

2013
ANNUAL REPORT
OF THE
CONGREGATION



ZION EVANGELICAL LUTHERAN CHURCH

2714 JAMES STREET

MARINETTE, WI

Annual Meeting
Following Worship
Sunday, January 26, 2014

ZION LUTHERAN CHURCH
Marinette, Wisconsin

ANNUAL MEETING
Sunday, January 26, 2014

AGENDA

Opening Prayer

Call to Order

Acceptance of Agenda

Appointment of Tellers

Report of the Nominating Committee and Elections – Pages 1 - 3

Zion's Vision Statement – Page 4

Report of the Pastor – Pages 5 - 19

Report of the Congregation Council President – Pages 20 - 22

Committee Reports:

A.V. Team Report – Page 23

Caring Ministry Team Report – Pages 24 -25

Christian Education – Pages 26 - 27

Evangelism Committee – Page 28

Git-R-Done Group – Page 29

Harvest of Hope – Pages 30 – 31

Relay for Life – Page 31

Social Ministry Committee Report – Pages 32 - 33

Stewardship Committee Report – Pages 34 - 36

Worship & Music Committee Report – Pages 37 - 38

Youth Ministry Report – Page 39

Financial Reports:

Report of the Auditors

Financial Secretary's Report – Pages 40 - 43

Financial Reports of Organizations – Pages 44 - 45

Treasurer's Report – Pages 46 - 52

Consideration of Proposed Resolutions – Pages 53 - 56

1) Gratitude for Volunteers

2) Proposed Budget for 2014

3) Gratitude for Pastor

Report of the Bishop – Page 57

Other Business

Adjourn and Closing Prayer

NOMINATING COMMITTEE REPORT

<u>Term Expires 1.2014</u>	<u>Term Expires 1.2015</u>	<u>Term Expires 1.2016</u>
<u>Bryan Gutknecht (1 yr. term)</u>	<u>Roxanne Bowdin</u>	<u>Duane Clarke</u>
<u>Kathy Heimbuch</u>	<u>Gary Houdek</u>	<u>Gary Grom</u>
<u>Jacki Renne</u>	<u>Amanda Litts</u>	<u>Girard Rudell</u>
<u>Karen Sylvester</u>	<u>John Radloff</u>	<u>Peter Thielen</u>

Youth Term Expiers 1.2014

Shelby Atwood

SAMPLE BALLOT – January 26, 2014

Church Council (3 year term)

_____ **Katy Bauer**

_____ **Nancy Benchley**

_____ **Troy Cording**

_____ **Julie Williams**

Nominating Committee (2 year term)

_____ **Ellice DeBenedetto**

_____ **Nila Krenos**

_____ **Roxanne Bowdin**

Council Youth Member (1 year term)

_____ **Kaitie Sodergren**

Personnel Committee (3 year term)

_____ **Karen Dill**

COUNCIL NOMINEE BIO'S

Katy Bauer - I am a lifelong member of Zion. I was baptized and confirmed at Zion. I have two daughters. Cassie is 12 years old and in confirmation and Carly is 10 years old and in Spark Faith Formation. As a child, I attended Fortune Lake Bible Camp yearly and my daughters go to camp now also. My passion on a personal and professional level is working with youth. I am employed as a Sign Language Interpreter for a 9 yr. old deaf child at Blesch School in Menominee, MI. I have been involved with youth/fellowship activities for many years at Zion. Some of the ways I have served are listed below:

- Assist with soup suppers
- Bible school teacher/taco meal coordinator
- Faith Fest teacher
- Coordinate Waterfront outreach food booth fundraiser
- Organize youth sponsored coffee hour
- Set up community concert youth intermission
- Donate food for funerals
- Participated in parade floats Zion sponsored
- Help with activities for confirmation kids (Fun night, angel tree shopping, salvation army bell ringing, packers at the movies)
- Youth gathering trip fundraisers

I am excited to serve in a leadership role as a council representative. I look forward to seeing where God leads me with this opportunity!

Nancy Benchley - I am the mother to two great daughters and a grandmother to three wonderful grandsons. I joined Zion in 2008 and have previously served on the council. I have three dogs, one cat and a bird. I am active in Zion Caring Ministry, the Funeral Committee and other roles of service to Zion and its members. My favorite hobby is crocheting.

Troy Cording - I have been a member of Zion since 1999. I recently married Becky Cording and expanded my family to three children; Koral Pischer 20, Alexandria 17 and Jacob 14. I currently work for Frank's Inc. in Peshtigo, where I manage their repair shop - taking care of trucks and heavy equipment. I am head of the Zion AV team involved in training and scheduling of individuals to run the equipment during the worship services. I have served on the youth committee in the past and attended three National youth gatherings as a chaperone. I have been spending much of my free time with my kids and their extracurricular activities including soccer, bowling, basketball and traveling to see family. This will be my second full term on the council and I am looking forward to serving three more years on Zion's church council.

Julie Williams - I have been a member of Zion Lutheran Church my entire life. I have served on many committees, including Church Council and have also served as the council president. I have taught Sunday School and been on the Christian Education and Property Committee.

I have been employed by the School District of Marinette as a special education teacher for 13 years. I am also the District Autism Specialist. I am a lifelong resident of Marinette. My husband Scott and I have two boys; Justin 15 and Niklas 5.

YOUTH MEMBER

Kaitie Sodergren - I am a junior at Menominee High School and have been attending Zion Lutheran Church for 8 years. At school I play the trumpet in band and sing in the choir. This is my third year being part of the forensics team and my fourth year in the musical play. I am currently rehearsing "Peter Pan". I am a member of the National Honors Society, Key Club and Tri-Y. At Zion I have been the babysitter for children during choir, helped with Vacation Bible School, SPARK and attended Fortune Lake Lutheran Camp twice. I also sang in the Zion Senior Choir for Christmas this past year and a solo this summer for special music.

PERSONNEL COMMITTEE BIO

Karen Dill - I have been married to Lanse since 1995. I have a blended family consisting of three daughters - Jodi, Melissa and Sarah; one step-daughter, Tiphannie. I have five grandkids and two step-grandsons. I work at Wausaukee Public Schools as an Occupational Therapist – 2 days a week. I am the mother of Libbi (Schnauzer). I joined Zion in 1979, when I moved here from Wilmington, DE. Activities at Zion include: Choir, Harvest of Hope, Cancer Relay Team, Treasurer of the Youth Ministry and was a Preschool Sunday School teacher for 12 years.

VISION STATEMENT
Approved January 25, 2009

“Where there is no vision, the people perish.” (Proverbs 29:18) At Zion Lutheran Church, Marinette, Wisconsin, we believe vision is about God's dreams, desires, and aspirations of what can be. Our congregation envisions becoming a thriving, vibrant model of Lutheran ministry both within our community and the world. We envision organizing and executing God's mission through our congregation in such a way that growing numbers of the unbaptized, particularly adults, will connect with Jesus through our congregation and inactive members will return to active participation within the church community.

God has gathered and richly gifted Zion for this mission. God's greatest gift is that through the waters of Holy Baptism we become part of our Lord Jesus and, as such, become his disciples, participating in what Jesus is doing in the world today. God has also given us the precious gift of one another in order that we support and help each other grow in our discipleship.

In light of the many unique gifts that God has graciously entrusted to Zion, we envision a congregation that:

PRAYS regularly and embraces prayer as being central to all that it does and habitually listens for God's call and guidance, not only in all areas of congregational ministry, but in our personal lives as well.

WORSHIPS enthusiastically and is so hungry to praise and worship God that at least half of its baptized members are present for worship on a weekly basis.

STUDIES the Holy Scriptures and the principles of Christian faith in order to fulfill its great desire to learn more about its calling as disciples of Jesus and the gifts that God so graciously provides. Families will regularly use materials provided for Bible study at home, and groups within the congregation will regularly gather to study the Scriptures and these principles.

INVITES others to participate in the life of the congregation by training its members to actively encourage those who are not connected with a congregation to participate in what Jesus is doing through Zion, warmly welcoming them and enthusiastically involving them in the mission work we do together as God's children.

ENCOURAGES and supports its members and others in the community on their faith journeys by regularly organizing groups that will foster Christian fellowship. Zion will also continually grow in the types of caring ministries offered within the congregation.

GIVES generously of time, talents, and treasures for the work of Jesus in our community and around the world, and encourages others to be generous with their gifts as well.

SERVES by employing innovative ways to assist children and their families in our community as well as around the world.

This is God's vision for Zion's mission- God's dream of what “going where Jesus leads” will look like within our congregation. “And I heard the voice of the Lord saying, ‘Whom shall I send, and who will go for us?’ Then I said, “Here I am! Send me.” (*Isaiah 6:8*)

Report of the Pastor for 2013

In the famous Twelve Days of Christmas song, we hear someone bragging about all that this person's true love gave. Knowing how much true love loves to give, we know that the narrator of the song received 12 partridges, 24 turtle doves, 30 French hens, 36 calling birds, 40 gold rings, 42 geese, 42 swans, 40 milking maids, 36 dancing ladies, 30 leaping lords, 22 piping pipers and 12 drummers. This is what love does. Love gives.

Jesus, our truest of true loves, loves to give and Zion has been richly blessed in so many ways. Fortunately, we don't have to clean up after 186 birds. Our Lord gives much more practical gifts, but gives them even more lavishly than the true love in the Twelve Days of Christmas song. Using a gift given by our Lord to Zion in our Vision Statement, (which can be found within this Annual Report), I will use the Seven Marks of Discipleship to point out some of the lavish gifts our True Love gave to Zion in 2013.

Pray

We envision a congregation that prays regularly and embraces prayer as being central to all that it does and habitually listens for God's call and guidance, not only in all areas of congregational ministry, but in our personal lives as well.

During the season of Lent, we held another Lenten Prayer Journey within the congregation. This was a time when numerous volunteers throughout the congregation committed to daily prayer on behalf of the congregation's mission and ministry. They gathered once a week in small groups to continue praying and to discuss what they felt they were hearing. The last Prayer Journey occurred during Lent of 2006; this ultimately led to our roof and outreach projects and a five year mission plan. It was our hope that this year's Lenten Prayer Journey would be used in the same way; however, it seems the Lord had different plans. Our Sunday Evening Service of Reflection certainly was deeply influenced by the Prayer Journey, but we have yet to develop another long range plan. This will be at the top of the discussion list for the upcoming February Council meeting.

When it comes to prayer, the Sunday Evening Service of Reflection is at the top of the list for new experiences in 2013. We have been praying about this service since the last Prayer Journey in 2006. We prayed through all the plans that came together this year. We prayed through the outreach effort we have been making with this service. The service itself is steeped meditative prayer that differentiates itself from other worship styles. I know that I have been praying about this service in ways I have never prayed before and I believe many others within the congregation have been as well. This prayer has been a blessing to us and to those who have experienced new connections with Christ because of this service. What a blessing it has been!

Worship

We envision a congregation that worships enthusiastically and is so hungry to praise and worship God that at least half of its baptized members are present for worship on a weekly basis. With 28% of our baptized members in worship on an average week, we still have a long way to go to reach the 50% we envision within our Vision Statement. We know that one way to reach that goal is by offering worship opportunities at different times that can connect with the challenging schedules families face today. Our Sunday Evening Service of Reflection was just

such an offering. One of the challenges we experienced this fall was the numerous Packer games that took place during the service, and yet there were people who attended. Our hope is that the time of this service will allow people have an evening after the service and yet come at the end of a weekend full of commitments. Of course, it is never about just one thing. The style of worship used within the Service of Reflection is very different, and that can be a reason for not attending. Also, it can be a real challenge to remember that this worship opportunity is available. It is still a challenge for people to remember that we have a Thursday evening worship opportunity as well.

God has been blessing us in many surprising ways through the Sunday Evening Service of Reflection. Things we thought were very important haven't been important and things we hadn't considered have been big challenges. This is true with any new undertaking, but it is particularly fascinating when the purpose is gathering to worship this God who brings us together to worship. The style of worship we are using with the Service of Reflection is quite different. It features much more meditation than we usually experience in worship and a level of discussion within the service that rarely is available. The learning curve as to how best to implement these differences has been surprisingly steep, but well worth the challenge and we certainly are not done learning.

Study

We envision a congregation that studies the Holy Scriptures and the principles of Christian faith in order to fulfill its great desire to learn more about its calling as disciples of Jesus and the gifts that God so graciously provides. Families will regularly use materials provided for Bible study at home, and groups within the congregation will regularly gather to study the Scriptures and these principles.

This past year, Zion's intern implemented a significant change to Zion's practice regarding First Communion. We changed the age that we offer the invitation to First Communion classes from the spring of Fifth grade to the spring of Second grade. With that, we also changed the style of the classes along with the total number of class sessions. Previously, I taught a one hour class using my own material. Now, we will use a book to guide the classes and we offer a total of four one hour classes.

Our intern also led a series of Bible study classes following worship that focused on the parables. The classes were well attended and the discussion at the classes was meaningful. This fall I tried to start a class focusing on Bible characters but cancelled it due to a lack of attendance. We know that there is a hunger for Bible study, but how to offer it in such a way that people will participate remains a challenge.

A new member group was offered this past spring but was cancelled due to lack of attendance. It was offered again this past fall and was attended by 6 potential members and some active members as well.

I continue to teach classes with our conference's Lay School for Mission held at Emmanuel Lutheran Church in Menominee, MI. These classes are great opportunity to dig deeper into Bible study, theology, church history and the basics of church life. I'm always amazed by the level of interest and discussion that occurs at these classes. I strongly encourage you to consider being a

part of the Lay School if you have not already attended. Yes, they can be a challenge sometimes, but the faith-deepening effect of the challenges always makes them worthwhile.

Invite

We envision a congregation that invites others to participate in the life of the congregation by training its members to actively encourage those who are not connected with a congregation to participate in what Jesus is doing through Zion, warmly welcoming them and enthusiastically involving them in the mission work we do together as God's children.

Once again I need to point to our Sunday Evening Service of Reflection. With this service, we witnessed the power of invitation. When people from our congregation were actively inviting and accompanying friends, relatives, co-workers and acquaintances, the attendance at these services was high. More than any program we can offer, NOTHING beats the power of direct invitations from members of the congregation. Nothing! And we saw how it takes more than just one invitation and how important it is to accompany the invitee.

With the Service of Reflection, we invited over 16,000 households with a postcard in the mail. There were some who responded to that invitation alone and participated in the service. All the others needed the additional invitation from an acquaintance. We know that there are thousands within our three zip code area who are not actively worshipping anywhere. I think we can and should connect with at least 100 of them with the Service of Reflection or any of our other worship opportunities. We can trust the Lord to bless our efforts when we invite.

You will notice within this report that our Council purged approximately 100 members from our rolls this past fall. This is never an easy task, so much so that some congregations try to avoid it completely. Prior to the Council action, we sent letters to families that had not made a contribution to Zion nor worshipped with Zion in the past three years or more. We did get responses from some, asking to be dropped or asking to remain on our rolls. From the vast majority, however, we received no response. Zion will certainly continue to welcome these families with ministry whenever that is needed, but Zion also needs its official records to reflect those who actually participate in the life of the congregation.

Encourage

We envision a congregation that encourages and supports its members and others in the community on their faith journeys by regularly organizing groups that will foster Christian fellowship. Zion will also continually grow in the types of caring ministries offered within the congregation.

I'm sorry, but once again I must point to Zion's Sunday Evening Service of Reflection. The style of worship in that service offers an opportunity for us to get to know each other very well, and because of it, I have witnessed a high level of encouragement going on between the participants. What a blessing! Surely this is part of God's vision for life within a congregation.

The Service of Reflection was certainly not the only place where encouragement took place. I continue to offer thanks to God for the marvelous way that Zion's Caring Ministry Team offers encouragement to so many people. These volunteers truly are a blessing!

Encouragement takes place in so many other ways as well. I see it in the meals we offer those who have a funeral at Zion. I see it in all of our fellowship gatherings. I see it with Sew For Missions and in the Git-R-Done Group. I see it within the staff and within the Council. I see it within all of the Social Ministry projects we engage in – like the Angel Tree, the World Hunger Appeal and purchasing Equal Exchange items all where we are offering encouragement to those outside of our congregation. I see people offering encouragement through all that they do in their daily lives. This encouragement is Christ working through us to love the world and we just can't do enough of it.

Give

We envision a congregation that gives generously of time, talents, and treasures for the work of Jesus in our community and around the world, and encourages others to be generous with their gifts as well.

Our financial giving was up in 2013! What a blessing! We had experienced three years in a row where our income was less than the previous year. I encourage you to look at our giving trends on the chart within this report which tracks Zion's giving over the past 50 years. When looking at that chart you will also notice that our giving hasn't grown beyond what we received in 2006 and that our present level is similar to where we were in 2001. Yes, we have more growing to do, but we are pleased with the way God blessed Zion with great generosity in 2013.

Zion's generosity has also made it possible to pay off our roof project loan in 2014! The loan was taken out in 2007 for \$175,000. It took us only seven years to pay it off and we did so with great generosity toward DAR Boys and Girls Club, Fortune Lake and new ministries and programs within Zion. Our second mile giving toward reducing our debt did not stop us from making a difference in the lives of many individuals and program areas. You made that happen – Thank you!

Zion is also richly blessed with so many who offer so much time as well as their talents to the work of this congregation. It is way too easy to wring our hands and say that it is "always the same few." Well, it isn't a few. There are many who give of themselves in so many different ways and added together it makes a HUGE difference. I'm so grateful for the blessings that all of our volunteers share with this congregation. God's mission is occurring in so many different ways because of these shared blessings!

One area in particular that I have noticed this past year is with the Git-R-Done group. Zion was deeply blessed for many years with Fran Lebeck's ministry with our property. He left a big hole when he retired. The volunteers in the Git-R-Done Group have really stepped up to fill in this big hole and I know that the congregation is very grateful for the blessings this group has been sharing.

Serve

We envision a congregation that serves by employing innovative ways to assist children and their families in our community as well as around the world.

Of these Seven Marks of Discipleship contained within our Vision Statement, I believe that serving is Zion's greatest strength. So much serving happens within the work of this congregation! For starters, just look at the Social Ministry report in this Annual Report. They list

seven big service programs which they manage and oversee. The binders that were passed from house to house through our Stewardship drive this past fall featured pages full of the many different ways that Zion serves. Within the 16 pages of The Time and Talents booklet that was also inside the Stewardship binder, many more ways of serving others through our congregation were featured. We do really well in this area. However, as with all seven of the Marks of Discipleship, we never arrive. There is always room for growth and I look forward with great anticipation to the ways that God will guide us to grow through serving others.

Thank you

It is a deep privilege to be your pastor and I am so grateful. I get to see the work that God, our truest of true loves, does through you for so many. What a blessing that is; so much better than 40 gold rings or 30 French hens or 12 drummers drumming. You make it a joy to be engaged in ministry with you and I can't thank you enough. Thank you so much for your love, your support and your generosity. It's making a difference in the world. I know this personally, because it has made a difference in my life.

Respectfully submitted,
Pastor Keith

STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
Membership at Previous Year End (2012)	539	437
Members Received During 2013		
By BAPTISM Children	3	
By BAPTISM Adult	2	2
Members Received During 2013		
By TRANSFER	1	1
Member Received During 2013		
By AFFIRMATION OF FAITH	7	5
Total Members Received	13	8
Baptized Members Confirmed		6
 SUBTOTAL	 13	 22
Members Removed during 2013		
By DEATH	7	7
By TRANSFER	1	1
By REMOVED UPON REQUEST	13	13
By COUNCIL ACTION	103	83
Total Member Removed.	124	104
 <u>Membership as of 12/31/2013</u>	 428	 355
Average Weekly Worship Attendance		122
Confirmed Members who Attended Communion at Least Once		292
Unconfirmed Members who Attended Communion at Least Once		21

PASTORAL ACTS IN 2012

BAPTISMS

<u>DATE</u>	<u>NAME</u>
1/6/2013	Landon Andrew Mittag
1/13/2013	Josie Ann Sims
4/28/2013	Ayden Henry Behnke
4/28/2013	Lily Madisen Behnke
5/12/2013	Marlea Roseann Wienandt
5/26/2013	Easton Matthew Buenning
6/2/2013	Jacob Lee Marzhal
6/2/2013	Macy Mae Bodam
11/10/2013	Richard Franklin Larson, Jr.
12/8/2013	Raelynn Jo Kessel

FUNERALS

<u>DATE</u>	<u>NAME</u>
1/11/2013	Hugh D. Bretl
3/16/2013	Diane Tipple
4/19/2013	Donald J. Race
6/10/2013	Boston Zachery Walters
6/10/2013	Wayne W. Johnson
8/10/2013	George Vernon Garven
10/3/2013	Janice M. Faucett
11/3/2013	Eunice M. Garant
12/4/2013	Sharon Huntley
12/19/2013	Carolyn L. Jensen
12/31/2013	Gary N. Schultz

WEDDINGS

<u>DATE</u>	<u>NAME</u>
5/25/2013	Tyler Randall Renneberg Briggs
	Alice Rachael Malana
9/7/2013	Troy Scott Cording
	Rebecca Lynn Fischer

MEMBERS RECEIVED IN 2013

BAPTISM

DATE

5/12/2013

5/26/2013

6/2/2013

6/2/2013

11/10/2013

NAME

Marlea Roseann Wienandt

Easton Matthew Buenning

Jacob Lee Marzahl

Macy Bodam

Richard Franklin Larson Jr.

BY TRANSFER

DATE

11/10/2013

NAME

Belinda Dufek

BY AFFIRMATION OF FAITH

DATE

7/7/2013

11/10/2013

11/10/2013

11/10/2013

11/10/2013

11/10/2013

11/10/2013

NAME

Donald Boerschinger

Diana Harper

Jake Anderson

Connie LaCassie

Dan Lamire

Michelle Larson

Ethan Schomaker

CONFIRMATION – October 27, 2013

Jacob Arthur Cording

James Andrew Jagielski

Braedhan Rebecca Madden

Delanie Tatem Schroeder

Drake Donald Schutt

Katelyn Marie Sylvester

MEMBERS DISMISSED IN 2013

REMOVED BY COUNCIL ACTION

<u>DATE</u>	<u>NAME</u>
10/8/2013	Joseph Bending
10/8/2013	David Busick
10/8/2013	Mandy Corey
10/8/2013	Lara Dumke
10/8/2013	Kyleigh Durocher
10/8/2013	Sheila Durocher
10/8/2013	Aaron Dzurick
10/8/2013	Alexander Dzurick
10/8/2013	Jill Dzurick
10/8/2013	Kayla Ford
10/8/2013	Ryan Francour
10/8/2013	Adam Garrigan
10/8/2013	Danielle Garrigan
10/8/2013	Ronald Garrigan
10/8/2013	Samantha Garrigan
10/8/2013	Barbara Gensler
10/8/2013	Craig Gensler
10/8/2013	John Gensler
10/8/2013	Heidi Giese
10/8/2013	Logan Giese
10/8/2013	Mason Giese
10/8/2013	Preston Giese
10/8/2013	Yvonne Groleau
10/8/2013	Steven Hansen
10/8/2013	Calvin Harris
10/8/2013	Joseph Harris
10/8/2013	Shannon Harris
10/8/2013	Steven Harris
10/8/2013	Richard Hartman
10/8/2013	Virgiann Hartman
10/8/2013	Bradley Hruska
10/8/2013	John Huff
10/8/2013	Laura Huff
10/8/2013	Paula Huff

REMOVED BY COUNCIL ACTION

<u>DATE</u>	<u>NAME</u>
10/8/2013	Matthew Hurley
10/8/2013	Jacqueline Kass
10/8/2013	James Kempka
10/8/2013	Daniel Kippola
10/8/2013	Kathleen Kitzinger
10/8/2013	Ryan Kitzinger
10/8/2013	Kevin Knopik
10/8/2013	Drake Koenigs
10/8/2013	Drew Koenigs
10/8/2013	Karl Koenigs
10/8/2013	Susan Koenigs
10/8/2013	Arden H. Kuhn, Jr.
10/8/2013	Calvin Kveton
10/8/2013	Carin Kveton
10/8/2013	Rachel Kveton
10/8/2013	Samantha Kveton
10/8/2013	Brandon Laudree
10/8/2013	George Litts
10/8/2013	Chandler Malazdrewicz
10/8/2013	Kim Maladrewicz
10/8/2013	Taylor Malazdrewicz
10/8/2013	Christina Miller
10/8/2013	Colton Nelson
10/8/2013	Halle Nelson
10/8/2013	Jay Nelson
10/8/2013	Kathy Nelson
10/8/2013	Ronald Nelson
10/8/2013	Sally Nelson
10/8/2013	Cheyenne Nord
10/8/2013	Jonathan Nord
10/8/2013	Laura Olsen
10/8/2013	Michelle Olsen
10/8/2013	April Peterson
10/8/2013	Eric Peterson
10/8/2013	Jack Potack
10/8/2013	Kristine Potack
10/8/2013	Lily Potack

REMOVED BY COUNCIL ACTION

<u>DATE</u>	<u>NAME</u>
10/8/2013	Aimee Powers
10/8/2013	Avah Schaeffer
10/8/2013	Jennifer Quintana
10/8/2013	Nicholas Race
10/8/2013	Jesse Radloff
10/8/2013	Angela Rohland
10/8/2013	Bradley Romenesko
10/8/2013	Hannah Romenesko
10/8/2013	Jake Romenesko
10/8/2013	Jill Romenesko
10/8/2013	Taylor Romenesko
10/8/2013	Dane Royer
10/8/2013	Diana Royer
10/8/2013	Joshua Royer
10/8/2013	Michael Royer
10/8/2013	Christopher Seppi
10/8/2013	Jerald Seppi
10/8/2013	Lynn Seppi
10/8/2013	Chad Somers
10/8/2013	Kerry Strutz
10/8/2013	William Strutz
10/8/2013	Shyla Tessmer
10/8/2013	Jordan Towle
10/8/2013	Meagan Towle
10/8/2013	Shanna Towle
10/8/2013	Brittany Williams
10/8/2013	Cheri Williams
10/8/2013	James Williams
10/8/2013	Jennifer Williams
10/8/2013	Ben Wydeven
10/8/2013	Charles Zander
10/8/2013	Patricia Zander

REMOVED UPON REQUEST

DATE

10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
10/8/2013
4/15/13

NAME

Anne Aschim
Ellen Aschim
Hans Aschim
James Bruce
Kenneth Bruce
Michael Bruce
Tami Bruce
Jack Hetcher
Rock Hetcher
Amber Paasch
Gerald Peterson
Sandra Peterson
William Retza

REMOVED BY TRANSFER

DATE

12/10/2013

NAME

Elaine Anderson

BY DEATH

DATE

3/1/2013
4/12/2013
6/7/2013
9/30/2013
10/24/2013
12/15/2013
12/28/2013

NAME

Diane Tipple
Donald J. Race
Wayne W. Johnson
Janice M. Faucett
Eunice M. Garant
Carolyn L. Jensen
Gary N. Schultz

FIVE YEAR WORSHIP ATTENDANCE SUMMARY

<u>Year</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Average</u>
2008	115	116	143	134	136	118	118	100	121	121	113	115	121
2009	120	126	125	160	151	129	123	113	121	133	127	129	130
2010	131	124	151	188	113	114	100	115	110	129	145	118	128
2011	115	129	134	182	136	113	104	102	112	129	118	125	125
2012	117	117	116	160	123	122	115	107	135	138	122	120	124
2013	127	121	141	129	122	112	95	121	117	138	117	124	122

<u>Year</u>	<u>Ash Wed.</u>	<u>Lent</u>	<u>Maundy Thursday</u>	<u>Friday Tenebrae</u>	<u>Christmas Eve</u>
2008	85	15	108	-	269
2009	80	15	124	71	230
2010	97	18	109	68	256
2011	73	13	120	55	239
2012	79	12	98	72	195
2013	90	11	129	52	162

TOTAL BAPTIZED MEMBERS	Change	CONFIRMED MEMBERS	% Total	CHILDREN (Baptized, not Confirmed)	% Total	WORSHIP ATD	% Total
509		360	71%	149	29%	181	36%
501	(8)	355	71%	146	29%	188	38%
498	(3)	353	71%	145	29%	176	35%
484	(14)	346	71%	138	29%	179	37%
497	13	358	72%	139	28%	204	41%
546	49	387	71%	159	29%	250	46%
566	20	404	71%	162	29%	291	51%
589	23	408	69%	181	31%	279	47%
596	7	420	70%	176	30%	278	47%
611	15	428	70%	183	30%	270	44%
608	(3)	439	72%	169	28%	266	44%
601	(7)	434	72%	167	28%	260	43%
599	(2)	439	73%	160	27%	261	44%
601	2	439	73%	162	27%	256	43%
633	32	467	74%	166	26%	250	39%
637	4	488	77%	149	23%	251	39%
626	(11)	483	77%	143	23%	230	37%
592	(34)	474	80%	118	20%	234	40%
584	(8)	472	81%	112	19%	222	38%
587	3	469	80%	118	20%	216	37%
601	14	486	81%	115	19%	221	37%
602	1	484	80%	118	20%	223	37%
612	10	490	80%	122	20%	216	35%
621	9	496	80%	125	20%	217	35%
606	(15)	485	80%	121	20%	222	37%
633	27	504	80%	129	20%	221	35%
635	2	504	79%	131	21%	226	36%
628	(7)	501	80%	127	20%	208	33%
629	1	497	79%	132	21%	201	32%
628	(1)	488	78%	140	22%	201	32%
628	0	485	77%	143	23%	209	33%
623	(5)	475	76%	148	24%	214	34%
616	(7)	469	76%	147	24%	191	31%
608	(8)	461	76%	147	24%	191	31%
585	(23)	450	77%	135	23%	183	31%
564	(21)	452	80%	112	20%	177	31%
556	(8)	446	80%	110	20%	184	33%
559	3	450	81%	109	19%	175	31%
551	(8)	455	83%	96	17%	158	29%
572	21	469	82%	103	18%	165	29%
549	(23)	456	83%	93	17%	168	31%
536	(13)	447	83%	89	17%	171	32%
528	(8)	443	84%	85	16%	168	32%
493	(35)	416	84%	77	16%	161	33%
507	14	425	84%	82	16%	162	32%
520	13	430	83%	90	17%	156	30%
511	(9)	430	83%	88	17%	144	28%
499	(12)	412	83%	87	17%	127	25%
506	5	417	83%	87	17%	121	24%
535	29	434	81%	101	19%	130	24%
525	(10)	426	81%	99	19%	128	24%
531	6	431	81%	100	19%	125	24%
539	8	437	81%	102	19%	124	23%
428	-111	353	82%	75	18%	122	29%

Year	Benevolence giving to work of larger church	Regular giving by members	Percentage of regular giving by members
1961	7,186	N.A.	N.A.
1962	5,085	N.A.	N.A.
1963	4,800	N.A.	N.A.
1964	4,229	N.A.	N.A.
1965	5,500	N.A.	N.A.
1966	5,800	N.A.	N.A.
1967	7,530	49,208	15%
1968	8,020	50,296	16%
1969	8,750	N.A.	N.A.
1970	10,060	57,968	17%
1971	10,515	53,759	20%
1972	10,940	47,300	23%
1973	11,100	52,881	21%
1974	12,090	58,410	21%
1975	13,300	59,277	22%
1976	15,800	59,940	26%
1977	15,700	58,058	27%
1978	16,700	65,637	25%
1979	17,700	66,696	27%
1980	18,200	75,160	24%
1981	18,800	84,004	22%
1982	20,100	88,520	23%
1983	20,100	92,549	22%
1984	20,300	99,551	20%
1985	20,500	111,961	18%
1986	20,700	108,748	19%
1987	22,600	113,430	20%
1988	19,500	113,429	17%
1989	19,500	113,683	17%
1990	19,500	113,129	17%
1991	20,000	125,707	16%
1992	21,000	123,169	17%
1993	18,500	124,991	15%
1994	18,500	126,246	15%
1995	19,000	138,449	14%
1996	19,590	149,038	13%
1997	21,080	146,981	14%
1998	20,000	138,535	14%
1999	20,500	142,778	14%
2000	21,000	165,885	13%
2001	21,680	170,220	13%
2002	21,650	175,376	12%
2003	17,250	162,916	11%
2004	22,340	173,141	13%
2005	18,056	170,381	11%
2006	19,067	178,175	11%
2007	31,139	169,342	18%
2008	24,848	175,721	14%
2009	22,315	176,171	13%
2010	22,527	175,837	13%
2011	20,369	172,455	12%
2012	19,280	168,995	11%
2013	20,029	171,829	12%

Congregation Council President's Report

Council members: Shelby Atwood, Roxanne Bowdin, Duane Clarke, Gary Grom, Bryan Gutknecht, Kathy Heimbuch, Gary Houdek, Pastor Keith, Amanda Litts, John Radloff, Jacki Renne, Sarge Rudell, Karen Sylvester and Peter Thielen.

We certainly have much to thank God for in 2013. As the years fly by, we tend to forget what we as a congregation have been able to accomplish; however, compiling this report affords me the opportunity of rediscovery. As you read through this booklet, I hope you take as much pride in what this congregation has done with God's help and blessing as I did. Personally, I think we're all pretty awesome!

According to Zion's Constitution, the Congregation Council is entrusted with the general oversight of the life and activities of the congregation and in particular its worship life. Each Council member is expected to individually and corporately be an example of the style of life and ministry expected of all baptized persons. To help us attempt to achieve that goal, two years ago the Council started using Discernment Listening Guidelines and in February, 2012, Dwelling in the Word became a part of all of our meetings. Dwelling in the Word is meant to enrich our understanding of God's word by sharing how the reading speaks to us. The first half-hour of every meeting is taken up by prayer and study; something usually missing in the business world. Even though it is sometimes difficult, we know that taking the time for this purpose is vital if we want God to lead and guide us.

So, let's begin to take a look at year 2013 and rejoice as we read all these reports.

Thank you to Randy Schroeder and his family for donating their time and the needed materials to fix the crack in the sidewalk on the north side of the building. It has made a difference and we are very grateful.

Sarah Rabideau spearheaded Zion's Biggest Loser Community Challenge in January. This challenge was done a bit differently from the previous years as there was a male and female winner. The cost was \$20.00 and there were eighteen participants. Traci Olson was the top female winner and donated \$180.00 to Marinette County Special Olympics. Craig Vieth was the male winner and donated \$180.00 to Trinity Lutheran for their Vacation Bible School program. What a great way to benefit local charities! The team lost a total of 115 pounds.

Changes were made regarding Zion's personnel because of budgetary constraints. The position of communication coordinator was eliminated after the individual holding the position resigned. The secretary's job title was changed to office administrator and the work hours shortened. The work hours for the financial secretary were cut and the choir director's salary was lowered.

After 16 years of faithful service, Fran Lebick, Zion's custodian retired May 14, 2013. A coffee was held on June 2 to honor Fran. Pastor Keith presented a mind-boggling list of things that Fran accomplished over the years and we all rejoiced to have this wonderful man as our
...(continued)

Congregation Council President's Report

(continued)

employee for so long. Because of his retirement, the custodian's job description was revamped into three positions; 4 hours per week to clean the worship wing, 3 hours per week to clean the education wing and 2 hours per week to clean the seven bathrooms, and empty garbage. In June, Abby Demmith, Carla Clarke, and Julie Bayerl were hired to fill the three positions. In addition, the mowing of the lawn was completed by a volunteer.

Our congregation was blessed to have Sandy Eckert from St. James be the "Master of the Kitchen" for the Lenten Soup Suppers. Sandy brought her considerable talents to the forefront as she prepared spaghetti, salad and a variety of six different soups for us to enjoy. Certainly Sandy had a lot of help from many of you in the congregation and for that we thank you all. These suppers and the worship service following were very well attended.

Contextual Education student, Bill Retza joined this congregation in 2009 and brought a variety of blessings to us; the least of which was a rousing "Hallelujah" at the end of every worship service. It was with heavy hearts that in April, the Council accepted Bill's resignation of membership as he had accepted an internship position with the Lutheran Church in Mission for Christ.

Acting as Zion's Scholarship Committee since 2011, Carol Johnson, Peter Thielen and Pastor Keith have been actively pursuing candidates each year for full-load scholarships to Fortune Lake Lutheran Camp. Thanks to the generosity of this congregation, this year's scholarships were awarded to Madylinn Sims, Sami Amory, Olivia Baxa, Austin Guns, Brooklyn Guns and Valerie Yoap. In December, the Council approved providing the remainder of the funds, except for \$800, collected in the 2013 Debt & Community Children Campaign, to Fortune Lake for their scholarships in 2014. We sent a check in the amount of \$2,512.40. This is particularly awe-inspiring, especially in light of all the scholarships Zion itself handed out.

On April 25th, Zion was extremely pleased to present the 9-week Dave Ramsey's Financial Peace University course. Eleven individuals attended and learned how to save, get out of debt, and become financially secure so that later they can live like no one else. Zion will be sponsoring another session starting January 30, 2014 from 6:30-8:00 pm with John Radloff as its facilitator.

Under the direction of Karen Houdek, Zion once again participated in the Relay for Life held on June 28 at Marinette High. We had to walk indoors because of inclement weather; however, Zion's Team raised a total of \$1,759.36. This year's walk will be held Friday, June 27th and Zion will once again have a team. Contact Karen Houdek at 715.735.7180, if you would like more information about this year's event.

It's not every year that Zion is able to recognize the 60th anniversary of someone's ordination into ministry, but that is exactly what we got to do on July 21 for Pastor Ralph Backman. Pastor

...(continued)

Congregation Council President's Report

(continued)

Ralph, who is 93 years old, was recognized at the worship service and honored at coffee time following the service. His wife, Hilma, told me he was very gratified to be recognized.

In August, our wonderful intern, Linda Forray, left us. The year she was here literally flew by and since her departure she has been missed terribly. Linda was a joy to have around and she claimed to have learned a lot while she was with us. Thanks to her efforts, the age to receive Holy Communion was dropped from 5th grade to 2nd grade provided the parent wants the child to participate. On August 25, the Lay Internship Committee honored her with coffee time after the worship service and Zion provided her a monetary gift from our Scholarship Fund to help offset her educational costs.

Health insurance coverage became a hot topic this year because of all the changes taking place nationally. In an effort to cut costs, Pastor Keith and his wife Karen, provided a proposal that would meet their needs while assisting Zion. After discussion, the Council decided to provide health insurance coverage for Pastor Keith and Karen would be covered by her employer's health insurance plan.

In October, the Council approved sending out 97 letters to confirmed members who have not communed or contributed funds to Zion since January 1, 2011. This is done periodically to clear the membership roster to accurately reflect our active membership.

As of this annual meeting, my time on the Council has come to a close. I want to thank all of those that I have served with over the last six years; it has been my joy and privilege to work closely with you and get to know you a bit better. Thank you to Vice Chairman - Kathy Heimbuch, Jacki Renne, Bryan Gutknecht and Shelby Atwood as they too complete their Council terms. Most especially, thank you to Pastor Keith who has been patient with me as I voiced dozens of questions and sent him a gazillion e-mails. Thanks to all of you for putting your trust in me and helping me to grow in my faith. I truly am blessed to be a member of this loving, caring and giving congregation. You inspire me, you truly do!

May God the father and his son, Jesus Christ grant each of you health, happiness and prosperity in 2014.

Go in God's grace and love,

Karen Sylvester
Council President

*When I gather with God's people, the fellowship helps me forget myself.
When I praise with God's people, the worship helps me remember my Lord.*

AV Team Report 2013

First and foremost I would like to take a moment to recognize the people that have made a sincere commitment to the AV team. They are Sarge Rugell, Kathy Heimbuch, Cheryl Maxwell, Bill Tipple, Amanda Litts, Justin Williams and Jacob Cording. This group makes it possible to view the projector screen while at church and also records the worship service. Thank you for being involved and your wiliness to give your time. It is so great to get the youth involved in this part of the church services. We currently have some younger members that I would like to welcome to the team as well. Gage and Drake Schutt, Johna Zuels and James Martin have been active and/or in training to assist with the services as well. We are always looking to have new people involved with the AV team, please contact me if you are interested.

As with anything mechanical or electrical anything can happen. We had to have the power pack replaced in the box that records the worship service. It was down for a couple of weeks. However, the system has been performing well and staying in good working condition. In the past year, we have also added a monitor with sound in the cry room. Now what is being projected on the monitor may be seen and heard in the cry room.

Respectfully Submitted,

Troy Cording

Zion's Caring Ministry Team Annual Report

Committee members: Heidi Beland, Don & Julie Otto, Sarge Rudell, Pat Rondeau, Jacki Renne, Amanda Litts, Ann Buscher, Lori Despins, Duane Clarke, John Bowdin, Nancy Benchley, and Karen Sylvester.

Zion's Caring Ministry Team (ZCMT) is comprised of people who want to provide quality, Christ-centered, confidential care to those in our congregation who are elderly, home-bound, in a nursing home or assisted living situation and those who are lonely.

ZCMT comprises five components: distribution of Holy Communion, visiting the elderly/home-bound, a card ministry, taking care of small household tasks for the elderly and meeting transportation needs.

Heidi Beland, Julie and Don Otto, Pat Rondeau, Sarge Rudell and I have distributed Holy Communion monthly to as many as fifteen individuals. Julie and Don Otto visit at The Renaissance and minister to as many as nine people on any given Sunday. Two of the nine are members of Zion. Each of us holds a short worship service; some of us share sermon notes taken the Sunday before the visit and some of us sing songs. The Otto's even provide a children's sermon which they say the residents at The Renaissance adore. Each of us feels blessed by God to be able to provide this ministry to his flock.

On occasion, the Caring Ministry Team has been asked to help an elderly person with a special task in their home which they are not capable of handling themselves. These types of requests don't come in often, but when they do we try our best to fill them.

Several members of the team provide transportation to members of Zion when needed; usually to worship but sometimes for medical appointments and to help meet other needs. We could certainly use additional volunteers in this area.

The Visitation Group was also busy in 2013 visiting fourteen individuals, most monthly and within the congregation. John Bowdin, Ann Buscher, Lori Despins, Duane Clarke, Amanda Litts and Jacki Renne comprise our visitation group. This year, we called on many other congregation members to help out when a member was in distress. With the additional help we were able to provide daily visitation until our member felt more at ease in her new location. Most of the people visited don't have an opportunity to leave home very often. Some reside in their own home while others are in assisted living or nursing homes.

Zion's card ministry is spearheaded by Nancy Benchley who has through the year reached out to so many of Zion's members. Nancy hopes her ministry touches people and brings a little of God's love and carrying into their lives. She sends cards in recognition of special events, as well as thinking of you, sympathy and get well cards.

...(continued)

Zion's Caring Ministry Team Annual Report

(continued)

We don't want to miss helping someone who needs assistance, but we can only be effective if we are informed. If you or someone you know is homebound or in a nursing home and would like to receive a visit or Holy Communion please contact the church office or call me directly at 715.732.4206. Our ministry is only as effective as you want it to be, so please share the needs you have or a need you know about with us.

If you want to learn more about the ministry, or want to volunteer I would love to hear from you.

Go in God's peace and love,

Karen Sylvester
ZCMT Chairperson

Christian Education

At this time, Zion does not have an official Education Committee; however, there is a great deal that happened in the area of education in 2013.

SPARK

SPARK Faith Formation is held on Wednesday evenings during the school year. SPARK continues to be our primary education tool for Pre-school children through Fifth grade. We have three groups of children. A Pre-k and Kindergarten group is led by Lisa Maxwell. There are 15 children in this class. The next group is made up of First and Second graders. It is led by the SPARK superintendent, Stephanie Klein and this class has 9 students. The third group is comprised of Third, Fourth and Fifth graders and is led by Johanna Zuehls. This class presently has 7 students. Other helpers include: Kathy Heimbuch, Rachel Rosenfeldt and Emily Limberg. The students for SPARK come from both Zion and St. James Lutheran Church. The children occasionally sing in worship at Zion. This past fall, the children also sang at St. James. A Christmas Program was presented on December 15th, which was organized and led by Stephanie Klein.

Pastor Keith

Vacation Bible School

Vacation Bible School was a HUGE success with 49 children attending this past summer.

Day One – We had our pictures taken by Amanda Litts for our passports. Our passports were stamped each evening as we traveled the world in mission. Pastor Bill Clyma of Peace United Church of Christ showed us pictures of his travels to the Holy Lands and we had a delicious supper.

Day Two – We made Chinese Yo-yo's and watched a movie about the life of Gladys Alyward a Chinese missionary. She dedicated her life to orphan children and saved hundreds during the Japanese invasion.

Day Three – Pastor Keith Kolstad took us on his travels to Tanzania Africa and we made banners for our rooms titled "He's Got the Whole World in His Hands"

Day Four – We traveled to our own community and had speakers from The Rainbow House and Habitat from Humanity. We tied blankets that Jo Schutt had cut for us to give to the Rainbow House for the children. Pastor Scott Ehle from Bethel Lutheran and his wife led us in fun games including an obstacle course and scavenger hunt.

Lisa Maxwell and Lynn Derby taught our preschool and Pioneer Presbyterian Church led us in crafts. Each night we began VBS with a family meal and St. James got the award for the best dessert. Our evening ended as we sang and danced with Stephanie Klein. Thank you to all that helped with the meals each evening and the teachers and guides for each group. With your donations of food, money, time and talents Vacation Bible School made a difference in many children's lives. Please take the time to watch the video on our website: www.zionlutheran-marinette.org. See you next year!

Ann Buscher

...(continued)

Christian Education

(continued)

Confirmation

This fall, Zion confirmed 6 students on Reformation Sunday. Presently, the class has 10 students: 2-Sixth Graders, 6-Seventh Graders and 2-Eighth Graders. Two of the students are from St. James Lutheran Church. With a class size of only 10 students, I have been teaching the group all by myself, something I haven't done for quite a long time. Last year, we studied the Bible. This year our subjects have been Christian denominations and our own denomination, Martin Luther, the Apostles' Creed and the Ten Commandments. In addition to serving at Lenten Soup Suppers, the class has also helped full the Lutheran World Relief Boxcar, serve at the Harvest Dinner, Ring Bells for The Salvation Army and shop for The Salvation Army Angel Tree. The social events are listed in the Youth Fellowship Report. Confirmation is an important ministry within our congregation. My primary goal is faith formation rather than "injecting" information. When I and the Council listen to the faith statements given by the students who are about to be confirmed, it is always moving to hear how God has shaped their faith during the three years of confirmation. It always comes as a humbling surprise.

Pastor Keith

Evangelism Committee Report 2013

Committee members: Karen Sylvester, Kathy Heimbuch, Pastor Keith and Peter Thielen. We were blessed to have had Intern Linda Forray with us while she was here.

“Going where Jesus leads” took the Evangelism Committee on quite a journey this year. Guided by the vision statements of the congregation and the Evangelism Committee, we embarked on several activities.

To provide for a more friendly and comfortable experience for guests and visitors, we installed identifying and directional signs throughout the church. A big thank you to the Lund Family for donating the signs. We also posted maps of the building at each entrance. Our thanks to Brian Krah, who designed and donated the maps.

To encourage the appropriate use of the cry room by visitors and members, we redecorated and resupplied the cry room to make it more attractive and functional. A donation has been provided for a video monitor to be added to the cry room - making it easier for parents to follow the worship service.

To inspire more socializing and easier communication at gatherings such as coffee time after the worship service, round tables were purchased for the social hall. These tables are also used for the Sunday Evening Service of Reflection.

In March, it was determined that our committee would spearhead the implementation of the Sunday Evening Service of Reflection. As a result, there were several months of intense activity as we became actively involved in the design, development and every phase of the implementation of this wonderful outreach service. Weekly meetings were held, which also included lots of activity outside our scheduled meetings. On July 21, we held a Service of Reflection Town Hall Meeting to introduce this service to the congregation and officially initiated the service on Aug 11. (More about the service in Pastor Keith’s report)

On May 10, we hosted a Mother’s Night Out where we provided child care during the evening. While leaving their little ones in our hands, several families took advantage of going out for dinner, going to the movies and doing some shopping.

We could not have done what we did this year without volunteers and donors. We want to thank you with all our hearts.

We are deeply in need of new members. If you have the slightest twinge of interest and want to find out more about what we do, please contact one of the committee members. I promise not send you out with a soap box for street preaching.

Respectfully submitted:

Peter Thielen

Property Committee Report (Git-R-Done Group)

Members: Duane Clarke, Sarge Rudell, Bruce Oleson, Lance Dill, Rick Larson, Jim Weisgerber, Dave Despina and Gary Grom

This year the Property Committee changed its name to the Git-R-Done Group. The purpose of this group is to do odd jobs around Zion. We tackle cleaning projects, re-organize, fix, prep work for bigger projects and tasks that need to be done. Plenty of time is taken for coffee and treats. The Group meets once or twice a month, usually on Tuesdays from 8 a.m. to 12 noon. Anyone is welcome to join the fun. If you have any questions or suggestions, contact Gary Grom at 715-732-0617.

Major projects

April 2013 – We cleaned and organized the shop, sheds and threw out unwanted items.

May 2013 – We got the lawn care equipment ready for the summer, mulched and put fertilizer on ½ of the lawn. We needed the four bell tower lights changed to enclosed LED lights and the sign needed two new lights. Scott Williams, who works for J & T Electric & Supply, Inc., volunteered his labor for doing the work and his company let him use the bucket truck for the job. We were able to purchase the lights from his company at cost. Thank you to Scott.

June, July and August 2013 – Odd jobs around the Church and grounds were performed.

September 2013 – The Parish Hall floor was stripped and waxed on Sept. 19th and 20th. Jerry Sylvester headed up this job. We had a team comprised of Jerry, Jim Weissgerber, Dave Despina, Duane Clarke, Bruce Oleson, Sarge Rudell and Gary Grom. The floors look great and we all had a new learning experience.

October 2013 – We got the snowblower, buildings and grounds ready for winter.

November 2013 – The small hot water heater was replaced by Jim Weissgerber with help from other group members.

Rick Larsen did a great job taking care of cutting and trimming Zion's lawn this summer.

Our group was also helped by Rick Larsen and Lance Dill, besides those mentioned above – all of whom did a great deal of work for Zion throughout the year. Thank you to all. Your help is very much appreciated.

Gary Grom
Git-R-Done Group Chairman

Report of Harvest of Hope Community Garden 2013

In a short amount of time, it is hard to believe all we have accomplished with this wonderful garden. It seems to me, as if the garden has always been there. It was just waiting to be born. Last fall, I was asked to come and speak at Marinette Middle School about community gardening. The kids had some great questions. I remember saying that sometimes you have an idea and sometimes an idea has you. The latter was definitely the case with our garden. To not have this garden was simply not an option.

Each year, more people are getting involved and many people are benefitting from the produce. Some come and pick what they need right from the plants and many more receive produce delivered to Newcap and other local pantries. St. Vincent was especially appreciative of all the veggies that they received; they were even happy about receiving hot peppers.

The season was off to a slow start this year with the cold weather in June. Thanks to Michelle Larson, we now have a well to get water from rather than using the city water. That project occurred in May. She recruited Bill Walker and they got it done. Yea! Water! This was item number 3 that needed to be taken care of with our grant money from M&M Foundation. (The first two were the fence and the sign) The only thing left to complete with the grant money is a shed, which will be built this spring, thanks to Randy Schroeder of NEW Construction.

In June, Scot and Heidi Beland with help from Barb Merten, constructed and installed 8 raised beds. These were intended to be used with children doing square foot gardening. It took a while to get enough soil to fill them up so they were planted by individual families. There were 3 families that planted beds last year and all of the remaining beds were used by Kathy Heimbuch and Karen Dill for community crops. Even the tall raised beds were all planted. The beds are all ready for the kids in 2014.

In addition to the beds that Scot and Heidi built, Michelle and Bob Larson also constructed beds along one fence section for an herb garden. Some things were rearranged and perennials were added. We now have raspberries, rhubarb, strawberries and asparagus. We also were successful with growing potatoes in a cage and sweet potatoes in a raised bed. We really had a wide variety of veggies this year compared to our first year with only five crops. I'm sure I will forget some but we had: tomatoes (many varieties), peppers (many varieties), squash, zucchini, potatoes, sweet potatoes, beans, peas, cucumbers, broccoli, cauliflower, carrots, beets, onions, radishes, celery, leeks, garlic, horseradish, dill and other assorted herbs.

In addition to the produce, we have over $\frac{3}{4}$ of the outside edge planted with flowers. Much of what is planted came from fellow gardeners that were thinning their gardens. A good portion of the rest came from Michelle Larson. Occasionally, things would show up from unknown sources and we would just plant it. All plants are welcome at the Harvest of Hope Community Garden.

...(continued)

Report of Harvest of Hope Community Garden 2013

(continued)

Again, we learned a lot in 2013 and are looking forward to a fabulous garden in 2014. If you are interested in helping or participating in some way, contact myself or Michelle Larson.

Thank you,
Amanda Litts

Relay for Life

I would like to thank all the participants who took part in the 2013 Relay for Life. We did have some fun, although it had to be taken inside due to inclement weather. Zion's team raised about \$2,100.

This year, the Relay will be Friday & Saturday, June 27th and 28th, at Marinette High School from 6:00 p.m. to 6:00 a.m. I have talked to the chairwoman for the Marinette Relay for Life and she has agreed to come speak, and give more information regarding the Relay. I hope we can get at least 12 people to sign up by May 1st.

I started relaying in 2001. I had lost my mother, and my husband, Gary, had lost his father from this terrible disease. I started a cancer support group for women with any type of cancer in 2001. Two of the members of that group are also members here at Zion – Karen Sylvester and Jo Schutt. The members of my support group decided we would do the Relay. We all wanted to help raise money to find the cure. The support group did the Relay for 5 years, and we raised a good amount of money. We had a lot of good times at our campsite.

The Relay is a fun way to raise money for the cause. I hope you will consider joining Zion's team this year. If you can't walk, like me, you can use a wheelchair or a scooter, etc. If you can't do that, you can be a part of the Relay by donating food, water, etc. There will be more details in the coming months. For more info please call me at 715-735-7180. If I'm not there, leave a message.

Thank you-
Karen Houdek
Zion's Financial Secretary

Social Ministry Report 2013

Committee members: Heidi Beland, Don & Jo Schutt, Jacki Renne, Lori Despina, Millie Camp, Carole Boerner, Sarge & Joni Rudell, Amanda Litts, and Michelle Larson.

The Social Ministry Committee was busy this year. Therefore, we kept all of you busy helping us; without you we would not be able to do the wonderful work we do all year. Here are all the programs throughout 2013 you have supported through the Social Ministry's Committee.

We had our monthly themes for NEWCAP, Inc. Food Pantry. NEWCAP, Inc. is a locally controlled, private, not-for-profit, human services organization serving the needs of low-income people in northeast Wisconsin. The *mission* of NEWCAP, Inc. is to *enable* and *assist* individuals with limited income to *attain* the skills, motivation and opportunities necessary for them to become *self-sufficient* and independent. We want to thank you for not only helping us but also helping people here in our community. A special thanks to Jim & Marilyn Gould for delivering all the food to the food pantry.

In addition, we also collected food for the Haven of Hope - Homeless Shelter in Marinette.

In late summer, we collected general school supplies for the children in our local school districts. Any extra school supplies beyond what the children needed for the school year were donated to local teachers and to Lutheran World Relief.

For additional support of Lutheran World Relief, we decided to expand the selection beyond just selling free trade coffee. This year we added almonds, chocolate, tea and cocoa. Please contact Heidi Beland at 715.923.2662 if you would like to order something special.

In November, to honor our senior members 75 years old or older, we held our annual Harvest Dinner. Each honoree received a decorated ceramic pumpkin made by the Sarah Group. The committee furnished beverages, rolls and dessert. We want to thank our office administrator, Paula, who sent out the invitations and took the reservations for our dinner. We would like to also thank Karen Sylvester who was our MC and did a great job. Additionally, we want to thank our youth who helped serve dinner and John Johnson who provided music on his ukulele.

During Lent and Easter, we hung chicks up in our sanctuary for ELCA World Hunger. The ELCA sponsored the "Buck-a-Chick" program. For \$1.00, members could purchase a paper chick for themselves or in honor of a friend or loved one. This gift helped provide a family in need with a chick that will eventually produce eggs to eat and sell. Zion managed to hang up 4,660 paper chicks. With your donations, we raised \$4,660 for ELCA World Hunger – amazing what we can do together!

...(continued)

Social Ministry Report 2013

(continued)

In December, supporting our local Salvation Army, the Angel Tree was decorated with 36 angels. The angels represented an individual that may not have had a gift under their tree at Christmas time. There are so many families in our area that need our help during the holidays. This is one way to give back to those less fortunate than us. A big thank you to those who helped make this year a special Christmas for those angels in our community.

Thank you so much for your help on all of our programs throughout 2013.

Jo Schutt, Chairperson
Social Ministry

Stewardship Committee Report

Committee members: Roxanne Bowdin, Pastor Keith Kolstad and Karen Sylvester

The goal of Zion's stewardship ministry is to help God's people grow in their relationship with Jesus through the use of the time, talents and finances God has entrusted to them.

In 2013, it was the first year that the committee resolved to have a year round stewardship emphasis. Our goal was to inform and uplift God's people about the true definition of stewardship through monthly *Stewardship Corner* articles in Zion's newsletter. Those articles covered a variety of topics including handling of personal finances, vocations, utilization of skills and talents in daily life, how funds contributed to mission were used and several other topics.

This year's Fall Stewardship Drive concentrated on the mission and ministries of Zion through the distribution of three-ring stewardship binders. Those binders contained pictures and personal testimonials from Zion members of all ages. Thank you to everyone who contributed in whatever way to this project; especially Amanda Litts for the hours she put in working on the binders layout and design. Once again, we received wonderful feedback on the binder and this would not have been the case without the help of all those who so generously contributed to this mission.

Also, included in the binder was information on our financial drive, Zion's second mile campaign, the 2014 Debt and Community Children Campaign. Each binder contained a pledge sheet, a Time and Talents Booklet and a secure envelope to place everything in. Each of Zion's twelve couriers were responsible for delivering and picking up the stewardship binder from approximately 10 to 12 homes on their route. Those couriers were Jacki Renne, Lori Despina, Carol Magnuson, Sarge and Joni Rudell, Barb Grom, Sharon Ehlers, Judy Stehle, Kathy Heimbuch, Karen Sylvester, Duane and Barb Clarke, Don Limberg and Carla Clarke. Thank you to each of these couriers for taking on this responsibility. Also, thank you to Shawn Limberg for revising the Time and Talents Booklet and developing the twelve routes for our couriers.

On November 3, Commitment Sunday, we were able to complete the drive thanks to the couriers and all of you. This year, we are so grateful as we received substantially more Time and Talents sheets than last year. The data from those sheets will be used to find volunteers for Zion's various committees and ministries. We cannot stress often enough how very helpful it is to Zion to know the skills and abilities that God has entrusted in you. We sincerely hope that you recognize them for what they are; skills and abilities that God has given to you which he anticipates you using to give glory in his name.

Since 2010, there have been two parts to our pledge drive; The First Mile and The Second Mile. The First Mile, is for Zion's general fund. These funds help to pay the bills; heat, office supplies, salaries, etc. The Second Mile called Zion's Debt and Community Children Campaign is divided as follows: 50% toward reducing our debt, 10% to Synod

for the work of the wider church, 20% to DAR Boys and Girls Club and 20% toward full-ride scholarships for children to go to Fortune Lake Camp.

Compared to last years drive we did well - 79 pledges totaling \$131,916 were made to the First Mile Campaign as compared to 59 last year totaling \$112,314. Though this response is less than our 2007 benchmark, it reminds us again that we work on God's schedule not our own. The Second Mile, Zion's Debt and Community Children Campaign, received 45 pledges totaling \$25,028 this year compared to 33 pledges totaling \$21,596 last year. Additional information on this year's drive can be found on the next page in a report compiled by Karen Houdek, Zion's Financial Secretary.

We are very thankful for the pledges already made and we want to assure you that good things are happening through Zion because of your giving.

As we stated earlier, the goal of Zion's stewardship ministry is to help God's people grow in their relationship with Jesus through the use of the time, talents and finances God has entrusted to them. With God's help and guidance we feel we are accomplishing this goal; however, just as a person should never be done learning, we to should continue to grow in our relationship with God.

Go in God's peace and love,
Zion's Stewardship Committee

Zion Lutheran Church General Fund Pledge Comparison 2005-2014

	2005 52 weeks	2006 53 weeks	2007 52 weeks	2008 52 weeks	2009 52 weeks	2010 52 weeks	2011 52 weeks	2012 53 weeks	2013 52 weeks	2014 52 weeks
# of pledges	91	74	99	72	73	66	63	81	59	79
Amount pledged	\$112,884	\$111,765	\$144,604	\$123,548	\$130,572	\$122,391	\$113,260	127,595	112,314	131,916
Avg. annual pledge	\$1,240	\$1,510	\$1,461	\$1,715	\$1,789	\$1,854	\$1,797	\$1,562	\$1,904	\$1,669
# of pledges increased	24	26	36	23	27	19	11	14	18	19
# of pledges decreased	6	3	8	2	5	4	2	10	20	6
# of New Pledges	18	9	34	1	11	11	6	29	4	20
# of pledges unchanged	40	34	21	43	25	31	44	28	14	33

Worship & Music Report 2013

Committee members: Ann Buscher, Bill Tipple, Pat Rondeau, Bryan Gutknecht
Kathy Heimbuch, Barb Grom, Nila Krenos and Pastor Kolstad

Greetings from the Worship and Music Committee

Our committee oversees many things such as hymn committees, communion helpers and filling of the clipboard. There are so many people to thank that help in so many ways. If you have served on a hymn committee, sang in the choir, played the organ, greeted, ushered, read the lessons, served communion, decorated the church, washed the communion cloths, changed the banners or paraments, donated candles or flowers, played an instrument or have acolyted - we want to thank you! These are all the things that make us disciples in faith as we Worship the Lord.

In January, the Hymn Committees had a refresher training session. We would like to thank all the members for their time. Twelve of our retired With One Voice hymnals books were donated to Emmanuel Lutheran Church in Menominee and the rest to Peace United Church of Christ in Marinette. A few were tucked away at Zion for any future needs. We hope Emmanuel and Peace will enjoy them. We still have several boxes of our retired Lutheran Book of Worship hymnals.

The new Sunday Evening Service of Reflection worship service began in August. The Evangelism Committee worked very hard in the implementation of this service and the Worship and Music Committee supported this new effort. Come give it a try!

This past year, the piano in the chapel was tuned, repaired and a humidifier was installed inside the piano. The organ was tuned twice this past year. The piano in the balcony is next on our list to be tuned, but a date for that tuning has not yet been set.

Thanks to the Diane Tipple Memorial Fund, we purchased 24 more Evangelical Lutheran Worship pew addition hymnals, an organist accompaniment book, CD'S of the liturgies and the alter book that goes with new ELW hymnal. A new CD player was installed in the balcony sound system. Microphones, cords and other items were purchased for the Contemporary Worship Band. Thank you - Bill Tipple for making this happen. In October, several members of the Contemporary Worship Band and Pastor Keith attended a Synod workshop featuring Jay Beech who is a well - known composer and musician.

Congratulations to Karen Kolstad who won an award through the Stephenson National Bank! Thanks to her, \$125 was donated for Choir Music in 2014. Our Choir robes looked especially nice on Christmas Eve thanks to several ladies in the choir, especially Judy Limberg, who washed and ironed all of our robes. On Christmas Eve, 22 people sang in the choir. We are still in need of men and sopranos in the choir and we encourage some new people to give us a try. We meet on Wednesday evenings at 7:10 p.m.

During communion, we have started to serve gluten-free wafers. One of our intinction ceramic sets broke. Four new sets were purchased. Now we have enough for both services on Sundays.

Thank you to our organists, choir director, accompanist, and contemporary worship band who have filled our Sundays with beautiful music. We also would like to thank those who have shared their special talents on Sundays when the choir or band is not performing.

Blessings,
The Worship and Music Committees

Youth Ministry Report

Members: Katy Bauer, Karen Dill, Pam Hruska and Nora Plym

It is my belief, that when there is FUN and **God is in the mix** it can have a lasting impact on a child's life. When kids have fun while learning Christian values (with other kids) they are more engaged and willing to learn. In the past 16 years, I have worked in every grade level k – 12, in a variety of schools. In my experience, kids of all ages learn and retain more when learning is fun. Therefore, I feel it is crucial to add social, fun and entertaining activities for the youth while raising them in our faith family here at Zion. When kids are working and having fun serving Zion – **God is in the mix**.

Some recent examples from our youth of **God is in the mix**. **God is in the mix** when kids are laughing and having fun while Angle Tree shopping as they learn a valuable lesson – giving. When a child is so proud to be in the Christmas program all the while learning team work and patience – **God is in the mix**. When I hear kids talking about the fun they had at Fortune Lake Camp while selling cheesecake at the Waterfront Festival – **God is in the mix**. What was the coolest thing about the Youth Gathering in New Orleans, a youth stated that it was when they took communion with thousands of other teens. It was an experience they will never forget – **God is in the mix**.

I feel that we are reaching the kids involved in SPARK and confirmation age kids well at this time. However, we lack contact with kids after they are confirmed here at Zion. I am aware of many attempts to include this age group in our faith family. I am not sure how to get this age group involved as teens are kept busy through their high school years. This is a goal I would like to work on as a council member.

Katy Bauer

In addition to the work that Katy does with our youth fundraisers and Karen Dill does as the treasurer for our youth ministry, I am pleased that parents from St. James have also volunteered to lead youth events on behalf of both congregations. Pam Hruska organized a trip to corn maze on October 26th. She also led a Youth Fun Night at Zion on November 9th. On November 24th, the youth went to the Mariner Theater to watch a Packer Game. In addition to these events, the youth also helped pack the LWR Boxcar, rang bells for The Salvation Army and, as stated above, did shopping for an Angel Tree Family with tithe money from their fundraisers.

Our deepest thanks go to Katy and Pam; as well as to all the other supportive parents that have stepped up to make youth ministry happen at Zion. It couldn't have been done without you!

Pastor Keith

Zion Lutheran Church Offerings & Other Receipts
Year to Date through **31-Dec-13**

	53 Sundays	52 Sundays		
	2013 YTD	2012 YTD	\$ variance 2013 over (under) 2012	% variance 2013 over (under) 2012
General Fund				
Envelopes-1	\$ 161,369.42	\$ 158,214.10	\$ 3,155.32	2%
Loose Offerings-40	\$ 3,443.50	\$ 3,211.34	\$ 232.16	7%
Spark Faith Formation-93	\$ 143.35	\$ 228.55	\$ (85.20)	-37%
General Fund Total	\$ 164,956.27	\$ 161,653.99	\$ 3,302.28	2%

Restricted Offerings				
Alter Flowers-11	\$ 576.00	\$ 604.25	\$ (28.25)	-5%
Thanksgiving-8	\$ 135.00	\$ 276.50	\$ (141.50)	-51%
Christmas-9	\$ 637.00	\$ 1,704.50	\$ (1,067.50)	-63%
Poinsettias-12	\$ 455.00	\$ 431.00	\$ 24.00	6%
Lilies-13	\$ 578.00	\$ 623.46	\$ (45.46)	-7%
World Hunger-16	\$ 7,465.81	\$ 6,116.41	\$ 1,349.40	22%
NEWCAP-17	\$ 1,970.00	\$ 2,382.00	\$ (412.00)	-17%
Disaster Relief-60	\$ 70.00	\$ -	\$ 70.00	#DIV/0!
Memorial Fund-19	\$ 4,465.00	\$ 805.00	\$ 3,660.00	455%
Ag Bennett Christian Ed- Intern-20	\$ -	\$ -	\$ -	#DIV/0!
Easter Breakfast-23	\$ -	\$ -	\$ -	#DIV/0!
Sanctuary Candle-25	\$ 173.00	\$ 133.00	\$ 40.00	30%
Capital Improvements-26	\$ 55.00	\$ 3,045.00	\$ (2,990.00)	-98%
Soup Suppers-27	\$ 1,145.02	\$ 920.18	\$ 224.84	24%
Ash Wednesday-2	\$ 1,272.50	\$ 237.00	\$ 1,035.50	437%
Sew for Missions-36	\$ 220.00	\$ 100.00	\$ 120.00	120%
Advent-37	\$ 352.00	\$ 798.50	\$ (446.50)	-56%
Easter -5	\$ 1,667.50	\$ 1,219.00	\$ 448.50	37%
Fortune Lake Scholarships-75	\$ 70.00	\$ -	\$ 70.00	#DIV/0!
Youth-77	\$ -	\$ 587.59	\$ (587.59)	-100%
Maundy Thursday-4	\$ 401.50	\$ 274.00	\$ 127.50	47%
Lutheran World Relief-105	\$ 1,815.00	\$ 1,835.00	\$ (20.00)	-1%
VBS-110	\$ -	\$ 100.00	\$ (100.00)	-100%
Initial-10	\$ 173.00	\$ 229.00	\$ (56.00)	-24%
Roof-130	\$ 1,237.00	\$ 1,570.00	\$ (333.00)	-21%
Lent-3	\$ 713.50	\$ 637.50	\$ 76.00	12%
Good Friday-107	\$ 132.50	\$ 135.00	\$ (2.50)	-2%
Ellis Fortune Lake Fund	\$ -	\$ -	\$ -	#DIV/0!
Contemporary Worship-142	\$ -	\$ -	\$ -	#DIV/0!
Habitat for Humanity-132	\$ -	\$ -	\$ -	#DIV/0!
Special Offering, Misc-147	\$ 2,486.00	\$ 2,881.00	\$ (395.00)	-14%
Helping Hand Fund-79	\$ 1,200.00	\$ 1,050.00	\$ 150.00	14%
Equal Exchange Coffee-202	\$ 1,246.39	\$ 587.25	\$ 659.14	112%
Debt & DAR-203	\$ -	\$ -	\$ -	#DIV/0!
DAR-204	\$ -	\$ -	\$ -	#DIV/0!
Zion Debt/Comm Child 2011-205	\$ 21,221.50	\$ 19,764.00	\$ 1,457.50	7%
Capital Campaign 07-09 -201	\$ -	\$ 5,000.00	\$ (5,000.00)	-100%
Restricted Offerings Total	\$ 53,562.72	\$ 54,270.14	\$ (707.42)	-1%

Non-Offering Receipts				
Harvest of Hope/C.Garden-206	\$ 50.00	\$ 300.00	\$ (250.00)	-83%
Church use/copies-15	\$ 160.00	\$ 88.00	\$ 72.00	82%
Refund/Rebate-47	\$ 477.84	\$ 209.00	\$ 268.84	129%
Supplies/books/reimbursements-48	\$ -	\$ -	\$ -	#DIV/0!
VBS registration-120	\$ -	\$ -	\$ -	#DIV/0!
Mortgage payments-143	\$ 11,487.00	\$ 9,800.00	\$ 1,687.00	17%
Non-offering, misc.-144	\$ 931.15	\$ 394.16	\$ 536.99	136%
Interest-49	\$ 104.92	\$ 161.29	\$ (56.37)	-35%
The Lutheran subscriptions-14	\$ 168.00	\$ 230.25	\$ (62.25)	-27%
Non-offering Total	\$ 13,378.91	\$ 10,882.70	\$ 2,496.21	23%

Total Offerings	\$ 231,897.90	\$ 226,806.83	\$ 5,091.07	2%
------------------------	----------------------	----------------------	--------------------	-----------

Report from the Financial Secretary_____

I would like to take the time to thank all the members of Zion for your continued financial support of our ministry.

For those of you that give to one or more fund at a time, you are doing a great job specifying it on your envelopes and including only one check. If anyone else would like to save on checks, please write on the front of your envelope \$40.00 Gen and \$20.00 ZDCC and enclose a check for \$60.00. Also, if you go to Zion's website www.zionlutheran-marquette.org you would be able to do your weekly, monthly, quarterly or yearly giving or if you just wanted to give a onetime donation or to set up on going donations and have them come directly out of your account. Your yearly statements will be available soon. Please look them over and if you see a discrepancy please let Pastor Keith or I know as soon as possible, so I can get it cleared up in a timely manner.

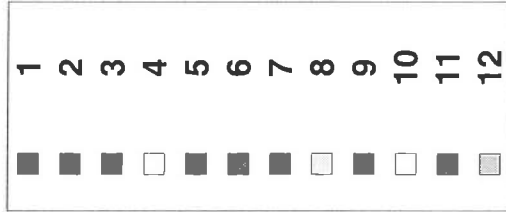
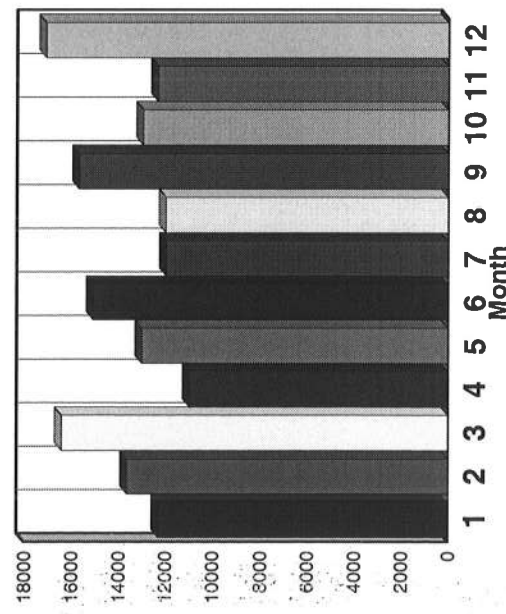
If you have any questions or comments please feel free to call me at 715-735-7898 on Tuesdays between 11:30-1:30 or at home 715-735-7180, leave a message.

God's Blessings- Karen Houdek Zion's Financial Secretary

Zion Lutheran Church
Fund Analysis by Month (Offering Records)
 1/1/2013 through 12/31/2013
 All Contributors
Fund 1, General Fund - Envelopes

Month	Pledged	Unpledged	Total	Envelope Count	Avg./Envelope	Offering Count	Avg./Offering
1 January	9,018.84	3,269.62	12,288.46	96	128.00	194	63.34
2 February	8,769.34	4,855.00	13,624.34	97	140.46	200	68.12
3 March	11,449.51	4,950.50	16,400.01	114	143.86	257	63.81
4 April	8,015.67	2,949.99	10,965.66	87	126.04	184	59.60
5 May	9,795.34	3,204.00	12,999.34	99	131.31	197	65.99
6 June	11,178.34	3,888.00	15,066.34	100	150.66	217	69.43
7 July	9,139.34	2,819.57	11,958.91	92	129.99	175	68.34
8 August	8,945.34	3,037.00	11,982.34	87	137.73	174	68.86
9 September	11,062.84	4,603.00	15,665.84	112	139.87	232	67.53
10 October	9,547.34	3,411.16	12,958.50	107	121.11	213	60.84
11 November	8,599.84	3,728.00	12,327.84	96	128.42	196	62.90
12 December	11,475.34	5,597.50	17,072.84	115	148.46	244	69.97
\$116,997.08	\$46,313.34	\$163,310.42	157	\$1,040.19	2,483	\$65.77	

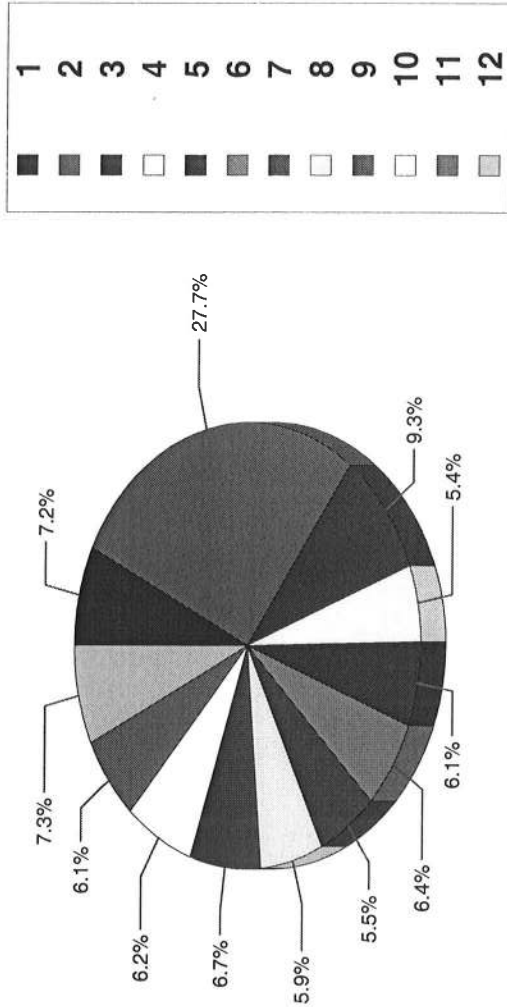
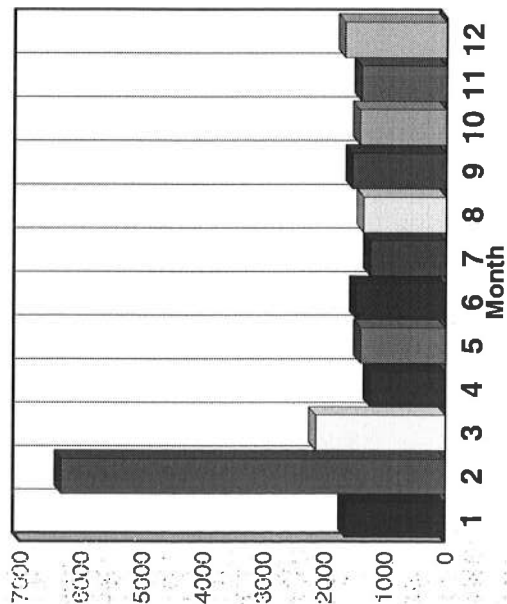
Offerings by Month to this Fund



Zion Lutheran Church
Fund Analysis by Month (Offering Records)
 1/1/2013 through 12/31/2013
 All Contributors
Fund 205, Zion Debt & Comm Children Campaign

Month	Pledged	Unpledged	Total	Envelope Count	Avg./Envelope	Offering Count	Avg./Offering
1 January	1,524.00	120.00	1,644.00	35	46.97	55	29.89
2 February	6,159.00	165.00	6,324.00	36	175.67	50	126.48
3 March	1,832.50	300.00	2,132.50	38	56.12	71	30.04
4 April	1,081.50	155.00	1,236.50	35	35.33	53	23.33
5 May	1,279.00	120.00	1,399.00	36	38.86	50	27.98
6 June	1,337.00	133.00	1,470.00	35	42.00	51	28.82
7 July	1,155.00	90.00	1,245.00	32	38.91	44	28.30
8 August	1,226.00	130.00	1,356.00	32	42.38	50	27.12
9 September	1,410.00	130.00	1,540.00	32	48.13	50	30.80
10 October	1,249.00	173.00	1,422.00	37	38.43	54	26.33
11 November	1,279.00	120.00	1,399.00	32	43.72	46	30.41
12 December	1,510.00	159.00	1,669.00	37	45.11	65	25.68
	\$21,042.00	\$1,795.00	\$22,837.00	48	\$475.77	639	\$35.74

Offerings by Month to this Fund



Financial Reports of Organizations

ANNUAL REPORT OF ZION LUTHERAN CHURCH WOMEN

Checking Account

Balance on hand January 1, 2013.....\$69.19
Receipts during 2013\$0.00

SUBTOTAL\$69.19

Disbursements during 201338.00

Balance on hand January 1, 2014.....31.19

This account is in agreement with the bank statement dated 12/31/2013

Karen Kolstad, Treasurer

ANNUAL REPORT OF ZION LUTHERAN YOUTH FELLOWSHIP

Savings Account

Balance on hand January 1, 2013.....3,602.12
Interest in 2013..... 9.71
Transfer in from checking..... 1,511.30
Balance on hand January 1, 2014..... 5,123.13

Checking Account

Balance on hand January 1, 2013..... 914.05
Deposits during 2013..... 5,071.27

Subtotal..... 5,985.32

Transfer out to savings..... 1,511.30

Disbursements:..... 3,102.10

Balance on hand January 1, 2014..... 1,371.92

These accounts are in balance with the bank accounts dated 12/31/2013.

Karen Dill, Treasurer

Financial Reports of Organizations

ANNUAL REPORT CHURCH KITCHEN FUND

Checking Account

Balance on hand January 1, 2013.....	146.88
Receipts during 2013.....	592.99
SUBTOTAL.....	739.87
Disbursements during 2013.....	722.85
Balance on hand January 1, 2014.....	17.02

This account is in balance with the bank statement dated 12/31/2013.

Nancy Benchley, Treasurer

Zion Lutheran Church Treasurer's Report	General Fund	Fortune Lake Campers	Capital Campaign	Capital Improvement	CC & DAR	Memorial	Parsonage Proceeds	Garden Grant	Intern	Total	Budget year-to-date
Fund Balance January 1, 2013	\$2,000.00	\$2,500.35	\$25,703.76	\$34,139.16	\$800.00	\$2,070.08	\$11,190.01	\$1,163.29	\$9,497.26	\$89,063.91	
RECEIPTS											
Contributions	\$171,892.73	\$100.00	\$0.00	\$36.00	\$22,862.00	\$4,465.00	\$0.00	\$0.00	\$155.00	\$199,510.73	
Synod benevolences	9,497.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,497.81	
NEWCAP & other local	3,122.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,122.00	
Altar flowers, lily, poinsettia, candle	2,072.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,072.00	
The Lutheran	179.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	179.75	
Sew for Missions	220.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	220.00	
Roof fund	0.00	0.00	0.00	1,237.00	0.00	0.00	0.00	0.00	0.00	1,237.00	
Mortgage receipt	11,487.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,487.00	
Church use/copies	160.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.00	
Youth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SPARK	143.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.35	
Community Children/Fortune Lake	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Harvest of hope garden	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	
Choir music & hymnals	125.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.00	
Equal Exchange Coffee/Almonds	1,330.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,330.39	
Trivalent choice dollars	1,498.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,498.00	
Other non-donation income	3,447.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,447.35	
Interest Income	14.75	113.38	74.25	130.78	0.00	0.00	0.00	0.00	13.56	346.72	
Total receipts and transfers	\$205,240.13	\$213.38	\$74.25	\$1,403.78	\$22,862.00	\$4,465.00	\$0.00	\$0.00	\$168.56	\$234,427.10	\$0
DISBURSEMENTS											
BENEVOLENCES											
Northern Great Lakes Synod	\$17,743.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17,743.32	\$17,270
Northern Great Lakes Synod - CC	0.00	0.00	0.00	0.00	2,286.20	0.00	0.00	0.00	0.00	2,286.20	2,000
Fortune Lake Lutheran Camp	2,000.00	0.00	0.00	0.00	2,512.40	0.00	0.00	0.00	0.00	4,512.40	2,000
Synod benevolences	9,489.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,489.81	0
Luther Home	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	400.00	400
DAR Boys & Girls Club	0.00	0.00	0.00	0.00	4,572.40	0.00	0.00	0.00	0.00	4,572.40	4,000
NEWCAP & other local	3,130.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,130.00	0
Community Children/Fortune Lake	0.00	902.50	0.00	0.00	2,060.00	0.00	0.00	0.00	0.00	2,962.50	4,800
TOTAL BENEVOLENCES	\$32,763.13	\$902.50	\$0.00	\$0.00	\$11,431.00	\$0.00	\$0.00	\$0.00	\$0.00	\$45,096.63	\$30,470
SALARIES AND BENEFITS											
Pastor:											
Salary	\$38,890.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$38,890.00	\$38,890
Social security	4,696.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,696.00	4,696
Housing allowance	22,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,500.00	22,500
Health/dental/life/disability	17,296.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,296.44	17,645
Pension	8,791.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,791.18	8,591

Zion Lutheran Church Treasurer's Report	Fortune Lake Campers	General Fund	Capital Campaign	Capital Improvement	CC & DAR	Memorial	Parsonage Proceeds	Garden Grant	Intern	Total	Budget year-to-date	Budget
Spouse retreat	0.00	225.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	225.00	225	225
Continuing education	0.00	592.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	592.00	500	500
Financial secretary	0.00	2,396.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,396.39	2,530	2,530
Church secretary	0.00	10,369.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,369.79	10,512	10,512
Treasurer	0.00	1,739.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,739.04	1,739	1,739
Custodian	0.00	4,044.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,044.85	6,100	6,100
Communications Coordinator	0.00	536.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	536.00	536	536
Choir Director	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	500	500
Organists/musicians	0.00	3,064.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,064.27	3,200	3,200
Intern	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,800.00	8,800.00	8,800	8,800
Non-pastor social security	0.00	1,732.86	0.00	0.00	0.00	0.00	0.00	0.00	673.20	2,406.06	2,595	2,595
Substitute & interim pastors	0.00	555.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	555.00	0	0
TOTAL SALARIES AND BENEFITS		\$117,928.82									\$129,559	\$129,559
OPERATING EXPENSES												
Gas & electric	\$0.00	\$8,570.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,570.74	\$8,196	\$8,196
Telephone	0.00	1,132.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,132.23	1,169	1,169
Water & sewer	0.00	1,614.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,614.20	1,761	1,761
Insurance	0.00	8,280.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,280.00	8,193	8,193
Professional expense	0.00	3,057.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,057.25	4,000	4,000
Official synod meeting	0.00	962.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	962.52	650	650
"Lutheran" magazine	0.00	143.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.20	0	0
Choir music	0.00	111.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	111.58	0	0
Worship and office supplies	0.00	3,850.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,850.21	3,500	3,500
Vanco fees	0.00	404.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	404.05	415	415
Custodial supplies and repairs	0.00	2,508.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,508.80	2,800	2,800
Postage	0.00	413.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	413.00	400	400
Shepherd Staff	0.00	425.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	425.00	431	431
Internet service	0.00	602.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	602.40	611	611
Sew for Missions	0.00	520.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	520.00	300	300
Committees:												
Social ministries	0.00	1,606.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,606.06	800	800
SPARK	0.00	582.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	582.92	325	325
Adult education	0.00	128.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	128.99	200	200
Confirmation	0.00	406.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	406.59	200	200
Vacation Bible school	0.00	174.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	174.18	200	200
Other educational activities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	100
Evangelism	0.00	220.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	220.00	200	200
Fellowship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	100
Worship and music	0.00	554.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	554.99	600	600
Youth ministry	0.00	66.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	66.48	225	225
Stewardship	0.00	26.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26.28	0	0

Zion Lutheran Church Treasurer's Report	General Fund	Fortune Lake Campers	Capital Campaign	Capital Improvement	CC & DAR	Memorial	Parsonage Proceeds	Garden Grant	Intern	Total	Budget year-to-date	Budget
Zion Caring Ministry	237.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	237.07	200	200
Altar flowers, lily, poinsettia	2,271.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,271.80	1,700	1,700
Helping Hand expenses	158.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	158.02	0	0
Miscellaneous	5,369.62	0.00	0.00	427.26	0.00	7,067.75	0.00	50.50	377.70	13,292.83	1,200	1,200
TOTAL OPERATING EXPENSE	\$44,398.18	\$0.00	\$427.26	\$0.00	\$7,067.75	\$0.00	\$0.00	\$50.50	\$377.70	\$52,321.39	\$38,476	\$38,476
MAINTENANCE, REPAIR & CAPITAL												
Piano/organ tuning/service	\$1,038.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,038.86	\$969	\$969
Copier contract	1,218.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,218.71	1,160	1,160
Bell ringer contract	425.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	425.00	425	425
Snow plowing / lawn mowing	2,506.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,506.25	1,200	1,200
Plumbing/heating system repairs	313.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	313.08	3,000	3,000
Projection/recording maintenance	25.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.67	500	500
Office IT and minor equipment	263.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	263.98	300	300
Thrivent scheduled payment	0.00	0.00	13,937.00	1,267.00	0.00	0.00	0.00	0.00	0.00	15,204.00	15,204	15,204
Extra principal payment	0.00	0.00	0.00	0.00	11,431.00	0.00	0.00	0.00	0.00	11,431.00	10,000	10,000
TOTAL MAINTENANCE, REPAIR & CAPITAL	\$5,791.55	\$0.00	\$13,937.00	\$1,267.00	\$11,431.00	\$0.00	\$0.00	\$0.00	\$0.00	\$32,426.55	\$32,758	\$32,758

TRANSFERS												
Youth	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Fund transfer	(1,575.86)	0.00	0.00	0.00	0.00	0.00	887.84	0.00	0.00	(688.02)		(\$45,477)
Funeral committee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
TOTAL TRANSFERS	(\$1,575.86)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$887.84	\$0.00	\$0.00	(\$688.02)	\$0	(\$45,477)

TOTAL DISBURSEMENTS & TRANSFERS												
Fund Balance Increase (Decrease)	\$199,305.82	\$902.50	\$13,937.00	\$1,694.26	\$22,862.00	\$7,067.75	\$887.84	\$50.50	\$9,850.90	\$256,558.57	\$231,263	\$185,786
Fund Balance December 31, 2013	\$5,934.31	(\$689.12)	(\$13,862.75)	(\$290.48)	\$0.00	(\$2,602.75)	(\$887.84)	(\$50.50)	(\$9,682.34)	(\$22,131.47)		
	\$7,934.31	\$1,811.23	\$11,841.01	\$33,848.68	\$800.00	(\$532.67)	\$10,302.17	\$1,112.79	(\$185.08)	\$66,932.44		12

MISCELLANEOUS FUNDS	Combined Funds	Certificate of Deposit	Total
Fortune Lake Campers Fund			
Neverman Certificate of Deposit		15,000.00	
Ellis Certificate of Deposit		5,000.00	
Balance January 1, 2013	2,500.35	20,000.00	22,500.35
Donations received	100.00		100.00
Interest income	113.38		113.38
Disbursements	(902.50)		(902.50)
Balance November 30, 2013	1,811.23	20,000.00	21,811.23
Capital Campaign Fund			
	Combined Funds		Total
Balance January 1, 2013	25,703.76		25,703.76
Donations received	0.00		0.00
Interest income	74.25		74.25
Loan payments	(13,937.00)		(13,937.00)
Balance November 30, 2013	11,841.01		11,841.01
Capital Improvement Fund			
	Combined Funds		Total
Balance January 1, 2013	34,139.16		34,139.16
Donations received	1,273.00		1,273.00
Interest income	130.78		130.78
Disbursements	(1,694.26)		(1,694.26)
Balance November 30, 2013	33,848.68		33,848.68
Memorial Fund			
	Combined Funds	Thrivent money market	Total
Balance January 1, 2013	2,070.08	8,694.74	10,764.82
Donations received	4,465.00		4,465.00
Disbursements	(7,067.75)		(7,067.75)
Balance November 30, 2013	(532.67)	8,694.74	8,162.07
Intern Fund			
	Combined Funds		Total
Balance January 1, 2013	9,497.26		9,497.26
Donations received	155.00		155.00
Interest income	13.56		13.56
Disbursements	(9,850.90)		(9,850.90)
Balance November 30, 2013	(185.08)		(185.08)
Agnes Bennett Memorial Christian Education Fund			
	Dream Account	Savings account	Total
Balance January 1, 2013	2,542.08	210.84	2,752.92
Interest income	65.54	0.59	66.13
Inter-account transfer	(65.54)	65.54	0.00
Receipts		20.00	20.00
Disbursements/transfer out		0.00	0.00
Balance November 30, 2013	2,542.08	296.97	2,839.05
Scholarship Fund			
		Certificate of Deposit	
Balance January 1, 2013		27,149.64	
Interest income		131.48	
Disbursements		(1,750.00)	
Balance November 30, 2013		25,531.12	
Helping Hand Fund			
		Savings account	
Balance January 1, 2013		1,019.74	
Donations received		1,200.00	
Interest income		2.10	
Disbursements/transfers		(607.25)	
Balance November 30, 2013		1,614.59	

ZION LUTHERAN CHURCH	Capital Campaign	Roof Monies in Capital Improvement Fund
Balance January 31, 2013	25,703.76	446.24
Loan Payment	(1,267.00)	0.00
Interest	7.93	0.10
Balance January 31, 2013	24,444.69	446.34
Receipts	0.00	205.00
Loan Payment	(1,267.00)	0.00
Interest	7.33	0.13
Balance February 28, 2013	23,185.02	651.48
Receipts	0.00	5.00
Loan Payment	(1,267.00)	0.00
Interest	7.18	0.20
Balance March 31, 2013	21,925.20	656.68
Receipts	0.00	200.00
Loan Payment	(1,267.00)	0.00
Interest	6.89	0.21
Balance April 30, 2013	20,665.09	856.89
Receipts	0.00	215.00
Loan Payment	(1,267.00)	0.00
Interest	7.11	0.29
Balance May 31, 2013	19,405.20	1,072.18
Receipts	0.00	200.00
Loan Payment	(1,267.00)	0.00
Interest	6.05	0.33
Balance June 30, 2013	18,144.25	1,272.51
Receipts	6.89	0.00
Loan Payment	0.00	(1,267.00)
Interest	0.00	0.87
Balance July 31, 2013	18,151.14	6.38
Receipts	0.00	5.00
Loan Payment	(1,267.00)	0.00
Interest	5.85	0.00
Balance August 31, 2013	16,889.99	11.38
Receipts	0.00	200.00
Loan Payment	(1,267.00)	0.00
Interest	5.21	0.01
Balance September 30, 2013	15,628.20	211.39
Receipts	0.00	0.00
Loan Payment	(1,267.00)	0.00
Interest	4.95	0.07
Balance October 31, 2013	14,366.15	211.46
Receipts	0.00	0.00
Loan Payment	(1,267.00)	0.00
Interest	4.31	0.06
Balance November 30, 2013	13,103.46	211.52
Receipts	0.00	205.00
Loan Payment	(1,267.00)	0.00
Interest	4.55	0.07
Balance December 31, 2013	11,841.01	416.59

**Zion
Lutheran
Church
Memorial
Fund**

	Checking Account	Thrivent Account	Total Cash	Total Restricted and Unrestricted	Youth or Elderly - Neverman	Children or Disabled	Choir Music	Worship & Music & AV - Tippie	Trees	Unrestricted	Description
Balance 7/31/13	(191.64) (269.99) (25.00) 3,190.53	8,694.74	11,885.27	11,885.27	460.29	384.29	30.00	900.45	7.24	10,103.00	Northern Sound & Video - cables, interface for band Kmart - RCA 32" LED television Amazon - mounting bracket for tv
	(1,100.00)		(1,100.00)	(1,100.00)						(1,100.00)	Lithocrafters Printing - evening service mail notices
Balance 8/31/13 & 9/30/13	(2,723.20) (632.67)	8,694.74	8,062.07	8,062.07	460.29	384.29	30.00	900.45	7.24	6,279.80	Marinette, Menominee & Peshtigo post offices - mailing of notices
Balance 8/31,9/30, 10/31, 11/30 & 12/31/13	100.00 (532.67)	8,694.74	8,162.07	8,162.07	460.29	384.29	30.00	900.45	7.24	6,379.80	Memory of Janice Faucett - undesignated

**Zion
Lutheran
Church
Memorial
Fund**

	Checking Account	Thrivent Account	Total Cash	Restricted and Unrestricted	Youth or Elderly - Neverman	Children or Disabled	Choir Music	Worship & Music & AV - Tippie	Trees	Unrestricted	Description
Balance 12/31/12	2,070.08	8,694.74	10,764.82	10,764.82	460.29	384.29	30.00		7.24	9,883.00	
January, 2013	0.00		0.00	0.00						0.00	
Balance 1/31/13	2,070.08	8,694.74	10,764.82	10,764.82	460.29	384.29	30.00		7.24	9,883.00	
February, 2013	0.00		0.00	0.00						0.00	
Balance 2/28/13	2,070.08	8,694.74	10,764.82	10,764.82	460.29	384.29	30.00		7.24	9,883.00	
March, 2013	3,780.00		3,780.00	3,780.00				3,685.00		95.00	\$50 - undesignated in memory of Roberta Peterson's sister Pat by Sharon Newsom; \$35 undesignated for Tippie, no donor name supplied; \$3,685 Tippie for Worship & Music & AV; \$10 undesignated for Tippie no donor name supplied
Balance 3/31/13	5,850.08	8,694.74	14,544.82	14,544.82	460.29	384.29	30.00	3,685.00	7.24	9,978.00	
	0.00		0.00	0.00				95.00		(95.00)	reclassify March Tippie from unrestricted to restricted
	110.00		110.00	110.00				110.00			Tippie
Balance 4/30/13	400.00	8,694.74	400.00	400.00	460.29	384.29	30.00	3,890.00	7.24	400.00	undesignated in memory of Don Race
	6,360.08	8,694.74	15,054.82	15,054.82	460.29	384.29	30.00	3,890.00		10,283.00	
	25.00		25.00	25.00				25.00			
	(230.00)		(230.00)	(230.00)						(230.00)	Tippie
Balance 5/31/13	6,155.08	8,694.74	14,849.82	14,849.82	460.29	384.29	30.00	3,915.00	7.24	10,053.00	purchase round tables
	50.00		50.00	50.00						50.00	undesignated in memory of Wayne Johnson
	(992.92)		(992.92)	(992.92)				(992.92)			\$814.92 - Augsburg Fortress for worship liturgies, hymnals, etc; \$178.00 for microphone
Balance 6/30/13	5,212.16	8,694.74	13,906.90	13,906.90	460.29	384.29	30.00	2,922.08	7.24	10,103.00	
	(450.00)		(450.00)	(450.00)				(450.00)			Instrumental Music Company - cymbals
	(470.00)		(470.00)	(470.00)				(470.00)			William Tippie - reimburse for Sony receiver, speakers, drum items
	(615.00)		(615.00)	(615.00)				(615.00)			Akins Pianocraft - Humidity control system, tuning for Baldwin

**PROPOSED RESOLUTIONS FOR CONSIDERATION
AT THE ANNUAL MEETING
JANUARY 26, 2014**

The resolutions are as follows:

- 1) Whereas we recognize Almighty God as the Source of our life and our salvation, and whereas the work of His Holy Church is advanced by the efforts of many faithful and dedicated people who serve in a variety of elected, appointed, and volunteer capacities be it resolved that we express our gratitude to God and our appreciation to all the faithful people who serve Him in and through Zion congregation.
- 2) Whereas the ministry of the church needs our regular and generous financial support for local, synodical, and world-wide concerns be it resolved that we adopt a budget for the General Fund for 2014 in the amount of \$186,773.
- 3) Whereas we recognize Almighty God as our source of life and salvation and whereas the work of His church is advanced through and by the leadership of the Pastor. Be it resolved that we thank Almighty God for Pastor Keith and also thank Him for the encouragement and support of his wife Karen and their children Jacob and Jacki. Be it also resolved that we the congregation encourage and support their work in and through Zion Lutheran Church.

**Zion Lutheran Church - General Fund -
Budget Year 2014**

	2011 Actual	2012 Actual	2013 Actual	2014 Budget
Benevolences:				
Synod - 11% unrestricted giving	\$17,991	\$17,268	\$17,743	\$17,743
Fortune Lake Lutheran Camp	2,000	2,000	2,000	2,000
Luther Home	200	0	400	200
Community Children:				
Synod	2,378	2,012	2,286	2,286
Fortune Lake campers or Fortune Lake	3,909	4,024	4,572	4,572
DAR	4,762	4,024	4,572	4,572
NEWCAP/Haven of Hope	1,562	2,705	3,130	0
Church sponsored Fortune Lake campers	0	812	903	0
Other Synod and local benevolences	23,343	7,766	9,490	0
Total Benevolences	\$56,145	\$40,611	\$45,096	\$31,373
Salaries and Perquisites:				
Pastor:				
Salary	\$38,186	\$39,390	\$38,890	\$41,677
Social security	4,604	4,696	4,696	4,909
Housing allowance	22,000	22,000	22,500	22,500
Health, dental, life & disability	17,669	17,459	17,296	9,580
Spouse health				3,455
Pension	7,737	7,866	8,791	8,290
Spouse's retreat	220	225	225	225
Continuing education	404	323	592	500
Financial Secretary	2,812	3,099	2,396	3,111
Church Secretary	11,227	11,595	10,370	10,660
Treasurer	1,739	1,739	1,739	1,739
Custodian	10,825	10,860	4,045	4,393
Communications Coordinator	6,453	5,113	536	0
Choir Director	850	750	500	750
Organists and other musicians	3,100	3,028	3,064	3,160
Intern		4,400	8,800	0
Social security - non-pastor	2,831	3,105	2,406	1,822
Substitute and interim pastors	341	0	555	750
Total Salaries and Perquisites	\$130,998	\$135,647	\$127,401	\$117,520
Other Operating Expenses:				
Gas & electric	\$9,352	\$7,404	\$8,571	\$9,000
Telephone	1,095	1,152	1,132	1,150
Water & sewer	1,648	1,735	1,614	1,650
Insurance	8,390	8,371	8,280	8,200
Professional expenses	4,276	3,882	3,057	4,000
Official synod meeting	940	644	963	650
The "Lutheran" magazine	290	235	143	0
Choir music	194	193	112	0
Worship and office supplies	4,015	3,265	3,850	3,850

**Zion Lutheran Church - General Fund -
Budget Year 2014**

	2011 Actual	2012 Actual	2013 Actual	2014 Budget
Vanco on-line fees	364	404	404	415
Custodial supplies/minor repairs	3,015	2,296	2,509	2,800
Postage	358	405	413	425
Shepherd Staff software fee	425	425	425	430
Internet access	502	602	602	610
Sew for Missions	815	400	520	300
Committees:				
Social Ministries	398	754	1,606	1,600
Christian Education:				
SPARK	1,379	854	583	400
Adult Education	144	232	129	200
Confirmation	184	341	407	200
Vacation Bible School	0	184	174	200
Other education activities	0	0		100
Evangelism	0	143	225	200
Fellowship	50	152		100
Worship & Music	694	163	555	600
Youth Ministry	143	2,404	66	200
Stewardship	365	47	26	300
Zion Caring Ministry	110	27	237	200
Altar flowers, Easter & Christmas, etc.	1,202	1,500	2,272	2,000
Relay for Life				100
Miscellaneous	2,701	8,077	6,226	1,200
Total Operating Expenses	\$43,049	\$46,291	\$45,101	\$41,080
Maintenance and Repair				
Piano & organ tuning/service	\$929	\$955	1,039	1,055
Copier contract	1,101	1,041	1,219	1,125
Bell-ringer contract	390	415	425	550
Snow plowing / lawn mowing	1,350	581	2,506	1,700
Boiler/plumbing repairs	2,715	4,289	313	3,000
Capital Improvement Fund funding	4,000	0	0	0
Choir loft and staircase carpeting	3,480	0	0	0
Kitchen floor replacement	2,036	0	0	0
Carpet cleaning	0	0	0	0
Roof loan payments from capital campaign	12,670	13,937	13,937	11,845
Roof loan payments from Capital Improvement Fund	2,534	1,267	1,267	0
Roof loan add'l principal payments - Comm Children	11,947	10,060	11,259	970
Projection and recording system maintenance	16	414	26	500
Office IT maintenance and minor equipment	317	644	264	300
Goodwill cleaning service	650	50	0	0
Total Maintenance and Repair	\$44,135	\$33,653	\$32,255	\$21,045
Other transfers and payments (in) out				
To (From) Helping Hand Fund	\$25	\$1,161	\$1,042	\$0
To Youth		584		0

**Zion Lutheran Church - General Fund -
Budget Year 2014**

	2011 Actual	2012 Actual	2013 Actual	2014 Budget
To Funeral Committee		250		0
From Intern Fund for intern related expenses		(4,737)	(9,851)	0
From Scholarship Fund for Intern			(1,750)	
From Campership fund for Church sponsored campers		(812)	(903)	
From Memorial Fund for Youth trip chaperones		(1,990)		0
From Memorial Fund for hymnals and pew Bibles (Miscellaneous expense)		(2,838)		0
From Memorial Fund for Funeral Committee		(250)		0
From Garden Grant fund for community garden (Misc exp)		(1,700)	(51)	0
From Community Children for synod tithe, Fortune Lake, DAR and additional principal payments	(22,996)	(20,120)	(22,862)	(12,400)
From Capital Campaign and Capital Improvement Fund for scheduled loan payments	(15,204)	(15,204)	(15,204)	(11,845)
From Capital Campaign for Communications Coordinator	(6,939)	(5,487)		0
From Parsonage Proceeds Fund to cover General Fund expenses		(2,605)	(878)	
From Capital Improvement Fund for carpeting project	(3,480)			
From Capital Improvement Fund for kitchen flooring project	(2,036)			
Total Other transfers and payments (in) out	(\$50,630)	(\$53,748)	(\$50,457)	(\$24,245)
Net General Fund Disbursements	\$223,697	\$202,455	\$199,397	\$186,773



Evangelical Lutheran Church in America
Northern Great Lakes Synod

1029 N. Third Street, Suite A — Marquette, MI 49855

www.nglsynod.org Phone: 906-228-2300 Fax: 906-228-2527 Email: ngls@nglsynod.org

Rev. Thomas A. Skrenes

Bishop

tskrenes@nglsynod.org

Rev. Katherine A. Finegan

Assistant to the Bishop

kfinegan@nglsynod.org

Louise Ingalls

Office Secretary

louise@nglsynod.org

Betsy Koski

Bookkeeper/Secretary

bakoski@nglsynod.org

Companion Relationships:

Eastern & Coastal Diocese

Evangelical Lutheran Church
in Tanzania

Delaware-Maryland Synod

Evangelical Lutheran Church
in America

♦ ♦ ♦

Rev. Dale R. Skogman

Bishop Emeritus

1991-1999

Rev. Harry S. Andersen

Bishop Emeritus

1987-1991



THE NEW YEAR 2014

Dear Friends in the Northern Great Lakes Synod,

Good news! Christ lives and that makes all the difference! As a five year old boy on the eve of 1960, I said to my father, "Soon it will be the year 2000." He looked at me and said, "Oh, Tom, 2000 is a long ways away!" Time flies. What seemed like only yesterday, to many of us, is now "ancient history" to others. We now face another new year—and only one guarantee for the year. It will move too quickly!

So now is the time to make plans and prepare for our common future. In that spirit, your synod is beginning a three year emphasis in 2014. We call it:

"WORSHIP, WITNESS, WELCOME"

As a Church, we are called by the Gospel of the Lord Jesus to be a people that worship God, witness to the truth that sets us free and welcome all to live in God's grace. It is my prayer that we will renew our synod and congregations with the Spirit of the living God. As we begin this work of hope, I ask you to ponder these questions:

- +What is wonderful about our weekly **worship** services? What needs work in our services to help us develop meaningful lives of community worship?
- +When was the last time we **witnessed** to the power of Jesus? How can we grow in talking about and living as a follower of Christ?
- +Why would anyone want to be a part of our congregation? What would make our congregation more **welcoming** to the unchurched people in our neighborhoods?

As your bishop, I am excited about the future God has in store for us. With 82 congregations and 120 pastors (both active and retired) we can make a positive Christ-centered difference in this northern Wisconsin and Upper Michigan area. I thank God for your faithfulness and your support of our work together as the Evangelical Lutheran Church in America. Happy New Year!

Sincerely,

Thomas A. Skrenes

Thomas A. Skrenes

Bishop