



Zion Lutheran Church
2024 Annual Meeting Superior, Wisconsin
January 28, 2024 Phone 715-398-3663
Following morning service <http://zionsuperior.org>

*2024 Annual Report
For the Calendar Year 2023*

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2024 Annual Meeting Agenda—for year 2023

Zion Evangelical Lutheran Church

- I. Call to Order
- II. Opening Devotions
- III. Approval of Minutes of the Annual Meeting held January 29, 2023
- IV. Reports:
 - A. Report from the Bishop Laurie Skow-Anderson
 - B. Report from the Congregational Council
 - C. Reports from the Committees
 - 1. Operations
 - 2. Tuesday Night Missions
 - 3. Prayer Chain
 - 4. Altar Guild
 - 5. Sew'n Sews
 - 6. Women of the ELCA (WELCA)
 - 7. Discipleship
 - 8. Music and Worship
 - 9. Stewardship
 - 10. Youth: Vacation Bible School, Logos, Sunday School
 - 11. Financial Reports
 - a. Zion Total Year 2023 from Counting Sheets
 - b. 2023 Balance Sheet by Account
- VI. Elections
 - A. Report from the Nominating Committee
 - B. Elections – Council Members, Assembly Delegates, Conference Representatives
- VII. Unfinished Business
- VIII. New Business
 - A. Recognition and Appreciation
- IX. Closing Prayer

Zion Lutheran Church Annual Congregational Meeting Minutes
Sunday, January 29th, 2023

The meeting was called to order by President Vicky Holm at 10:40am. The attendance record is attached.

Devotions were given by Pastoral Intern Sarah Gunderson.

A motion was made by Donna Meltz and seconded by Paul Freer to accept the 2022 Meeting minutes. Motion carried.

Bishop Laurie Skow-Anderson's report and Pastoral Intern Sarah Gunderson's reports are in the Annual Report for you to read at your convenience. Intern Sarah also added that her time here is half over and she is very thankful to be here.

All committee reports are in the annual report. One addition to the Operations report is to say that the outside door next to Intern Sarah's office has been left unlocked and the garbage disposal was left running. We should be mindful of making sure all things are turned off and locked before we leave the building. An addition to the Prayer Chain report is that the card sent to the Warner family was very timely. An addition to the Sew 'n Sew report, is that Jan has had health problems this year but Pearl keeps the info in the newsletter up-to-date. She is also thankful to the dedicated members of the group but they could always use more people. Lynn Rochon also added to the youth reports that everyone is welcome to pop into Sunday School or into LOGOS for dinner. Tim Ingersoll added to the Worship and Music report that the early service is still being live streamed on YouTube. At least one connection watches it live although we don't know how many people are around that one connection. The stream then has multiple views later. We reviewed the financial report. We had an income of \$141,904.58 with total expenses of \$137,236.07. A motion was made by Linda Moe and seconded by Lucy Sullivan to accept all reports as given. Motion carried.

The 2023 budget was reviewed. The number of \$50,000 for Pastor's salary is based on Lynn Rochon's research of the synod recommendations of a 6 month salary for a newly ordained pastor and the remaining 6 months of the internship. Tim noted that this is the first time a balanced budget has been proposed in his time here at Zion. We discussed people contributing their time to church activities. We also discussed if LOGOS students are required to attend church services. Although they are encouraged to come, it is out of their control as they are not old enough to drive themselves. Only 2 churches in Superior have youth activities, us and Our Saviors. A motion was made by Bob Warner and seconded by Paul Freer to accept the 2023 budget. Motion carried.

Bob Warner wanted to recognize Paul and Kay Freer for the hard work they put in the 2 big projects that were completed this year: the stained glass window repair and the new electronic sign to replace the one that was damaged by an impaired driver.

Vicky Holm acknowledged and thanked everyone whose term is up on the council. Those people are Tim Ingersoll, Don Anderson, Donna Meltz and Deanna Traynor. The nominations for church council are Sara Schubert McKone, Grace Becken and Donna Meltz. The nominations for the nominating committee are Polly Lohman and Lynn Rochon. The nominations for the Audit committee are Paul Robinson, Bob Warner and Anthony Anderson. The nomination for the Annual Synod Assembly, which will be held April 29th in Rice Lake, WI, is Jan Arena. The nominations for the Conference Assembly which is in Poplar WI sometime in October are Kay Warner and Linda Brow. A motion was made by Kay Warner and seconded by Donna Meltz to accept all nominations. Motion carried.

Unfinished Business: Bob Warner wanted to thank Vicky Holm for all her work on the council and all her fundraising work she did this past year.

New Business: Vicky Holm recognized all members of the church for all the work they do on committees and the work that is done around the church.

Intern Sarah's project for school is Stewardship. She and Tim Ingersoll explained what that might look like and to be ready for something coming up.

Jan Arena talked about how the food shelf is used every day. The quilters have put quilts and feminine products in the cabinet and they disappear quickly. Jan told a story of a quilt that was eventually given to the free store. Other stories were shared about people coming to the food shelf and members of the neighborhood dropping supplies off.

The Lord's Prayer was said for the closing prayer.

A motion was made at 11:53am to adjourn by Bob Warner and seconded by Tim Ingersoll. Motion carried.

Submitted by Christel Lewis

Officers for 2023 Council

President: Lynn Rochon; Vice President: Vicky Holm; Treasurer: Aine Merrill; Secretary: Christel Lewis

Zion Lutheran Church

Staff

| | | |
|---------------------|--|--------------|
| Pastor | Sarah Gunderson | 715-398-3663 |
| | pastor@zionsuperior.org | 715-817-6543 |
| Office Manager | Paul Robinson | 715-398-3663 |
| | churchoffice@zionsuperior.org | |
| Organist | Gretchen Johnston, OSB | 218-576-9533 |
| Music Director | Gretchen Johnston, OSB | 218-576-9533 |
| Custodian | Darren Velin | 715-817-5984 |
| Financial Secretary | Aine Merrill | 715-364-8539 |
| Recording Secretary | Linda Brow | 715-398-6075 |
| Church Accountant | Greg Kvam | 715-398-5842 |

Church Council

| Term Ends January 2024 | Term Ends January 2025 | Term Ends January 2026 |
|------------------------|------------------------|------------------------|
| Vicky Holm | Christel Lewis | Sara Schubert McKone |
| Lynn Rochon | Aine Merrill | Grace Becken |
| Anthony Anderson | Margaret Sundet | Donna Meltz |
| Pastor Sarah Gunderson | | |

Bishop's Report

Philippians 2 Do nothing from selfish ambition or empty conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests but to the interests of others. Let the same mind be in you that was in Christ Jesus, who, though he existed in the form of God... emptied himself... he humbled himself and became obedient to the point of death—even death on a cross.

A Simpler, Humbler, and Bolder Church.

Dear Members and Friends of the Northwest Synod of Wisconsin,

It is time for your congregation's annual meeting! This is a great opportunity to reflect on the past year of faithful ministry. Now is the time to ask the BIG questions! How were we faithful in ministry? How were we faithful in participating in God's simple mission to love our neighbor? Now is the time to celebrate how God's Spirit has inspired your ministry! Give thanks to God and celebrate for the good that your congregation has accomplished!

Now is also the time to tell the truth about your ministry. How has your congregation fallen short and not been faithful to God's will? Lacked energy, a sense of purpose or mission? Now is the time to humbly tell the truth if your congregation has lost its focus or has little energy for God's work.

We all need to take an honest look in the rear view mirror of the last year and ask how have we been faithful and how have we failed to be faithful to our baptismal promises. Then we can boldly move into the New Year 2024 asking how we can with God's help do better.

The Church of England took a long look into the rear view mirror and with much prayer has discerned that moving forward they will strive to be a Simpler, Humbler and Bolder Church in the future. The Church of England described their vision for the future in this way:

Simpler, humbler, bolder are virtues we believe God is calling from us at this point in our history. They run through the vision and shape all we do and all that we are.

- ***Simpler*** because we are not as big a church as we used to be
- ***Humbler*** because we are facing our failures, and this is not easy.
- ***Bolder*** because the love of Christ compels us. We have a gospel to proclaim, and we live and minister in a world of much pain and confusion.

I believe these three virtues could also help us in the coming year. I invite your councils and leaders to lean into these questions in 2024:

- 1. Simpler:** How can we simplify our structure so more time and energy can be spent on loving our neighbors and joining in God's mission in our community? How can we focus on what is really important and let go of the trivial or unnecessary?
- 2. Humbler:** What isn't working? How have we fallen short? We can't do everything we use to do so what ONE thing can we do for Jesus? How can we work with other churches, denominations in our community?
- 3. Bolder:** How can your congregation be braver and bolder in sharing the good news about Jesus in a hurting world? In prophetic witness to justice issues in our world? In working for right relationships with our neighbors and all of creation?

I thank my God for every remembrance of you, always in every one of my prayers for all of you, praying with joy for your partnership in the gospel from the first day until now. I am confident of this, that the one who began a good work in you will continue to complete^{it} it until the day of Jesus Christ. Philippians 1:3-6

Friends, I am truly grateful for your partnership in the gospel and all the ways you are faithful in ministry. I invite you to move joyfully, simply, humbly and boldly into God's future in 2024.

Bishop Laurie Skow-Anderson

[Jesus Christ Centred and Shaped | The Church of England](#) (accessed December 22, 2023)

Pastor's Report for 2023

This past year for Zion Lutheran Church has been one of practicing patience and waiting for the next most faithful step to become clear as we navigated some big challenges together. It has been a year of growing in relationship and gaining clarity in our vision as a church, called together for the sake of God's mission in the world. As your pastoral intern, and then as your called and ordained pastor, it has been a blessing to walk with you as we continue to learn and grow in faith together, and as we continue to prayerfully discern the leading of the Holy Spirit.

Exodus 13:17-22

¹⁷ When Pharaoh let the people go, God did not lead them by way of the land of the Philistines, although that was nearer, for God thought, "If the people face war, they may change their minds and return to Egypt." ¹⁸ So God led the people by the roundabout way of the wilderness bordering the Red Sea. The Israelites went up out of the land of Egypt prepared for battle. ¹⁹ And Moses took with him the bones of Joseph, who had required a solemn oath of the Israelites, saying, "God will surely come to you, and then you must carry my bones with you from here." ²⁰ They set out from Succoth and camped at Etham, on the edge of the wilderness. ²¹ The LORD went in front of them in a pillar of cloud by day, to lead them along the way, and in a pillar of fire by night, to give them light, so that they might travel by day and by night. ²² Neither the pillar of cloud by day nor the pillar of fire by night left its place in front of the people.

On more than one occasion this past year, the story of Israel in the Wilderness has seemed to fit our story of navigating through all the steps of completing my internship time, then moving through the call process, then the sewer saga as we learned of much needed sewer repairs and finding and receiving a grant to cover the costs, then of our office secretary Pearl's retirement and the process of hiring Paul Robinson as our new office manager, and of course the ongoing everyday life experiences of being humans gathered in this place to worship and serve others in Jesus' name. Being church is challenging and full of wilderness moments! And I strongly believe God's Holy Spirit led us through it all.

Our stewardship focus time this last fall helped us to think about the stories of God's generosity and how we each are called to live out of God's blessing with our time, treasure, and variety of gifts. Thank you to all who shared their stories of generosity! Living with generous hearts is what God calls us to do! Being open to God's invitation to participate in the life of the Zion community and with our neighbors all around, leads to a generous life. We welcomed 24 new members last year! What a joy and blessing it is to celebrate the gift of faith and the wonderful gifts these new members bring to our community. We give thanks for God's generosity shown to us in so many ways this year.

By God's leading, we are continuing to make our way forward with hope and trust in the good work God has for us to do in the coming year. As we reflect on this last year, I hope that it gives us courage to step boldly into new possibilities for sharing the gospel, the very good news that God's love and grace is for us and for our neighbors. May we be emboldened to give even more generously of our hearts and our lives wherever the Spirit leads us in this wilderness world. May we be continually reminded of our baptismal identity as beloved ones, sent to be good news and to work for justice and peace in all the world.

2023 Pastoral Acts and Membership Changes

Members Received by Transfer or Other

Stephanie Becken – February 11, 2023
Tanner Becken – February 11, 2023
Grace Becken – February 11, 2023
Joy Becken – February 11, 2023
Tanner Jr. Becken – February 11, 2023
Joshua Christie – October 29, 2023
Pastor Sarah Gunderson – October 29, 2023
Brett Gunderson – October 29, 2023
Noah Gunderson – October 29, 2023
Lauren Gunderson – October 29, 2023
Micah Gunderson – October 29, 2023
Shannon Johnson – October 29, 2023
Justin Johnson – October 29, 2023
Linnea Johnson – October 29, 2023
Linden Johnson – October 29, 2023
Anastasia Johnson – October 29, 2023
August Johnson – October 29, 2023
Rusty Mehlberg – October 29, 2023
Jacque Mehlberg – October 29, 2023
Molly Mehlberg – October 29, 2023
Micah Mehlberg – October 29, 2023
Leslie Neubauer – October 29, 2023
Phyllis Neubauer – October 29, 2023
Rachel Sawner – October 29, 2023

Transfers Out

Bruce & Tammie Johnson transfer to Trinity Lutheran Church in Lake Nebagamon – Jan 16, 2023

Baptisms

Oaklynn Rae Kauther – March 26, 2023
Lexi Gray Hanson – March 26, 2023
Micah Lee Mehlberg – October 29, 2023

Burials/Funerals

Warren James Soule – January 3, 2023 (Intern Sarah Gunderson)
Gail Soule – February 20, 2023 (Pastor Sarah Gunderson)
Franklin Roosevelt Hickman – August 4, 2023 (Pastor Sarah Gunderson)
John Madsen – August 9, 2023 (Pastor Sarah Gunderson)
Verlyn Howard Moore – August 27, 2023 (Pastor Sarah Gunderson)
David Lee Nykanen – September 26, 2023 (Pastor Sarah Gunderson)

Affirmation of Baptism/Confirmation

Zachary Dittbrender – October 29, 2023
Micah Gunderson – October 29, 2023
Owin Holm – October 29, 2023
Anastasia Johnson – October 29, 2023

President's Report

Annual Report: Zion Church Council

2023 was an exciting year at Zion—a year in which the grace and guidance of God was clearly experienced. Here are some of the highlights from council's work in 2023:

- Updating the Constitution and Bylaws to be presented early 2024
- Serving as Intern Sarah's Internship Committee to provide support/guidance
- Organizing a task force to complete the Ministry Site Profile to prepare for a pastoral call
- Recommending and supporting a Call Committee, approving the recommendation to call Pastor Sarah Gunderson
- Scheduling pulpit supply and summer worship
- Working with Operations Committee to provide building repairs and sealing of parking lot
- Supporting the work to repair the sewer issue that was found by the city, including a grant application that resulted in an award of 98,000 to repair the sewer issue and replace a sump pump
- Reviewing budget requests by committees
- Preparing the 2024 budget

As a council, we are grateful for the support and generosity of our congregation. We look forward to seeing what God will be up to here at Zion in 2024.

Respectfully submitted,

Lynn Rochon
Council President

Operations Committee

The Operations Committee had monthly meetings with a group of six members represented. Their function was to maintain and solve issues with the physical property and support every evolving technology within the workings of the church. Boilers were repaired, water faucets and toilets fixed, carpets cleaned, general inside and outside "extra" maintenance dealt with. We thank you all for your labor and assistance.

TUESDAY NIGHT MISSIONS GROUP-2023

You may have seen the article in the Superior Telegram about Loretta Hall, the lady from Zion's Mission Group who sews mittens all year long. Although the Missions Group hasn't met since closing down for the Pandemic, Loretta and Kay Warner, a member of Zion, continue to sew mittens. Tanya Nelson, former President of the group, cuts the mittens for Loretta from material we have here at Zion. Kay cuts and sews all the mittens she makes from her supply of material.



This year Loretta and Tanya made 1421 pairs of mittens that Loretta delivered to many places including the 97.3 radio station's request for mittens; Boys and Girls Club; Head-Start; Ruth House; Family Food Pantry at the Methodist Church; and Cooper and Bryant Schools in Superior.

Kay made 384 pairs of mittens that she delivered to Superior Schools: Northern Lights, Lake Superior, Cooper, Four Corners and Superior Middle School. She also delivered to CASDA; Headstart; and Zion's food shelf and mitten tree.

That is a total of **1805 pairs of mittens!!** **That is almost 900 more than last year!**
What a wonderful ministry these ladies are doing.

Before the Pandemic, when this group was so active, there were people from many different area churches that belonged to the group and would come to Zion on Tuesday afternoons for a little meal and work projects.

If anyone would like to help get the group up and running again, please talk to Kay Warner or Aine Merrill. We would love to get more members and start up again.

We have \$348.22 left in our bank account. Donations are welcome to purchase fleece material and thread.

We want to say thank you and ask God to bless Kay Warner, Loretta Hall and Tanya Nelson for fulfilling the ELCA work motto "*God's Work-Our Hands.*"

Submitted by Aine Merrill, Treasurer

PRAYER CHAIN

2023 ANNUAL REPORT

Zion's prayer chain mission is to pray for our church, our members and anyone else who requests for healing, comfort, etc.

Each week two Zion families' names are randomly chosen. Postcards are sent to the families letting them know they are being prayed for. Also, we usually have other requests for prayers.

Members praying each week are Aine Merrill, Mary Jo Bartylla, Jan Arena, Mary Nykanen, Lynn Rochon, Eve Bagan, Linda Brow and Linda Moe.

Please consider becoming a member of the prayer chain. To start or stop a prayer request or become a member contact Linda Moe at 715-398-6779 or moelindag6779@gmail.com. You can also contact the church office via phone or email.

Thank you to our faithful prayer chain members.

Linda Moe

ALTAR GUILD

2022 ANNUAL REPORT

During the latter part of 2023 Zion was gifted with new ceramic wine and grape juice vessels. This made the returning to communion with intinction for those who desire.

We again prepared for baptism, funerals and special services during Lent and Advent. Also thanks to members of our congregation for supporting Zion with flowers at Easter, Christmas and other occasions throughout the year.

Altar Guild members include Christel Lewis, Margaret, Sundet, Mary Hickman Lynn Rochon, Kay Warner, Sunnie Lamppa and Linda Moe. We look forward to another year of service and ask Zion members to consider becoming part of the Altar Guild. This is an opportunity for you to serve God and Zion Lutheran Church.

Linda Moe

Women of the ELCA

ZION LUTHERAN CHURCH

2023 ANNUAL REPORT

SUPERIOR, WISCONSIN

Quilters

During 2023, the Sew & Sews Quilters have been meeting and have gained a couple new members. I want to thank the small, but great, group of ladies who meet at Zion on Thursday afternoons at 1 o'clock. Again this year, they gave beautiful quilts to our graduates and donated many quilts to CASDA. They also made blankets for Zion's Food Shelf from non-cotton material they received that couldn't be used for the regular quilts. Within hours, the blankets were gone from the cabinet.

You are invited to join them here at Zion on Thursdays but if that doesn't work for you, there are tasks you can do at home. We have a member of Zion who picks up the assembled quilts and sews them together at home. Also, you can cut squares of material for the quilters or even sew the squares together for a quilt front. There is no experience required – they will teach you and you will probably get a cup of coffee and a treat in return. Talk to Jan Arena or Carol Peterson for more information.

WELCA

During the year, WELCA served luncheons at four funerals for a total of \$500 income. We earned \$123.75 from the coffee hour collections taken the 3rd Sunday of each month. We continued to get coins in our penny box in the entryway totaling \$17.57. We also received a \$50 donation from Marilyn Starstead.

Officers this year were President Carol Peterson; Vice President Lucy Sullivan; Secretary Linda Brow; and Treasurer Aine Merrill. Margaret Sundet has taken the responsibility of being our funeral luncheon coordinator. She will be the contact person for the Pastor, funeral directors and caterers when the luncheon is being planned. Connie Jackson volunteered to be the caller to schedule the workers needed.

We had three fundraisers this year. In February, we had a sub sandwich sale on Super Bowl Sunday. We made a profit of \$432.85. We are planning to sell subs again this year on February 11th. We hope you will order some sandwiches to take home.

We had a Soup/Sandwich luncheon that we made a profit of \$191 and we donated a lot of our leftovers to Zion's Food Shelf.

Our last fundraiser was a Cookie Sale in December. We profited \$731.30. We thank everyone who baked cookies, bars, pies, candies and other stuff for this project. With our earnings this year, we donated \$850 to Zion's General Fund; \$850 to the Mortgage Reduction Fund; \$50 Project Outreach; \$100 Pastor Sarah's Ordination Gift; and \$50 Senior High Grad Party.

We also helped host the National Night Out Neighborhood Picnic Zion had in our parking lot. We served hot dogs donated by Super One, A&W root beer floats made with Culver's frozen custard (both donated by the businesses). McDonalds donated a lot of coupons to give away and Kwik Trip donated all the buns for the hot dogs. Superior Police and Fire Departments were present to meet with the kids. There were a lot of games and prizes for the kids. The SHS String Quartet played for the entire evening. It was a very enjoyable event and we appreciate all the people who helped or attended.

To summarize, WELCA can always use your help. We need volunteers to help set-up and serve the lunch at Zion funerals. You can join the quilters on Thursdays at 1pm at Zion. Or you can also work from home. We hope you will support our various fundraisers.

We want to thank everyone who helped in any way supporting WELCA this year! We couldn't do anything without you.

Continued on next page.

Zion WELCA 2023 Financial Report

| | <u>General</u> | <u>Quilters</u> | <u>Coins</u> | <u>Total</u> |
|---------------------------------|--------------------------|------------------------|-----------------------|--------------------------|
| Beginning Balance | \$929.01 | \$491.92 | \$29.55 | \$1450.48 |
| Income | 2,242.05 | 50.00 | 17.57 | 2,309.62 |
| Expenses | (2,109.15) | 0 | (0) | (2,109.15) |
| Balance on Hand 12/31/23 | <u>\$1,061.91</u> | <u>\$541.92</u> | <u>\$47.12</u> | <u>\$1,650.95</u> |

Submitted by Aine Merrill, Treasurer

Discipleship Committee

The Discipleship Committee works to support Christian education within the congregation. Members are: Aine Merrill, April Larson, Michele Conlan, Pam Monaghan, Sara Schubert McKone, Stephanie Becken, Vicky Holm, Pastor Sarah Gunderson, and Lynn Rochon, chair. This past year our focus was on continuing to develop strategies for providing Sunday School, planning/implementing Vacation Bible School and continuing to identify ways to include our youth in worship. Pastor Sarah has been providing adult bible study and is exploring ways to provide additional adult opportunities for learning.

Worship and Music Committee

The Worship and Music Committee meets monthly at 3:30 pm on the first Thursday. Our task is to be sure that worship provides an uplifting, encouraging and soul-feeding experience for the congregation. Additionally, we plan worship based on the requirements of each season of the church. Members of the committee are: Sister Gretchen Johnson, Pastor Sarah Gunderson, Altar Guild Chair Linda Moe, Grace Becken, Vicky Holm, Paul Robinson, and co-chairs Tim Ingersoll and Lynn Rochon.

Stewardship Report 2024

This last fall, Pastor Sarah and I met to talk about the formation of a Stewardship Committee. We wanted to determine what the purpose and focus of such a committee would be, who would be involved and what work we would do together. With a general plan in mind, we formed a team and began a process and a mission.

The first thing we needed to do was to clarify for ourselves what we thought we meant by “Stewardship” and we agreed that the question of stewardship within the church, is a question of how we use the gifts that we have individually and corporately been blessed with to do the work of Christ.

As a committee, we decided we wanted to focus on 2 general areas. First, helping each other recognize those gifts within ourselves, and secondly, to offer opportunities to use those gifts in ways that connect to our faith.

So, what does that look like? In September and October, the team planned a “Celebration Sunday” in connection with a month-long focus on Gratitude. We sought out members of the church to share their own personal stories of receiving and giving through temple talks, created a “Time and Talent” form that was shared and collected and challenged members to make a personal commitment of monetary giving to the church.

As we move forward, we will continue to focus on creating opportunities to reach out to past and new members, improve communication about opportunities to serve the church and community, improve communication about the needs and opportunities to give and support the church and it’s missions financially, and to encourage all to be a part of the family life of the church.

We are excited to encourage our church family to fully utilize the gifts they have been blessed with! God’s work through our feet, our hands!

Blessings

Tim Ingersoll
Rev. Sarah Gunderson
Sarah Mckone
Polly Lohman

Vacation Bible School



Investigation: Jesus was the theme for VBS, which was held from July 31-Aug. 3, 2023. Together we worked as detectives to determine from Bible stories who Jesus actually is.

We had so many mentors and helpers and so much fun! As always, Zion congregation went above and beyond to support and encourage VBS. Thank you to all who donated, assisted, provided snacks, led activities, and prayed for this gathering.

Logos

Logos is a combination youth group/ confirmation prep class that meets Wednesday evenings from 5-7pm. Students in grades 6-9 participate in mini-worship, a lesson, dinner, and game time. There is also a high school group who attends, to support the Logos students and to continue in their own faith walk. This year our focus is on the bible and what it means to be a Lutheran Christian in today's world. We are grateful for our kitchen crew, table parents, and mentors, AND the support our congregation!



Sunday School



Zion's Sunday School meets Sunday mornings from 9:45-10:30 am. Sunday School is for children in Pre-K through 5th grade. We use the Whirl curriculum, which is shared with the children by a loving, experienced group of teachers. It is so much fun sharing God's word and learning from each other!

| Zion Lutheran Church | |
|------------------------------------|---------------------|
| Total Year 2023 | |
| From Counting Sheets | |
| Description | Grand Total |
| General Mission Fund | \$77,197.01 |
| Loose Offering | \$1,707.38 |
| Initial Offering | \$60.00 |
| Lent | \$100.00 |
| Maundy Thursday | \$269.00 |
| Good Friday | \$95.00 |
| Easter | \$768.00 |
| Thanksgiving | \$95.00 |
| Christmas | \$1,890.00 |
| Rent/Rebates | \$100.00 |
| General Income Total | \$82,281.39 |
| Altar | \$200.00 |
| Vacation Bible School | \$742.00 |
| Logos (Youth) Income | \$255.00 |
| Repair and Maintenance | \$1,610.00 |
| Mortgage Reduction (GIF) | \$7,740.00 |
| Designated Gifts Total | \$10,547.00 |
| Undesignated Memorials | \$500.00 |
| Flowers | \$496.40 |
| Sunday School Offering Money | \$88.92 |
| Food Shelf | \$1,403.20 |
| WELCA - Zion Women's Group | \$956.05 |
| Coffee Money Fund | \$683.98 |
| Other Congregation Outreach | |
| - Undesignated Memorial Jack Boris | \$65.00 |
| - Volunteer Dinner Donations | \$165.00 |
| - Special Refugee Fund (In/Out) | \$1,017.00 |
| - Parking Lot (Repair & Mtce) | \$2,200.00 |
| - Rummage Sale (General) | \$2,105.79 |
| - Fund for Leaders (In/Out) | \$75.00 |
| - ELCA Youth Gathering | \$2,260.00 |
| - Memorials David Nykanen | \$395.00 |
| Misc. In and Out-Not Income | \$524.00 |
| Pasty Sales | \$13,752.00 |
| Books/Sales/Trips/Hymnals | \$86.00 |
| Refunds | \$30.60 |
| Unbudgeted Gifts Total | \$26,803.94 |
| Grand Total | \$119,632.33 |
| Prepared by Aine Merrill | |
| Financial Secretary | |

| Zion Lutheran Church | |
|-------------------------------|--------------------------|
| 2023 | |
| Accounts | Year-End Balances |
| | |
| Checking | \$14,522.93 |
| | |
| Savings | \$22,299.07 |
| | |
| Thrivent Savings | \$3,214.74 |
| | |
| WELCA | \$1,650.95 |
| | |
| Missions Group | \$348.22 |
| | |
| Total Giving 2023 | \$115,922.33 |
| (From Counting Sheets) | |
| | |
| Thrivent Mortgage | |
| Balance | \$41,586.63 |
| | |

Zion Lutheran Church
2024 Annual Meeting Superior, Wisconsin

BALLOT January 28, 2024

CHURCH COUNCIL-THREE YEAR TERM

Lynn Rochon

- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

NOMINATING COMMITTEE-ONE YEAR TERM

- 1.
- 2.
- 3.

AUDIT COMMITTEE-THREE YEAR TERM (1 needed)

Anthony Anderson (1 year remaining)

Paul Robinson (2 years remaining)

- 3.

ANNUAL SYNOD ASSEMBLY REPRESENTATIVES-ONE YEAR TERM

Stephanie Becken

Grace Becken

CONFERENCE ASSEMBLY DELEGATES-ONE YEAR TERM

- 1.
- 2.

ZION LUTHERAN CHURCH 2024 BUDGET

REVENUE

GENERAL INCOME

| | 2024 Budget | 2028 Budget | 2023 Actual |
|--------------------------|-------------------|------------------|------------------|
| General Mission Fund | 114,745.00 | 88,000.00 | 79,053.34 |
| Loose Offering | 1,500.00 | 700.00 | 1,707.38 |
| Initial Offering | 200.00 | 200.00 | 60.00 |
| Ash Wednesday | 200.00 | 150.00 | 0.00 |
| Lenten Offering | 300.00 | 250.00 | 100.00 |
| Maundy Thursday Offering | 250.00 | 50.00 | 269.00 |
| Good Friday Offering | 100.00 | 50.00 | 95.00 |
| Easter Offering | 800.00 | 800.00 | 768.00 |
| Thanksgiving Offering | 200.00 | 175.00 | 95.00 |
| Advent | 100.00 | 0.00 | 0.00 |
| Christmas | 2,000.00 | 2,500.00 | 1,890.00 |
| Interest Income | 0.00 | 0.00 | 114.62 |
| Rent | 400.00 | 1,200.00 | 110.00 |
| Total | 120,795.00 | 94,075.00 | 84,262.84 |

DESIGNATED INCOME

| | | | |
|--------------------------|-------------|------------------|------------------|
| Altar Guild | 0.00 | 200.00 | 200.00 |
| Oran | 0.00 | 0.00 | 0.00 |
| Sunday School Ministry | 0.00 | 0.00 | 0.00 |
| Vacation Bible School | 0.00 | 500.00 | 742.00 |
| Logo (Youth) Income | 0.00 | 700.00 | 2515.00 |
| Repair and Maintenance | 0.00 | 3,000.00 | 3,810.00 |
| Mortgage Reduction (GIF) | 0.00 | 10,000.00 | 7,740.00 |
| Total | 0.00 | 14,400.00 | 12,747.00 |

UNDESIGNATED INCOME

| | | | |
|---|------------------|-------------|-----------------|
| Memorials (all memorials combined here) | 0.00 | 0.00 | 960.00 |
| Flowers | 0.00 | 0.00 | 496.40 |
| Bell Choir | 0.00 | 0.00 | 0.00 |
| Dedicated Sunday School Offering | 0.00 | 0.00 | 88.92 |
| World Hunger | 0.00 | 0.00 | 0.00 |
| Food Shelf | 0.00 | 0.00 | 1,403.20 |
| WELCA | 0.00 | 0.00 | 917.05 |
| Coffee Money Fund | 0.00 | 0.00 | 722.98 |
| Total | 16,000.00 | 0.00 | 4,588.55 |

REVENUE: OUTREACH/MISC.

| | | | |
|-------------------------------|-------------------|-------------------|-------------------|
| Office Equipment/Expenses | 0.00 | 0.00 | -350.00 |
| Volunteer Dinner Donations | 0.00 | 0.00 | 0.00 |
| Special Refugee Fund (In/Out) | 0.00 | 0.00 | 0.00 |
| Parking Lot | 0.00 | 0.00 | 0.00 |
| Rummage Sale | 0.00 | 0.00 | 0.00 |
| Fund for Leaders | 0.00 | 0.00 | 0.00 |
| ELCA Youth Gathering | 0.00 | 0.00 | 2,260.00 |
| Misc. In and Out Income | 0.00 | 0.00 | -2,270.98 |
| Fundraising Proceeds | 0.00 | 0.00 | 13,732.00 |
| Books/Sales/Trips | 0.00 | 0.00 | 86.00 |
| Refunds | 0.00 | 0.00 | 30.60 |
| Heat and Roofing Project | 0.00 | 0.00 | 0.00 |
| Transfer To/From Dedicated | 0.00 | 0.00 | 177.21 |
| Carpeting | 0.00 | 0.00 | 0.00 |
| Total Revenue | 166,795.00 | 125,975.00 | 115,262.72 |

EXPENSES

WORSHIP EXPENSES

| | 2024 Budget | 2023 Budget | 2023 Actual |
|---------------------------|-----------------|-----------------|-----------------|
| Worship Ministry Expenses | 1,500.00 | 2,000.00 | 2,799.43 |
| Altar | 500.00 | 100.00 | 0.00 |
| Total | 2,000.00 | 2,100.00 | 2,799.43 |

PEOPLE'S MINISTRIES

| | | | |
|--------------------------|-----------------|-----------------|-----------------|
| Sunday School Ministries | 500.00 | 500.00 | 403.22 |
| Vacation Bible School | 500.00 | 0.00 | 500.00 |
| LOGOS | 1,500.00 | 1,500.00 | 1,861.98 |
| Adult Education | 250.00 | 0.00 | 0.00 |
| Total | 2,750.00 | 2,000.00 | 2,765.20 |

OUTREACHES

| | | | |
|--|-----------------|-----------------|-----------------|
| ELCA/NWS Benevolence | 1,200.00 | 1,200.00 | 600.00 |
| Food Shelf Faith United or Zion (indicate preference) | 0.00 | 0.00 | 440.00 |
| Other Congregational Outreach (2023 actual is from refuge fundraising) | 250.00 | 250.00 | 1,824.72 |
| Stewardship | 300.00 | 0.00 | 0.00 |
| Total | 1,750.00 | 1,450.00 | 2,864.72 |

PULPIT EXPENSES

| | | | |
|--|------------------|------------------|------------------|
| Offering Envelopes | 400.00 | 400.00 | 250.19 |
| Office Supplies | 1,200.00 | 1,250.00 | 998.00 |
| Postage | 600.00 | 600.00 | 258.25 |
| Office Equipment/Repair includes new office computer | 1,800.00 | 1,000.00 | 1,445.01 |
| Other Parish Admin Expense | 0.00 | 0.00 | 60.00 |
| Internet/Website | 1,800.00 | 1,800.00 | 1,559.34 |
| Synod Assembly Expenses | 200.00 | 100.00 | 102.66 |
| Church Utilities | 14,000.00 | 14,000.00 | 14,481.93 |
| Church Maintenance | 5,000.00 | 5,000.00 | 11,962.01 |
| Growing in Faith Mortgage | 9,372.00 | 9,372.00 | 9,461.00 |
| Snowplowing/Lawn care | 2,000.00 | 2,000.00 | 2,839.00 |
| Prop/Liability Insurance | 6,000.00 | 6,000.00 | 7,568.00 |
| Church Telephone | 1,900.00 | 1,900.00 | 1,874.19 |
| Fundraising Expenses | 500.00 | 1,500.00 | 3,984.16 |
| Total | 44,772.00 | 44,922.00 | 56,843.74 |

MINISTRIES

| | | | |
|------------------------------------|-------------------|------------------|------------------|
| Pastor's Salary | 46,719.00 | 50,000.00 | 31,312.93 |
| Pastor's Pension, Disability, etc. | 8,957.00 | 0.00 | 4,093.38 |
| Housing in Lieu of Equity | 14,016.00 | 0.00 | 6,424.00 |
| Social Security Allowance | 4,646.00 | 0.00 | 2,129.49 |
| Pastoral Auto Allowance | 500.00 | 0.00 | 0.00 |
| Continuing Ed. Pastor | 500.00 | 0.00 | 415.00 |
| Prof. Expenses/Publications | 300.00 | 100.00 | 0.00 |
| Required Meetings | 600.00 | 0.00 | 175.54 |
| Office Manager Wages | 15,600.00 | 11,000.00 | 9,292.08 |
| Custodian Wages | 12,480.00 | 4,835.00 | 5,584.70 |
| Organist Wages | 5,500.00 | 5,500.00 | 4,820.00 |
| Musician Wages | 300.00 | 0.00 | 0.00 |
| Employer-FICA 62% | 1,741.00 | 1,131.00 | 1,536.12 |
| Employer-Medicare 1.45% | 407.00 | 264.00 | 359.31 |
| Worker's Comp Insurance 8.75% | 2,457.00 | 1,500.00 | 998.00 |
| Other Staff Related Expenses | 0.00 | 0.00 | 207.52 |
| Admin./Pulpit Temps | 800.00 | 500.00 | 3,196.33 |
| Total | 115,523.00 | 74,830.00 | 70,544.40 |

FINANCIAL SERVICES

| | | | |
|----------------------|-------------|-------------|-----------------|
| WELCA | 0.00 | 0.00 | 961.05 |
| Zion Coffee Fund | 0.00 | 0.00 | 404.86 |
| ELCA Youth Gathering | 0.00 | 0.00 | 1,050.00 |
| Flowers | 0.00 | 0.00 | 725.90 |
| Miscellaneous In/Out | 0.00 | 0.00 | 199.00 |
| Total | 0.00 | 0.00 | 3,340.81 |

| | | | |
|--------------------------|-------------------|-------------------|-------------------|
| Total Expenses | 166,795.00 | 125,302.00 | 139,158.30 |
| Net Income/(LoBB) | 0.00 | 673.00 | -23,895.58 |

ZION LUTHERAN CHURCH ELCA

Balance Sheet by Account

Jan 1, 2023 through Dec 31, 2023

| Account | Balance As Of Jan 1, 2023 | Balance As Of Dec 31, 2023 | Current Year Change | Percent Change |
|--|------------------------------|-------------------------------|------------------------|-------------------|
| <u>Fund 01 - Zion Mission Funds</u> | | | | |
| Assets | | | | |
| Major 00, Group 00 | | | | |
| Minor 00, Group 00 | | | | |
| 011-00-00-01, Checking Account | 22,871.38 | 2,021.89 | -20,849.49 | -91.16% |
| 011-00-00-02, Savings Account | 27,184.45 | 22,299.07 | -4,885.38 | -17.97% |
| 011-00-00-07, Accounts Receivable | 0.00 | 0.00 | 0.00 | 0.00% |
| 011-00-00-10, Land, Buildings & Equipment | 0.00 | 0.00 | 0.00 | 0.00% |
| Minor 00, Group 00 | 50,055.83 | 24,320.96 | -25,734.87 | -51.41% |
| Major 99, Ded. Receivable | | | | |
| Minor 99, Ded. Receivable | | | | |
| 017-xx-xx-xx, Dedicated Funds Receivable | 0.00 | 0.00 | 0.00 | 0.00% |
| Dedicated Funds Receivable | 0.00 | 0.00 | 0.00 | -0.00% |
| Total Assets | 50,055.83 | 24,320.96 | -25,734.87 | -51.41% |
| Liabilities | | | | |
| Major 00, Group 00 | | | | |
| Minor 00, Group 00 | | | | |
| 012-00-06-01, Accounts Payable | 0.00 | 0.00 | 0.00 | 0.00% |
| 012-00-00-03, Long term Debt | 0.00 | 0.00 | 0.00 | 0.00% |
| 012-00-00-20, Federal taxes Payable | 0.00 | 0.00 | 0.00 | 0.00% |
| 012-00-00-21, FICA Payable | 1,103.80 | 503.00 | -600.80 | -54.43% |
| 012-00-00-22, Medicare Payable | 258.77 | 117.63 | -141.14 | -54.59% |
| 012-00-00-23, WI Withholding Taxes | 192.40 | 162.80 | -29.60 | -15.38% |
| 012-00-00-24, MN Withholding taxes | 0.00 | 0.00 | 0.00 | 0.00% |
| 012-00-00-25, Payroll Withholding | -0.01 | -0.03 | -0.02 | 200.00% |
| Minor 00, Group 00 | 1,554.36 | 783.40 | -770.96 | -49.60% |
| Major 99, Ded. Payable | | | | |
| Minor 99, Ded. Payable | | | | |
| 017-xx-xx-xx, Dedicated Funds Payable | 33,622.17 | 32,553.84 | -1,068.33 | -3.18% |
| Dedicated Funds Payable | 33,622.17 | 32,553.84 | -1,068.33 | -3.18% |
| Total Liabilities | 35,176.53 | 33,337.24 | -1,839.29 | -5.23% |
| Fund Balance | | | | |
| Totals for Fund Balance | 14,879.30 | -9,016.28 | -23,895.58 | -160.60% |
| Total Fund Balance/Equity | 14,879.30 | -9,016.28 | -23,895.58 | -160.60% |
| Total Liability and Fund Balance | 50,055.83 | 24,320.96 | -25,734.87 | -51.41% |