



**Holy Spirit
Lutheran Church**

— E L C I C —

A Welcoming Christ-Centered Community

2020 Annual Report and 2021 AGM Agenda

ANNUAL CONGREGATIONAL MEETING

to be held

Sunday, February 21, 2021

12:00 Noon

(check in to begin at 11:30 am)

ZOOM # 846 2404 5616

Preamble: At the 2017 AGM members asked council to bring motions forward moved and seconded to future AGMs. It is more transparent in what the intentions of council are for the AGM and 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 21, 2021



Chair: Toby Schneider, President

Devotions: Pastor Trish

Recording Secretary: Kim Goebel

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

Agenda:

Motion: To open the 2021 HSLC AGM. Moved and seconded by council.

1. Devotion
2. Quorum
3. Adoption of Agenda

Motion 1: To adopt the 2021 HSLC AGM Agenda. Moved and seconded by council.

4. AGM Process
5. Holy Spirit Annual Report for 2020 (excluding the 2021 Budget)

Motion 2: To receive the 2020 Holy Spirit Annual Report as information. Moved and seconded by council.

Note: as per HSLC Bylaws Section 3, the minutes of the 2020 AGM were approved on behalf of the congregation by council at the April 13, 2020 council meeting.

6. Presentations
 - a. Year in Review
 - b. The Year to Come
 - c. Strategic Focus: The Church We and Others Need
7. New Business

- a. Review of financial processes and books.

Motion 3: To waive the requirement for an audit for the 2021 fiscal year as enabled in HSLC Bylaws Section 7 and provide a report on the review of the financial system at AGM 2022 in lieu of an audit. Moved and seconded by council.

- b. 2020 Financial Report (Amy Cooper)

Motion 4: To approve the 2020 Financial Report. Moved and seconded by council.

- c. Interest Free Loans

Motion 5: To maintain the interest free \$40,000 Government of Canada loan to be repaid by December 31, 2022. Moved and seconded by council.

Motion 6: To apply for an additional \$20,000 interest free Government of Canada Canadian Emergency Business Account loan to be repaid by December 31, 2022. Moved and seconded by council.

- d. Benefits Policy

Motion 7: To approve as ongoing policy the payment of full cost of the two tiers of staff benefits costs, plus 50% of the cost of the third tier. Moved and seconded by council.

- e. Staffing

Motion 8: To approve an increase in the Office Administrator's salary over this and next year to the cost-of-living adjusted equivalent of the previous office administrator's salary. Moved and seconded by council.

Motion 9: To approve congregational council to develop and deploy programming, including spending on wages or salaries, up to the level of unexpended salary during Pastor Lindsey's parental leave to offset the loss in staffing capacity. Moved and seconded by council.

- f. 2021 Budget (Amy Cooper)

Motion 10: To approve the 2021 HSLC Budget. Moved and seconded by council.

8. Nominations and Elections
 - a. Nominations and Elections for Church Council
 - b. Acknowledgement of outgoing council members/installation of council.
 - c. Nomination of delegates to the National Convention in July 2022.
 - d. Election of representatives for Mulhurst, Kuriakos, and Hastings camps.
 - e. Election of representative for Serenity Funeral Services
9. Closing Motion: **To close the HSLC 2021 AGM.**
10. The Lord's Prayer and Benediction (Pastor Lindsey)



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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

Reflecting on 2020, I would say it was not the year we expected, and not the year we wanted, but I hope that someday we will look back and be able to say that 2020 was the year the church needed. Holy Spirit Lutheran is a beloved church to many. We have offered a welcoming environment, with a strong sense of worship, fellowship, and social justice. We have an amazing, faithful and dedicated contingent of members and friends who have supported and created many years of successful ministry. However, we cannot ignore the fact that, though Holy Spirit is a vibrant community, our numbers and reach have been declining for many years. We know we are not unique in this challenge and in many ways we have fared better than many other ELCIC congregations in our province. Nonetheless, our trajectory has not been sustainable for the long term. Enter 2020.

The disruption of these COVID-19 times has taught us so much about ourselves and our congregation. First, if there was any doubt that the church is not a building, that doubt is gone. Holy Spirit has stood faithfully together in spirit even when we could not meet together. Second, we hold our congregation as precious. The faithful support, giving, prayers and coming together in new ways has shown how dear we hold our church in our hearts and how important our shared mission in Christ is. Third, we are ready to change. In many conversations with congregants and in council, I have heard how people envision a future in which we can meet together both physically in our building, and virtually, thus including those who cannot be with us in person. This is generally presented not as a nice thing to do, but imperative - a natural extension of inclusion and welcome. Fourth, we are ready to park our apprehension to change and open our hearts and minds to hearing God's call for us. While it may seem obvious that we would need to be open to change, in so many churches this is not the case, even when the external operating environment so obviously requires a new approach. This spirit of readiness and openness to change must be nurtured by continually seeking out what the need is and responding to that need. The needs might be internal, like seeking to understand how we can support each other and the vulnerable in our community. It can be asking what people who are outside the church see the church as. What needs do they have? Do they know the Gospel? These are difficult questions, but God is only looking for our openness to ask the questions and readiness to act. God will help us with the ideas, words, actions and resources.

I am very proud of our congregational council's work this year. What I have described above is a good synopsis of council's journey this year. The playbook changed a lot, as you will see in the various reports. But the willingness to let go of what could no longer work and embrace seeking and trying new approaches is what defined council and our church this year. I thank all of you for everything you have done, your support, understanding, patience, prayers and love shown in this community. I very much thank our congregational council members for their service this past year. For Kim and Dan who are stepping off council, a special thank you for your service to our church. And finally, a special note of appreciation for our staff, Pastors Trish and Lindsey and Lori, our administrator for their tireless efforts and intrepid spirit in the face of what was an incredible, yet difficult year. So much changed in 2020, but at the same time, the important things all stayed the same: God's grace is complete; God calls us to be in mission together; our love, caring and service to each other and those around us is our purpose; and our church is built on a rock, with God's hand protecting and helping us always!

Toby Schneider, President

PASTORS' REPORT

*Pastors' Report 2020 - Ministry in a Pandemic
The Church wasn't closed in 2020 - it was deployed.*

When we gathered at our last AGM to envision what the year 2020 might hold for our congregation we never imagined that this last year would bring so many pivots, changes and new opportunities to see God in the world and to engage in ministry as a faith community. Who would have believed us if we shared that:

- we could pivot within a week to online worship and other activities,
- potlucks, sharing the peace, and singing together would become "dangerous" activities,
- for most of 2020 our building would be closed to the public and we would be worshipping from home, including Christmas Eve,
- we would learn to share Holy Communion in our homes,
- we would be the body of Christ through online visits, coffee chats, Bible studies, book clubs, council and committee meetings, and youth events,
- that our choir would learn to share the gift of music through Zoom,
- we would continue to support our more vulnerable community members through our Parish Pantry and operation as a Food Bank Depot,
- our church family would be called upon to care for one another while being apart,
- that we could learn about ourselves and God in dramatically new ways,
- we would have *one* Christmas Eve service (usually 4!) attended in-person by 7 people,
- that our members would learn new and needed skills to support changes in ministry,

- the principal ministry of “all are welcome” would provide such a crucial foundation in proclaiming God’s love online,
- a pandemic would be our teacher as to our weaknesses, strengths, hopes, and fears, and to God’s abiding presence through it all.

As might be expected, 2020 necessitated many changes as we responded to the pandemic, observed AHS Guidelines and continued ministry needs. The following summarizes some of the actions taken by our staff and council.

1. March 15 - we made changes in our worship practices to accommodate the news of the pandemic. We stopped circulating the offering plate, physically sharing the peace and common cup,
2. March 16 - staff call for an emergency council meeting,
3. March 17 - HSLC Support Team put in place with volunteers who called nearly our entire directory,
4. March 18 - emergency council meeting,
 - a. All in-person worship, meetings and user groups suspended,
 - b. Office hours reduced to 10:00 AM - 12:00 PM,
 - c. Letter sent out asking for continued support through regular giving, especially through PAR. Other modes of giving explored,
 - d. Administration Committee investigates financial obligations and options,
5. March 19 - first congregational information letter sent out,
6. March 20 - weekly congregational updates begin through Mailchimp,
7. March 22 - first live-streamed worship service on YouTube. This was done on a laptop with the pastors sitting in front of the Altar,
8. Week of March 22 - Zooms begin! Zoom meetings began for Coffee Time, Children’s Time, Confirmation, Bible Study, committee meetings, evening connect,
9. March 27 - first pre-recording of worship for Lent 5 (March 29)
10. April 4 - Guided Meditation by Zoom, hosted by Sian,
11. April 6 Volunteer Video Editor begins work,
12. May 12 - Video Editor hired,
13. July - Tech Team put in place. They begin the work of assessing technology needs,
14. August 20 - Established an HSLC COVID Relaunch Team for support in navigating AHS Guidelines and HSLC needs,
15. September - online Sunday School begins,
16. October - Livestreaming equipment purchased and installed,
17. October 11 - In-person worship attendance begins with limited attendance. Worshippers register through Eventbrite,
18. October 18 - Live Streaming of worship begins with new equipment,
19. October 25 - Reformation/Affirmation of Baptism confirms 3 young adults in a live streamed service,
20. November 4 - HSLC Care Team established to continue connecting with HSLC members and friends,
21. November 16 - in-person worship with registration through Eventbrite suspended,
22. December - Christmas “Worship Kits” assembled and distributed to connect our community and help us worship together while apart.

We are thankful for all the ways our community continues to uplift and support the life and work of ministry with your time, talents, and stewardship. This has been a ministry of you, the “priesthood of all believers.”

We are thankful for hours of dedication from countless volunteers to ensure we remain a vibrant and welcoming community of faith within this neighborhood.

We are honored to serve alongside the members and friends of this congregation, the council and staff in the mission we are called to share. And we feel privileged to work alongside one another and our Administrator, Lori Z., who continues to be a steadfast presence of grace and care to our congregation on a daily basis. When we work together as a community of faith we are able to navigate the most unusual of times. With deep gratitude we give thanks to our community for the many means of support and care.

In this coming year we know that many changes, pivots, and ministry opportunities will continue to present themselves to our congregation. And in the midst of it all we ask that you would continue to pray for us as a family of faith, and listen for the ways God is calling forth the many gifts and blessings you have been given to share with this congregation and our wider community - and may the grace and peace of God be with you all as you do.

In Christ
 Rev. Trish Schmermund
 Rev. Lindsey Jorgensen- Skakum

MUTUAL MINISTRY TEAM REPORT

With the purpose of supporting the leaders of our congregation and supporting ongoing ministry within the body of Holy Spirit Lutheran Church, the Mutual Ministry Team has continued to meet in 2020. Our goal is to meet regularly to affirm, evaluate, and strengthen the ministry of the Church, understanding that ministry happens both through rostered leaders and through the congregation.

In 2020, The Mutual Ministry Team met with Pastor Trish, Pastor Lindsey, and our office administrator Lori quarterly, and a few extra times as needed. We discussed the way Covid-19 has affected ministry, and reflected on ways to support both staff and congregation. We acted as a confidential sounding board and support team for rostered ministers and staff and provided recommendations for staff policies.

We have been laying the groundwork for crafting a Terms of Reference for the Mutual Ministry Team, and in the upcoming year our focus will be to complete this document and to continue to provide support for the Pastors and the staff of Holy Spirit. Our next meeting will be in January of 2021.

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

As was experienced by so many people, 2020 was a year of learning to operate in new and unusual ways for the Administration Committee.

We owe sincere thanks to our church staff for their devotion in time and imagination to meet all the new challenges they were faced with. On-line worship and everything else were developed and initiated almost seamlessly.

The church user groups were somewhat 'off and on' as the groups reacted to the everchanging COVID 19 rules. Thanks to staff's very capable coordination of users through the changes this year. Our excellent working relationship with the Edmonton Region Child Care Association (name changed from Greenfield School Age Daycare Association) continued throughout the year primarily as a designation for care of essential workers children.

Our bathroom renovation project was satisfactorily completed. Sincere thanks are in order for all the volunteer hours contributed by congregation members.

Thanks to the Property Committee volunteers who donated many hours on maintenance and upgrade projects this year. Eighteen projects/tasks were completed by this group including some major projects like the sanctuary lighting upgrade and upgrading of the storage sheds. More information is available in the Property Committee report.

The Administration Committee met on a monthly basis except for the summer months addressing ongoing administration issues and additional items such as:

- Developed and issued an Administration Committee Tactical Plan
- Applied for CRA funding
- Implemented a Line of Credit with the bank
- Stewardship strategy planning continued
- Technical Team support

Thanks for the time commitment by the committee members in meeting all new challenges.

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

Property Committee Report

We had a busy year in property care in 2020. The renovation of the washrooms was completed and seems to be well received by all the users of the facility. All inspections have passed and renovation approved as per city standards. Thanks to all the volunteers for their considerable efforts in completing this major effort.

The automated doors were installed at the front and back entrances and are working well. The external storage shed floor has been replaced and the shed moved south a few feet. A bottle storage shed has been added to replace the old one that had sustained damage in spring. Thanks to all the volunteers for their efforts in completing these improvements.

The sanctuary lighting was upgraded to LED panels which have brightened the room considerably. Thanks to all the volunteers for their efforts in completing these improvements.

The roof leaks above the narthex have been repaired. The drywall damage they caused has been repaired and painted. Thanks to all the volunteers for their efforts in completing these improvements.

External power plugs have been added to the front of the building to allow easier access to power for hedge trimming and renovation work. Thank you to all the volunteers for their efforts in completing these improvements and to all the volunteer grass cutters and snow shovellers. It has been an interesting year.

Respectfully,
Gord G, on behalf of the Property Committee

Stewardship Committee Report

The Stewardship Committee worked in 2020 towards moving from a state where we, as a church, transition from managing our resources in a reactive way defined by need, to a more proactive approach of understanding that our collective and individual talents are a gift to us, and stewardship is how we marshal these gifts to further the work of God's Kingdom. Of course, the world is full of emergent need, as is our church, and there will always be a need to respond. However, moving to a more intentional view of how we use our time, talents and resources will help us grow in faith by putting God at the centre of our lives, and not our own personal attempts at control. This is meant to be a journey of faith, not a destination.

One of the early steps this year was the Stewardship Workshop that happened in early February. At this workshop, participants spent time investigating facts about giving and spending at Holy Spirit and considered our path forward. This was before COVID-19 became so large a feature of the 2020 landscape.

Another core action was a shift away from a needs driven Matching Sunday in December to help clear off the year end deficit, to a PAR/Regular giving matching bonus gift to help get more of us into regular giving. There have been many Matching Sunday's over the years, and they were always a celebration when we rallied together, but the approach was perhaps incentivizing people to hold off giving until the Matching Sunday, which runs counter to good stewardship. This year we were called to rally together to meet our financial need.

We also added the ability to give to Holy Spirit via credit card directly, augmenting the Canadahelps.org and Pre-Authorized Remittance (PAR) giving methods. If you haven't tried the credit card giving, it's very fast and simple. No credit card numbers are stored by the church; they are just keyed in directly over the phone. And if you choose to make the gift a monthly gift, that can be set up with one phone call, and again, with the number being keyed in just one time!

Our pastors also provided some excellent stewardship sermons over the year. They were insightful and uplifting!

Stewardship is not so much about meeting a budget, though that is something we do need to consider as a community as important. Stewardship is about priorities and using those things that we have been entrusted with to positive effect in our world. This can include our salaries, but also how we think and act around things like creation and environment, taking care of those around us, considering everyone and everything that is positively and negatively affected by our actions, especially when we have been entrusted with elevated responsibility. God calls us to be good stewards, and God will help us be good stewards if we ask!

The Stewardship Committee

COMMUNICATIONS COMMITTEE REPORT

This year saw us move to online services. As face-to-face services ended due to COVID 19 restrictions on gatherings, a decision was made to hold services and events by YouTube broadcasts and via Zoom meetings. The first service was broadcast live, however our existing technology was insufficient to successfully stream the event. The solution was to record services in advance, edited to include guests, readers, "Family Sunday School", announcements, etc. Subsequent services were posted to play on Sunday at 10:00 am on the HSLC YouTube Channel. Services were originally recorded using the webcam on the pastors' laptops, balanced on a ladder in the centre aisle at the front of the church with a construction light for lighting and audio recorded on the PowerPoint computer at the back of the church.

Production involved the timely process of editing together video clips, adjusting sound, inserting titles and hymn lyrics, sharing, reviewing and revising the first draft, rendering the final edit and posting for release on YouTube.

As we continued to discover the possibilities to stay connected with the congregation, we also saw new people coming to participate in church and opportunities for outreach.

With the support of directed donations and some of the cost savings from operational changes due to COVID restrictions, we were able to compensate our video editor for their production time, as well as purchase a proper camera, updated computers, video production software, and an audio interface to connect the sound board to support live streaming. For our weekly services, PowerPoint slides and videos are compiled in advance of the service, and the tech team supports presenting and mixing video and sound for the live broadcast services and troubleshooting issues along the way.

In the fall we began live streaming services and restrictions allowed us to begin having people attend live services in limited numbers for a short period of time, after which we moved back to only live streaming. Over the Christmas week, several services were recorded in advance and the Christmas Eve Service was presented live.

As we continue to work at ways of keeping our congregation connected and engaged, we have also discovered areas of need. Our existing sound system which was updated in 1996 has been maintained on a needs basis, and is in need of numerous updates and extensions to support both live and online ministry. After using a single point/tilt/zoom camera we tested the possibilities of using a second camera with a borrowed webcam and found that there are other supports such as audio and video monitors that would also support the pastors, readers, singers, musicians and presenters. With the support of a generous donation, we are pursuing the purchase and installation of equipment that needs to be replaced or updated, and new equipment to support and extend our ongoing ministry in a face-to-face format as well as online.

Special thanks to the Pastors, Lori and Kevin Z, Aaron K, Anton C, and Michael Cl, who have put in the time and patience to learn and support working in this new way, and who continue to work together to identify areas of need, and opportunities for growth.

Kim Goebel and Michael Chell,
Communications Committee

COMMUNITY ENGAGEMENT COMMITTEE REPORT

As with every other report here it has been a different year as we have had to struggle with how to reach out to our church family both electronically and physically while distancing. As we look back at the year starting with the initial shutdown of in person worship, we had thought it would be temporary and that we would be able to resume our regular church activities and in person community engagement. By August/September we acknowledged the inability to gather and started to plan some events for the fall and advent season.

In October, we placed some lawn signs of encouragement around the church property and held a zoom Octoberfest party that was filled with a trivia contest and social chat. We followed this up with November's photo scavenger hunt which was fun for those who participated and for us as judges to see the entrant's photos. In December, we helped with setting up guidelines and inviting church families to help with decorating the Christmas tree in the sanctuary. As the church was already closed for in person worship, we believed it was a good opportunity for a physical visit to church. The committee aided the church staff in the procurement and packaging of the Christmas Worship Kits. 65 family units received supplies for the three services through Christmas. The feedback from those who obtained the worship kits was very positive.

In the coming year, we like everyone else, look forward to coming together in person. But until that time, we plan to continue engaging electronically with our church family. With the success of the Christmas Kits, we will be planning kits again for Holy Week. We are looking for community themes for the next year or an event that we could do electronically. Perhaps a new take on something we have traditionally done when we were able to meet in person, or something entirely new.

We would welcome any suggestions from our church family. Ideas or suggestions could be emailed to community.engagement@holyspiritlutheran.ca. Thanks to all who have supported and participated with the Community Engagement Committee this past year.

Respectfully submitted,
Darlene Frohlich and Paul Thomsen,
Community Engagement Committee

Food Bank Depot Report

Well, what a year it has been! After the lockdown was announced March 15, 2020, many of our regular volunteers elected to step back, isolate at home and reduce their contacts. I thank them for that, because as far as I know, none of the food bank volunteers acquired COVID-19. A whole new group of volunteers came on board and took up the torch. Thank you for your commitment, compassion and bravery. We have distributed 934 hampers this year (858 last year) on behalf of the Edmonton Food Bank and as anyone who has watched the news knows, job loss and food insecurity have skyrocketed. Acting as an Edmonton Food Bank Depot has been an eye-opener and many people have had to access this service for the first time. I want to especially thank those volunteers that have been with the depot through it all, picking up shifts, training and supervising the newcomers and just generally pitching in and being supportive of each other. As the vaccine rollout progresses, the hope is that things will start to get back to something approaching normal by the end of 2021.

I have truly looked forward to being at our Food Bank Depot on Tuesdays and enjoy seeing all of you. When it is safe to do so, it's time for a big potluck and hugfest. I miss the before times. If anyone wishes to discuss any part of the depot operations or are thinking of volunteering, please contact me.

Submitted by Carola U
Food Bank Depot Coordinator

Refugee/New Comers Committee Report

In the middle of this pandemic we have had a relatively quiet year on the Refugee Support Committee. Many of us are still in touch with the two families we supported back in July 2018. They are learning English quickly and seem to be very, very happy to be in Canada. In November 2020, their third brother was sponsored by the Canadian Government and arrived with his wife and 6 children. They were also joined by two of his wife's brothers (25 and 14). In anticipation of their arrival, our church collected warm winter clothes. Thanks go to Fred and Sandra M. who sorted through our donations last February to find appropriate clothing that would fit. The family were very thankful for this gift.

Two years ago, we joined with Holy Trinity Lutheran Church's project to sponsor an additional family. We have no outstanding financial obligation for that sponsorship and we look forward to hearing of their progress in coming to Canada-no news yet.

The current balance of the refugee support designated offering line is \$3,057.

Submitted by Wendy I
Refugee Support Committee

Yesterday's Youth Report

Yesterday's Youth met in the hall for a catered hot luncheon buffet at noon on the first Wednesday of February and March. Six of us met for cards and games on February 19. The first COVID-19 restrictions came into effect on March 12 and, since most members are in the high-risk category, the decision was made to stop meeting. We did not meet in person again in 2020. Zoom meetings were organized in June and December for us to get together.

We sadly said goodbye to four member who died over the course of the year and to our president who moved back to the U.S.A. There were a total of 39 individuals who participated in our two luncheons. The average attendance was 32.

The buffets continued to be 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 musical entertainment in February and a guest presenter in March.

There were many who contributed to making the group a success: our president who arranged the entertainment and kept us informed; our church office administrator, our treasurer; and especially, all our volunteers who bought door prizes, decorated, set tables, made coffee and cleaned up after the meetings. Thank you all.

We hope to restart in-person meetings in September 2021. The first thing on the agenda will be to find a new president.

Yesterday's Youth Financial Summary 1 January to 31 December 2020

Opening Balances		Cash	\$0.00
		Chequing	\$3,125.62
		Total	\$3,125.62
Income:			
	Catered Lunches	\$930.00	
	Cards & Games	\$18.00	
	Memberships	\$10.00	
	Donations	\$14.00	
	Total Income	\$972.00	
Expenses:			
	Caterer for Lunches	-\$908.00	
	Entertainment and Gifts	-\$214.00	
	Total Expenses	-\$1,122.00	
	Income Less Expenses	-\$150.00	-\$150.00
			\$2,975.62
Closing Balances			
		Cash	\$240.00
		Chequing	\$2,735.62
		Total	\$2,975.62

Submitted by Ellen P

LIFELONG LEARNING COMMITTEE REPORT

Holy Spirit Lutheran Church continued to support learning to help all groups grow in faith despite the challenges presented in the last year with programs being conducted online. Thank you to staff and volunteers who have worked so hard to make this transition. Thursday morning Bible studies for adults, Wednesday night book clubs, Confirmation and Sunday School restarted in September. The opportunity for all to share ideas in a supportive environment is an important tradition of our Lutheran faith.

Our Sunday School currently has three teachers who use their talents to record online lessons. Pastor Lindsey headed up an initiative to have three other churches join us in sharing the teaching and Anton C. puts together the filmed lessons with songs to post for the participating churches. We all use the online Spark lessons that were purchased together. We still currently need a superintendent to organize our Sunday School when it returns in person. Sadly, Vacation Bible Camp was not held this summer but the lessons were used in the first online Sunday school lessons in the fall. The CLAY youth gathering in Calgary was postponed last summer.

Our committee looks forward to having more members come to share their ideas about how we can support learning.

Submitted by Tanya Gusdal-Calkins,
Lifelong Learning Committee Chair

Youth Programming Report

CLAY 2020

This year began with excitement, preparations, and fundraising to aid our youth in attending the Canadian Lutheran Anglican Youth (CLAY) Gathering in Calgary in August of 2020. The event is held every two years in a different Canadian city as a joint youth gathering between the Evangelical Lutheran Church in Canada (ELCIC) and the Anglican Church Canada (ACC) and offers youth an opportunity to live out their faith with their peers.

However, as the pandemic progressed all in-person CLAY events started to be suspended and planning began to participate in a live streamed event called "CLAY: Journey Interrupted" on August 22, 2020. Pastor Trish, Pastor Lindsey, and five youth joined for this inaugural online event. While this wasn't the same experience as attending an in-person CLAY gathering - it still provided a chance for connection, prayer, learning, worship, laughter, and growth as people of faith. We wish to extend a word of thanks to the ELCIC National Planning Committee (NPC) for all their hard work to bring this re-envisioned event forward for our youth in the midst of these times.

Pandemic Youth

While our youth are certainly looking forward to the day when we will be able to gather together in person - we continue to form community, support one another, and share in our faith journeys through Confirmation classes and online Zoom Youth Nights. We gather bringing our own snacks for Bible study, prayer, learning, scavenger hunts, and even Jack Box games.

Several of our youth were able to share their personal experiences of life and faith during this pandemic in a dialog sermon with Pastor Trish. The congregation were appreciative of our youth's reflections and perspectives.

Thank you HSLC

We are so appreciative for your strong and continued support of our youth and their journey of faith here at Holy Spirit. We have some amazing young people and we are so glad to share and hold their stories among our vibrant and welcoming congregation.

Submitted by Pastor Lindsey on behalf of the youth

MINISTRY COMMITTEE REPORT

This has been an unprecedented year. We at Holy Spirit had no idea how much our lives would change. In saying that, this has also been an opportunity for God's work to be seen in mysterious ways. We have had the Spirit guide us in new ways of doing ministry and opening our doors to those who may not have known about Holy Spirit Lutheran Church before. This is very exciting and also very hopeful.

In March, Bishop Larry recommended that in person services be suspended due to health guidelines by AHS because of risks of COVID-19 with close social events, including worship. Services were pre-recorded weekly and uploaded to our YouTube channel for viewing. It was realized that the ability to live stream services would be more beneficial. A Technical Team was formed to research and implement this. Equipment was purchased to support this: a new camera, software and computer.

In-person worship needed much work ahead of time to plan safely. Together with our pastors, a Relaunch Team was formed to research the safe guidelines needed. In-person worship began in early October 2020. Live-streamed services were also implemented at this time. The Technical Team supported all these services with their expertise. In-person worship was suspended a second time on Nov. 22 as recommended again by Bishop Larry due to increasing COVID cases and health guidelines by AHS. Live-streaming worship continues and we hope that this will open some new opportunities for growth and fellowship.

Christmas Eve service was live-streamed at 5:00 pm, while Christmas Day and December 27 were pre-recorded. All services were made available for viewing on our YouTube channel. A Thank you to all the members of the Technical Team who worked very hard.

Other activities/events of the Ministry Committee include formulating the tactical plan for the next few years. This was amended due to COVID restrictions, not allowing some events to take place. Small group ministry, New Member Sundays and work on the Holy Spirit video were also put on hold.

The Community Garden was active this year. Thank you to Wanda C for leading this ministry in the community.

Another exciting new ministry that was started in November was the HSLC Care Team. This team was formed to: support, provide some phone fellowship, prayer, and liaison with pastors for any concerns expressed by those who are shut-in, live alone and/or do not have access to internet for services. This group will be connecting on a monthly basis. A Thank You to those who have agreed to serve in this important way.

Volunteers are needed to support and be part of the Technical Team, training would be provided. Readers are needed to prerecord the readings each week and once in-person worship resumes, ushers will be needed.

All are welcome to come share new ideas and “thinking outside the box” or as we say missional thinking: “What would God have in store for us?”

Thank you to Dianne L, Pastor Lindsey, and Pastor Trish for your support and guidance. Thank you also to David J for your service this year, especially scheduling our weekly accompanists.

Respectfully submitted,
Janet Aaron, Ministry Committee Chair

Worship Committee Report

This has been a year of change and this has included what the Worship Committee has been working on. The committee compiled the hymns and chose the liturgy for services until in-person worship was suspended in March 2020. Once services went on line, the pastors then performed these duties.

Due to AHS restrictions, choir was also suspended. Thank you to Jared S for providing some special music throughout this time and arranging the recording of music by some of the choir members virtually.

On-line services still require accompanists for the hymns. Thank you to all our musicians who have continued to give of their talents in this way.

The Worship Committee has formed a sub group called the Prayer Team. These volunteers are now writing the weekly prayers of intercession for worship. This has shown some special talents among our congregation. Thank you to Bev, Tom, Mary, and Nancy for your gifts.

Going forward, the Worship Committee will continue as it has while restrictions are still in effect. The committee will be excited to resume assisting with music selection and liturgy once the pastors feel this is warranted. We hope our joyful voices will be heard sometime in the coming year.

Respectfully submitted,
Janet Aaron, Worship Committee

CHURCH COUNCIL NOMINATIONS

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

Church Council 2020

Toby Schneider	President
Tanya Gusdal-Calkins	Vice-President & Lifelong Learning Committee
Kim Goebel	Secretary & Communications Committee
Amy Cooper	Treasurer, Financial Secretary, Administration Committee
Janet Aaron	Ministry Committee & Worship Committee
Michael Chell	Communications Committee
Darlene Frohlich	Community Engagement Committee
Dan Loewen	Administration Committee
Paul Thomsen	Community Engagement Committee
Lori Zeiner	Administrator
Pastor Trish Schmermund	
Pastor Lindsey Jorgensen-Skakum	

Council wishes to thank Dan Loewen and Kim Goebel who are stepping down from council after completing their three-year term.

TREASURER'S REPORT

Holy Spirit ended 2020 with a budget surplus of \$580!

2020 was an extraordinary year that none of us could have anticipated. During the past year, we put a line of credit up to \$50,000 in place, received a \$40,000 government loan with a \$10,000 loan forgiveness component and we received \$7,800 in government wage subsidies to help us weather through this pandemic. These steps taken helped to ensure we could pay our expenses during the year given our decreased ability to rely on internally designated funds to cover our deficits. We will continue to monitor for any COVID-19 related benefits that are applicable to us during 2021.

Our estimated weekly budget for 2021 is \$7,975, 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 or set up a recurring credit card donation to ensure consistent monthly stewardship. You can sign up or change your monthly remittance or complete a credit card donation by contacting Lori in the office.

HSLC Dec 31, 2020

Income Statement

1	Budget Income	\$378,160	Designated Income	\$ 18,076
2			<i>Internal</i>	\$ 17,091
3	Budget Expenses		<i>External</i>	\$ 984
4	<i>Worship</i>	\$ 18,452	Designated Paid	\$ 17,613
5	<i>Witness</i>	\$ 2,173	<i>Internal</i>	\$ 17,091
6	<i>Staff</i>	\$257,362	<i>External</i>	\$ 521
7	<i>Education</i>	\$ 1,123		
8	<i>Property</i>	\$ 54,640	Designated Surplus*	\$ 463
9	<i>Service</i>	\$ 36,335		
10	<i>Support</i>	\$ 7,495	Current Surplus	\$ 1,043
11	Total	\$377,580		
12				
13	Net Budget Income	\$ 580		

*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". \$463 Designated Surplus is due to current year income, net of expenses, earning in the Endowment fund balance.

Balance Sheet

14	CURRENT ASSETS		LIABILITY	
15	Petty Cash - General	\$ 200	DESIGNATED GIFTS PAYABLE	
16	Short Term Investment	\$ -	Designated Gifts (Internal)	\$ 44,072
17	Bank Operating-CIBC	\$ 46,123	Designated Gifts (external)	\$ -
18	CEWS Income	\$ 3,895		
19	GST Paid & Receivable	\$ 792	TOTAL GIFTS PAYABLE	
20	Donations Receivable	\$ 2,761	Total Accounts Payable	\$ -
21	TOTAL CURRENT ASSETS	\$ 53,772	Total Employee Remissions Payable	\$ 1,431
22			Total Long Term Debt	\$258,369
23	FIXED ASSETS		TOTAL LIABILITY	\$303,872
24	Fixed Assets	\$ -	EQUITY	
25	Undesignated Savings	\$ 1	SURPLUS	
26	Reserve Fund	\$ -	Accumulated Surplus	(\$244,191)
27	Endowment Fund	\$ 6,950	Current Surplus	\$ 1,043
28	TOTAL FIXED ASSETS	\$ 6,951	TOTAL SURPLUS	(\$243,148)
29			TOTAL EQUITY	(\$243,148)
30			LIABILITIES AND EQUITY	\$ 60,723
31				
32	TOTAL ASSET	\$ 60,723		

Cash Flow from Operating Activities

33	Net Income (loss)	\$1043
Adjustments to reconcile net income to cash provided by operating activities		
Decrease (increase) in operating assets		
34	CEWS Income receivable	(\$3,895)
35	GST Paid and Receivable	\$308
36	Donations Receivable	\$17,594
37	Undesignated Savings	\$0
38	Reserve Fund	\$0
39	Endowment Fund	(\$1,463)
Increase in operating liabilities		
40	Mortgage Reduction Payable	\$0
41	Renovation Fund Payable	(\$74,386)
42	Book Registry Payable	\$0
43	Memorial Fund Payable	\$6,279
44	Library Payable	\$0
45	Children's Ministry Payable	\$0
46	Youth (Projects) Payable	\$590
47	Parish Pantry Payable	\$1,196
48	Pastor's Discretionary Payable	\$2096
49	Other Gifts Payable	\$0
50	Wind Power Payable	(\$673)
51	Fitness Program Payable	(\$1,446)
52	Refugee Fund Payable	\$1,150
53	Social Justice Payable	\$130
54	Table Fund Payable	\$0
55	Accrued Liabilities	\$0
56	Employee Remissions Payable	\$94
57	Mortgage Payable	(\$11,040)
58	Government Load	\$40,000
59	Damage Deposit Payable	\$0
60	Net cash provided by operating activities	(\$22,423)
61	Increase (Decrease) in Cash	(\$22,423)
62	Cash at Beginning of period	\$68,546
63	Cash at End of Period	\$46,123

Designated Income Report (All funds have been forwarded)

64	Lutheran Campus Ministry Received	\$305
65	CLWR Received	\$216
66	On Eagles' Wings Received	\$0
67	Mission with El Salvador	\$0
68	Lutheran Theological Seminary SK	\$0
69	Edmonton Gleaners Association	\$0
70	Endowment Fund Interest Income	\$463
71	Total External Designated Gifts Received and Paid	\$984

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

72	Mortgage Reduction Payable	\$37
73	Renovation Fund Payable	\$0
74	Book Registry Payable	\$115
75	Memorial Fund Payable	\$14,284
76	Library Payable	\$271
77	Children's Ministry Payable	\$1,592
78	Youth (Projects) Payable	\$4,675
79	Parish Pantry Payable	\$8,007
80	Pastor's Discretionary Payable	\$4,159
81	Other Gifts Payable	\$5,056
82	Wind Power Payable	\$0
83	Fitness Program Payable	\$666
84	Refugee Fund Payable	\$3,057
85	Social Justice Payable	\$2,153
86	Designated Gifts (Internal)	\$44,072

MEMBERSHIP STATISTICS

	Baptized	Confirmed
1. Membership as of December 31, 2019	673	528
2. New members received during 2020		
a. By baptism: children	0	
b. By baptism: adults	0	0
c. By affirmation of faith from responsibility / adherent list	0	0
d. By transfer from ELCIC member congregations	0	0
e. By transfer/affirmation of faith from Anglican or other Lutheran congregations	0	0
f. By affirmation of faith from non-Lutheran congregations	0	0
g. Statistical adjustment	0	0
Subtotal: Total members received 2020	0	0
3. Members who affirmed their baptism thru confirmation during 2020		3
4. Members removed during 2020		
a. By death	4	4
b. By transfer to other ELCIC congregations	0	0
c. By transfer to other Lutheran or Anglican congregations	2	2
d. To non-Lutheran congregations	0	0
e. To responsibility list & dropped (inactive)	11	7
f. Statistical adjustment	0	0
Subtotal: Members removed during 2020	17	13
5. TOTAL membership December 31, 2020	656	518¹

a. Total number of Sunday worship services during the year	52
b. Total number of weekday worship services during the year	6
c. Total number of services with Holy Communion	20
d. Average number in attendance each week at Sunday worship	141**

**Note: This number reflects raw viewership data from YouTube and does not take into account multiple viewings or multiple persons watching one screen. As of January 31, 2021, there are 165 subscribers to our YouTube channel.

Funerals	4
Weddings	1
Baptisms	0

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 656 members, 518 are confirmed.

EDMONTON REGION CHILD CARE ASSOCIATION REPORT

As the Global Pandemic happened in late March, ERCCA Holy Spirit program was chosen as an Emergency Care Centre to provide child care to critical care workers. Holy Spirit Lutheran Church was very supportive of ERCCA to utilize the church to provide child care and help the community. Together with the core team of ERCCA staff members, we were able to take in new children and families to help the community.

During Covid, Holy Spirit church has been so good at following our Alberta health protocols and guidelines to ensure our children, families, and educators are safe and maintain a healthy child care environment.

We welcomed Cindy Chae as our newest Director in September. She had supported the opening of Holy Spirit to essential workers, then expanding this to ERCCA families. She is the director at both Holy Spirit and Lendrum locations.

We are happy to provide child care to Malmo families during the temporary closure of the Malmo program. Five friends have been attending since January. It has provided our children an opportunity to make more friends from the community.

We are planning to develop our outdoor playground in the spring. We hope to have an outdoor space that acts as a second classroom in the warmer months. It will foster a safe and nurturing outdoor environment. We are excited to collaborate with the church.

We much appreciate your ongoing support and partnership! It has been our great pleasure to work together to make the community stronger.



Cindy Chae
Holy Spirit Site Director
Edmonton Region Child Care Association
(formerly Greenfield School Age Daycare Association)

MULHURST CAMP REPORT



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

We have entered the 75th year of Mulhurst Camp with His hand in all of it. To think of all the lives this place has touched so far. To think of how many more it can over the next 75 years? We have been graced with such amazing people and are looking forward to 2021 with open arms and to meeting so many more! We can't wait to share all the exciting things that are happening here! One project that is at the top of the excitement scale and we are ever so grateful for, is the continuation of the expansion of the Lodge. We are extremely honored that some individuals had the belief in Mulhurst Camp, to breathe new life and hope into the aging Lodge, and put forward funds to begin with the completion of the shell. The beginning of a shell means that one day soon we will have a facility that can be accessed by many more for years to come, complete with a kitchen, accessible washrooms, and entrance! And for that we give Thanks.

Even though 2020 was a year of many different challenges, we were still fortunate enough to accomplish much at the camp. We had some fabulous summer staff who worked hard on the property and bringing quality online programming to our digital community. Check out our Youtube channel for great entertainment! As well, generous volunteers offered their time for many projects around the property from putting up a playground, cutting down fallen trees, chopping wood and making our old bathrooms more accessible. Let us not forget some things that may not be physically noted but are just as valuable to the functioning of this camp, website and social media updating, program planning, hiring and organizing of fundraising. Our volunteers are very important to us and we thank you so much for offering your valuable time!

I am incredibly excited for what is to come over this next year and cannot wait to see what His plan is for us. I'd love to share, so if at any time you are interested in hearing more about our programming, volunteering, facilities, or our campground, please feel free to reach out or check out our soon "new" website. I look forward to gathering with you in 2021! Until then let His Peace Be With You.

Sheryl Stone
Executive Director
Mulhurst Camp

KURIAKOS REPORT



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

Kuriakos looks different this year... but great things are still happening. Throughout our history, we have experienced ups and downs. But, we continue to believe in the life-changing power of camp and feel that camp is more needed now than ever. Programs will only proceed when we are confident that we can do so safely, but we are planning for a great summer! Get involved! Visit kuriakos.ab.ca

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

2020 in REVIEW:

Despite unusual circumstances, we have continued to connect with our community. Looking back, this has been a successful year full of new programs.

- On ZOOM, we hosted the Women's Retreat, two Prime Time Retreats, Leaders In Training and our Staff Leadership Development Program, QUACK (Quest Using a Computer at Kuriakos, an interactive Bible Study for kids), Summer's Acts Bible Study, October's Joy Bible Study, and November's Creation Care Bible Study
- Recorded videos throughout the summer. Monday Bible Study, Tuesday Coordinator's Choice, Wilderness Wednesday, Fun Craft Friday.
- Regular Campfire gatherings on Zoom and recorded on YouTube.
- Undertook many facility rejuvenation projects (interior painting through most of our lodges, waterfront repairs, staining of outdoor railings and equipment).
- View our Courier (1st in 10 years!) for more updates and messages from staff
www.kuriakos.ab.ca/about/contact-us, scroll to Kuriakos Courier

We have experienced numerous changes to our staff team, in particular the passing of Rudy Lange, our Property Manager. Madi, our Hospitality Manager, and Gail, our Bookkeeper and Housekeeper, were also laid off due to the closure of our facilities.

Kelly Craig and his wife Anissa have joined our team as Property Manager. Our Association continues to be served by Kendra as Program Director, Paul as Assistant Director, and Rev. Art as Executive Director.

2020 Membership Partners - 21 (up from 12 last year!) Members – 8

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

- 83 on-site campers (Jan to March)
- 279 online participants, plus 3415 views on YouTube and 92 videos published
- Summer programs, most on-site retreats, and school programs were cancelled
- \$79k raised during our first-ever Online Kuriakos Gathers Together. Thanks for your support. We're excited for new plans this spring.
- Rentals have been closed, with most groups rebooking for 2021

AGM: The 2020 financial review will be completed and ready for the Annual General Meeting scheduled for 2:30 pm, March 27, 2021 @ Lutheran Church of the Good Shepherd (40 Holmes Street, Red Deer). Virtual attendance is encouraged (and may be the only option!).

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

HASTINGS LAKE LUTHERAN BIBLE CAMP REPORT



135 – 51268 Range Road 204
Sherwood Park, AB T8G 1E9
www.hastingslake.com

Greetings from Hastings Lake Lutheran Bible Camp! 2020 was our 82 year of ministry, and a year like no other. Not surprisingly, it was a very challenging year. However, it was also very rewarding.

We had fundraisers in Camrose and Sherwood Park in February, just as Covid was starting to be a concern. In early May, on the Sunday that we normally would have our Spring Fling & AGM to kick off the camping season, we announced that we would not have a summer program, nor would we host any rentals during 2020. This was a tough, but necessary decision, and as you can imagine a huge disappointment to all our camp family - our campers, renters, staff, and board.

The good news is that in early summer, we received a few very generous donations towards Trinity Lodge, and with the camp empty, we were able to begin construction in mid-August. Thanks to wonderful weather and great planning by our project managers Cal Lyseng and Ron Grue, we completed the project ahead of schedule and under budget. In round numbers, this was a \$400K project, and at year end we are only left with a debt of \$50K, including \$25K for an elevator which was not in the original budget.

Covid-19 brought many new challenges, and with those new challenges, new opportunities. Our first Hastings Lights event was a great success as more than 1200 people came to our Camp and we raised over \$20K - one of our best fundraisers ever! Our thanks to our Camp Director Andrew Carlson and his wife Dieta, and our Capital committee who showed their incredible creativity and careful planning to pull off this wonderful Covid-safe event.

New for 2021, we will be working to remove the limitation that we now have as a three-season camp, to allow us to leverage our investment in the Solomon's and Trinity lodges year-round.

We are in the midst of planning our summer programming for 2021, and with that, new ways to "have Camp". 2021 will be another challenging year, and even at this point, we don't really know what it will look like.

We seek God's guidance and your continued support for 2021. You can help our ministry through your prayers, your giving, coming to our AGM in May, volunteering as a board or committee member, or coming to camp for a work day. Please reach out to me at Roger@Osness.com or 780-667-4746 with any questions or concerns you might have.

Praying we'll be able to see each other soon at our Camp!

In His Service,
Roger Osness, Board Chair

BISHOP'S AGM LETTER

January 2021

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.

These past months have been a season of incredible change. Our patterns of life, as we have known them, continue to be disrupted and there is much anxiety around and within us. There is an increased awareness of many issues in our lives, our communities, and world, which for many had existed unobserved, silent, hidden, ignored. Employment needs, violence, mental health concerns, food security issues, racism, climate change, deaths, losses of many kinds....

At the same time, these past months have accelerated the movement of the church into profoundly adaptive changes and challenges and opportunities, which needed to be addressed in order to be vital communities of witness to Jesus in the 21st century.

I am realizing that the "new normal" is not something we have to still envisage in a time to come; the new normal is already among us. There are new opportunities and possibilities before us, including recommitting to a missional model of listening, discerning, experimenting, reflecting, and learning, while continuing to ask the questions: where is God in our neighborhood? our community? our world? And equally important: how might we join God in God's mission?

I continue to be grateful and encouraged by the amazing resilience of congregational leaders, lay and rostered who under extraordinary stress, pressure and restraints have poured themselves into the work of leadership; and though tired and weary and wondering, have reached out to one another, and to those in their midst, providing pastoral care, connection, compassion and care.

And our synod and church, working together in ways that witness to the Spirit of God among us. The Day of Pentecost synod-wide video and the Reign of Christ synod-wide worship service. Joint correspondence from national and synod treasurers, and from national and synod bishops. Sharing of resources and experience.

Creativity, ingenuity, openness, support, encouragement, trust, community.

I urge you, during your Annual General Meeting, and at other times, to continue to be in conversation together. Conversation as lay and rostered leaders and congregational members, as well as across your Synodical Area and together throughout our Synod.

I offer the following questions again for reflection and discussion. In considering these questions, keep in mind not just worship, but spiritual life, faith formation, service to the neighbor, and relationships in general as the body of Christ along the continuum that includes both physical and digitally mediated presence to one another.

What is God calling us to be and do in the time ahead? What is God's purpose for us – what is God's mission through us – moving forward?

What have we learned during the past months about what is important in our life together as the body of Christ? How might we use this knowledge to shape how we will live, work, and serve together? What might we bring into the future from this experience?

What new skills have we learned? What other skills and gifts will we need to embrace a new future?

How might our theological, denomination, and biblical perspective and traditions inform how we move forward?

What are the things that seemed so important before the coronavirus crisis that we might give less attention to, or let go of, altogether?

When you meet, 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.

As you gather be sure to join others across the Synod as you:

Receive and share the 2021 Synod Narrative Budget. I encourage you to share the brief Narrative Budget prepared in two formats for your use, in addition to the hard copy text: video or PowerPoint and text formats

Review the Synod Council Meeting "Talking Points" (<https://albertasynod.ca/synod-council-highlights/>)

Subscribe to our Synod's e-mail newsletter: Wednesday's Word, Subscribing is easy on our Synod's website

Participate in learning and conversation the second Thursday (noon-1pm) of each month through Synod Connect

As we journey together join me in prayer. Continue to be humble and gentle with one another. Honor each other. Make space for lament. Welcome moments of joy. Help each other live into hope. Learn from this journey in the coronavirus wilderness and let the learning lead us forward. Trust that God is at work in this time and look for the new things God is doing even now.

Thank you for your witness to patient trust in God and to sacrificial, cruciform love for your neighbors.

Know that I continue to be inspired and excited by the creative ways in which you have proclaimed the Gospel, offered pastoral care, knit together the body of Christ, and served the neighbor in our current reality.

Know that you are held in prayer.

Most importantly, know that God is with you and even now is planning and nourishing seeds of resurrection life.

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 - Holy Spirit Lutheran Church 2019 – 2022

(updated November 2020)



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

We are a people of faith and together we strive to build a community and a church that nourishes those currently gathered and those whose path has yet to cross our path. We cherish God's presence in our lives. We are blessed with grace, faith, and the love of a Saviour that is without limit. We are together as God's church, in joy, in sorrow and in mutual support of each other. God's blessings on us inspire us to be God's hands, feet, and mouth in the world around us. To witness to the lonely, the hopeless, to those outside of community, that God is the only true comfort and refuge. To witness to those for whom life has been good that God brings true meaning and salvation. To proclaim to all that there is a place in God's kingdom for them and that God loves them and knows each person by name. Together we strive to be the church we and others need.

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.