

Zion Lutheran Church
2018 Annual Meeting
January 28, 2018
(For the year 2017)

Immediately following
10:00 Combined Worship
and Potluck Dinner



Zion Lutheran

Church
2022 East Second Street
Superior, Wisconsin 54880
Phone- 715-398-3663
<http://zionsuperior.org>

2018 Annual Report of Zion Lutheran Church

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2018 Annual Meeting Agenda Zion Evangelical Lutheran Church

- I. Call to Order
- II. Opening Devotions
- III. Approval of Minutes of the 2017 Annual Meeting held January 29, 2017
- IV. Reports:
 - A. Report from the Bishop
 - B. Report from the Congregational Council
 - C. Reports from the Committees
 - D. Personnel Committee
 - 1. Personnel Committee
 - 2. Worship & Music Committee
 - 3. Prayer Chain Report
 - 4. Discipleship Committee
 - a. Vacation Bible School
 - b. Sunday School
 - c. LOGOS
 - d. Tuesday Missions
 - 5. Stewardship Committee
 - 6. Endowment Committee
 - 7. Women of the ELCA (WELCA)
 - 8. Altar Guild
 - 9. Operations Committee
 - a. Treasurer's Report
 - b. 2017 Financial Summary
 - c. 2017 Balance Sheet
 - d. 2017 Statement of Income and Expense
 - e. 2017 Financial Secretary Report
 - f. Proposed 2018 Mission Plan (Spending Plan)
- V. Presentation and Adoption of the 2018 Mission Plan (Budget)
- 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 Meeting January 29, 2017
(To be approved at the 2018 Annual meeting.)

The meeting was called to order at 12 noon by Polly Lohman, President
47 Zion Church Members were present plus 1 non-member.

The meeting opened with devotions by Pastor Victor.

Polly stated that we need a round of applause for Zion Church Members for all the accomplishments we made this year.

A motion was made to accept the secretary's report from last year.

Linda Brow 1st & Ruthanne Amundson 2nd All were in favor – Motion Carried.

On the page of the Leadership Tree, Eric Evans should be added as director of the New Day Band.

Committee Reports – No one had anything to add.

Financial Report was prepared by Aine Merrill Financial Secretary.

Audit Committee – reported on 3 years 2013, 2014, & 2015.

Stuart has done a sheet making the next Audits easier to do.

Proposed 2017 Spending Plan based on the giving from last year.

A motion was made to approve the 2017 Spending Plan.

Lucy Sullivan 1st & Laura Kilner 2nd – All were in favor – Motion Carried.

BALLOT

Church Council – 3 year term.

1) Linda Moe 2) Don Anderson 3) Laura Kilner 4) Tim Ingersoll

A Motion was made to accept the Ballot as listed. Linda Brow 1st & Becky Hubbard 2nd –All were in favor – Motion Carried.

Nominating Committee - 1 year term

1) Eve Bagan 2) Aine Merrill

Audit Committee – 1 year term

1) Stuart Johnson 2) Libby Gray 3) Kendra Lohman

Annual Synod Assembly Representatives (April 29th 2017 at Trinity Lutheran Church in Eau Claire from 9am-5pm)

Jon & Ruthanne Amundson

Conference Assembly Delegates (October)

1) Becky Hubbard 2) Aine Merrill

Unfinished Business

Karen St George: said it was exciting to see the spirit of ownership taking place in our church all the cleaning, decorating and our projects taking shape. She is encouraging members to invite people to our church.

Polly we thank you for doing a superb job this year!

No New Business

A motion was made to adjourn

Greg Kvam 1st & Linda Brow 2nd – All were in favor –Motion Carried

Meeting was finished with The Lord's Prayer

Eve Bagan, Secretary

Zion Lutheran Church

Staff

Pastor	Victor St. George pastor@zionsuperior.org	715-398-3663 218-343-4089
Church Secretary	Pearl Swanstrom churchoffice@zionsuperior.org	715-398-3663
Organists	Libby (Ledin) Gray Samuel Gray	218-576-9053 218-576-9046
Music Director	Samuel Gray	218-576-9046
Custodian	Jerry Johnson	715-398-3663
Financial Secretary	Aine Merrill	715-364-8539
Recording Secretary	Linda Brow	715-398-6075
Church Accountant	Greg Kvam	715-398-5842

Church Council

<u>2020</u>	<u>Term Ends Jan 2018</u>	<u>Term Ends Jan 2019</u>	<u>Term Ends January</u>
	Greg Kvam	Knute Pedersen, Jr.	Linda Moe
	Becky Hubbard, Treasurer	Lynn Rochon, Secretary	Donald Anderson
	Polly Lohman, President	Ken Mertz, Jr	Laura Kilner
	Marilyn Starstead	Vicky Holm, Vice President	Tim Ingersoll
		Pastor Victor St. George	

2017 Annual Report from Bishop

Dear Sisters and Brothers of the Northwest Synod of Wisconsin.

I have read two books in the last four years that have had a significant impact on how I see life and how I see the church. The first is *“Younger Next Year: Live Strong, Fit, and Sexy - Until You're 80 and Beyond”* and the second is *“Growing Young: 6 Essential Strategies to Help Young People Discover and Love Your Church.”* Now, the title of the first contains a word we don't normally associate with beyond 80, but the second title throws out this mouthful: *Help Young People Love Your Church.*

What I have learned from reading these books is that while neither is easy, both are possible. They require discipline, sacrifice and sometimes, just hard work. But they are **BOTH** possible. I have recommended the first book to all of our pastors and deacons who are at least 50 years old, which is a bunch of them. Some of them have read it, fewer have followed it, and I fear most have ignored me.

At this year's Synod Assembly, I will be recommending the second book to every church in our synod. Because every church in our synod, or at least they say it, wants to grow young. If there is one overpowering symptom of the congregations of the Northwest Synod of Wisconsin, it is that they are old. And the second powerful symptom is that they say they want to grow young. My fear is that when the leaders of our churches hear about this book, some will read it, fewer will follow it and most will ignore it. Why? Because it requires discipline, sacrifice and sometimes, just hard work.

But, it is work that God's word says God can do, and God desperately wants us to do with him.

Revelation 21:5 says, *“And the one who was seated on the throne said, ‘See, I am making all things new.’ Also he said, ‘Write this, for these words are trustworthy and true.’”*

The one on the throne is God, and I believe that God is at work making God's church new – and God is puzzled and grieved when God doesn't see us joining in this magnificent adventure.

As many of you are aware, my time as bishop of our synod ends on June 30 of 2018. It will not be my responsibility, but it is my dream that 2018-19 would be a year for this synod to Grow Young...for each congregation, for our campus ministries, for our Bible Camps to focus on this one thing.

Now, your next bishop may believe that the Spirit is blowing in another direction, but I've still got six months!

In the book, *Growing Young* it says: “...the terms young people and adults use to describe their own churches or parishes (that are Growing Young) , we noticed repeated words such as *welcoming, accepting, belonging, authentic, hospitable, and caring.* We began to call this the *warmth cluster.* (p. 166). Both *Younger Next Year* and *Growing Young* emphasize that the changes needed will come out of love and caring. We change, because the people we love, and the people who love us desperately want and need us to change.

God loves us. God sits on the throne and proclaims, “I make all things new.” It is time for a change. It is a time to grow young. It is a time for new.

I am asked as I make this transition to the next chapter of my life, “Do you believe our church(es) will survive?” My answer is usually something like, “I don't believe in churches, but I do believe in Jesus.” And Jesus says “For mortals it is impossible, but for God all things are possible.” Matthew 19:26

I do believe in Jesus. May God make all things new in your life and in your ministries this year!



Bishop Rick Hoyme

Pastor's Report

Pastor's Report

For me, personally, 2017 has been a year of sorrow. My Mother's Alzheimer's Disease has continued to get worse and every time I see her I feel like I am saying goodbye to another part of her. The return of cancer to Dexter has had an effect not just on him but on the whole family, and we are expecting that every holiday, birthday, or celebration will be the last we have with him. I know that you have journeyed with us in this sad journey; your prayers and hearts have lifted us, and I want you to know that we appreciate it more than we can say.

As you have noticed, I am not with you today. One of the items on Dexter's bucket list was a cruise, and he is bringing the whole family with; today we set sail from Galveston, TX for eight days in the Caribbean. When I noticed that the date of departure coincided with the annual meeting, we tried to figure out what to do about it. To a person, everyone on the council assured me that my place today was with Dexter and my family. This, I believe, is a reflection of the grace and love practiced by Zion Lutheran Church, a congregation of which I am proud to pastor.

We have had a good year at Zion; maintaining the physical plant (church building) has continued and we even upgraded some things, such as programmable thermostats. We continue to take care of the space we gather as God's people.

And we are God's people. I have heard members of Zion say that there is a new spirit here, a spirit of understanding and support and love. As we prepare for another year of ministry, and as we welcome new members onto the council and choose new officers, it is important to remember that these people are servants of God who are called to lead; they can do so only with your support.

Thank you for allowing me to serve God here in this place.

The following are the public pastoral acts from the year 2017:

2017 Pastoral Acts and Membership Changes

BAPTISMS

Charlette Louise Kletscher (1/8)
Juston Richard Adrihan (1/29)
Ariel Marie Schuman (8/13)
Jethro Allen Holm (8/27)
Baylee Ryan Stariha (11/5)
Champ Hickman Olson (11/12)

FUNERALS

Margaret Hultunen (4/29)
Stuart Alan Johnson (6/11)
Rhianon N. Betterman (8/17)
Darla June Anderson Boortz (7/21)
Alice M. McCall (11/27)

NEW MEMBERS

January 29, 2017

Kent Kletscher
Juston Adrihan
John Bradley
Heidi Olson
Ronald Peterson
Carol Peterson
Karen St. George
William Traynor
Deanna Traynor

March 26, 2017

Christine Barnard
Stevie Ocampo
Micah Trout
Sara Schubert

MARRIAGES

Bradley and Terriann (Mertz) Carlson (1/7)
Jessica Marie DeVinck and Rosa Marie Soto (10/21)

2017 Congregation Council Report

Zion had another busy year! We worked together to continue to provide a clean, safe, organized and welcoming environment. After the major renovations to the windows, walls, roof and carpeting the council turned their focus to enhancing our outreach to our community and region. We also focused on increasing our overall attendance at both services through the implementation of new or revived membership participation opportunities such as the coffee cart, pray ground, seating changes, new recruits added to the Minister Assistant, Reader, Usher and Counting teams.

Together, we continue to set and achieve goals that promote fellowship, community outreach, increased membership, as well as, emotional, financial and spiritual support. Whether we are providing music for special events, prayer chains, serving community dinners, sponsoring National Night Out, making mittens and diapers, organizing baby showers, providing plays, concerts and services in the park, or simply helping a family battling cancer of their youngest child, we all work tirelessly to make a difference in our church, community and far beyond.

I'm most proud of the members of Zion for their compassionate outreach and love for the least, the lost and the last. May God bless each and everyone one of you as you continue your journey as a beloved child of God.

In closing, I want to thank the Council for their dedication, strength, compassion and thoughtful leadership this past year. It has been my pleasure to serve the members of Zion alongside you and wish you all the best in the future.

Respectfully,

Polly A. Lohman
Council President

Operations and Finance Annual Report

2017

Thank you to all of the volunteers who helped in the upkeep of Zion Lutheran Church. We know a lot of people have put forth a lot of time and we would like you to know that your efforts do not go unseen. Big or small, we thank all of you! We would like to give a special thank you to Paul & Kay, Gary & Alana, and Jon & Ruthanne on their leadership in keeping Zion in good repair.

- New roof 2016-2017, Fellowship Hall
- New exhaust fans in restrooms
- Sanctuary front wall painted
- Varnished and painted the hall and cleaned the ceiling
- Painted the ceiling under the balcony
- Painted rooms in the back of the church
- New LED lights in chapel
- Repairs to lights
- New plaques, hymnal racks, and coat racks
- New shelves in storage closet
- Repaired back-up valve in sewer
- Repaired boiler
- Garden upkeep – volunteers needed
- New carpet
- New windows – facing south

Also, a big thank you to the kitchen group for all your help!

Without all of this help, our church wouldn't be the same.

That being said, we still need volunteers. Please contact Ken Mertz or Paul Freer.

Operations and Finance Committee

Ken Mertz

2017 Vacation Bible School Annual Report

VBS 2017 was August 7-11. Thirty-nine children had an awesome adventure alongside some of their favorite Bible heroes and discovered the qualities that make us truly heroic in God! Everyone had a wonderful time!

Thank you especially to Michele Conlan, April Larson, Vicky Holm, Polly Lohman, Laura Kilner, Sidney Thimm, Hannah Saari, Linda Brow, Beth Arnson, Mary Hickman, Linda Pelletier, Pam Monaghan, Lynn Rochon, Sharon Bragge, Jennifer Larson, Pastor Victor St. George, Mat Ojeda, Dexter Ojeda, Isla Muellner, Noah Lackner, Sandy Garlie, Sara Schubert, Sam Gray, Sharon Miller, Tim Brown, Cory Johnson and Barry Kilner. And of course, thank you to our kids who came and made VBS week so much fun, and as always thank you to the parents and families who brought them. 😊

Thank you for everyone's time and talent with decorating, registration, food, opening and closing, help with games, stories, crafts, and clean-up. A special thanks to all who donated food and supplies. Your time and efforts are appreciated!

All children age 3 to the 5th grade welcome at Vacation Bible School. You do not need to be a member of Zion to attend. If you would like to volunteer for VBS 2018 please contact the church office.

Respectfully submitted,

Laura Kilner

Zion VBS



Sunday School 2017 Annual Report

All Children ages 3 years through the 5th Grade are welcome at Zion Sunday School. A family does not have to be a member of Zion for their children to attend. We currently have 26 children registered for our Sunday School program, with about 19 in attendance each week. In October the start time for Sunday School changed to 10:15 am, running through 11:25 am. We are hoping this will allow more families to attend church, with their children joining them following Sunday School.

The 6th annual Spud Luncheon fundraiser was held Sunday, March 12 and raised a record \$ 451! Two children received their first communion on Maundy Thursday. Our Christmas program this year was *WOW...A Nativity Play*, a modern retelling of the story of the birth of Christ. And Sunday School sang during church worship on six Sundays throughout the year.

In 2017 we continued to enjoy a wonderful group of staff and helpers, including Michelle Conlan, Pam Monaghan, Heidi Olson, Linda Williams, and April Larson. Libby and Sam Gray continued with the Sunday school music program, and Amy and Juston Adrihan manage the snack/breakfast time. Aine Merrill continues to help behind the scenes at special events. Parents and Grandparents are also a huge help to the success of Sunday School, providing help during class time, bringing and serving snacks, chaperoning events, and many other vital things. Thank you to everyone who helps with this important program!

Once again we used the curriculum *Living Inside Out* (Group Publishing), an exciting and unique curriculum where kids are immersed in fun, memorable experiences. *Living Inside Out* combines the energy of large-group time with the intimate, dig-deep exploration of the small-group. Large-group experiences and multi-media set the stage; small-group interaction cements Bible learning. With interactive worship, memorable games, instant skits, innovative experiments and more, your kids will spend their time *doing* the Bible lesson, not just listening to it! Kids learn to live out their faith in real ways, long after the actual lesson is over.

At Sunday School we feel that all children should have a Bible, so we provide our kids with a new Bible both in Kindergarten and again in the 3rd grade. This fall seven children received their own Bible.

There is no cost for a child to attend Sunday School, and at no time should families feel that they must monetarily contribute in order for their children to participate. God calls us to be good stewards of the gifts He gives us, and a voluntary weekly offering is a way to support the Sunday School program that Zion Lutheran offers. Sunday School received a total of \$892.88 and had expenses (curriculum, Bibles, supplies, etc.) of \$611.03. Thank you to those who financially support our Sunday School.

The Sunday School staff appreciates the opportunity to share God's Word with your sons and daughters at Zion, and we thank you for your prayers and your continued support of this ministry.

Respectfully,

Zion Sunday School Team

Amy Adrihan
Michele Conlan
Libby Gray
Sam Gray
Laura Kilner

April Larson
Pam Monaghan
Heidi Olson
Linda Williams

2017 Spiritual Growth and Missions Tuesday Evening

The 2017 year brought us much blessings. We thank all those who contributed to the mission outreach programs through your donations, prayers, and help with our ministry to others. A grateful heart was experienced by us for all the help we received. Our ministry has taken off with much enthusiasm with the addition of seven men helping with the diaper outreach. Some of the services we did this year alone included sewing and delivering 3,499 pairs of mittens to over 50 places from January 1, 2017 to January 1, 2018, delivering crocheted and knitted hats, scarves, and mittens that were done anonymously and by members of the group, sewing and delivering homemade diapers, pins, and plastic pants, serving at the community dinners at Faith United Methodist Church, providing CASDA with art supplies and clothing, wrapping and delivering presents to the Salvation Army, preparing and delivering numerous care baskets to people who are in a health facility or who we felt could use a cheery note that we care, delivered May baskets and sang songs with an accordion accompaniment to people at a health facility, sponsored a free National Night out event in August with games, food, face painting, snowcones, prizes, and music by the Superior Singers, orchestrated the coat drive and distributed warm coats to Veteran families, Northwest Community Action, Senior High and other places of need, helped with the 6th Annual Join Forces for a Reason concert, food, and auction event for Dexter Ojeda, donated funds in honor of Dorothy Norman, donated funds in honor of Jan Arena's daughter-in-law to the Sew and Sews, donated funds to the Baby Shower, donated to the Superior Homeless Teen program titled Project Reach Out for the Homeless/Runaway/At-risk Youth Advocacy Program, donated to the Duluth Homeless Teen program at Renaissance, provided food care packages, donated special fleece material for blankets to be made by the Sew and Sews for some members of Zion who have cancer, provided food, clothing and blankets to Solid Rock, cleaned and organize the nursery and take care of the children activity bags, donated boots to Human Development Center in Superior, provided gas cards to people in need, had a memorial event with Dorothy Normans' daughter to express our appreciation for all she did for our program and Zion, donated four baskets for Dexter's fund raiser event, provided gifts for visits that were done for the shut ins, made prayer shawl for individual in the hospital, served a dinner in October to acquaint people about our program, had a Christmas celebration with food, white elephant presents, and caroling with the accompaniment of an accordion.

Our present balance in our checking account is \$228.48 as of January 4, 2018. Our funds and many yards of fleece have been generated by donations from the Tuesday Evening Mission group, anonymous donations, the Zion congregation, and our Younker Community Days Coupon fund raiser. No way would it have been possible to do what we could without a kind spirit, a loving heart, and funds we have been blessed with.

We encourage you to take a pair of mittens off the "Giving Tree" for times when you observe a need when you are on your travels. We often see people waiting for the bus without mittens and we have individuals passing them out at various bus stop places.

Please consider joining us on Tuesdays from 4 to 6. We are in dire need of cutters, sewers, fleece, thread, monetary donations, and other services that transform our hearts to be the hands, feet, and words that Christ whispers to us to do through the Holy Spirit.

Respectfully,

Tuesday Evening Zion Mission Group

P.S We are about fellowship too! Our next birthday celebration is February 20, 2018.

Sunnie Laampa

2017 Prayer Chain annual report

With the arrival of 2018, Zion's prayer chain begins its 10th year with 19 members.

The prayer chain mission is to pray for our church, our members and anyone else who requests prayers of 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.

Prayer Chain Members

Jan Arena	Cheryl Kucharski	Sharon Miller	Eve Bagan
Emily Larson	Linda Moe	Mary Jo Bartylla	Jon & Jean Madsen
Esther Nolan	Jeanette Betterman	Marian Maki	Tom & Mary Nykanen
Linda Brow	Aine Merrill	Lynn Rochon	Lois Smith
Bev Scully			

To start a prayer request contact Linida Moe at 715-398-6779 or moelindag6779@gmail.com .
Thank you to our faithful prayer chain members.

Linda Moe, Chairperson

Altar Guild/Naomi Circle Report Zion Lutheran Church –2017

The ladies of Zion Lutheran Church that serve on the Altar Guild otherwise known as the Naomi's have been very busy this year keeping the Altar clean and ready for all services held at Zion. We are responsible for all services including 9:00 and 10:50 a.m. Sunday Services, baptisms, weddings, funerals and all special services during Advent, Lent and any other time of the church year. We thank the members of Zion for supporting us with flowers at Christmas and Easter and any other occasion throughout the year.

Our members Sunnie Lamppa, Linda Moe, Beth Arnson, Marian Maki, Kate Maki, Lynn Rochon and Jeanette Betterman have been very faithful in this ministry.

We look forward to another year of service and again we ask that you pray and consider joining the Naomi Circle (Altar Guild) in keeping the altar ready for worship at Zion. This is a perfect opportunity to serve God and Zion Lutheran Church.

May God bless you and grant you peace.
Jeanette Betterman, Chairperson

WOMEN OF THE ELCA (WELCA)

Every female member of Zion is invited to a meeting on the 2nd Sunday of the month following worship service. Each meeting we review our previous month's activities and make plans for the next month.

We had an election of officers and Sharon Miller has agreed to continue being the President. Eve Bagen will take over the secretary job. We want to thank Linda Brow for being our secretary for many years. Aine Merrill will take over some of the duties of the treasurer. Lucy Sullivan will continue as Co-Treasurer with her. We thank Lucy for all her years of serving as our treasurer.

During 2017 we sponsored a Super Bowl Sub-Sandwich sale; the Salad Bar Luncheon; we served for two funerals; and we had a Cookie/Pie/Candy sale in December. Marilyn Starstead brought cookies to our homebound individuals. Last January, Jan Arena arranged a baby shower to benefit the New Life Center in Superior. There was a wonderful outpouring of baby items so desperately needed. We have another baby shower scheduled this January. Our quilters continue to donate quilts to graduating seniors, women's shelters, and people in need. Karen St. George organized a "sock drive" and thanks to the congregation's generous donations, collected two laundry baskets full of new stockings for the homeless people being helped by CHUM.

Financial results of our projects include: Sub-Sandwich sale-\$310; Cookie/Pie/Candy sale-\$1329; Salad bar luncheon-\$271; and the Penny box-\$134. Our group receives the coffee money offering from the 3rd Sunday each month.

Some of our donations this year include: \$950 to the Zion General Fund, \$950 to the Growing in Faith Fund; \$500-Zion Special Projects Fund; New Life Center-\$148; WELCA Triennial Convention-\$50; CASDA Women's Shelter-\$150 to be used for undergarments.

We want to thank everyone who helped out in any way with our events this year! We couldn't do anything without you.

Zion WELCA 2017 Financial Report

	General	Quilters	Pennies	Total
Beginning Balance	\$1,677.85	\$175.72	\$42.22	\$1,895.79
Income	\$2,753.66	\$65.00	\$133.47	\$2,952.13
Donations & Expenses	-\$3,063.26	-\$131.43	-\$150.00	-\$3,344.69
Balance on hand 12/31/2017	\$1,368.25	\$109.29	\$25.69	\$1,503.23

2017 'N Sews

The Sew n' Sews quilters have had an interesting year. We have contributed, to the community, 38 quilts, 4 fleece-tied blankets, 3 baby quilts, for Church baptisms, 5 lap robes for: Benefits, nursing homes, fire victims, Casda, Solid Rock, Duluth Gospel Tabernacle. Sometimes a new baby quilt appears in our items. Our thanks and praise for who or however these items appear.

For Baby Shower: The Baby Shower for the Lake Superior New Life Center was a heart-warming event. 23 women attended and enjoyed an afternoon of fun and games. Kathy La Port, representing the Center attended and shared information about their "Earn While You Learn" program. Helping pregnant women and families is a service necessary to our area.

Jan Arena

2017 Nominating Committee

Nominating Committee 2017

The Nomination Committee presents the following nominees for Zion Lutheran Church Council:

Three Year Term:

Sara Schubert-McKone

Cheryl Kucharski

Patricia Hovi

Anthony Anderson (haven't received an official reply yet)

At this time, we have no additional congregation members who would serve on council.

Eve Bagan and Aine Merrill, Nominating Committee

2017 Shiny Paper

THANK YOU FOR THE SHINY PAPER We would like to thank all the people who have collected shiny paper for recycling this past year. The project is labor intensive and sometimes looks messy, for which we apologize, but we were able to collect \$682.00 in 2017 for Zion Lutheran Church. Thank you for your help. Jesse and Britny Bergson and Aine Merrill

This past year at Zion has been extremely productive even with recent changes. In 2017, Eric Evans came on board as the director of the NewDay Band. Currently the NewDay band is seeking out new members as our guitarist and violist, Logan and Samantha Amys moved to Milwaukee. Along with this change, to encourage new members to join and it has been recently discussed and hopefully worked out that each band member will be given a small compensation for their time. Specifics are currently worked out by our church council.

Our church choir is continuing to prosper as they become increasingly active. This past fall Zion had an amazing amount of participation at the combined Reformation Service at Pilgrim Lutheran Church, Pastor St. George gave a message and our choir director led a combined choir of about 30 choir members from Our Savior's, Pilgrim, Zion and Concordia Lutheran churches. Many choir members have also participated in the planning, recruiting for and managing the Dexter Ojeda benefit this past November. Future plans are to potentially participate in a combined Good Friday Service in 2018. Along with that, the singing of the National Anthem at a Duluth Huskies Game this Spring/Summer.

In addition to the above, our handbell choir has been resurrected for Christmas Eve and hopefully for Easter as well. The continual development of this group is important as we previously had a three-octave pan-bell set that had went silent for nearly a decade. Many thanks to Sara McKone for her assistance and energy in planning for this group!

The current state of our musical instruments is exceptional. Our church council approved an annual tuning of our Pipe Organ and our tuner had nothing but positive things to say about our instrument and its current condition. Our piano will be tuned this Spring as things are warming up by Dennis Berryhill, the piano tuner from the DSSO. Along with this, it is my personal hope to establish a fund to help assist financial burden of tuning our instruments and equipment that can be donated to. Our Music staff and Church Council will be working on that this Spring of 2018, so that members can help donate if they so wish!

In conclusion, Zion has a thriving and inspirational team of musicians who are continually looking for people to join in this active ministry here at Zion. If you want to join for a short time to help or want to try it long-term feel free to talk to any musician at Zion. Our community is always supportive and extremely appreciative of the work our musicians do. It has been incredible to watch growth, spiritually and ability-wise in my soon to be five years at Zion. I along with all of our musicians consider ourselves fortunate to have such an inspirational community to grow together in grace with our creator.

Many Blessings,
Samuel Gray
Director of Music/Organist

Zion Total Year 2017 from Counting Sheets

Account

Description

Grand Total

1	General Mission Fund	\$110,343.19
2	Loose Offering	1,409.44
4	Initial Offering	296.00
5	Ash Wednesday	218.00
6	Lenten	478.00
8	Maundy Thursday	80.00
9	Good Friday	238.00
10	Easter	1,478.00
11	Thanksgiving	335.00
12	Advent	00
13	Christmas	2,948.00
15	Rent	<u>550.00</u>
	General Income Total	\$118,373.63
17	Altar	200.00
22	Sunday School Ministry	280.00
23	Vacation Bible School	235.00
24	LOGOS (Youth) Income	485.00
29	Tues Missions Group	257.87
76	Repair & Maintenance	4,910.00
77	Growing in Faith	<u>12,370.00</u>
	Designated Gifts Total	\$118,737.87
101	Memorials	535.00
102	Flowers	536.92
120	Sunday School Offering Money	892.88
151	World Hunger	265.00
153	Food Shelf	655.00
154	WELCA – Zion Women’s Group	734.57
158	Coffee Money Fund	944.88
163	Other Congregation Outreach	0.00
163a	-Dinner Theatre	891.00
163b	-Dessert Theatre	926.64
163c	-Hurricane Harvey	370.00
163d	-Dexter Benefit	140.00
189	Misc. In and Out-Not Income	336.70
190	Pasty Sales	4,897.00
196	Books/Sales/Trips/Hymnals	1,397.06
197	Refunds	276.00
198	Heat and Roofing Project	1,697.00
200	Window Project	2,827.00
203	Carpeting	<u>1,615.00</u>
	Unbudgeted Gifts Total	\$19,937.65
GRAND TOTAL		<u>\$157,049.15</u>

Prepared by Aine Merrill

Balance Sheet Fiscal Year 2017

	Balance As Of 01/01/2017	Balance As Of 12/31/2017
Assets		
Checking Account	43,427.22	4,946.46
Savings Account	2,657.39	1,009.83
Accounts Receivable	<u>0.00</u>	<u>0.00</u>
	46,084.61	5,956.29
Dedicated Funds	<u>400.00</u>	<u>800.00</u>
	400.00	800.00
Liabilities		
Accounts Payable	0.00	1,935.00
Taxes Payable	<u>1,071.16</u>	<u>1,071.14</u>
	1,071.16	3,006.14
Dedicated Funds Payable	<u>28,043.30</u>	<u>9,567.67</u>
Dedicated Funds Payable	28,043.30	9,567.67
Total Liabilities	<u>29,114.46</u>	<u>12,573.81</u>
Fund Balance	<u>17,370.15</u>	<u>-5,817.52</u>
Total Fund Balance/Equity	17,370.15	-5,817.52
Total Liability & Fund Balance	<u>46,484.61</u>	<u>6,756.29</u>
Mortgage Balance	<u>99,726.42</u>	<u>89,881.72</u>
Thrivent Financial		

Zion Lutheran Church Proposed 2018 PLAN of Spending

Worship Ministries

These ministry expenses go towards The purchase of items used within and for the worship services of the congregation. These include, but are not limited to: bulletins, candles, communion supplies, choir music, music stands, organ repair and turning, instrument cords and minor repairs, copyright licenses, and music for the organists and worship ensembles.

2016 Plan	2016 Actual	2017 Plan	2017 Actual	2018 Plan
\$2,000	\$5,638	\$1,600	\$3,092	\$2,600

Educational Ministries

These ministry expenses go towards the purchase of items used in the educational ministries of Zion to equip people for daily life. Items that are purchased for this area include all educational materials for Sunday School, LOGOS, and other Adult Education classes. Items include: workbooks, class supplies, DVDs

2016 Plan	2016 Actual	2017 Plan	2017 Actual	2018 Plan
\$3,960	\$3,974	\$3,403	\$3,108	\$3,000

Congregation Outreach

These ministry expenses represent a portion of what God has given to us to reach out to the ministry of the larger church and to those in need here in the Twin Ports and around the World. The specific ministries that we support are: Northwest Synod of Wisconsin/Evangelical Lutheran Church in America, Lutheran Campus Ministry, Lutheran Social Services, World Hunger, Missionary Support, and to support local ministries who reach out to the needy.

2016 Plan	2016 Actual	2017 Plan	2017 Actual	2018 Plan
\$1,250	\$1,677	\$1,250	\$2,876	\$1,250

Support Ministries

These ministry expenses go towards maintaining and improving the facilities and towards day to day operating expenses of the congregation such as: utilities, insurance, postage, paper, office equipment, mortgage payment, telephone, and the maintenance of the church.

2016 Plan	2016 Actual	2017 Plan	2017 Actual	2018 Plan
\$60,700	\$69,904	\$57,389	\$93,425	\$38,172

Staff Support

These ministry expenses go towards the wages for the staff. This includes the wages for Pastor, Office Manager, two organists, Choir Director, and Custodian. Other compensation for staff include: pastoral health insurance/pension, FICA, Medicare, Worker's Comp Insurance, conferences, and continuing education.

2016 Plan	2016 Actual	2017 Plan	2017 Actual	2018 Plan
\$116,310	\$91,499	\$102,799	\$90,694	\$108,250

Total Proposed Plan of Spending for 2016

A small increase was budgeted for based on 2015 giving. The total plan of spending does not include any unbudgeted expenses.

2016 Plan	2016 Actual	2017 Plan	2017 Actual	2018 Plan
\$187,361	\$177,126	\$168,441	\$197,623	\$155,271

Proposed 2018 Plan of Spending

2016 Plan	2016 Total	2017 Plan	2017 Total	2018 Plan
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INCOME

1 Undesignated Gifts						
1	General Mission Fund	112,380.81	104,794.43	114,321.20	110,343.19	114,321.00
2	Loose Offering	1,989.92	1,908.40	2,081.89	1,430.49	1,500.00
4	Initial Offering	275.00	253.00	275.00	296.00	300.00
5	Ash Wednesday Offering	150.00	270.00	275.00	218.00	250.00
6	Lenten Offering	550.00	395.00	400.00	478.00	500.00
7	Lenten Folder					
8	Maundy Thursday Offering	100.00	180.00	200.00	80.00	200.00
9	Good Friday Offering	225.00	80.00	100.00	238.00	300.00
10	Easter Offering	1,300.00	925.00	1,000.00	1,478.00	1,750.00
11	Thanksgiving Offering	600.00	230.00	200.00	335.00	500.00
12	Advent Folder		32.00			
13	Christmas Offering	3,060.00	3,360.00	3,100.00	2,948.00	3,500.00
14	Interest From CD					
15	Rent (Building)	800.00	890.00	650.00	550.00	650.00
20	Annual Appeal					
		121,430.73	113,317.83	122,603.09	118,394.68	123,771.00

1 Designated Gifts						
1	Altar Guild				200.00	
2	Organ	467.00				
3	Worship Ministries	893.00				
21	Sunday School Ministry		50.00		280.00	
22	Vacation Bible School	212.00	155.00	175.00	235.00	250.00
23	LOGOS (Youth) Income	1,092.00	630.00	800.00	485.00	800.00
27	Bible Camp Scholarships					
28	Adult Education					
29	Tuesday Missions	260.00	1,003.00	803.00	257.87	300.00
50	ELCA/Synod Benevolence	600.00			35.00	
53	ELCA Missionary Support					
55	Zion Highway Fund					
76	Repair & Maintenance	2,393.00	3,805.10	3,500.00	4,910.00	5,000.00
77	Growing in Faith	10,341.00	13,285.00	12,300.00	12,370.00	12,300.00
		16,258.00	18,928.10	17,578.00	18,772.87	18,650.00

3 Unbudgeted Gifts						
1	Memorials		45.00		535.00	

2	Flowers		727.82		536.92	
5	Music Department		255.00		263.66	
20	Dedicated Sunday School Offering		723.44		892.88	
25	Scholarships					
35	Event and Trip Fund					
36	Youth Gathering					
36	Zion Youth Travel Fund					
51	World Hunger		285.00		265.00	
53	Food Shelf		623.00		655.00	
54	Zion WELCA		193.90		683.07	
55	Faith UMC Sunday Supper		100.00			
57	Samaritan's Purse					
58	Coffee Money Fund		791.89		970.33	
63	Other Congregational Outreach		413.50		1,326.00	
73	Office Equipment/Expenses					
89	Miscellaneous		35,830.00		434.64	
90	Pasty Sales	8,980.00	4,928.00	5,000.00	4,897.00	
92	Carpeting		3,500.00		1,615.00	
93	Landscaping Project					
94	Elevator Fund					
95	Windows		8,530.10		2,827.00	
96	Books/Sales/Trips		431.05			
97	Refunds		424.88		1,397.06	
98	Roofing and Heating Project		7,260.00		1,697.00	
99	Basement Improvement		50.00			
		8,980.00	65,112.58	5,000.00	18,995.56	

Total Revenue before Adjustment	146,668.73	197,358.51	145,181.09	156,163.11	142,421.00
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4 Transfers						
1	Interest	20.00	13.83	15.00	2.44	2.50
2	Transfer To/From Dedicated		(3,672.68)		18,270.11	
3	Returned Checks					
		20.00	(3,658.85)	15.00	18,272.55	2.50

Adjusted Total Revenue	146,688.73	193,699.66	145,196.09	174,435.66	142,423.50

EXPENSES

1	Worship Ministries
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1	Worship Ministry Expenses	1,900.00	5,215.61	1,500.00	3,091.68	2,500.00
4	Altar	100.00	422.22	100.00		100.00
		2,000.00	5,637.83	1,600.00	3,091.68	2,600.00
2 Education Ministries						
1	Sunday School Ministries	300.00	770.88	300.00	543.08	300.00
2	Vacation Bible School	500.00	285.22	300.00	407.90	400.00
4	LOGOS	2,900.00	1,914.96	2,000.00	1,899.13	2,000.00
5	Adult Education					
6	Camp Scholarships					
7	Tuesday Missions	260.00	1,003.00	803.00	257.87	300.00
		3,960.00	3,974.06	3,403.00	3,107.98	3,000.00
3 Congregational Outreach						
1	ELCA/NW Synod	1,200.00	225.00	1,200.00		1,200.00
1	Synod Offering					
1	Synod Resource Center	50.00		50.00		50.00
4	Zion Highway Fund					
5	Lutheran Campus Ministry					
7	World Hunger		285.00		265.00	
9	Food Shelf		623.00		918.66	
13	CASDA					
13	Other Cong Outreach		544.08		1,692.28	
13	Samaritan's Purse					
13	Witness and Service					
		1,250.00	1,677.08	1,250.00	2,875.94	1,250.00
4 Support Ministries						
2	Offering Envelopes	450.00	471.63	475.00	373.02	400.00
3	Office Supplies	1,700.00	934.28	900.00	959.10	1,000.00
4	Postage	500.00	474.00	450.00	392.00	400.00
5	Other Parish Admin Expenses (Dues)	400.00	570.50	550.00	245.00	250.00
6	Office Equipment/Repair	2,000.00	3,166.35	3,000.00	2,845.74	1,600.00
7	Internet/Webpage	1,192.00	1,481.18	1,350.00	1,448.28	1,350.00
8	Synod Assembly Expense	630.00	165.00	500.00	110.00	500.00
21	Church- Utilities	16,192.00	12,567.90	12,000.00	11,071.91	12,000.00
22	Church Maintenance	2,496.00	15,542.98	2,500.00	53,498.03	2,500.00
23	Growing in Faith - Mortgage Payment	27,864.00	26,622.00	27,864.00	13,824.00	9,372.00
25	Snowplowing/Lawncare	1,876.00	1,673.00	1,500.00	2,511.50	2,500.00
26	Prop/Liability Insurance	4,200.00	4,928.00	5,000.00	4,812.00	5,000.00
27	Church Telephone	1,200.00	1,307.45	1,300.00	1,334.32	1,300.00

28	Parsonage Utilities					
29	Parsonage Repair					
31	Parsonage Telephone					
32	Fund Raising Events					
		60,700.00	69,904.27	57,389.00	93,424.90	38,172.00

5 Staff Support

1	Pastor's Salary	33,826.50	33,826.56	33,826.50	33,826.56	33,826.50
2	Medical Reimbursement-Pastor					
4	ELCA Pension/Medical-Pastor	19,400.00		6,953.31		6,953.31
5	Housing in Leau of Equity	20,000.00	19,999.92	18,333.26	19,999.92	18,333.26
6	Pastoral Auto Allowance	2,000.00		2,000.00	651.53	2,000.00
7	Continuing Education- Pastor	900.00		900.00		900.00
9	Office Manager Wages	13,195.00	10,109.40	13,195.00	10,150.00	13,195.00
10	Custodian Wages	6,293.00	6,967.19	6,293.00	7,261.37	9,360.00
11	Organist Wages	5,000.00	5,475.00	5,500.00	5,560.00	5,500.00
13	Music Director Wages	4,800.00	4,800.00	4,800.00	4,800.00	4,800.00
14	Musician Wages					2,600.00
16	Employer - FICA	4,843.10	4,791.02	4,739.76	4,714.31	5,091.12
17	Employer - Medicare	1,132.66	1,000.17	1,108.49	1,102.58	1,190.66
19	Worker's Comp Insurance	1,000.00	1,101.00	1,000.00	1,349.00	1,400.00
20	Other Staff Related Expenses	2,500.00	2,056.00	2,500.00		1,000.00
22	Admin/ Pulpit Temps	520.00	626.45	650.00	1,094.17	1,100.00
23	Conferences	200.00	215.00	300.00		300.00
24	Required Meetings	500.00	400.00	500.00		500.00
25	Professional Expenses / Publications	200.00	131.41	200.00	184.64	200.00
		116,310.26	91,499.12	102,799.32	90,694.08	108,249.85

6 Non-Budgeted Expenses

1	WELCA		215.90		205.07	
2	Zion Coffee Fund		807.90		1,163.40	
3	Building Improvements					
4	Scholarship (College)		400.00		400.00	
5	Honorariums/Fees/Reimbursements					
6	Pasty Expense	3,141.00	1,396.21	2,000.00	1,989.19	2,000.00
7	Landscaping					
9	Event and Travel Expenses					
9	Event and Trip Fund					
12	ELCA Youth Gathering					
15	Flowers		813.51		661.09	

18	Books/Sales/Trips					
89	Miscellaneous In/Out		800.00		10.00	
		3,141.00	4,433.52	2,000.00	4,428.75	2,000.00

Total Expenses	187,361.26	177,125.88	168,441.32	197,623.33	155,271.85
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Net Income / (Loss)	(40,672.53)	16,573.78	(23,245.24)	(23,187.67)	(12,848.35)
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January 28, 2018

BALLOT

CHURCH COUNCIL – THREE YEAR TERM (4 needed)

1. Sara Schubert-McKone
2. Cheryl Kucharski
3. Patricia Hovi
4. Anthony Anderson (haven't received an office reply yet)
5. .
6. .

NOMINATING COMMITTEE – 1 YEAR TERM - non-consecutive (3 needed)

1. .
2. .
3. .

AUDIT COMMITTEE – 1 YEAR TERM (3 needed)

1. .
2. .
3. .

ANNUAL SYNOD ASSEMBLY REPRESENTATIVES (June 2-3, 2018 at UW Eau Claire, Davis Center from 9am-5pm. This is the year a new Bishop is elected.)

(1 YEAR TERM – 1 male and 1 female needed)

1. .
2. .

CONFERENCE ASSEMBLY DELEGATES (In October or to be announced)

(1 YEAR TERM – 1 male and 1 female recommended)

1. .
2. .

Supplement to page 10 – Operations and Finance

Building Projects

Other Major Repairs and Maintenance	
Not Budgeted	
Wall repair behind altar	\$ 4,593.58
Boiler repair	3,099.73
Sewer repair	2,083.00
New Phones	1,770.31
Additional Mortgage Payments	4,416.00
	\$ 15,962.62

Building Projects \$ 32,974.00
Un-Budgeted items \$ 15,962.62
Total \$ 48,963.62