ, our Saviour and Hope. It is his love that guides us, his compassion that will heal us, his calling us to follow that will lead us into 2021 to be a people of God working to raise up this congregation so that we might once again meet in person when the pandemic is over and in-person worship and fellowship will be shared once more. Then we will be able to lift up our voices working together for the betterment of all. That is our hope fulfilled by God's promises.

## **Statistics**

Membership: Start of the year 287 Baptised members and 214 Confirmed

Removed through death: 10

End of the Year: 277 Baptised members and 204 Confirmed members

Sunday Services: 60

Prior to Covid-19: 3 German Holy Communion Services and 4 German Service of the Word

3 English Holy Communion Services and 3 Service of the Word

2 Joint Holy Communion Services and 3 Service of the Word

After Covid-19: 2 Outdoor German Service of the Word

17 Holy Communion Services and 23 Service of the Word

Midweek Services: 2 Good Friday Services

1 German Christmas Eve Zoom Service

1 English recorded GTA EAST Christmas Eve Service

1 Christmas Day Holy Communion Service

3 Advent Services

Total Midweek: 8

Average attendance January–March: German 14; English 12.5; Joint Services 27.5

Average attendance after March 22nd: 19.7

Zoom Sunday Services offered German or English Hymns

*Pastor Rasma Caune*

## **2020 Council Report**

Looking back at my 2019 report, I pointed out that we would face many challenges in the year to come. I was certainly correct in that prediction, but not for the now obvious reason. A few weeks after our last Annual Meeting, legislation to combat the spread of the pandemic forced the closure of our building, thus preventing in-person gatherings of any kind. As the year progressed, we were forced to cancel all of our traditional events such as the Easter breakfast, picnics, socials, yard sale and tree decorating. Our tenant, AMMS, also suspended their operations in the parsonage and fellowship hall.

Our buildings may have closed, but the “church” did not. We quickly became acquainted with a little-known platform called Zoom, where we resumed our Worship Services each Sunday morning from the comfort of our homes. Full marks to Pastor Rasma for her quick mastery of this technology. We used Zoom for the remainder of the year not only for Worship Services, but for Bible Study, Council meetings, and Committee meetings. While certainly not the same as being together, the “business” of the church continued. We regretfully acknowledge that some of our members, especially those without the necessary technology or skills, shut-ins and our native German speakers, may feel underserved by these arrangements. Pastor Rasma is doing her best to minister to you personally.

As the first pandemic wave began to subside, we established a Reopening Committee to develop the procedures to allow us to safely resume in-person Worship, while respecting pandemic guidelines enacted by all levels of government. The Committee presented its recommendations on safe reopening at the September Council meeting. Wisely, Council concluded that it was premature to reopen our doors, given that cases were again on the rise, with the majority of the congregation being in higher risk categories. The second wave struck us shortly thereafter. The hard work of the committee remains as a solid base for the day when we do reopen. We thank all who served on the committee.

As you will read in other reports, we currently remain viable from a financial perspective. In the spirit of partnership, we very significantly reduced our rent requirement from AMMS for the time they were closed, and our income dropped accordingly. This was partly offset by receipt of the government subsidies to which we were entitled. As well, our congregation demonstrated their commitment to stewardship, and maintained their level of offerings.

Throughout all this disruption, we received tremendous support from Synod. For example, there were guidelines and workshops quickly delivered with respect to reopening, applying for government assistance, and helping with Worship Services to name a few. In this way we are able to benefit from the shared experiences of fellow ELCIC congregations across Canada. We are truly grateful.

The Visioning Committee accomplished a great deal in 2020 in terms of mapping out our future as a congregation. Armed with a clear new vision statement and core values, we will be ready to investigate in detail how this vision will become a reality. Thank you to Karen Bjerland from the Eastern Synod who is helping to guide us along this path.

As always, thank you to all those who serve Epiphany in any capacity, be it on Council, Committees, Worship, behind the scenes, or by supporting those who do.

Our journey through the pandemic is not yet finished and there may be many personal hardships yet to come. With the deployment of vaccines in late 2020 and throughout 2021, perhaps the end of the pandemic is in sight. We continue to have hope that no matter what ensues, we are continually being guided by and are receiving the boundless grace of our Lord and Saviour, Jesus Christ. Trusting in this, we will surely prevail.

*Ron Heino, Council Chair*



EPIPHANY LUTHERAN CHURCH  
FINANCIAL REPORT FOR THE YEAR ENDED DECEMBER 31, 2020

CURRENT ACCOUNT

Bank Balance at December 31, 2019		\$23,476.80
Total Income (Includes Itemized Special Income below)	156,478.81	
Income from 2019 GST & PST Refund	815.26	
2020 Investor's Edge decrease in Market Value	3,194.70	
2019 Investor's Edge Interest Receivable	4,118.25	
		164,607.02
Total Expenditures	(148,727.18)	
2020 GST Refund Receivable (50% of GST paid on Expenses)	(236.88)	
2020 PST Refund Receivable (82% of PST paid on Expenses)	(885.58)	
2020 Investor's Edge Interest Receivable	(4,281.92)	
		(154,131.56)
Bank Balance at December 31, 2020		<u><u>\$33,952.26</u></u> As per G.L.

CURRENT BALANCES:-

Chequing Account		33,952.26
2020 GST Refund Receivable (50% of GST paid on Expenses)		236.88
2020 PST Refund Receivable (82% of PST paid on Expenses)		885.58
2020 Investor's Edge Interest Receivable		4,281.92
CIBC Investor Services - Other		111,366.30
Total Balances		<u><u>\$150,722.94</u></u>

BENEVOLENCE

Receipts from Offerings designated for:		
General Benevolence (Budgeted)	\$16,800.00	
TOTAL REMITTED TO EASTERN SYNOD FOR 2020		<u><u>16,800.00</u></u>

ITEMIZED SPECIAL INCOME \*

AMMS PARSONAGE RENT	23,175.00	
AMMS FELLOWSHIP HALL RENT	12,375.00	
AMMS PARSONAGE UTILITIES	4,185.96	
AMMS PARSONAGE PROPERTY TAX	15,768.38	
AMMS PARSONAGE INSURANCE	2,236.68	
AMMS FELLOWSHIP HALL UTILITIES	2,491.11	
BETHEL RENT	757.00	
CRAFT CIRCLE	540.00	
ADVERTISING FOR JOHN'S CARPETS	100.00	
SPIRITUAL SOCIETY PARKING	1,500.00	
INITIAL OFFERING FOR ENVELOPES	153.00	
CRA SUBSIDIES	24,338.97	
TOTAL INCOME FROM SPECIAL SOURCES		<u><u>87,621.10</u></u>

\* These funds are included in Total Income above

## 2020 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 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 significant building repairs). In 2020, Nalini's duties expanded to include the preparation and submission of reports for the federal wage subsidy, following complicated rules which were changed a couple of times to reflect program changes as COVID-19 persisted.

Revenues in 2020 are presented as \$156,479 (2019 - \$176,791). However, these totals include \$22,191 (2019 - \$22,430) of parsonage expenses, which are shown both as revenues and expenses since they are covered entirely by the Montessori School. 2020 revenues also include a loss of \$3,195 (2019 - gain of \$10,931) in the market value of our investments. These changes in investments are only "on paper" as we have not sold any of our investments to cause an actual gain/loss. When we eliminate these two amounts, our actual **cash revenues were \$137,483 (2019 - \$143,430)**. It should be noted, because it is significant, that 2020 revenues also include \$24,339 of the above-mentioned wage subsidy. Had we not qualified for it, our revenues would have dropped to approximately \$113,000, or by \$30,000 as compared to 2019, explained as follows. We had to negotiate a period of rent relief for the Montessori School and we lost Bethel Ministries as a tenant in 2020, so our total rental income dropped from \$52,000 in 2019 to \$36,000 in 2020. As well, offerings decreased in 2020 by nearly \$13,000 (\$66,000 vs. \$79,000). My belief is that our inability to gather for traditional worship services explains most of the decrease in offerings.

Excluding costs of approximately \$22,000 associated with the parsonage, our **cash expenses in 2020 totalled \$126,536 (2019 - \$141,274)**, while we had budgeted to spend \$156,182 (2019 - \$152,093). The primary reasons accounting for the under-spending of some \$30,000 were as follows: \* we had allotted \$10,000 in the budget for property/building repairs, but only spent \$2,734 (to patch the roof); \* about \$12,000 was saved on the organist's salary because there were so few in-person services; \* about \$4,000 was saved because we did not engage any supply pastors, committees did not meet as frequently and office/worship supplies required were negligible; \* Visioning Committee expenses were \$4,000 less than anticipated because the process was delayed due to COVID-19.

For the year, we realized an **excess of revenues over expenses for 2020 of \$7,752 (2019 - \$2,156)**, being **revenues of \$137,483 minus expenses of \$126,536 and minus \$3,195 decline in the value of investments.**

We ended 2020 with cash in the bank plus investments (at market value) plus interest and small sales tax refunds receivable totalling \$150,723 (2019 - \$142,971). Who would have believed it?

Our 2021 budget, to be presented/discussed/approved by the congregation at our February 2021 annual congregational meeting, proposes total expenditures of \$153,496 (excludes parsonage operating costs).

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, who have really stepped up their communication with ELCIC-member churches, providing support in the form of guidance and other resources as we continue to struggle with the pandemic.

*Submitted by Geoff Crewe, Chair, Finance Committee*

## **2020 Stewardship Report**

The theme of stewardship is normally highlighted at Epiphany in the fall each year. There was nothing “normal” about 2020, however, and we were unable to invite a speaker/guest preacher to address one of our (virtual) worship services. Despite focusing on stewardship at one time of the year only, it really should be something we practise year-round. 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. It is a responsibility (and a joy) we carry every day. There are so many examples of members of Epiphany stepping up in 2020 in response to the challenges brought about by COVID-19 and otherwise. Pastor Rasma has had to learn to use technology to enable us to hold worship services over the Internet using the ZOOM platform. Despite not being able to worship together in person, I know members have reached out to support one another to reduce the feelings of isolation resulting from having to spend extended time physically disconnected. The Visioning Committee under Gordon Vollmer’s leadership is an excellent example of stewardship in action, as the congregation articulates who we are collectively, what we stand for and, guided by Christian values, tries to discern how best to plan for our future.

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 with whom they cross paths throughout their lives.

*Submitted by Geoff Crewe, Director of Stewardship*

## 2020 Property Report

The year 2020 was certainly a challenge from many points of view. During the year the congregation used the church for only 3 months of the 12 with our AMMS tenant using it for somewhat longer as the pandemic made in person attending somewhat risky and, as I write this, now downright dangerous. We were not without our challenges dealing with the property even though it was not in full use. And we have numerous members who helped with the upkeep and monitoring during the year.

Our thanks go out to Peter for continuing the cutting of our lawns and for conducting repairs to our tractor when the battery had to be replaced. Many thanks go out to our garden crew that I believe is made up of Dorothea, Nalini and Paulette. And a special thank you to Fred and Sigrid for their many deeds to monitor the property, run errands, adjust heating equipment and advise on things that need to be done around the property. A special thanks to Andrea for continuing to clean the church during this difficult time. The ELW has also been very active in providing funds to purchase items needed in and around the church, including a projector and offering to purchase a new "sand/salt" storage box. Lastly, to all the volunteers that came out in the spring and summer clean up campaigns and all those who have helped in some way and for whom I have been negligent in mentioning here.

During the 2020 year we were able, despite the pandemic, to continue to look after the church and respond to various issues that have arisen. While the roof has been an issue for some time, in the summer we were finally able to do some patching of the existing roof that, so far, has held during the ensuing storms. Of course, the many drip containers have now been removed.

Since the church had not been occupied over the spring and summer, the church started to take on new "visitors". Mice were then able to move about the church freely and left their mark on many of the floors throughout. Traps were set and many were caught and expelled. In the fall the AMMS teachers started smelling a foul odor that turned out to be decomposing mice in a trap that had been forgotten. When found it brought to our attention the many entry points into and within the church. Since then there have been efforts to block, board up or seal these access points to avoid future "visitors" from occupying the building.

In the fall, a large position of fence on the west side of the property fell over after a wind storm. The fence was originally constructed by our neighbour "Bradshaw's" and upon contacting them to discuss what to do, they asked if we would split the cost of a new fence. We politely declined and informed them of our indecision about the future of the property and our reluctance to expend capital at this time. The situation was left with Bradshaw's suggesting a hedge be planted, thereby reducing the need for future replacements, but that a decision could be left until the pandemic was over and we had a better idea of our financing. The toppled fence was put back in place using steel supports for the broken wooden posts and although temporary, will provide adequate support until a final decision can be made.

Over the last year we have had to depend upon the services of some companies whose work we would normally have had done by our in house "handymen". Our "handymen" have all retired after many years of faithful service and 2020 was a very good indicator of our growing dependence upon hired services. Along with this the congregation has been dealing with its future and the need or future use of the buildings and property where we now reside. Decisions such as the replacement or servicing of a furnace in the AMMS building must now be made using the knowledge we glean from our visioning deliberations. With expected dwindling of revenues due in part to the pandemic and the aging of our congregation, a vision of our future will help with the planning and budgeting for future upkeep of the property.

Let us thank God that we are in the position we are and that he guides us to the best use of our resources in the new year and beyond.

*Respectfully submitted by James Dennis*

## **Worship and Music Report for 2020**

*The Lord our restless hearts is holding, in peace and quietness content.  
We rest in God's good will unfolding, what wisdom from on high has sent.  
God who has chosen us by grace, knows very well the fears we face.  
(If you But Trust in God to Guide You)*

I have included a few stanzas from well known hymns. These are wonderful examples of God's Word being taken to heart by the composers/authors and, through personal expression, becoming a blessing for us in our worship and prayer life. Do you hear the melodies when you read the words?

We have been challenged this year to communicate differently and be flexible in our participation in worship as a congregation. I'll try not to repeat what Pastor Rasma and Ron Heino have written in their reports, but what it boils down to is that our gathering for worship has largely been through Zoom services and some of the roles members have had regarding in person worship were not relevant: no ushers, altar guild, organist or choir.

*Blest be the tie that binds our hearts in Christian love;  
The unity of heart and mind is like to that above. (Blest Be the Tie That Binds)*

Getting used to Zoom required adaptation and learning and members have responded well: I think we are much more comfortable now and know what to expect on a Sunday morning. During this time, we have had the participation of our readers and, on Sundays that Pastor Rasma is away, our worship leader team. Every week Sigi and Gord make sure the church website is updated for the upcoming Sunday. We are grateful for your service which enhances and complements our worship.

The Worship Leader Team and Worship and Music Committee joined forces for a Zoom meeting as there is overlap between the two and it made sense to include all parties in communication. This includes Pastor Rasma, Denise Dennis, Ron Heino, Sigi Sommer, Bettina Wittemeier, Geoff Crewe and myself. We will continue to meet as needed and welcome your input.

In gratitude for God's continued blessings and the willing hands that serve,

*Margaret Crewe, Chair of Worship and Music*

*Oh, let me nestle near thee, within thy downy breast  
And where I will find sweet comfort and peace within thy nest.  
Oh, close thy wings around me and keep me safely there,  
For I am but a newborn and need thy tender care. (Thy Holy Wings)*

## **Bible Class**

Our Bible Classes have migrated to Zoom this past year and we meet every other Friday from 10:00 to 11:30. We have tried to adapt to the limitations and benefits of meeting online.

One series of studies we did this year was based on the book 'Beyond Surviving' by David Maginley. For me, a highlight was having David join us for a zoom Bible class to further describe his hospital chaplaincy (now in Atlantic Canada) and his own and others near/after death experiences.

Presently we are reading from the book of 1 Kings and enjoying the dramatic history of the rise and fall of Israel and Judah under a series of rulers (most bad) and the role of the prophets, particularly Elijah. You are welcome to join us even if you can only participate occasionally. To receive an invitation via zoom, let Pastor Rasma or myself know of your interest.

*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.

We met once (virtually, of course) during 2020 and, as it turned out, it was a very important meeting. Pastor's intention, as expressed to the congregation at the annual meeting in February 2020, had been to work ¾ time during 2020 and fully retire early in 2021. At our meeting, she asked to explore the possibility of delaying her original retirement plan. Her concerns about leaving early in 2021 were two-fold – she believed it would be difficult to attract a new Pastor during such uncertain (COVID-19) times; and she would have felt badly leaving after having been forced to remain physically/socially distant from her beloved congregation for the better part of a year (not the way she would prefer to “say goodbye”). When Pastor's wishes were conveyed to Council, her request to extend her time at Epiphany, with no fixed retirement date at this point, was unanimously supported. Because of Pastor's role among us and the fact that her pending retirement would trigger the formation of a Call Committee to search out a new pastor, this matter is not something which could remain confidential within Mutual Ministry. So this good news is shared with the congregation with Pastor Rasma's permission.

*Submitted by Geoff Crewe, on behalf of the Committee members*

## **Epiphany Evangelical Lutheran Women - 2020 Annual Report**

As we leave a very stressful 2020 behind us, what can we possibly say about that, which has not already been said before. So, instead of going down the dark path created by Covid-19, we need to remember the good things and, yes, there were still a few. We have to be grateful for the continued good health of the ladies in our group. Their hard work in past years has enabled us to accumulate funds, which we can share with those most in need, again this year. As treasurer, this work is one of the best parts of belonging to the ELW. It is so uplifting. Please review the Financial Statement shown below. Our thanks go out to Bettina Wittemeier, who has volunteered to be our new Sunshine Convenor. While snail-mail is not considered to be very modern, it sure makes you feel good to receive a hand-written birthday card. We are also grateful for the hard work performed by Nalini Badley and Dorothea Cameron, who continue to make our gardens and surrounding property look beautiful and well cared for, even though we are not able to visit the church regularly to appreciate this. We have also been blessed by the continued generosity of Gingerbread World, located in Winnipeg, who again provided us with a free Festive Chest. Normally, this would be raffled off at the Annual Bazaar. Instead, this year, we had a Zoom draw, after service on the first Advent, allowing us to still bring a little Christmas joy to the members of Epiphany, friends and event supporters. The lucky winners, from whom we've endearingly come to know as the Swimmers Group, Helen and Ron Wasilishin, had this prize shipped directly to their home. What a lovely way to end the year. Blessings to you all for 2021.

*Respectfully submitted, Sigrid Engler*

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## 2020 FINANCIAL STATEMENT

<b>OPENING BALANCE – BANK + CASH + INVESTMENT</b>		<b>\$ 12,418.97</b>
<b>INCOME :</b>		
INVESTMENT INTEREST	\$ 5.18	
<b>EXPENSES :</b>		
BANK SERVICE CHARGES	\$ 15.74	
CHARITIES	700.00	
EPIPHANY SUPPORT	680.00	
<b>TOTAL INCOME / EXPENSE</b>	<b>\$ 5.18</b>	<b>\$1,395.74</b>
<b>CLOSING BALANCE – INCOME / EXPENSES</b>		<b>-\$ 1,390.56</b>
<b>CLOSING BALANCE – BANK + CASH + INVESTMENT</b>		<b>\$ 11,028.41</b>

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### 2020 DISBURSEMENT DETAILS

<b>EPIPHANY SUPPORT :</b>		
COMMUNITY FUND – FOOD VOUCHERS	\$ 400.00	
PROPERTY – LAWN MOWER BATTERY + GAS	80.00	
GARDENING COMMITTEE	200.00	
<b>TOTAL EPIPHANY</b>		<b>\$ 680.00</b>
<b>CHARITIES :</b>		
SALVATION ARMY	100.00	
CLWR – GIFTS FROM THE HEART	300.00	
COVENANT HOUSE	100.00	
SCARBOROUGH VILLAGE RESIDENCE – \$100.00 – cheque uncashed – carryover to 2021		
WATERLOO LUTHERAN UNIVERSITY COLLEGE	150.00	
WORLD DAY OF PRAYER	50.00	
<b>TOTAL CHARITIES</b>		<b>\$ 700.00</b>
<b>TOTAL DISBURSEMENTS</b>		<b>\$ 1,380.00</b>

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### AMMS Letter

During the initial shut down it was very traumatic thinking about the bills I had to pay, manage my family, the school, children and families. I feel blessed to have had so much support from everyone including members of ELC to help me ride over these difficult times. The one very important thing I did was to be involved with all the families via e-mail and support them with online support for their children for no fee. This took up a lot of my time and involved a lot of planning but was highly appreciated and well worth it.

Once we reopened in July we had many families wishing to come back for the summer camp however I was very anxious about how we would implement the enhanced policies and procedures required from us hence we kept July and August enrolment at no more than 20 children. This was the best decision as it allowed us to 'practise' and implement the new norm: staff have to wear PPE, we have daily screening, cleaning and disinfecting the premises twice a day and every evening we have a hospital grade spray that we use to spray down everything, lots of hand washing, using disposable plates, cups, cutlery, creating an online screening portal etc. We now have a great routine and this has become the new normal.

Come September we were at 95% capacity with enrolments. Parents have placed a lot of trust in the management and staff at AMMS. There is not one day care or Montessori throughout the City that I

know of which is even at 50% capacity. In December we had the Ministry of Education inspector and had a perfect clear inspection where they checked all the policies and Covid regulations. She did tell us that the average capacity at daycares is 30%. Thank you to all members at ELC in always giving us the adequate support in implementing changes and allowing our Program to flourish.

As of January 2021 (even with rising numbers) we are at 100% capacity and have been blessed to have NO positive case of the virus (staff, parents and children )

With the difficulties in the pandemic I have had time to reflect and appreciate and am grateful to all the families that continue to place trust in AMMS and continue to send their children amidst the heightened pandemic second wave.

Thank you, pastor, for your prayers for us all.

*Huma*

## **2020 Visioning Committee Report**

The year started slow given the emergence and impact of Covid 19 on our daily lives. While the group did meet on a regular basis, it was hoped that we would be further along in our process and we would now have a clear and approved direction to move forward.

In any event, some progress was made, and a Congregational Visioning meeting was scheduled for January 3, 2021. This meeting will hopefully give us a clear direction to finalize the first phase of the Visioning process. The main point of discussion will be the proposed Visioning and Core Value statements developed through the guidance of Karen Bjerland, Congregational Redevelopment Advisor.

At this point our proposed Visioning Statement is:

**A caring and inclusive Christian community, working to make a difference through prayer, worship and open engagement.**

Our proposed Core Value Statement is:

**Epiphany's core value is love, which is expressed through grace, faithfulness, welcoming new people and ideas, social justice and stewardship.**

In the coming month, after congregational input, we hope to finalize and have congregational approval for these statements and then move forward towards a new direction for Epiphany which will incorporate one of the proposed scenarios:

- 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.*

As stated previously, other scenarios may be brought forward and discussed, but each must be grounded in what we, as a congregation believe is our Christian mission in the community that we belong and that follow our approved Visioning and Core Value statements.

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

*Gordon Vollmer*



## **The Morningstar 2020**

Epiphany's monthly newsletter continued this past year with some changes, especially since Covid 19 arrived in our lives. After many years of taking care of Morningstar printing and distribution, as well as emailing members on behalf of the church, Norbert Sommer has allowed me to assume those duties. Many thanks to him, as well as to the longtime volunteers who used to meet at church to collate and stuff envelopes every month.

That too changed in March 2020. I'd like to thank Nalini Badley for all her dedication in distributing and mailing the Morningstar since then. And to those of us able to receive the Morningstar by email, reducing the amount of paper versions required. Thanks also to Gord Munro for faithfully posting them to Epiphany's website every month.

*Sigi Sommer*

## **2020 German Seniors Report**

The last year has been a difficult one for all us of. We were only able to meet in January, February and March. Also, we lost some of our members by death and moves to other cities.

Right now, please stay in contact with each other by calling once in a while. Let us all pray for a different and better 2021.

*Respectfully submitted, Ute Wentzel*

## **Advertising For 2020**

We now have 1 advertiser in the Morningstar (John's Flooring,). I have mailed out the 2021 invoice to John's Flooring.

*Respectfully submitted, Nalini Badley*

## **Website For 2020**

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.

*Respectfully submitted, 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, 2020.

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.

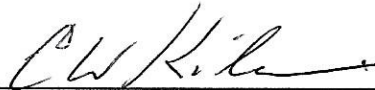
In our opinion, these financial statements present fairly the result of the Church's operations for the year ended December 31, 2020.

Scarborough, Ontario  
January 10, 2021



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Fred Kilian



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Chris Kilian

## 2021 Budget

<b>EPIPHANY EVANGELICAL LUTHERAN CHURCH</b>			
<b>ACTUAL VERSUS BUDGET EXPENSES</b>			
<b>AT DECEMBER 31, 2020</b>			
	<b>2020</b>	<b>2020</b>	<b>PROPOSED</b>
	<b>ACTUAL</b>	<b>BUDGET</b>	<b>2021</b>
			<b>BUDGET</b>
Salary	42,433.00	42,433.00	41,220.00
Housing Allowance	17,567.00	17,567.00	16,625.00
Car Allowance	1,187.38	1,500.00	1,500.00
Book Allowance	125.15	300.00	300.00
ELCIC Pension	4,800.00	4,800.00	4,627.56
Continuing Education Plan	600.00	600.00	600.00
Dental and Health	2,568.00	2,568.00	3,396.00
Canada Pension	2,050.59	2,044.02	2,088.48
Employment Insurance	941.47	938.67	924.96
<b>TOTAL PASTOR RASMA</b>	<b>72,272.59</b>	<b>72,750.69</b>	<b>71,282.00</b>
Treasurer Salary	1,992.00	1,992.00	2,520.00
Morningstar Editor	1,716.00	1,716.00	1,800.00
Caretaker Salary	1,548.00	1,548.00	1,620.00
Organist Salary ( \$115 per service and \$50 for lent/advent)	1,840.00	10,750.00	8,063.00
Organist Retirement	6,858.01	10,000.00	7,429.51
Employment Insurance	116.04	125.00	131.40
<b>TOTAL OTHER EMPLOYEES</b>	<b>14,070.05</b>	<b>26,131.00</b>	<b>21,563.91</b>
Enbridge Gas - Parsonage	955.56		
Enbridge Gas - Church	2,349.08	3,000.00	3,000.00
Hydro - Parsonage	1,650.03		
Hydro - Church	2,077.75	2,500.00	2,500.00
Water - Parsonage	1,580.37		
Water - Church	455.12	550.00	550.00
Property Taxes - Parsonage	15,768.38		
Insurance - Parsonage	2,340.36		
Insurance - Church	4,477.40	2,500.00	4,000.00
Maintenance	1,254.65	3,000.00	3,000.00
Snow Removal	1,307.58	1,500.00	1,500.00
Major Repairs	2,734.60	10,000.00	10,000.00
<b>TOTAL OPERATIONS - CHURCH &amp; PAR.</b>	<b>\$ 36,950.88</b>	<b>\$ 23,050.00</b>	<b>\$ 24,550.00</b>
Legal	1,356.00	1,000.00	1,000.00
Office Supplies	486.58	500.00	500.00
Photocopies	316.06	500.00	500.00
Telephone and Internet - Church	1,484.91	1,400.00	1,400.00
Postage	338.74	500.00	500.00
Advertising	0.00	100.00	100.00
Bank Charges	42.66	400.00	100.00
Licenses, Membership and Dues	262.60	-	300.00
Cleaning Supplies	97.25	200.00	200.00
Equipment Expense	0.00	500.00	500.00
Website (2 Year Contract to 2022)	260.94	200.00	300.00
<b>TOTAL OFFICE OPERATION</b>	<b>4,645.74</b>	<b>5,300.00</b>	<b>5,400.00</b>
Stewardship	0.00	400.00	400.00
Church School/Confirmation	0.00	100.00	100.00
Adult Education	0.00	100.00	100.00
REO and Refugees	0.00	0.00	0.00
Visioning Committee	3,150.00	7,500.00	7,500.00
Worship and Music	648.20	1,000.00	1,000.00
Altar Supplies	89.72	400.00	400.00
Conventions/Meetings	0.00	500.00	600.00
Supply Pastors	0.00	1,000.00	1,500.00
Offering Envelopes	0.00	450.00	400.00
Misc. Expense	100.00	700.00	700.00
Benevolence - Church	16,800.00	16,800.00	18,000.00
<b>TOTAL SPIRITUAL</b>	<b>20,787.92</b>	<b>28,950.00</b>	<b>30,700.00</b>
<b>TOTAL EXPENSES</b>	<b>\$ 148,727.18</b>	<b>\$ 156,181.69</b>	<b>\$ 153,495.91</b>
<b>TOTAL INCOME</b>	<b>\$ 156,478.81</b>		
<b>NET G.L. INCOME(LOSS) FOR THE YEAR 2020</b>	<b>\$ 7,751.63</b>		

# **Final Vision Statement And Core Values Epiphany Lutheran Church, Scarborough February, 2021**

## **PURPOSE**

As part of Epiphany's congregational redevelopment process, members of Epiphany have developed a new vision statement and core values. This report provides background information on the process, as well as a request for congregational approval of its new vision statement and core values. A motion for approval is found at the end of this report.

## **BACKGROUND**

Vision statements and core values are important decision-making tools when considering strategic directions for a sustainable future. A vision statement articulates the congregation's common understanding of what the future holds 5 to 10 years from now, and embodies Epiphany's hopes and dreams. It answers the question "why", and will guide the congregation's choice of missional priorities. As Epiphany's vision and mission come to fruition in the future, core values will guide attitudes and behaviour, and impact how the vision will be implemented.

Following an iterative development process, which took place during the last three months of 2020, on January 3, 2021, 21 members of Epiphany met to finalize Epiphany's Vision Statement and Core Values. They follow.

## **FINAL VERSIONS PRESENTED FOR CONGREGATIONAL APPROVAL**

### **Epiphany's Vision Statement (what it will be in the future):**

A caring and inclusive Christian community, working to make a difference through prayer, worship and open engagement.

### **Epiphany's Core Values (guiding behaviours and attitudes):**

Epiphany's core value is love, which is expressed through grace, faithfulness, welcoming new people and ideas, social justice and stewardship.

#### **Core Value Definitions:**

Love: Equipped by the teaching of the Scriptures and empowered by the Holy Spirit, we care for everyone as God cares for us, without condition or judgement.

Grace: Grace is God's gift of love and redemption, freely given through the ultimate sacrifice of Jesus Christ, and we strive to pass it on through our words and actions.

Faithfulness: God is faithful to his people, constant in his mercy and goodness. Trusting in him, we are called to be faithful to God and to one another through our actions of mercy, goodness and trust.

Welcoming people and ideas: We strive to be an inclusive and accepting community.

Social Justice: We promote equality for all, regardless of age, physical abilities, ethnicity, gender, sexual orientation, socioeconomic class, and religious practices and beliefs. We assist people to have equal access to resources, health, well-being, justice and opportunities.

Stewardship: We are not owners, but stewards of all that comes into our lives – income, property, our environment, time, talents and our very selves. We are called to utilize, manage and grow the resources God provides, for the glory of God and the betterment of His creation, now and for the future.

## **MOTION FOR APPROVAL**

I move that Epiphany Lutheran Church approves and adopts a new Mission Statement and the associated Core Values as detailed in the supporting document distributed within the 2020 Annual Report.