

Annual Congregational Meeting
St. Philip's Evangelical Lutheran Church, Etobicoke, Ontario

Sunday, February 10, 2019

AGENDA

1. Call to Order and Welcome by the Chairperson
2. Establishment of Quorum (35 members required)
3. Opening Devotions Rev. Tuula Van Gaasbeek
4. Approval of Agenda
- 2018: The Past
5. Approval of Minutes from Annual Congregational Meeting: February 11, 2018
6. Pastor's Report Rev. Tuula Van Gaasbeek
7. Church Council Report Marcia Powers-Dunlop
8. Treasurer's Report Alan Walker
9. Reports of the Committees:

A. WORSHIP

Worship and Music Committee
Altar Guild
Music Director's Report

B. LEARNING

Confirmation
Sunday School
Youth

C. FELLOWSHIP

Social Events Committee
"The Cover Girls" Sewing Group
"50 Plus" Group

D. WITNESS AND SERVICE

Community Food works
Good Food Market
Homework Club
Neighbourhood Table
Stewardship
60th Anniversary Celebration

E. SUPPORT

Health and Healing Ministry
Mutual Ministry
Property
2018 Finance

2019: Looking to the Future

10. Visioning Implementation and Children, Youth, and Family Ministry Priority
11. New Business from the Floor
12. Presentation and Approval of Year 2019 Budget
13. Report of the Nominating Committee and Election of Council Members
14. Adjournment and Closing Devotions

ST. PHILIP'S EVANGELICAL LUTHERAN CHURCH
Etobicoke, Ontario

ANNUAL CONGREGATIONAL MEETING MINUTES

OF FEBRUARY 11, 2018

1. Call to Order and Welcome by Chairperson (Les Piller)

11:15 am to 1:03 pm.

2. Establishment of Quorum (Les Piller)

Quorum will be established with more than 35 members presents. Quorum was established. There were at least 43 members present.

3. Opening Devotions (Pastor Tuula)

4. Approval of Agenda (Les Piller)

Motion by Les Piller to approve agenda for annual general meeting. Seconded by Alan Walker. *Carried.*

5. Approval of Minutes from AGM February 5, 2017 (Les Piller)

Motion by Les Piller to approve minutes from 2017 annual general meeting of February 5, 2017. Seconded by Doug Kearns. *Carried.*

6. Pastor's Report (Pastor Tuula) (pg. 10)

Thank you for serving. Joy and honour to work with Margaret, Boris, and Marcia. Thank you to Council. It is wonderful to work with you. Thank you to the congregation for supporting our work. 2018 is going to be an exciting year. There are more initiatives that the church is undertaking. It will be a year of children, youth and families. It is the Anniversary of St. Philip's on Pentecost Sunday on May 20, 2018.

7. Church Council Report (Les Piller)

8. Parish Nurse Report (Marisa)

No questions. Thank you from Wendy Kearns for being available today and for all the work you do for the church.

9. Treasurer's Report and Presentation of 2018 Budget (Alan)

2018 Proposed Budget is at pg. 32, 31, 30, etc.

The budget for 2018 is consistent. Most of our budget numbers are on a fixed basis, such as cost of pastor's salary, property taxes, etc.

Questions from the Floor

Doug Kearns: \$1850 figure for Outreach Ministry (Pg. 30, on Our Ministry of Witness & Service). Alan Walker clarifies for Kathy that designated vs. operating fund are different. This amount does not come out of the designated fund. It comes out of this year's normal budget. Jim Rouse suggests that we use monies in designated funds first. If we use the designated funds, the monies don't impact our budget. The designated funds can be on pg. 47. Jim Rouse wonders why some of the balances of the designated accounts. Dr. Binhammer asks what the flow through account means. Alan Walker had nowhere else to put it, Church Council had not yet been advised. It is there temporarily. \$100,000 has gone into an investment with ELFAC. Les Piller explained that Council decided to do this in January 2018. The other \$50,000 has been placed in a GIC in the bank. That is the amount of monies that will likely be required to repair the roof. Dr. Binhammer wonders what will we do with the interest that we are making on that monies. Are we going to be tithers, for example. Are we going to reinvest? Les Piller notes that this conversation will likely happen next fall when the interest comes in.

Astor Hanslep stands up to advise that the African church will no longer be renting out the church space. The revenues therefore need to be reduced by \$6,000.00. Astor and Alan get into it a bit. We have a policy of putting \$400/month into the reserve fund in case expenses are more than what is expected. Karen Adolph notes that she did ask Margaret to apply Bell Choir expenses to the Bell Choir Designated Fund account, but it appears that she did not.

Les Piller says that Church Council has decided that we should set aside some monies each year. Councils over the years since then have determined that we should put some money aside towards need for some repairs. To the end of December 2017, we have set aside approximately \$30K. Our plan is to continue to put \$416/month into that fund so that we do have something available for expenses that come up. Astor Hanslep has one more point. In the 2012 budget, he calculated that \$171,000 for the next 10 years. 2 furnaces, 2 air conditioners, maintenance, etc.

Motion by Rob to accept 2018 budget as proposed. Seconded by Jim Rouse. ***Carried.***

10. Reports of the Committees

a. Worship

i. Worship and Music Committee

No questions or comments.

ii. Altar Guild (pg. 14)

No questions or comments.

b. Learning

i. Family, Children's and Youth Ministries

No questions or comments.

ii. Sunday School

No questions or comments.

iii. **Youth**

No questions or comments.

c. Fellowship

i. **Social Events Committee (pg. 20)**

No questions or comments.

ii. **“The Cover Girls” Sewing Group (pg. 21)**

Les Piller thanks them for the contribution of the quilts and dresses. They do a great job. Arlene Somerville from the floor stood up to say that the person who made the dresses was a professional tailor. If you saw the types of decoration she put on those dresses, please pass on anything you want to get rid of; any odds and ends. She has been using money out of her own pocket for some of it.

iii. **“50 Plus” Group (pg. 21)**

Janice Rouse rise from the floor to mention the bookmark that Margaret made. She put a copy of one in the mailboxes of anyone who she felt would be interested. She asks that people attend the June meetings annually to share ideas for events. Janice thanks Pastor Tuula and Doris for their help and ideas.

d. Witness and Service

i. **Good Food Market (pg. 22)**

This is going to continue. Doug Kearns asked about whether we will receive a grant for a summer student. We are seeking one and have applied for the grant.

ii. **Madbakh Tutoring (pg. 23)**

The Marcusons are not here today, but Pastor Tuula can answer questions. Volunteers are always wanted and appreciated.

iii. **Outreach (pg. 23)**

Kathy and Doug are both here if you have questions or comments. Thank you from Les to both Kathy and Doug for the programs that they do. A volunteer is still needed to join the Outreach Committee. If you are looking for a way to help the church, this is a way it could be best used.

iv. **Refugees (pg. 24)**

Pastor Tuula mentions that we have passed the 1-year mark. A huge thanks to Sabine and others who have helped. A lot of hours and love were put into the work. The family is still living in the same apartment. Pastor Tuula still calls them from time-to-time. They are doing well. We might consider doing it again. Arlene mentions that Sam told her that he purchased the family a vehicle. Kathy stands up for a question. She notes there are still monies in the refugee fund. Alan answers that we are going to cut a cheque to pay out that money to the family so they can pay back the government for their flights from Ankara, Turkey.

e. Support

i. Property Committee (Pg. 27-28)

Les notes that Astor Hanslep and Arlene Somerville have been co-chairing the Property Committee for over 60 years combined. They are retiring as co-chairs this year. We really appreciate the work they have done for the church. We are still looking for someone to fill the role. Chris Suknundun said a few words. He joined the property committee pretty recently. He had no idea how much work was actually required to run the church. On behalf of Council, Property Committee and the Congregation, we want to thank you for your service. Small gift given. Astor and Arlene both said a few words. We grew up under the guidance of Roberts and Don Patterson. These were 2 guys that worked tirelessly to give their energy and time to the church. Astor thanks them for setting an example. We are setting an example for the future chairperson.

ii. Mutual Ministry Committee (pg. 26)

Les thanks the members of that committee for providing support and for being there.

iii. Finance Committee (Pg. 29)

Rob comes up to note that some of the numbers have changed. Alan Walker will come up to discuss the budget issues.

Motion by Les Piller to approve committee reports as they appear in the annual report. Seconded by Marcia Powers-Dunlop. **Carried.**

11. Visioning Implementation

Kris Savage and Eunice Hogeveen came up to give a presentation on Council's progress. This past summer, Megan, the summer student, helped with the Good Food Market and community needs assessment. The committee discovered 4 areas we wanted to examine further: (1) Food insecurity; (2) Syrian refugee families; (3) Music and arts; and, (4) Youth & children. Council decided to focus on (1) Food Insecurity because we could address issues facing many groups.

Kris provided some statistics on the Good Food Market as it is one way of implementing our "food insecurity" vision. The Good Food Market ("GFM") has about \$5,500 per year in sales. Last year, there were 20 volunteers, with 25% of the volunteers from outside of St. Philips'. There is a 13-week run of the GFM planned for 2018. Political, faith and community groups have endorsed the GFM. It gets St. Philip's into the community just like Jesus was out in the community. Eunice spoke next to share 2 ideas we have moving forward. They do come originally from the work that Megan did in her needs assessment. Some specific programs and partners were recommended.

Partner and Program Ideas

- 1) *Community Food Works*: This is an initiative in which we can partner with the Toronto Public Health board. We need to focus on partnerships to get into the community. 12-15 participants participate in a 6-week program to learn food safety, food handling, nutrition, and employment in the food industry. We would contribute volunteers and the facility. Some of the participants have no literacy skills. We would assist them. We would provide daycare

and nursery services as needed. The employment session would be our contribution that would be designed by St. Philip's. To run a session, we need between 12-15 people. We need to find the people. We could do specific targets, such as youth in crises. We could recruit Syrian refugees through the Arab Community Centre. The goal is to make the group holistic.

- 2) *Intercultural Family Fest*: One of the most underserved age groups are ages 6-12. We want to focus on integration with Canadian families. This would happen the day after the GFM (Thursday evening) and invite local families, member families, Arab Community Centre families, etc. We would serve a meal using produce that was used from the GFM. We would need to work with a dietician and nutritionist and work on themes of families and nutrition. There is no existing program in this particular initiative. Our work would be to shape the program, work with Arab community centre to help find the families to participate, and to incorporate opportunities for dialogue, conversations, and music.

In terms of funding, we have a \$5,000 grant from ELCIC. We submitted a federal grant application for a summer student. We described the summer job as doing the GFM and Community food works. We have budgeted \$3500 for these initiatives and are proposing it be included. There is a Toronto City grant for \$8500 available that has been applied for. We submitted a letter of intent. If we make the shortlist, we then have to do a more detailed proposal. Janice Rouse wonders where the Arab Community Centre is in relation to St. Philips.

12. New Business

Janice Rouse wanted to provide a cookbook report. During 2017, our sales totaled 56. Fall sales dwindled to 6 and we donated \$30 to the Christmas Market. Janice was saddened to see that cookbooks were removed without people donating. She has removed them as of January 2018. We now have 84 cookbooks left to sell. If anyone knows of another church that might want to sell, talk to Janice Rouse. Sabine mentions that she can help sell.

Peter notes that we have completed our program with the refugee family and puts forward to Council that we should consider sponsoring a second family. Les Piller will leave that with Church Council.

13. Nominating Committee

Eunice Hogeveen to present the Report of the Nominating Committee and Election of Council Members. No one wants to put forward any other names. Church Council will put forward the person's name. The names that the Nominating Committee are putting forward:

Melissa Veniot – 1-year term as youth representative; Sam Marcuson - 3 years; Bettina Werner – 3 years; Paul Noack – 3 years; Stephanie Roche – 3 years

Marcia is wondering whether we have to put forward that Anne Bindernagel is going to be continuing to finish the last 2-years of her term. Motion by Dr. Binhammer to reaffirm Anne Bindernagel on Church Council. Seconded by Jim Rouse. **Carried.** Motion to approve Nominating Committee's Report. Seconded by Marcia Powers-Dunlop. **Carried.** The new Church Council members have been appointed.

14. Adjournment and Closing Devotions (Pastor Tuula)

Les asks the Pastor to do a prayer. Adjourned.

E. van Rensburg

GUIDING PRINCIPLES FOR DISCUSSION & CONVERSATION

1. All ideas are valid; build on each others' ideas whenever possible.
2. Seek first to understand, then to be understood.
3. Be respectful of each other, avoid sidebar conversations.
4. Focus on the issue rather than the person.
5. Deal with the real issues: put "the moose" on the table.
6. Be truthful, courageous, forgiving and caring in your comments.
7. Keep your sense of humour; enjoy yourself.

PASTOR'S REPORT



Dear Friends,

It will be seven years in June 2019 since I began serving as your pastor. Over these years I have discovered some hard and fast truths, but it did not take me long to realize that God is alive and active here. I continue to feel privileged to be a part of this ministry, a ministry steeped in 60 years of history, and looking in new and creative ways toward God's future for St. Philip's. You make me feel at home, and appreciated, and I have experienced a wide array of ministries and have learned a great deal from all of you.

As you are aware, I love to meet with people, both in the congregation and in the community. I get my energy from those encounters. I want to reiterate that I value conversation and feedback. Please speak to me about your cares, concerns and celebrations. Ministry is about relationship and I value our relationship. Part of my spiritual practice is praying through the roster of our congregation. I want you to know that you are being prayed for throughout the year.

This has been a year of transitions. We are now living fully into our new vision, which was affirmed in the Annual Meeting 2018. It came fully alive during the summer with our Neighbourhood Table program. As our vision and direction shifted to children, youth and families, Church Council made the decision to allocate more resources to emerging initiatives that are aligned with our new bold vision. We had to say goodbye to our Parish Nurse, but we were fortunate to hold onto thriving programs in that ministry. The successful senior exercise program continues with a new instructor, Julia Gall. The program keeps growing and at the beginning of each 4-week session we welcome new seniors from our community to our building on Monday afternoons. Visitation of the ill and shut-ins continue to be served by me and many dedicated Care Team volunteers.

Education

In September 2018 we welcomed two contextual placement students, Jordan Smith and Victoria Mlynko from Martin Luther University College. St. Philip's has a long tradition of providing opportunity for educational, vocational, and discipleship development. This congregation has trained many pastoral interns who now serve the church all over Canada. It is a commitment that we hope to grow.

We provide educational opportunities for everyone within our congregation through Lunch and Learn sessions, Book Club, Sunday School, Confirmation, Bible Studies, After School Tutoring and Homework Club and "learn-to-sew" with the Cover Girls quilting group. Our Confirmation program includes a week-long camp at Kintail in Goderich, Ontario. The number of campers has increased each year, reaching 9 participants from St. Philip's in 2018. In 2019 we look forward to increasing development of our Children, Youth and Family's ministry, and a continued commitment to existing educational ministries. I encourage you to participate in at least one educational opportunity this year.

Witness and Service

St. Philip's Community has continued to live our faith through our ministries. With our Good Food Market, Neighbourhood Table, Christmas Angel, Evangel Hall, Out of the Cold, Neighbourhood Benevolence (including 8 Christmas hampers), St. James Food Basket, and "Mitten and Hat" tree, we seek to be the hands and feet of Jesus in the world. In 2019, we hope to expand and strengthen our witness in the community with new activities included in the Neighbourhood Table and Good Food Market. We are in conversation with community partners about opportunities to connect to existing efforts.

These ministries make an impact in our community, not only for those who are served but also for those who serve. By creating opportunities for people to volunteer and make connections, we create opportunities for relationship and meaning. That is no small thing. It takes a great deal of effort to coordinate the volunteers for our varied programs, especially fostering and maintaining relationships with volunteers that come from outside

St. Philip's faith community. If you would like to help think creatively about how to better connect and manage our volunteers, please do not hesitate to speak with me. These projects are also often funded by grants. We are always looking for people interested in grant writing/exploration. And of course, we invite and encourage you to express your faith by serving at least once throughout the year at one of these ministries.

Worship/Faith Development

Worship and Faith Development is our primary purpose as a church. We are here to worship God. We come together as the church, "the people gathered", to give thanks for God's love and to lean into God's mercy.

There are many hands that go into planning and living our worship services. Preachers, worship leaders, the amazing musicians and choir, house band, "No Fixed Address", Altar Guild, Lectors, Ushers, Assisting Ministers, communion servers, and the people gathered to worship, weave together individual acts of faith, doubt, and hope to create a tapestry of the Body of Christ.



We have a legacy of faith here at St. Philip's. We live into it and seek to pass it along to our children. You have probably noticed that children are now more prevalent and involved in worship. Children come forward for their own message and participate in a variety of ways: lighting the candles, singing, reading lessons, leading prayers, serving as ushers, welcoming worshippers, bringing offering and communion elements to the front, and blessing the congregation. On the last Sunday of each month there is no Sunday School and children are invited to attend "Family Worship" with their parents and other faithful adults who can serve as models of faith development.

There are also many technical aspects that go into worship. A lot of time and effort goes into operating our sound system and making worship more accessible for everyone. A very special thank you to Paul McCutcheon for going above and beyond to keep our system working well and training others to operate it. Worship is essential to who we are. I encourage you to make the time to praise God on a regular basis.

I am grateful to God for all of you. A special thanks to the members of Church Council, and all who serve on various committees. Thank you to Office Administrator, Margaret Isaacs, who keeps us organized and makes coming to work a pure joy. Thank you for the countless Sunday School Teachers, Youth leaders (Sarah McCutcheon, Emily Savage and Lauren Voorpostel) and all the youth of St. Philip's, Altar Guilders, Ushers, Musicians and Choir Singers, Greeters, Communion servers, Assisting Ministers, Prayers, Preachers, Volunteers, Property Committee purveyors, Community Partners, Counters, Stewardship Task Force Planners, Quilters, Contextual Placement Students, Parents, Coffee Hour Devotees, Financial Planners, Generous Givers etc. etc.

The people of St. Philip's are doing the work of God. It is a privilege to work with people eager to follow Jesus and interested in reaching out and welcoming newcomers into God's family. I look forward to the coming years of ministry together. Never doubt that you are doing the work of God, welcoming in the stranger and walking in the light of our Risen Lord and Savior, Jesus Christ. May God continue to bless you on your journey.

See you in church,
Pastor Tuula

STATISTICAL REPORT

	2011	2012	2013	2014	2015	2016	2017	2018
MEMBERSHIP:								
Baptized Members	414	424	428	428	433	277 ¹	277	281
Confirmed Members	295	306	307	313	318	250 ²	251	265
Total New Members	2	10	7	4	5	34	1	20
PASTORAL ACTS:								
Baptisms	1	2	4	1	5	4	0	6
Confirmations/Reaffirmations	1	4	3	3	5	5	5	0/14
Marriages	1	2	2	2	3	5	2	2
Funerals	0	2	7	9	7	5	9	3
ATTENDANCE:								
Total Worshippers	4256	4431	4663	4610	4670	4756	4503	4493
Sunday average:								
12 months	70	73	72**	78	72	78	75	73
Excluding July & Aug	77	79	79**	87	78	83	80	81
Excluding May to Aug	78	77	83	90	75	87	81	84
Christmas Services (total)	294	261	301	295	324	325	266 ⁴	266
Lenten Services (average)	40	40	46	50	46	44 ³	41	48
Sunday School (average)	13	11	10	8	8	12	12	12

*These numbers were incorrect in the 2010 Annual Report and have been corrected here

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¹: Purge 2016

²: Purge 2016

³: Winter storm on Maundy Thursday, 2016 affected attendance

⁴: Winter storm on Christmas Eve @ 9:00 pm service affected attendance

Baptisms (6)

Sawyer Clabby, Julian Cordoba, Brielle Eiben, Brooklyn O'Reilly, Pheonix O'Reilly, Nathan Pascoe

Funerals (3)

Members: Charles Gower, Marion Roberts

Non-Members: Fred Frank

Marriages (2)

Members: Nicholas Savage and Katelyn Doyle

Non-Members: Ryan Korpikoski and Kelsey Ames

Re-Affirmation of Baptism/Transfer (14)

James Hart, Joseph Hart, Tom Hart, Alexa Luciani, David Luciani, Jack Luciani, Mark Luciani, Martha Luciani, Scarlett Luciani, Victoria Luciani, Catherine Migliore-Hart, Catherine Roche, Kelly Roche, Elvi Seddon

CONGREGATIONAL COUNCIL REPORT

Chairperson – Marcia Powers-Dunlop; Vice-chairperson – Karen Adolph; Treasurer – Alan Walker

2018 marked St. Philip's 60th anniversary. We remain a vibrant active congregation because of the foresight of our Charter members, the excellent pastoral leadership we have had, support of staff and the members and friends who give generously of their time, talent, skills and resources. We marked the occasion with a fantastic catered lunch celebration in September.

In February, we welcomed new members, Tina Werner, Sam Marcuson, Paul Noack, Stephanie Roche and Melissa Veniot to the Council and elected the Chair, Marcia Powers-Dunlop, Vice Chair, Karen Adolph and Secretary, Elisabeth van Rensburg. Alan Walker was appointed Treasurer.

Implementing our Vision and integrating it into the work of the church continued during the year. Our focus is outreach to the community and working to provide much needed help in meeting the primary needs of residents. Through grants we were able to hire summer staff to help with the work and with tremendous support from our members our initiatives were successful (see report of the committee).



Time was spent assessing the current needs of the congregation. We have many strengths but we also have challenges. Our challenges are decreasing attendance at services, volunteer burnout, financial and changing demographics of the congregation.

At the Annual Meeting in 2018, Council presented Children, Youth and Families as the priority Ministry at St. Philip's. One Sunday in April, we met with the congregation to assess our current needs. This was followed by contacting our younger members (Youth and young families) to ask what they needed to enrich their lives as members of St. Philip's. We felt it was important that their voice be heard. This reaffirmed our decision to focus on Children, Youth and Family and to work on programs and initiatives to increase engagement and faith formation.

One of our most difficult decisions was to end the Parish Nurse position. We had been well served by the Parish Nurse for a number of years and strong relationships had been formed with some members. After much courageous discussion, soul searching, and prayer, the decision was made not to renew the contract. We want to be clear that this action was to support the priority needs of the congregation,

living our Vision, and addressing the needs for Children, Youth and Families, and to make the best use of the available resources given the demographics of our St. Philip's family. Parish Nursing has brought an enhancement to our health and healing. It is appreciated and recognized that this decision was difficult for some members. We ensured some of the activities such as Gentle Exercise continue and visits to the shut-in and ill are a priority.

In November, we had planned to begin work on reviewing the structure of Council and committees to see if there were more effective ways of doing things. Unfortunately, because of weather, our consultant was unable to meet with us. Much like many organizations, we are finding many members are willing to work on specific projects and tasks, but it is more difficult to fill committee positions and things like the Altar Guild. This is not a criticism of our members. We have very busy people who are involved in many church and community activities. We most certainly appreciate and are grateful for all the time and energy you, our members, give to help the work of the congregation run smoothly.

November was designated as Stewardship month. Concerns with a deficit encouraged us to renew our efforts in this area. Karen Adolph did an outstanding job in organizing the campaign and creating special opportunities to highlight the importance of sharing our time, talents, and resources. It was very encouraging to see an increase in the number of pledges.

Our Children and Youth are active participants in our congregation. Many of our Youth attended the National Youth Gathering in Thunder Bay, have gone to retreats, and confirmation camp. This year we feel fortunate to have five girls participating in confirmation class. The Sunday School program is well supported by adult volunteers and meets three Sundays of the month.

We are blessed to have so many members actively participate, both in visible and invisible roles, in a variety ways to help the congregation run smoothly. A huge thank you to each of you. However, some of these members have indicated that after many years of service, they want to "retire". So with reluctance and much gratitude for all they have done, we began a search for someone to look after the Altar Guild and Outreach committee. Many thanks to Fay Brown for all she has done to ensure that the altar was ready for each service and to Kathy Dragert and Doug Kearns for the many Outreach projects they have looked after. This year we are fortunate to have two Contextual Placement Students, Victoria Mlynko and Jordan Smith who are working with Pastor during the school year.

I want to thank the members of the Council, Anne Bindernagel, Andrew Davies, Bonnie Erlandson, Samantha Gauthier, Sam Marcuson, Paul Noack, Stephanie Roche, Melissa Veniot, Elisabeth van Rensburg, and Tina Werner for their support during this year. You have been encouraging and supportive and I couldn't have done it without you. Many thanks to retiring Council members Bonnie Erlandson, Karen Adolph, Samantha Gauthier and Elisabeth van Rensburg for the time you have given to serving St. Philip's. Thank-you to our Treasurer Alan Walker and Financial Secretary, Gary Wuschnakowski. We are fortunate to have Margaret Isaacs in our office who helps keep us organized, and Boris Treivus for his inspiring music, and the cleaners who keep things spotless. We are blessed to have our own "ever-ready bunny" who never runs out of energy, compassion and creative ideas, Pastor Tuula and thank her for all she does. She is a great listener, motivator and cares for each and everyone of us. St. Philip's is a blessed family!

Respectfully submitted by,
Marcia Powers-Dunlop, Chair
Karen Adolph, Vice Chair

WORSHIP

WORSHIP AND MUSIC COMMITTEE

On September 16th, 2018 we marked the 60th Anniversary of the founding of St. Philip's in 1958, a notable achievement in our history. The event was marked by a special service with the Choir and Bell Choir and added musicians supporting the preaching of the Bishop's assistant, Rev. Doug Reble. The service was followed by a delicious catered dinner outdoors on a beautiful early Fall day shaded from the warm sun.

Music continues to be an important part of the St. Philip's worship experience. In addition to the Anniversary service, we have enjoyed special Jazz services, Easter and Christmas programs with accomplished professional musicians, including a Cantata and a Christmas pageant from the Sunday School with costumed support from members of the congregation, and the efforts of the choir and the Joyful Noise bell choir. Our house band, No Fixed Address, has continued its contribution to services throughout the year.



Once again we have been fortunate to have strong leadership from Pastor Tuula carrying forward our new Vision Statement and continuing to provide thoughtful sermons. Boris Treivus has entered his second year of service as our Music Director and we continue to grow and develop our relationship with him. Repairs to the organ have been completed giving Boris more range for musical expression.

All of this is only possible with the strong support provided by Worship Assistants, Ushers, Lectors, Communion Servers, Counters and, of course, the Altar Guild.

The committee welcomes your comments, questions and suggestions. Or if you would like to join our committee please speak to any of the members: Gary Morningstar, Lauren Voorpostel, Karen Adolph, Boris Treivus, Jeff Macko, Les Piller, or Pastor Tuula.

Respectfully submitted by,
Les Piller

ALTAR GUILD



Members: Mary Adam, Inge Brauer, Fay Brown, Jackie Jaundoo, Martha Lochert, Donna Schwantes, Angela Shaw, Stephanie Roche (flowers on Christmas and Easter).

We thank Fay Brown for her many years of leadership in coordinating the Altar Guild duties.

Altar Guild is responsible for preparing the worship space for each liturgical season, and each individual Sunday, as well as for weddings, funerals, baptisms and other special events. The Altar Guild is also in charge of the care of the paraments, linens, and communion ware.



In September 2018 St. Philip's received a gift of a new sanctuary banner, "Holy Spirit". It was designed and created by one of the Guild members, Fae Spark.

Altar Guild also maintains a schedule of flower donations for the altar. To provide flowers on any Sunday, please contact the office or sign the "flower chart" in the narthex.

Altar Guild is in the need of new members! Please contact Pastor Tuula if you are interested.

MUSIC DIRECTOR'S REPORT

For the St. Philip's Music Ministry, 2018 was a busy and productive year. Among the most noticeable accomplishments were the Easter and Christmas cantatas, both of which revealed a great singing potential not only of the choir, but also of all those who joined the choir in their effort to help get these important projects done. Due to the unforeseen circumstances the Christmas Cantata was prepared within a record-breaking time.

For almost every Sunday service, the choir prepared a new anthem, which was another challenge as some of them were quite long and hard for a small amateur church choir. On several occasions, the guest singers came over not only to help the choir with cantatas, but also to lead a section of an anthem and to give a solo presentation. Some choir singers also presented their solo demonstrating their music talent and desire to go above and beyond their participation in the choir.

I also make sure that every Sunday begins with a meditating or inspiring prelude and ends with an uplifting postlude (depending on the season), which I alternate between the organ and the piano.

In the month of November, we enjoyed a flute solo of Anne Bindernagel with every anthem that the choir performed. In addition, it is difficult to overestimate the importance of the guest instrumental musicians with their help in running special services such as those with Cantata, Christmas Eve, Jazz Carols and Easter.



In addition, last April, a concert pianist Oleg Samokhin gave a piano recital at St. Philip's, which was quite a memorable event as he presented music from the classical piano repertoire with incredible virtuosity and utmost professionalism.

Unfortunately, as I planned to get the instrumental and vocal guest musicians involved in the above events, I had to take into consideration a strict budget, which was quite limited for music needs that we had last year. At one point, facing a severe shortage of funding, we were tackling the idea of scrapping some of the projects or using only resources available at St. Philip's. Luckily, there was other emergency source of funding which helped us stay put and carry on with the initially planned projects.

I would highly recommend to Council to revisit the Music budget for 2019 and allocate additional funding to let more music projects happen this year and the upcoming years.

Respectfully submitted by,
Boris Treivus



LEARNING: FAMILY, CHILDREN'S AND YOUTH MINISTRIES

CONFIRMATION

"Confirmation ministry is a pastoral and education ministry of the church which helps the baptized person through Word and Sacrament to identify more deeply with the Christian community and participate more fully in its mission." (ELCIC)

Confirmation (Affirmation of Baptism) program at St. Philip's is a 12-month process. It consists of group gatherings (classroom instruction), field trips, service projects, weekend winter retreat and a week-long camp at Camp Kintail n Goderich, Ontario in August.

St. Philip's participates in "Contract Confirmation Camp Program", which is a partnership of a group of Eastern Synod (ELCIC) congregations to provide fun, educational, worshipful and intentional experience of Christian community in an outdoor camp setting.

In 2017-2018 we had no youth in the 12-month program and there was no Confirmation Sunday. However, 9 youth attended camp. There were 7 returning campers and 2 first time campers, who started their confirmation journey in fall 2018 and will be confirmed in 2019 in a class of 5 students.

Respectfully submitted by,
Pastor Tuula

SUNDAY SCHOOL



The Sunday School Program at St. Philip's Lutheran Church is run by Tory and Trinity Phannenhour with the help of many wonderful volunteers. Each week they lead a wonderful program from 10:00 - 11:00 and work on songs to perform at family services scheduled for the last Sunday of the month. All children are invited to a time of songs, games, Bible stories, crafts, and more.



In January, the children resumed their investigations in the, "Truth Labs". With help from Dr. Luke (played by Dave Pascoe, pictured at left), our "budding scientists" researched a different bible story each week to discover a "Truth" about God's love such as forgiveness through Jesus' parable of the Prodigal Son, wisdom through Jesus' parable of the Rich Farmer, and how to grow as God's child through the story of Zaccheus.

Sunday School was re-imagined in October with "Parable Quest". At Parable Quest the children will be introduced to 13 parables that Jesus told. Through these parables, children will build a growing relationship with Jesus and discover how God's Word can make a difference in their lives each day. The parable of the Pharisee and the tax collector helps them better understand the importance of being humble and showing respect to others and the parable of the Wise and Foolish builders helps children discover Jesus' way to wisdom.

We are so happy to have so many "rainforest animals" and explorers to join our quest! Come downstairs and check out our banner which shows them travelling around the rainforest!

This year's Christmas Pageant followed a slightly different format than previous years. Thanks to the direction of Jordan Smith, this year's pageant encouraged participation from everyone who showed up to church on December 16th from the young to the young at heart. It was a memorable service for all!

We'd like to thank Margaret McCutcheon, Doris Pascoe, Sandy Suknundun, Judy Marcuson, Dallas O'Reilly, Andrea Holt, Meranda Phannenhour, Dave Pascoe, Karen Adolph, Lauren Voorpostel, Sarah McCutcheon, Ann-Mari Maatta, Pauline Klemencic, Stephanie Roche, Jordan Smith and Monica Costello, who have all contributed their time and talents to this wonderful ministry. We could not have done it without their help.

Yours in Christ,
Tory and Trinity Phannenhour



CONTEXTUAL PLACEMENT STUDENT

It has been a pleasure to be with the people of St. Philip's Lutheran Church as a contextual placement student for the last three months of 2018. The role of the placement student is an odd one. We are not interns, so we are not working at the church full time. Yet we also want to learn by integrating into the congregation both in worship and in their community life. We are given specific learning goals for each term which are related to classes we are taking at school and are trying to integrate the academic side of things into real work with real people.

From September to December my learning goals were focused on Christian education. I was able to work on these goals by teaching and learning with the confirmation class, participating in Sunday School, and then putting together and helping run the "rehearsal-free" Christmas Pageant. I want to thank the young people who have been great learners in class and to everyone who helped make the pageant a morning of fun through music and story telling.

The next few months of 2019 will have me focusing on preaching while also being involved in other areas of congregational life and then it will be time to say goodbye as I move on to my next placement and internship. Thank you to those who have welcomed me and my family and thank you to Pastor Tuula who has served as teacher, supervisor, and mentor.

Peace and blessings for a year filled with joyous ministry at St. Philip's.

Jordan Smith

YOUTH – SPY (St. Philip Youth)

Members: Sarah McCutcheon, Emily Savage, Lauren Voorpostel



This was a big year for the youth – our major highlight was sending 7 youth and 2 leaders to CLAY 2018 the youth gathering in Thunder Bay! Some other events included an escape room, our annual scavenger hunt and participating in the CIBC Walk for the Cure.

We were quite successful in fundraising – raising \$6 000 over course of 2 years with proceeds mainly going to CLAY 2018. In September 2018 we began fundraising efforts for our next gathering - holding a 50/50 draw and our annual poinsettia fundraiser, earning just over \$500. We also ran a sock drive with proceeds going directly towards youth homelessness.

In the coming year, we are looking forward to continuing our fundraising efforts – hoping to raise \$10,000 before CLAY 2020. We are also looking forward to events such as rock climbing, a mental health workshop, and painting the youth room. Lastly, we are all very excited to have received a grant for our annual Subway Scavenger Hunt taking place in May. We will be inviting other youth groups to explore both our city and the issues of youth homelessness.

Thank you for your continued support of our youth!

Respectfully submitted by,
Sarah McCutcheon, Emily Savage, and Lauren Voorpostel



FELLOWSHIP

CHRISTMAS MARKET



We are pleased to report that our annual Christmas Market was held on Sunday, December 2nd, following worship. This was largely a successful fun shopping event due to the generosity of the congregation in providing items for the 20 themed baskets during the month of November for the silent auction, bottles of wine for the 4 wine raffles, a specially hosted dinner, and sports tickets for the live auction.

We also received a large number of quilts from the Cover Girls and donations from several private businesses. Many thanks to all who contributed in any way to make this market our most successful ever. We are pleased to report that we received \$2,700 in profits, equally divided between local outreach projects for the coming year and a donation to our Music Director Emeritus, Mark Kieswetter, for ongoing expenses.

I would also like to say a big thank you to the house band for their pre-auction entertainment, Alan Walker, our amazing auctioneer, and, most of all, the Market Committee - Donna Schwantes, Bonnie Erlandson, Mary Adam, and Sabine George for their hard work, creativity, and generosity in making this market such a huge success! To God be Praised!!

Respectfully submitted by,
Doris Pascoe

SOCIAL EVENTS COMMITTEE

Committee: Bonnie Erlandson, Peter Marsh, James Veniot, Valeria Wuschnakowski,



The Social Committee provides activities that encourage members, and friends of the church, to get to know each other in a friendly social setting. We plan activities, that are open to all age groups, that provide opportunities to get to know one another and foster fellowship.

Our committee organized the June BBQ and helped with St. Philip's 60th Anniversary. We have not been as active as past years. We are looking for activities which may be of interest to the congregation.

Our Chair, James Veniot, has resigned due to work commitments. We thank him for all of his work and leadership this past year. The Social Events Committee appreciates the support of all those who join in and participate in these events. Please speak with any of us if you are interested in joining us or have an activity suggestion.

Respectfully submitted by,
Bonnie Erlandson

"THE COVER GIRLS" SEWING GROUP

Members: Karen Adolph, Kathy Dragert, Sabine George, Eleanore Ritthaler, Janice Rouse, Marlene Smith, Arlene Somerville, Fae Spark, Ursula Stavnitsky, Margaret Weeks, Ella Wiegele.



We are still having lots of fun sewing the quilts. Your contributions keep coming in various colours and patterns. We are so thankful for them.

A few new faces have arrived in our midst and a couple have returned after an extended time off due to health concerns. Perhaps if you would like to help, but do not feel you can sew, we have other parts of the quilt making you could help with. We would even welcome someone to assist in packing up the quilts for shipping to Winnipeg. This happens approximately every 3 months. Just let me know if you are interested. We are so thankful for all our sewers and helpers.

Our group has depended heavily on donations of materials as well as the generosity of Doug and Wendy Kearns who for some years delivered the large rolls of quilt filler from the east end to our church.

Again, we made over 100 quilts in 2018 and are well on our way to beating that number in 2019. In our group we also have a few knitters. They made over 150 toques and a few scarves. These toques have been distributed to Out of the Cold, local schools, the Seafarer's Mission in Hamilton, the Evangel Centre, and to other charity organizations.

We get yarn from a store in Cambridge. They sell it in a garbage bag, called a "Tangle Bag" and indeed it is opened balls of yarn which causes many of them to be tangled together. There is as much fun untangling this yarn as knitting it or so I am told.

Proudly submitted by,
Arlene Somerville

50 PLUS GROUP

In the 2017 report for 50+ we commented as to how busy our year was, but now in reviewing the 2018 activities for this group, we have discovered that we can say the same things about this year.

This is a review of our activities:

- A shout-out to Doris Pascoe and Doris Gauthier as we viewed movie, "Hello, my name is Doris"
- Marisa Jeffkins led an information session on Osteoporosis
- Pastor Brian McIntosh informed us about the ongoing work of the "Truth & Reconciliation" Commission
- The Rouses provided a travel tour of Malta complete with Maltese snacks and "Kinnie" beverage
- Father Michael warmly welcomed us to the Canadian Coptic Centre in Mississauga
- We toured the Alton Mills Art Centre and spent an afternoon enjoying lunch at Ray's Bistro
- Glen Purvis, Historian at Montgomery Inn, spoke about "Inns in Carriage times" (early B & B's)
- In December we enjoyed our catered Christmas lunch and concert by "New Horizons Band"



We continue to collect a small fee every year and from that we were able to purchase gifts for three guest speakers and to make donations to the Canadian Coptic Center and to SPY attending CLAY.



It was especially rewarding that we were able to celebrate not only the 30th birthday of the 50+ group, but also Julie Potocny's 90th birthday at our September potluck lunch. We are also blessed by the fact that many members from the Senior's exercise class are joining us regularly for many of our events. We invite anyone from St. Philip's and the wider community to join us as we continue to provide programs and activities that may be of interest to this age group. We welcome you to the fellowship of faith and family as evident in our 50+ group.

Respectfully submitted by,
Janice Rouse and Doris Pascoe

WITNESS & SERVICE

COMMUNITY FOOD WORKS



This was one of two initiatives launched in 2018, inspired by St. Philip's vision of engaging with our community. We worked in partnership with Toronto Public Health to present their 6 session program which covers food handler certification, nutrition education and food employment support. The program objective is to improve employment opportunities. It ran from July 17th- August 26th. Our youth participants came from a community group, Rathburn Area Youth. While 12 youth started the program, 7 wrote the food handler certificate test at the end. Our summer student completed logistics of recruiting and coordinating. Volunteers from St. Philip's were involved in registering, hosting and offering nutritious snacks to our guest.

In reflecting on this initiative, we value the partnerships we developed with Toronto Public Health, Job Skills and Rathburn Area youth. We were pleased to meet and host the area youth. The program makes good use of our facilities and kitchen. It would be quite straightforward to run it again and there are opportunities to focus on different target groups, for example, New Canadian women. However, the current structure in partnering with Toronto Public Health somewhat limits the opportunity for St. Philip's to get engaged with participants.

Respectfully submitted by,
Eunice Hogeveen and Kris Savage

GOOD FOOD MARKET

The Good Food Market (GFM) has continued to provide access to affordable and culturally-relevant produce in our neighbourhood. For 13 weeks this summer, we ran a weekly market at Capri Park (East Mall and Rathburn).

Along with a volunteer base, a grant from the Federal government allowed us to hire a student to coordinate the GFM as well as work on other community initiatives. Stephanie Furlott, a social work student from Ryerson, filled this role and provided wonderful insights into building this program.

A renewed grant from the Eastern Synod also provided funds for some equipment and operating costs (fridge, second canopy tent, storage, advertising, etc.).

The GFM continues to exist primarily to address food security in our community but there are also many other benefits. The GFM provides a unique opportunity for building relationships with our neighbours. It provides a chance to be visible and engaged in our community.

Looking forward, we are seeking ways to make the GFM sustainable both financially and with our volunteer base. Adjusting to the needs of both the clients and our volunteers will help this program to continue to be a success.

Thanks to the congregation and the many volunteers who tirelessly supported the GFM. This has truly been a team effort and we thank you for your commitment to serving our neighbours.

Respectfully submitted by,
Dave Pascoe



HOMework CLUB



This group started a number of years ago as an outreach activity of St. Philip's.

The group is dedicated to helping students who have few homework supports or language support at home. The group meets once a week and assists students primarily from grades 3-10.

While attendance is variable, most nights average between 10-12 students.

Helpers at homework sessions this past year, included Doris Gauthier, Karen Adolph, Eunice Hogeveen, Doris Pascoe, Carol Stewart, Lauren Voorpostel, Sarah McCutcheon, Pastor Tuula, Benjamin Myc, Sam and Judy Marcuson, Sylvia Fil, Omar Houssein, and Michelle Yang.

Respectfully submitted by,
Judy Marcuson

NEIGHBOURHOOD TABLE

The Neighbourhood Table was offered in partnership with the Arab Community Centre and largely funded by an \$8500 City of Toronto Neighbourhood grant. It was held on 4 Thursdays in July and August from 11am-2pm. The target was families with children in the 6-12 year old range. The program was designed around food themes and included kids doing food preparation, arts, crafts and outdoor activities.

We found a culinary consultant experienced in working with kids to lead the way. And importantly, each session concluded with a healthy, delicious meal shared with this newly formed community. We had a wonderful band of partners and volunteers who made these events happen. It created a lot of energy both for participants and St. Philip's volunteers.

The program was well attended with an average of 40 people at each event. They came from our partnership with the Arab Community Centre, from our connections with the Somali community, our refugee family and kids from our St. Philip's congregation. It was offered free of charge to participants.

It integrated well with the Good Food Market as produce ordering was looked after and we also had an opportunity to give away surplus produce on the day after the market.

There is a short video of the final table event that provides a wonderful sense of the experience.

Respectfully submitted by,
Eunice Hogeveen and Kris Savage



STEWARDSHIP

Thank you for your support of the ministries of St. Philip's! The results from our Stewardship Month demonstrate our hope for the future and the church we continue to build. It speaks to the generosity of our community and that together, with grace, we can make a difference. In 2019 this will be a new venture in serving the needs of children, youth and families in both our church and neighbourhood communities thanks to your commitment!

Stewardship was re-introduced in 2016 with an *Every Member Visit* at the direction of the congregation at the Annual Meeting. The effort engaged many in the congregation and was successful in raising awareness and commitment to the ministries of St. Philip's including the Vision we were defining. In 2017, we began the work to live our Vision. Our Stewardship effort, however, did not happen as no one stepped forward to lead it. Council recognized the importance of an annual stewardship program to reflect on what church means to us and the how we support the ministries of St. Philip's. To ensure future programs happen, it was decided that the responsibility would be assigned to the role of the Vice-Chair of Council. And so, Stewardship happened in 2018.



For 2018, the program was based on *every member contacted* and the theme *Freed by Grace – to Live Generously*. We again engaged many members in the 4-week program in November. Each week was given a focus: Grace, Vision, Generosity, and Gratitude. Some members spoke in a “moment” at worship and others wrote a “blog” for the weekly focus. Other members helped prepare and distribute a package for each member household. Weekly emails were sent, and our website provided thought-provoking content and all necessary information. Pastor Tuula hosted a movie to consider grace, generosity and neighbour. The Youth hosted a Photo Booth to help create a Generosity Journal. Council members helped with phone calls. We ended the month of Stewardship with the “All-Star Café”, hosted by Council and Jerry Hogeveen as Master of Ceremonies. Thanks to all who participated in the Stewardship effort: Janice Rouse, Kathy Dragert, Lauren Voorpostel, Sam Marcuson, Sabine George, Eric Fergin, Dave Pascoe, Stephanie Roche, Jerry Hogeveen, Youth and Youth Leaders, and Council members. Key to this effort is the generosity of Gary Wuschnakowski as our Financial Secretary, Margaret Isaacs in the office, and of course Pastor Tuula.

The generosity of our members is what makes the effort a success. Thanks to all the members of St. Philip's for your support of our church. Thanks to those who returned the commitment forms and made the commitment to our future together. The results from Stewardship 2018 were:

Commitments Made

- 40 members made commitments in 2018 (38 in 2016) for a total of \$157,480 (\$122,792 in 2016) for an increase of \$34,688 over 2016.
- 12 members made commitments in 2018 totaling \$24,940 who did not make commitments in 2016.
- 10 members who made commitments in 2016 did not make commitments in 2018; however, 9 are active donors and as of November 30 donated a total of \$15,396.60.
- 21 Members increased their commitments by \$9,520.
- 7 members reconfirmed their commitments made in 2016.

Pre-Authorized Remittance (PAR)

- 7 members increased their PAR donations.
- 1 new PAR donation has been made.
- PAR donations have increased and now total \$59,000 annually

We have been “freed by Grace to live generously”!

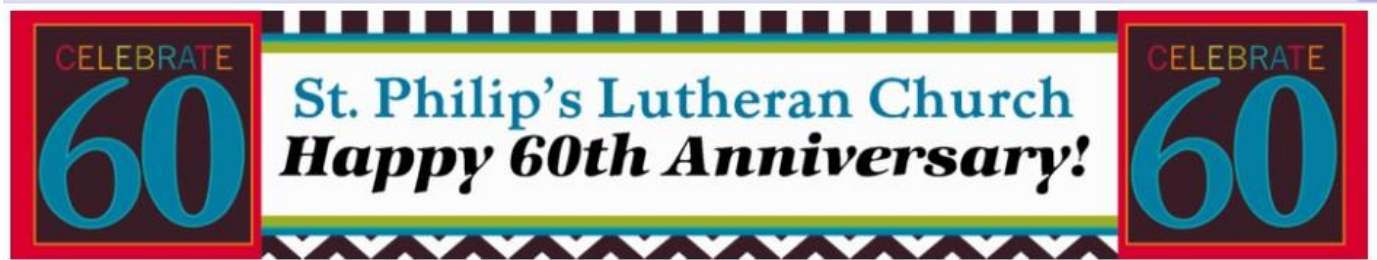
Thanks for your generosity!

*Freed by Grace
– to Live Generously*
Asking every member for renewed commitment

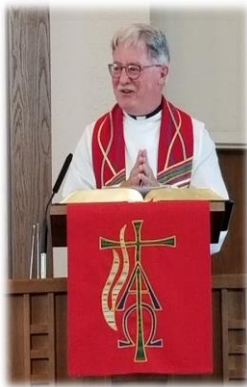


Respectfully submitted by,
Karen Adolph

60th ANNIVERSARY COMMITTEE



Members: Eunice Hogeveen, Margaret Isaacs, Les and Lina Piller, Stephanie Roche, Carol Stewart, and Pastor Tuula.



On Sunday, September 16th, St. Philip's celebrated its 60th anniversary. Former ministers and their families were in attendance as well as several Charter Members. Rev. Doug Reble, Assistant to the Bishop, preached on the ever pressing question, "Do we need God?"

We held a catered luncheon outdoors under the safety of various tents as it was a scorching hot day. Multiple people brought in pies for dessert. There was a vast assortment from which to choose. There was much to eat and much to celebrate.



Pictured above from left - right: Faith Witt (Cronmiller*), Kathy Gorski (Roberts), Bonnie Twining, Kathy Dragert, Doug Kearns, Elvi Vali, Carol Stewart, and Bev Ziegel (Cronmiller*).

At left: The popular pie bar!



*Rev. Carl R. Cronmiller was the first pastor at St. Philip's Lutheran Church serving from 1957 - 1966.



SUPPORT

HEALTH AND HEALING MINISTRY COMMITTEE

The Health and Healing Ministry Committee evolved from an original Parish Nurse Study Group under Rev. Doug Kramer 12 years ago. Marisa Jeffkins filled the role of Parish Nurse from 2008 - 2010 and 2013 - 2018.

Under the new 2018 Vision Statement, the Council reassessed the current needs of the congregation. As the position of a Parish Nurse no longer met the current needs of the congregation, the decision by Council was to eliminate the position on July 29, 2018. Council decided this was necessary to focus our resources on current priorities and new initiatives. St. Philip's thanked Marisa for her dedication and years of service at a Farewell Luncheon in her honor in September.



Several programs continue including the "Gentle Exercise for Seniors" Program that continues weekly under an independent leader. The Care Team visits our "at home" members under Pastor Tuula's direction. The AED – Automatic External Defibrillator, first aid kits, and pew hand sanitizers continue to be checked on a regular basis by members of the previous Health and Healing Ministry Committee.

Thank you to all who have supported the many programs and educational Parish Nurse Ministry events over the years. We look forward to taking part in the new direction and initiatives our new Vision statement takes us.

Respectfully submitted by,
Wendy Kearns, Co Chair
Mary Adam , Co-Chair

MUTUAL MINISTRY COMMITTEE

The Mutual Ministry Team consists of a small of group of volunteers and the pastor who work to strengthen the ministry of the pastor and the mission of the congregation acting in mutual love and concern for one another. Should you have any feedback on the effectiveness or questions concerning the Pastoral Direction that you would like the team to consider, please feel comfortable approaching any member of the team.

We met twice in 2018 and plan to increase that to quarterly meetings in 2019. The current members are Sabine George, Astor Hanslep, Jerry Hogeveen and Kathy van Rensburg. If you have any interest in being part of this team please contact Jerry at 416.464.6760.

Respectfully submitted by,
Jerry Hogeveen

PROPERTY COMMITTEE

Members: Rod Erlandson, Jeff Macko, Paul McCutcheon, Elvi Seddon, John Stewart, John Voorpostel, and Tina Werner, Council Liaison.

I wish to thank the members for all their hard work and support!

Also, thank you to John Stewart and John Voorpostel for looking after our waste disposal each week. Your work is much appreciated.

The work carried out during 2018 consists of the following:

- Paul McCutcheon replaced the light cover of one of the lights in the narthex with a cover from the men's cloak room. The existing lights cannot be replaced. We will have to decide what to do with the lights in the cloak room. Recessed lights might be the best alternative.
- The air conditioning for the Fellowship Hall ran out of fluid and was fixed temporarily. The source of the leak will have to be determined and repaired in the spring.
- We now have two spaces available in the Sanctuary for wheelchairs. Perry Taylor and Rod Erlandson removed one of the large pews and replaced it with a smaller pew. The spaces are at each end of the small pew behind the centre row of pews. Thank you to both of you for doing this work.
- We now have three new LED lights for the parking lot and two new timers. Thank you so much Paul McCutcheon for having this done.
- Maintenance work was done on the roof of the Sanctuary which was approved in advance. The contractor recommends we set aside \$3,000-4,000 annually for unanticipated service. Also, they advise that replacing all the roofs would cost approximately \$70,000. I will have the roof over the offices and narthex checked this year. My understanding is that roofs last a very long time. I will investigate this matter further and report back.

The Property Committee recommends to the congregation that our budget for 2019 as presented be approved.

Respectfully submitted by,
Elvi Seddon, Chair

FINANCE COMMITTEE

Members: Alan Walker, Dave Brown, Gary Wuschnakowski, Jim Rouse, Robert Jacksteit , Sam Marcuson

The Finance committee of St. Philip's would like to express its appreciation to all those who have given in the past year, both financially and through the gifts of their time and effort.

As we celebrated the 60th anniversary of St. Philip's, we have seen our new Vision start to take shape. With the addition of the Learning and Engagement Coordinator position the budget for 2019 will total \$279,439. This represents an increase of over 7% versus the 2018 budget, but also more than a 20% increase over actual spending. This increase also coincides with the elimination of the Parish Nurse position mid-year. Our 2018 budget was a challenge and we did not meet that challenge. With your generosity our receipts to the current account met the actual spending of \$231,894, but the budget is a significant jump from this level. To achieve the goals of the Vision of the congregation, it will take a considerable effort from everyone. And from past experience, we are hopeful that we will come through as before.

With the increased budget we have decreased the benevolence budget to \$27,000. We met our target of \$30,000 in 2018 with the redirection of some special donations, and with the aggressive increases elsewhere in 2019 the Finance Committee felt it would be prudent to reduce this transfer to ensure our objectives as a congregation are met.

Total giving in 2018 was \$313,882, down from \$494,569 in 2017 which was an exceptional year due to the giving to help Mark along with a significant bequeath, and up from \$299,782 in 2016. To meet the goals of our vision we will need to continue this trajectory.

This past year was the beginning of the transition towards our new Vision. It is incumbent on us all to ensure the resources are available for these goals to be achieved.

Finally, we wish to again express our thanks for the congregation's support. We are confident that the members of St. Philip's will once again to help build toward our mission.

Respectfully submitted by,
The 2018 Finance Committee

FINANCE COMMITTEE REPORTS:

- | | | |
|-----------|--|---------------------------------|
| 1. | 2019 PROPOSED BUDGET
(Current & Benevolence) | 2 pages (35, 36) |
| 2. | TREASURER'S REPORT
December 31st, 2018 | 4 pages (37, 38, 39, 40) |
| 3. | BALANCE SHEET
December 31st, 2018 | 1 page (41) |

1	Proposed 2019 Current & Benevolence Budget				
2					
3				2018 Budget	2019 Proposal
4					
5	EXPENSES & COMMITMENTS				
6	Benevolence Giving				
7		Designated Projects			
8		Regular Gifts & Synod Commitment	30,000		27,000
9		TOTAL Benevolence Giving	30,000		27,000
10					
11	Administration				
12		Bank Charges	960		1,440
13		Bookkeeping Services	4,319		4,319
14		Delegate Expenses	-		-
15		Information Technology	900		1,020
16		Office Equipment Maintenance	250		350
17		Office Supplies & Postage	2,400		3,600
18		Payroll Processing	420		420
19		Photocopier	3,803		3,803
20		Stewardship Expenses (Envelopes)	350		350
21		Telephone	4,080		4,080
22		Web Hosting & Design	-		-
23		TOTAL Administration	17,481		19,381
24					
25	Building & Property				
26		Building & Equipment Maintenance	22,800		18,000
27		Capital Improvement Fund	5,000		5,000
28		Property Maintenance	7,900		9,000
29		Insurance	6,500		6,500
30		Heat Hydro and Water	11,900		10,000
31		TOTAL Building & Property	54,100		48,500
32					
33	Our Ministry of Learning				
34		Christian Education	1,000		1,000
35		Sunday School	600		600
36		Junior Youth Group	200		200
37		Senior Youth Group	1,000		1,000
38		Youth Advisory Group	1,000		1,000
39		TOTAL Our Ministry of Learning	3,800		3,800
40					
41					
42	Our Ministry of Support				
43	STAFF SALARIES				
44		Administrative Assistant	21,902		22,916
45		Music Director	21,500		22,000
46		Pastor	50,190		51,445
47		Supply Organist	1,250		1,250
48		Supply Pastor	2,400		1,600

Proposed 2019 Current & Benevolence Budget Continued

			2018 Budget	2019 Proposal
49		Learning & Engagement Co-ordinator	14,352	29,952
50		Youth Director - Temp Help	-	-
51		TOTAL Our Ministry of Support	111,594	129,164
52				
53		Our Ministry of Witness & Service		
54		Advertising & Communication	250	250
55		Vision Committee	3,500	1,500
56		Health Ministry	1,850	1,850
57		Outreach Ministry	500	500
58		Social Events Committee	500	500
59		Stewardship Committee	250	250
60		TOTAL Our Ministry of Witness & Serv	6,850	4,850
61				
62		Our Ministry of Worship		
63		Sanctuary Supplies	750	750
64		Bell & Chime Choirs	-	-
65		Bulletins	100	100
66		Copyright Licencing	200	200
67		Eternity for Today	450	450
68		Instrumentalists	1,500	1,500
69		Music	250	250
70		Worship Supplies	350	350
71		TOTAL Our Ministry of Worship	3,600	3,600
72				
73		Staff Benefits		
74		EI & CPP	8,636	10,105
75		Pastor's Book Allowance	500	500
76		Pastors Car Allowance	6,445	6,606
77		Pastor's Continuing Education	600	600
78		Pastor's Health & Dental Plan	5,897	11,794
79		Pastors Housing Allowance	31,099	31,814
80		Pension Plan - ELCIC	9,182	12,813
81		TOTAL Staff Benefits	62,358	74,232
82				
83		Capital Reserve Funds	-	-
84				
85		Other		
86		Contingency	600	600
87		Pastor Disc Fund	300	300
88		TOTAL Contingency	900	900
89				
90		TOTAL EXPENSES	260,684	284,427
91				
92		TOTAL Benevolence Giving	30,000	27,000
93				
94		TOTAL Proposed Budget	290,684	311,427

St. Philip's Evangelical Lutheran Church
Profit & Loss Budget vs. Actual
January through December 2018

	Jan - Dec 18	Budget	\$ Over Budget	% of Budget
Income				
41500 - Benevolence Offerings	30,000.00	30,000.00		
41505 - Regular Benevolence to ELCIC	-30,000.00	-30,000.00	0.00	100.0%
41550 - Benevolence - Paid			0.00	100.0%
Total 41500 - Benevolence Offerings	0.00	0.00		0.0%
44200 - Current Account				
42205 - Current Offerings	219,203.48	260,684.00	-41,480.52	84.1%
42210 - Hall Rentals	6,430.00	0.00	6,430.00	100.0%
44200 - Current Account - Other	8,242.03	0.00	8,242.03	100.0%
Total 44200 - Current Account	233,875.51	260,684.00	-26,808.49	89.7%
Total Income	233,875.51	260,684.00	-26,808.49	89.7%
Expense				
80000 - Worship				
60005 - Altar supplies	553.12	750.00	-196.88	73.7%
60010 - Copyright Licensing	350.00	200.00	150.00	175.0%
60015 - Music	593.80	250.00	343.80	237.5%
60020 - Instrumentalists	2,250.00	1,500.00	750.00	150.0%
60022 - Supply Organist	100.00	1,250.00	-1,150.00	8.0%
60025 - Bell and Chime Choirs	0.00	0.00	0.00	0.0%
60030 - Bulletins	0.00	100.00	-100.00	0.0%
60035 - Worship Supplies	186.59	350.00	-163.41	53.3%
60040 - Eternity for Today	379.57	450.00	-70.43	84.3%
Total 80000 - Worship	4,413.08	4,850.00	-436.92	91.0%
81000 - Learning				
61005 - Christian Education	571.77	1,000.00	-428.23	57.2%
61010 - Sunday School	-176.72	600.00	-776.72	-29.5%
61015 - Junior Youth Group	190.53	200.00	-9.47	95.3%
61020 - Senior Youth Group	199.25	1,000.00	-800.75	19.9%
61025 - Youth Advisory Committee	0.00	1,000.00	-1,000.00	0.0%
Total 81000 - Learning	784.83	3,800.00	-3,015.17	20.7%
82000 - Witness & Service				
62005 - Advertising and Communication	273.67	250.00	23.67	109.5%
62010 - Vision Committee	1,485.70	3,500.00	-2,014.30	42.4%
62012 - Health Ministry	1,200.62	500.00	700.62	240.1%
62015 - Outreach Ministry	412.48	1,850.00	-1,437.52	22.3%
62020 - Social Events	915.15	500.00	415.15	183.0%
62025 - Stewardship Committee	101.88	250.00	-148.12	40.8%
Total 82000 - Witness & Service	4,389.50	6,850.00	-2,460.50	64.1%
83100 - Staff Salaries				
63105 - Pastor	50,190.00	50,190.00	0.00	100.0%
63107 - Supply Pastor	900.00	2,400.00	-1,500.00	37.5%
63110 - Music Director	21,500.04	21,500.00	0.04	100.0%
63115 - Office Administrator	18,720.00	21,902.00	-3,182.00	85.5%
63120 - Parish Nurse	9,204.00	14,352.00	-5,148.00	64.1%
63125 - Temp Help	861.87	0.00	861.87	100.0%

St. Philip's Evangelical Lutheran Church
Profit & Loss Budget vs. Actual
 January through December 2018

	Jan - Dec 18	Budget	\$ Over Budget	% of Budget
Total 63100 - Staff Salaries	101,375.91	110,344.00	-8,968.09	91.9%
64100 - Staff Benefits				
64105 - EI and CPP	7,089.92	8,635.00	-1,545.08	82.1%
64110 - EHT/Health Plan	6,315.44	5,897.00	418.44	107.1%
64115 - Pastor's Pension Plan	9,338.04	9,182.00	156.04	101.7%
64120 - Pastor's Housing Allowance	31,099.20	31,099.00	0.20	100.0%
64125 - Pastor's Car Allowance	6,444.96	6,445.00	-0.04	100.0%
64128 - Pastor's Continuing Ed.	600.00	600.00	0.00	100.0%
64130 - Pastor's Book Allowance	500.00	500.00	0.00	100.0%
64135 - Professional Development	1,506.33	0.00	1,506.33	100.0%
Total 64100 - Staff Benefits	82,893.89	62,358.00	535.89	100.9%
65100 - Administration				
65105 - Accounting	4,388.48	4,319.00	69.48	101.6%
65110 - Bank Charges	1,252.21	960.00	292.21	130.4%
65120 - Office Supplies and Postage	3,642.89	2,400.00	1,242.89	151.8%
65125 - Telephone	3,974.56	4,080.00	-105.44	97.4%
65130 - Office Equipment Maintenance	353.40	250.00	103.40	141.4%
65135 - Photocopier	3,542.05	3,803.00	-260.95	93.1%
65140 - Information Technology	1,073.72	900.00	173.72	119.3%
65145 - Payroll Processing	410.38	420.00	-9.62	97.7%
65150 - Stewardship (Envelopes)	240.98	350.00	-109.02	68.9%
Total 65100 - Administration	18,878.67	17,482.00	1,396.67	108.0%
66100 - Building and Property				
66105 - Gas	4,131.13	11,900.00	-7,768.87	34.7%
66120 - Hydro	4,910.85	0.00	4,910.85	100.0%
66125 - Water	241.99	0.00	241.99	100.0%
66130 - Cleaning / Property maintenance	10,276.08	22,800.00	-12,523.92	45.1%
66135 - Building Misc Supplies	939.14	0.00	939.14	100.0%
66140 - Grass Cutting	3,837.89	0.00	3,837.89	100.0%
66145 - Snow Removal	1,367.33	0.00	1,367.33	100.0%
66150 - Insurance	6,071.76	6,500.00	-428.24	93.4%
66155 - Building & Equipment Mtce	1,750.05	7,900.00	-6,149.95	22.2%
66160 - Capital Improvement Fund	4,999.86	5,000.00	-0.14	100.0%
Total 66100 - Building and Property	38,526.08	54,100.00	-15,573.92	71.2%
80100 - Contingency				
80105 - Pastor Disc Fund	609.34	300.00	309.34	203.1%
80110 - Miscellaneous	23.12	600.00	-576.88	3.9%
Total 80100 - Contingency	632.46	900.00	-267.54	70.3%
Total Expense	231,894.42	260,684.00	-28,789.58	89.0%
Net Income	1,981.09	0.00	1,981.09	100.0%

St. Philip's Evangelical Lutheran Church

Designated Account Balances - 2018

	Dec-17 Balance	Rec'd	Paid	Dec-18 Balance
Altar Guild	491.13	-	491.13	-
Bell Choir Fund	773.81	-	25.14	748.67
Reserve for Major Repairs and Replacements	30,241.32	4,999.84	7,712.35	27,528.81
60th Anniversary	-	2,080.00	2,080.00	-
Choir Support	1,388.42	240.00	-	1,628.42
CLWR	2,452.00	2,580.00	-	5,032.00
Confirmation Class	-	-	-	-
Good Food Market	55.58	10,000.00	5,055.58	5,000.00
Memorial Funds (Various)	12,304.49	2,485.00	-	14,789.49
New Hymnals - Organ Repairs	211.16	150.00	361.16	-
Outreach - Combined	5,692.65	6,980.00	1,402.89	11,269.76
Praise Appeal - Syria	2,019.31	-	2,019.31	-
Food Bank	160.00	45.00	100.00	105.00
Music for Mark Fund	90.30	200.00	90.30	200.00
Red Cross	-	12.00	-	12.00
Sewing Group-Cover Girls	-	-	-	-
Social Events Fund	681.37	-	190.38	490.99
Expanded Ministry - St Philips	166,878.53	-	-	166,878.53
Sunday School GIFT	438.82	-	238.88	199.94
Victory Garden	1,028.51	760.00	-	1,788.51
Youth Fund	6,834.21	7,011.52	13,095.70	750.03
TOTAL Designated Accounts	231,741.61	37,543.36	32,862.82	236,422.15



Evangelical Lutheran Foundation of Eastern Canada

74 Weber Street West Kitchener, ON N2H 3Z3 | 1-888-308-9461

Statement of Income and Fees St. Philips, Etobicoke

Account Number: 22330

Monday, December 31, 2018

2018

Changes in Your Investment Account:

	Q1	Q2	Q3	Q4	Total
Opening market value	-	100,000.00	101,852.52	103,244.27	-
Deposits	100,000.00				100,000.00
Withdrawals					-
Gross investment income		2,102.52	1,646.38	4,894.54	1,145.63
Management fee	-	250.00	254.63	258.11	762.74
Closing market value	100,000.00	101,852.52	103,244.27	98,091.63	98,091.63

Income Fund transactions for quarter ending Dec 31, 2018:

Opening	51,536
Deposits	
Income Distribution	2,426
Capital Gain Distribution	-4,631
Less Mgmt Fee	-129
Closing Value	<u>49,201</u>

Investment By Asset Class (Income Fund):

Canadian Equities	25.06%	12,328
Global Equities	25.47%	12,531
Fixed Income	39.64%	19,501
Cash and Equivalent	3.31%	1,628
Impact Investments	6.53%	3,213
		<u>49,201</u>

	Current Quarter	Year to Date
Overall Portfolio Return	-4.28	-0.5
Benchmark (Multi-Indices)	<u>-4.05</u>	<u>-1.3</u>
value add	-0.23	0.8

Growth Fund transactions for quarter ending Dec 31, 2018:

Opening	51,709
Deposits	
Income Distribution	2,020
Capital Gain Distribution	-4,709
Less Mgmt Fee	-129
Closing Value	<u>48,890</u>

Investment By Asset Class (Growth Fund):

Canadian Equities	38.25%	18,703
Global Equities	20.44%	9,994
Fixed Income	33.53%	16,393
Cash and Equivalent	1.69%	827
Impact Investments	6.08%	2,974
		<u>48,890</u>

	Current Quarter	Year to Date
Overall Portfolio Return	-5.31	1.35
Benchmark (Multi-Indices)	<u>-5.28</u>	<u>-2.83</u>
value add	-0.03	4.18