



Evangelical Lutheran Church in Canada

Congregational Mission Profile

Part I – Congregation Information

1. Congregation

| | | | |
|-------------------------|-------------------------------------|-----------------|------------------------------|
| Congregation ID Number: | 5130 | Date Submitted: | October 30, 2020 |
| Congregation Name: | All Saints Lutheran Anglican Church | | |
| Address: | 210 Silvercreek Parkway North | | |
| City: | Guelph | Postal Code: | N1H 7P8 |
| Church Phone: | 519-821-7710 | Email: | allsaints@allsaintsguelph.ca |
| Website: | www.allsaintsguelph.ca | Social Media: | |
| Synod: | Eastern Synod | | |

2. Congregation Council Chairperson

| | | | |
|------------------|-----------------------|--------------|---------|
| Name: | Brian Janzen | | |
| Address: | 1008-364 Waterloo Ave | | |
| City: | Guelph | Prov: | ON |
| | | Postal Code: | N1H 3K2 |
| Preferred Phone: | 519-824-5469 | | |
| Preferred Email: | bjanzen33@gmail.com | | |

3. Call Committee Chairperson

| | | | |
|------------------|--|--------------|--|
| Name: | 3. Call Committee Chairperson – Yet to be determined due to the COVID-19 situation | | |
| Address: | | | |
| City: | | Prov: | |
| | | Postal Code: | |
| Preferred Phone: | | | |
| Preferred Email: | | | |

- 4. List up to three events or developments that are the most important from the history of your congregation. Please indicate the dates. If you have a short, concise congregational history, please attach it.**
(For example: significant anniversaries, building programs, merger, worship service added, outreach ministries, staff or pastoral positions added or revamped, lengthy pastorates, interns, intentional interims, restructuring of congregational Council or board, mission development, relationship with Lutheran agencies or organizations, capital appeals)

Prior to Merger St. D&P

- Significant repair costs to the building were beyond capacity for congregation to meet, declining membership St. Paul's
- Opportunity to merge when we were approached by St. D&P
- Recognition there were signs there would be issues in the future, declining membership

- Merger between St. Paul's Evangelical Lutheran Church and St. David and St. Patrick's Anglican Church - July 2017

- History of long serving pastors for St. Paul's

- Participation of both Anglicans and Lutherans in overseeing the Merger, active on Council, the Silvercreek Community Market, Choir, Altar Guild, Service Assistance and SCS(Sunday Church School)

- Merger and retirement of long term pastor provide opportunities and challenges

- Becoming a Reconciling in Christ (RIC) Congregation. More work needs to be done in this area

- 5. There are historical or internal issues in any congregation about which a candidate should be aware. Please describe:**

a. The length of time your three previous pastors served and their reasons for leaving.

All Saints
 Pastor Jeffrey Smith - 2.5 years (11 years total) - retirement

St. Paul's
 Pastor Jeffrey Smith - 8.5 years - merger
 Pastor Jon Fogleman- 26 years - retirement
 Pastor Gerhardt Becker - 20 years - retirement

St. D&P
 Pastor Tom Vaughan – 10 Years - merger
 Pastor David Howells – 8 years moved to western Canada
 Mary-Ellen Berry and David Vavasour – 10 years - took another call

b. The most significant conflict in your congregation in the last 20 years and what the congregation has learned from that conflict.

- From St. D&P people who left and did not attend the merged congregation had likely left before merger talks began and left for some reason other than the merger
- There were a few people from both the Lutheran and Anglican side that were against the merger - very few left. From the Lutheran side there was some reduction in attendance
- St. D&P - building renovations and the cost of the renovations
- St. Paul's – none
- There were a few people from St. Paul's who were against Reconciling in Christ
- In the past when Sunday Church School was not during the service we lost families due to the time commitment involved

c. What are some of the present challenges for your congregation as it moves into the future?

- To date there has not been a lot of work done to address the fact that we have an aging congregation & the work it would take to retain/attract young people/families to our Lutheran/Anglican congregation
- Do we identify ourselves as Lutheran/Anglican or as All Saints members?
- How is the building used for mission and ministry for community groups while dealing with our own requirements, including the use of the kitchen
- Work needs to continue to be done to build this Lutheran-Anglican congregation, specifically related to worship practices

6. Review the congregation's current data on elcic.ca/
(Comment here on any surprises or especially significant trends.)

On the ELCIC website we are still listed as St. Paul's Evangelical Lutheran Church. S. Christie, Treasurer contacted Liz Zehr & will be sending information to update.

7. Congregation constitution was last updated:
(Comment on reason for update.)

2019

- Needed to change some wording as per Canada Revenue Agency's request

-New in 2017 as part of the merger between St. Paul's Evangelical Lutheran Church and St. David and St Patrick's Anglican Church

8. Most members live within what distance of the church building?

a. Estimate, to the nearest whole number, the percentage of congregational members who live within the following distances of the church building:

| | | |
|-----------------------------|----|---|
| less than 3 km from church | 15 | % |
| 3-10 km from church | 80 | % |
| more than 10 km from church | 5 | % |

b. Estimate, to the nearest whole number, the percentage of congregation members who use the following modes of transportation to come to church:

| | | |
|-----------------------------|----|---|
| automobile: | 85 | % |
| walk or cycle: | 10 | % |
| take public transportation: | 5 | % |

Part II – Ministry Practices and Structure

9. Describe the congregation's present program and practices in worship (time, type, style, primary resources, frequency of communion, earliest age of communion), education (adult, youth, confirmation) and evangelism (outreach in community and response to visitors). (Comment on how ministries are organized – by committees [ad hoc or standing], task forces or as special projects.)

Two services are held each Sunday. The services have been designed in such a way as to honour and continue the liturgical traditions of both the Anglican and Lutheran Churches

8:30 Hybrid Book of Common Prayer/BAS liturgy with Holy Communion. Service is approximately 35 minutes and is a spoken liturgy

10:00 Liturgy of Holy Communion, ELW/BAS hybrid liturgy

Midweek Lenten services have been done in the past.

We use the Evangelical Lutheran Worship, Book of Common Prayer (Anglican) along with other hymnody resources. Copy the licences are purchased to access a variety of music

Holy Communion is offered every Sunday. All who wish to receive are welcomed to the table

Chok antheims are offered throughout the year from September to June at the 10:00 am liturgy

Greeters welcome all who attend at the 10:00 o'clock service

Coffee time is offered after both services most Sundays

Sunday Church School is offered at the same time as the 10:00 am worship most weeks from September to June. Children begin in worship, leave at the prayer of the day and return to receive Holy Communion

Confirmation is offered when there are appropriately aged children. Congregation participates in yearly multi congregational (Lutheran) confirmation camp at Camp Kintae

Adult Education - has been non-existent over the last couple years. Prior to that a small group met approximately every second Sunday morning prior to the 10 am service.

Outreach-see Council Governance and Communication Chart

10. Describe the service ministries of the congregation, its community involvement, and ecumenical partnerships.

(For example: food bank sponsor or contributor, build shelter for low-income residents in the community, addiction-related groups or other organizations.)

See attached Council Governance and Communication Chart

11. Describe the congregation's present staffing. Please include volunteers responsible for parish printed communications, supervising education programs, building maintenance or other regular tasks.

(For paid staff: note whether part-time or full-time; whether members of the congregation; lines of accountabilities; and length of service.)

1 full-time Pastor/Priest

1 part-time Administrative Assistant - a member - works Tuesday to Friday 9 am -1 pm - new as of January 2020

Contract Organist - 35 years service

Contract cleaning, snow plowing and lawn care

See attached Council Governance and Communication Chart. In addition to this list we have archives and confirmation

12. Construction date of church building: **Date of last renovation:**

Is any building program projected? ☐ Yes ☒ No If yes, when?:

Please describe existing building issues which may need to be addressed and the current extent of handicapped accessibility. Also use this space to describe the condition of any church property, its insured value and any outstanding debt on it.

Overall our building is in great shape. In the last 5 years we have replaced the roof, AC/heating, & floors in the building entry. In the kitchen we recently installed an industrial dish washer and new counter tops. We maintain a capital repair fund where our goal is to transfer \$10,000 annually to cover major capital items. As of end of 2019 balance was approximately \$35,000.

We have an elevator. We are in the process of applying for a government grant to pay for the installation of automatic door openers for handicapped accessibility. Other than that, the building on both levels is fully accessible.

No debt on the church property, however as part of the merger the ownership was transferred to the ELCIC. If merged congregation fails it reverts back to the Lutheran congregation.

Insured value is \$2,214,730.

13. Briefly describe the congregation's stewardship practices. What process is used for determining annual income projections? What is your current commitment (percentage of offerings) to ministry beyond the congregation (synod, seminary, other ministries)?
(For example: describe how stewardship is encouraged; pledge Sundays; how offerings are allocated.)

The finance committee prepares a annual budget in October, which is then presented to council. Council votes on it and the budget approved by council is presented to the congregation at a called meeting in December of each year.

We project our expenses and then back in to our required offerings.

Congregational members can chose to have pre-authorized transfers from their bank accounts to the church's bank account. Pre-authorized transfers account for 47% of our annual offerings (current only).

Benevolence to ELCIC and Anglican diocese is 10% of offerings - based on the prior years figures.

Analysis of who gives what and how old they are.

Presentations have been done around giving to the church through wills and endowments.

14. Has the congregation run a surplus/deficit in its current operating fund in the past three years? Be specific for each year including amounts.

2017 - N/A - part year as in partnership for 1/2 of the year and All Saints Lutheran Anglican Church for 1/2 of the year - had a surplus

2018 - Surplus of \$7,013 - transferred \$4,000 to Housing Fund, \$400 to Rectory Fund and \$2,500 to Dowry Fund

2019 - Surplus of \$2,003 - transferred \$2,000 to Housing Fund

b. Does the congregation have endowments and/or investments and how are they used?

Investments in excess of \$10,000 as of December 31, 2019:

| | |
|---------------------|--|
| Housing Fund | \$210,003 * |
| Dowry Fund | \$161,887 * |
| Rectory Fund | \$140,144 * - owned by Anglican Diocese, but we make monthly draws |
| Capital Repair Fund | \$ 35,143 |
| Memorial Fund | \$ 16,606 |

Total Investments above = \$563,783

* - we make monthly withdrawals from these funds

c. Please list your benevolence offerings for the last three years with your commitment in brackets. Be specific for each year including figures.

2017 - \$17,000 (\$17,000)- combined St. Pauls, St. D&P and All Saints

2018 - \$14,850 (\$14,850)

2019 - \$15,330 (\$15,330)

15. Describe synod and national church activities in which members have participated.

(For example: synod or national convention, synod or national council, synod committees, global mission events, ELW, stewardship or evangelism seminars, seminary events and youth gathering or youth leadership training.)

- Youth events and confirmation camp

- Members attend both the ELCIC, Synod and national conventions and Dioscesen gatherings

16. As a local expression of the Evangelical Lutheran Church in Canada, how does this congregation see itself as a partner with the synod and the national church?

(For example, how is the congregation involved in the synodical and national expressions of the church?)

We support Canadian Lutheran World Relief and Primates World Relief Fund

Support is given to Synod and the Diocese

Part III – Mission in the Community

17. Describe your larger neighbourhood in which your congregation meets and list the sources of your information.

(For example: ethnicity, marital status, median age and income; types of employment; quality of education, cost and types of housing, and recreational activities)

The Guelph Neighbourhood our Church operates in is the Onward Willow area. Statistics for Onward Willow are as follows, based on the 2016 census within the Guelph Neighbourhoods:

- Population - 7,705
- It has the highest percentage of children under 6 years old living in low-income households in Guelph at 35% (Guelph average is 15%)
- It has the highest percentage of people 25-64 years of age with no certificate, diploma or certificate at 18% (Guelph average is 9%)
- It has the highest percentage of people 15 years of age and over who are unemployed at 9% (Guelph average is 6%)
- 35% of tenant households spend 30% or more of their household income on shelter costs (Guelph average is 41%)
- 23% of owner households (2nd highest in Guelph) spend 30% or more of their household income on shelter costs (Guelph average is 16%)
- It has the highest percentage of immigrant population who immigrated within the last five years at 35% (Guelph average is 13%)
- After-tax household income is as follows - % - Under \$19,999 - 10.8%, \$20,000-\$39,999 - 26.1%, \$40,000-\$59,999 - 28.8%, \$60,000 - \$79,999 - 13.9%, \$80,000 - \$99,999 - 10.6%, Over \$100,000 - 9.8%
- It has the lowest median after-tax household income at \$48,484
- It has the highest percent of low-income households at 22% (Guelph average is 11%)
- It has the highest percentage of lone-parent family households at 25% (Guelph average is 16%)

Source is Social Determinants of Health Status Reports for Guelph Neighbourhoods as found on the Public Health Wellington Dufferin Guelph website - <https://bi.wdgpulchealth.ca/reports/social-determinants-of-health-status-report-wdg-geography/>

18. Describe three distinct attributes of the community the congregation serves.

(For example: urban, suburban, small town or rural; growing, stable or declining economy; ethnic diversity, education opportunities; household profile; primary business or industries.)

- Urban - population as of 2016 - 131,795, 2011 - 121,688 - growing - bedroom community for people working in Toronto
- Stable Economy
- University of Guelph is here and Conestoga College as a satellite campus here
- 5 largest employers - Linamar Corporation (12,000), University of Guelph (3,723), Upper Grand District School Board (3,400), City of Guelph (1,582), Cargill Meats (1,500)
- Age characteristics - Age 0-14 (22,670), Age 15-29 (27,970), Age 30-49 (36,180), Age 50-64 (25,750), Age 65 and older (19,225)
- Ethnic diversity increasing - 2016 Census of Mother tongue - English (101,015), French (1,635), Chinese Languages (3,505), Balto-Slavic Languages (2,880), German (1,820), Indo-Iranian Languages (5,150), Italic Languages (4,275)
- Based on 2016 Census - total income for people reporting (103,635) - % - Under \$19,999 - 28.6%, \$20,000-\$39,999 - 24.1%, \$40,000-\$59,999 - 20.4%, \$60,000 - \$79,999 - 11.7%, \$80,000 - \$99,999 - 7.2%, Over \$100,000 - 8.1%
- Based on 2016 Census - 52,085 households, 14,045 - 1 person, 17,000 - 2 person, 8,465 - 3 persons, 8,235 - 4 persons, 4,340 - 5+ persons
- Based on 2016 Census - 52,085 households, 26,465 - single detached homes, 5,540 - apartment buildings with 5+ storeys, 2,410 - semi-detached house, 7,255 row house, 3,415 - apartment or flat in a duplex, 8,925 apartment less than 5 storeys, 55 - other

We are the only Lutheran church in Guelph

Area around the church is very ethnically diverse

19. What trends or issues in the community should be addressed by the congregation in the next five years?

(For example: impact of population shifts, domestic violence, day care, youth services or recreation, homelessness, new construction, inflated housing prices or decline of housing stock.)

Food Insecurity-continue to build on the work of the Silvercreek Community Market and Saturday Night Suppers soup kitchen program

Housing costs and availability: housing prices continue to rise, lack of rental and affordable housing-this is an issue for the community; not sure how the congregation could impact this issue

Supporting new immigrants to settle into the area.

Social justice issues-homelessness, poverty, LGBTQ welcome (we are a RIC congregation), mental health and addictions issues, reconciliation with Indigenous people

Aging population inside and outside the church-isolation etc.

20. What opportunities for cooperation have you found in your community?

(For example: ecumenical, inter-Lutheran, multifaith, cooperative worship, youth events, food pantry, women's shelter or homeless shelter.)

Anglican Lutheran merger and ongoing relationship

Community association

Silvercreek Community Market

Saturday Night Suppers for the vulnerable with cooperation from other local area churches

Youth with other churches in the community and wider areas

Services at seniors' homes

Part IV – Where is God Leading Us?

- 21. In the past five years, has the congregation conducted a process to review its ministry and goals?**
☒ Yes ☐ No If yes, briefly outline the process used to develop these.

See All Saints Lutheran Anglican Church Visioning 2017-2018 document

Church Council as representatives of the congregation created this document and revisit it each year

- 22. What is the current vision or mission statement of the congregation?**

(Comment on whether this mission statement accurately reflects the current understanding of the mission of the congregation or if it may need to be re-evaluated.)

Mission Statement:

All Saints Lutheran Anglican Church is a welcoming Anglican/Lutheran community growing in active faith, striving to serve God through love, grace and outreach.

Reconciling in Christ Statement:

All Saints Lutheran Anglican Church has adopted an affirmation of welcome to persons of all sexual orientations and gender identities and is recognized as Reconciling in Christ.

Welcome To All:

With God's grace, the faith community of All Saints Lutheran Anglican Church in Guelph, Ontario welcomes you. Our doors are open to people of any age, gender, race, colour and sexual orientation. We welcome people facing physical or mental challenges, those suffering under addictions, single people and those in any loving partnered relationship. Our doors are open to people of uncertain faith or deep faith, from any or no religious tradition. All are truly welcome.

- 23. During the next one to three years, what are the top three mission priorities for the congregations which, if accomplished, hold the most promise for the continued development of your ministry?**

(For example: outreach; service to the community; building program; adding staff or rostered ministers; restructuring of committees or boards; stewardship or evangelism programs.)

These answers are based on the responses to the congregational survey

- Outreach to the community has strong support (see question 19)
- Supporting the continued building of a strong and vibrant Anglican/Lutheran congregation
- Exploring and enhancing what it means to be a RIC congregation
- Engagement with the community with a focus on evangelism/welcoming new people
- Children and youth programs for the community/congregation

24. What is your congregation excited about?

(For example: list events or activities that generate interest and participation.)

Worship and Music
Current outreach activities
Congregational gatherings/activities

Part V – The Leader We Seek

25. Position title:

Pastor/Priest

26 a. Ministry Areas and Descriptions. Please review the list of ministry areas and descriptions and proceed to 26 b.

| Ministry Area | Description |
|--------------------------------------|---|
| Worship Leadership | Plan and conduct worship services. |
| Social Ministry | Enable persons to become aware of community needs and participate in action and advocacy. |
| Children's Ministry | Teach and relate to preschool and elementary age children. |
| Ministry with Youth and Young Adults | Creatively relate to youth and young adults to teach the faith and inspire commitment. |
| Teaching Adults | Teach and lead adults in faith development. |
| Administration | Oversee the affairs of the organization and work of staff. |
| Community Work | Represent the church and motivate persons to cooperate in community activities. |
| Ecumenical Work | Stimulate cooperation in local inter- church programs. |
| Stewardship | Inspire and motivate persons in developing and using individual and group resources in the service of the church. |

| Ministry Area | Description |
|---------------------------------|--|
| Evangelism | Mentoring the community to help them live and tell the stories of faith. |
| Visitation | Support and nurture persons by visiting with them in their homes and places of employment. |
| Preaching | Proclaim the gospel as it applies to the lives of people. |
| Ministering in Crisis | Support persons in the midst of crisis. |
| Counselling | Assist persons facing problems or decisions. |
| Participant in the Wider Church | Provide leadership to programs of the church in the synod and the ELCIC. |
| Financial Management | Work with accounts, figures and budgets. |
| Inter-personal Climate | Exhibit and inspire a spirit of community. |
| Recruit and Equip | Enlist, equip and motivate leaders to carry out the work of the congregation/organization. |
| Interpreter of Theology | Communicate a comprehensive understanding of the Bible and Christian theology from a Lutheran perspective. |
| Innovator | Envision and implement new approaches, activities and projects. |
| Conflict Management | Analyze and utilize conflict situations to strengthen community life. |
| Planner | Map out objectives, plan overall organization strategy and design programs. |
| Sharing Leadership | Work mutually with volunteers and colleagues. |
| Family Life / Self Care | Cultivate home and personal life. |
| Study Habits | Follow a regular schedule of reading and studying. |
| Spiritual Discipline | Maintain a disciplined life of prayer and personal devotion. |
| Small Groups | Plan, cultivate and support small group ministry. |
| Transformational/Redevelopment | Lead a declining congregation into hope and new life. |
| Musical and Artistic | Enjoy and use music and the arts to enhance worship. |

26. b. List five areas of ministry you expect your rostered leader to give primary attention to in the first three years of their ministry.

Based on the congregational survey (60 responses) the following areas were identified as the most significant:

Worship Leadership and Ministry with Youth and Adults 27
Musical and Artistic 18
Children's Ministry 17
Preaching and Transformational/Redevelopment 15

27. Compensation and professional expense reimbursement.

Range of salary: \$ -

Range of salary including housing allowance: \$ -

In addition to salary, we provide:

(Check all that apply)

- ☐ Parsonage ☐ Housing Equity Allowance
☒ Continuing Education as per Synod Guidelines
☒ Car Allowance as per Synod Guidelines
☒ Extended Health, Dental and Pension through ELCIC Group Services, Inc.
☒ Other: (Please explain briefly below.)

Congregation is able to pay at top of guidelines plus compensation for additional years of service as done in the past
Housing allowance currently is \$24,960/year

Car mileage

Cell phone allowance

Total compensation and professional expense package:

\$

Please comment on how these figures compare to your synod's compensation guidelines.

Our total compensation is in line with synod guidelines

28. Are you able to supply the following items, if requested?

| Item | Yes | No |
|---|-------------------------------------|--------------------------|
| Mission and Vision Statement of the Congregation | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Annual Reports | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Budget | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Weekly Sunday Bulletin | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Communication Pieces (newsletter, brochure, etc.) | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Brief History of the congregation | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

References

List two references outside of the congregation (for example: neighborhood leader, member of ministerial)

Relationship: Name:

Address:

City: Prov. Postal Code:

Phone: Email:

Relationship: Name:

Address:

City: Prov: Postal Code:

Phone: Email:

29. Use this space if you need to include additional information.

30. Please describe the process used by your committee to complete this Congregational Mission Profile.

A small group of council members reviewed and filled in the basic information of the profile. The Call Committee was asked to respond to specific questions related to the mission, trends and Ministry area. This information was provided to the Council in its raw form for discussion and additions.

The congregation was then asked to respond to those same specific questions. The results were analyzed and choices were made from the responses about the highest priority areas. These results were then shared with Council and Call Committee, along with the information from the congregational survey, in order to validate the decisions made under those specific question areas.

After all areas of the profile were completed, the Council voted virtually to approve the final document.

Progress and Current Status Update

This appendix to the parish profile strives to offer some updates on progress towards the congregation's goals and the current status of our ministries. Many thanks to Mr. Brian Janzen, Chair of the Congregational Council, for giving voice to this assessment of how things have been going in recent months and years for us as All Saints' Lutheran Anglican Church, Guelph.

What has been the congregation's pattern of worship and gatherings (digital, by phone or in-person) during the pandemic lockdown?

After the initial lockdown in March, with part-time Interim Pastor Stephen's willingness to produce a digital service, we began to distribute it through our email blast system as well as hand deliver it to some of our "Shut ins". We have about 155 individuals and families on our eblast list. The reasoning or desire to do a "written" service is to involve/engage the congregation in the message through active reading (and the ability to re-read) and thought rather than through streaming where congregants more passively watch some form of the service on devices which may require more technical know how.

Our services include all the elements (with a few limitations) of what we regularly celebrate on a regular Sunday morning. We have links to audio files including those for the lesson readings, Gospel, hymns, and music selections. All these are created virtually by us with various readers each week and our choir producing a virtual choir version of the hymns and anthem every week. This is all produced from homes and materials/music are used by permission. A labour of love that we are finding is being very well received. Stats are showing 65-70% are opening these email services.

All Saints continues to be closed for in person worship. This has been a Council and clergy decision after consultation with the congregation.

What is your Congregational Council's sense of how the integration of Lutheran and Anglican members into a joint community has been proceeding?"

My perception as Chair is that Council is very pleased with how the integration has proceeded within the congregation. We continue to deal with a few issues that I would say are "on the fringe" as far as an Anglican/Lutheran congregation and continue to require some education/review and understanding across the entire congregation. With Council itself, one example of this is the understanding of how we make decisions etc. (governance) at All Saints. Occasionally we all have to remind ourselves about our present model yet respect and understand the different traditions we come from.

Our focus now at All Saints is looking at OUR resources as disciples not as our differences in tradition or focus just as Anglican or Lutheran. Our Profile outlines our shared goals, needs and opportunities. It is in this light that we feel it is of great importance that we used the process we followed in completing it....through a profile team, Council, Call Team, and indeed the entire congregation's feedback. It is indeed a product of a joint community.

The 2017/2018 Visioning Plan is an extensive and important document. Can you report on the progress made towards those goals?

Looking at our Vision document, you can see that the last revision date was May 2018. It is certainly due for a re-examination/evaluation. Due to a number of factors over the last year such as clergy illness, Pastor's retirement, and the pandemic among others, Council 2019-2020 has not had the extensive focus time to do that. As I peruse the document, I certainly identify progress on a number of items, but others are in progress or developing. Working with pandemic restrictions and the demands that it has placed upon us as leaders, we are hampered in our ability to develop a detailed assessment of our progress towards the goals outlined in the document.

However, in general, the congregation at All Saints can express their ideas and thoughts of community engagement to any members of Council which then can be brought to the table. These thoughts are examined to ensure they follow our local mission goals and of course those of the Synod and the Diocese. One such example is our mission through the Silvercreek Market we operate from our church and connections to the community. A document outlining the story of this mission and its progress to date is available on request.

Can you comment on the congregation's awareness of the Anglican Diocese of Niagara's Mission Action Plan, any assessment of its impact or potential impact on the congregation's mission and ministry, and, if possible, how that Mission Action Plan might inform your congregation's pursuit of the 2017 Vision Goals?

I believe the diocesan Mission Action Plan was approved at the beginning of 2020 and our Council was informed of its presence and development. Our Council has not had the chance to absorb it and look at our Vision document in relation to it including its impact. However, if you look at our Vision document (even outdated as it might be now) many of our goals are congruent with those broadly stated in the diocesan plan. No doubt, the re-evaluation of our Vision document will be examined in the light of the Diocese's Mission Action Plan and those of the Lutheran Synod.

All Saints Lutheran Anglican Church Visioning 2017-2018

MISSION STATEMENT: We are a welcoming Anglican/Lutheran community growing in active faith, striving to serve God through love, grace and outreach.

| Vision | Goal | Action Steps | How to Implement | |
|--|--|--|---|--|
| To see All Saints church is financially stable | Able to pay bills Build reserve funds and have them grow in value each year through investment. | <ul style="list-style-type: none"> Increasing membership through other vision action items listed below. Increase 'visibility' through media | <ul style="list-style-type: none"> depends on the implementation and success of other goals listed on this chart Use of more articles in Connections but also more publicity of church in outside media | |
| To continue in bringing entire All Saints congregation together....(Anglicans and Lutherans...past two churches) | Understanding each other's history, traditions and practices. | <ul style="list-style-type: none"> Small monthly write-ups in Connections or in the bulletin to coincide with that is going on in the church. Continue ideas such soup talks. | <ul style="list-style-type: none"> write article for Connections about this Visioning plan Have a first soup talk educating congregation about this Visioning plan April 22nd 2018 ask for volunteers to write other articles regarding denominations....Lutheran and Anglican | |
| A growing congregation at All Saints where we have more young and diversified families worship with us regularly as well as single people of all ages. | To see an increase in our regular attendance of new people of all ages. | <ul style="list-style-type: none"> A new sign on Silvercreek that both is more visible and can be easily changed to stimulate interest in our church by announcing events that might not always be just Sunday services. Continue to try new music and ways of actively involving the congregation during the service. Guest musicians or speakers from the community to incorporate in the service. They might invite family and friends to attend. Sermons that relate more to what is going on in our society and issues people may be struggling with (e/g. drug/suicide crisis). Perhaps not saying the creed each week or is there possibly an updated version? | <ul style="list-style-type: none"> send this topic (portion of chart) to the Worship and Music team for their review and further consideration | |

Version May 25, 2018

First review how to implement completed April 2018

Council passed basic chart February 2018

| | | | | |
|--|---|--|---|--|
| More connection and outreach to the surrounding community especially activities that are family friendly and include all ages. | Increase our level of partnership with the local Onward Willow Neighborhood Group and other local community resources. Reach out/open ourselves to the community. | <ul style="list-style-type: none"> • Invite the neighbourhood to activities we already run. • Plan a 1 or 2 new activities. Examples: family games night, video game competition, community meals, community choir, movie night • Develop a string of activities or repeating activities that we can host on a regular basis to engage with our community. • Work with Onward Willow Neighborhood (leadership team) • Meet/ Work with Sheldale and other community agencies • Get involved in community events, host/ sponsor events, volunteer with other community groups, keep the Silvercreek Community Market going into the long term. | <ul style="list-style-type: none"> • use Outreach Team as a hub for filtering and promoting activities • understand that Outreach Team is primarily about outside community • we may need a specific fellowship team to be organized to cover some of these activities as well as those already being run • Michele will liaison further with the Onward Willow group re several activities they wish to coordinate with our church in spring/summer 2018 | |
| Expand and strengthen more stable ministry teams and committees within All Saints. | Encourage more effective and greater involvement in lay (volunteer) leadership within teams/committees and Council) | <ul style="list-style-type: none"> • table talk luncheon presentation from present lay leadership and areas...to educate and promote. • acknowledgement Sunday's • articles etc of particular lay leaders in Connections (profiles) | <ul style="list-style-type: none"> • use May 6 General Meeting as opportunity for team and committee leaders to highlight and explain their area of ministry • share this document with ministry area teams/committees • team and governance documents still needed from all areas and publicize have September/fall Sunday(s) to promote and sign up for groups and involvement | |

| | | | | |
|--|---|---|--|--|
| <p>To make all feel welcome, including groups that are currently underrepresented in our church:</p> <ul style="list-style-type: none"> • Indigenous people • Members of the LGBTQ community • Immigrants, including refugees | <p>We are a welcoming community, so we need to ensure that all feel welcome to use our facilities, ask for help, share their stories, and worship with us.</p> <p>While serving God through love, grace and outreach we can:</p> <ul style="list-style-type: none"> • Offer services, space and support to people in our target groups • Invite people in the target groups to share their culture with us. • Seek their input into ways we could remove barriers to their participation in worship. | <ul style="list-style-type: none"> • Reach out to First Nations, Métis and Inuit students through the <u>Aboriginal Resource Centre</u> at the University of Guelph and to other indigenous community members through <u>Anishnabeg Outreach Inc.</u> • Reach out to members of the LGBTQ community through <u>Out on the Shelf</u> • Reach out to immigrants through the <u>Immigrant Services</u> Guelph-Wellington. <p>Ask what kinds of supports people in each group need. Strive to offer such services.</p> | <ul style="list-style-type: none"> • Anne S to begin outreach to LGBTQ community through "Out on the Shelf" • Michele A has contact with Indigenous community which she will pursue • Michele will reach out to Immigration Services.... some may be able to help with language barriers at the Market • Outreach team will look into possible soup talk in fall with possible speaker from Aboriginal Resource Centre | |
|--|---|---|--|--|

Council Governance and Communication Chart

Church Council: Chair Brian Janzen

- Consists of 9 - 12 members, each of whom has been approved at a duly called Congregational meeting as outlined in the Constitution
- Has the authority to make decisions about the physical and spiritual wellbeing of the congregation
- Provides oversight of the operations of the congregation through authorized Standing Committees (Teams)
- Provides oversight through Teams that cover other areas of responsibility

have Council liaisons and regularly report to Council.

Pastor/Priest: Interim Part

Standing Committees

Explanation: The standing committees of the congregation have been authorized by Council to perform the tasks/duties outlined in their Terms of Reference. This allows for efficient operation of All Saints. Teams

| Finance Team | Learning Team | Fellowship | Outreach Team | Worship and Music Team |
|--|--|--|--|---|
| Chris Heaney, Earlby Wakefield | Kate Stuttaford | Barbara Cook, Marilyn Bleach Schranz | Michele Altermann (Team Leader) | Andrew Usjak, Stephen Ricketts |
| <ul style="list-style-type: none"> • Community Use of Building • Counters • Faith Life • Finance Committee • Investment committee • Memorial committee • Preauthorized Remittance Payments • Property Team | <ul style="list-style-type: none"> • Adult Learning • Policy to Protect Children • Youth and Other Vulnerable People /Safe Church administrator • Sunday Church School • Youth Ministry | <ul style="list-style-type: none"> • Coffee hours • Lunch after Church/ Food for Thought • Men's fellowship • Rides to church • Scrapbooking • Social Events • Women of Faith • Women's fellowship | <ul style="list-style-type: none"> • Christmas Bureau (Mary Guse Giving Tree, Christmas bags) • Global Relief (Primates World Relief and Development Fund, Canadian Lutheran World Relief) • Guelph Wellington Senior's Association • Royal City Meals • Run and Read • Silvercreek Community Market | <ul style="list-style-type: none"> • Altar Guild • Assistant Ministers • Choir • Crucifers • Greeters • Readers/ Servers • Ushers • Worship and Music Committee |

COUNCIL: Chair Brian Janzen, Vice Chair Mark Weigel, Treasurer Sandra Christie, Secretary -----, Roy Mcleod, Stephen Ricketts, Barbara Cook, Marilyn Bleach Shranz, Chris Heaney, Earlby Wakefield, Kate Stuttaford, Andrew Usjak, Deacon Chris Clatworthy, Rev. Canon Bill Thomas

All Saints Lutheran Anglican Church - Guelph ON
Treasurer's Report as of December 2019 for Current Fund

November 9, 2020

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| Account # | Account Name | Previous YTD <i>2018</i> | YTD Balance <i>2019</i> |
|----------------|-------------------------------------|-----------------------------|----------------------------|
| Income | | | |
| 4.100.000 | Current Fund Offerings | 202,718.26 | 198,781.25 |
| 4.100.010 | Rental Income | 8,290.60 | 7,797.50 |
| 4.100.015 | Rectory Fund Income | 1,200.00 | 1,200.00 |
| 4.100.030 | Faith Life Grants | 700.00 | 0.00 |
| 4.100.040 | Miscellaneous Income | 1,730.70 | 1,698.00 |
| | Total Income | \$214,639.56 | \$209,476.75 |
| Expense | | | |
| 5.100.050 | ELCIC Benevolence/DMM | 24,312.00 | 21,485.64 |
| | Total Benevolence | \$24,312.00 | \$21,485.64 |
| 5.100.101 | Supplies | 956.16 | 1,180.43 |
| 5.100.103 | Carpet Cleaning | 0.00 | 0.00 |
| 5.100.104 | Cleaning Service | 9,368.64 | 9,546.72 |
| 5.100.120 | Repairs | 2,827.46 | 1,203.42 |
| 5.100.130 | Hydro | 7,011.73 | 8,076.49 |
| 5.100.131 | Gas | 4,515.58 | 4,388.21 |
| 5.100.133 | HVAC | 430.82 | 988.44 |
| 5.100.135 | Elevator | 1,224.86 | 3,128.88 |
| 5.100.137 | Fire System | 493.71 | 563.97 |
| 5.100.140 | Lawn Care | 6,402.72 | 7,690.48 |
| 5.100.141 | Landscaping | 139.28 | 139.67 |
| 5.100.145 | Snow Removal | 4,263.03 | 4,954.29 |
| 5.100.160 | Insurance | 4,314.23 | 4,500.22 |
| 5.100.190 | Contribution to Capital Repair Fund | 10,000.00 | 10,000.00 |
| | Total Building Expenses | \$51,948.22 | \$56,361.22 |
| 5.100.200 | Archives | 0.00 | 0.00 |
| 5.100.210 | Convention-Lay Rep/Pastor | 1,577.15 | 195.00 |
| 5.100.211 | Seminars/Retreats | 350.00 | 475.00 |
| 5.100.215 | Memberships/Subscriptions | 250.00 | 270.00 |
| 5.100.230 | Advertising | 390.80 | 390.80 |
| | Total General Expenses | \$2,567.95 | \$1,330.80 |
| 5.100.300 | Worship & Music | 3,959.55 | 3,788.57 |
| 5.100.310 | Organist | 17,255.04 | 17,585.04 |
| 5.100.311 | Substitute Organist | 600.00 | 1,350.00 |
| 5.100.320 | Sunday Church School | 147.13 | 664.79 |
| 5.100.325 | Vacation Bible School | 0.00 | 0.00 |
| 5.100.330 | Confirmation | 508.39 | 490.00 |
| 5.100.335 | Youth Ministry | 180.00 | 0.00 |
| 5.100.340 | Seminary Student | 0.00 | 0.00 |
| 5.100.350 | Parish Picnic | 0.00 | 0.00 |
| 5.100.370 | Appreciation | 802.98 | 893.30 |
| 5.100.380 | Fellowship | 184.85 | 173.47 |
| | Total Worship Expenses | \$23,637.94 | \$24,945.17 |
| 5.100.400 | Administrative Assistant Salary | 13,284.00 | 11,421.00 |
| 5.100.410 | Admin Assistant Benefits-Payroll | 793.08 | 707.58 |
| 5.100.415 | Admin Assistant Benefits-ELCIC | 0.00 | 0.00 |
| 5.100.420 | Supply & Printing | 5,516.57 | 5,402.69 |
| 5.100.425 | Phone | 401.26 | 423.60 |
| 5.100.430 | Postage | 294.62 | 233.52 |
| 5.100.435 | Computer | 1,166.53 | 1,248.19 |

All Saints Lutheran Anglican Church - Guelph ON
Treasurer's Report as of December 2019 for Current Fund

November 9, 2020

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| Account # | Account Name | Previous YTD <u>2018</u> | YTD Balance <u>2019</u> |
|-----------|------------------------------|-----------------------------|----------------------------|
| 5.100.450 | Bank Charges | 263.26 | 479.26 |
| 5.100.455 | Miscellaneous | 548.67 | 71.13 |
| | Total Office Expenses | \$22,267.99 | \$19,986.97 |
| 5.100.500 | Pastor Salary | 53,018.54 | 53,966.43 |
| 5.100.505 | Housing Allowance | 21,953.84 | 22,369.29 |
| 5.100.510 | Car Allowance | 1,149.42 | 837.33 |
| 5.100.511 | Pastor Benefits-Payroll | 3,841.11 | 3,953.26 |
| 5.100.512 | Pastor Benefits-ELCIC | 6,556.80 | 6,683.52 |
| 5.100.513 | Medical Plan | 9,180.60 | 9,740.01 |
| 5.100.515 | Continuing Education | 600.00 | 600.00 |
| 5.100.516 | Books Allowance | 474.29 | 474.77 |
| 5.100.517 | Pastor's Cell Phone | 721.83 | 711.93 |
| 5.100.530 | Supply Pastor | 5,040.94 | 3,327.91 |
| | Total Pastor Expenses | \$102,537.37 | \$102,664.45 |
| | Total Expense | \$227,271.47 | \$226,774.25 |
| | Difference | <u>-\$12,631.91</u> | <u>-\$17,297.50</u> |
| | Transfer from Housing Fund | \$8,000.00 | \$10,000.00 |
| | Transfer from Dowry Fund | <u>5,000.00</u> | <u>7,500.00</u> |
| | Surplus | <u>\$368.09</u> | <u>\$202.50</u> |

Please Note:

The figures above are for the **total** Current Fund Revenue and Expenses for All Saints Lutheran Anglican Church for the years 2018 and 2019. According to our Merger Agreement the reporting to the Lutheran Synod/Anglican Diocese is split according to the percentage of members who are Lutheran vs Anglican. In 2018 that split was 73% Lutheran/27% Anglican. In 2019 the split was 71% Lutheran/29% Anglican. The reporting on the Anglican website reflects 27% for 2018 and 29% for 2019.

In our budget we plan to contribute \$10,000.00 annually to our Capital Repair Fund. We also plan to draw \$1200.00 from the Rectory Fund, \$12000.00 from the Housing Fund and \$7500.00 from the Dowry Fund. If, after transferring the \$10,000.00 to the Capital Repair Funds there is still a surplus, we reduce the amounts transferred from these funds to reduce the amount of the surplus. You will note that these reductions took place in both 2018 and 2019.

Our Pastor was at the highest end of the pay scale as his leaving was due to retirement. We do not anticipate having to pay higher than what we were currently paying.





