

St Mark's Lutheran Church Incorporated

600 Cambridge Street

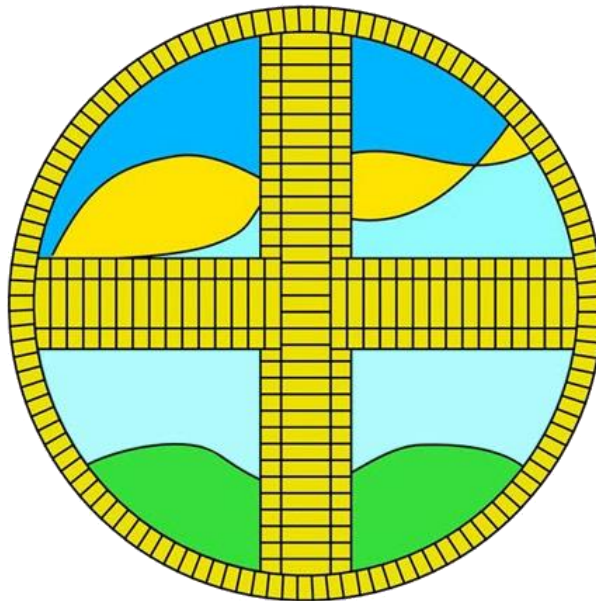
Winnipeg, MB

Annual Congregational Meeting

April 23, 2023

Bulletin of Reports

For the year ending December 31, 2022



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Agenda

1. Establishment of a quorum
2. Opening Devotion
3. Approval of AGM Agenda
4. Approval of Minutes
 - a) Minutes of 2022 AGM (for information only)
 - b) Special Congregational Meeting – December 10, 2022
5. Secretary's Report: Approval of Congregational Council actions in 2022

That the actions taken by the Congregation Council in 2022 be approved as presented.
6. Questions regarding Pastor's Report
7. Questions regarding Congregational Council Chair's Report
8. Questions regarding Submitted Reports
 - a) Program Committees
 - i. Adult Education
 - ii. Fellowship
 - iii. Inreach / Outreach
 - iv. Property
 - v. Social Ministry
 - vi. Sunday School
 - vii. Worship
 - viii. Youth
 - b) Other Reports
 - i. Lutheran Urban Ministry
 - ii. Urban Meals
 - iii. MNO Synod Office
9. Finance / Treasurer's Report

10. Audit Committee Report

That the Congregational Council be given authority to approve the Audit Committee Report on the 2022 Financial Statements.

11. Report of the Nominating Committee

12. Elections

- a) Congregational Council
- b) LUM AGM Representative

13. Property Update on Ice damming damage, insulation conditions and insurance claim

14. Results of St Mark's Congregational Survey

15. Enabling Motion re Approval of Minutes

That the Congregational Council be given authority to approve the minutes of the congregational annual meeting held on April 23, 2023

16. Motion to Adjourn

Minutes St. Mark's Annual Congregation General Meeting held April 24, 2022

For information only. Approved by Congregational Council: CC-2022-26

Purpose of Meeting: St Mark's Annual General Meeting	
Date: April 24, 2022	Location: St. Mark's Church and Digital Hybrid
Time Started: 11:35 AM	Time Ended: 11:45 AM

Minutes

1. Establishment of quorum. 45 members attending quorum confirmed.
2. Opening Devotion.
3. Opening remarks and orientation for digital meeting. Virtual session questions to be asked by use of "raise hand" option.
4. Approval of AGM Agenda
MSC CM-2022-03 That the agenda be approved as presented.
5. Approval of Minutes
 - a) Minutes of 2021 AGM (for information only)
 - b) Special Congregational Meeting – December 12, 2021
 - c) Special Congregational Meeting – February 3, 2022**MSC CM-2022-04 That the minutes of the December 12, 2021 and February 3, 2022 congregational meetings be approved as presented.**
6. Secretary's Report: Approval of Congregational Council actions in 2021
MSC CM-2022-05 That the actions taken by the congregational council in 2021 be affirmed.
7. Questions regarding Interim Pastor's Report
8. Questions regarding Congregational Council Chair's Report.
9. Questions regarding Submitted Reports
 - a) Program Committees
 - i. Fellowship
 - ii. Inreach / Outreach

- iii. Property
- iv. Social Ministry
- v. Sunday School – Mention of success of online program
- vi. Worship
- vii. Youth

b) Other Reports

- i. Lutheran Urban Ministry
- ii. Urban Meals
- iii. MNO Synod Office

10. Finance / Treasurer's Report

There were no questions regarding the Finance Report or the 2021 Financial Statements.

11. Audit Committee Report

MSC CM-2022-06 That the Audit Committee Report on the 2021 Financial Statements be accepted and the 2021 Financial Statements be approved.

12. Report of the Nominating Committee / Elections – Nominees for vacant positions,

Wade Queue, Kris Wegert and Mary-Anne Tymm are the nominees for the three open positions on the Congregational Council. The Chair reported that no further nominations had been received by the April 20, 2022 deadline.

The Chair declared Wade Queue, Kris Wegert and Mary-Anne Tymm elected by acclamation.

13. Enabling Motion re Approval of Minutes

MSC CM-2022-07 That the Congregational Council be given authority to approve the minutes of the congregation annual meeting held on April 24, 2022

14. Closing devotion.

Minutes of St. Mark's Congregational Budget Meeting – December 11, 2022

Purpose of Meeting: St Mark's Congregational Budget Meeting	
Date: December 11, 2022	Location: St. Mark's and Zoom Virtual Meeting
Time Started: 11:38 AM	Time Ended: 12:25 PM

Minutes

Quorum confirmed with 54 members attending.

1. Opening remarks and Prayer.

2. Approval of Agenda

MSC CM-2022-08 That the agenda be approved as presented.

2022 FINANCIAL UPDATE AND 2023 BUDGET OVERVIEW PRESENTATION

3. 2022 Financial Update
 - a. Will we ever be normal again? What is normal? It's been so long.
 - b. In 2021, we had a large operating surplus and no longer carried a mortgage.
 - c. In 2022, we hoped to transition to pre-Covid spending with a new Pastor and the resumption of things in-person.
 - d. Considering 97% of all income sources is General Offering, the downward giving trend which became most obvious in 2022 and actually began in 2017 before Covid, is very concerning.
4. Approval of 2023 Budget
 - a. Anticipated 2023 expenditures are significantly higher than 2022 expenditures, which expenditures include the following; a full complement of salaries including a 3% increase in salaries wages; ramped up program committee spending; increased cost of utilities and insurance; and additional expenses attributed to tasks previously done by volunteers which are now undertaken by staff and outside contractors.
 - b. Is it possible to run on an anticipated operating deficit of \$39,000 based on rising costs and declined giving? Historically, Council presents a balanced budget which in the current situation would require drastic cuts. Do we consider drawing on savings to fund the deficit? And, should we?
 - c. Council's recommendation is to use the accumulated reserve to maintain current programming for 2023 and to launch an intentional program to reach out to members to gather input on ministry and mission goals. The Congregation was strongly encouraged to share their dreams, hopes and visions in relation to what God has given us in terms of our talents and stewardship.

- d. Accordingly, 2023 will be a year of discernment about Mission and Ministry to understand the changes of a decrease in volunteers, church attendance and decreased general offering. A special Stewardship Committee will canvas the congregation Jan - March 2023, which results will be compiled by the April Annual General meeting.
- e. It was noted that these are universal challenges affecting the global church and not isolated to St. Mark's.

Questions and comments ensued from Congregational Members including the need to reach out to the congregation for input as without such there will be no other choice but to cut expenses and programs; the importance of children's education and the recognition that parents are very busy with many demands; the necessity to bring members back to church; and, concerns regarding the depletion of the surplus with expensive capital projects that could arise, such as replacement of a roof or boiler.

MSC CM-2022-09 That the 2023 Budget be approved as presented.

5. Appointments to the Audit Committee

MSC CM-2022-10 That Andy Dale and Cole Parsons be appointed to the Audit Committee.

MSC CM-2022-11 That the Congregational Council be granted authority to appoint one additional member to the Audit Committee.

6. Closing prayer.

Secretary's Report

The following are substantive motions passed by St. Mark's Congregational Council in the year 2022 A.D.:

- MSC CC-2022-03 That, subject to a positive recommendation from the congregational council, a special congregational meeting be held February 3, 2022 at 7:30 for the purpose of extending a call to Rev. Zsofi Schmiedge.
- MSC CC-2022-04 That the ChurchWatch software be upgraded to Version 7 – Pro.
- MSC CC-2022-05 That the 2022 Annual Congregational Meeting be held following the regular morning worship service on April 24, 2022.
- MSC CC-2022-07 That \$150 be donated to the Canadian Centre for Child Protection in appreciation for the webinar series on child exploitation presented by Stephen Sauer and that the donation be charged against the Focus on Mission fund.
- MSC CC-2022-08 That Lutheran Urban Ministry be designated as the recipient of Lent 2022 designated offerings.
- MSC CC-2022-09 That the amendments to the terms of reference of the Finance Committee be approved as presented.
- MSC CC-2022-10 That the Statement of Values for the renewal of the property insurance include a 2.5% increase in the value of building and an increase in the value of the contents from \$360,000 to \$450,000.
- MSC CC-2022-11 That monthly remittances be made to the MNO Synod representing 1/12th of 75 % of the budgeted commitment for 2022.
- MSC CC-2022-12 That the facility use agreement with the Sisters of the Holy Rock be approved as amended.
- MSC CC-2022-13 That Verle-Ann Irvine be appointed to the position of Financial Secretary.
- MSC CC-2022-14 That Rev. Zsofi Schmiedge be recommended to the congregation for a call to serve as Pastor.
- MSC-CC-2022-16 That Phase 3 of our re-opening plan be implemented on March 2, 2022, with the following provisions:
 - No limit on the number of people in the sanctuary aside that stipulated by the Building Occupancy Permit.
 - No reservations required.
 - No proof of full vaccination required.
 - Masks mandatory while inside the building.
 - Masks may be removed by those leading singing or reading lessons / prayers or leading the liturgy.
 - no formal coffee hour.
 - service will be live-streamed.
- MSC CC-2022-17 That the amendments to the Finance Policy be approved as presented.
- MSC CC-2022-20 That an honorarium of \$500.00 be presented to Ron Long in recognition for pastoral service.
- MSC CC-2022-21 the congregation be invited to submit nominations for church council positions. The deadline for submission shall be April 20, 2022.

- MSC CC-2022-22 That the 2022 Annual General Meeting be held in a hybrid online and in person format.
- MSC CC-2022-27 That, on the recommendation of the Social Ministry Committee, \$515 be disbursed from the Social Ministry Fund interest account to Winnipeg Quaker Meeting in support of the Music for Life program.
- MSC CC-2022-28 That Lynda Joyal be authorized to sign the 2021 Charitable Return.
- MSC CC-2022-29 That Brian Lorch and Daniel Corzo be appointed to the Finance Committee.
- MSC CC-2022-30 That Lynda Joyal, Signe Jewett, Brian Lorch, Brenda Catchpole be granted signing authority on St. Mark's bank accounts effective May 20, 2022.
- MSC CC-2022-31 That the Centering for Worship statement be revised by: (a) inserting "and expressions" following "gender identities"; (b) by deleting "of" in the final sentence and replacing it with "through a commitment to" and (c) replacing "care" in the final sentence with "racial equity".
- MSC CC-2022-32 That \$100 be disbursed to Reconciling Works and charged against GL 5301.3 Other Mission Support.
- MSC CC-2022-33 That the COVID protocols be changed to allow for the distribution of bread at communion, the offering plate be passed and that service of coffee after service be resumed.
- MSC CC-2022-34 That the Policy on Records Retention be approved as presented.
- MSC CC-2022-35 The Governance Committee, in consultation with the pastor, undertake a review of the terms of Reference of the Mutual Ministry Committee.
- MSC CC-2022-36 That the subscription to ZOOM be renewed for a period of one year.
- MSC CC-2022-39 That Section 2a be deleted and replaced with "Signing authority shall rest with the Treasurer, the Council Chair and two other persons designated by the council."
- MSC CC-2022-40 That an expenditure of up to \$7000 for Human Resource consultation and costs be authorized.
- MSC CC-2022-41 That Rhonda Lorch and Allen Harrington be appointed to the Scholarship Committee for 2022.
- MSC CC-2022-42 That the Facility Use Fee Schedule be revised as presented.
- MSC CC-2022-43 That the Sisters of the Holy Rock rental agreement be renewed with the changes as noted in the contract.
- MSC CC-2022-44 That the Schedule of Honoraria and Fees for Wedding and Funerals be revised as presented.
- MSC CC-2022-45 That Brenda Catchpole, Inga Skundberg, and Kris Wegert be appointed to the Governance Committee.
- MSC CC-2022-46 That Shayna Bellingham's contract as Youth Leader be extended until September 1, 2023.
- MSC CC-2022-47 That Ed Mann be appointed to attend the Lutheran Urban Mission AGM.
- MSC CC-2022-48 That mandatory mask wearing continue during Sunday morning worship services, and mask wearing be recommended outside worship as well as for all other church related functions. Food service to resume with coffee hour.
- MSC CC-2022-49 That the Executive Committee be authorized to act on behalf of Council during the period June 17 – September 7, 2022, for the purpose of:

- Appointments to Committees; (b) Reimbursement methodology for services provided by Melissa Gingrich and Pastor Zsófi relative to the Gunvor Larsson funeral.
- MSC CC-2022-50 That we migrate our phone and internet service to Shaw and seek a third party to host the website.
- MSC CC-2022-51 That the Custodian Job Description and Task List is approved as circulated, the rate of pay for this position is \$17 per hour for 13 work hours per week, and the hiring committee shall be Pastor Zsofi, Sarah Harrington and Brenda Catchpole.
- MSC CC-2022-54 That the Canada Revenue Agency be notified that Brian Lorch has been authorized to serve as the congregation's representative for the purpose of electronically filing the GST Rebate Returns and the annual Charities Return.
- MSC CC-2022-55 That the financial statements as of June 30, 2022, be approved as presented.
 - MSC CC-2022-56 That the Finance Policy be amended by (a) deleting Section 5di and renumbering the balance of Section 5d accordingly; (b) inserting in renumbered Section 5dv (previously Section 5dvi), the words "and entered into the accounting software" after "to be reconciled"; (c) Renumbered Sections 5dvi and 5dvii (previously Sections 5dvii and 5dviii) be relocated to new Section 5e titled "The Treasurer shall", and read as follows:

"5(e) The Treasurer shall:

 - i. Advise the credit card company of changes to the Cardholder personal information.
 - ii. Advise the credit card company to cancel the card should an employee terminate
- MSC CC-2022-57 That Haiden Werboweski's contract be renewed through to May 31, 2023.
- MSC CC-2022-58 That up to \$6000.00 be allocated from the Memorial Fund to purchase a fire-resistant filing cabinet and plastic storage bins to house archival material.
- MSC CC-2022-59 That COVID protocol for mask wearing be changed to be mask friendly in all spaces.
- MSC CC-2022-60 That the Custodian Position for St. Mark's Lutheran Church be offered to Robert Kudajczyk at the rate of pay, \$17 per hour, for 13 work hours per week, effective immediately.
- MSC CC-2022-63 That the daily rental rate for Archimedes Math be increased to \$55 to reflect the relocation of space to the Parish Hall.
- MSC CC-2022-64 That \$4,000 be allocated from the Property Committee's Operating Budget to supply and install a floor sink in the storage closet in the Parish Hall.
- MSC CC-2022-66 That the Property Committee be directed to purchase a new freezer with funds to a maximum of \$400 to be allocated from the Fellowship Budget.
- MSC CC-2022-69 That the proposed 2023 budget (Option A) be approved for presentation to the Congregation.
- MSC CC-2022-70 That Council approve up to five supplementary sick days for Pastor Zsófi in 2023.
- MSC CC-2022-71 That the Finance Committee be authorized to make remittances to the MNO Synod to fulfill our 2022 commitment of \$40,000, subject to the constraint that the

remittance does not reduce unencumbered cash reserves to under \$60,000, and the remittance does not create a year-end operating loss of more than \$5,000.

- MSC CC-2022-72 That a special congregational meeting be held on Sunday, December 11, 2022 following the regular Sunday worship service for the purpose of (a) approval of the proposed 2023 budget and (b) appointments to the Audit Committee.
- MSC CC-2022-73 That Andy Dale and Cole Parsons be nominated to serve on the Audit Committee.
- MSC CC-2022-74 That the October 27, 2022 Motion (MSC CC-2022-64) for the install of a floor sink in the storage closet in the Parish Hall be amended by changing the amount approved from \$4000 to \$7000, with \$1900 of it to be offset from the Capital Works Fund.
- MSC CC-2022-75 That Wei-An Lau be awarded the Houston Scholarship (\$300) and Hagglund Scholarship (\$200) for 2022.
 - MSC CC-2022-76 That the Executive Committee be authorized to appoint the Nominating Committee.

Pastor's Report

"...the eleven disciples were on their way to Galilee, headed for the mountain Jesus had set for their reunion. The moment they saw him they worshiped him.

Some, though, held back, not sure about worship, about risking themselves totally.

Jesus, undeterred, went right ahead and gave his charge:

'God authorized and commanded me to commission you:

Go out and train everyone you meet, far and near, in this way of life, marking them by baptism in the threefold name: Father, Son, and Holy Spirit. Then instruct them in the practice of all I have commanded you.

I'll be with you as you do this, day after day after day, right up to the end of the age.'"

[Matthew 28:16-20, MSG]

Where've we been

Not quite a year

There are a couple of the things that I like about this bible text, commonly referred to as "The Great Commission," as a text choice for an annual report in one's first year. A congregation's first year with a new pastor is usually filled with several transitions. The people of St Mark's have also been living into the transitions out of pandemic shutdowns in through the reality of life in person and online as the reality of pandemic continues with some measure of caution all around us. These realities mean that sometimes, no matter how devoted we may be to a congregation, a community of people, a faith, we are wary about how much to risk of ourselves. How much do we share with our new pastor? How much do we trust that God is leading us somewhere and are comfortable with where God is calling us? How much is it going to cost us? Some of us are like the disciples who rush forward and some of us are the ones who held back unsure.

It's all okay. Truly. God promises that God will be with us as we hesitate or rush into the next thing. We all move forward with God. Day after day. What a gift!

I am excited to be here. I get more excited as you invite me into your lives, as you share your hearts' weights and dreams, as you ask me about my life and as you care for each other and care for my family. As we move together as disciples of Christ, as members of this congregation, we are engaging in what I like to call: "The Great Co-Mission." We all have roles to live into, bringing parts together to make a whole something. As your called Minister of Word & Sacrament, I have particular responsibilities in my service to you. One of the most important is to remind us all that we are a priesthood of all believers, and we are all called to share the Good News in the world around us. Whether it is simple or complex. Whether we are eager or a little hesitant. Whether we feel prepared or are

presented a spontaneous opportunity. We are never alone in the work that we are all called to. Day after day after day. Right up to the end of the age.

I want to take some space in my report to highlight a few things that have happened this year, and to name what I think God is calling us into for the coming year.

Where We Are

Ministries at St Marks – A year is hardly long enough to really learn all of the ways that St Marks lives the various ministries it does – but I have tried. I am grateful for all the conversations I have had with people about what used to happen pre-pandemic, what is essential now, and what dreams and visions God is casting about. You are all a people invested in spreading the Good News in a vibrant diversity of ways. This is pure gift.

I had made a commitment to engage with each active committee at least once this year, and I would like to thank all the committees for including me in your meetings and reports. It has helped me see a larger vision of how the people of St Marks are living as the hands and feet of Christ.

Some highlights for me this year were Come Together Sunday and the Thank You Lunch; The Thanksgiving Youth Retreat; the Christmas Pageant - both live and with video elements; The Christmas Hamper Program and Christmas Treat Delivery for our Elderly; Christmas Eve worship; the Liturgical Arts Group; the developing relationship with Epiphany Indigenous Anglican Church; the ongoing shared confirmation program; Cambridge Coffeehouse, and so much more. With each passing month my calendar grows more and more full, and I am loving the work and the people and the mission.

Staff –

This year saw the departure of Shayna as Senior Youth Leader, the hiring of Wei-An as Senior Youth Leader; the departure of Jen as the Communications/Office Assisting Admin; the departure of Donna as Custodian and hiring of Robert as Custodian. Melissa, Lori, and I have had to shift and adjust responsibilities, and we are incredibly grateful to those people who have stepped in to handle particular aspects of St Mark's communications.

As your Head of Staff, I have engaged in an evaluative process with each staff member, settings goals and determining how best to support, empower, and encourage each person in their ministry. I am working towards creating a staff retreat in the early summer for us to work together on programming and setting goals for the coming year.

More personally, I have come to deeply appreciate the fast, harmonious, and symbiotic partnership with Melissa in all things, but specifically in worship. She is a true partner in ministry, and I am beyond grateful for such a gift. I have seen in Lori a capacity for compassion and care that I hope for in all church office staff. Lori is the kind and friendly face of this congregation who makes time for every person who comes through the door. This is its own form of ministry, and Lori is gifted in it. I have seen in Haiden a passion for young church members, for their autonomy, for their safety in this place, and I am grateful for their ministry and patience in an incredibly adaptive time. I have seen in Wei-An the incredible gift of leadership and mentorship, as well as a passion for advocacy, for the youth and young adults of St Marks. She is a fantastic leader for the assisting youth leaders, Nathan and Rachel, as well. Though Robert is somewhat peripheral to the program staff, his gifts of efficiency and care for the building have been quickly identified and I am always happy when I get to say good morning to him throughout the week.

I am grateful for what each staff person is bringing to St Marks, what they are doing with the time they have been given, and how far-reaching their own dreams and visions are. Thank you for seeing the ministry potential in each of them and for supporting them as your staff.

Pastoral Care –

Again, thank you for inviting me into your lives. It is not easy to begin a new relationship with a pastor, especially at those critical times in our lives. I am always honoured by requests to pray with you, to accompany you, and to walk alongside you. It is an incredible blessing to be able to name God's presence for you, and to create moments of safety and love at all times of your lives. Thank you to those of you who have invited me into your homes, your favourite coffee-spots and hangouts, and your local "must-try's".

I began the year with the intention to call every member in the directory, and I admit that I have not completed that goal. I intend to pick it up again in the summer, but I also encourage you to call me directly at the church if you are wanting to have a conversation with me. I will always try my best to make time and space for a visit, catch-me-up, or deeper conversation.

Life with a small human has taught me this year that I am more susceptible than most for viral infections. I had been ill a fair amount through the fall and into the Christmas season. Because of this and out of an abundance of caution in our current world, I have not been as outgoing with visiting people in their own homes and spaces than I normally would. I would invite you to consider how we might meet face to face this summer in ways that

are safest for all of us. Ask me to come for a visit and get to know me as I get to know you. Truly, relationships work best if they are reciprocal.

Where we're going

Listening to the People – Sometimes transitions into new things means taking stock and being attentive to what our levels of resources are compared to our dreams and visions. Council has entered a phase of listening, of evaluating, of re-forming, and thinking about the vision, mission, and values of St Marks at all levels. You have seen and completed the survey, some of you have spoken with a member of Council, and we are listening. Most of the results of this work will go unseen, so I invite you to be curious and talk with Council members about what is happening and how the work is reinforcing the foundation of St Marks existence and purpose.

Your council members, along with some key volunteers, have been refreshing processes, terms of reference, job descriptions, and policies. There are some changes coming in light of our reality of smaller committees with big vision. There are some changes coming in light of our reality of smaller financial resources and staff allocation. There are some changes coming to how and when news is communicated to the congregation. All of these changes are a natural part and outcome from intentional listening. Always, in everything that we do, we will point to the Vision, Mission, and Values that describe who we are and what we are about as St Marks.

I invite you to engage with these changes and consider how something seen as positive by you might be not as well received by another. So too, something you may see a little more critically may be received with incredible positivity by another. We are a community – which means a diversity of needs, opinions, and practices. I would like for us all to move forward with compassion and grace and patience for what it means to live together honouring that diversity.

In taking some time this Christmas break to evaluate my own practices, I am setting a couple of goals for leadership that I will develop further during and after my own year-end review. As yearly reviews and the planned gatherings to listen begin, I would like to encourage Council in its constitutional duty of reviewing the membership list and noting any members who have not been at St Mark's in the last year or two. These people should be moved to a responsibility list and contacted by council to measure their commitment of involvement in the faith community.

Pastoral Goals for the coming year

1. Reviewing our Active Membership list and setting realistic expectations with the creation of a Responsibility list of Inactive Members.
2. Increasing Visitation of membership over the summer, with special attention to our home-bound, shut-in, and care facility resident members. If you haven't received a call from me yet, please call me! I'd love to connect.
3. Engaging with the other faith community leaders of River Heights – ecumenically and interfaith. Investigating options for collaboration and community engagement.

4. Developing a continuity plan for the younger members of the church from Confirmation to Youth & Young Adult Ministry in collaboration with the leaders at Faith, Gloria Dei, and Messiah churches. Considering possible staffing options that are cooperative and sustainable.

Thank you's

Council: Specifically, to Signe for taking on the mantle of Chairperson. I am grateful for the experience to grow and learn together. Thank you also to the outgoing members of Council: Brenda, Brian, Sarah, and Wade. Your commitment to the congregation in your service on Council has been seen and felt and will be missed tremendously. I am excited to see what new things you will be engaging in after a much-deserved rest.

To the staff and volunteers who keep this ship afloat. There are so many of you who mostly quietly tend to the daily matters of being a congregation with a physical space to manage. I am in awe of how all the different parts come together. Thank you also to Shayna (Youth Leader); Jen (Communications); and Donna (Custodian) for your gifts as staff over the years. I am especially thankful that you are all members, and we haven't had to say goodbye and have been able to greet you anew.

To the members of the Youth, Worship, Sunday School, Social Ministry, Property, Nominating, Finance, Fellowship, and Adult Education Committees. Thank you for gifting your time and talents to the many a various way you live faithfully from this place – the work you do adds so much to the vibrant live of St Marks.

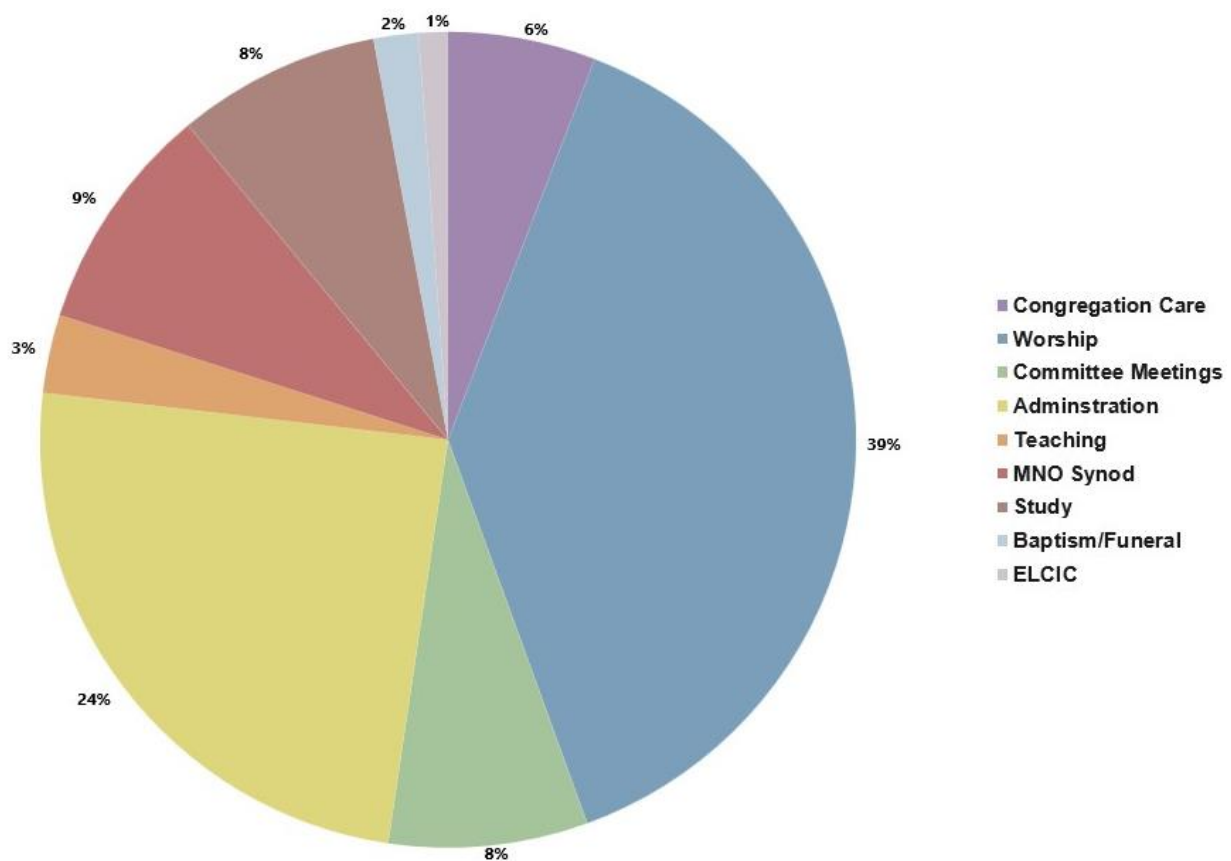
To every single person who comes through the doors of St Marks – even if only once this year. You have brought a part of yourself, your God-called-and-claimed self, into this beautiful mishmash of people of all walks of life. You have enriched us with your presence in whatever way you have shared it. Thank you for doing that.

To my family – for sharing me with you. A Pastor's hours are not confined to the usual business day and a Pastor's attention is often split between the vocation of family member and a vocation of called ministry. I so love the way my family has adapted and learned how to do this thing together and I am also grateful to all of you for caring for Paul and Perrin and me as we navigate living further away from our biological and chosen family members.

So, my last few words are a bit of a co-missioning too: God is calling. Let's get at it together.

Rev. Zsófi Schmiedge 

A look at the year



The above chart is similar to the one I provide council each month. It is to give you a sense of how my time in 2022 has been divided. Each category is an umbrella term for the kinds of work I do as your Pastor.

Congregation Care consists of activities like one-to-one in person/phone/text; home visits; pastoral emergency; home phone calls.

Worship consists of things like Sunday's service; liturgy prep; prayers; PPT creation, etc.

Committee Meetings is any meeting of committees of the congregation, council, or executive.

Administration is the category for my office responsibilities; staff supervisory responsibilities.

Teaching consists of Bible studies; confirmation; group gatherings for learning.

Synod is any meeting called for the Synod that I am asked to attend.

Study consists of my reading; Continuing Education; sermon prep/writing; research related to my work.

Baptism/Funeral is the umbrella term for any extra provision of care related to specific life events: prep meetings, graveside support, etc.

ELCIC is any meeting called by the ELCIC that I am asked to attend.

This year, I have kept track of how my time has been divided generationally within each category. On average, 20-30% is allotted to work in Children & Youth ministries (though of note: 60% of my time with the Synod has been for Youth related resourcing); 20% of my time is allotted to work in Adult ministries; 30% of my time has been allotted to Senior ministries, the remainder of time is intergenerational and/or not generationally specific.

As pastors work without a defined schedule, I keep a record of my working hours for my personal awareness. It has been a valuable practice in the past but is now **invaluable** as I navigate full-time ministry and the living organism that is my small family. I am grateful to the people of St Marks for honouring and respecting the healthy boundaries that my family and I have established for ourselves. I am grateful for the care that we have received this year. The record-keeping also informs the Statistics information I share with you in this report:

Statistics

SYNOD GUIDELINES <i>Prorated</i>		YEAR ACTUAL
Days of the Year (May 1 - Dec 31)	244	244
Work Days (5-day work week)	167	145
Days Off	070	50
Statutory Holidays	007	06
Vacation Days (includes days off)	019	17
Study Days (includes days off)	014	13
Sick Leave	012	14

PASTORAL ACTS

Baptisms	00	Confirmations	02
Weddings	00	Funerals	04

CONGREGATION ACTIVITIES

Worship Services	37	Communion Services	33
Baptismal Counselling	02	Wedding Counselling	–
Visitation/Family Prayer	18	Council Meetings	06
Committee Meetings	17	"Home" Communions	04
Confirmation Classes	08	Other Events	08

WIDER CHURCH RESPONSIBILITIES

MNO Meetings/Events	22	Mentorship & Collegiality	10
Other Meetings/Events	04	MNO Synod Leadership Conference	😊

Books read this year: 08

Parish Records Report

Baptisms:

- KRISTENSEN, Solje (April 6, 2022)

Confirmation: October 30, 2022

- GARGOL, Ava
- KRISTENSEN, Taus

Marriages (none)

Funerals & Memorials

** Denotes non-member*

- * ROURKE, Myrna – March 14, 2022
- LARSSON, Gunvor – May 14, 2022
 - Memorial Service on May 24, 2022 (Rev. Zsófi Schmiedge)
 - Graveside Service on June 3, 2022 (Rev. Ron Long)
- * ZUZENS, Didzus (Brother of Anne Zuzens) – January 31, 2022
 - Graveside service on May 31, 2022 – (Rev. Zsófi Schmiedge)
- ENGEL, Roland (Father of Howard Engel) – May 6, 2022
 - Graveside Service on June 27, 2022 (Rev. Don Engel and Rev. Ron Long)
- * ROBERTSON, Gail – (Mother of Kris Wegert) – August 25, 2022
 - Memorial Service on Sept 14, 2022 (Rev. Zsófi Schmiedge)
- JUTTNER, Alma – October 30, 2022
 - Service Pending
- PALMER, Linda - November 10, 2022
 - November 18, 2022 (Rev. Zsófi Schmiedge)
- YAGER, Clarence – December 16, 2022

New Members:

Transfers In From other ELCIC:

- SCHMEIDGE, Paul, Zsófi & Perrin [September 18, 2023]
- MALCOLMSON, Linda [September 18. 2023]
- KUBLIK, Christopher, Wendy, Wyatt & Owen [September 18. 2023]

Transfers Out:

Membership as of December 31, 2022

Baptized:	424	Confirmed:	395
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Congregational Council Chair's Report

"For we are gods masterpiece. He has created us anew in Christ Jesus, so that we can do good things he has planned for us long ago" Ephesians 2:10

The year 2022 proved to be another period of significant change and adjustment for our congregation. The two biggest challenges continued to be our pandemic response, and the recruitment of a new pastor. We adjusted and pivoted as necessary, and I think we have much to be proud of. It is difficult to cover the entire year in a short summary, but I can highlight some key areas.

Pastoral Leadership

As our search for a pastor continued, we were very appreciative of our lay leadership and our Guest Pastors (Lenise Francis, Larry Ulrich, and Ron Long) who led our services from January until the end of April. We were very fortunate that every week brought new and thoughtful ideas for us to reflect upon.

In May 2022, St Mark's entered a covenant with Pastor Zsófi Schmiedge and began a discovery of worship through a new and exciting lens. Pastor Z offers new perspectives and interpretation while honouring the traditions of St Mark's. Vice Chair, Brenda Catchpole and I have been meeting with Pastor Zsófi regularly to assist with her orientation, a smooth transfer of information, and to support her in her ministry. Pastoral transitions are notorious for being difficult, especially when the previous pastor is long serving, but we are finding Pastor Zsófi is a quick study, brings fresh ideas, and is always open to learning how and why we do things at St. Mark's. She is building relationships both within and outside of our church, and if you haven't had a chance to have a conversation with her yet, I encourage you to call her, or book an appointment to spend some time with her.

Worship Services

It was a comforting relief to be able to return to in-person services at the beginning of March. While COVID waves continue to make their way through our community we have tried to be responsive with our policies and practices, though it is impossible to find an approach that makes everyone happy. We understand that many in our congregation are at higher risk from COVID and remain uncomfortable with in-person worship, so we are grateful to be able to continue to offer an on-line presence. Huge thanks to Sarah Harrington, our worship chair, Melissa Gingrich, our Music Ministry Director, and our entire Tech Team; they have made on-line worship not only possible, but so professional and engaging that we have developed a community of new followers.

The Come Together Sunday service on September 18th was significant for several reasons: a celebration of the Burning of the Mortgage, a special time to extend a show of appreciation to

the many who have contributed to the life of this church during COVID, the transition to new Pastor, and the Sunday School Registration and Welcoming. A catered lunch was offered as a gift from Gladys Simonsen. Thank you so much Gladys for your generous support in so many special ways the last number of years.

Church Staff

I don't need to tell you how much we appreciate our staff. There have been a few updates this year:

- As the church got busier, and we became more cognizant of the importance of safe work practices, we felt that we needed to move to a day-time custodian. Appreciation was given to Donna Fiebelkorn for her many years of dedicated service as well as Albert Cadao for the last couple of years. In October we welcomed Robert Kudajczyk as our new custodian. A return to open doors and full-time use of the Sanctuary and Hall brought a busier schedule to its use.
Sisters of the Holy Rock joined long time rental groups Archimedes Math and Green Village Dancers in appreciating our space for their utilization.
- Having provided enthusiastic service as our Youth Leader, Shayna Bellingham resigned, and we were delighted when Wei An Lau accepted the job. The Youth Group has had a busy schedule of events and look forward to planning for the next Clay Convention to be held in Waterloo from August 10-13.
- We gave thanks to Jen Polet who resigned in September as Office Assistant. This position is currently vacant while we review the assignment of responsibilities.
- Sunday School attendance has been one of the areas hardest hit by the pandemic. We are thankful for our Sunday School Coordinator Haiden Werboweski who was flexible in transitioning between on-line and in-person Sunday School, and who has been acting like a one-man band while we invite students and teachers to come back to Sunday School.
- And of course, thanks to Lori Nelson and Melissa Gingrich who have pitched in while we were without a pastor and have helped our new pastor find her way. Lori's friendly reception and Melissa's mastery of our music program certainly help make St. Mark's a special place.

Our Committee Work

St Mark's has been blessed with a dedicated core of volunteers contributing in all our various programs to be God's hands and feet in the world. Social Ministry, Property, Sunday School, Youth, Adult Ed, Worship, and Fellowship have all been productive as their reports show.

Gratitude is given to Ron and Judy Long for continuing with outreach to shut-ins in the void of a formal committee while we work through a rebuilding process.

In late September an All-Committees meeting was held to review and discuss the terms of reference and functioning of committees in light of the return to in-person worship at St Mark's. It became apparent that some of our committee terms of reference would benefit from a refresh, and that work is underway into 2023.

Council

2022 kept the Congregational Council on its toes. In addition to managing COVID and overseeing the recruitment of a pastor, Council's real job is to ensure a healthy future for the congregation. To that end, in November Council held a workshop with Deacon Michelle Collins to review the Mission and Vision statements, and to grapple with questions like:

- Why are attendance and giving on the decline, and what must we do about it?
- What work should we be planning to accomplish going forward?
- What resources will be necessary to do that work?
- Should that work be done by staff or by volunteers?
- What is the right volunteer structure to meet our needs?

It was a valuable session, and led to an action plan that included a review of our volunteer jobs, an updating of staff job descriptions, and the undertaking of a congregational survey in early 2023. The results of these strategies will provide some guidance to Council as they make decisions regarding programming and aiming to ensure that our budgeted 2023 deficit is a one-time event.

I hope you will take time to appreciate the work of our council members: Kris Wegert, Inga Skundberg, Sarah Harrington, Brenda Catchpole, Brian Lorch, Lynda Joyal and Wade Quehe. Also, Sheila Matsubara, whose term ended at the April AGM, and Mary-Anne Tymmm who replaced her. All of these folks have been generous with their time and have contributed with their own skill set to create a dynamic and cooperative team that worked hard on your behalf. When I assumed Council Chair in May, I knew that I had huge shoes to fill but knowing that this great team would support me gave me the necessary confidence. Special thanks to Past Chair, Brian Lorch, who has been an awesome mentor. I truly appreciated having his advice and guidance throughout this year. He continues to carry the greatest concern for the management of our fiscal health. Gratitude also to Brenda Catchpole who has been an incredible partner in action as Vice Chair; she has graciously contributed to so much to the success of our business activity this year. Brenda's expertise in HR matters has been very helpful with the review and updating of our Human Resource materials for staff manuals, job descriptions and employee management processes.

Council Actions in 2022

- Verle-Ann Irvine was appointed to the position of Financial Secretary. We are very appreciative to Caroline Mann for her service in this role for the last number of years.

- \$150 was donated to the Canadian Centre for Child Protection in appreciation for the webinar series on child exploitation presented by Stephen Sauer
- Rev. Zsófi Schmiedge was recommended to the congregation and approved, for a call to serve as Pastor.
- March 2, 2022, was the date of full return to In-person service after two years of COVID pandemic protocol closure and restrictions. Coffee and food service returned in September. Masking recommendations were fluid.
- Amendments to the Finance Policy were approved as presented (to strengthen security and clarify processes.)
- An honorarium was presented to Ron Long in recognition for interim pastoral service.
- A review of our custodial needs was conducted with the conclusion that the current use and needs of the church required a shift in operations. Robert Kudajczyk was hired as Custodian beginning September 30.
- Da Boy Next door was contracted to do a spring and fall cleanup of the grounds as well as snow clearing the sidewalks for the period November 1, 2022 – March 31, 2023.
- “Signing authority shall rest with the Treasurer, the Council Chair and two other persons designated by the council.”
- Rhonda Lorch and Allen Harrington were appointed to the Scholarship Committee for 2022.
- Authorization was given to transfer our phone and internet service to Shaw and seek a third party to host the website.
- The Canada Revenue Agency was notified that Brian Lorch has been authorized to serve as the congregation’s representative for the purpose of electronically filing the GST Rebate Returns and the annual Charities Return.
- Haiden Werboweski’s contract, as Sunday School Coordinator, was renewed through to May 31, 2023.
- Wei-An Lau was hired as the new Youth Leader, effective July 24, 2022
- All Committee Meeting September 21, 2022: Workshop conducted by Mary-Anne Tymm and Sheila Matsubara

- A Council Workshop was facilitated by Deacon Michelle Collins to assess the Mission, Vision and Values Statement and review Strategic Priorities and look at developing a Resource plan.
- The daily rental rate for Archimedes Math was adjusted to reflect the new use of space in the Parish Hall.
- A Lock Box was purchased and set on the east wall beside door for use by rental groups. Pin can be changed as required.
- Governance Committee was asked to develop a policy on archival material. The Policy on Records Retention was then approved by council. Marilyn Simonsen was tasked with the initial sorting of material followed by Brian and Brenda who spent many hours sorting weekly through the archival material. A fire-resistant filing cabinet was purchased to safeguard high priority items using funds from the Memorial Fund.
- St. Mark's Lutheran Church affirms that reconciliation with Canada's Indigenous peoples is a priority focus. St. Mark's Council encourages Committees and Members to create meaningful and intentional efforts that amplify and put into action commitments made in our Centering for Worship each week.
- Property Committee purchased and installed a new freezer following the failure of the previous
- Wei-An Lau was awarded the Houston Scholarship and Hagglund Scholarship for 2022
- Andy Dale and Cole Parsons were nominated to serve on the Audit Committee.
- Taus Kristianson and Ava Gargol were approved for confirmation.
- Sarah Harrington, Kris Wegert and Mark Irvine were appointed to the Nominations Committee for 2022-23.
- Council approved a draft 2023 budget for recommendation to the congregation. The budget was adopted by the congregation at a special meeting held on December 11, 2022
- The Comprehensive posting of Council Motions is found in the Secretary's Report

Thank You

Finally, I thank you, the Congregation of St. Mark's, for your confidence in me, for trusting me with your thoughts and concerns, and for the support you've shown as we've navigated these uncharted waters.

'All shall be well, and All shall be well, and All manner of things shall be well'
The Optimism of Mother Julian of Norwich

Respectfully submitted.

Signe Jewett

Congregational Council Chair

Program Committee Reports

Adult Education

In the year 2022 the Adult Study Group organized two five-session studies focused on the New Testament. The organizing group consisted of Ron Long, Norm Fullerton, Dean Parsons, Marijus Timmerman and Pastor Zsofi Schmiedge who joined for the Fall Session.

There were two planning meetings for the study sessions. The Spring Studies were held on Tuesdays from March 15 to April 12 from 1:00 to 2:30 while the Fall Studies were held on Wednesdays from October 19 to November 16 again from 1:00 to 2:30. The attendance at the Studies ranged from 8 to 12 keen participants and provided an opportunity to delve into the word of scripture, its historical context and the application of the sacred texts to us today.

The Studies used a video series presented by Professor David Brakke, Ph.D., M.Div. entitled *Understanding the New Testament*. Following the viewing of a video discussion ensued facilitated by one of the Adult Study Organizing Group. Studies all focused on books of the New Testament with topics such as “Jesus as the New Moses in Matthew’ or ‘The Community of John after the Gospel’.

Thanks to Lori for taking care of the copying needs and to the property committee for the installation of the video and sound system in the church hall which has proved to be a valuable asset to activities such as these Studies.

Respectfully submitted by Marijus Timmerman on behalf of the Adult Study Group

Fellowship

In the absence of a Chair for the Fellowship Committee I offer this summary of actions taken in 2022 for the Fellowship involvement.

Service of cake and coffee at the Installation Service for Pastor Zsofi on May 15

Come Together Sunday, September 18; service for catered lunch. Thank you to Ardith Hammerling for arranging the catering.

Coffee Hour and Monthly potluck lunches resumed in September and October respectively and we continue to seek volunteers to assist in these events. Please contact the office if you can help.

Marilyn Simonsen serves as Kitchen Committee chair. She and her team keep the kitchen stocked with coffee and supplies and maintains the kitchen in good order.

Respectfully Submitted,

Signe Jewett

Property Committee

The Property Committee is responsible for maintaining and servicing the building, its equipment, and grounds in a manner consistent with the values of St. Mark's Lutheran Church. The St. Mark's Property Committee consists of Kurt Simonsen (Chair), Fred Mann, Ed Mann, Perry Kohli, Travis Wog, Arnie Schlippert, Paul MacDonald and Rob Hammerling serve as members at large.

The Property Committee has several scheduled monthly duties which were completed in 2022.

The following summarizes the additional Property for the Calendar Year 2022:

- Design and installation of audio/video equipment in the Parish Hall
- Installation of blinds in sanctuary
- Insulation improvements in sacristy
- Repair of modem and internet connectivity issues
- Coordination of fire alarm tests
- Repair to fire alarm sensor in sacristy
- Repair of leak in sacristy
- Repair of "loss of heat" situations in basement
- Design and costing of floor sink in Parish Hall storage closet
- Cleaning of Parish Hall chairs
- Installation of white board in Parish Hall
- Repairs to sanctuary lighting
- Preliminary examination of insulation issues in the Parish Hall
- Dishwasher repair

Special thanks to all the members of the Property Committee for their hard work in 2022.

Respectfully submitted.

Kurt Simonsen, Property Committee Chair

Social Ministry

The Social Ministry Committee was very active last year and is happy to report a number of positive outcomes of our work.

Indigenous Reconciliation Planning

The Committee applied for and was successful in receiving a grant from the MNO Synod to cover the costs of the planning required to develop a congregational Reconciliation Action Plan. The funds allowed us to retain the professional assistance of Jim Thunder, co-founder of Reconciliation Thunder, an organization dedicated to educating and empowering leaders to respond to the Truth and Reconciliation Commission's 94 Call to Action, addressing institutional racism and creating long term change.

Mr Thunder presented two sessions in February and March which were attended by St Mark's members as well as members from other churches in the MNO Synod. The sessions provided education and background information to increase understanding of the church's role in colonization and the widespread impacts of colonization on Indigenous people. Mr Thunder provided materials in advance of and subsequent to the sessions, as well as recordings of the sessions, that are now housed on the Social Ministry Committee page of the St Mark's website.

Subsequent to the sessions, the Committee distributed a short survey through the e-news to gather input from congregational members related to reconciliation. Although the number of respondents was small, the information gathered was important to the open planning session that was held in early May. The planning session attended by the Committee, the Council Chair and a few interested members, resulted in a loose framework for the Reconciliation Action Plan.

In the fall, the Committee held an open meeting with Pastor Vince Solomon of Epiphany Indigenous Anglican Church to generate ideas with an Indigenous perspective for our plan. Pastor Solomon reminded us that reconciliation is largely about relationship building and education supplemented by story telling. This was very helpful in framing the elements of the St Mark's plan.

Members of the Committee attended the Council meeting in October to provide a report about our activities and to ask for Council's endorsement of reconciliation with Indigenous Canadians as a congregational priority. The following motion was approved by Council:

That St Mark's Lutheran Church affirms that reconciliation with Canada's Indigenous peoples is a priority focus. St Mark's Council encourages Committees and Members to create meaningful and intentional efforts that amplify and put into action commitments made in our Centering for Worship each week.

With the encouragement of this commitment, the Committee wrote a draft Reconciliation Action Plan and presented it to Council. With its approval, the Committee will begin to implement elements of the plan in 2023.

In the early fall, a congregational member pointed out that our worship opening statement utilized incorrect references related to the Indigenous nations in the Treaty One Area. The Committee consulted an Indigenous elder and other Indigenous community members and recommended that the opening statement be amended to remove the titles Ojibway, Cree and Oji-Cree, replacing them with Ininiwak and Anishininiwak, rendering the statement more respectful related to referencing the Indigenous communities. The changes were implemented in October.

Social Ministry Investment Fund Interest Allocation

In 2021, the Social Ministry Investment Fund earned \$515.00 in interest. The Committee recommended to the Council that the interest be disbursed to Music for Life, a ministry of Epiphany Indigenous Anglican Church that provides music lessons and access to instruments to Indigenous youth.

Reconciling in Christ

Further to a report received from Reconciling in Christ, the Social Ministry Committee recommended to Council that our worship opening statement be amended with two small wording changes related to gender expressions and racial equity, and that St Mark's provide an annual contribution to Reconciling in Christ of \$100. Both were approved and the statement was amended in June.

Creature Kind Bible Study

Chrissy Cordingley, our committee chair, offered to facilitate the Creature Kind Bible Study and the Study was scheduled to take place during Season of Creation. After a good start, health concerns for Chrissy made it necessary to postpone the study until the spring of 2023.

Community Garden

We were happy to welcome members of the Rainbow Community Garden program under the leadership of Raymond Ngarbouli to use our community garden space once again. As in the past, the gardeners grew interesting and varied items, many of which appear strange or unusual to us. What an opportunity it has been for St Mark's members to learn about the new Canadians in our midst! We look forward to welcoming Rainbow Community Garden members back in 2023.

Christmas Hamper and Angel Tree Programs

Thanks to the generosity of St Mark's members, Social Ministry was able to coordinate hampers or gift cards for ten families, six of whom were identified through the Christmas Cheer Board

and four who are connected to the St Mark's community. We were also able to support the Urban's Christmas ministry program by re-purposing the Angel Tree to gather gifts for thirty-five children. Thanks to your very generous financial support, we have significant seed money for next year's program.

The challenge related to the ultimately successful program, was the difficulty in recruiting volunteers to shop and deliver hampers. The financial donations were numerous and very generous, but the Committee struggled to find volunteers. Many of the tasks were completed by committee members themselves. In our debrief of the program, the Committee agreed to re-visit the plan for this ministry in the fall of 2023, in hopes that, as worries around Covid abate, more folks will be willing to assist. If we are not confident that volunteers will be available, we will look at alternatives to shopping for and delivering hampers.

Committee Membership

The Committee experienced a number of changes in membership this year. We would like to thank Donna Fiebelkorn for her faithful participation in our work. She stepped off the committee after last year's AGM at the end of three terms of service.

Our chairperson, Chrissy Cordingley also stepped off the Committee owing to health concerns. We thank Chrissy for her leadership and hope that she may return to us soon. In the absence of a chairperson, Jennifer Moroz and Rhonda Lorch agreed to co-chair the committee.

Late in the year, we asked the Council to appoint Sila Kisoso to the committee and we look forward to having Sila join our ranks in 2023.

Our committee is a small but active and compassionate group. If you have interest in social justice issues, we would love to have you join us. Even if you aren't sure about being on the committee, there are plenty of tasks to go round. Please be in touch!

With thanks for the many ways that St Mark's supports Social Ministry,

Jennifer Moroz
Rhonda Lorch
Stephen Sauer

Sunday School

- Committee consists of: Bonnie Palmer, Alana McNaught, Kim Downie, and Linda Yager. Haiden Werbowksi is Sunday School coordinator
- Jan – March 2022 consisted of online Sunday School. March to May consisted of a hybrid whereas Haiden taught in person at church followed by online lesson after church to those interested. Curriculum was Whole People of God
- Multigenerational activity done in lieu of year end picnic
- Grade 5 bibles handed out in May 2022 (5 students)
- Sept 2022 saw the return of in person Sunday School with no online option. New curriculum is Illustrated Ministry. Is more conversation and interactive based versus just crafts.
- Blessing of the Backpacks done in September
- Registration done in person and online, currently about 10 students registered
- Information about Sunday School registration was put in weekly e-news
- Haiden got some names of interested youth to help with teaching if necessary
- Service Project – Neighbourhood pantry in the works.
- Splash mailouts continue for all new births to 36 months of age
- Request from Pastor Zsófi to support worship committee with acolyte duties and scheduling
- Request from Pastor Zsófi to support confirmands – unsure if this will come out of Sunday School budget or will need to increase it next year

Christmas Pageant “Do not be Afraid” was great success. Student participated in person and via pre-recorded pieces.

Worship and Music Committee Report

Members of the Worship Committee: (Pastor Zsofi Schmiedge, Melissa Gingrich, Donna Fiebelkorn, Lori Nelson, Jennifer Polet, Linda Yager)

Highlights

- Hybrid services - the beginning of the year saw hybrid services, where only those who were helping to lead the service were in attendance. Our first live in-person service was March 20.
- Guest preachers - we welcomed Pastors Lenise Francis, Larry Ulrich and Ron Long who provided messages on Sundays during our transition to new pastoral leadership. Lay members acted as worship leaders.
- Covid protocols - many adjustments were made as the year went on...communion, offering plate, masking, movement, etc.

- New pastor - we joyfully welcomed Pastor Zsofi officially with her first service on May 8, thanks be to God!
- Fall kickoff - we eagerly anticipated a return to our Come Together Sunday and Season of Creation in September - it was evident not as many people as we thought were comfortable in returning - nonetheless, we celebrated being together with a catered meal and recognition of those who have worked so hard these last years.
- Bulletins - we continue to only print a pared down version of the Sunday service for our volunteers, initially because of the loss of administrative help.
- Confirmation - two students were confirmed on Reformation Sunday.
- Liturgical Arts Group - this newly formed group has been tasked with creating new seasonal paraments, the first being for Advent - many thanks to Wendy Kublik, Monica Bailey, Laurel Anne Parsons, Sarah Harrington and Pastor Zsofi for their creative ideas.
- Communion Wine - discussion has been ongoing that when we are inviting people to a feast we should be offering not just the cheapest wine and bread - with keeping our budget in mind we have been experimenting with some different styles - who knew this was such a hot topic!
- Livestream - we continue to be grateful for our livestream equipment and to those who take care of maintaining and running it - we are also grateful to have a faithful online community that regularly joins us on Sundays.

Did You Know?

- We have not gone back to requiring our assistants and acolytes to wear a robe, rather leaving it to the individual to decide if they wish to use one.
- The sacristy (the room at the front left of the sanctuary) has been thoroughly cleaned out and organized - pop your head in to have a look.
- If you like computers, cameras, sound boards, or having something to do during the service, we would be happy to train you for one of the tech positions - please ask!

Respectfully submitted by Sarah Harrington (Worship and Music Committee Chair)

Youth Committee Report

Membership:

Chair: Jen Polet, **Youth Leader:** Shayna Bellingham Jan -July 2022, Wei-An Lau as of July-Dec 2022

Nathan Cook, Rachel Martens (as of July 2022), Sean Kohli, Ming-Ka Chan

Meetings have resumed in person when possible with those who cannot attend joining by Zoom.

Sean Kohli and Jen Polet (Chair) will be stepping down from the committee Sept 2023.
Jen has been Chair of the Youth Committee since 2018. Sean has been a member since 2020.

Shayna Bellingham stepped down as Youth leader on July 15, 2022 and Wei-An Lau was recommended by Council to fill the position. Wei-An accepted and has been the Youth Leader since this date. Rachel Martens joined the committee in July 2022 as well.

Meetings:

Meetings in 2022 were on: May 18, 2022, July 20, 2022 and September 12, 2022

Events:

Youth events that took place in 2022:

January: skating/tobogganing
February: Festival du Voyageur
March: movie night
April: Bowling
May: Youth Synod event in Starbuck, Zoo
June: Pride parade
August: pool party/BBQ
September: Corn maze
October: Luther Village retreat, pumpkin carving and games
November: Youth Synod event at Sherwood Park, bowling
December: cookie decorating, hamper delivery.

Wei-An and youth leaders continue to keep an Instagram account called “st.marksyouthgroup” where they post photos and keep the youth and church members updated on events. Events are fairly well attended with anywhere from 5-10 participants, usually around 6 youth attend.

Youth and Sunday School will be providing Soup and Bread on March 8 for Lenten service.

Fundraisers in 2022 consisted of the following:

Spring Glenlea	\$ 591.57
Sobeys Spring	\$ 385.50
Yard Sale	\$ 500.00
Pumpkins	\$ 308.00
Sobeys Fall	\$87.20
Shelmerdine’s Festive	\$105.15

For a 2022 total raised of \$1977.42

Glenlea Spring plants are taking orders now and will be delivered in May. Youth will be running the Easter Brunch after April 9 service and will be doing the set-up, cooking, serving and clean up that day for donations.

Quiz Night is scheduled to be at the church May 6. Tickets will be on sale at Easter brunch until May. Cost of Quiz Night has increased to \$700 from previous years of \$500 (2018 and earlier). We will also hold a Gift Basket raffle on Quiz Night as well with a small number of baskets (5-8).

Finances:

It has been noted by the Finance Committee that the 2 accounts currently being operated for the Youth, ie. the Youth Gathering Account and the Youth Activities Account, will be merging into a single account which will make our bookkeeping much simpler. There was a lack of detail in the most recent report (2022) with little or no information on some of the transactions in the memo/description line to show what event or why items were being deposited by e-transfer. With the increase in e-transfers it would be beneficial if we could get the detail noted from e-transfers to show on the report as they have been in the past (prior to 2022).

CLAY:

Plans for CLAY 2023 are currently in the works. Our hope is to send 5-8 youth along with 2 Youth Leaders: Wei-An and Nathan.

Respectfully submitted,

Jen Polet

Other Reports

Ministry to Shut-Ins

The ministry to shut-ins was done under the umbrella of the In-reach/Outreach committee, but now that committee no longer functions. As a result, we have developed a new committee entitled “Ministry to Shut-Ins”. Currently St Marks has on the membership list some 24 people who are not able to attend public worship services. The main function of the committee is to provide spiritual care support on a monthly basis by offering to bring communion as well as a spiritual care visit.

Another function of the committee is to provide support to members of the congregation who are involved with bringing Holy Communion to people who are confined to health care facilities as well as in their own homes. We have five committee members (Ed Mann, Mervin Adams, Norm Fullerton, Chris Lewis, Ron and Judy Long) who are active in this ministry. There is a great need to equip other members for this ministry. If interested contact Pastor Zsofi or Ron Long.

Submitted by Ron Long

Lutheran Urban Mission



Report from the Lutheran Urban Ministry for the St. Mark's Lutheran 2022 AGM

The Lutheran Urban Ministry is so grateful for the support in countless ways from the congregation of St. Mark's Lutheran Church.

In 2022, the Urban entered the third year of the pandemic with continued vigilance of masking required and 1,100 – 1,400 bagged meals distributed per month outside the side door. We are so grateful for the financial support toward our operating expenses, for the sandwich makers, cookie bakers, meal teams, our on-site volunteers, and for the prayers for our Urban community.

2022 Going the Distance for the Urban fundraiser was a huge success. Teams from seven congregations plus the MNO Synod Staff Team and the Urban Board and Friends Team participated. Huge thank you to Abundant Life for the beautiful location to kick-off the walk/bike ride and the church yard for our hot dog bbq that followed, and to the volunteers, walkers and riders, and to the donors!

Christmas 2022: Gift bags for 126 children/youth, 75 women's and 75 men's were filled - thanks to donated items (new and like-new) from so many individuals. A wonderful Christmas bagged lunch was distributed to so many men and women, as well as families with children/grandchildren at home.

Knitting: from the prolific knitting ladies within the MNO, once again the Urban has been the recipient of an abundance of mitts, toques, and scarves – put into all the Christmas gift bags and available during meal distribution. Excess toques and scarves given to Pinkham School, Greenway School, John M. King School, and West Central Women’s Resource Centre.

Jackets, Hoodies, Boots, Socks, Quilts and Pantry Items: Gratitude for the door-bell ringing so often on Wednesdays. Warm winter wear and canned goods, etc. are so appreciated by so many people.

Wednesday Men’s Lunch is so appreciated by the guys who stop by to pick up a bagged lunch between 1:00 and 2:00. Some of the original group and many new since the pandemic began. Some hardly ever miss a Wednesday and others stop by a few times each month. There are some men who only stop by to pick up the men’s lunch and others stop by at suppertime too. Depending on the weather, some linger to chat for a minute or too.

Upcoming in 2023:

- **Sunday Worship at the Urban (with communion) Resuming on January 15, 2023:** Pastor Barry Bence will be leading this first Urban worship service since mid-March 2020. His mid-week and Sunday devotions for the Urban provided to me for printing and putting with the bagged meals to read at home has provided spiritual to hundreds of people. Our Urban community considers the Urban their church
- Our **Women’s Sharing Circle** will resume on February 8, 2023 (with masking). Our **Co-ed Sharing Circle** is in the planning stage for March 2023 and the **Men’s Sharing Circle with a sit-down lunch** is planned to resume in April 2023. A 4:00-5:45 p.m. **Women’s Drop-in on Wednesday afternoons is also in the planning stage.** All meals going forward, other than the resumption of the men’s sit-down lunch, will continue to be distributed as bagged meals. We are also planning a **Father’s Day picnic lunch and baseball game** at the Orioles Site/Valour Community Centre on Burnell St.

Kind regards,
Rhonda Gorham,
Ministry Manager, Lutheran Urban Ministry Corp.

We welcome all because God welcomes all, regardless of age, ability, health, ethnicity, gender identity, gender expressions, language, sexual orientation, life circumstances, marital status, race, or anything else which sometimes divides us. The Urban is committed to racial equity. We welcome diversity and uniqueness. Our unity is in Christ, whose grace is freely given to all. All are welcome. The Lutheran Urban Ministry Corp. is a member of Reconciling Works – Lutherans for Full Participation

www.reconcilingworks.org

MNO Synod Report

Save pages for MNO SYNOD REPORT

Finance Committee Report

2022 marked the third year in a row when the financial affairs of the congregation were impacted by unusual circumstances. We were thankful to return to the practice of holding in-person Sunday services on a regular basis for much of the year but with a notable decrease in average weekly attendance compared to pre-COVID time. As of May 1, 2022, we celebrated the return to having a full-time spiritual leader with the arrival of Pastor Zsófi Schmiedge.

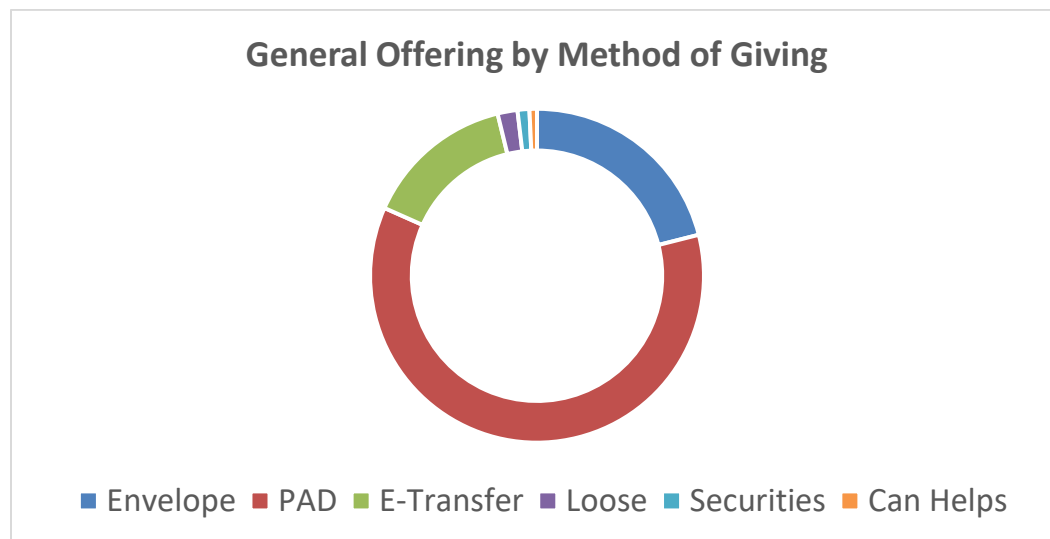
Year-end financial statements are available elsewhere in the Annual Meeting Bulletin of Reports. At the time of writing of this report, the Audit Committee had not yet completed its review of the 2022 financials. While we have confidence that the information contained in the following report is reasonably representative of the congregation's finances, there may be some minor modifications once the Audit Committee has completed its work.

General Offerings

General offerings, that is offerings given to support the operating budget of the congregation, were just over \$289,000. As the graph below shows, giving through the Pre-Authorized Debit program (PAD) provides the largest portion of overall giving. 61% of money needed to meet our monthly expenses for salaries, utilities, program expenses, property maintenance and support transfers to mission partners (e.g., MNO Synod, LUM) comes via the PAD program. We are especially grateful for this stream of giving during the slower summer months when general offerings tend to decline but operating expenses do not.

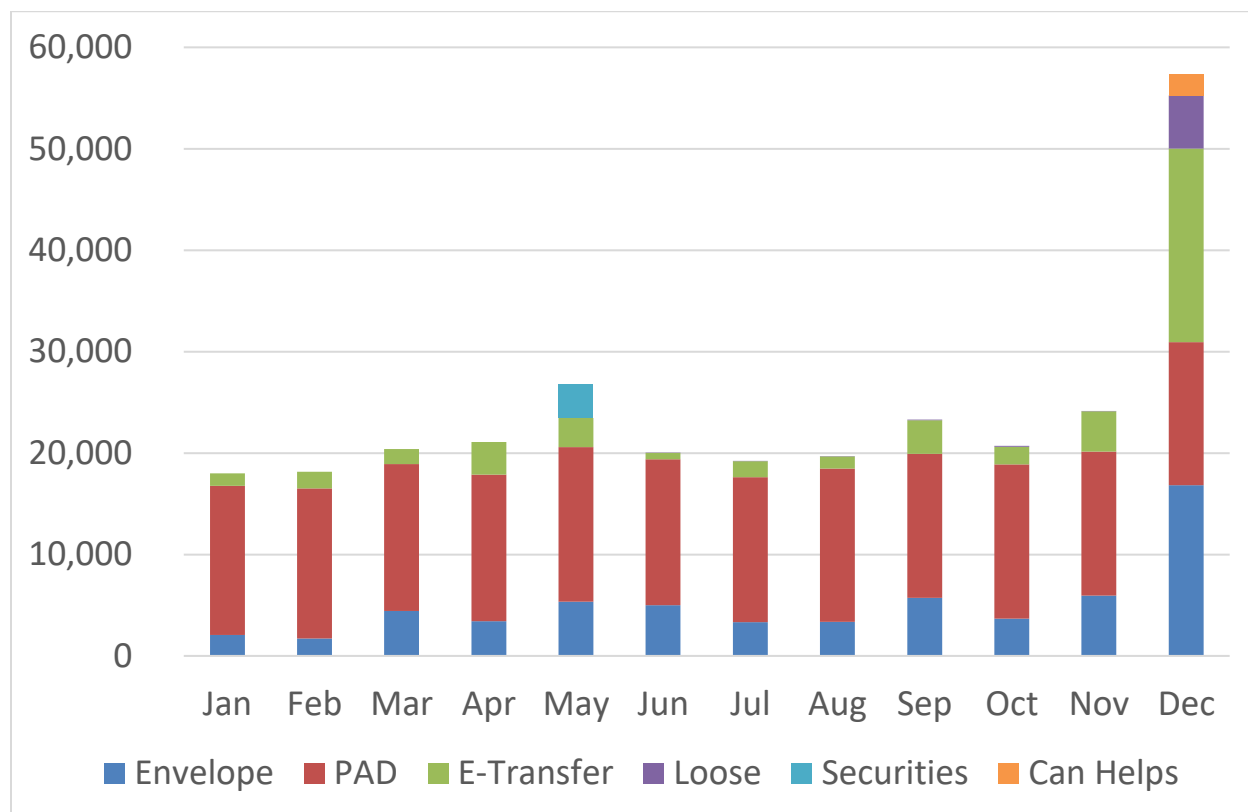
Giving via offering envelopes accounted for 21% of general offering receipts. E-transfers accounted for a further 15%. The increasing use of E-transfers was especially prevalent in December when just over \$19,00 was received using this method of giving.

Loose offerings, gifts via third parties (PayPal and Canada Helps) plus gifts of securities make up the remaining 4% of overall general offerings.



General Offerings Received by Month

Those familiar with church finances will not be surprised to hear that giving towards the end of the calendar year surges. St. Mark's is no exception to this trend. Nearly 20% of all 2022 general offerings were received in the final few weeks of December. We are indeed grateful for the generosity displayed by members and friends of the congregation at Christmas time. This surge in giving turned a projected year-end operating deficit into a modest surplus (see discussion below).



Trend in General Giving

We are blessed by the ongoing support members and friends of the congregation have given the last three years despite the challenges posed by pandemic restrictions on our everyday lives. Nevertheless, on a year-to-year basis, general offerings remain on a downward trend. The decline in annual giving between 2017 and 2022 is approximately \$24,000. As highlighted at the December 2022 congregational budget meeting, this trend is cause for concern as we return to having to support a full-time pastor as well as some of the other functions that have transitioned to paid work over the past few years.



Other Income

Other income received in 2022 amounted to just over \$7,300, all but about \$200 of this coming from facility rentals. This was a marked increase from last year when COVID restrictions severely limited access to our building. Rental income in 2021 was only \$1,500.

The bulk of our rental income comes from what we call recurring use. Three groups currently rent our space on a regular basis: Archimedes Math, Village Green Dancers and the Sisters of the Holy Rock.

How we used your offerings in 2022

The table below summarizes how general offering receipts were spent broken down by major expenditure areas. Please see the section below on Designated Giving for a discussion related to the mortgage retirement.

By far the largest expense is related to our staff. Personnel costs (i.e., salaries, wages, benefits, etc.) account for 58% of our expenses.

Mission partner support accounted for 14 % of expenditures. The largest portion of mission partner support (\$40,000) was sent to the MNO Synod. The balance was given to Lutheran Urban Ministry and Reconciling in Christ.

Expenses related to the building (e.g., utilities, maintenance, etc.) amounted to 12% of expenditures.

Administration expenses include such things as office supplies, equipment leases (phone system, photocopier), postage, software licenses, etc.). These amounted to just under 4% of expenditures.

Programming expenses – that is expenditures made by our various program committees (i.e., Worship, Social Ministry, Fellowship, InReach Outreach, Youth, Sunday School, Adult Education) account for about 4% of overall expenditures. In many ways, this is a misleading number. Much of the Personnel budget (pastor, music director, youth leader, Sunday school ministry coordinator) supports the congregation's programs.

Governance includes our annual convention fee paid to the MNO Synod. This year, it also included monies spent on a volunteer recognition luncheon held on Come Together Sunday. This event was funded by a special offering from a member.

Expense	2022	%
Programming	11,618.44	4.0%
Governance	2,652.50	0.9%
Administration	11,880.09	4.1%
Property	34,655.28	11.9%
Personnel	169,835.71	58.5%
Other HR	17,994.74	6.2%
Mission Partner Support	41,832.73	14.4%
Total	290,469.49	100.0%

Of note is the following:

- Personnel costs were up due to return to funding a full time Pastor for 8 months.
- Other HR costs included the cost of relocating our new Pastor to Winnipeg from Regina as well the costs of supply pastors over the first 4 months of 2022.
- Total allocated to Mission Support was approximately \$5,000 less than what was allocated in 2022.

Year-End Operating Surplus

As monthly offerings received through the first 11 months of 2022 fell consistently behind what for the same period in 2021 and as expenses had increased with the arrival of our new Pastor, an operating budget deficit seemed more than a sure thing heading in December.

General offerings received in December exceeded our most optimistic projection. This, coupled with a rebound in rental income, meant that we ended 2022 with a modest operating budget surplus of just under \$6,900.

Highlights of Designated Giving

Designated offerings in 2022 amounted to \$23,752.

Designated giving or special offerings can be divided into two groups: (1) donations received by St. Mark's that are forwarded in their entirety to an external recipient; and (2) donations received to support special programs operated by St. Mark's.

Gifts Designated to External Agencies

The following amounts were forwarded to external agencies in 2022:

Luther Village	\$565
Lutheran Urban Ministry	\$1,840
Canadian Lutheran World Relief	\$2,220

Gifts Designated to Special Programs of St. Mark's

- **Memorial Fund**

Memorial Fund balance at the beginning of 2022 was \$15,845. Donations during the year were \$550. Council approved two projects this year that were paid for from the Memorial fund: (1) installation of the new AV system in the Parish Hall; (2) acquisition of a fire-resistant filing cabinet that will house archival materials previously stored in boxes underneath the stairwell in the northwest corner of the sanctuary.

- **Urban Meals**

Donations to the Urban Meal Program in 2022 totalled \$475 while expenditures were \$1088. Expenditures represent reimbursement to members for grocery supplies purchased to prepare meals / bag lunches. The Urban Meals Fund ended the year with a balance of just over \$1,400.

- **Christmas Hampers**

Designated offerings towards the Christmas Hamper program were \$3,420 an amount that exceeded expectations. Expenditures this year were \$1,928. The surplus is carried forward and will be used to support the hamper program in 2023. The fund ended 2022 with a balance of just over \$3,400.

Endowment Funds

St. Mark's manages two endowment funds: Hagglund Memorial Scholarship Fund and the Social Ministry Endowment Fund. A third endowment fund, the Houston Memorial Scholarship Fund is managed by a local law firm. Interest earned by the two scholarship funds is used to award scholarships to students beginning or continuing in post-secondary programs. In 2022, only one

application was received. A total of \$500 was awarded, \$200 of which came from interest earned by the Hagglund Fund.

Interest earned by the Social Ministry Fund is donated annually to a charitable cause recommended to the Congregational Council by the Social Ministry Committee. In 2022, \$515 was disbursed to Music for Life program associated with Epiphany Indigenous Anglican Church.

Financial Secretary

We are thankful for Verle-Ann Irvine's willingness to serve as our Financial Secretary. The Financial Secretary is responsible for entering information about offerings into our Church Watch software. It is that software that generates your income tax receipt for charitable donations.

Finance Committee Activity in 2022

The Finance Committee is a committee of the congregational council charged with the responsibility of overseeing the financial record keeping of the congregation.

Highlights of committee activity include:

- Creation of a draft budget for presentation to the council in October
- Conducted a search for and awarded a contract for entering monthly accounting information and preparing monthly financial reports.

Looking Ahead

At the December 2022 budget meeting, the congregation approved a budget for 2023 that shows a significant operating deficit of nearly \$40,000. While the congregation has sufficient unencumbered reserves to finance such a deficit, it is clear that a turn-a-round in the trend in giving needs to occur in 2023 in order to make our current level of spending sustainable.

The approved 2023 budget included a 3% increase in general giving. An even greater percentage increase will be needed if the projected 2023 deficit is to be reduced.

The Finance Committee encourages all members of the congregation to review their financial commitment to St. Mark's. We realize that these are difficult times for many households. If you have the means to increase your level of giving, please prayerfully consider doing so.

Finance Committee Membership

Serving on the Finance Committee in 2022 were Lynda Joyal, Inga Skundberg, Daniel Corzo and Brian Lorch.

Respectfully submitted on behalf of the committee

Brian Lorch
Chair

Nominating Committee Report

Council Candidates for Nomination

The nomination committee nominates the following members for positions on the St. Mark's Lutheran Church Council:

Nathan Cook

Jodi Pappel-Reider

Cole Parsons

Tom Lewis

LUM AGM Representative

The nomination committee nominates the following individual to represent St. Mark's Lutheran Church at the Lutheran Urban Ministry Annual General Meeting:

Ed Mann

St. Mark's Lutheran Church

2022 Financial Statements

January 1, 2022 to December 31, 2022

PLEASE NOTE:

The following statements are presented in draft form. They have not yet been recommended for approval by the Audit Review Committee. They are presented here in the interest of providing as much information as possible at this time on the financial position of the congregation.

Pending a decision of the AGM, the Audit Committee Report, once received, will be approved either at a special congregation meeting or by the congregational council.