



CONGREGATIONAL ANNUAL REPORT 2023



LIVING OUR FAITH

LET'S NOT BE AFRAID

These are the words National Bishop Susan Johnson spoke to delegates at Assembly 2023—a joint gathering of Lutheran and Anglicans this past summer. She encouraged those in attendance, “Let’s continue to grow, whether that’s in depth or in numbers. Let’s just strive to be as faithful as we can for our loving God.”

How are you and your congregation living into this? As you meet in your Annual General Meeting, you are encouraged to dwell on this question.

Assembly 2023

The ELCIC and ACC met in convention for the second time under the theme *Let There be Greening*, at the University of Calgary from June 27–July 2, 2023.

The ACC General Synod met at the same time as the ELCIC’s Special Convention, with several joint sessions involving both bodies for worship, fellowship, Bible study, presentations and other discussions—with other matters, such as voting and convention business, being conducted separately.

Assembly highlights include:

- ELCIC National Bishop Susan Johnson and Archbishop Linda Nicholls, Primate of the ACC, opened the Assembly 2023 plenary sessions with a state of the union address.
- The ELCIC Special Convention and ACC General Synod approved motions to bring the ACC, ELCIC and the Canadian churches of the Moravian Church in North America into full communion.
- Delegates approved an amended resolution calling on both churches to respond to opportunities for solidarity, advocacy and to pray for peace and justice in Palestine and Israel.
- On Canada Day, the assembly session began with an invitation to reflection from Anglican and Lutheran leaders, including National Indigenous Anglican Archbishop Chris Harper.
- Throughout the 2023 ELCIC Special Convention, delegates heard from four task forces, all of which were formed out of convention action at the 2019 ELCIC National Convention.
- The Task Force Addressing Ableism, Task Force Addressing Homophobia, Biphobia and Transphobia, Task Force Addressing Racism, White Supremacy and Racial Justice, and the Task Force on Carbon Neutrality each spoke, with delegates voting to approve their reports.
- Pat Lovell was presented with the 2023 ELCIC Leadership Award for her dedication, work and love given through acts of service within the ELCIC. She is the third recipient of the award. •



Archbishop Linda Nicholls, Primate of the ACC, and ELCIC National Bishop Susan Johnson opened the Assembly 2023 plenary sessions with a state of the union address.



Sharing a campfire at Camp Lutherlyn.

Giving back to the great outdoors

The 2022 and 2023 summer seasons marked the return to camp for many families, church groups and individuals across the ELCIC. Following two years of COVID-related restrictions for the 2020 and 2021 camping seasons, faith-based Lutheran camps bounced back strongly in 2022 and 2023 with gratitude to their many financial supporters.

“Donations have certainly been up since COVID, which has really sustained us considering all we went through during the pandemic,” said Paul Kopjar, assistant director of Sylvan Lake, Alberta’s Camp Kuriakos. “That congregational support really has made a difference. Specifically, we receive donations from individual congregations, of both Lutheran and Anglican denomination.”

Camp Lutherlyn, located just west of Ottawa, Ont., took the time off to take on some serious renovations around camp. In order to do so, Lutherlyn relied on a number of grants while running fundraisers, including a “100 X \$100” to which 100 separate donors provided \$100 to the camp. Synod-owned, Camp Lutherlyn leases its property from the Eastern Synod.

Over in the Manitoba/Northwestern Ontario Synod, Luther Village made some significant changes during COVID.

“When we took over, the summer shop was literally falling into the lake, our beloved dining hall building was falling apart and many cabins needed to be levelled, while others needed new roofs. And during COVID, you’re losing so much of your income from not running kids’ camps and school groups, so you’re just trying to maintain,” said co-executive director Lisa van Dijk.

“We just want to ensure we are best using the money we can raise. We thoroughly appreciate our remittance funding from the MNO Synod on a monthly basis.” •

CLAY 2023: Ashes & Embers

For the first time since 2018, Lutheran and Anglican youth came together in-person for the Canadian Lutheran Anglican Youth (CLAY) Gathering 2023: *Ashes & Embers*. A joint gathering between the ELCIC and ACC, youth of the two churches gathered from August 10–13. Typically held biennially, the 2020 event *En Route* was hosted online in 2021 due to the COVID pandemic.

For most in attendance, it was either their first CLAY event or their first in-person CLAY event. Between the large group gatherings, praise and worship sessions, reflective group experiences and personal prayer time, the trip out to Waterloo, Ont. was filled with experiences that will surely last a lifetime.

British Columbia Home Team Leader Darya Saëd submitted team reflections to *Canada Lutheran*—the official magazine of the ELCIC—from some of her youth following CLAY. Those responses are provided below:



“Something I really enjoyed about CLAY was the large group gatherings and the really inspiring workshops that we got to do on the second day.”

“I enjoyed CLAY because I get to meet a lot of new people.”

“...The concert, meeting new people, playing football, the workshops, all these things were a lot of fun for me.”

“I really appreciated all the music... watching everyone dance along or clap along was my favorite part.”

“I really enjoyed the concerts and staying up late!”

“I enjoyed hanging out with new friends.”

“What I enjoyed about CLAY was just the chance to gather with hundreds of youths from across the country, excited to worship together, excited to learn together... and see the friendships that grow.”

“I really enjoyed all the time we got to spend together, worshipping and playing games and just hanging out.” •

BETWEEN THE LARGE GROUP GATHERINGS, PRAISE AND WORSHIP SESSIONS, REFLECTIVE GROUP EXPERIENCES AND PERSONAL PRAYER TIME, THE TRIP OUT TO WATERLOO, ONT. WAS FILLED WITH EXPERIENCES THAT WILL SURELY LAST A LIFETIME.



The entire CLAY gathering poses for a group shot.



ELCIC members contributed in a variety of ways at the 13th Assembly of The Lutheran World Federation, in Krakow, Poland, September 2023.

The importance of strong partnerships

The Evangelical Lutheran Church in Canada values the life-giving relationships of its many partners within Canada and around the world.

The ecumenical work and interfaith witness of the ELCIC is felt in every corner of the globe. With roughly 95,000 members, the ELCIC is sometimes seen as a small church among the world’s Christian churches. However, ELCIC National Bishop Susan Johnson sees it differently.

“Despite limited resources and being a medium-size church, we know our church is far more effective when we work with partners,” Bishop Johnson shared in a column for *Canada Lutheran*. “Together we can accomplish much more, strengthen relationships and work towards becoming a healthier church.”

Through partnerships with the World Council of Churches (WCC), the Lutheran World Federation (LWF) and the Canadian Council of Churches (CCC), the ELCIC remains actively involved in the mission and ministry of all three organizations, continuing its growth and outreach with churches of other denominations and faith backgrounds.

The ELCIC also maintains its strong relationship with Canadian advocacy and humanitarian organization KAIROS and Canadian Lutheran World Relief (CLWR), while working closely with Global Mission and Companion Synod partners.

“We are a valued partner because we participate fully,” Bishop Johnson said. We are valued because we take our turn in providing leadership. We are valued as we work to maintain our financial support. We are valued as we are seen being mediators. These partners are here for us as well, praying for us, supporting us, walking with us.” •

AUGUSTANA EVANGELICAL LUTHERAN CHURCH

✝ Lutheran and Anglicans worshipping together ✝
1201 Broadway Avenue, Saskatoon, Sask.

Annual Report 2023

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Sunday, March 3, 2024
ANNUAL GENERAL MEETING AGENDA

1. Call to order and Opening Devotions
2. Adoption of Agenda
3. Minutes
 - 3.1. Acceptance of Minutes from Annual General Meeting March 5, 2023
 - 3.2. Acceptance of Minutes from Special Congregational Meeting July 11, 2023
 - 3.3. Acceptance of Minutes from Special Congregational Meeting January 21, 2024
 - 3.4. Acceptance of Minutes from Special Congregational Meeting February 18, 2024
4. Business arising from the minutes
5. Appointment of Scrutineers
6. Recognition of committees, volunteers and outgoing Council Members
7. REPORTS
 - 7.1. Pastor's Report
 - 7.2. Choir Director Report
 - 7.3. Council Chair's Report
 - 7.4. Reports from all committees on Mission and Management of the Church.
 - Worship: Worship, Altar Guild
 - Learning: Sunday School, Reconciling in Christ, ELW
 - Witness/Service: Social Ministry, Health Cabinet, Augustana and NEST Working Together
 - Support: SE7C – Saskatoon ELCIC 7 Churches
 - Property: Property Management
 - 7.4.1. Business Arising from the Reports
 - 7.4.2 Acceptance of Reports
 - 7.5. Finance
 - Acceptance of Financial Report for 2023
8. NEW BUSINESS:
 - 8.1. Motions From Council
 - 8.1.1. Motion to adopt the proposed budget for 2024
 - 8.1.2. Motion to appoint the reviewers for 2024
 - 8.2. Visioning Process
 - 8.3. Nominating Committee Report
 - 8.4. Election of Council members
 - 8.5. Election of Nominating Committee for the 2024 AGM in 2025
 - 8.6. Election of lay delegates for Synod Convention (2 delegates)
9. Other Business
10. Closing Devotions and Adjournment

**Augustana Evangelical Lutheran Church
Annual General Meeting Minutes (DRAFT)
March 5, 2023**

Setting: In-person (24) & Zoom (12) **Attendance:** 36 Members, 2 Non-Voting Participant

1. Call to Order and Opening Devotions

Council Chair Dawn Ingram called the meeting to order at 12:39 pm. Pastor Kirk Tastad led the opening devotion.

2. Adoption of Agenda

AGM_2023_1: MSC¹¹ (Pat Blakley/Betty Warren): That the agenda be adopted as presented.

3. Minutes

3.1. Acceptance of Minutes from Annual General Meeting March 6, 2022

AGM_2023_2: MSC (Karen Wallace/Gord Morley): That the minutes of the AGM of March 6, 2022 be adopted as presented.

4. Business Arising from the Minutes

A question was asked about forward planning and church sustainability, as the need to look at where Augustana is as a church was raised at last year's AGM. Church Council acknowledged that this remains important, but council has not had the capacity for much forward planning as Augustana has been navigating a significant period of transition over the past year.

5. Appointment of Scrutineers

AGM_2023_3: MSC (Gord Morley/Echo Fettes): That Mik Bickis and Angie Johnson be appointed as scrutineers.

6. Recognition of committees, volunteers and outgoing Council Members

All who serve on committees of the church were thanked. Pastor Kirk included a special acknowledgement of those who have and continue to serve on church council during this transitional time.

7. REPORTS

7.1. Pastor

Pastor Kirk spoke to the unique situation that Augustana found themselves in this year, particularly noting that having two pastor's reports in a single year is rare. He further thanked the congregation for their support.

¹ MSC stands for moved, seconded, carried; a motion followed by MSC was approved by the congregation.

Pastor Kirk indicated that part of his role as interim Pastor was to aid the congregation in considering what is important to us. He is currently asking questions about who we are and what we are about as Augustana. These understandings can help the congregation and church council to consider how to move forward. Pastor Kirk further acknowledged the role of the Pastor in forward planning, and as such, there are limits to how far this planning can go given the current search for Augustana's next permanent Pastor.

Pastor Kirk also recognized the hole left by Pastor Marilyn and Parish Nurse Carol and mentioned the need to consider how Augustana can strengthen community care moving forward. This ministry could take many forms, including the possibility of a lay visitation team to support people whose needs could be met by a trained volunteer.

There were no questions asked.

7.2. Choir Director

There were no further questions or comments.

7.3. Reports from all committees on Mission and Management of the Church.

Worship:

Worship: No further questions or comments.

Altar Guild: No further questions or comments.

Learning:

Sunday School: There was a question as to what Sunday School will look like going forward and who might guide this process. This remains an open question that needs consideration.

Reconciling in Christ: No further questions or comments.

ELW: No further questions or comments.

Witness/Service:

Social Ministry: No further questions or comments.

Health Cabinet: No further questions or comments.

Augustana and NEST Working Together: No further questions or comments.

Support:

SE7C - Saskatoon ELCIC 7 Churches: It was indicated that not a lot is happening with this group at the moment.

Property:

Property Management: There have not been any mice or bats reported recently.

7.3.1. Business Arising from the Reports – No business arising from the reports.

7.4. Acceptance of Reports

There were no further questions or comments.

AGM_2023_4: MSC (Rose Ingram/Mik Bickis): That all committee reports be accepted as presented.

7.5. Finance:

It was indicated that it was challenging to forecast a budget and that this past year's budget was impacted significantly by not having a pastor for a significant part of the year, as well as access to some CERB money.

An error was indicated on page 42; other directed benevolence total should be \$7080. A question was asked about giving and how the church's giving is spread out; for example, are fewer people giving more, or are many people giving less? This information was not immediately and wholly available; however, based on what was known, it was believed that there were fewer people giving more. There was further conversation about the need to consider and learn more about the different sources of income at Augustana.

There was much conversation about membership and the need to review membership at Augustana. The types of membership were discussed, including active and non-active members. It was noted that page 17 of the annual report includes some membership information. Augustana's constitution indicates that active members are confirmed members who have, in the last year, partaken in the Sacrament of Holy Communion, supported the work of the church with offerings, and participated in the life and worship of the congregation. Inactive members are those who have not met these criteria over the last year. The need to review membership and consider removing inactive members was raised.

Acceptance of Financial Report for 2023

AGM_2023_5: MSC (Angie Johnson/Betty Warren): That the financial report for 2022 be accepted as amended.

8. NEW BUSINESS

8.1 Motions from Council

8.1.1 Motion to adopt the proposed budget for 2023

It was noted that everything is more expensive, and while offerings have remained stable, the increasing costs make a balanced budget very challenging. Council deliberated over the budget and could not find a reasonable way to balance it. It was noted that things like fundraising may be options to help bring the budget closer to balanced. There was an 8% salary increase (as recommended for Pastors by the synod based on the inflation rate). Church council elected to propose this increase for all salaries to acknowledge the value of the people who work for the church. Generally speaking, the budget lines represent the higher end of the potential costs, and there are items in the budget that may or may not

be needed. It was noted one potential impact on the budget would be if the permanent Pastor, when called, had a different salary than the interim Pastor.

AGM_2022_6: MSC (Gord Morley/Karen Wallace): That the 2023 budget be adopted as presented.

8.1.2 Motion to appoint the auditors for 2023

AGM_2023_7: MSC (Pat Blakley/Larry Trenouth): That Heagy LLP be appointed as auditors for 2023.

8.2 Visioning Process

The plan is for council to take the information provided on the tables and use it as a starting point for further conversation. The congregation will be engaged throughout the process and have opportunities to explore different ideas. Ultimately, the goal is to consider who Augustana is as a community and what that means for our choices.

8.3 Nominating Committee Report

The nominating committee was Dawn Ingram, Rose Ingram and Heather Ward. They put forth Monica Johnson, Larry Trenouth, Merv Johnson, Katherine Ottley and Shelley Apolonia as prospective council members.

8.4 Election of Council members

All those whose names were put forward agreed to allow their names to stand. There was no need for a vote as more spaces were available on the Augustana church council than persons nominated.

AGM_2023_8: MSC (Mik Bickis/Gord Morley): That Katherine Ottley, Shelley Apolonia, and Larry Trenouth be elected to a three-year term on council and Monica Johnson and Merv Johnson be elected to a two-year term on council.

8.5 Election of Nominating Committee for the AGM in 2024

There remains a conversation about having a permanent nominating committee to match the committee members' skill set with the role of engaging people to serve on council. For now, it will continue to be those leaving council who will undertake this task. Ultimately, considerations of committees like this will be part of the visioning process.

9. Other Business:

9.1. Reconciling in Christ

A conversation was had about the current situation around the Reconciling in Christ committee. The current committee leadership is ready to step back, and as such, the committee will either need new leadership, or it will need to be considered differently. One possibility raised was it becoming part of a larger social justice committee or maybe

being folded into another committee with similar values. The committees of Augustana and where time and energy is spent is another significant part of the visioning process.

9.2. Call Committee

The congregation wanted to know how the call committee was doing in their task. An update was provided that the call committee is making progress on finding Augustana's next permanent Pastor and will be engaging the congregation at a special congregational meeting with a recommendation in the coming months.

10. Closing Devotions and Adjournment

Pastor Kirk led the closing devotion, and the meeting was adjourned at 2:00 pm.

Respectfully Submitted

Katherine Ottley, Recording Secretary

**Augustana Evangelical Lutheran Church
Special Congregational Meeting Minutes
June 11, 2023**

1. **Call to Order** – The meeting was called to order at 11:30 pm.
 - a. **Report from the scrutineers** – Ruth Zuk and Gord Morley were introduced as scrutineers. Their role was explained as overseeing the voting process and counting votes.
 - b. **Introduction of Bishop’s Representative, Pastor Ali Tote and Chair, Call Committee, Karen Wallace**

Pastor Ali indicated his thanks for the work of the call committee and spoke a bit about his understanding of Augustana and where Augustana’s ministry is headed. He explained his role in the meeting as an observer and representative of the Bishop.

Karen explained the call process that the committee followed, which included considering what Augustana was looking for in a Pastor based on the mission profile that was created by the church council with input from the congregation. The committee then compared that against candidate profiles initially individually, using a guide that the call committee created for assessing candidates and then in conversation to establish who would be interviewed. Working around illness and the busy Easter season, candidates were interviewed; further conversation was had among the committee, and after careful deliberation, the committee’s recommendation was put forward to church council and the synod.

2. **Introduction to Call Meeting** – It was explained that the meeting has two parts. The first is the call itself, represented by the Letter of Call. This part involves the vote for or against the candidate. The second part is related to the employment agreement, assuming the congregation accepts the candidate. This part relates to budgeting and the details of what is expected of the candidate.

Pastor Ali led a prayer for guidance in this step of the call process.

3. **Letter of Call**
 - a. **Presentation of candidate** – Karen presented Pastor Kirk Tastad as the committee’s recommended candidate, indicating things like the relaxed way in which he approaches many elements of church life, as well as his interest in being involved in the community in ways that are meaningful for the community, his comfort with himself which allows others to be themselves, and his engagement with the committee as reasons for choosing him.
 - b. **Motion of the Call Committee** – Karen Wallace moved that Kirk Tastad be called as Pastor of Augustana Evangelical Lutheran congregation. Betty Warren seconded the motion. There was no further discussion.

- c. **Voting on the candidate** – Ballots were cast privately and collected by the scrutineers, who then counted them privately. The motion passed unanimously.
- d. **Motion to destroy ballots** – Gord Morley moved that the ballots used in the above vote be destroyed. Echo Fettes seconded the motion. The motion passed unanimously.

4. Employment agreement

- a. **Presentation of agreement** – It was noted that the only change from the standard agreement provided by the Synod that was proposed was that Pastor Kirk would receive the 5th Sunday off in months when there are 5 Sundays (4 Sundays a year).
- b. **Voting on Employment Agreement** – Karen Wallace moved that the Employment Agreement with Pastor Kirk Tastad be approved. Larry Trenouth seconded the motion. This motion was approved unanimously.

5. Closure of the meeting

- a. **Next steps** – An installation service will be held soon.
- b. **Adjournment** – The meeting was adjourned at 12:15 pm.

**Augustana Evangelical Lutheran Church
Special Congregational Meeting Minutes
January 21, 2024**

Number of people in attendance: 36

1. Call to Order – The meeting was called to order at 12:04 pm.

2. Number of congregational members for quorum

- a. **Current status** – Currently, 35 voting members are required for quorum.
- b. **Proposed change** – Council is proposing to reduce the number of people required for quorum from 35 to 30.
- c. **Motion** – “that the Augustana Lutheran Constitution Article VIII Congregational Meeting Section 4 be amended to read: 30 voting members shall constitute a quorum.”
- d. **Discussion** – To have a vibrant congregation, council would like to have everyone attending congregational meetings and having their voice heard; however, it is also important that these meetings can happen, and it has been a significant struggle to reach quorum for many of the meetings in the last few years. This change would allow more flexibility in making sure meetings can happen.

A question was asked about what Augustana’s membership is. Currently, the numbers that were readily accessible indicate that our membership is around 400, but our active membership is significantly lower, with average attendance being around 50 in-person and 70 online. Membership remains something that requires attention and updating. This will be looked into further and information provided as needed ahead of the February 18th meeting.

A question was raised about the age required to vote at congregational meetings. This information also needs to be verified in the constitution.

3. Number of congregational members on council

- a. **Current status** –Currently, the constitution indicates that there be between 9 and 12 council members.
- b. **Proposed change** – Council proposes a change to the minimum number from 9 to 6.
- c. **Motion** – “That the Augustana Lutheran Constitution Article IX Congregational Council and its Officer Section 1 be amended to read: At its annual meeting, the congregation shall elect a Congregational Council of not less than six nor more than 12 members for terms of three years each with approximately one-third of the terms expiring annually.”
- d. **Discussion** – It was explained that trying to get council members has also been a challenge, and reducing the minimum number would allow the church council to continue to operate. Even with this reduction, ideally, there would be a full slate of

12 council members. Among the goals of this change is to avoid guilt-tripping people into involvement, avoid having the same group of people feel pressured to be on council all the time and avoid having council members that don't really have the capacity to be involved.

A question was asked about how many people would be required to make a decision on a council of six people. While it needs to be confirmed, Katie was pretty sure that it is 50% plus 1 of the current council members, so if there were six council members, that would be four people.

4. Line of Credit

The financial steering working group has proposed that Augustana increase its current line of credit with Affinity Credit Union.

- a. **Motion** – Larry Trenouth moved that Augustana Lutheran Church proceed to increase the line of credit currently held with Affinity Credit Union from \$4,000.00 to \$25,000.00. The line of credit will be used at such time as Augustana Lutheran Church is unable to meet its financial obligations with the cash available. Karen Wallace seconded this motion.
- b. **Discussion** – Finances have been challenging, and ensuring access to cash on hand has become more pressing in the last year or so, with Augustana coming closer than is ideal to not being able to meet our financial obligations. The credit union is willing to provide a \$ 25,000 line of credit. The goal is not to have to use this line of credit, but its presence provides a lifeline which can give time to consider other longer-term solutions.
- c. **Vote** – This motion passed with no objections or abstentions.

5. Audit vs. Review

It was realized that Augustana does not need an audit but instead can have our financial statements reviewed each year.

- a. **Motion** – Karen Wallace moved to not appoint an auditor pursuant to Section 13-8 of the Non-profit Corporations Act and to appoint Heagy LLP to conduct a review of the 2023 financial statements. Echo Fettes seconded this motion.
- b. **Discussion** – At last years, AGM Auditors were appointed; however, Augustana does not collect enough donations to require an audit, and as such, in the long term, money can be saved by having a company review rather than audit our financial statements. It is important to note that we may not save money this year because of the upfront costs of setting up the review; however, beyond this year, it will save us money.

There was a question about the differences between an audit and a review. Basically, an audit is a more formalized process and generally is required when there is a significant amount of money involved. A further question was asked about whether an audit ever would need to be conducted for Augustana (is an audit

something that needs to happen every x number of years), and to the best of the knowledge of everyone present, it would not, assuming Augustana does not take in more than \$500 000 in donations in a year.

- c. **Vote** – This motion passed with no objections or abstentions.

Adjournment – Meeting was adjourned at 12:31 pm.

**Augustana Evangelical Lutheran Church
Special Congregational Meeting Minutes
February 18, 2024**

Number of people in attendance: 39

1. **Call to Order** – The meeting was called to order at 11:53.
The requirements for voting were reviewed. Specifically, be over the age of 18 and be a member of the congregation.

2. Number of congregational members for quorum
 - a. **Current status** – 35 voting members are required for quorum.
 - b. **Proposed change** – To reduce the number of voting members required for quorum to 30 from 35.
 - c. **Motion/discussion**
“that the Augustana Lutheran Constitution Article VIII Congregational Meeting Section 4 be amended to read: 30 voting members shall constitute a quorum.”
No questions or comments were raised.
 - d. **Vote** – The motion was approved with 37 affirmative votes and 2 abstentions.

3. Number of congregational members on Council
 - a. **Current status** – Augustana Church Council comprises between 9 and 12 voting members.
 - b. **Proposed change** – That the required number of church council members be reduced to 6 as a minimum, with 12 remaining as a maximum.
 - c. **Motion/discussion**
“that the Augustana Lutheran Constitution Article IX Congregational Council and its Officer Section 1 be amended to read: At its annual meeting, the congregation shall elect a Congregational Council of not less than 6 nor more than 12 members for terms of three years each with approximately one-third of the terms expiring annually.”

It was noted that the constitution previous to the current one stated a minimum of 6 council members and that the minimum indicated in the synod guidelines is 5. The advantages and disadvantages of making the change were articulated, including that given the challenges of finding council members, having as few as 6 allows for Council to function and maintain charitable status when it is challenging to get 9 members. Among the negatives noted was that the fewer Council members, the less representative the Council would be of the congregation. It was articulated that the goal will remain for the Council to have as close to 12 members as possible.

d. Vote – The motion passed with 36 in favour and 3 abstentions.

Adjournment – The meeting was adjourned at 12:04

**Augustana Evangelical Lutheran Church
Church Council 2023**

Chairperson: Pat Blakley
Vice-Chairperson: Larry Trenouth
Secretary: Katherine Ottley
Treasurer: Karen Wallace
 Echo Fettes
 Merv Johnson
 Gabriela Lindenbach
 Monica Lundgren-Johnson

Term Ending in Mar. 2024	Term ending in Mar. 2025	Term Ending in Mar. 2026
Pat Blakley (2021)	Merv Johnson (2023)	Shelley Appolonia (2023)
Karen Wallace (2021)	Monica Lundgren-Johnson (2023)	Larry Trenouth (2023)
Echo Fettes (2019/2021)		Katie Ottley (2020/2023)
Gabriela Lindenbach (2021)		

At its annual meeting the congregation shall elect a Congregational Council of not less than 6 nor more than 12 members for terms of three years each with approximately one-third of the terms expiring annually. The members of the council must be voting members of the congregation. Council members' service is limited to a maximum of two consecutive 3 year terms before they are required to take a leave from service.

Notes:

Of the council members ending their terms at this 2023 annual meeting:

- Gabriela Lindenbach will be going off council. Pat Blakley and Karen Wallace have indicated they would be willing to serve a second term.
- Echo Fettes has served 2 x two year terms and could serve an additional year. Echo indicated that she would be willing to let her name stand on council for 1 more year.
- Up to 4 new council members are needed for 3 year terms, but there are opportunities for terms of 1 or 2 years if members are interested.
- The Nominating Committee for the AGM in 2024 will be formed by some leaving council, and some of the current council.

**Committees &
Working Groups 2023**

Worship

Mik Bickis
Pat Blakley
Deborah Buck
Wayne Carlson
Katie Ottley
Anna-Marie Skogsrud

Altar Guild

Sandra Cey
Noreen Donald
Marie Ebbert
Marilyn Fowlie-Neufeld
Rose & Dawn Ingram
Sharon & Gord Morley
Linda & Mark Stauffer

Sunday School

Cherie Jarock
Gabriela Lindenbach
Katherine Soule Blaser

Education

Vacant

Youth

Vacant

Reconciling in Christ

Echo Fettes (council
rep)
Jim Komar
Marie Lovrod
Margareth Peterson
Jim Sharp

Mutual Ministry

Vacant

Social Ministry

Queen Elizabeth School

Angie Johnson

NEST/Settlement:

Jane & Mik Bickis
Noreen Donald
Monica Johnson
Heather Kleiner
Margareth Peterson
Bryan Tastad
Heather Ward

Friendship Inn

Heather Kleiner

Living & Learning and

Layettes:

Angie Johnson
Heather Kleiner
Tannis Sharp

Health Cabinet

Shelley Apolonia
Linda Catton
Gayle Dixon
Heather Ward

7 Church Reps (SE7C)

Larry Trenouth

Property Maintenance

Merv Johnson
Joey Lafrance

**Anglican Rep. on
Council**

Pat Blakley
Karen Wallace

Finance

Shelley Apolonia
Pat Blakley
Echo Fettes
Merv Johnson
Gabriela Lindenbach
Monica Lundgren-
Johnson
Katie Ottley
Larry Trenouth
Karen Wallace

Staff Development

Dawn Ingram
Larry Trenouth
Betty Warren

ELWomen

Ida Carlson
Sandra Cey
Marie Ebbert
Alice Hamp
Sharon Morley
Ev Schumacher
Tannis Sharp

Prayer Net

Sandra Cey
Michael Diegel
Noreen Donald
Marie Ebbert
Alice Hamp
Heather Kleiner
Ev Knoll
Ev Schumacher
Kirk Tastad

In Motion

Margareth Peterson

Church Council Chair's Report

The past year has seen a mix of celebration and challenges.

Since returning to in-person Sunday services, members of the Congregation have had the opportunity to reconnect. Those members who were unable to attend in person had the opportunity to view the live stream or to watch the service after it posted to YouTube.

The Call Committee, comprised of Gord Morley, Katie Ottley, Larry Trenouth, Karen Wallace and Betty Warren, moved that we call Kirk Tastad as Pastor of Augustana Evangelical Lutheran congregation in a Special Congregational Call Meeting held on June 11, 2023. With Pastor Ali Tote in attendance as the Bishop's Representative, the motion was unanimously approved by the Congregation. Pastor Kirk was installed on July 9, 2023. He has brought new approaches to worship and has challenged Council members to see God working with and through us as we plan for the future.

The Congregation have faithfully supported the work of the church through support of the Garage Sale, the Broadway Street Fair and the *All Creation Sings Push Back the Winter Hymn Sing*.

To ease the workload of the ELW, Council sponsored the coffee after the Easter Sunday service. Council also sponsored the Social Supper on November 18, which provided an opportunity for fellowship. It was additionally a very successful fundraising event.

Council has had a challenging year as we discern how to serve the Congregation and our community partners while operating within the context of a deficit budget. Karen Wallace will provide a report speaking to the Congregation's financial status. Among other opportunities for improving the finances of the Congregation, new possibilities for using the church building will be explored.

A subcommittee of Council, the *Faithful Innovation Team* (Pastor Kirk, Echo Fettes and Pat Blakley), with the assistance of Joey Lafrance, Katie Ottley and Heather Ward, led a series of three sessions to develop Value Statements which will guide the work that we do. There were 20 to 26 participants in each session. The Value Statements were reported in the February newsletter. The descriptors for the 8 Value Statements are: *Inclusivity and Accessibility, Building Community Within our Congregation, Building Community Beyond our Congregation, Worship and Music, Celebrating the Varied Gifts in our Community, Respecting the Past While Ensuring Augustana's Future, A Willingness and Need to Change, and Working Alongside Others with Similar Goals.*

Finally, I would like to thank the members of Council for their hard work in 2023: Shelley Apolonia, Echo Fettes, Merv Johnson, Monica Johnson, Gabriela Lindenbach, Katie Ottley, Larry Trenouth and Karen Wallace. Gabi will be leaving Council after the AGM. Echo, Karen and I will be seeking re-election for our final terms. Four additional members of the congregation can have their names put forward for Council. Please consider participating on Council.

Respectfully submitted by,

Pat Blakley

Church Council Chairperson on behalf of Church Council

Pastor's Annual Report

I am thankful for this year spent with you as we have deepened our relationship with each other and with our God. I am always amazed at communities of faith like ours, because in so many ways it runs counter cultural to the world around us. The world says go, go, go, but Jesus invites us to be still and know. The world says the measure of one's life is met in achievement and success, and God reminds us that in Christ we have already be declared holy and dearly loved and freed from the burden of having to prove ourselves to anyone – let alone God.

In his book *Bread for the Journey*, Christian author Henri Nouwen invites us to consider how attractive it is in today's world that is so full of obligations and demands to discover the freedom of this gift of grace and the joy that is found being a part of such a community of grace filled people. He reminds us that *"where such freedom is, there is God. And where God is, there we want to be."*² May this be a mantra of sorts for how we live, serve and witness in community together. I think that such authenticity is much more attractive than any fancy program or growth strategy that we could ever come up with.

That said, thank you for all of the ways that you have each contributed to the life of this place over this past year and the trust you have shown me since taking me on permanently in the spring.

I am constantly encouraged by all of the different ways that you independently explore your faith from small groups of people meeting for bible study, discussion/book groups, spiritual formation, to other fellowship activities, or wellness ministries.

I am strengthened by your partnership in our common service whether inside the building or outside it in the larger community.

I am overjoyed by the richness of our shared worship together. Thank you for being generous with your time to run the tech, or set up for or assist in worship, and for sharing your gifts to help make beautiful music together.

I am grateful to Lorene for her countless hours of support work and the outstanding care that she brings to her role. I'm in awe of Deborah for her ability to draw people together in deeper community through laughter and song. And I'm so appreciative to council for their wisdom in the face of challenging times, unsteady budgets, and difficult choices. Thank you for your leadership and support.

In the year ahead, my hope is simple - that we will continue to remain faithful to what God is calling us to do and be together. It may be hard at times, but such things almost always prove to be fruitful. Where God is, we want to be as well. It is my prayer that we do not lose sight of this, but rather

² Bread for the Journey by Henri Nouwen. Taken from the devotion for April 19th

that it informs our whole way of life together as it draws others in to do the same. Live freely my friends.

Pastor Kirk Tastad

STATISTICAL DATA SHEET 2023

I. MEMBERSHIP	Baptized	Confirmed
Members as of December 31, 2022	487	389
II. MEMBERS RECEIVED DURING 2023		
a) By Baptism: children under 15 years	2	0
b) By Baptism: adults (16 years & older)		
c) By Affirmation of Faith		
d) By Transfer from ELCIC congregations		
e) By Transfer from other Lutheran congregations		
f) From non-Lutheran congregations		
Total members received during 2023	2	0
III. BAPTIZED MEMBERS CONFIRMED IN 2023	0	3
Subtotal	489	392
IV. MEMBERS REMOVED DURING 2023		
a) By death	6	6
b) By Transfer to other ELCIC congregation		
c) By Transfer to other Lutheran congregations		
d) To non-Lutheran congregations		
e) Removed from Roster (<i>Voting</i>)	1	1
f) Moved to Responsibility List		
Total members removed during 2023	7	7
V. TOTAL MEMBERSHIP DECEMBER 31, 2023	482	385

VI. ATTENDANCE

Giving Units:

<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
262	301	382	228	228	221	226	232	201	195	194	196

AVERAGE WEEKLY ATTENDANCE

<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
98	91	88	92	89	85	89	85	109	92	89	121 (50, 71YT)

(2023 weekly attendance is based on YouTube views of weekly services in combination with in-person attendance. It should be noted that on-line worship views show as one person but might also reflect more than one person in a household participating. Also in the month of February, the first service of the month was picked up by a YouTube algorithm and put on the feeds of numerous people who watch church services online, considerably bumping up the attendance numbers. YouTube viewers have also been counted as part of the Christmas attendance starting in 2021.)

CHRISTMAS ATTENDANCE

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Christmas Eve												
Early Service	246	183	221	240	210	92	242	200	282	161	172	116 + 66YT
Late Service	73	89	85	82	55	219	57	74	0	0	42	97 + 0YT
Christmas Day	41	30	41	29	33	26	32	42	143	44	63	31 + 0YT

VII. OFFICIAL ACTS:

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Baptisms	6	3	4	8	2	1	3	2	1	2	0	2
Marriages	1	0	3	2	0	1	3	0	1	2	0	1
Funerals/ Memorials	5	5	5	7	8	9	8	9	7	3	1	2

BAPTISMS:

Scarlett Thompson, Inara Rink

CONFIRMATION/AFFIRMATION OF FAITH:

Sarah Carlson, Mason Lindenbach, Ezekiel Soule-Blaser

WEDDINGS:

Melissa Rowan & Joshua Gunn

MEMBERS TRANSFERRED IN:

MEMBERS TRANSFERRED OUT:

DEATHS:

Inger Grieve, Diana Fast, Marion Turnbull, Eileen Carlson, Peter Wallace, James Komar, Evelyn Lovrod

*not a member

Choir Director's Report

A shaky start due to a flare-up of Covid in January of 2023 notwithstanding, the year offered a return to “normal” choir activity at last!

Choir sang at least twice a month, weekly during Advent, at both Christmas Eve services, the inter-Lutheran mid-week Lenten service hosted by Augustana, and during Holy Week. A special group comprised of choir members, their friends and family sang on Christmas Day; multiple choral selections were offered in the Lessons and Carols service on Dec. 31. The choir was also honoured to sing at the funeral service of Eileen Carlson, with several members of the Saskatoon Men's Chorus filling out the group. Two anthems purchased through a gift from Wayne Carlson in memory of Eileen Carlson were presented in November and December.

A special event was organized by Deborah and Pastor Kirk with assistance from Brian Unverricht (director of Resurrection Lutheran Choir) and Diane Bestvater (director of Zion Lutheran Choir). The “Spring Hymn Sing” on the evening of April 20th featured performances by Augustana-St. Timothy's Choir and the guest choirs, and much enthusiastic congregational singing. The intent of the Hymn Sing was to raise funds for the purchase of *All Creation Sings* hymnal supplements for Augustana, with a portion of the proceeds going to the Queen Elizabeth School breakfast program; but it was also to bring together music-loving Lutherans to celebrate in song (after a long drought of such communal musical events), while introducing the rich resources of the new worship book. The event raised a total of \$2,675; \$650 was donated to the school. A wonderful coffee time with baking provided by Augustana's choir members facilitated lots of visiting afterward. After the success of that event, Diane, with assistance from Brian and Deborah, got to work on planning a Reformation Festival at Zion, with four choirs participating—Augustana St. Timothy's, Redeemer, Resurrection and Zion. All the choirs were invited to learn the mass choir piece, “God is Our Refuge and Strength” by Allan Pote, accompanied by piano and a brass quintet—a rousing conclusion to the evening. Future plans for our wider Lutheran choral community include possibly participating in the May 2024 Synod Convention.

Deborah was grateful to have the blessing of Church Council and Pastor Kirk to accept a theatre contract in Alberta during the month of May. Throughout this period Mik Bickis served most ably as Choir Director and accompanist.

The 18 choristers of Augustana St. Timothy's Choir are extremely committed and generous with their time, and an absolute joy to lead. In making music together to glorify God, we have also found a caring community. Special thanks are due to Mik Bickis, Anna-Marie Skogsrud, Sharon Buck, Cherie Jarock, and Margareth Peterson for their musical support of the choir, our cantors and vocal soloists. And thank you to our technical crew which works so diligently to make sure all our music reaches those outside our church walls.

Soli Deo Gloria!

Deborah Buck, Choir Director

Thanks to Augustana and St. Timothy's Choir Members:

Mik Bickis, Pat Blakley, Erwin Buck, Gertrude Buck, Noreen Donald, Marilyn Fowlie-Neufeld, Linda Jarock, Angie Johnson, Chris Martin, Margareth Peterson, Anna-Marie Skogsrud, Ashley Smith, Pastor Kirk Tastad, Heather Ward, Betty Warren, Ted Warren, Paul Weatherington, Ruth Zuk.



Saskatchewan Synod Insert for 2023 Congregational Annual Reports

Year-end letter from Bishop Sid Haugen

Dear partners in the Gospel,

Again, this year, before reporting on 2023, I would like to take a moment review the role of the synod and the role of congregations.

Congregations or faith communities are the core of our church. At the congregational level, the Word is preached, the sacraments are shared, and service to the world is carried out. At the congregational level 'the rubber hits the road' for our church. The word synod comes from the from the Greek words *sun* (with) and *hodos* (road). A synod is those who are literally 'with each other on the road.' By 'Saskatchewan Synod' we mean **all** the congregations and related ministries that walk together in Saskatchewan and NW Manitoba. Congregations though remarkably independent bodies, gather themselves into synods for two reasons: 1. to accomplish things an individual congregation could not and 2. to take care of other congregations who may need the support offered by the synod.

Saskatchewan Synod Convention, by constitution, elects a Synod council to be the governing body of the synod of congregations and elects a Bishop to serve as the synod's lead pastor and chief executive officer.

How does the synod of congregations resource that synod leadership? Remarkably, financial giving to ensure leadership for our synod is determined freely and independently by each congregation. Each congregation contributes to the synod balancing their own resources with their strong sense of call to provide support for the synod: for congregations in need, for our national church, for our seminary.

Report on 2023

This report briefly addresses two items:

1. the benevolence received by synod leadership in 2023 from the synod of congregations
2. how synod leadership has worked with that benevolence.

Benevolence received from synod congregations in 2023

Rather than speaking directly to this, I'm inserting here a paragraph provided by our finance manager: *Congregational benevolence to Synod in 2023 was \$364,411 from 75 congregations, only 77% of budget and 12% behind the previous year of 2022. This means we are operating at more of a loss than budgeted. The number of congregations sending benevolence continues to drop (from 81 congregations in 2020 to 75 in 2023). In 2023, 19 congregations gave the same as in 2022; 21 gave more; and 41 gave less or none. We have balanced our 2024 budget only by reducing our support to the wider church and even that balance budget is only attainable if we receive at least \$412,000 congregational support as we did in 2022.*

How Synod leadership has worked with the benevolence received from synod congregations in 2023

Synod council approved a budget for the work of the Bishop's office. The Bishop's office employs a total of 2.5 full time equivalents to support the administrative and pastoral work of the Bishop in supporting our synod of 100 congregations, 3 synod ministries, and 125 rostered ministers (about half of which are retired). Bishop's office is constitutionally and practically the main source of support for congregations and ministries and the roster of ministers.

To Saskatchewan Synod Congregational and Rostered Leaders – Greetings in Jesus' Name!

Gathering around the theme **“One Body, One Spirit, One Hope”** congregations and rostered leaders of the Saskatchewan Synod are invited to attend the 19th Saskatchewan Synod Convention at Elim Church, 419 Slimmon Road, Saskatoon, SK.

This letter contains information for the upcoming convention and links to the registration form for delegates and visitors, accommodation options, and childcare registration.

<https://form.jotform.com/232346663017252>

Note that the convention begins on Thursday at 7 pm with the Opening Worship Service and will conclude on Saturday following worship.

The voting membership for Convention is identified in the Synod Bylaw, Part V, Section 3:

“The voting membership of conventions shall consist of:

- a) One lay* delegate from each congregation and, from congregations having more than three hundred (300) baptized members, one lay delegate for each additional two hundred (200) baptized members;
- b) Ordained** ministers on the roster of this synod;
- c) Diaconal ministers on the roster of this synod;
- d) Lay members of synod council;
- e) A maximum of twelve youth delegates shall be chosen by Synod Council from a list of nominees submitted by congregations of the Synod”

*The ELCIC Corporate Bylaws defines a lay delegate as “a baptized member who has not been ordained or consecrated.”

**In addition, Synod Bylaw, Part III, Section 10, permits Anglican clergy serving in this synod to participate as voting delegates in category b above:

“An ordained minister of a church with which the ELCIC has a full communion agreement serving in this synod under the provisions of the full communion agreement shall have the same rights and privileges as an ordained minister of this synod.”

Registrations are due by March 25, 2024, as required by the Synod bylaws. The bulletin of reports will be available on the Synod website by April 30, 2024.

Cost: Each congregation’s calculation for the convention levy was sent to treasurers by separate letter in January to be paid by March 31, 2024. If your congregation has already submitted its convention levy, thank you. Fees are sent payable to Saskatchewan Synod and noted “For Convention”. Do not bring the levy cheque to the convention. This assessment is to be paid whether you send a delegate to convention according to convention resolution or not.

Registration Fees: Additional fees are approved by Synod Council for:

- Visitor Registration \$75.00/day (includes meals)
- Banquet tickets \$30.00/person for non-delegates. Limited tickets available.

Housing is at your own cost: Please make your accommodation arrangements as early as possible. For your convenience, blocks of hotel rooms are being held for delegates at a special convention rate of \$114.00 plus applicable taxes and fees (Single Accessible Queen – other options include: Single King: \$114, King with kitchenette: \$134, Double Queen with kitchenette: \$129) in the name “Saskatchewan Synod Convention” at Home Inn and Suites (253 Willis Cres., Saskatoon) until **April 30, 2024**.

Book by using the link <http://bookings.ihotelier.com/bookings.jsp?groupID=4195387&hotelID=104206> or if you prefer, by calling toll free 1-844-657-4600 (306-657-4663 within the Saskatoon calling area). Alternatively, you may arrange accommodations with friends or family.

Visitors are most welcome at the convention. Please check the appropriate box on the registration form linked.

Volunteers: Please contact the synod office if you are willing to be a volunteer.

Childcare: Childcare will be offered for children aged 18 months to 6 years. Cost of meals for children of delegates registered for childcare is covered by convention levy. The convention planners will contact you to confirm childcare arrangements prior to the convention. Please use the registration form provided.

We look forward to seeing you in Saskatoon this spring!

In Christ,

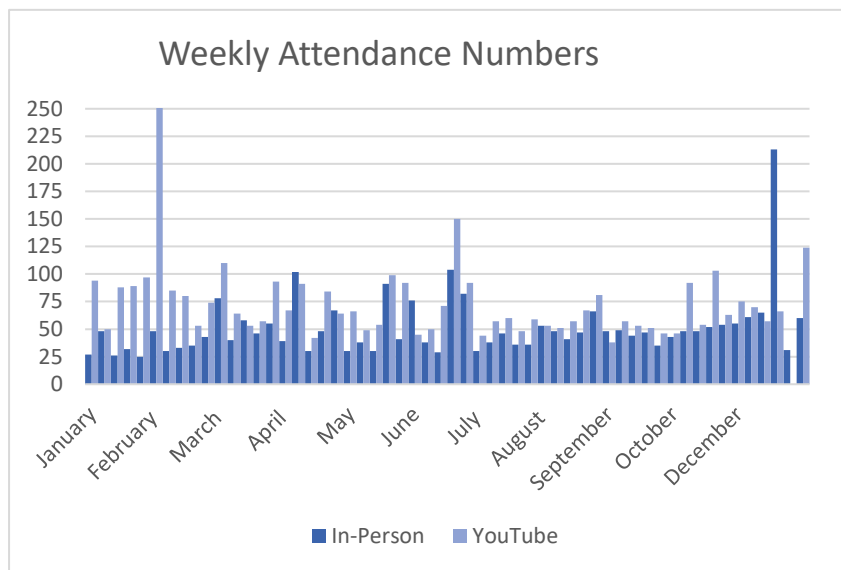
Anna-Marie Skogsrud
Registration Chair
306-244-2474

The ELCIC is committed to protecting the privacy of the personal information submitted to it by participants registering for events. The information that you provide will be used for the purposes internal to the ELCIC for which such information was provided. Personal information will not be shared with third parties without your expressed consent. The information you provide will be protected and retained in accordance with the Personal Information Protection and Electronic Documents Act (PIPEDA) and the Privacy Policy of the ELCIC. Further information on this policy can be viewed on the ELCIC website: www.elcic.ca

Worship Committee Report

The Worship Committee met seven times during 2023 with some meetings being on Zoom and some being in person. The current members are Pat Blakley, Mik Bickis, Deborah Buck, Katie Ottley, Wayne Carlson, as well as Pastor Kirk Tastad. Anna-Marie Skogsrud was also on the committee for most of 2023. On the whole, this year has been a year of opportunity.

All of the Sunday Services this year included an in-person component, and it has been wonderful to work on rebuilding the in-person worshipping community. Over the year, the average in-person attendance has been around 50 people, with the largest services being Christmas Eve (both services), Easter Sunday and the Jazz service.



Notes:

1. YouTube views are cumulative as of January 19, 2024 and represent the number of unique IP addresses that viewed the service but provide only an estimate of the number of people seeing the services because multiple people could be watching from the same device.
2. Live attendance for Christmas Eve is combined for two services.

We have also continued with the support of a tech team to provide online services, which increases access to Augustana’s services for those who, for a variety of reasons, cannot attend in person. The average number of views on YouTube has been around 70 this year.

The service on February 5 was viewed significantly more than any other service, likely as a product of it being promoted by YouTube to people who watch church services online. Other services with high online attendance include the Jazz service and the Lessons and Carols service on New Years Eve.

We have been celebrating communion on the first and third Sundays of the month, and occasionally at additional services such as the later Christmas Eve service.

At a special congregational meeting on June 11, Pastor Kirk Tastad was confirmed as Augustana’s permanent Pastor by a unanimous vote. Special thanks to the call committee, Karen Wallace, Gord Morley, Betty Warren, Larry Trenouth and Katie Ottley for their work in considering who would be the next Pastor at Augustana. Pastor Kirk was installed on July 9th with Pastor Ali Tote representing the Bishop.

This year, we were able to repair all the organ speakers. A further issue with the organ has been identified and may require repair in the coming year. A fundraiser was held on April 20th with

proceeds being used to both fund the purchase of copies of the hymn supplement, *All Creation Sings*, for use by the congregation and to support Queen Elizabeth School's food program.

Consistent with Augustana's use of a variety of musical settings for worship, settings 3, 6, and 7 were used throughout the year. Lent included themes of both dryness and water, and included visuals each week which came together to create a display of the Lenten journey. On July 2, Augustana again held a jazz liturgy led by Sheldon Corbett, Glen Enns, Kim Salkeld, and Bruce Wilkinson. Advent was anchored with the theme of light and darkness, and a final highlight was closing the year with a service of Lessons and Carols on December 31.

Our worship services involved many people to whom we owe our gratitude. First, we want to thank Pastor Kirk, Deacon Alexa and Pastor Micheal for leading services and inspiring us with messages that both challenge and provide hope. Musical leadership on piano and organ was provided by our talented team of Mik Bickis, Deborah Buck, Anna-Marie Skogsrud and Cherie Jarock. Anthems were frequently provided by the choir, ably directed by Deborah Buck. We also thank Margareth Peterson, Bryan Tastad, Cherie Jarock, and Hannah and Elsa Lissel-DeCorby for further musical enrichment at special services. Thanks are also due to the many readers, cantors, communion assistants, and ushers, as well as the Altar Guild, who together ensured that all things ran smoothly. And special thanks to our technical team: Greg Fowlie-Neufeld, Katie Ottley, Bryan Tastad, and Karen Wallace for ensuring that even those unable to be present in our sanctuary were still able to worship with us.

Prepared by Katie Ottley on behalf of the Worship Committee (Pat Blakley, Mik Bickis, Deborah Buck, Katie Ottley, Wayne Carlson, and Pastor Kirk Tastad.)

Altar Guild Report

The responsibilities of the Altar Guild include taking care of the linens used in the worship service, setting up for Holy Communion, changing the paraments, cleaning and polishing the sacramental vessels, checking and care of the candles, candle holders and candle lighters, cleaning the baptismal font and altar area and decorating the sanctuary and narthex at Christmas, Easter and Thanksgiving.

The Guild has continued to carry out their duties to prepare the worship space for Holy Communion.

Thank you to Pastor Kirk for his guidance.

Thank you for all our members for their dedicated service {Sandra Cey, Noreen Donald, Marie Ebbert, Dawn Ingram, Rose Ingram, Sharon and Gord Morley, Margareth Peterson, and Linda and Mark Stauffer). Thank you also to Ruth Zuk who continues to assist in preparing for the Anglican liturgy and to Pastor Michael Diegel for polishing the sacramental vessels.

New members who wish to share in this ministry are always welcome. Please consider sharing your gifts of ministry.

Respectfully submitted,
Sharon Morley

Sunday School & Youth Report

SUNDAY SCHOOL

While Sunday School struggles to meet regularly in a classroom type structure, we find other ways to engage our young people in their faith. We have made space for them in worship – serving at communion for example or ushering. They assisted in decorating our sanctuary with our liturgical banners on Christ the King Sunday. We have extended the children’s message as a sort of teaching time for both young and old. Often there is an activity set up in the kid’s area in the Narthex that they can go and explore during the service. Thanks to Cherie Jarock, Gabriela Lindenbach and Katherine Soule-Blaser who have accompanied them during this time.

We have tried to make connections between the kids and elders of our congregation. Margareth Peterson was gracious enough to share her faith story one week. As well, the kids worked alongside the Health Cabinet to pack our Christmas Hampers. We held a kid’s easter vigil in the spring to give an opportunity for kids to enter into the story of Jesus’ death and resurrection in more age-appropriate ways. This was well attended and appreciated.

CONFIRMATION

At Pentecost, we had three young people affirm their baptism and were confirmed: Ezekiel Blaser, Sarah Carlson, and Mason Lindenbach. This year, we have three second year students who will be confirmed in the spring – Gabrielle Lundgren, Kaysen Lunde and Elaria Blaser. We meet two times per month on the 2nd and 4th Sundays of the month.

CITY WIDE YOUTH GROUP

For the past two years, Augustana youth have been attending a city-wide youth group hosted at Zion on the 3rd Sunday of each month. This is a joint initiative between our Lutheran churches and St. Andrew’s Presbyterian church and led by the pastors and youth workers of each congregation. It has been a great opportunity to build relationships across the city over a meal, and then explore faith together through activities, games, challenges and worship. We have had between 6 to 8 of our youth participating during this time.

Respectfully submitted,
Pastor Kirk

Reconciling in Christ Report

The major accomplishment of the RIC committee this past year was the completion of new outdoor signage for Augustana, which identifies this congregation as an inclusive, welcoming congregation. Our thanks to Ruth Zuk and Jim Komar who donated a substantial amount to cover the cost of our new signage.

Additionally, Pastor Kirk has created a display in the narthex which, too, illustrates our goal of inclusivity. As well, the welcoming message before each service affirms that Augustana is an inclusive community.

While the emphasis of the RIC committee was to establish the congregation as a welcoming place for people of all sexual orientations, to be a welcoming church goes beyond that. It means being as open and welcoming as Jesus was—welcoming all people regardless of colour, economic status, education, varied abilities, community status, religious or sexual orientation, or anything else. This will not always be easy, but that is a vision for which we must continually strive.

The committee as such has not met now for some time and, if RIC continues to be a standing committee, I have asked to be relieved of the chair duties. As I have voiced in the above paragraph, as a congregation, we need to continue to look at how this congregation expresses or fails to express inclusivity. How do we best do that?

Respectfully submitted,

Margareth Peterson, Chair

Social Ministry Report

Augustana Lutheran Church serves to be both a caring and giving community – within our walls - but more importantly, into our community and the greater world.

The following is an overview of some of the social ministry that occurred in 2023 and continues.

QUEEN ELIZABETH SCHOOL

The spring choir concert in May was a lovely event with Augustana hosting three other choirs. The concert was a fundraiser for the new hymnals and also for the QE breakfast program. Generous donations of \$650 were received and gifted to the school in the form of gift cards for grocery retailers.

Donations were accepted in the fall of 2023 for the Queen Elizabeth school supply drive as well as gently used winter clothing. In addition to the request for targeted school supplies, monetary gifts of \$550 were received.

Janna Leel, the principal of Queen Elizabeth School, reported that the gift cards were put to good use. Each classroom teacher was given a card to use for classroom snacks in case kids needed a snack and many others were used to purchase items for the school-wide Christmas dinner that was prepared. The Christmas dinner fed all to the students twice, and leftovers were sent home to families in need. Other supplies purchased were winter clothing (jackets, mitts, etc.) and in the bitter cold of early January, hot chocolate mix and cups was purchased to give the students a treat at an indoor recess. In addition to this, yogurt and muffin mix has been purchased for the breakfast program as needed.

DONATED ITEMS

Donated items were distributed to local organizations:

- **Friendship Inn** – distributed donated soap and other toiletries from a local hotel.
- **Mennonite Central Committee** – 7 bags of bedding from a local hotel and over 40 flannelette baby nighties.
- **Oskayak Day Care** – children's parkas, jackets and sweaters, and 12 receiving blankets.
- **Millie's Early Learning Centre** at Nutana Collegiate – 10 receiving blankets and a variety of children's clothes.
- **Nest Saskatoon** – Single bed sheets made from donated hotel sheets, quilts and miscellaneous household items.
- **Haven Family Connections** (formerly Crises Nursery) – assortment of baby clothing and blankets.

LAYETTE PROJECT

Though the layette project does not operate as it once did for the CLWR, donations are still accepted to this project. Fabric is purchased with donations and receiving blankets and nighties

are sewn to be given to some of the organizations listed above. Gifts of flannelette are also accepted if anyone has fabric they want to part with.

Thank you to all who continue to share in this ministry; both with their gifts of time, sewing, or in their donations.

Respectfully submitted by Angie Johnson and Heather Kleiner

Health Cabinet Report

2023 has been a year for the Health Cabinet to explore ways we can continue with our ministry as a small group without a Parish Nurse. We are exploring ways to collaborate with other churches to find ways to support this important ministry as we know there are no available Parish Nurses. We chose a few topics that we can continue to work on, and Heather Ward has kindly been providing health focused articles for the newsletter.

We partnered up with members of ICHM and St. Andrews Presbyterian Church Pastoral Care Committee to discuss what we could do together as a group now and in the future. In our meetings we have developed a Health Care Survey which we will distribute in early 2024. This will help us to plan ways that we can serve our congregational members better with their health needs.

CPR classes were offered in May of 2023. Prayer shawls continue to be a part of our ministry. We have given out 4 in the past year. Members can contact one of the Health Cabinet members if they know of someone who would like one.

Our Christmas Hamper campaign was an astonishing success! We were able to collect \$2150.00! We, with the help of the Sunday School kids and teachers, packed 21 hampers that consisted of a Christmas card with Christmas message from Pastor Kirk, a Christmas card made by the Sunday School kids, a grocery gift card, homemade cookies, chocolates, candy canes, oranges, and Christmas napkins. Money that was left over was put into the People in Need fund.

The Health Cabinet is hoping to organize a Health Fair for this spring. Announcement to follow once we have completed the planning!

The Health Cabinet welcomes any person wishing to help with our ministry. A healthcare background is not necessary.

Respectfully submitted by Linda Catton for the Health Cabinet members:
Shelley Apolonia (council rep), Gayle Dixon, and Heather Ward.

Augustana and NEST: Working Together

Thank you to the congregation of Augustana Lutheran for your continued support of Nest! Nest Saskatoon supports refugee settlement in the city. Formed in 1997, Nest is a volunteer group comprised of people who think globally and act locally. As our name suggests, Nest has worked to be a “home” or safe refuge for the newcomer families we sponsor. Nest has sponsored refugee families from Sudan, Afghanistan, Burundi, Colombia, the Congo, Eritrea, Iraq, Liberia, Pakistan, Myanmar and Syria. We currently have 14 refugee sponsorships “in process.” And more than a dozen refugees sponsored by Nest over the last five years are now Canadian citizens!

The Syrian family from Lebanon that Augustana sponsored finally arrived in September 2022. Augustana/Nest got involved in the process of bringing this family to Canada in 2018. Family members included Nadia Alhamad, Ibrahim Abdulwaheed and their children Rahma (now 6) and Mohamad (now 2).

Since arriving in Saskatoon, Nadia and Ibrahim rented and furnished an apartment, received medical care and started Rahma in kindergarten. Ibrahim began taking English classes at the Global Gathering Place and Nadia followed soon after.

Financial support from Nest Saskatoon ended a year later in September 2023 and the family began to tap other available sources of income. Augustana's role in providing settlement support during the family's first year also technically ended; however, anyone who wishes to do so can continue to provide support.

It was a momentous first year in Canada for the family: Nadia's mother Zahra welcomed her brother and sister and their families (a total of 10 children between them) to Saskatoon. Nadia's brother Kais and his wife Rim welcomed their first child, a son named Jassem, on August 31, 2023. And Nadia and Ibrahim welcomed their third child, a daughter named Fatima, on December 5, 2023!

Thanks to Augustana members for your strong support of the family and to the following who serve on the Settlement Team: *Jane and Mik Bickis, Marilyn Fowlie-Neufeld, Monica Johnson, Heather Kleiner, Margareth Peterson, Noreen Donald and Bryan Tastad, and Heather Ward.*

To keep up-to-date with Nest Saskatoon activities, visit the web site at <https://nestsaskatoon.net/>

SE7C – Saskatoon ELCIC 7 Churches

In 2019, the seven ELCIC churches in Saskatoon—Augustana, Good Shepherd, King of Glory, Redeemer, Resurrection, Trinity, and Zion—formed a group to enhance collaboration and communication between congregations.

Due to the pandemic arriving in 2020 the SE7C group has not been that active. However, the administrative staff of the SE7C have had a couple of lunch gatherings in the year 2022.

The 7 churches are also shared Lenten services in 2023 and will be doing so again in 2024.

Pastor Kirk has noted that the seven pastors are meeting consistently (aiming for at least once a month) and that there are ideas and plans in the works that Augustana will need to be aware of and consider. More information will be shared as it is possible to do so, and further conversation will be needed about how Augustana fits into the ELCIC landscape in Saskatoon going forward.

The SE7C Committee

Property Care Report

HIGHLIGHTS OF ISSUES 2023

- The major disruption of 2023 was the closure of Broadway Ave and the subsequent restricted access to the church property. The City of Saskatoon performed a major upgrade of the water system throughout the entire neighborhood. The church was supplied with water via a temporary, low pressure, water supply system. The consequences from this work included, reduced parking availability, the inability to water the grass and a decrease in vehicle and pedestrian traffic.
- The decrease in pedestrian and vehicle traffic may also have contributed to an increase in the frequency of vandalism, encampments, refuse and garbage accumulation including needles, shopping carts, drug use.
- The metal grating on the outside wall of the elevator was torn off, a tent appeared on the Thanksgiving Weekend complete with syringes, a crack pipe, and other items associated with transient activity.
- Steps taken to address this issue included rapid removal of the items, repair of the cover, increased lighting, tree trimming and crossing our fingers.
- An unsuccessful break in resulted in repairs needed to an entry door. Thanks to Lorene and Pastor Kirk for initiating the door repairs with Kron Security.
- Minor repairs at the church including flooring tile, lighting, toilets, sinks etc. were repaired as required.
- Contractors were hired for lawn trimming (JDM Lawn Care) and snow removal (All View Lawn Care). Annual furnace inspections and fire extinguishers inspection were performed by contractors for the church. And a furnace inspection was also carried out for the rental property.
- The City water upgrade resulted in 1209 property needing to have repairs done as well in the basement as the concrete floor was jack hammered apart in a corner of the basement bedroom.
- Joey Lafrance graciously coordinated bathroom repairs and appliance upgrades for the 1209 rental property. The dryer for rental property was also replaced (used one) in January 2023 and upstairs tub was refinished in the spring/summer of 2023.
- Last but not least, the Augustana sign facing Broadway Ave was upgraded.

Thankfully 2023 was a relatively quiet year for the church building, property and rental property.

Respectfully submitted by:

Mervyn Johnson

Evangelical Lutheran Women Annual Report

In thankfulness to God, much appreciation is given to the women of Augustana, Lutheran and Anglican, who faithfully continue to attend and serve God through our ELW with their varying abilities, dedication and support.

We concluded our bible study for 2023 entitled “Enough for Now” — Unpacking God’s Sufficiency by Sharla Fritz. Through scripture passages, study questions, reflection, prayer and life application, we learned that you can find security and joy only in God, who is sufficient for every imaginable need.

Augustana ELW hosted a joint Summer Bible Study on August 29th. Rev. Deacon Alexa Wallace, along with Dr. Adam Wright, a Professor of New Testament at the College of Emmanuel and St. Chad, and Judy Herbert, a Master of Divinity Student at the College of Emmanuel and St. Chad gave a presentation on the Apostle Paul which was very well received.

Our opportunities for outreach and service in 2023 included:

- providing and serving food for two funerals.
- hosting World Day of Prayer on March 3rd with the theme “I Have Heard About Your Faith”, written by the women of Taiwan.
- providing/serving lunch after the Lenten Service at Augustana on March 8th.
- assisting with setting up and serving lunch after the Augustana Choir Concert on April 20th.
- contributing food and assistance with congregational meeting re: Pastor Kirk Tastad on June 11th.
- Contributing food re: Pastor Kirk Tastad’s Installation on July 9th.
- Participating in the Broadway Street Fair on Saturday, September 9th.
- participating in the LAW (Lutheran and Anglican Women) Retreat on October 21st at Emmanuel Anglican Church. Pastor Fran Schmidt facilitated the program with the theme being “Out of the Depths – Living in Hope.”
- assisting with set-up for the Social Supper on November 18th.
- providing/delivering cookies to Haven Kid’s House and the students at the Lutheran Theological Seminary at Christmas.
- knitting/crocheting mittens and other knitted articles for distribution to Haven Kids’ House, Interval House and the Salvation Army.

In 2023, we financially supported LAMP (Lutheran Association of Missionary Pilots) Canada, LuMinHos, Camp Kinasao, the Lutheran Theological Seminary, Canadian Lutheran World Relief, Lutheran Campus Ministry, our newly adopted child, Amsa Baguian, a seven-year old boy from

Burkina Faso (West African Interior), Primates World Relief and Development Fund, On Eagles Wings, the Salvation Army and General Ministry (Augustana). We continue to rely on the offering of our E.L.W. members and the donations that are generously made to us by members of the congregation. This support enables us to give much-needed support to our adopted child and to the rest of these fine ministries.

Trusting God to guide us, we go forward in faith, in the hope that we can once again continue to gather, to support, to give hope, to provide spiritual renewal and to make a difference in the lives of those less fortunate, in the year ahead.

Respectfully submitted,

Sandra Cey, President

2023 ELW Treasurer’s Report

INCOME:

Bank Balance as of Dec. 31, 2022	\$1,053.86
E.L.W. Offering	\$1,475.00
Donations re Abdoul/Amsa	\$170.00
Donations re Memorials	\$650.00
<u>TOTAL</u>	<u>\$3,348.86</u>

EXPENSES:

Children Believe (Abdoul/Amsa))	\$633.00
World Day of Prayer & Joint Bible Study	\$107.59
Augustana Lutheran Church (General)	\$75.00
Kinasao	\$75.00
LuMinHos	\$75.00
Lutheran Theological Seminary	\$75.00
Primates World Relief	\$75.00
Lutheran Campus Ministry	\$75.00
C.L.W.R.	\$150.00
Salvation Army	\$175.00
On Eagle's Wings	\$175.00
LAMP	\$175.00
<u>TOTAL</u>	<u>\$1,865.59</u>

Bank balance forward	\$1,053.86
Income 2023	<u>\$2,295.00</u>
	<u>\$3,348.86</u>
Expenses	\$1,865.59
Bank Balance as of December 31, 2023	\$1,483.27

Respectfully submitted,
Marie Ebbert, Treasurer

Congregational Treasurer Report

I am pleased to serve as your treasurer and be given the responsibility to provide you with timely information regarding the state of Augustana's financial situation. We are in a time of challenge with our finances as there are ongoing post-COVID-19 and global economic difficulties which heavily impact our own circumstances.

In the longer term, Augustana has been operating in a consistent deficit (2014 – 2018) which was only relieved during the COVID-19 pandemic where a number of factors (such as lower operating costs for our building, and COVID-19 subsidies) enabled us to achieve a positive outcome at the end of the year. Since 2020 the net increase has been shrinking until this year where we are, again, operating in a deficit. Recently, you, collectively, have passed motions to:

- permit a review of our financial books instead of an audit; and
- increase our line of credit from \$4,000 to \$25,000.

I am hopeful that these two motions will allow us to save some money going forward (the review should be less expensive than an audit) and give us a cushion to draw on should it be required. It is also my hope that we will not need to draw on our cushion. To that end, council has asked a Financial Working Group to investigate where there may be mechanisms to save some money and also discuss where we might be able to increase our total income. You will hear more from this group (through council) as they meet and deliberate ways ahead.

Last year Heather Ward had the distinctly unpleasant experience of presenting a budget proposal that reflected a \$40,800 deficit. As you can see from the financial statements that anticipated deficit, through congregational efforts, was reduced to \$28,558. During this past year, two significant fundraising events were held – a wonderful concert put on by our choir and a dinner which was sold out early and seemed to be enjoyed by those in attendance. The concert raised over \$2500 towards the purchase of hymnals and in support of Queen Elizabeth School, while the dinner netted over \$5500 towards our operating expenses. I look forward to seeing more of these types of events to support our church. Fundraising should be FUN!

The proposed budget for 2024 is indicative of an approximately \$25,000 deficit. In developing the budget I have used the consumer price index ending November 2023 (3.1%) for increases to operating expenses unless the increase was otherwise known (like the City of Saskatoon utility increase of 4.6% which came into effect on January 1st). I have also indicated that we could expect a 2% increase in giving. It is difficult to forecast some items like unexpected maintenance (which was very expensive in 2023 and we are budgeting for fewer dollars going toward maintenance in 2024).

My thanks to Heather for providing an excellent turnover to me and to council for their contributions to the budget discussions and their support throughout the year.

If you have any questions about the proposed budget please let me know in advance of the AGM so I can come better prepared to respond.

Respectfully submitted,
Karen Wallace

Augustana Lutheran Church Statement of Financial Position

	As at 2023/12/31	As at 2022/12/31
CURRENT ASSETS		
Affinity Credit Union chequing account	\$ 32,073.29	\$ 27,277.55
Canadian Western Bank account	11,851.45	1,287.95
Cash on hand not deposited	-	-
Total cash and bank	\$ 43,924.74	28,565.50
Affinity term deposit	10,626.03	40,000.00
Canadian Western Bank GIC	-	10,000.00
Total term deposits	10,626.03	50,000.00
Receivable from Receiver General - GST	358.76	296.11
Other Receivables/Prepaid Expenses	213.59	1,524.34
	572.35	1,820.45
TOTAL CURRENT ASSETS	\$ 55,123.12	\$ 80,385.95
TOTAL ASSETS	\$ 55,123.12	\$ 80,385.95
LIABILITIES		
Security Deposits	1,750.00	1,650.00
Benevolence Payable	-	80.00
Payroll Payables	2,119.09	1,530.93
Accounts Payable	2,686.92	-
TOTAL LIABILITIES	\$ 6,556.01	3,260.93
FUND BALANCES		
General Funds	19,885.31	(31,871.00)
Special Funds - Internally Allocated	21,647.89	
Special Funds - Externally Restricted	7,033.91	
Special Funds	28,681.80	108,996.02
TOTAL FUND BALANCES	48,567.11	77,125.02
TOTAL NET LIABILITIES AND EQUITY	\$ 55,123.12	\$ 80,385.95

Statement of Changes in Fund Balances

	<u>As at 2023/12/31</u>	<u>As at 2022/12</u>
Fund Balances at Beginning of Year	77,125.02	73,337.01
Net income (loss) - General funds	51,756.31	(8,926.33)
Net increase (decrease) - Special funds	<u>(80,314.22)</u>	<u>12,714.34</u>
TOTAL FUND BALANCES	<u>\$ 48,567.11</u>	<u>\$ 77,125.02</u>

Comparative Financial Report 2022-2023

	Bdgt Used	31-Dec-23 Y-T-D	Dec-23 General	Dec-23 Special	2023 Budget	PY Inc(Dec)	31-Dec-22 Y-T-D
Income							
General Offering (Note 1)	102%	\$178,599	\$173,362	\$5,237	\$175,250	17%	\$152,699
Offering for Other Charities	87%	6,121		6,121	7,000	-28%	8,460
Received through other Charities	149%	1,785	1,785		1,200	49%	1,200
Memorials, Celebrations and Bequests	239%	2,385	2,385		1,000	117%	1,100
Fundraising	99%	2,959	2,959	0	3,000	0%	2,963
Use of Facilities	231%	4,628	4,628		2,000	32%	3,506
1209 Rent	100%	22,260		22,260	22,260	4%	21,360
Interest Earned	476%	1,190	1,190		250	519%	192
Miscellaneous		0	0		0		0
Total Income	104%	\$219,926	\$186,308	\$33,618	\$211,960	15%	\$191,480
Expenditures							
Worship							
Pastor Salary & Benefits (Note 2)	100%	\$92,235	\$92,235		\$91,935	95%	\$47,214
Musicians & Choir (Note 3)	92%	\$10,295	\$10,295		\$11,130	-8%	\$11,170
Pulpit Supply	177%	\$2,125	\$1,000	\$1,125	\$1,200	-66%	\$6,200
Worship Supplies	75%	\$1,660	\$1,660		\$2,200	39%	\$1,199
Music, Instrument Care	54%	\$4,020	\$4,020		\$7,500	114%	\$1,882
Learning							
Mileage, Conferences & Travel (Note 4)	25%	\$798	\$798		\$3,200		\$0
Education (Note 5)	47%	\$350	\$350		\$750	262%	\$97
Subscriptions		\$1,562	\$1,562		\$0	50%	\$1,040
Witness							
Committees and Youth Group	8%	\$641	\$141	\$500	\$7,900	114%	\$300
Kitchen, Food, and Hospitality		\$2,084	\$2,084		\$0	913%	\$206
Service							
ELCIC Benevolence	100%	\$12,600	\$12,600		\$12,600	5%	\$12,000
General Benevolence (Note 6)	100%	\$2,250	\$2,250		\$2,250	13%	\$2,000
Special Benevolence (Note 7)	251%	\$6,634		\$6,634	\$2,644	173%	\$2,432
Paid and Payable to Other Charities	87%	\$6,121		\$6,121	\$7,000	-28%	\$8,460
Support							
Office Wages & Benefits (Note 8)	105%	\$34,609	\$34,609		\$32,904	10%	\$31,324
Training, Honoraria, Recruitment	0%	\$0	\$0		\$250	-100%	\$76
CPP/EI/WCB	101%	\$7,352	\$7,352		\$7,291	30%	\$5,672
Office & Supplies (Note 9)	107%	\$6,142	\$6,142		\$5,746	26%	\$4,879
Utilities & Phone (Note 10)	109%	\$10,933	\$10,933		\$10,041	7%	\$10,257
Church Building Costs (Note 11)	76%	\$17,479	\$17,479	\$0	\$23,143	-15%	\$20,474
Custodian & Cleaning	92%	\$7,200	\$7,200		\$7,796	0%	\$7,200
1209 Property Costs	170%	\$14,552		\$14,552	\$8,580	93%	\$7,522
Audit and Accounting	97%	\$6,198	\$6,198		\$6,400	2%	\$6,089
Miscellaneous, Fundraising, and Events	258%	\$644	\$644		\$250	91884%	\$1
Transfers			-\$85,000	\$85,000	\$50		
Total Expenditures	98%	\$248,484	\$134,552	\$113,932	\$252,760	32%	\$187,692
Funds Increase (Decrease)		-\$28,558	\$51,756	-\$80,314	-\$40,800	-854%	\$3,788
Funds Beginning of Year		<u>\$77,125</u>	<u>-\$31,871</u>	<u>\$108,996</u>	-		<u>\$73,337</u>
Funds End of Year		<u>\$48,567</u>	<u>\$19,885</u>	<u>\$28,682</u>	-		<u>\$77,125</u>

Comparative Financial Report (continued)

Note 1 General Offering							
Envelope Offering	92%	\$161,362	\$161,362		\$175,000	9%	\$148,327
Special Funds Offering		5,237		5,237	0	85%	2,830
Loose Offering	788%	1,971	1,971		250	170%	731
Donations at Fundraiser Events		4,645	4,645				0
Donation for Special Purpose		5,384	5,384		0	564%	811
Total General Offering	102%	\$178,599	\$173,362	\$5,237	\$175,250	17%	\$152,699
Note 2 Pastor Salary & Benefits							
Pastor - Salary	100%	\$76,060	\$76,060		\$76,060	114%	\$35,484
Pastor - Education Fund	200%	\$600	\$600		\$300	150%	240
Pastor - Group Benefits (Health, Life & Disb)	100%	\$9,490	\$9,490		\$9,490	26%	7,524
ELCIC Pension	100%	\$6,085	\$6,085		\$6,085	53%	3,966
Total Pastor Salary & Benefits	100%	\$92,235	\$92,235	\$0	\$91,935	95%	\$47,214
Note 3 Musicians/Choir							
Church Musicians	83%	\$5,435	\$5,435		\$6,540	6%	\$5,140
Choir Director	106%	\$4,860	\$4,860		\$4,590	-19%	6,030
Total Musicians/Choir	92%	\$10,295	\$10,295	\$0	\$11,130	-8%	\$11,170
Note 4 Mileage, Conferences & Travel							
Mileage to Pastor and Staff	0%	\$0	\$0		\$1,200		\$0
Sask. Synod Registration/Travel		\$0	\$0				0
ELCIC National Convention	80%	\$798	\$798		\$1,000		0
Leadership Fall Study et al	0%	\$0	\$0		\$1,000		0
Total Mileage, Conferences & Travel	25%	\$798	\$798	\$0	\$3,200		\$0
Note 5 Education							
Confirmation	38%	\$96	\$96		\$250	-1%	\$97
Adult Education		\$213	\$213		\$0		0
Sunday School	8%	\$41	\$41		\$500		0
Total Education	47%	\$350	\$350	\$0	\$750	262%	\$97
Note 6 Benevolence from General Funds							
Mission - Argentina	100%	\$500	\$500		\$500	0%	\$500
Lutheran Care Society (LuMinHos)	100%	1,000	1,000		1,000	0%	1,000
Lutheran Seminary	100%	750	750		750	50%	500
Total Benevolence from General Funds	100%	\$2,250	\$2,250	\$0	\$2,250	13%	\$2,000
Note 7 Benevolence from Special Funds							
People in Need / Hampers / QE School	297%	\$6,529	\$6,529		\$2,200	266%	\$1,785
CLWR Layettes	22%	\$88	\$88		\$394	-86%	647
Wheels to Worship	36%	\$18	\$18		\$50		0
Total Benevolence from Special Funds	251%	\$6,634	\$0	\$6,634	\$2,644	173%	\$2,432

**Augustana Lutheran Church
Comparative Financial Report (continued)**

Note 8 Office Staff Wages & Benefits							
Administrative Assistant Wages	106%	\$28,183	\$28,183		\$26,594	11%	25,392
Group Benefits (Health, Life & Disb)	101%	\$4,218	\$4,218		\$4,182	6%	3,976
ELCIC Pension	104%	\$2,208	\$2,208		\$2,128	13%	1,956
Total Office Staff Wages & Benefits	105%	\$34,609	\$34,609	\$0	\$32,904	10%	\$31,324
Note 9 Office & Supplies							
Office Supplies	93%	\$884	\$884		\$950	54%	\$574
Office Equipment/Software	81%	\$1,009	\$1,009		\$1,250	-1%	1,019
Photocopier - Service/Supplies	124%	\$3,164	\$3,164		\$2,546	55%	2,041
Bank Charges/Payroll Fees	154%	\$769	\$769		\$500	6%	728
Membership/Dues/Fees	123%	\$616	\$316	\$300	\$500	-25%	817
Total Office & Supplies	112%	\$6,442	\$6,142	\$300	\$5,746	24%	\$5,179
Note 10 Utilities & Phone							
Heating	115%	\$4,204	\$4,204		\$3,656	6%	\$3,954
Water, Sewer, Electrical	117%	\$4,874	\$4,874		\$4,160	14%	4,271
Telephone	97%	\$1,219	\$1,219		\$1,250	1%	1,213
Internet	94%	\$635	\$635		\$675	0%	635
Pastor Cellular	0%	\$0	\$0		\$300	-100%	183
Total Utilities & Phone	109%	\$10,933	\$10,933	\$0	\$10,041	7%	\$10,257
Note 11 Church Building Costs							
Bldg Maintenance and Repairs	9%	\$811	\$811	\$0	\$8,580	-88%	\$6,695
Yard Care	93%	\$3,789	\$3,789		\$4,080	11%	3,399
Garbage/Recycling Pickup	77%	\$504	\$504		\$650	1%	497
Equipment/Furnishing/Renovations/Sign	200%	\$3,640	\$3,640		\$1,820	100%	1,820
Insurance	109%	\$8,736	\$8,736		\$8,013	19%	7,343
Total Church Building Costs	76%	\$17,479	\$17,479	\$0	\$23,143	-12%	\$19,754

Financial Report (continued)
Directed Benevolence Offering

	Y-T-D at <u>2023-Dec-31</u>	Y-T-D at <u>2022-Dec-31</u>
Canadian Lutheran World Relief	\$ 2,570.00	\$ 3,255.00
Saskatoon Food Bank	1,100.00	1,105.00
Lutheran Campus Ministry	1,040.50	800.00
NEST	450.00	1,920.00
Primate World Relief & Dev Fund	200.00	400.00
Augustana		
ELW	170.00	340.00
Friendship Inn offerings	150.00	600.00
LuMinHos / Lutheran Care Society	90.00	40.00
Other	<u>350.00</u>	<u>-</u>
Directed benevolence offering received	\$ 6,120.50	\$ 8,460.00

Detail of Special Funds

1209 Property Internally Designated Fund est. prior to 1990

Balance forward - 1209 Fund	\$ 93,033.04	
Income: Rent of property	22,260.00	
Expenses: Utilities inc in rent	(3,920.17)	
Property tax	(2,763.27)	
1209 maintenance and renovation	<u>(7,868.87)</u>	
Net increase (decrease)	<u>7,707.69</u>	
		\$ 100,740.73
Less transfer to General Funds		<u>- 85,000.00</u>
Closing balance December 31, 2023		<u><u>\$ 15,740.73</u></u>

Facilities Fund

Balance forward	405.10	
Closing balance December 31, 2023		<u><u>\$ 405.10</u></u>

Parish Nurse Restricted Fund est. February 8, 2009

Income: Offerings	\$ 600.00	
Expenses: ICHM fee	<u>(300.00)</u>	
Net increase (decrease)		300.00
Transfer to general funds		
Closing balance December 31, 2023		<u><u>\$ 300.00</u></u>

Intern Staffing Restricted Fund est. prior to 1990

Balance forward (internally allocated \$1,140.30)		3,020.30
Income: Offering	\$ 120.00	
Expenses: Pulpit Supply	<u>(1,125.00)</u>	
Net increase (decrease)		<u>(1,005.00)</u>
Closing balance December 31, 2023		<u><u>\$ 2,015.30</u></u>

Financial Report (continued)
Detail of Special Funds (con.)

People in Need Restricted Fund est. prior to 1990

Balance forward		\$	5,776.21
Income:	Offering	\$	685.00
	Offering - QE school supplies		1,511.00
	Offering - Christmas hampers		2,060.00
Expenses:	Responses to misc requests		(2,973.09)
	QE school supplies		(1,515.94)
	Christmas hamper costs		<u>(2,039.60)</u>
Net increase (decrease)			<u>(2,272.63)</u>
Closing balance December 31, 2023			<u><u>\$ 3,503.58</u></u>

Wheels to Worship Restricted Fund est. 1996

Balance forward		\$	600.90
Income:	Offering	\$	77.75
Expenses:			<u>(17.75)</u>
Net increase (decrease)			<u>60.00</u>
Closing balance December 31, 2023			<u><u>\$ 660.90</u></u>

CLWR Layette Restricted Fund

Balance forward		\$	394.87
Offering:		\$	125.00
Expenses:			<u>(87.88)</u>
Net increase (decrease)			<u>37.12</u>
Closing balance December 31, 2023			<u><u>\$ 431.99</u></u>

St. Timothy's Fund est. September 19, 2013

Balance forward		\$	857.34
Closing balance December 31, 2023			<u><u>\$ 857.34</u></u>

Augustana Youth Group

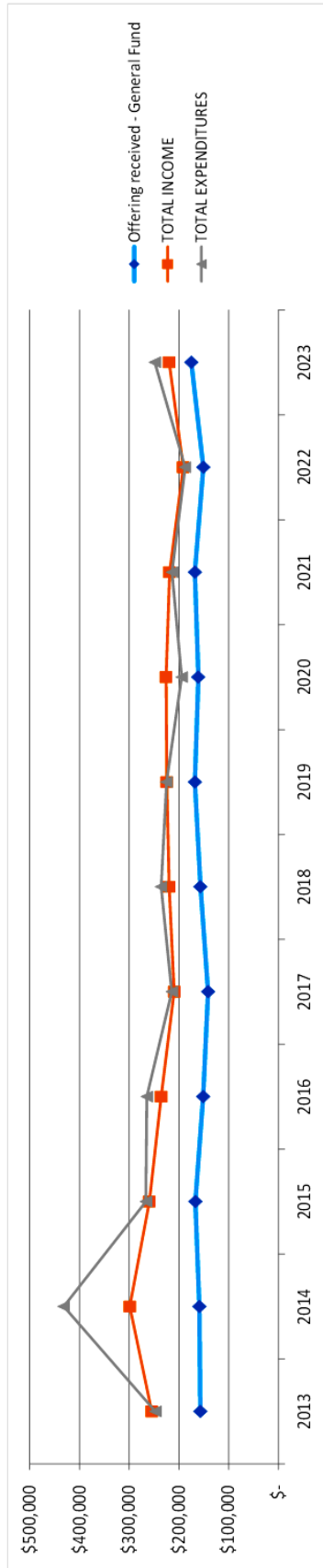
Balance forward		\$	4,908.26
Income:	Offering	\$	58.60
Expenses:			<u>(200.00)</u>
Net increase (decrease)			<u>(141.40)</u>
Closing balance December 31, 2023			<u><u>\$ 4,766.86</u></u>

Total Special Funds			<u><u>\$ 28,681.80</u></u>
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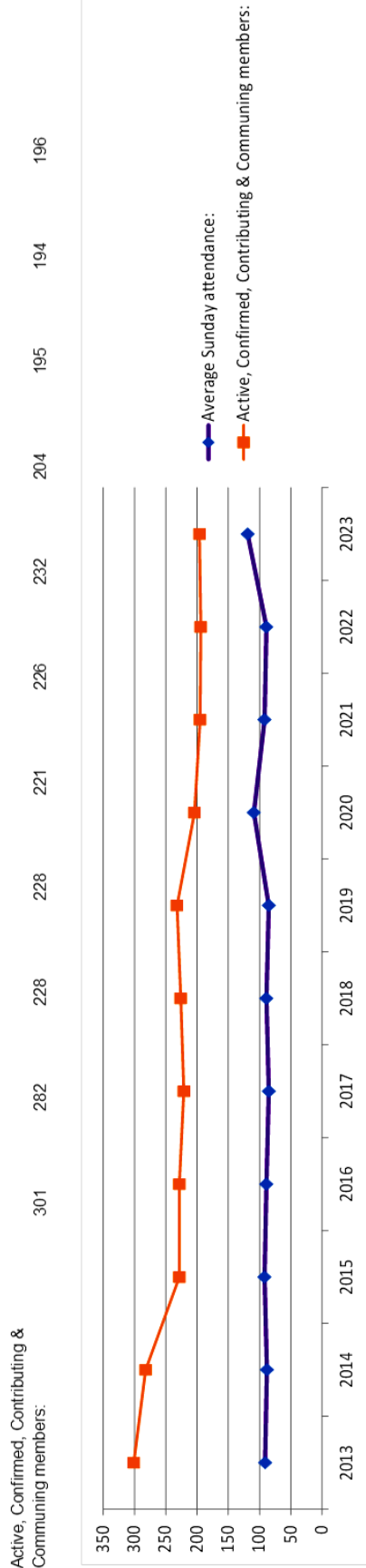
Comparative Financial Report 2013-2023

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Income											
Offering received - General Fund	\$ 157,207	\$ 158,996	\$ 167,052	\$ 151,438	\$ 141,468	\$ 156,932	\$ 168,082	\$ 161,089	\$ 168,016	\$ 151,069	\$ 175,146
Offering received - Special Funds	32,454	28,230	41,286	13,584	21,268	14,377	13,701	6,510	5,055	2,830	5,237
Offering for Other Charities	13,952	10,683	9,208	11,406	10,888	14,608	12,529	6,095	7,180	8,460	6,121
Bequests, Memorials	1,330	64,428	2,145	30,469	2,720	3,040	760	7,768	7,110	1,100	2,385
Fundraising, Concerts, Grants	23,370	14,585	14,068	12,914	9,809	10,270	2,005	115	927	2,963	2,959
1209 Rent, Use of Facilities	22,128	17,516	23,115	14,490	22,084	19,873	23,269	21,870	21,950	24,866	26,888
Interest Earned	3,900	3,708	2,636	1,206	1,154	835	309	88	28	192	1,190
Miscellaneous Income	490	672	119	343	325	45	4,020	22,611	8,656	-	-
TOTAL INCOME	254,831	298,818	259,630	235,850	209,716	219,979	224,674	226,145	218,923	191,480	219,926
Expenditures											
Synod Benevolence - General	26,709	27,000	27,353	10,000	10,000	10,200	10,200	10,400	10,400	12,000	12,600
Other Benevolence - General	3,500	1,500	1,500	2,035	1,500	2,000	2,000	2,000	2,000	2,000	2,250
Benevolence - Special Funds	5,376	3,765	4,474	2,679	2,140	2,699	2,663	2,267	2,465	2,432	6,634
Offerings to Other Charities	13,952	11,264	9,208	11,406	10,888	17,004	12,529	6,095	7,180	8,460	6,121
Pastor Salary, Pension, Benefits	68,750	70,424	68,031	55,424	75,025	78,173	79,310	82,135	85,875	47,214	92,235
Staff, EI/CP/WCB, Honoraria	26,259	30,419	26,300	33,622	26,438	34,840	35,321	27,091	34,826	37,072	41,961
Parish Nurse Wages	12,736	10,063	11,266	11,795	10,960	11,490	11,262	8,488	5,281	-	-
Musicians, Choir, Pulpit Supply	8,375	9,490	10,231	9,805	10,400	9,530	10,137	6,862	7,965	17,370	12,420
Church Supplies, Music, Instruments	4,184	19,675	5,931	2,962	2,730	4,450	5,489	2,660	1,857	3,080	5,681
Church Education, Subscriptions	2,384	2,717	1,591	2,364	1,977	2,139	1,552	1,000	890	1,136	1,912
Travel, Conferences, Mileage	2,479	4,599	4,097	4,241	3,701	3,197	3,036	1,051	2,004	-	798
Committees, Food, Hospitality	1,933	10,050	957	3,420	808	1,557	1,097	1,266	118	206	2,426
Office Expenses, Dues, Fees, Audit	5,341	6,544	9,936	9,378	8,498	8,603	9,007	8,270	11,043	11,268	12,639
Utilities, Phone and Internet	10,396	9,962	10,970	10,266	10,762	11,349	12,286	10,734	11,209	10,753	11,436
Advertising	1,454	1,425	1,431	1,438	1,591	1,592	742	283	212	-	-
Church Maintenance, Insurance	39,415	197,814	59,713	32,130	23,364	24,652	10,587	11,823	18,453	19,977	16,975
Custodial Services	5,040	5,040	5,040	5,040	5,040	5,040	5,040	5,340	5,350	7,200	7,200
1209 Taxes, Maintenance, Utilities	5,031	9,705	6,038	55,278	6,982	6,154	6,948	6,720	6,781	7,522	14,552
Fundraising Expense, Miscellaneous	4,323	374	2,513	1,395	1,608	1,472	6,026	(9)	(11)	1	644
TOTAL EXPENDITURES	247,637	431,830	266,580	264,679	214,411	236,140	225,231	194,476	213,897	187,692	248,484
NET INCREASE (DECREASE)	\$ 7,194	\$ (133,012)	\$ (6,950)	\$ (28,830)	\$ (4,695)	\$ (16,161)	\$ (556)	\$ 31,669	\$ 5,026	\$ 3,788	\$ (28,558)

Comparative Financial Report 2013-2023 (continued)



Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Average Sunday attendance:	91	88	92	89	85	89	85	109	92	89	119
Active, Confirmed, Contributing & Communing members:	301	282	228	228	221	226	232	204	195	194	196



Augustana Proposed Budget 2024

	Budget 2024 (Proposed)	Dec-24 General	Dec-24 Special	31-Dec-23 Actual (Unaudited)	2023 Budget
Income					
General Offering (Note 1)	\$179,800	\$174,150	\$5,650	\$178,599	\$175,250
Offering for Other Charities	\$6,240		6,240	6,121	7,000
Received through other Charities	\$1,821	1,821		1,785	1,200
Memorials, Celebrations and Bequests	\$2,400	2,400		2,385	1,000
Fundraising	\$2,500	2,500	0	2,959	3,000
Use of Facilities	\$4,800	4,800		4,628	2,000
1209 Rent	\$22,260		22,260	22,260	22,260
Interest Earned	\$250	250		1,190	250
Miscellaneous	\$0	0		0	0
Total Income	\$220,071	\$185,921	\$34,150	\$219,926	\$211,960
Expenditures					
Worship					
Pastor Salary & Benefits (Note 2)	\$93,680	\$93,680		\$92,235	\$91,935
Musicians & Choir (Note 3)	\$11,130	\$11,130		\$10,295	\$11,130
Pulpit Supply	\$2,025	\$1,125	\$900	\$2,125	\$1,200
Worship Supplies	\$2,200	\$2,200		\$1,660	\$2,200
Music, Instrument Care	\$3,850	\$3,850		\$4,020	\$7,500
Learning					
Mileage, Conferences & Travel (Note 4)	\$2,151	\$2,151		\$798	\$3,200
Education (Note 5)	\$650	\$650		\$350	\$750
Subscriptions	\$1,710	\$1,710		\$1,562	\$0
Witness					
Committees and Youth Group	\$650	\$150	\$500	\$641	\$7,900
Kitchen, Food, and Hospitality	\$800	\$800		\$2,084	\$0
Service					
ELCIC Benevolence	\$12,600	\$12,600		\$12,600	\$12,600
General Benevolence (Note 6)	\$2,250	\$2,250		\$2,250	\$2,250
Special Benevolence (Note 7)	\$5,650		\$5,650	\$6,634	\$2,644
Paid and Payable to Other Charities	\$6,240		\$6,240	\$6,121	\$7,000
Support					
Office Wages & Benefits (Note 8)	\$34,803	\$34,803		\$34,609	\$32,904
Training, Honoraria, Recruitment	\$250	\$250		\$0	\$250
CPP/EI/WCB	\$8,227	\$8,227		\$7,352	\$7,291
Office & Supplies (Note 9)	\$6,055	\$5,755	\$300	\$6,142	\$5,746
Utilities & Phone (Note 10)	\$11,415	\$11,415		\$10,933	\$10,041
Church Building Costs (Note 11)	\$15,850	\$15,850	\$0	\$17,479	\$23,143
Custodian & Cleaning	\$7,800	\$7,800		\$7,200	\$7,796
1209 Property Costs	\$8,200		\$8,200	\$14,552	\$8,580
Audit and Accounting	\$6,350	\$6,350		\$6,198	\$6,400
Miscellaneous, Fundraising, and Events	\$1,000	\$1,000		\$644	\$250
Transfers					\$50
Total Expenditures	\$245,535	\$223,745	\$21,790	\$248,484	\$252,760
Funds Increase (Decrease)	-\$25,464	-\$37,824	\$12,360	-\$28,558	-\$40,800

Augustana Proposed Budget 2024 (continued)

Note 1 General Offering					
Envelope Offering	\$162,670	\$162,670		\$161,362	\$175,000
Special Funds Offering	\$5,650		5,650	5,237	0
Loose Offering	\$1,510	1,510		1,971	250
Donations at Fundraiser Events	\$6,000	6,000		4,645	
Donation for Special Purpose	\$3,970	3,970		5,384	0
Total General Offering	\$179,800	\$174,150	\$5,650	\$178,599	\$175,250
Note 2 Pastor Salary & Benefits					
Pastor - Salary	\$76,060	\$76,060		\$76,060	\$76,060
Pastor - Education Fund	\$600	\$600		\$600	\$300
Pastor - Group Benefits (Health, Life & Disb)	\$10,935	\$10,935		\$9,490	\$9,490
ELCIC Pension	\$6,085	\$6,085		\$6,085	\$6,085
Total Pastor Salary & Benefits	\$93,680	\$93,680	\$0	\$92,235	\$91,935
Note 3 Musicians/Choir					
Church Musicians	\$6,540	\$6,540		\$5,435	\$6,540
Choir Director	\$4,590	\$4,590		\$4,860	\$4,590
Total Musicians/Choir	\$11,130	\$11,130	\$0	\$10,295	\$11,130
Note 4 Mileage, Conferences & Travel					
Mileage to Pastor and Staff	\$400	\$400		\$0	\$1,200
Sask. Synod Registration/Travel	\$1,751	\$1,751		\$0	
ELCIC National Convention	\$0	\$0		\$798	\$1,000
Leadership Fall Study et al	\$0	\$0		\$0	\$1,000
Total Mileage, Conferences & Travel	\$2,151	\$2,151	\$0	\$798	\$3,200
Note 5 Education					
Confirmation	\$110	\$110		\$96	\$250
Adult Education	\$240	\$240		\$213	\$0
Sunday School	\$300	\$300		\$41	\$500
Total Education	\$650	\$650	\$0	\$350	\$750
Note 6 Benevolence from General Funds					
Mission - Argentina	\$500	\$500		\$500	\$500
Lutheran Care Society (LuMinHos)	\$1,000	1,000		1,000	1,000
Lutheran Seminary	\$750	750		750	750
Total Benevolence from General Funds	\$2,250	\$2,250	\$0	\$2,250	\$2,250
Note 7 Benevolence from Special Funds					
People in Need / Hampers / QE School	\$5,250		\$5,250	\$6,529	\$2,200
CLWR Layettes	\$300		\$300	\$88	\$394
Wheels to Worship	\$100		\$100	\$18	\$50
Total Benevolence from Special Funds	\$5,650	\$0	\$5,650	\$6,634	\$2,644

Augustana Proposed Budget 2024 (continued)

Note 8 Office Staff Wages & Benefits					
Administrative Assistant Wages	\$27,758	\$27,758		\$28,183	\$26,594
Group Benefits (Health, Life & Disb)	\$4,825	\$4,825		\$4,218	\$4,182
ELCIC Pension	\$2,220	\$2,220		\$2,208	\$2,128
Total Office Staff Wages & Benefits	\$34,803	\$34,803	\$0	\$34,609	\$32,904
Note 9 Office & Supplies					
Office Supplies	\$820	\$820		\$884	\$950
Office Equipment/Software	\$350	\$350		\$1,009	\$1,250
Photocopier - Service/Supplies	\$3,405	\$3,405		\$3,164	\$2,546
Bank Charges/Payroll Fees	\$790	\$790		\$769	\$500
Membership/Dues/Fees	\$690	\$390	\$300	\$616	\$500
Total Office & Supplies	\$6,055	\$5,755	\$300	\$6,442	\$5,746
Note 10 Utilities & Phone					
Heating	\$4,415	\$4,415		\$4,204	\$3,656
Water, Sewer, Electrical	\$5,100	\$5,100		\$4,874	\$4,160
Telephone	\$1,250	\$1,250		\$1,219	\$1,250
Internet	\$650	\$650		\$635	\$675
Pastor Cellular	\$0	\$0		\$0	\$300
Total Utilities & Phone	\$11,415	\$11,415	\$0	\$10,933	\$10,041
Note 11 Church Building Costs					
Bldg Maintenance and Repairs	\$1,500	\$1,500	\$0	\$811	\$8,580
Yard Care	\$4,080	\$4,080		\$3,789	\$4,080
Garbage/Recycling Pickup	\$550	\$550		\$504	\$650
Equipment/Furnishing/Renovations/Sign	\$0	\$0		\$3,640	\$1,820
Insurance	\$9,720	\$9,720		\$8,736	\$8,013
Total Church Building Costs	\$15,850	\$15,850	\$0	\$17,479	\$23,143

WORSHIP FOR A CONGREGATIONAL ANNUAL MEETING

OPENING THE MEETING

LAND ACKNOWLEDGMENT

You are encouraged to acknowledge Indigenous lands in a way appropriate to your context at the beginning of your annual meeting. The following words are provided as an example.

We acknowledge that we are gathered on the traditional and unceded territory of the [Name of Indigenous Peoples for where your community is located]. We recognize and respect their enduring presence on this land and express our gratitude for the opportunity to live, work and learn on their territory.

Let us take a moment to reflect on the history of this land and to consider our roles in working towards reconciliation and understanding.

PRAYER

Gracious and loving God, we give you thanks for gathering us together into your church — whether it be in person, online or a combination of the two.

Our community is more than an organization; it is a family united by a shared purpose and mission, to discern the work you call us to do. In this time of reflection and planning, grant us clarity of mind and openness of heart. May our discussions be guided by wisdom, understanding, and a spirit of unity. Help us to see beyond the details and numbers, recognizing the greater purpose and impact of our collective efforts.

May we seek to be generous, compassionate, loving people of God. Keep us mindful of the many other needs in the world — conflicts, refugees, poverty, and all other concerns that we name before you now.

All this we pray in your name. *Amen.*

READING 1 Timothy 6:17–19

As for those who in the present age are rich, command them not to be haughty, or to set their hopes on the uncertainty of riches, but rather on God who richly provides us with everything for our enjoyment. They are to do good, to be rich in good works, generous, and ready to share, thus storing up for themselves the treasure of a good foundation for the future, so that they may take hold of the life that really is life.

HYMN *God, Whose Giving Knows No Ending*
EvLW, #678

LITANY

The prayers below are based on the ELCIC's four vision priorities.

Leader: We come before you today, humbled by the depth of your love that calls us to strive for a Healthier Church. Instill in us the

wisdom to foster collaboration among all expressions of the church. Grant us the grace to develop a strong sense of connection, rooted in trust, good communication, creativity and collaboration. May these qualities be the pillars that uphold the foundation of our faith community.

All: Open wide our hands in sharing.

Leader: As we seek to cultivate Effective Partnerships, open our hearts to the richness of engagement with others. As we navigate the path of collaboration, may our efforts be guided by your love and bring forth abundant fruit.

All: Open wide our hands in sharing.

Leader: In our pursuit of Relational Leadership, grant us the strength to deepen diversity and equity in our community. Inspire us to embrace inclusivity, creating spaces that reflect the boundless love you have for all your children. May our leadership reflect your grace, fostering an environment where every individual feels valued and heard.

All: Open wide our hands in sharing.

Leader: Let us lead with Compassionate Justice, guided in our reflections and actions. May we be a voice for justice on issues that matter, advocating for the well-being of all your creation. Grant us the courage to stand up for what is right, inspired by the compassion you have shown us through Christ.

All: Open wide our hands in sharing.

Leader: Gracious and loving God, bless us with creativity and perseverance as we navigate the challenges ahead. May our actions be a testament to your love, shining a light that draws others closer to you. All this we pray in your name.

All: Amen.

CLOSING THE MEETING

Leader: Bless our community with a sense of purpose and direction for the coming year. We thank you for the diverse talents and gifts represented in our congregation and community. May we use these resources to show others the blessing of your unconditional love.

Leader: In your holy name we pray,

All: Amen.

HYMN *Lord of All Hopefulness*
EvLW #765

Leader: Go in peace — in love, justice and a commitment to serve one another and our wider community.

All: Thanks be to God.