

EPIPHANY EVANGELICAL LUTHERAN CHURCH

20 OLD KINGSTON ROAD, WEST HILL, ONTARIO

REVEREND JORDAN SMITH, INTERIM PASTOR

TEL 416-284-5922



THE ANNUAL REPORT FOR THE YEAR 2023

Presented at the

ANNUAL MEETING

FEBRUARY 25, 2024

at 10:45 a.m. followed by a Service of the Word at noon.

In-person and on Zoom.

Join Zoom Meeting

<https://us02web.zoom.us/j/9890800583?>

pwd=R05md05jWjZBTnNwc202SWJpSG5kZz09

Dial by your location

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Meeting ID: 989 080 0583#

Passcode: 095565

Please have this annual report available for reference during the meeting

Annual Congregational Meeting Agenda 2024

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| 1. Church Site Land Acknowledgement, Opening Devotion and Prayer | |
| 2. Chairperson – Call to Order, Establishment of Quorum (25), Opening Remarks | |
| 3. Changes or Additions to the Agenda | |
| 4. Minutes of the February 26, 2023 meeting | 3-4 |
| 5. Thanks to retiring Council Members and Election of: | |
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| 6. Motion to adopt Reports, Committee Reports, and Ad-Hoc Committee Reports by consensus. | |
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| 13. New or Other Business | |
| 13.1. Call Committee | |
| 14. Motion to Adjourn | |
| 15. The Lord’s Prayer | |

EPIPHANY ANNUAL GENERAL MEETING – FEBRUARY 26, 2023

Attendees: Pat Bramley, Greg Furan, Ron Heino, Gordon Vollmer, Deborah Vollmer, Norbert Sommer, Wilhelmina Hermann, Bettina Wittemeier, Martin Wittemeier, Josie Tedes, Dorothea Cameron, Gord Munro, Sigi Sommer, Jim Dennis, Margaret Fler, Denise Dennis, Peter Herrmann, Ursula Albrecht, Paulette Correia, Marg Crewe, Geoff Crewe, Franz Fuerst, Edda Fuerst-Kern, Nalini Badley, Sigrid Engler, Eva Wittemeier, Ute Wentzel.

Quorum reached - 27 people attended (25 required)

Hybrid meeting commenced at 10:30 am and ended at noon.

Ron advised that Pastor Jordan will take questions from the congregation when he arrives for the service at noon.

* Voting will call for nay or abstentions rather than count all in favour.

Church Site Land Acknowledgement, Opening Devotion and Prayer - Ron Heino

Chairperson (Ron) - Call to Order - Changes or Additions to the Agenda - no changes or additions.

Minutes of the February 27, 2022 meeting - Motion to accept the minutes passed unanimously.

Council Members - Thanks to outgoing council members - Pat Bramley and Ron Heino. Two new people have come forward to serve on council - Margaret Fler and Geoff Crewe. Others were invited to serve on council as well. We have the minimum required number of 6 council members. Approved by acclamation. Returning council members are Denise Dennis, Gord Munro, Gordon Vollmer and Greg Furan.

Reports -

Will ask for one motion to accept all reports rather than go through each one as the congregation has read them already. Motion to accept reports (Agenda items 7, 8, & 9): Geoff/Franz. Motion carried.

Visioning update - Gordon - Advised the congregation that the Visioning Committee has run into an issue with Kindred. Kindred has not yet provided the promised Memorandum of Understanding. A meeting took place with Kindred recently but Gordon is having difficulty getting them to respond. Kindred says they have been busy. There is concern that Kindred will not provide going forward and maybe we should not work with them any longer. A Memorandum of Understanding from the Estonian Relief committee was recently received. Upon recommendation of the Visioning Committee, Council agreed that we would enter a conversation with the Estonians. Jennifer from Synod supports this.

2022 Auditor's Report - Auditors were Fred Kilian & Chris Kilian. Motion to accept the Auditor's report Jim/Geoff seconded. Motion passed.

2023 Budget - We are currently under budget. Expenses are just shy of \$120,000. The change is due to Pastor Rasma retiring. She was working $\frac{3}{4}$ of her salary (\$70,000.) and Jordan has a different arrangement (\$43,000.).

Benevolence has increased over the years. We are supporting Synod again with \$20,000. The Organist's cheque is still outstanding. Originally the cheque was returned and then the Organist passed away a couple of years ago. There has been no contact with his estate. The cheque is stale dated so we would have to write a new one if someone contacted us but legally Geoff doesn't think we have to as we were accountable for 2 years and this time has passed.

The Spiritual line is for the cost of Pastor Hilla when Jordan is unavailable. The budgeted amount is based on the costs for her service in December. Jordan is absent one Sunday/month. A lay-led service is on the 5th Sunday of the month.

The budget is providing for the possibility we may need to spend for Visioning. Gordon suggested \$7500.00. Gordon advised we may need more for Visioning legal costs i.e. \$1500.00. Geoff says we should add more to the Visioning budget now if Gordon feels necessary. Jim suggested we put \$1500.00 in a line for legal fees

under Visioning Committee. Denise moved to reallocate \$1500.00 from Major Repairs so the total doesn't change. Jim seconded. Vote taken. Majority was in favour with 7 nay votes. Motion carried.

Question arose regarding property expenses. Geoff advised we don't budget for property expenses. AMMS pays. See Itemized Special Income on page 8 of Treasurer's report in 2022 Annual Report

Motion to approve the budget as amended Marg/Sigrid. Motion carried unanimously.

Unfinished Business from 2022 meeting - No unfinished business

New or Other Business - Call Committee - A question arose on whether we should be setting up a call committee now. Discussion ensued. Ron explained the process of the call committee. The call committee reviews candidates through interviews etc. and recommends a name which it presents to the congregation. The names to be considered are provided by the Synod. Then details re: salary etc. are worked out. Ron called Pastor Doug Reble this week. He has offered to meet with council via Zoom. Pastor Jordan is currently providing basic pastoral services on a part time basis. This can continue as long as everyone is happy with it. It will be renegotiated periodically. Complicating the call process is our uncertain future. It may make it more difficult for some Pastors to make a decision. There may not be the resources for a full-time Pastor. Pastor Reble knows a couple of Pastors who may be available for a full-time or part-time call. There are also some students in the seminary who may be interested. Another issue is the same people serving on council, are doing other work. Will we be able to find people to serve on a call committee? We have no current volunteers. Next council meeting is March 8th so probably too soon for Pastor Reble to attend. Maybe he could attend the April meeting. Suggestion that we start the creation of a call committee now. Straw vote taken - majority wants call committee struck sooner rather than later.

Motion to Adjourn - Margaret/Gordon. Unanimously in favour.

Closing Prayer - Ron

Pat Bramley, Secretary

Report of the Interim Pastor

Rev. Jordan Smith

*O God, from my youth you have taught me,
and I still proclaim your wondrous deeds.
So even to old age and gray hairs,
O God, do not forsake me,
until I proclaim your might to another generation,
your power to all those to come.*

(Psalm 71:17-18, ESV)

As I reflect on the past year of ministry at Epiphany and look to what lies ahead for us, I was drawn to this pair of verses from Psalm 71. These words speak to our declaration of trust that God has walked alongside us for many years and of our prayer for God's continued presence as we proclaim God's goodness and might to another generation. Throughout scripture we are told of the generations of God's people who passed along their stories of faith. As we, the people of Epiphany, continue our faith journey we are continuously reminded of our need to rely on God's support in proclaiming the wondrous deeds that have been done.

We have had many opportunities to reflect on where God has acted in our lives over the past twelve months in our congregation and it is my delight to highlight just a sampling of what took place in 2023.

The past 12 months marked my first full year of interim ministry at Epiphany. As I celebrated Christmas with you a second time and am preparing for our second Lent and Easter, the patterns of worship and significant practices for the congregation are beginning to become clearer.

While I have tried to remain faithful to the traditions of the congregation in worship planning, I continue to be impressed and comforted in your willingness to try doing things in different ways. Our music repertoire has expanded over the past year and starting in the season of Advent we arranged the worship space in a new way. I have enjoyed worshipping in this more intimate layout, and I appreciate hearing everyone's singing more clearly and having our Zoom participants being more present on the large screen TV. The worship committee plans to continue working with this setup and making slight adjustments for the coming seasons of Lent and Easter.

I recognize that it feels like the building and property redevelopment process has stalled over the past six months, especially after you made such good progress in 2022. The redevelopment committee continues to remain focussed on their work while our partners deal with the many details and negotiations they need to work through. As I mentioned in last year's report, we will need to reflect on the building needs of our congregation and community partners. How much space do we need for an area to worship in? How many office and storage rooms do we need? How might these integrate with spaces used by the wider community? There are many possible options available to us and we will be able to share in a time of dreaming.

Over my time working with Epiphany's church councils, there has been regular reflection on when to begin the call process. This process has not been started because of so much volunteer energy being put into redevelopment and because there were so few candidates in the synod available for call. I suggest that over the next few months the congregation and council reflect on whether it may be time to start a call process, which will include deciding on what that call might look like. You have now experienced over a year of having a pastor who does not speak German and who has been working in two parishes. I hope this experience will open the opportunity for new questions to come up about the priorities for the future pastor of Epiphany. This may include exploring an intentional partnership with a congregation where the pastor serves at two locations. Due to the redevelopment delays it may be possible to have someone in place to work alongside you in the building process as you bring new options to life.

In my interim ministry I have tried to offer support to the German speaking members as we honour the desire to have some worship in their native tongue, while also recognizing the joy of a larger community that we experience when we worship together. I have been grateful for the regular events which Pastor Katharina runs at the Schwabenclub that several of our members are able to attend.

Thank you to the many people who volunteer in many ways to help the church keep running. Whether you serve on council, a committee, offer the readings on Sunday, or assist in other ways, the work of the church is truly the work of the people. A special extension of thanks goes to Geoff Crewe for serving as chairperson this year.

The coming year promises to be filled with new opportunities, important decisions that must be made, and the chance to gather many times. May we continue to be thankful for what God has taught us over the past year and may we be strengthened to continue sharing this good news with others.

Pastor Jordan Smith

Statistics for the Year 2023

Start of the Year: 275 baptized members, 200 confirmed members

Removed through death: 4

End of year: 271 baptized members, 196 confirmed members

Total Sunday Services: 53

18 Holy Communion (HC) and 35 Service of the Word (SW)

Of the SW, 6 were Lay Led

Average Attendance: 21.5, including both in-person and Zoom

Total Midweek services: 9

These included: 1 Ash Wednesday, 1 Maundy Thursday together with Emmanuel, 1 German Good Friday HC, 1 English Good Friday SW, 4 Advent Midweek services together with Emmanuel, 1 Christmas Day HC.

Average Attendance: 12.5, including both in-person and Zoom

Marking Life's Moments in 2023:

**=member of Epiphany*

Funerals: Elisabeth Kreiter, Reinhard Herrmann*, Ursula Oberlander*, Wolfgang Scheu* (Pr. Rasma), Lilliane Kilian* (Pr. Rasma)

Weddings: None

Baptisms: None

Compiled by Pastor Jordan Smith

Council Chair's Report

If you're like me, the older I get, the faster time seems to fly by. November 2023 marked the one-year anniversary of Pastor Jordan Smith becoming our Interim Pastor. While we share Pastor Jordan with Emmanuel Lutheran Church in North York, he doesn't make it feel as though he's anything less than 100% committed to us. He is a good communicator, has a high energy level, delivers thoughtful/interesting sermons, leads Bible Studies, understands technology and how it can be implemented to enrich our worship experience, participates in activities (putting up and taking down the Christmas tree, bringing his daughters with him to the fall yard cleanup, attending Council and Committee meetings), has a friendly demeanor ... I could go on. Thank you, Pastor. You have been such a blessing to Epiphany.

I also want to recognize the contribution made to our worship lives by Pastors Hilla Lahtinen and Peter Lisinski, who stepped in to lead our worship services on Pastor Jordan's Sundays off. Pastor Hilla carries a heavy workload and made the difficult decision several months ago that she needed to drop "services at Epiphany" from her To Do list. Then Pastor Peter stepped in to fill the void created by Pastor Hilla's departure. Although he has recently assumed Interim Pastor duties at Faith Oshawa, he will continue to drive to Epiphany one Sunday a month after Faith's service to lead worship at Epiphany. Again, we are so grateful for their service.

At a time when it might be expected that an aging (I mean, experienced) congregation would be slowing down ... I suppose we are slowing down somewhat if we're honest about it. What we're no longer doing as much are social activities, such as the annual picnic, yard sale and meetings of the ELW.

But I see a very vibrant group in other ways. Our worship attendance (in-person and ZOOM combined) is back to pre-COVID levels despite the deaths of several members in the last few years. We still need and want to hear the Word of God. Examples of our enduring energy include: Ute Wentzel working to maintain the social ties among our German speaking members; Gord Munro assuming responsibility for maintenance of our grounds; people continuing to volunteer to serve on Council and leading worship services in months with 5 Sundays; people regularly attending Christian education sessions led by Pastor Jordan and Margaret Crewe; Nalini Badley and Sigrid Engler handling the business aspects of the church's operations; Gordon Vollmer of the Visioning Committee, leading the future direction of our congregation; Sigi Sommer who devotes her time to publishing *The Morningstar* and as the church's custodian; Ron Heino who serves an important role in liaising with the owner of Absorbent Minds Montessori School (and is Past Council Chair); Dorothea Cameron and Nalini Badley who tend to our gardens; 14 people ranging in age from 8 (Pastor's daughter, Eileen) to 88 (I'm guessing, Werner) participating in the fall property cleanup; etc., etc. We are truly blessed to have so many enthusiastic members involved in church activities! Every one of you makes a positive difference by sharing your personal talents and interests.

Geoff Crewe, 2023 Council Chair

EPIPHANY LUTHERAN CHURCH
FINANCIAL REPORT FOR THE YEAR ENDED DECEMBER 31, 2023

CURRENT ACCOUNT

| | | |
|--|------------------------|-----------------|
| Bank Balance at December 31, 2022 | \$22,811.97 | |
| Add: | | |
| Total 2023 Receipts (Includes Itemized Special Income below) | 145,574.71 | |
| 2022 GST & PST Refunds Received | 1,085.16 | |
| 2023 Change in Investor's Edge Account | 1,521.37 | |
| Less: | | |
| Total 2023 Expenditures | (128,549.21) | |
| 2023 GST Refund Receivable (50% of GST paid on Expenses) | (304.32) | |
| 2023 PST Refund Receivable (82% of PST paid on Expenses) | (922.09) | |
| 2023 Investor's Edge Interest Receivable | (5,150.70) | |
| Bank Balance at December 31, 2023 | <u>\$36,066.89</u> | As per G.L. |

CURRENT BALANCES:-

| | | |
|--|-------------------------|--|
| Chequing Account | 36,066.89 | |
| 2023 GST Refund Receivable (50% of GST paid on Expenses) | 304.32 | |
| 2023 PST Refund Receivable (82% of PST paid on Expenses) | 922.09 | |
| CIBC Investor's Edge | 127,097.27 | |
| CIBC GIC | 30,000.00 | |
| Total Balances | <u>\$194,390.57</u> | |

BENEVOLENCE

| | | |
|--|--------------------|--|
| Receipts from Offerings designated for: | | |
| General Benevolence (Budgeted) | \$20,000.00 | |
| TOTAL REMITTED TO EASTERN SYNOD FOR 2023 | <u>\$20,000.00</u> | |

ITEMIZED SPECIAL INCOME *

| | | |
|--|----------------------|--|
| AMMS PARSONAGE RENT | 32,400.00 | |
| AMMS FELLOWSHIP HALL RENT | 15,000.00 | |
| AMMS PARSONAGE UTILITIES (EQUAL AMOUNT RECORDED IN EXPENSES) | 6,112.42 | |
| AMMS PARSONAGE PROPERTY TAX (EQUAL AMOUNT RECORDED IN EXPENSES) | 14,035.47 | |
| AMMS PARSONAGE INSURANCE (EQUAL AMOUNT RECORDED IN EXPENSES) | 2,175.12 | |
| AMMS FELLOWSHIP HALL UTILITIES (AMMS PORTION OF SHARED EXPENSES) | 3,326.92 | |
| AMMS SANCTUARY RENTAL | 100.00 | |
| YORK CONDOMINIUM RENTAL | 150.00 | |
| ADVERTISING FOR LIVITA PARKWAY RETIREMENT RESIDENCE | 100.00 | |
| SPIRITUAL SOCIETY PARKING | 1,500.00 | |
| TOTAL MEMORIAL FUNDS | 1,765.00 | |
| TOTAL INCOME FROM SPECIAL SOURCES | <u>76,664.93</u> | |

* These funds are included in Total Income above

Annual Report on Finances

Our Finance Committee in 2023 was comprised of Geoff Crewe (Chair) and Nalini Badley (Treasurer). With input from Council and Committee chairs, we establish the Church's annual budget each year, for approval by the membership at the Annual Congregational Meeting in February. Throughout the year and at each monthly Council meeting, actual revenues and expenses are reviewed vis-a-vis the approved budget, based on reports prepared by Nalini. Summary reports are published in every issue of *The Morningstar*. We monitor offerings and expenditures, manage cash flows and, as necessary, plan ways to deal with extraordinary expenses.

The following analysis is just an overview of our 2023 finances. Please refer to Nalini's financial reports for greater detail.

Revenues in 2023 are presented as \$145,574 (2022 - \$146,007). However, these totals include \$22,323 (2022 - \$21,388) of parsonage expenses, which are shown both as revenues and expenses since they are borne entirely by our tenant, Absorbent Minds Montessori School ("AMMS"). 2023 revenues also include investment income less a decline in the market value of our investments of approximately \$3,929. When we eliminate these two amounts, our actual cash revenues were \$119,322 (2022 -\$123,474). Rental revenue from AMMS in 2023 was approximately \$51,000, accounting for over 40% of cash revenues. Offerings increased to \$65,000 in 2023 from \$59,000 in 2022 (numbers rounded).

Excluding (fully reimbursed) costs of \$22,323 associated with the parsonage, our cash expenditures in 2023 totalled \$106,226 (2022 - \$123,820), while we had budgeted to spend \$120,953 (2022 - \$153,289). The major reasons accounting for the under-spending of some \$15,000 were as follows:

- * Property maintenance and major repairs expenditures were \$6,000 lower than budgeted;
- * Visioning Committee expenses were \$4,800 as compared to \$9,000 budgeted

We ended 2023 with cash in the bank + a GIC + investments (at market value) + sales tax refunds receivable totalling \$194,391 (2022 - \$183,516), an increase of \$10,875.

Our 2024 budget, to be presented/discussed/approved by the members at our February 2024 Annual Congregational Meeting, proposes total expenditures of \$125,624 (excludes parsonage operating costs).

Geoff Crewe, Chair, Finance Committee

Stewardship Report

"The most important [commandment]," answered Jesus, "is this:...Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: Love your neighbor as yourself. There is no commandment greater than these" (Mark 29-31).

Stewardship at Epiphany in 2024 will have a community focus. Since housing is a key focus of our new mayor, Olivia Chow, many projects for shelters and supportive housing are being undertaken in Scarborough that are near Epiphany.

As needs are identified, we will have the opportunity to support residents of:

The Grand Motel (4626 Kingston Road),

The Lido Motel (4674 Kingston Road),

Scarborough Village Residence (3306 Kingston Road), and the

705 Shelter (705 Progress Avenue).

Your consideration and support of our neighbours will help us stay community-minded, or as Paul put it: Let each of us please his neighbor for his good, to build him up (Romans 15:2).

Denise Dennis

Property Report

A quote from the 2022 Property Report prepared by Gordon Vollmer and Ron Heino – “Let’s pray that 2023 is another quiet year in terms of repairs to our aging buildings.”

Well, 2023 wasn’t without incident, but I suppose things could always be worse, especially given the age of the church building (60). We continued to experience leaks/backups, which appear to have originated both on the roof and in the drains, in the interior of the church around the washrooms. The issues seemed to occur subsequent to heavy rainstorms. We engaged the services of a drain repair company which did some heavy work to access the main drain and flush out accumulated debris. The roof repair company were not particularly successful in doing the same because they encountered an impenetrable blockage just 11 feet away from the surface of the roof. With the help of our tenant, Absorbent Minds Montessori School, we continue to monitor the situation and hope that any problems which arise are manageable.

A local handyman was hired to fix a potentially unsafe situation after a storm in May. The storm damaged a tree near the parsonage and some broken branches had become lodged in the top half of the tree. Concerned that those branches could later fall and potentially injure someone on the ground below, our handyman removed them and did some additional needed pruning to correct the problem.

Our lawn tractor urgently needed repairing at the start of the gardening season. We engaged a company to perform a fairly major overhaul of the tractor to prepare it for cutting our very large lawn. Gord Munro took on the lawn maintenance work which Peter von Gemmingen had done for years and performed his new duties very conscientiously. Thanks as well to Peter Herrmann who volunteered as a backup to Gord, although heavy family responsibilities limited his ability to assist in 2023.

As property owners renting space to the Montessori School, it’s our responsibility to maintain the premises such that they are safe for use by the students and teachers and we take that responsibility seriously. The School has been a good “partner” to work with, as they report issues promptly and often take steps to contain the problems (such as mopping up water/sewage leaks) before we have had the chance to respond. There have also been situations where they have shared the cost of repairs with us.

Geoff Crewe, Property Overseer

Education – Bible Class

Bible Classes continued on Zoom throughout 2023. Some topics we covered included: a look at what was going on in the Holy Land between the Old and New Testaments (a period of several hundred years); how the written scriptures evolved from the earliest books through to the present day; visual works and essays by Scott Erickson, a contemporary artist and lecturer (very thought provoking). We also benefitted from Pastor Jordan’s series of Bible Classes on Creeds; written statements of what our corporate beliefs are, as well as some more personal and contemporary examples of creeds.

You are invited to join us! Bible Class is usually held every 2nd Friday from 10:00 to 11:15 on zoom. Alternatively, Pastor Jordan also leads weekly zoom sessions. Please check the schedule printed in *The Morningstar* or listen for announcements to find out when classes are scheduled. Please speak to me or Pastor Jordan if you have questions or want to receive an email invitation with a zoom link to any Bible studies.

*Margaret Crewe
mrcrewe@sympatico.ca*

Mutual Ministry Committee

No meetings, no report.

Evangelical Lutheran Women Report

ELW did not have any special events during 2023, resulting in new income. We did, however, have financial planning/distribution discussions throughout the year, resulting in the below financial breakdown.

Regrettably, 2023 was marked with the passing of our long time President, Lilli Kilian. Her bubbly nature and boundless energy is greatly missed.

Respectfully submitted, Sigrid Engler

2023 FINANCIAL STATEMENT

| | | |
|---|--------|---------------------|
| OPENING BALANCE – BANK + CASH + INVESTMENT | | \$ 5,340.21 |
| INCOME : | | |
| NO EVENTS IN 2023 | | |
| PRESIDENT'S SLUSH FUND + INTEREST | | 375.48 |
| EXPENSES : | | |
| CHARITIES | 600.00 | |
| MEMORIAL FUND | 500.00 | |
| EPIPHANY SUPPORT | 297.10 | |
| BANK SERVICE CHARGE | 1.25 | |
| TOTAL INCOME / EXPENSE | | -\$ 1,398.35 |
| CLOSING BALANCE – BANK + CASH + INVESTMENT | | \$ 4,317.34 |

2023 DISBURSEMENT DETAILS

EPIPHANY SUPPORT :

| | | |
|---------------------------------------|----------|------------------|
| PROPERTY – FALL CLEAN-UP REFRESHMENTS | \$ 97.10 | |
| GARDENING COMMITTEE 2023-24 | 200.00 | |
| TOTAL | | \$ 297.10 |

MEMORIAL FUND :

| | |
|---|-----------|
| RECOGNITION OF PAST PRESIDENT LILLIANE KILIAN | \$ 500.00 |
|---|-----------|

CHARITIES :

| | | |
|----------------------------------|--------|------------------|
| SALVATION ARMY | 50.00 | |
| CLWR – GIFTS FROM THE HEART | 300.00 | |
| COVENANT HOUSE | 100.00 | |
| MARTIN LUTHER UNIVERSITY COLLEGE | 100.00 | |
| WORLD DAY OF PRAYER | 50.00 | |
| TOTAL CHARITIES | | \$ 600.00 |

| | | |
|----------------------------|--|--------------------|
| TOTAL DISBURSEMENTS | | \$ 1,397.10 |
|----------------------------|--|--------------------|

Visioning Report

This year's VISIONING report is based upon the report presented at the Town Hall meeting held in November and printed in the January *Morningstar*.

There has been little to update, except to advise that we are still working with our neighbours, the Estonian Relief Committee (ERC). They have made good progress with regards to finding a financial partner, as they wait for input and comment from the provincial Ministry of Long Term Care for their intended plan to provide long term beds and seniors apartments on our property, in addition to a new worship facility and space to accommodate the Montessori school. Hopefully, they will be able to make continued, positive progress in the next few months.

At the same time, in case the ERC fails in their efforts, the Visioning Committee has and will continue to reach out to other potential partners that we feel could step in and work with us to move forward.

Here is the report:

I thought it might be helpful to provide everyone with a brief summary of the Visioning Committee's activity over the past few years, and how we got to where we are now.

The current Visioning Committee's work on a plan for the future of the congregation started 4 or 5 years ago. I know there have been other Visioning Committees, but the focus on an updated or new Vision Statement and congregational Core Values began in earnest in 2019.

Late in 2019 and through 2021, we worked with the Synod and Karen Bjerland, a Synod advisor, to arrive at Epiphany's Vision Statement and Core Values.

The Vision Statement and Core Values are there to guide us, and to provide a foundation for Epiphany to work towards a path that reflects the congregation's spirit or feelings towards our mission with existing members and outward to the community around us.

The congregation approved the following:

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.

Working on the Vision Statement and Core Values led Church Council, the Visioning Committee and various Town Hall congregational meetings to discuss the major issues within the congregation and the future direction of the congregation.

In the end, as everyone knows, the congregation is ageing, the church building needs repairs and, while Pastor Jordan is doing a great job, at some point we will still need to find a permanent replacement. All in all it was felt that we needed to come up with a plan to find a way to stabilize or grow the congregation within a building that would last – either through renovation, or redevelopment. All this within the context of our Core Values and Vision Statement.

Working with Karen, the next step was to come up with how we could resolve the physical issue of needing to repair or replace the church building. We settled on 3 scenarios – a Merged/Shared Ministry with other Lutheran congregations; work with our neighbours the Estonians in their desire to expand their existing building, Ehatare with Long Term Care & Retirement Housing; work with a United Property Resource Corporation, a United Church sponsored organization,

on a market apartment building with some affordable or subsidized units, market units and potentially seniors housing.

As this process started, Karen Bjerland, unfortunately, needed to leave her position and we started working with Dr Mark Harris as our Synod support person. He continued to guide us through the options for the congregation's future and the potential property redevelopment.

After reviewing the various options and many meetings, including talking to other Lutheran congregations that were encountering some of the same issues, Dr Harris led us to the point in March 2022, when the congregation approved a redevelopment scenario for the church property that allowed church council to search for a development partner.

At that time our work focussed on two groups who could act as our development partner – Ehatare or the Estonian Relief Committee and UPRC – United Property Resource Corporation, now known as Kindred Works.

Going back in my files and reviewing congregational handouts and meeting summaries, as early as June 2021 there were discussions about seniors and LTC housing, and the pros and cons of working with Ehatare or UPRC (Kindred Works). This phase of the work ended with the Voters meeting in March 2022, when the Visioning Committee was asked to explore the potential redevelopment of the property, which could include a new worship space, an area to accommodate AMMS, the Montessori school, and potentially the construction of multi residential housing that could accommodate seniors, subsidized housing and/or long term care rooms.

Through 2022 we continued working with Dr Harris on better defining a redevelopment scenario. This phase ended in September 2022 when we agreed to work with Kindred Works. To move forward, Kindred Works was asked to provide a letter agreement for the congregation to sign outlining Kindreds services to the congregation and the responsibilities of Epiphany.

Unfortunately, it was at about time that Dr Harris retired and we started working with a new Synod advisor, Jennifer Hoover.

With Jennifer we continued working on what we, as a congregation, needed to do and what we could do, all within the guidelines of the Core Values and Vision Statement. There were a series of internal meetings and discussions at Council and Visioning Committee and numerous meetings and discussions with Jennifer and Kindred Works.

In the end, we waited for Kindred to provide us with a Letter Agreement or contract, binding us together and outlining the steps to move forward. For unknown reasons, other than they were busy, Kindred did not provide a letter agreement.

In January 2023 we were again approached by our neighbour, the Estonian group. Given the lack of communication from Kindred Works, we discussed at Council and Visioning Committee how we could or should move forward. We met again with Kindred asking about the letter. Given no letter/ no commitment from Kindred, in February 2023 the decision was made to go and try working with the Estonian group and a MOU (Memorandum of Understanding) or letter agreement was signed in March 2023. We had given Kindred close to 6 months to prepare a letter.

At the time Kindred was advised and understood the change. It seems they were just very busy and lacked the staff to handle all potential clients. It was left that we could go back to them if necessary.

The Estonian group or ERC began their work to first determine the level of support from the Province and City for a residential project that included LTC beds, retirement or seniors housing.

The concept was met favourably and ERC began investigating financial sources to pay for the development – provincial or city grants, loans, interest rate subsidies, rental rate subsidies etc.

The MOU with the ERC was extended in September 2023 to December, 2023.

We currently receive progress updates monthly. It is a slow process, but there does appear to be some movement forward. Covid, the current interest rate market, inflation and the economy in general have not helped, but the demand for senior housing or LTC facilities continues to be strong.

Today, ERC continues to work with the provincial Ministry of Long Term Care and other groups responsible for LTC and Seniors Housing. There is a positive response. They have also met with municipal groups, including those responsible for planning and development and again received positive feedback. At the same time they have met with financial groups – banks and private lenders to obtain the necessary funds to build the project. Again slow, but positive progress.

At this point the ERC vision is to expand their existing number of LTC rooms and to provide senior or retirement residential units at market and/or subsidized rent. There could also be commercial space in the building for a drug store, doctors, physiotherapy, and perhaps a coffee shop.

AMMS, the Montessori school, has advised that they would remain in the development, expanding to at least double their current size.

And of course Epiphany would also be part of the new building with new worship, meeting, social and administrative space. It should be noted that whatever space we require would be paid for from proceeds we would receive based upon the value of our land. It could be an outright sale, land rent from a land lease or some other financial structure that recognizes or uses the value in our land parcel.

For example if the land allocated to ERC and the project is valued at \$5 million, and we need, say \$2,000,000 to build our new church, ERC would need to give us cash or some form of credit or trade in kind for the difference of \$3,000,000.

In other words, for a new worship facility Epiphany would need to trade a portion of the land's value to pay the development and construction costs. Given our current land value, this would still leave us with a considerable amount of funds for outreach programs, rent subsidy programs, grants, scholarships or other congregation approved uses.

Also, depending on how involved we want to be in the new facility, Epiphany could get involved in the ownership of the AMMS space in the building and receive rent or we could let ERC build and pay for the AMMS facility and collect all rent.

These are decisions left for when we have a better idea of whether or not we want to work with ERC or go in a different direction.

In terms of who would have access to the LTC rooms or Seniors / Retirement apartments it is our understanding that for the LTC units, tenancing is controlled by what is known as the LOCAL AREA HEALTH NETWORK here in Scarborough. The beds are allocated to the community at large, with no input from ERC, other than the potential opportunity for existing tenants in the retirement home be given priority to move into a LTC room. As long as funds or financial support comes from the Province or other government sources the home does not become an Estonian, Lutheran, German, Austrian or Scottish home. It is 100% community housing, with tenancing controlled by the province.

With respect to Seniors / Retirement housing, the owners and or managers of the property may exercise some control over tenancing. This could be based upon the funding sources or who is providing capital. It may be based upon a condition or guarantee of rooms to the group that is behind the funding. Funding could come from other ethnic groups, say Baltic or German, other community groups or the City of Toronto. If Epiphany would like to have input on who has access to apartments, we would need to provide funds or negotiate our involvement by making it a condition of letting ERC use our property for the development.

The same would happen if market rental units were to be built. Say if Kindred Works developed the property as a market building, market rental rates would be required to generate the funds needed to pay for the cost of construction and financing of the development with, and in Kindred's case, their desire that as many as 33% of the units are subsidized rental units and available to the market. Much of this depends on the source of funds and the funds needed to satisfy operating and financing costs and if the funds are from municipal or provincial sources these entities could have some say as to tenancing.

As everyone should be aware, there is no sale or development plan until there is a presentation to the congregation and the congregation has given their final approval of the redevelopment plan.

Any decision on the development and future use or tenancing would be part of the negotiation with ERC and could be a condition of the ongoing involvement of Epiphany with ERC.

As we near a decision it will become necessary for the congregation to work through what we want built, the size, the form, the design, the spaces we feel we need to operate and fulfill our worship and outreach needs to the community. This would include the worship area, offices, meeting rooms, social areas, kitchens, storage, parking etc. Some of these spaces could be shared with the other existing uses in the development, some space will be for our exclusive use.

So, the process has begun, but there is still a ways to go. If we were to have all, permits, financing, design, planning and architectural work done by next year, with God's help, construction could begin by late 2024. We could arrive at a completed building, at the earliest, sometime in 2026.

There is much work ahead.

Visioning Committee

I would like to thank the Visioning Committee – Ron Heino, Geoff Crewe, Jim Dennis, Sigrid Engler, Frank Dietz and Pastor Jordan, for their work this year.

Gordon Vollmer

Morningstar

In 2023 Epiphany's newsletter was distributed to over 60 email addresses each month with just under 30 printed copies delivered or mailed each month. Thanks to all contributors! Special thanks to Nalini Badley for coordinating deliveries and mailings, and Gord Munro for faithfully posting onto Epiphany's website.

Sigi Sommer

Advertising and Parking for 2023

We now have 1 advertiser in *The Morningstar* (Livita Parkway Retirement Residence). Renewal Invoice will be mailed out May 2024.

Spiritual Society parking invoice has been emailed for 2024.

Respectfully submitted, Nalini Badley

Website for 2023

We have renewed with GoDaddy.com for 5 years, 2022 to 2027 to store our website epiphanylutheranchurch.ca with Hosting and Domain fees costing \$424.12

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, 2023.

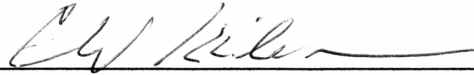
The audit included examining, on a test basis, evidence supporting the amounts in the financial statements. In common with many not-for-profit organizations, the Church received donations revenues which are not susceptible to complete audit verification. Accordingly, our examination of cash receipts 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, 2023.

Scarborough, Ontario
January 10, 2024



Fred Kilian



Chris Kilian

2024 Budget Proposal

| EPIPHANY EVANGELICAL LUTHERAN CHURCH | | | |
|---|----------------------|----------------------|----------------------|
| ACTUAL VERSUS BUDGET EXPENSES | | | |
| AT DECEMBER 31, 2023 | | | |
| | | | 2024 |
| | 2023 | 2023 | PROPOSED |
| | ACTUAL | BUDGET | BUDGET |
| Interim Pastor | 42,566.64 | 43,400.00 | 45,320.00 |
| Supply Pastor | 2,874.72 | 2,472.00 | 3,000.00 |
| Treasurer Salary | 2,700.00 | 2,700.00 | 2,808.00 |
| Morningstar Editor | 1,944.00 | 1,944.00 | 2,028.00 |
| Caretaker Salary | 1,752.00 | 1,752.00 | 1,824.00 |
| Organist Salary (\$125 per service and \$50 for lent/advent) | 6,720.00 | 6,460.00 | 6,700.00 |
| Organist Retirement | - | - | - |
| Employment Insurance | 146.04 | 135.00 | 266.00 |
| Car Allowance | 180.20 | - | 250.00 |
| Book Allowance | 269.23 | - | 250.00 |
| Parking | 8.00 | - | - |
| TOTAL PAID POSITIONS | 59,160.83 | 58,863.00 | 62,446.00 |
| Enbridge Gas - Parsonage | 1,849.88 | | |
| Enbridge Gas - Church | 3,677.86 | 3,450.00 | 3,500.00 |
| Hydro - Parsonage | 2,238.43 | | |
| Hydro - Church | 1,953.14 | 2,500.00 | 2,200.00 |
| Water - Parsonage | 2,024.11 | | |
| Water - Church | 662.96 | 600.00 | 750.00 |
| Property Taxes - Parsonage | 14,035.47 | | |
| Insurance - Parsonage | 2,175.12 | | |
| Insurance - Church | 4,666.68 | 5,040.00 | 5,040.00 |
| Maintenance | 2,477.31 | 3,000.00 | 3,000.00 |
| Snow Removal | - | 1,700.00 | 1,760.00 |
| Major Repairs | 4,407.00 | 8,500.00 | 6,000.00 |
| TOTAL OPERATIONS - CHURCH & PARS. | 40,167.96 | 24,790.00 | 22,250.00 |
| Legal Fees | - | 1,000.00 | 1,000.00 |
| Office Supplies | 421.51 | 400.00 | 400.00 |
| Photocopies | 433.57 | 400.00 | 400.00 |
| Telephone and Internet | 1,506.99 | 1,700.00 | 1,000.00 |
| Postage | 236.77 | 400.00 | 400.00 |
| Advertising | - | 100.00 | 100.00 |
| Bank Charges | 31.22 | 100.00 | 100.00 |
| Licenses, Membership and Dues | 758.93 | 800.00 | 800.00 |
| Cleaning Supplies | - | 200.00 | 200.00 |
| Equipment Expense | 338.99 | 500.00 | 500.00 |
| Website (5 Year Contract to 2027) | - | 300.00 | 300.00 |
| TOTAL OFFICE OPERATION | 3,727.98 | 5,900.00 | 5,200.00 |
| Stewardship | - | 400.00 | 150.00 |
| Church School/Confirmation | - | - | - |
| Adult Education | 75.14 | 100.00 | 100.00 |
| REO and Refugees | - | - | - |
| Visioning Committee | 4,802.50 | 7,500.00 | 2,500.00 |
| Visioning Committee Legal Fees | 0.00 | 1,500.00 | 1,500.00 |
| Worship and Music | 226.00 | 500.00 | 500.00 |
| Altar Supplies | 163.80 | 400.00 | 400.00 |
| Conventions/Meetings | - | 600.00 | 1,600.00 |
| Offering Envelopes | - | - | - |
| Misc. Expense | 225.00 | 400.00 | 120.00 |
| Benevolence - Church | 20,000.00 | 20,000.00 | 22,000.00 |
| Benevolence - Special gift | - | - | 6,858.01 |
| TOTAL SPIRITUAL | 25,492.44 | 31,400.00 | 35,728.01 |
| TOTAL EXPENSES | \$ 128,549.21 | \$ 120,953.00 | \$ 125,624.01 |
| TOTAL INCOME | \$ 145,574.71 | | |
| NET G.L. INCOME FOR THE YEAR 2023 | \$ 17,025.50 | | |