

Annual Report for 2019

ANNUAL CONGREGATIONAL MEETING

to be held

Sunday, February 23, 2020

Worship at 10:00 am, followed immediately by a potluck lunch (sandwich & finger food)
Meeting to follow immediately after lunch. Please bring this report along with you!

Preamble: At the 2017 AGM members asked council to bring motions forward moved and seconded to future AGMs. This does two things. First, it is more transparent in what the intentions of council are for the AGM. Second, it helps the flow of the meeting. Bringing motions moved into an AGM does not mean they will be passed, rather it allows us to jump right into conversation. These motions can still be amended or voted down. Additions to the agenda or new motions may be added from the floor at the time of "Adoption of Agenda" or when they are germane to the motion under discussion.

Holy Spirit Lutheran Church Annual General Meeting Agenda

Sunday, February 23, 2020



Chair: Toby Schneider, President

Devotions: Pastor Lindsey

Recording Secretary: Wendy Ilott

Establish quorum: At least 27 confirmed members must be in attendance.

Agenda:

Motion: To open the 2020 HSLC AGM. Moved and seconded by council.

1. Devotion
2. Quorum
3. Adoption of Agenda

Motion: To adopt the 2020 HSLC AGM Agenda. Moved and seconded by council.

4. AGM "Meeting 101"
5. Holy Spirit Annual Report for 2019 (excluding the 2020 Budget)

Motion: To receive the 2019 Holy Spirit Annual Report as information. Moved and seconded by council.

Note: as per HSLC Bylaws Section 3, the minutes of the 2019 AGM and May 26, 2019 extraordinary meeting (call issued to Pastor Lindsey) were approved on behalf of the congregation by council at the April 13, 2019 and June 10, 2019 council meetings, respectively.

6. Presentations
 - a. Year in Review
 - b. The Year to Come
 - c. Strategic Focus: The Church We and Others Need
 - d. Report from Financial Stewardship Renewal Workshop
 - e. Constitution Revisions

7. New Business
 - a. Review of financial processes and books.

Motion: To wave the requirement for an audit for the 2020 fiscal year as enabled in HSLC Bylaws Section 7 and provide a report on the review of the financial system at AGM 2021 in lieu of an audit. Moved and seconded by council.

- b. 2019 Financial Report (Amy Cooper)

Motion: To approve the 2019 Financial Report. Moved and seconded by council.

- c. 2020 Budget (Amy Cooper)

Motion: To approve the 2020 HSLC Budget. Moved and seconded by council.

- d. Financial controls: new bank account and supporting line of credit (Toby Schneider and Amy Cooper)

Motion: To open a new bank account to keep all designated funds segregated from budget funds.

Motion: To open a new line of credit facility in the amount of \$50,000 to backstop our existing bank account which will be dedicated to budget transactions. Moved and seconded by council.

8. Nominations and Elections
 - a. Nominations and Elections for Church Council
 - b. Election of representatives for Mulhurst, Kuriakos, and Hastings camps.
 - c. Election of representative for Serenity Funeral Services
 - d. Acknowledgement of outgoing council members/installation of council.

9. Closing **Motion: To close the HSLC 2020 AGM. Moved and seconded by council.**

10. The Lord's Prayer and Benediction (Pastor Trish)



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MISSION STATEMENT

Holy Spirit Lutheran Church provides a welcoming and nurturing environment for anyone who chooses to join us in our walk with Jesus. In this walk, we praise God, we cherish community, we strive for justice, and we learn about our faith, our world, and each other. In our shared and individual lives, we are witnesses of God's saving grace, love, and forgiveness through our actions, attitudes, and relationships with others.

PRESIDENT'S REPORT

To begin, a resounding thankyou to our members and friends who support Holy Spirit in actions, prayers, and contributions. God has called and continues to call each of us to be the church, this church here in Malmo, on the south side of Edmonton. We are called to an inclusive ministry that does not try to rope off God's love and grace to the proper and the prim. Instead we stand together in ministry that recognised that God's love does not suffer the scarcity that so often is our earthly reality. God's grace covers all people, all sin, for all time and makes us all whole. And indeed our inclusive ministry welcomes all to join and be joined together with us in ministry, and partners in ministry, in community together.

2019 saw two meetings of our congregation, our AGM in February and the Extraordinary Meeting of Call for Pastor Lindsey. Both meetings were a success as we came together to look forward and decide together how Holy Spirit will move forward in mission for others.

Together we celebrated a new pastoral call, new members, baptisms, confirmation, and many other events that mark our Christian walk together as a community. We mourned the loss of loved ones, we suffered and absorbed hurt, and endured disappointment and despair. We stood together as friends in community through these hardships as well.

Congregational Council met 11 times in 2019, to work with and guide our dedicated staff in shepherding the congregation forward. We participated in the Synod's Northern Conference workshops that discussed how we can move forward together as the broader church. One of the topics that was surveyed was the potential of bringing Edmonton ELCIC churches together into fewer larger congregations.

Looking forward, we see challenges and uncertainty. These may make us feel uneasy. However, we are called to be God's church - of this we are certain. What that will mean for each of us, for our congregation, and indeed for our larger church of the ELCIC will continue to unfold. Our best approach is to keep our eyes on Jesus and just get out of the boat and walk. With our attention and our prayers focussed on discovering, experimenting, and keeping our hearts and minds open to the Spirit, I can guarantee that our path will be amazing, surprising, and blessed!

Toby S, President

PASTOR'S REPORT

Dear Friends,

Go, therefore, and make disciples of all the nations. Baptize them in the name of Abba God, and of the only begotten, and of the Holy Spirit. Teach them to carry out everything I have commanded you. And know that I am with you always, even until the end of the world! Matthew 28: 19-28 (Incl.)

In this famous passage, Jesus sets in motion the participatory and eternal work of ministry. Powerfully directive, inclusive and supportive these words have fueled the church for more than 2000 years. We at Holy Spirit are part of this legacy and participants in proclamation, as we do so, we ourselves are nourished and sustained in ways the world cannot offer. It is my privilege to work alongside you in this mission, that is, in the radical, unashamed telling of the story of love. God has given us work to do. And what beautiful, life-giving work it is!

The meaningful work of ministry continues to be seen in our church family through the generous gifts of time, talent and treasure. It's difficult to summarize all that we are involved in. I could list the many programs, groups and committees that are active, but perhaps more important is to take note of the relationships that form and shape us. As I see newcomers being greeted and introduced to others, as I see people stepping in to help in a myriad of ways, as I notice the quiet-behind-the-scenes work that happens, as I am moved by the care and concern shown for one another, as I see us living into God's welcome of all (and so much more!) I see us doing the important work of changing the world and at the same time being open to change ourselves. Well done faithful servants!

Of course the past year included challenge and joy, partly because we are an ambitious bunch. Perhaps we at times bite off more than we can chew, but I think we like to push ourselves to do the best and the most that we can. Joy gives us reprieve from the hard work, and challenge helps us to stretch. These two go hand in hand for vibrant and healthy community.

Joy: The leadership in our congregation through the congregational council and staff is indispensable. Our council addresses ongoing ministry and tactical challenges with care and attention. They give of their time to help Holy Spirit faithfully carry out our mission. Thank you to each one of you for your support and trust. Not only does our council work hard, but we have fun too! Our staff team continues to work closely and harmoniously together. We are fortunate to have a hard working crew who through intentional teamwork make the most of our time and gifts. I offer my heartfelt thanks to Lori, Pastor Lindsey, Jared, and Naomi for their partnership in all things.

Challenge: I don't know a congregation that isn't challenged by finances and we certainly experienced our own financial challenges the past few years. While 2019 was unique because of the extra costs incurred for the renovation project, it would be helpful for us to grow in learning about financial stewardship. God has much to say to us regarding the impact and use of money in our lives. In recognizing this we are learning again to prayerfully consider and invite God's aid and direction. On February 9, I will facilitate a Stewardship Workshop, please plan to attend!

Joy: I know that I have said thank you for the gift of sabbatical, but I say it here again. This was the first opportunity for an extended break in all of my 17 years of ministry. While I wanted to focus on rest, I also used this time for reflection on my strengths and weaknesses, what I've learned, what God is asking of me and how all of that intersects with this call to ministry. Part of this time was also reconnecting with family and an extended vacation. The last part of sabbatical was in grief upon the unexpected death of my mother and thereafter my uncle coming under Ken and my care. Still, the time of sabbatical was a gift for Ken and I to spend the time we needed to cope with this. Thank you, *thank you* for your prayers and support.

Challenge: Declining membership is obvious in mainline denominations like ours. Holy Spirit is still of a size that this hasn't yet had serious impact, but it is our truth too. No worries, God has a long history of working with small groups ;-). This challenge is pushing us to be more diversified and think outside our four walls and traditional ways.

Joy: Outside of time with Holy Spirit, I continue to serve as the Dean of the Northern Area. In 2019 the Northern Area Leadership Team held a special event with some of our members attending. The topic was missional thinking and problem solving. Small groups were formed and encouraged to plan an experiment around their passion. The outcomes were varied and we learned about ourselves and God just a little bit more! In our larger context, the Synod and National church are now on a three-year cycle of conventions. This means one year is a national convention, one a synodical and the third year is something different. In 2020 watch for an opportunity to meet with others from across our synod to vision into the future.

These are just a few of the high and lowlights from our year. To them I would add: *Joy:* the ongoing support and encouragement of my husband, Ken. To be active in ministry with him makes each day, whether a *challenge* or *joy*, brighter!

Sometimes statistics are informative, so here's a few from 2019. From our monthly council meetings, over a four-month period Pastor Lindsey and I reported (we don't do a statistical report every month): 19 classes taught, 159 connections made, 13 group facilitations, 56 meetings, 82 pastoral visits/counseling and an average of 182 hours/month each.

In 2020 I will continue to work with our council and committees toward missional thinking, stewardship, leadership development and diversification. I continue to uphold an "open door" approach to ministry, meaning you are welcome to share your ideas, concerns and needs. Your feedback and participation are important. If you need a visit or support, please do contact us in the office.

Thank you for our meaningful ministry together. May God's blessing be with each of you.

Alleluia!
Pastor Trish Schmermund

ASSOCIATE PASTOR'S REPORT

Our Story: God's Story

In his introduction to the book of Exodus in *The Message*, theologian and pastor Eugene Peterson writes:

"It is significant that God does not present us with salvation in the form of an abstract truth, or a precise definition or a catchy slogan, but as story. . . . Story is an invitation to participate, first through our imagination and then, if we will, by faith, with our total lives in response to God."

When I look at the stories and lives of faith that have made up Holy Spirit Lutheran over the years, I can easily recognize the ways this congregation continues to partake in God's story as a welcoming, inclusive, caring, and justice centered family of faith within our community and world.

In 2019, I give thanks that we:

- Welcomed so many wonderful new faces!
- Celebrated our renewed sense of call together as I signed on again to be your associate pastor
- Connected over potlucks and many wonderful congregational meals, including with those living in the inner city
- Shared in an educational event on anti-discrimination and welcome
- Learned from Imam Dr. Usama Al-Atar, "*Who is my Muslim Neighbor?*"
- Played games, rejoiced, and affirmed the baptism of our young people through confirmation
- Helped to sponsor rainbow refugees
- Shared in our own stewardship of HSLC, the ABT Synod, and the ELCIC
- Extended our community as a food bank depot
- Grew in our understanding of reconciliation with First Nations communities
- Joined in a strike for climate action and care of creation with Greta Thunberg
- Continued to walk alongside our new Canadian friends
- Learned and grew in faith through VBC, bible studies, retreats, and movie nights
- Got lost in a corn maze
- Found our way out of a corn maze

We also proudly affirmed our statement of welcome to all, but especially those at the margins of communities of faith – those in the LGBTQ2SIA+ community, those with differing abilities, those living with mental illness, those who use substances, and those living with unemployment, poverty, or housing insecurities.

During our harder days together, we sat in hospital rooms and prayed, we held on to hope for one another during our own times of struggle, and we gathered to mourn the loss of several of our members and friends – commending them to rest with the saints of God.

It's likely that you could add many of your own moments and memories to this list! After all, it's the *stories* that have drawn many of us to this place: Whether through the waters of baptism as a young child, coming back to reconnect with God again later in life, or simply the result of a Google search looking for a welcoming and safe community to explore your faith – whatever the reason you have come to call Holy Spirit Lutheran your home, know that *your* story is an important part of *God's* story and *our* story here – living, serving, and ministering within the world. We are so glad you are here!

I have been blessed to be a part of your story for the last 5 years – and it's been my honour to serve alongside you as we have watched our faith community unfold. I am grateful for your words of encouragement, care, and support for Danika and me. I am truly thankful for the wonderful and trusting partnerships in ministry with all of our team at HSLC – Pastor Trish; our office administrator, Lori; Jared, our choir director; our council; committees; musicians; accompanists; and leaders both young and old.

As we enter into the new year together, we begin to listen for the Spirit's call to tell our story again. So, I would like to encourage you to be open to where that story might be leading us as God's people at Holy Spirit Lutheran Church: How is God forming and reforming us as a community of faith? In what ways will we be intentionally generous - sharing our gifts, time, and our finances to support this congregation? How will we listen and hold space for the call of God's spirit in the midst of our lives and relationships? Who will you encourage or walk alongside during a difficult time this year? How will we respond to all of God's great gifts with gratitude? How will we join into God's plans for our neighbourhood?

The Spirit continues to invite us to participate in the great story of our lives and faith as God's people. Where will our stories take us in 2020?

Peace,
Pastor Lindsey Jorgensen-Skakum

MUTUAL MINISTRY TEAM REPORT

Holy Spirit's support of mutual ministry acknowledges that our Lutheran understanding of ministry, and the mission of the church, is shared by all the baptized people of God, not just the rostered leaders within a congregation. As this is the case, the ministry of the congregation is stronger when there is a mutual ministry team who meet regularly to affirm, evaluate, and strengthen the ministry of both the rostered leader and the congregation.

Holy Spirit's Mutual Ministry Team was formed by HSLC's Church Council in September of 2019 and met together with Pastor Trish, Pastor Lindsey, and our office administrator Lori two times in 2019. At each meeting Mutual Ministry Team members heard reflections from HSLC's pastors and staff on parish life, self-care, and continuing education goals. The Mutual Ministry Team is accountable to HSLC's Church Council, whom they report to following each meeting.

The ELCIC congregational guidelines outline the role of a Mutual Ministry Team as follows:

1. To work with the congregational council/board to ensure clear and realistic expectations are developed for council/board members, rostered ministers, congregational ministries and staff.
2. To support effective communication among the congregation, rostered ministers and staff.
3. To act as a confidential sounding board and support team for rostered ministers and staff.
4. To review and provide timely compensation recommendations to the congregational council/board for rostered ministers and staff if there is no other personnel team in place.
5. To work towards conflict resolution as it arises and involves the rostered minister or other staff members.

The Mutual Ministry Team has no concerns or requests to bring before the congregation at this time.

Respectfully submitted on behalf of the Mutual Ministry Team,
Andrea M, Gail A, Harry W, and Sandra T

ADMINISTRATION COMMITTEE REPORT

2019 was another busy year for the Administration Committee. Sincere thanks to our church staff for their continuing help and guidance. They are all excellent, capable personnel that we are all very thankful for.

The church user groups were all very capably coordinated again this year. An excellent working relationship continues with Greenfield School Age Daycare Association which is running smoothly.

Our largest project, the bathroom renovation project, is underway and is covered by a separate report from the Renovation Committee.

Maintenance expenses were minimal again this year. Sincere thanks to the many hours supplied by volunteers on building and equipment maintenance, cutting grass and shoveling snow.

The Administration Committee generally met on a monthly basis except for the summer months addressing ongoing administration issues. In addition to the standard responsibilities of staff and property care, the following items were addressed by the committee:

- Worked through a Limitations of Authority document for presentation to council
- Call meeting scheduled and conducted
- Playground development plan reviewed
- Stewardship strategy planning
- 'Greening Congregation' planning
- New capital plan document planned

Looking forward to next year the following key themes were identified for the Administration Committee to focus on:

- Stewardship
- Greening initiative
- Create a Property Committee
- Property project funding strategies
- Complete bathroom renovation project and funding

Respectfully submitted,
Dan L, on behalf of the Administration Committee

Renovation Committee

The renovation of the bathrooms was delayed due to slow plan approval process by the City of Edmonton. Demolition started in earnest on Friday, December 27, 2019 with the "new 1980" washroom area being gutted. The concrete floor was then cut to allow for the new sewer lines to be put in place. We waited for the City to come and inspect the new sewer layout. When we received plumbing approval the renovated floor area was poured with concrete. A work bee on Thursday, January 23, 2020 saw the stud framing of the new common washroom area completed. We held a work bee to paint the new washroom doors and door jams on Sunday, January 12, 2020. We need to have the wiring rough in and the plumbing rough in done and inspected before we can put up wall board.

We are making steady progress thanks to Ken S. for his knowledge, guidance and effort.

Respectfully,
The Renovation Committee

Stewardship Committee

A motion brought to our 2019 AGM that charged congregational council with providing education on the impact of our financial contribution pattern that sees large deficits arise over the year, with strong contributions at year end to bridge the gap. A pastoral led stewardship session will be held on February 9, 2020 to discuss stewardship as part of our church function and spiritual walk. In June 2019, a preliminary meeting was held to discuss stewardship and the path forward for the congregation. The primary focus for stewardship is around the spiritual importance of stewardship as part of our Christian discipline, with concepts expanding into financial literacy education for our congregants into the future.

Respectfully,
The Stewardship Committee

COMMUNICATIONS COMMITTEE REPORT

The Communications team would like to thank Lori, Janelle, Pastor Trish, and Pastor Lindsey for their dedicated work on the newsletter, calendar, website, Facebook, and Twitter. Together they have kept the Holy Spirit community and the community at large in touch with what we've been doing this year.

We are currently looking into a new platform for the website, which employs an updated design and a more user friendly experience. As well, working with the Community Engagement Committee, we have been, and continue to discuss ways of providing stewardship information and education, including our desire to act upon God's command to be good stewards of earth. As we move into the second decade of the 21st century, we look for new ways of bringing God's love to our world.

Kim G and Michael C,
Communications Committee

COMMUNITY ENGAGEMENT COMMITTEE REPORT

This has been a busy year again at Holy Spirit! We started the year working with Pastor Lindsey to host a ‘Spreading the Love’ event. We were inspired to hold this event in response to the division and hate we saw being spread in the community around us. As a follow up, we were invited to Al Rashid Mosque for a tour and a discussion with the Imam.

In June, we celebrated Spirit Day to help us show the spirit of Holy Spirit and our mission to bring resources and community together. There was a bouncy castle, great food, information booths for all our committees, and games and crafts for all. Rally Sunday was celebrated in September with a potluck lunch. In October, we hosted a meal at the Mustard Seed and in November, a meal to support the post-secondary students at Luther House. To close out the year we had a giving tree that collected a car load of gifts for the youth with Youth Empowerment and Support Services. We are currently collecting warm clothing every Sunday until March for the Bissell Centre.

In the coming year, we are planning a fundraiser to power our church on renewable energy and education sessions on how we can save money while being responsible stewards of creation. All of these projects required the faithful efforts of many hands. If you were part of an initiative that isn't mentioned here, it is valued and valuable; it just went so smoothly that it has slipped my mind. Thank you to everyone who supported the community engagement work of our church!

Respectfully submitted,
Wendy I, Community Engagement Committee

Food Depot Report

The Holy Spirit Food Bank Depot continues to hum along at maximum capacity distributing 858 hampers of groceries in 2019. Special thanks to our dedicated volunteers who carry out this important outreach into the community every Tuesday afternoon. We were saddened to say goodbye to Karen who passed away this past summer and Marlene and Tom S who have retired after many years of service, we were fortunate to welcome Sandra and Fred M and Val M to the group.

Going forward in 2020, we anticipate a continuing need for food bank hampers as the economy struggles to accommodate low oil prices. If any of the congregation has questions about the Food Bank Depot operations, please feel free to talk to me or any of the volunteers.

Submitted by Carola U
Food Depot Coordinator

Refugee/New Comers Committee Report

Our committee has expanded the opportunities we have been working on this past year. Most importantly, we finished our financial support of the Asma families and continue to foster our friendships with them. In gratitude, the Asma families hosted two different Syrian cooking classes for all who were interested. They have also offered help with our renovations. In this project, we can be proud that our church helped eleven people find safety and welcome.

Two groups in our church have entered into BVOR sponsorships for refugee families (this means that the individual members of the church offer financial support if needed- not our church). One group sponsored through the Mennonite Centre's Rainbow home initiative and the other is supporting an effort to bring an at risk family out of a refugee camp in Kenya. The individual sponsored through Rainbow Home is successfully settled in Canada. The family in Kenya is still waiting for approval. When they arrive, we may be asked for non-financial gifts of goods, time and talent.

Finally, in the fall, Trinity Lutheran contacted us to see if we would be interested in a joint sponsorship of a Christian Iraqi family who are seeking refuge. We contributed \$5,500 of the designated funds for refugees to join with three other churches to help this family find safety. The family's case is still in process with Canadian immigration. If or when they arrive, we may join with the other churches to work on projects to support their settlement.

With these projects, we have used all of the funds designated for refugee sponsorship as they were intended. For now, we will pause our sponsorship initiatives until that offering line is replenished to the point where can be confident in our financial support for new families. We will; however, continue our efforts with our time and talents to support newly arriving families.

Submitted by Wendy I
Refugee Support Committee

Yesterday's Youth Report

Yesterday's Youth continued to meet in the hall for a catered hot luncheon buffet at noon on the first Wednesday of the month from September to December and February to June. We met for cards and games on the third Wednesday afternoon of the month from September to November and February to May.

We welcomed nine new regular members and sadly said goodbye to one long-time member who died over the course of the year. There were 41 memberships sold September to November. There were 96 individuals who participated in our nine luncheons over the course of the year - the high attendance was 46 at the November luncheon and the average was 33. We held seven cards and games sessions during the year. The average attendance was six.

The buffets were provided by our long-standing friends and caterers, Terry and Randy. There was much conversation and discussion at the meetings as friends gathered and caught-up on recent happenings in family, church and community. Following the meal, we enjoyed a variety of presentations: guest presenters, musical entertainers, karaoke, a travelogue and, as a year ender, "BINGO with a twist".

There were many who contributed to making the group a success: our president who arranges the entertainment & keeps us informed; our church office administrator who does more than we realize; our treasurer who keeps us in the black assisted by our generous donor; and, especially, all our volunteers who buy door prizes, decorate, set tables, make coffee and clean up after the meetings. Thank you all.

In May, a survey was conducted to determine the response to a price increase for our lunches. The result was a donor came forward to assist with expenses to keep our lunches at \$15. This year, a donation was made in our name for the church's bathroom renovations.

Yesterday's Youth Financial Summary
1 January to 31 December 2019

Opening Balances	Cash	\$269.00
	Chequing	\$2,605.22
Total		<u>\$2,874.22</u>
Income:	Catered Lunches	\$4,050.00
	Cards & Games	\$120.00
	Memberships	\$410.00
	Donations	\$223.09
	Total Income	<u>\$4,803.09</u>
Expenses:	Caterer for Lunches	-\$3,774.00
	Entertainment and Gifts	-\$668.66
	Supplies	-\$109.03
	Total Expenses	<u>-\$4,551.69</u>
Income Less Expenses	\$251.40	<u>\$251.40</u>
		<u>\$3,125.62</u>
Closing Balances	Cash	\$0.00
	Chequing	\$3,125.62
Total		<u>\$3,125.62</u>

Report Submitted for Tom S by Ellen P
Financial Summary Submitted by Ellen P

LIFELONG LEARNING COMMITTEE REPORT

Holy Spirit Lutheran Church continued to support learning to help all groups grow in faith. These included Thursday morning Bible studies for adults, College and Careers group, Confirmation classes and events for youth, and Sunday School and Vacation Bible Camp for children. We are so thankful for our pastors and the many members who volunteered their time to lead and participate in these programs. The opportunity for all to share ideas in a supportive environment is an important tradition of our Lutheran faith.

Our Sunday School currently has six teachers who use their talents to guide our children who numbered approximately twenty this fall. We currently need a superintendent to organize as our long serving leader Amy D has retired (I have been setting the schedule this year). One service at 10:00 am all year has been good for Sunday School as less teachers are needed and the class discussion is better with all the children attending at the same time.

Vacation Bible Camp had about 20 youth and adult volunteers to help 20 children enjoy faith and fun July 22 – 26 with our theme *Who Is My Neighbor*. We enjoyed having two young adult volunteers help lead the Bible Station from Camp Kuriakos and one was on an exchange from Mexico.

Youth continued to have events to share their faith and some plan to attend the next CLAY gathering in Calgary for a memorable experience. Our church supported learning events like the Building Compassion Through Equity - Anti-Discrimination Workshop in November for the greater community, and invited people to attend the Lutheran Student Movement at the University of Alberta one night to provide supper and participate in their studies.

The Lifelong Learning Committee will continue to meet with the Community Engagement Committee to discuss ways to support learning together with outreach. The Friday Film and Faith discussion nights were held approximately monthly and encouraged intergenerational groups to interact and discuss their faith.

Our committee looks forward to having more members come to share their ideas about how we can support learning. Some future ideas are to plan some cooking events for food and fun with families! Missional thinking helps guide our work as we envision new ways to help people within our church and beyond grow in faith and love.

Submitted by Tanya G,
Lifelong Learning Committee Chair

Youth Programming Report

We have a fantastic group of young people at Holy Spirit! While we haven't been able to meet on a regular schedule, when we do get together we have a lot of fun and enjoy being connected.

In 2019, there were two major events that happened: the annual Holy Spirit Sleep Over, which always occurs over the Christmas break. It's a fun night of food, a movie, a service project and just hanging out together. In the morning we were blessed to have parents get breakfast ready for us. Thank you! Secondly, we attended the Synod Youth Gathering at Hastings Lake under the theme of *Our Church Our Story Our World*. What's really important about this type of event is that we get to be with youth from across Alberta and the Territories and see our faith alive in one another.

Youth get-togethers are safe places for youth to explore and grow in faith. It's hard to do this out in the world when you're growing up and church provides a great place to ask questions and learn. We would love to gather more, but for this to happen we need some adult leaders to step in and help organize things. Want to take a chance on our youth? Please check in with Pastor Trish or Pastor Lindsey and we will support you getting started!

Submitted by Pastor Trish Schmermund

MINISTRY COMMITTEE REPORT

The Ministry Committee has met eight times over the past year. A thank you to the following members on the committee for their ongoing work: Sara D, David J, Dianne L, and Dave U. Thank you to Pastor Trish and Pastor Lindsey for their support as well. A thank you to all those who assisted with the work that the committee completed this year. Thank you to Sarah Z for her work on editing and producing our roster videos.

Highlights of our activities this past year are:

- Completing the following roster duty videos to assist members as to what is involved in participating in these duties. We completed an ushering video, worship assistant video (which includes reader and PowerPoint assistance) and a communion assistant video.
- Roster sign-up is still posted on the wall outside the office and also passed around during services which works well.
- Altar Guild is functioning well thanks to all the volunteers.
- Research into more environmentally friendly options for communion cups was done. This is part of the ABT Synod's theme of being a more greening congregation. A trial of using bamboo cups was done. Due to cost, this has not been implemented. We are using glass cups more often and have found a location to recycle the plastic cups for other uses at Habitat for Humanity stores.
- The Community Garden functioned well again this year thanks to all the volunteers who coordinated this.
- The committee hosted a few New Member Sundays with cake and coffee following service.
- We hosted Spirit Day on June 9, a time to celebrate and encourage participation in various activities and also celebrate the children in our congregation. This was in collaboration with the Lifelong Learning Committee.
- The Reformation Banner was designed and completed this year. Thank you to many volunteers who gave of their creative talents.
- A Volunteer Appreciation Sunday was held in October. A poster of all the many reasons to appreciate our congregational gifts was set up and special refreshments enjoyed.
- Small Group Ministry groups were formed to encourage fellowship and support in smaller groups. This was made in the form of coffee groups at cafes and also meetings in homes for dessert and coffee. Most groups met at least once and some several times.
- We have discussed ideas at several meetings and our main goal for the coming year is to produce a congregational video about Holy Spirit. The theme is "All Are Welcome. How do we live this out at Holy Spirit?" What makes Holy Spirit a special place? We plan to involve members with gifts in this area including the youth and Communication Committee.
- We want to think outside the box, and the idea of missional thinking is important. Where is God leading us this coming year? It may be in a new way.

It has been a pleasure to serve on this committee.

Respectfully submitted,
Janet A, Ministry Committee Chair

WORSHIP COMMITTEE REPORT

It has been a pleasure to serve on the Worship Committee over the last year. The committee meets monthly. This committee's role is to plan the worship services for the month ahead, along with the pastoral staff. We select the liturgies and hymns, keeping in mind the liturgical season as well as any special themes, trying our best to select a variety of music that fits the readings of each Sunday. With the addition of new resources (*Voices United and More Voices*), we have been able to introduce new music to the congregation along with familiar songs from our cranberry hymnal *Evangelical Lutheran Worship*.

The committee chooses the hymns for all the Sunday services other than special Sundays such as Confirmation, where the pastors have planned the service with the confirmands. The pastors also prepared mid-week Lenten services around the theme of Stewardship and Climate Change, as well as worship on Maundy Thursday and Good Friday.

Thank you to David J who continues to coordinate the schedule of musicians for Sunday worship. We wish to thank our musicians/accompanists Kathy R, Isaac A, Mark G, and Jared S for your faithful service.

Thanks to all who have helped with worship during the year. A special thanks to Jared S, our Choir Director, who always makes rehearsals fun and challenging. The choir prepared special music for Good Friday, Easter, Pentecost (Spirit Day – June 9) and Lessons and Carols (December 22), as well as Christmas Eve. New members are always welcome to join in, even on a short-term basis. Thank you also to Kathryn E, our talented choir accompanist.

Thank you to committee members Pastor Lindsey, Rita R, Janet A, Tom d, and Bev D for all your hard work. We look to continue to make Holy Spirit a vibrant worship community.

Respectfully submitted,
Mary W, Worship Committee

CHURCH COUNCIL NOMINATIONS

At the time of printing, no nominations have been brought forward. Council currently has 7 returning members. Our Constitution stipulates we require a council of 10 - 18 members. Nominations from the floor are invited and encouraged.

TREASURER'S REPORT

Holy Spirit ended 2019 with a budget deficit of \$19,883.

2020 will be a different year financially as our giving did not match our expenses for 2019 and we will not have a large internally designated balance to float our budget deficit. The past few years we have had balances accumulated for the refugee and renovation funds which will be fully used by the end of the first quarter of 2020. This means that we need to pull together as a congregation and have more consistent giving throughout the year in order to meet our expense requirements.

Our estimated weekly budget for 2020 is \$7,666 and this is what we need on a weekly basis to be able to pay salaries, property costs and programming costs. Please consider signing up for the Pre-Authorized Remittance (PAR) program to ensure consistent monthly stewardship. You can sign up or change your monthly remittance by contacting Lori in the office.

HSLC Dec 31, 2019 Income Statement

1	Budget Income	\$353,075	Designated Income	\$ 86,777
2			<i>Internal</i>	\$ 83,177
3	Budget Expenses		<i>External</i>	\$ 3,600
4	<i>Worship</i>	\$ 13,369	Designated Paid	\$ 84,290
5	<i>Witness</i>	\$ 3,148	<i>Internal</i>	\$ 83,177
6	<i>Staff</i>	\$245,613	<i>External</i>	\$ 1,113
7	<i>Education</i>	\$ 5,289		
8	<i>Property</i>	\$ 58,784	Designated Surplus*	\$ 2,487
9	<i>Service</i>	\$ 35,676		
10	<i>Support</i>	\$ 11,078	Current Surplus	(\$17,396)
11	Total	\$372,957		
12				
13	Net Budget Income	(\$19,883)		

*Designated surplus on the income statement is expected to equal zero, since all external designated donations are paid to the external agencies at year end, and all internal designated surpluses are transferred to the balance sheet as "payable items". See the Cash Flow from Operating Activities to examine the change in internal designated funds, which are listed as "payable". \$2,487 Designated Surplus is due to current year correction to the Endowment fund balance.

Balance Sheet

14	CURRENT ASSETS		LIABILITY	
15	Petty Cash - General	\$ 200	DESIGNATED GIFTS PAYABLE	
16	Short Term Investment	\$ 54,000	Designated Gifts (Internal)	\$109,135
17	Bank Operating-CIBC	\$ 14,546	Designated Gifts (external)	\$ -
18	GST Paid & Receivable	\$ 1,100		
19	Donations Receivable	\$ 20,355	TOTAL GIFTS PAYABLE	
20	TOTAL CURRENT ASSETS	\$ 90,201	Total Accounts Payable	\$ -
21			Total Employee Remissions Payable	\$ 1,337
22	FIXED ASSETS		Total Long Term Debt	\$229,409
23	Fixed Assets	\$ 1	TOTAL LIABILITY	\$339,880
24	Undesignated Savings	\$ -	EQUITY	
25	Reserve Fund	\$ -	SURPLUS	
26	Endowment Fund	\$ 5,487	Accumulated Surplus	(\$226,795)
27	TOTAL FIXED ASSETS	\$ 5,488	Current Surplus	(\$ 17,396)
28			TOTAL SURPLUS	(\$244,191)
29			TOTAL EQUITY	(\$244,191)
30			LIABILITIES AND EQUITY	\$ 95,689
31	TOTAL ASSET	\$ 95,689		

Cash Flow from Operating Activities

32	Net Income (loss)	(\$17,396)
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Adjustments to reconcile net income to cash provided by operating activities**Decrease (increase) in operating assets**

33	GST Paid and Receivable	(\$382)
34	Donations Receivable	(\$18,843)
35	Undesignated Savings	\$20,000
36	Reserve Fund	\$15,000
37	Endowment Fund	(\$3,487)

Increase in operating liabilities

38	Mortgage Reduction Payable	\$0
39	Renovation Fund Payable	\$18,996
40	Book Registry Payable	\$0
41	Memorial Fund Payable	(\$250)
42	Library Payable	\$0
43	Children's Ministry Payable	(\$13)
44	Youth (Projects) Payable	\$270
45	Parish Pantry Payable	(\$310)
46	Pastor's Discretionary Payable	(\$71)
47	Other Gifts Payable	\$510
48	Wind Power Payable	\$0
49	Fitness Program Payable	(\$880)
50	Refugee Fund Payable	(\$16,079)
51	Social Justice Payable	\$80
52	Table Fund Payable	\$0
53	Accrued Liabilities	\$0
54	Employee Remissions Payable	(\$12)
55	Mortgage Payable	(\$10,716)
56	Damage Deposit Payable	\$0
57	Net cash provided by operating activities	(\$13,581)

58	Increase (Decrease) in Cash	(\$13,581)
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59	Cash at Beginning of period	\$82,127
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60	Cash at End of Period	\$68,546
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Designated Income Report (All funds have been forwarded)

61	Lutheran Campus Ministry Received	\$678
62	CLWR Received	\$170
63	On Eagles' Wings Received	\$0
64	Mission with El Salvador	\$0
65	Lutheran Theological Seminary SK	\$0
66	Edmonton Gleaners Association	\$120
67	Endowment Fund Interest Income	\$2,487
68	Total External Designated Gifts Received and Paid	<u>\$3,455</u>

Internal Payable Balance Report (these amounts are available for program spending)

69	Mortgage Reduction Payable	\$37
70	Renovation Fund Payable	\$74,386
71	Book Registry Payable	\$115
72	Memorial Fund Payable	\$8,004
73	Library Payable	\$271
74	Children's Ministry Payable	\$1,592
75	Youth (Projects) Payable	\$4,085
76	Parish Pantry Payable	\$6,811
77	Pastor's Discretionary Payable	\$2,063
78	Other Gifts Payable	\$5,056
79	Wind Power Payable	\$673
80	Fitness Program Payable	\$2,112
81	Refugee Fund Payable	\$1,907
82	Social Justice Payable	\$2,023
83	Designated Gifts (Internal)	<u>\$109,135</u>

MEMBERSHIP STATISTICS

	Baptized	Confirmed
1. Membership as of December 31, 2018	676	531
2. New members received during 2019		
a. <i>By baptism: children</i>	6	
b. <i>By baptism: adults</i>	3	3
c. <i>By affirmation of faith from responsibility / adherent list</i>	1	1
d. <i>By transfer from ELCIC member congregations</i>	0	0
e. <i>By transfer/affirmation of faith from Anglican or other Lutheran congregations</i>	6	6
f. <i>By affirmation of faith from non-Lutheran congregations</i>	0	0
g. <i>Statistical adjustment</i>	0	0
Subtotal: Total members received 2019	16	10
3. Members who affirmed their baptism thru confirmation during 2019		2
4. Members removed during 2019		
a. <i>By death</i>	4	4
b. <i>By transfer to other ELCIC congregations</i>	10	8
c. <i>By transfer to other Lutheran or Anglican congregations</i>	0	0
d. <i>To non-Lutheran congregations</i>	1	1
e. <i>To responsibility list & dropped (inactive)</i>	4	2
f. <i>Statistical adjustment</i>	0	0
Subtotal: Members removed during 2018	19	15
5. TOTAL membership December 31, 2019	673	528¹

a. Total number of Sunday worship services during the year	53
b. Total number of weekday worship services during the year	14
c. Total number of services with Holy Communion	57
d. Average number in attendance each week at Sunday worship*	107

Funerals	6
Weddings	2
Baptisms	9

History of *average weekly attendance for years:

2019 - 107	2014 - 162	2009 - 190	2004 - 217	1999 - 327
2018 - 108	2013 - 164	2008 - 201	2003 - 209	1998 - 329
2017 - 119	2012 - 170	2007 - 209	2002 - 221	1997 - 344
2016 - 146	2011 - 195	2006 - 212	2001 - 226	1996 - 343
2015 - 157	2010 - 193	2005 - 211	2000 - 266	1995 - 334

+estimated figure* calculation based on regular Sunday services, excluding Christmas Eve and Christmas Day services and additional Lenten service

¹ The number of confirmed members is included in the number of baptized, i.e., of this congregation's 673 members, 528 are confirmed.

GREENFIELD SCHOOL AGE DAY CARE ASSOCIATION REPORT

In January we started dance classes with teacher Heather Taschuk and we received monies from our Chapters fundraiser to buy new games and puzzles. February saw our playground flooded due to a water line break and we hosted a Family Dance Night. In March we closed for an educator Professional Development Day, continued to sell Oil Kings Tickets and Purdy's chocolates as fundraisers. Children helped to make pancakes for Shrove Tuesday. April had Easter break and we celebrated one of our educators Satveers' baby shower. May, we celebrated by hosting a planting in the garden box celebration. In June we had our Kindergarten open house, which was well attended. The families were so impressed by the environments. We shared our summer planning with our families. Even though weather in the summer was not the best, we made due and went on lots of field trips. In July with all the rain we decided to have a mud celebration, we visited spray parks, Royal Alberta Museum, and had Create and Learn Lego come for a visit. In August we had a Family Summer Fun Celebration, we welcomed Anu a new Kinder educator. We enjoyed an End of Summer Party at Malmo, more spray parks, Sportball, building and creating. September we welcomed many new families and started a new school year, we decided to do Monthly Coffee Mornings with our parents. We celebrated with families by collecting rocks and painting them. October we did a clothing and book fundraiser. Blanch, a preschool educator became the Key lead in social and emotional development in our program. Our family celebration was about gratitude. We also hosted our AGM at HSLC which was well attended. At the AGM our new name was voted in, we are now Edmonton Region Child Care Association (ERCCA)! We hope this will allow us to continue to expand in Edmonton and area. In November we hosted gym games night for the families. We also celebrated National Child Day on November 20. In December we held our annual Gift of Time where we stay open two extra hours to allow families free child care. Our families also volunteered their time for our Casino which helps fund our bus and field trips. The children are very excited about all the construction going on for the bathrooms and we can't wait to see it all done! We ended the year with a few days off and time to relax before we start the new year.



Thank you,
Durray B
Director GSADCA

MULHURST CAMP REPORT



Mulhurst Camp
PO Box 78, Mulhurst Bay, Alberta, T0C 2C0
Phone: 780.389.4355 or email: office@mulhurstcamp.ca
www.mulhurstcamp.ca

Where to start? Program's the heart of why we exist. We have been fortunate to have had Jacob Rempel as our program director and the talented staff that accomplished such a successful season. The theme throughout was "Unity". There were many returning faces, both staff and campers. Smiles and laughter filled our camp. The potential we have to make a difference in people's lives is tremendous. The feedback we have received bears witness to what can happen. We have been blessed to offer some support to campers that otherwise may not be able to participate in a Christian camp setting. Donations from congregations and individuals to our "Kids to Camp" fund make this possible. We are always looking at ways to increase the number of campers wanting to attend our programs.

We have had an opportunity to grow our relationship with Wetaskiwin Public School District, utilizing our camp again. We have seen many other rental groups take advantage of our beautiful grounds, increased usable space and lodging options. Many are returning again and again. We have family groups, weddings, reunions, workshops, association functions and crafters all enjoying our camp.

One of the areas we need to improve is "Communication". We initiated a meeting at the camp last fall, of members whom have an interest in the camp, to come together and discuss our future. Asking for input about what we can or need to do, to better outfit our camp. Many ideas were shared, but a consistent message was to communicate better with all our stakeholders. So to that end, we are looking to each congregation to name a contact person to be an advocate for Mulhurst Camp. This person will receive E-mails from the camp with announcements and information to share with their congregation and then be able to provide feedback to us.

We have welcomed several new members to the board this past AGM. Taking on new roles and adding new ideas. Our focus is to hire a new Executive Director. This position would be for year round employment at Mulhurst Camp. We are looking for someone who enjoys working with children, youth and their families. We would like this individual to have experience in camp ministry and/or non-profit leadership. This individual will be working in collaboration with the Board of Directors and other camp staff, providing visionary leadership to all aspects of Mulhurst Camp: organizational, operational, financial, promotional, relational, spiritual. If you are interested or know of someone who could fill this position let us know.

Email: HR@mulhurstcamp.ca or office@mulhurstcamp.ca

Most Importantly - THANK YOU. Thank you, for your monetary donations, thank you to our volunteers, thank you for donated materials and labor on many projects and thank you for your prayers. We are so blessed.

Mulhurst Board of Directors
Sharon Villetard, Michael Kant, Debbie Ziebarth, Lorraine Kalis,
David Milne, Kristen Kirkwood, Maria Mayan,
Sylvia Becker, and Leon Specht

KURIAKOS REPORT

5-39317 Range Road 24
Lacombe County AB T4E 2R7
403.746.2702
www.kuriakos.ab.ca

Kuriakos seeks to be accountable to the people, congregations and church bodies the Association serves. This report is for publication in congregational annual reports or distribution in newsletters. Electronic copies are available online at www.kuriakos.ab.ca/about/congregations

Marking 90 years of ministry at Kuriakos, 2020 is an important milestone in the history of our Association. In preparation for our celebrations, last summer's Passion Play depicted the story of the founding of Kuriakos by local congregations in 1931. Since the beginning, Kuriakos has been built by our community. We welcome your involvement and support in our 90th year.

Get involved! Visit kuriakos.ab.ca

- Let neighbours and friends know about the great community at Kuriakos
- Provide feedback in our Engagement Survey
- Join the SHOUT OUT Team
- Volunteer for a Service Project or Retreat Committee or Board Committee
- Donate items for auction at Kuriakos Gathers Together
- Attend our Anniversary Celebrations at KGT and Thanksgiving

2019 in REVIEW:

- Multiple programs were offered each week of the summer. This permitted higher usage of our site and opened two weeks for rental partnerships.
- Service weeks were offered in 5 congregations as part of new partnerships with our members. Both staff and hosts reported appreciation for this mutual ministry.
- The ARC dorms were brought online, providing three new cabin spaces.
- Our Association continues to be served by the same dedicated staff: Kendra as Program Director, Madi as Hospitality Manager (maternity leave), Rudy as Property Manager, Gail as Bookkeeper/Housekeeper, and Paul as Assistant Director.

2019 Membership: Partners – 12, Members – 10

Many congregations provide financial support as part of their annual budgets or through special gifts. Program revenue covers roughly 40% of the cost of hosting campers. This is a wonderful opportunity to bless kids and families in need, giving them the best week of their year. If your congregation is able to make a donation or finance a local Campership Fund (\$23k in 2019), please contact the office.

Program Participation

- During the summer season, Kuriakos served 481 campers for a total of 2545 days. Spread over 6 weeks of programming, this comfortably filled our site. However, participation has been declining, by about 50% in the last 10 years. This makes our new summer rental partnerships particularly important.
- The Women's Retreat and Confirmation Retreats continue to do well. If you have a retreat to propose, we'd love to hear from you! We also served as the host venue for Retreat of Our Own, The Way of Christ, and the Lutheran Student Movement.
- Kuriakos Outdoor School (KOS) continues to be a success in the spring and fall. Plenty of dates for more schools.
- Service events: 225 attendees at our fundraiser in April and 86 people at service projects. Thanks for your support!
- Rentals continue to provide sustainability for Kuriakos. The new ARC space has been valuable in offering flexibility and availability, particularly to youth groups looking for a cheaper rate.

AGM: The 2019 financial review will be completed and ready for the Annual General Meeting scheduled for 2:30 pm, March 28, 2020 @ Lutheran Church of the Good Shepherd (40 Holmes Street, Red Deer).

God's Blessings,
Rev. Art Weiss, Executive Director

BISHOP'S AGM LETTER

January 2020

Dear Beloved in Christ,

May grace and peace be yours in abundance (1 Peter 1:2a).

I send you greetings in the Name of the One who is the light of the world, Jesus our Lord, as you gather for your Annual General Congregational Meeting. When you gather together, know that I am filled with gratitude to God for you; that I am thankful for our partnership in the gospel; and, that you continue to be in my prayers as I know I remain in yours.

Since being called to serve as your bishop, October 2012, my prayer has often been the following: *O God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go forward with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord. Amen.*

One of the reasons I love this prayer is because it is realistic but encouraging, honest but hopeful. It doesn't deny difficult truths, but neither does it succumb to sterile pessimism. It was written in the first part of the twentieth century by a Church of England priest named Eric Milner-White. Like many good prayers from another time and place, it sounds like it was tailor made for us here and now.

O God, you have called your servants.... When you meet together, you will be making decisions about your priorities for ministry. You will be adopting budgets that enable ministry that joins in God's mission of reconciliation in the world. You will be supporting your partners in ministry – the rostered ministers of this Synod, and especially those who serve among you as they, first and foremost, seek to equip you for the work of ministry: the building up of the Body of Christ.

Joining God's mission means that your ministry is among the people with whom you live and move and have your being. Your ministry is done each day in the living out of your baptismal identity as God's beloved children through your service in word and deed. Ministry continues beyond the neighborhood and congregation through the many faces of the Church and many facets of its ministries: our Synod and its staff, our National Church expression, the Lutheran World Federation, *En Misión con El Salvador: In Mission with El Salvador*, and our Companion Synod – The Evangelical Lutheran Church of Colombia.

O God, you have called your servants.... Since 2012, at Conference/Area Gatherings, in conversations and sharing during Synod Conventions, and two synod-wide Participating in Hope gatherings, Synod Council has been and continues to intentionally listen and to learn. We have gathered these learnings into four statements:

- We are hearing you are desiring connection and relationship to experience God's love among us all.
- You are eager to risk and test new ways but are concerned about how, and want to ensure we keep our essentials.
- You want practical help in discerning what God is up to because you sense God is at work and present in so many ways.
- This sense of God's acting presence is creating renewed desire to be communities of God's hope-filled people.

Perhaps at this year's Annual General Meeting you might reflect on these four statements and our partnership together, as well as name and give thanks for the gifts and mission into which God has invited you and your congregation. Consider taking a few moments in small groups to listen to each other and then share with all gathered reflections on the following (I would be pleased to receive your comments in writing to forward to Synod Council):

- 1) In what way(s) do these four statements reflect our community of faith?
- 2) If we could make three wishes for the future of our Synod what would they be?
- 3) Share about a time or situation when you or your congregation experienced God's love.
- 4) What resources do you have within your community? Share three gifts God has given you.

O God, you have called your servants.... As you meet, I ask you to prayerfully consider forwarding a tithe (1/10th) of your annual income as a congregation as your minimal offering for Benevolence for the ministry of the Synod and through the Synod to the wider Church. Some congregations have exceeded this mark already, but I would encourage all congregations to set this goal.

O God, you have called your servants.... As you gather be sure to join others across the Synod in reviewing the Synod's 2020 Narrative Budget which follows this correspondence. This is our first attempt to present the Synod's Budget to you in a narrative format. I would be pleased to receive your comments in writing to forward to Synod Council. Please note that at the Fall 2020 Congregational Life Event, October 17, in Red Deer opportunity will be provided to equip congregational treasurers and leaders to prepare a narrative budget for your own congregational context.

O God, you have called your servants.... I have seen so many signs of hope in these few years of serving as your bishop, not just in projects and initiatives and ideas, but in our people:

- in the faithful and dedicated rostered ministers, who are a gift to us all;
- in the diligent and committed staff and officers of the Synod, who it is a joy to work with on a daily and weekly basis, who love the Synod and serving it;
- in the lay leaders of this Synod, serving in various and multitude capacities;
- in the faithful people who hold no particular office or position, but who form the faithful backbone, week after week, that is the body of Christ in the ABT Synod.

You are all not only living, breathing signs of hope, but you also have my profound thanks for all that you do, and it is my privilege to serve with and among you.

O God, you have called your servants.... My prayer is that your gathering will be a recital of gratitude and praise to God for the signs of the Holy Spirit at work in, through, around, and among you.

The God of hope fill you with all joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit (Romans 15:13).

In Christ Jesus-
Shalom,

+The Rev. Dr. Larry Kochendorfer, Bishop
Synod of Alberta and the Territories
Evangelical Lutheran Church in Canada

Spirit-Led Leadership Hope-Filled Discipleship Innovative Tradition Collaborative Partnerships

STRATEGIC FOCUS DOCUMENT

Strategic Focus - Holy Spirit Lutheran Church 2019 – 2022

Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect. Romans 12:2

The Church We and Others Need

The church is needed, now more than ever. While the statistics point to a secularization of our society, the truth is the majority of Albertans and Edmontonians identify themselves as believers. Loneliness, hopelessness and lack of community are on the rise. Brokenness and despair arise from many influences and factors including economic hardship, loss of family and community, addiction and other influences. People are searching and hoping for meaningful living and for ways to make meaningful contributions to humanity.

Holy Spirit Lutheran Church has grown into a welcoming and inclusive community. Continuing in the work God has gifted to us, we seek to enter into a growth and discovery mode, preparing our church to be the home for those who are not yet here. As we embark on a journey of discovery we look to these guiding principles:

Guiding Principles:

1. This is God's church. We understand that God is alive and well, guiding us in the ministry we undertake. As such, it is important to us to faithfully listen to God, which includes listening to one another as a community. Because we have faith, we are inspired to go out and join in God's work.
2. God calls us to continual reform. In love, we are patient, kind and grace-filled with one another as we discern and respond to God's call.
3. Let's "over pray" instead of over think. Let's err to the side of action and experimentation. There is always something to learn.

Our mission

Steeped in faith, with a prayer on our lips, we are intrepid and relentless in our discovering and building the church we and others need.

We aim to grow into this mission by:

1. being enthusiastically welcoming,
2. being messengers about who we are,
3. being hungry to share, invite, grow, and
4. being ready to respond to God's will with our approach, programming, and path.

Holy Spirit has so much going for it and every person here is a gifted and an important part of the community. We are grounded, but not restricted, by a rich, historical foundation. Trusting in who we are and in God's presence, we will learn to step into the world and learn about God with intentionality. We give ourselves permission to take chances without running the risk of taking chances on the message or falling into a false gospel.

Our Strategic Focus is to concentrate on:

- 1) **Participation.** Participation is about being open to the gifts of one another, making room for all to share as they are able, growing in our faith as a community, and growing closer together as a community. Each person among us is important, valued and encouraged to give and receive of who they are in order that we might grow a community of God's heart.
- 2) **Witness.** God has given us an awesome ministry and we hope to build and expand the presence, brand, and awareness of Holy Spirit. Faithful to the work God has given, we will witness in our greater community, spreading the word that Holy Spirit is a place of welcome and inclusion, of growing together in faith, and creating positive change in our world.
- 3) **Growth.** Numbers tell one part of our story. In faithful discipleship we seek to learn about and grow numbers such as attendance, membership, and giving. We intend this to be a natural outcome from the above two goals.