

# 2015 ANNUAL REPORT OF THE CONGREGATION



ZION LUTHERAN CHURCH

2714 JAMES STREET

MARINETTE, WI

**Annual Meeting  
Following Worship  
Sunday, January 31, 2016**

**ZION LUTHERAN CHURCH**

**Marinette, Wisconsin**

**ANNUAL MEETING**

**Sunday, January 31, 2016**

**A G E N D A**

**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 - 13**

**Report of the Congregation Council President – Pages 14 - 15**

**Committee Reports:**

**A.V. Team Report – Page 16**

**Caring Ministry Team Report – Pages 17 - 18**

**Christian Education (SPARK & VBS) – Page 19**

**Evangelism Committee – Page 20**

**Fellowship Committee – Page 21**

**Fortune Lake Camp Report – Page 22**

**Harvest of Hope Community Garden – Page 23**

**Jolly Times Report – Page 24**

**Mission Endowment Fund Committee – Page 25**

**Property Committee Report (Git-R-Done Group) – Page 24**

**Relay for Life – Page 26**

**Social Ministry Committee Report – Page 27**

**Stewardship Committee Report – Pages 28 - 29**

**Worship & Music Committee Report & Sanctuary Arts – Page 30**

**Youth Ministry Report – Page 31**

**Financial Reports:**

**Report of the Auditors – Page 32**

**Financial Secretary's Report – Page 33**

**Financial Reports of Organizations – Page 34**

**Treasurer's Report – Pages 35 - 39**

**Ratify New Constitution – Pages 40 - 53**

**Consideration of Proposed Resolutions – Page 54**

**1) Gratitude for Volunteers**

**2) Proposed Budget for 2016 – Pages 55 - 56**

**3) Gratitude for Pastor**

**Report of the Bishop – Pages 57 - 58**

**Other Business**

**Adjourn**

**Closing Prayer**

**Installation**

## NOMINATING COMMITTEE REPORT

### Term Expires 1.2016

Duane Clarke

Gary Grom

Girard Rudell

Peter Thielen

### Term Expires 1.2017

Kathleen Bauer

Troy Cording

Karen Sylvester

Julie Williams

### Term Expires 1.2018

Roxanne Bowdin

Colleen Madden

Sarah Marzahl

### Youth Term Expires 1.2016

Katelyn Sylvester

## **SAMPLE BALLOT – January 31, 2016**

### **Church Council (3 year term)**

Carla Clarke

LeeAnn Martin

John Radloff

Mark Swenson

Lori Despina (2 year term)

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### **Council Youth Member (1 year term)**

Katelyn Sylvester

\_\_\_\_\_

### **Personnel Committee (3 year term)**

Bonnie Schoen

\_\_\_\_\_

### **Nominating Committee (2 year term)**

Ann Buscher

Karen Dill

Julie Williams

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\_\_\_\_\_

### **Mission Endowment Fund Committee**

Pam Lund (3 year term)

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\_\_\_\_\_

### **Synod and Conference Assembly Delegates**

Roxanne Bowdin

Karen Dill

\_\_\_\_\_

## COUNCIL NOMINEE BIO'S

**Carla Clarke** - I've been coming to worship at Zion for about 15 years. In that time, I've grown to love this place and the people in it. I have previously served on the Council and found it to be a very educational and interesting experience. It's amazing what goes on "behind the scenes" of Zion! I'm excited to get a chance to serve on the Council again and would encourage other members to think about doing it too!

I help out with the Sanctuary Arts Group, Funeral Committee and Nominating Committee. I've served Zion in the past by being an adult leader/chaperone for 8 teenagers in our youth group when we went to the ELCA National Youth Gathering that was held in New Orleans a few summers ago. I was also a member of the Caring Ministry Team for a short time. I'm one of Zion's "custodians" and try to keep our building looking neat and clean every week. I enjoy baking bars for various events for Zion and attending Bible studies when I can.

I've been married to my awesome husband, Curt, for almost 12 years. He recently started working at Kimberly Clark. We have a blended family consisting of my daughter, Abby Demmith, 18, who's proudly and bravely serving in the U.S. Army, my bonus-son, Corbin, almost 20, who is a sophomore attending Poly Tech. University in Lakeland, FL and my bonus-son, Jacob, 18, who will graduate from high school in the spring. We enjoy biking, walking, camping, road trips - especially around the U.P., and spending time with our families. You will find us all summer long floating down the Menominee River on the pontoon boat. I have been employed as an orthodontic assistant at the wonderful office of Richard P. Fisher D.D.S. for the last 21 years.

**Lori Despins** - My husband Dave and I have been a part of Zion's family for over 37 years. Our three children Denise, Keith, and Emily were baptized and confirmed at Zion. Our immediate family also includes a son-in-law Sam, a daughter-in-law Abby, and a new granddaughter Claire Ann.

While at Zion, I have served on the Christian Education Committee and am now serving on the Social Ministry Committee. As part of the Caring Ministry Team, I visit members who are homebound. I am also a member of the Sarah Group. In the early years of my membership, I taught VBS classes and served as a substitute Sunday school teacher.

In 2011 I retired from the Marinette School District after teaching for 20 years. I continue to work in the school district as a substitute teacher. Besides working with children, I enjoy walking, biking, and lap swimming.

When asked to be a candidate to serve on the council, I gladly accepted. This may be where Jesus is leading me.

**LeeAnn Martin** - I was raised in Bruce, Wisconsin, which is about 200 miles west of Marinette and about an hour north of Eau Claire. I was confirmed at Nathaniel Lutheran Church in Bruce. I graduated from UW-Eau Claire and have lived in Marinette since 1995 when I was hired as a math teacher at Marinette High School. This is my 21<sup>st</sup> year at MHS where I have taught math for 17 1/2 of those years and biology for 3 years. I became a member of Zion in 2004, when my boys (James and Spencer) were just little. James and Spencer were both adopted from Ukraine when they were less than 2- years-old. James is now a freshman in high school and Spencer is in 7<sup>th</sup> grade. My boyfriend, Bob Limberg (who the boys refer to as their stepdad), and I have been together for 8 ½ years. Most of my favorite things are related to physical fitness. I love sports of all kinds and Walt Disney World as well. I have done several half marathons, and my most beloved event is a four-day race totaling 48.6 miles, called the Dopey Challenge at WDW. I signed up to do my first half Ironman this summer, so I will be doing a lot more swimming and biking this year. You've probably seen me running around town at some time or another. Both of my boys are on the Autism spectrum, which has been an interesting journey. We recently raised over \$3,000 for Autism Speaks which allowed us to go to Disneyland in California to run the Captain America 10K. I enjoy being a member of Zion and am excited for the opportunity to serve our church family.

**Mark Swenson** - I have been a member of Zion all my life. Over the years, I have served on the Intern, Fellowship and Youth Committees, as well as many years on the Property Committee. In addition, I have served on the Church Council and as a head usher. My wife, Debbie, and I have been married 28 years. We have 2 children: Erin, 27, and Katie, 24, who both live in Green Bay. After high school, I served 4 years in the U.S. Navy and currently, along with my brother, own and operate S&O Lock Service in Marinette. We enjoy spending time with friends and also like to travel in our spare time.

**John Radloff** - Since joining Zion more than twenty years ago, I have been church treasurer for half of that time and have served several terms on Council. I have been the director of accounting for Bay Area Medical Center the past twenty-four years and currently am a member of Northland Lutheran Retirement Community finance committee. Maryellen and I were married in 1976. Our family is comprised of sons Michael and Jesse, daughter-in-law Tasha (married to Michael) and granddaughter Zahra.

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:

- |                          |  |
|--------------------------|--|
| <b><i>PRAYS</i></b>      | 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.  |
| <b><i>WORSHIPS</i></b>   | 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.  |
| <b><i>STUDIES</i></b>    | 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. |
| <b><i>INVITES</i></b>    | 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.  |
| <b><i>ENCOURAGES</i></b> | 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.  |
| <b><i>GIVES</i></b>      | 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.   |
| <b><i>SERVES</i></b>     | 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 2015

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According to Paul, in his letter to the Galatians, (3:27), our baptism is the mark that we have been clothed by Christ. We no longer live our lives independently of Jesus, living close to him when we feel like it, and living away from him when we don't. Paul says, "It is no longer I who live but Christ who lives in me." (Galatians 2:20)

This is important for us to remember as we ponder what has taken place within our congregation this past year and try to envision what we are called to be about the year and years ahead. This Annual Report is filled with details of how Christ has been active in, with, and through our congregation in many different ways. May Christ use this report to guide us into ever deeper worship and service.

### 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.*

Martin Luther said: "We pray because we are unworthy to pray. Our prayers are heard precisely because we believe that we are unworthy." Prayer is where we start and where we finish. It is all about communicating with this God who loves us completely and gives us everything so that we may live in him through Christ.

I continue to be moved by the prayers our congregation offers. We pray for our world, for the ministries that are important to us, and for one another. When visitors and guests join us for worship and mission, they can see how important prayer is to us.

I covet hearing your prayers, particularly when we meet as a Council, in our committees, or in the Sunday Evening Service of Reflection. I hear your prayers through the many petitions you offer each Sunday. You are praying! Thank you! And may we continue to grow in our praying.

### 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.*

A few Sundays ago the weather was terrible for worship. It was near zero and there an awful sheet of ice was over everything. It was very slippery. There was also a heart-breaking Packer game the night before, so there were plenty of reasons for people to stay home, and many did. Yet, there were still 53 hearty souls in worship that Sunday, many of whom, with their walkers and canes, most would assume would not come. Obviously worship is a priority for them and for most of us, and I applaud this.

I know that people want to worship, but are hindered by so many commitments. In addition to our Sunday morning service we have offered a Sunday evening service and a Thursday evening service. I realize that in addition to both of these being EXTREMELY difficult to remember, they also have other aspects to them that make it a challenge participate. To address this, we

added another worship service immediately before our education time on Wednesdays. Our average attendance has been 36. Yes, the primary attendees are those families who have children in SPARK or Confirmation, but others have attended as well. It has been good to see people who rarely if ever have a chance to attend on Sunday mornings come to this service. It is definitely meeting a need.

Certainly the Wednesday service helps us toward our vision of at least half our members worshipping sometime during the week, but we still have a long way to go. Our goal is 200 with our present membership, and this year our average attendance, although coming up a bit from last year, is still 117. We will need to continue to explore other avenues for worship attendance to grow. Again, I know regular worship is a priority for the members of our congregation. How to make that happen is huge challenge.

### **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.*

There is a passion for study within Zion. Our attendance at SPARK is going up. Our Bible Studies are generating more interest, and our devotional materials are being used. When we hold Vacation Bible School, we get the necessary volunteers and there is an outpouring of financial and material support. When our youth attended the National Youth Gathering this past year, again, there was plenty of support within the congregation to make that trip possible.

This year, Zion hosted one of the Menominee Valley Conference Educational events. Pastor George Olson and I led a study on the Sabbath. These classes, held throughout the year at various congregations within our Conference, are a great opportunity to dig a little deeper into the faith and meet people from other congregations in our area.

### **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.*

There are people who have not really heard about the complete and absolute love that God has for them, and you know some of these people. And, you have been inviting them to come and worship with you. You invited them when we celebrated our 140<sup>th</sup> Anniversary this year. You have invited them to Christmas Eve worship. You invited them through advertisements on placemats in our local restaurants. You invited them to work with you on projects that the congregation has undertaken, and ministries we are involved in. You have invited, and on behalf of all those you have invited I thank you.



Please continue to invite. This news that gives us life is too good not to share with others. If the bank was giving away money, and this good news had already blessed you, you would tell your loved ones all about it. You would tell your neighbors and friends. You couldn't keep it to yourself. This is why you invite. God blesses us with much more than free flowing money from a bank. God blesses us with God's very self when we gather to worship and engage in God's mission in the world.

### **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.*

As people come and go on our committees, and as they become active and dormant and then active again over the years, I continue to be amazed by the key factor of encouragement within these committees. It's all about relationships. We know this. It isn't news. It is the truth we see through out Scriptures. It is the truth we experience within our own lives again and again. It is all about relationships.

Fostering relationships is the primary focus of two groups within our congregation: The Caring Ministry Team, and our newly revitalized Fellowship Committee. I encourage you to read their reports to see what they have been up to, and to consider being a part of their important ministries.

As I implied above, each gathering within our congregation fosters encouragement within the group. Certainly it is a key factor as to why groups have a life span. We gather for more than just getting a job done. We gather to get that job done with others.

My point: If you aren't yet involved in the congregation in some way, you might want to try something. Yes, it takes some time, and yes, it will sometimes demand patience and understanding, but the benefits of offering and receiving encouragement far outweigh these expenses. Many of these ministries are also ways of expressing Zion's encouragement to others in our community, and the people of our community are watching.

### **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.*

In 2015, our General Fund giving was not only greater than the previous year, the third year in a row that this has occurred, but exceeded the previous year's giving by about 14%. Yes, much of the giving that had previously been directed at Zion's Debt and Community Children Campaign was now directed into the General Fund, but, as you can see in the Financial Secretary's report, the increase in our giving was way beyond what was given in 2014 to the Campaign. Regular envelope giving increased by \$27,355 while our Debt and Community Children Campaign collected \$19,107 in 2014. That difference of \$8,248 is a biggest increase than we have seen in

our giving in over ten years. Yay!! Thank you so very, very much. Your generosity has made a huge difference, not only with what we are able to do side our own walls, but with what we are doing in our community and the ministries we support.

In light of this great outpouring of giving, it grieves me to point out another fact: Our General Fund balance decreased in 2015 by \$4,232. Obviously our increase in giving was timely. I shudder to think of what would have happened if we had maintained the same level of giving as we had the year before. The increase was also timely due to the fact that our regular giving by members had stagnated at the same level for 13 years. (See the benevolence/regular giving chart towards the end of my report.) In 2002 our regular giving was \$175,376. Our giving in 2015 was \$172,295, and that was an increase over the previous three years. So, we made a great and necessary improvement in 2015, but we are not out of the woods yet.

The proposed budget for 2016 expects an increase in giving from last year by \$8,000. Our pledges for 2016 only increased by approximately \$2,000. This, of course, does not recognize the possible increases in non-pledged giving. The Congregation Council worked hard on this budget. There is not much wiggle room unless we really start to get ugly. The 2016 budget is less than last year's actual spending by \$4,878, and is a decrease over last year's budget by \$1,562. It is less than we actually spent in 2012 and 2011. Yes, we will continue to watch our spending, making every effort to stay below our budgeted levels, but obviously there is a need to continue to grow in our giving.

Please know that I am proud of all that our congregation does with our giving. We give to many ministries outside of ourselves by committing percentages of our income to them. We give 11% to the work of the wider church through our Synod and the ELCA. We give 1.1% to the operations of Fortune Lake and another 2% to scholarships for children to attend Fortune Lake. We give 2% to the ministry of DAR Boys and Girls club, and we give 0.175% to the ministry of Northland Lutheran Retirement Community. These are all first fruits commitments that we have made; "checks that are written" first, no matter what, based upon the income we have for that month. We also set aside each month an additional 4% for capital improvements, which allows us to do projects like improving our lighting, a project we did last year and intend to continue in 2016. We do great things with our giving, and again, I'm proud of the perspective that our congregation embraces regarding it.

### **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.*

Zion is committed to serving. Throughout the year we engage in many different activities which serve others beyond our walls. We had a fantastic Souper Bowl food collection, which added greatly to all that we collect throughout the year. There was another great outpouring of giving to eradicate world hunger. We collected money to celebrate the 85<sup>th</sup> Anniversary of Fortune Lake by building tree houses in Vagabond Land, and we participated in the parade on that day. We collected health kit supplies and school supplies. Our quilters are busy every other week. We lead the loading of a boxcar for Lutheran World Relief. Our kids ring bells for the Salvation Army and many of us shop for the Angle Tree. We have a community garden that brings people

together regarding the growth of food and sharing that food in our community. We knit and crochet to help others. We purchase coffee, tea, almonds and chocolate in such a way that it helps farmers around the world receive a living wage. We roll up our sleeves and help to clean up our community through the God's Work our Hands Day. Our Choir and others did some caroling in December. And there is so much more that we do. Zion is committed to serving.

Can we grow in our serving? Yes! We always need more volunteers for many of our projects. If you haven't tried something yet, maybe 2016 is your year. The Social Ministry Committee will be offering the congregation a chance to grow in our serving by encouraging us to be activists on behalf of the poor, needy and vulnerable. In other words, it is important to help eradicate hunger by giving food and money, but it is also important to eradicate hunger by advocating on behalf of the vulnerable with government agencies and the power brokers. Watch for this to begin in February.

### **Vision**

Our Vision Statement is filled with lofty goals that we may never reach, but, as we all know, it's not the goal; it's the journey. The goal shows us where we are going, but the journey is the place where we live. This Vision Statement describes what we hope to see along the way and what we hope others will see as well.

In reality, our congregation really isn't OUR congregation. It is God's gathering. God is the one who brings us together and God is the one who provides us with all that we need to bear God's love to the world. Indeed, we are one with Christ in baptism. We share the same Holy Spirit. What a privilege it is to engage in this ministry together with Christ.

### **Thank you**

I consider it a privilege to be called your pastor, and I am deeply grateful for this calling. We have been working together for over 18 years now, and to me it still feels as fresh and exciting as it did the day I began my ministry with you, (which, of course, makes it difficult to believe that more than 18 years have gone by!) I was moved by the way you celebrated the 30<sup>th</sup> anniversary of my ordination in 2015. Again, thank you for that. You make it a joy to be engaged in ministry with you, and for that too I can't thank you enough. Your support for my family and me means the world to me. Again, thank you!

Respectfully submitted,  
Pastor Keith

## STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
Membership at Previous Year End (2014)	423	353
Members Received During 2015		
By <b>TRANSFER</b>	1	1
Member Received During 2015		
By <b>AFFIRMATION OF FAITH</b>	4	4
Member Received During 2015		
By <b>ASSOCIATE MEMBER</b>	1	1
Members Received During 2015		
By <b>BAPTISM</b>		
(Parents Members)	3	
(Parents Non-Members)	2	
Total Members Received . . . . .	11	6
Baptized Members Confirmed (October 25, 2015)		5
SUBTOTAL . . . . .	434	364
Members Removed during 2015		
By <b>DEATH</b>	5	5
By <b>REMOVED UPON REQUEST</b>	4	4
By <b>TRANSFER</b>	1	1
Total Member Removed. . . . .	10	10
<u>Membership as of 12/31/2015</u> . . . . .	424	354
Average Weekly Worship Attendance . . . . .		117
Confirmed Members who Attended Communion at Least Once . . . . .		230
Unconfirmed Members who Attended Communion at Least Once . . . . .		11

## PASTORAL ACTS IN 2015

### **BAPTISMS**

#### **DATE**

8/23/2015

9/6/2015

9/6/2015

9/13/2015

9/13/2015

#### **NAME**

Aiden James Bailey

Mallory Jacq Andrist

(Pastor Richard DeBenedetto)

Morgan Jeanne Andrist

(Pastor Richard DeBenedetto)

Sebastian Lee Walcher

Serenity Mae Walcher

### **FUNERALS**

#### **DATE**

1/31/2015

4/29/2015

6/26/2015

11/10/2015

11/21/2015

#### **NAME**

Ellen Rae Sylvester

Ralph John Backman

Sue M. Peterson

Francis J. Lebick

Noreen F. Anderson

### **WEDDINGS**

#### **DATE**

8/15/2015

10/3/2015

#### **NAME**

Jacqueline Helen Kolstad

Jessy Thomas Haid

Belinda Irene Dufek

Daniel Joseph Lemire

## **MEMBERS RECEIVED IN 2015**

### **BY TRANSFER**

#### **DATE**

3/22/2015

#### **NAME**

John & Sharon Powilaite

### **BY AFFIRMATION OF FAITH**

#### **DATE**

3/22/2015

#### **NAME**

Marilyn Knopp

3/22/2015

Mary Singer

3/22/2015

Richard & Barb Francour

### **ASSOCIATE MEMBER**

#### **DATE**

3/22/2015

#### **NAME**

Chris Weinrich

### **CONFIRMATION – October 25, 2015**

Maxwell Robert Albert

Cassandra Kathleen Bauer

Samuel Michael Gressel

Nick Tyler Kehoe

James Alexander Martin

## **MEMBERS DISMISSED IN 2015**

### **REMOVED UPON REQUEST**

#### **DATE**

1/13/2015

#### **NAME**

Cora Lynn Weissgerber

1/13/2015

James Dwight Weissgerber

11/10/2015

Joan Alice Kelly

11/10/2015

Luther Aaron Kelly

### **REMOVED BY TRANSFER**

#### **DATE**

3/10/2015

#### **NAME**

Emily Helen Stafslie

### REMOVED BY DEATH

#### DATE

11/18/2015  
4/13/2015  
11/6/2015  
6/20/2015  
12/29/2015

#### NAME

Noreen Anderson  
Ralph John Backman  
Francis J. Lebick  
Sue Marie Peterson  
Joyce Elaine Cosson

### 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>
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
2014	107	106	112	169	125	99	87	99	110	124	103	120	113
2015	97	106	104	138	115	98	98	94	135	150	128	135	117

<u>Year</u>	<u>Ash Wed.</u>	<u>Maundy Thursday</u>	<u>Good Friday</u>	<u>Tenebrae</u>	<u>Christmas Eve</u>
2010	97	109	68		256
2011	73	120	55		239
2012	79	98	72		195
2013	90	129	52		162
2014	88	91	60		197
2015	75	73	55		212

## **Congregation President's Report for 2015**

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**Council members for 2015:** Peter Thielen, Julie Williams, Karen Sylvester, Gary Grom, Duane Clarke, Kathleen Bauer, Roxanne Bowdin, Chad Francour (replaced in December by John Radloff), Troy Cording, Sarge Rudell, Sarah Marzahl, Colleen Madden, Katelyn Sylvester, and Pastor Keith

The Congregation Council (per Zion's Constitution) is entrusted with the general oversight of the life and activities of this congregation and in particular its worship life. We strive to discern where God is leading us by beginning our meetings with devotion, prayer, and study of a Bible passage. In addition, each of our agenda items is linked to at least one of Zion's 7 Marks of Discipleship (set forth in the Vision Statement).

The Council and congregation of Zion has, as usual, been very busy and productive this past year. These years go by so unbelievably fast, you wouldn't think we'd accomplish anything, but we do! All of the committee reports within this Annual Report illustrate just how busy everyone has been while following where Jesus leads. Please, take the time to read through them - you'll be impressed and perhaps even led to join a committee! Below are just a few of the year's highlights:

- 2015 began with a deficit budget, but God definitely provided for Zion during this year
- Council approved an awesome, first-time-ever Endowment Fund
- Zion was blessed with a congregation with enough faith to follow their Council's lead and vote "yes" on these issues
- First ever Souper Bowl Challenge between the ELCA congregations of the Menominee Valley Conference to support NEWCAP (Zion came in 2<sup>nd</sup> - we'll do better in 2016!!)
- Lenten Soup suppers
- Hooks & Needles making projects for Warmth for Warriors and Sew for Missions making quilts for overseas missions connect us to the world
- Continued support of Haven for Hope, Relay for Life, NEWCAP, DAR, "God's work, Our Hands" project, school supplies for local, needy children, the Angel Tree, World Hunger and Global Missions, World Relief Boxcar, and Northland Lutheran Retirement Community
- Menominee Valley Conference Lay School classes continue, as well as a variety of Bible studies
- Zion's lighting fixtures were updated in the sanctuary, fellowship hall, cry room, and the kitchen and in several areas outside the building
- Fortune Lake Lutheran Camp's 85<sup>th</sup> anniversary and a Fortune Lake 500 Parade of Vehicles as well - monies used for new tree houses in Vagabond Lane
- Zion provided 5 full and 3 partial FLLC summer camp scholarships

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## **Congregation President's Report for 2015**

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(continued)

- Youth events: Penny Carnival sponsored by the Confirmation class, LOTS of other activities, the ELCA National Youth Gathering in Detroit, and the Zion Youth Booth at the Waterfront Festival, and SPARK, Vacation Bible School and the Christmas program for the younger set
- Evangelism Committee organized different styles of nametags to suit everyone!
- Pastor Keith's 30<sup>th</sup> Anniversary of his ordination - June 7<sup>th</sup>!
- Zion's garden continues to thrive and help contribute food to the local community
- Celebrated Zion's 140<sup>th</sup> Anniversary with an indoor picnic (due to weather!) after worship - August
- A special wedding - Jacqueline Kolstad and Jessy Haid on August 15!
- A new ½ hour worship service began in September on Wednesday nights- designed for families, but open to all
- The 60<sup>th</sup> Anniversary of Ordination for Pastor George Olson - September
- Zion's Jolly Times began - eats and games!
- Council approved Pastor Keith's sabbatical for April - June 2016
- Council approved implementing background checks on all those who volunteer with children at Zion
- The Evangelism Committee applied for, and was awarded, a \$400 grant from Northern Great Lakes Synod for advertising - it will be used for placemats at La Cabana, Luigis, and Applejacks Bar and Grill
- Changes in furniture placement and flow of activities in the Narthex and new paint, carpet, a new light and wall decoration in the entryway make entering Zion more welcoming
- Many new chairs were purchased for the Fellowship Hall
- The fall Stewardship Drive once again focused on the spiritual aspect of giving, tithing, and percentage giving - about 60 people attended the brunch
- The Cubs and Webelos of the Marinette Troop not only continue to meet in the Fellowship Hall, but helped with fall cleanup this year - they're always willing to lend a hand to Zion

In this new year, I look forward to once again serving on the Council and watching where Jesus leads this congregation. As the new Council members come on board, I would like to extend a huge thank you to the outgoing members: Duane Clarke, Chad Francour, Gary Grom, Sarge Rudell, and Peter Thielen for their service and support of Zion. It was a pleasure to work with all of you. I learn so much from each of you-I'm thankful for that opportunity. My prayer is that each member of our congregation will take advantage of this service to Zion at least once during their membership.

God's Blessings to you during 2016,  
Roxanne Bowdin, Congregation President

## AV Team Report

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It is hard to believe that it has been almost 6 years since we installed the system. As it is with anything these days nothing last forever, especially electronics. Because of this we had some major upgrades to do this year. We had to replace the computer and also the recording device that we use to record the services and then publish them online. A very heartfelt thank you goes out to Tim Marzahl, Sarge Rudell, Justin Williams, Kathy Heimbuch, Jonah Zuehls, James Martin, Cheryl Maxwell, Sharon Powilaites, Jacob Cording, and Gage Schutt. Without these people what is done with the equipment would not be possible!!!

Respectfully Submitted,

Troy Cording

## Caring Ministry Team Report

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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, and those who are lonely.

ZCMT comprises five components; dispensing Holy Communion, visiting the elderly/home-bound, a card ministry, handling small household tasks for the elderly, and supplying transportation.

Heidi Beland, Pat Rondeau, Sarge Rudell, and I distributed Holy Communion at least monthly to as many as twenty individuals. This year, at least 106 communion visits were made. Each of us holds a short worship service; some share sermon notes taken the Sunday before the visit; some sing songs, some do not. Each of us feels blessed by God to be able to provide this vital ministry to his flock. Julie and Don Otto were a vital part of this ministry for many years; however, in 2015 they announced they were relocating out of state. We wish them every blessing in their new home.

Fifty-six visits were made to eleven congregation members most monthly. The Visitation Team is comprised of Ann Buscher, Lori Despins, Hope Goes, Jacki Renne, Chris Weirich, Cheryl Maxwell and Pat Rondeau. Chris, Cheryl, and Pat joined this year and I'm so happy to have them on board. Most of the individuals we visit don't have an opportunity to leave home very often. A few reside in their own home; however, the majority are in assisted living or a nursing home.

Zion's card ministry is spearheaded by Nancy Selle who has reached out and touched so many of Zion's members with a variety of beautifully caring greeting cards. Nancy's goal is to bring a little of God's love and carrying into our lives. Even though Nancy and her husband, Kenny are "snowbirds" Nancy continues her ministry and for that we are very thankful.

On occasion, the Caring Ministry Team is asked to help an elderly member with a special task in their home that they are incapable of handling. These types of requests don't come often, but when they do we do our best to fill them.

From time to time, members of our congregational family are in need of transportation to worship and medical appointments. Roger DeGroot, Bryan Gutknecht, Lance Dill, Sarge Rudell, Don Schutt and I are part of the transportation team. Several congregational members have utilized this service in 2015.

Bay Area Medical Center will no longer contact Zion when congregation members are hospitalized. If you want Pastor Keith to make a visit, he needs to be contacted directly by calling 715.735.7898 or his cellphone at 715.587.7898. If you prefer, you can call me at 715.732.4206.

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## **Caring Ministry Team Report**

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The same holds true if you want to utilize any service provided by the Caring Ministry team. We do our best to reach out to those on the prayer list, but many times congregation members feel forgotten or worse yet, ignored. We do not want that to happen. Please know that we do care very much. We truly want to share God's love with you. Please have someone call me at 715.732.4206 when you or someone you love has a need. I'll do my best to see that your request is handled in a timely manner.

To all of you who serve on the Caring Ministry Team, thank you for giving of yourself and your time so freely. What you do makes such an immense difference in the life of the person you minister to. Your dedication is deeply appreciated.

Go in God's peace and love,

Karen Sylvester  
ZCMT Chairperson

## **Christian Education Committee Report**

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### **SPARK**

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SPARK Faith Formation is held on Wednesday evenings during the school year. SPARK continues to be our primary education tool for preschool through grade 5. We have three groups of classes. Preschool - Kindergarten was led by Kaitie Sodergren January through May. At the start of the new school year in the fall Kim Gaudes joined our team as their leader with Kathy Heimbuch as their helper. There are currently 8 youth enrolled in her class. First grade as well as music is led by Superintendent Stephanie Klein, with 9 children currently enrolled in her class. Rachel Rosenfeldt is a helper for the first grade class. Johanna Zuehls is the leader of the 2nd-5th grades this year. There are 11 currently enrolled in this group. The children enrolled in SPARK come from Zion, St. James, and from the community who are not affiliated with a congregation. In 2015 the children started the year by collecting non perishable food goods to participate in the "Souper Bowl" collection. They sang during worship in February, May, and October. On September 16th SPARK began for the school year. On September 20th we handed out 10 picture Bibles to our youngest youth. Those receiving these were: Macy Bodam, Gage Caproon, Gunner Caproon, Hunter Caproon, Elas Emler, Madelyn Krah, Jacob Marzahl, Alexa Oleson, Presley Schroeder, and Sebastian Walcher. We passed out five 3rd grade educational Bibles to: Nora Derby, Jacob Ross, Serenity Walcher, Ian Treptow, and Kaya Bodam. Confirmation students that received their Adult Bibles are: Travis and Sydney Lund, Gage Schutt, Jonah Zuehls, Alexis and Gabriel Roth. Beginning in the fall when school began, they used their offering collection to be able to pick 2 Angels off of the Angel tree. This year's Christmas program was held during worship on December 20. It was a reading of "B" is For Bethlehem. It was directed by Stephanie Klein with Rachel Rosenfeldt accompanying.

### **Vacation Bible School 2015**

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We had 39 children from our congregation and around the community attend this year's V.B.S. Our theme this year was "Let's Get Hooked on Jesus." On Monday, the story was of Jesus calling his Disciples to be fishers of men. We made boats that were used during a relay game on Wednesday. We had a visit from Taxidermist Dan Peterson who presented about different fish that he has caught and mounted. Tuesday's story was Jonah and the Whale. We made whale poppers and played a Jonah game. We had a presentation from Anne Bartels from the T.O.A.D. program. She talked about fish and the aquatics life. Wednesday we learned of the Feeding the 5,000. We raced our boats outside in gutters of water, and made our own bread out of pretzel dough. Our mission for the week was "CAN" we sink the boat? We had a boat located at the back of the worship center for the children to fill up with canned goods for the food pantry. The last day for VBS, Thursday, we took a trip to the Westshore Fishing Museum on M35. We ended the week with a sing a long in the worship center. The children performed their songs they learned for the week for their parents.

Respectfully, Stephanie Klein

## Evangelism Committee Report for 2015

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The members of the Evangelism Committee in 2015 were: Peter Theilen, Karen Sylvester, Kathy Heimbuch, Sarge Rudell, and Pastor Keith.

This year was a busy year for the Evangelism Committee.

Nametags are an important for us to be welcoming to one another as well as to our visitor. The Committee examined what has worked and not worked over the years and created a new system that will hopefully be as user-friendly as possible. Thank you to everyone who uses a nametag. Again, it is a simple, yet powerful way to express our welcome.

We discussed the future of the Sunday Evening Service of Reflection. The attendance is low and it is not reaching as many people within the community as we had hoped, and yet it is also meeting a need. The committee recommended keeping the service for now.

Thanks to the enticement of a grant by our Synod, we spent many meetings engaging in conversation regarding how Zion might advertise in the community. With Synod support, we finally agreed to try placemat advertising. Our ad was a part of 10,000 placemats in each of three local Restaurants for three months this in the fall: Luigi's in Peshtigo, Applejacks in Marinette, and La Cabana in Menominee. Thanks to a tremendous discount from the placemat publisher, we also advertised our Christmas Eve worship on 10,000 placemats at Schloegal's in Menominee. We are also looking into radio advertising.

The Evangelism Committee made some recommendations to the Sanctuary Arts Group regarding our entryway and the placement of furniture in our Lobby. We are pleased with the way the entryway turned out and for the improvements to traffic flow that has occurred in the Lobby.

Our Synod has a program going on now called Sneaky Visitor in which a visitor comes to the congregation and judges how welcoming and hospitable it is. We have not yet been visited, but the Committee hopes that we will receive a visit soon so that we can learn more about our hospitality growth opportunities.

The Committee's last meeting was in July. We are in need of new members to get this committee operating again. Please consider being a part of it in 2016.

Respectfully submitted,

Pastor Keith

## **Fellowship Committee**

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Members include: Kim Gaudes, Colleen Madden, Sarah Marzahl, Katelyn Sylvester  
Johanna Zuehls

The Fellowship Committee is a newly formed group as it was non-existent last year. Considering this was a newly formed group we did a wonderful job coming together quickly to bring fellowship to this congregation. Our committee's purpose is to welcome new members and encourage fellowship among the church's current members.

Our first gathering was the welcoming of new members back in March. Our committee hosted a coffee hour for our new members with lots of delicious treats including a cake. We hope our current members stopped by to welcome our newest members that day!

Our second gathering was a church picnic that took place in August. We celebrated 140 years of this church-wow! We had games, crafts, face painting and a bouncy house. The church provided the main dish and drinks, our committee sponsored the plates, napkins and dinner-ware for all and the congregation was asked to bring a dish to pass. We decorated, set up and served that day and we hope you enjoy yourselves. Despite the rainy weather – fun and fellowship was had by all who attended.

Our last gathering of the year was the pie social after the Thanksgiving Eve service. Our committee decorated, cut all the pies and made that delicious coffee. As we served and cleaned up it sounded like there was a lot of fellowship happening out there in the Fellowship Hall.

If you would like to join this committee, please contact anyone on the Fellowship Committee-we have a lot of fun and we like to do things just a little differently. We hope you have enjoyed what our committee has accomplished this past year. Let us know if you have an idea for a gathering in the future-we are always up for planning some more fellowship!

Respectfully Submitted by,  
Sarah Marzahl

## Fortune Lake Lutheran Camp Annual Report

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2015 marked another milestone for FLLC - 85 years of ministry on the shores of Fortune Lake. Under the theme "Driving Faith Forward," more than 200 people gathered on June 7 to celebrate. The event included a unique parade of 60 vehicles representing more than 40 congregations, the dedication of the new pavilion funded by gifts from staff alumni, a festive worship service in the chapel, and a delicious buffet picnic dinner. The anniversary campaign received gifts totaling \$92,000, which will fund four tree houses to replace the 30-year-old tents in the Vagabond program. (The tree houses are in place and will be finished in the spring.)

Our congregation was part of that celebration. A total of \$1,708 was raised which registered LeeAnn Martin's 2015 Mini Cooper Countrymen, Aimee Powers 1969 Corvette Stingray, and Larry and Gail Melgarey's 2011 Shelby Super Charged GT 500 Mustang Cobra convertible in the parade on June 7<sup>th</sup>. Several of Zion's members attended the event.

According to Pastor Tracy, nearly 1000 campers were welcomed during the summer either at camp or at the sites of 13 member congregations. With the theme "A Love that Never Ends," campers learned about God's unending love for them as told through Old Testament stories. Zion provided \$1,925 for full FLLC Summer Camp scholarships to Tori Weiner (Victory Camp), Ruth Hansen, Sylvia Thoney, Alyssa Cremer, and Ella Pecard. In addition, \$412.50 was spent to send James and Spencer Martin and Carly Bauer to a week of camp at FLLC. In total Zion contributed \$1,877.62 directly to FLLC for additional camp scholarships and \$2,068.44 for camp upkeep and reduction of debt. These figures total \$8,001.56.

The ministry of FLLC was not limited to the summer season. A variety of weekend retreats, conferences, Senior Days and Second Sunday Folk Concerts were offered throughout the year.

The annual Fall Fest in October once again contributed significantly to the support of FLLC's ministry. The total proceeds of nearly \$14,000 was due to the commitment of the Fall Fest Committee (Sisters of the Cloth) throughout the year and numerous gifts of area artists, crafters, and bakers.

The staff and board of directors of FLLC wish to express their sincere appreciation for the financial and volunteer support provided by members of Zion during this anniversary year. Together, we will continue to "drive faith forward!"

In God's love,

Karen Sylvester  
Zion's FLAME



## Harvest of Hope Community Garden – Report of 2015

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Our garden keeps growing and changing and we learn new things each year.

This past year we:

- ✿ Used the rocks from a previous stewardship event to make the border for a butterfly garden by our sign. This area also contains a new mailbox, made just for the garden, to leave messages between garden users.
- ✿ Created a raised center garden by stacking bricks from a city road construction project.
- ✿ Eliminated the original raised beds made from shipping crates.
- ✿ Continued in our battle with the voles (yes, voles, with a “V”). They are cute but they will eat everything and they have to go. It was a hard lesson.
- ✿ Planted and harvested tomato, green bean, kale, onion, leek, garlic, corn, squash, pepper, rhubarb, raspberry, many different herbs and some edible weeds. Asparagus and strawberry are coming along and should be more abundant in 2016.
- ✿ Donated extra produce to Abundant Life and Haven of Hope Homeless Shelters, St. Vincent de Paul food pantry and Rainbow House.
- ✿ Applied for and were awarded a \$200 grant from the M & M Community Foundation to be used for soil amendments and experimenting with different irrigation options.

In 2016 we hope to put in more 4’x8’ raised beds, develop the new brick-lined bed in the center into another pollinator garden, continue irrigation experiments, re-hang our two main entrance gates, eliminate or move our compost bins, eliminate the voles, grow good food.

Thank you to everyone who helped with garden projects throughout 2015. We’ll make announcements asking for help with upcoming projects but we are always happy to have more planters, weeders and waterers so please join us whenever you can.

Extra thanks go to Michelle & Bob Larson who take care of so many things at Harvest of Hope that I could never list them all. Their special project in 2015 was the lovely butterfly garden and mailbox.

We have one section of raised beds that is set aside for individuals to plant their own gardens. Contact me or Michelle before mid-May if you would like to plant and tend a box of your own.

Think spring!

Grace & Peace,

Heidi Beland on behalf of Zion’s Gardeners

## **JOLLY TIMES**

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Jolly Times game day began on October 21, 2015 as a community activity. Participants meet on the first and third Wednesday of each month to PLAY cards, board, or dice games from 1-3 p.m. in Zion's social hall. We've had enough loyal attendees (five Zion members, four non-Zion members) to play Sheepshead and Mexican Train Dominoes. Please join us for a Jolly Time! The more, the merrier. The more people we have, the more games we can play.

Sharon Powilaite  
715-735-5577

## **Property Committee Report (Git-R-Done Group)**

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The purpose of the group is to do odd jobs around Zion. We tackle cleaning projects, re-organize, fix, prep work for bigger projects, tasks that need to be done. Plenty of time is taken for coffee and treats. The Group meets when tasks need to be done. We plan on getting back to a scheduled meeting each month in the near future and we hope to welcome new members to our group.

### **Major Projects accomplished during 2015**

- New aisle lights installed in the worship area of Church
- Retrofitting the lights in the Cry Room
- New lighting in the Social Hall
- New lighting in the Kitchen

### **Volunteers Make a Difference**

Our lighting projection in 2015 saved well over \$1,000.00 thanks to all the wonderful volunteer help we had. It was as if we got the new lighting in the kitchen for free!! We will have a lighting project in 2016 as well and will need to utilize volunteer labor for that too. Any and all help is not only welcome but needed. It makes a difference!!

### **New Projects for 2016**

- Finish major lighting project for interior and exterior of Church
- New bi-fold doors to be installed on storage closet in Cry Room hallway
- Social Hall floor to be stripped and waxed

Anyone is welcome to join the fun, we would appreciate new members.

Thank you to those who were involved and helped in any way.

Gary Grom, Git-R-Done Group Chairman

## **Mission Endowment Fund Committee**

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The Committee met June 29, 2015 and elected the following officers: Chairman – Peter Thielen; Recording Secretary – Karen Kolstad; Treasurer – John Radloff. Ann Buscher was elected to co-sign checks and any other necessary documents. Other members of the Committee include: Ellice DeBenedetto, Roxanne Bowdin (Congregation Pres., ex officio member), and Pastor.

The application process for investing in ELCA's Pooled Trust – Fund A was begun. Also, work was started to open a checking account with Mission Investment Fund to receive the quarterly distributions from Fund A and from which to write distribution checks. ELCA's Pooled Trust – Fund A pays a quarterly distribution, so this will be the "income" that is distributed each year.

It was also decided that the committee will meet each July to decide upon distribution of funds. A list will be submitted at the August Council meeting. Upon their approval, the funds will be distributed.

Subsequent meetings through the summer and fall were used to finalize all the paperwork, and the checking account was opened with a check for \$212.81, which was the interest earned by Zion before the money was invested in Fund-A. Also a check was sent to open the Fund-A account for \$158,069.11.

We also established policy for the application process. Due date for applications is June 1. If an application is from outside the congregation, a member of Zion will need to serve as a "sponsor" for that entity. An application form was also developed.

A considerable amount of time and effort has been spent working on ways to effectively increase awareness and understanding of the Mission Endowment Fund and the many choices and opportunities available and possible. A brochure prepared by Pastor Keith was reviewed and discussed.

Pastor Craig Mansur was asked to present two sessions of the FIVE Wishes workshop for our congregation members during January of 2016.

There were two quarterly transfers from the ELCA Endowment Fund to the checking account. There was no expenditure of funds for projects in 2015. Fund balances are shown in the Miscellaneous Funds statements and are based on the third quarter Endowment Fund statement and the October Mission Investment checking account statement, adjusted for the fourth quarter transfer between accounts.

Respectfully submitted,

Peter Theilen

## Relay for Life Annual Report

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The 2015 Relay for Life was a great success even though it was scaled back and rather significantly. Instead of having the event run until 6:00 a.m. Saturday morning; in 2015 it was held from 6:00 p.m. Friday night until 12:00 midnight. Since a significant amount of the fund raising is accomplished prior to the actual walk, I believe the change was a good thing.

In 2015, Zion's team raised \$2,201.48 for the American Cancer Society. That's absolutely fantastic!

We had a fairly large team this year. Thank you to all those who walked or cheered us on. They were: Shelby Atwood, Carla Clarke, Duane and Barb Clarke, Chad, Lynn, Nora, and Owen Derby, Karen Dill, the Edgewood Manor gang (Gina, Tina, Gary, Matt, Marlea, and Paul), Kathy, John and Adra Heimbuch, Karen and Gary Houdek, Brian, Vallery and Madelyn Krah, Laura Kinziger, Pastor Keith, LeeAnn Martin, Aimee and Avah Powers, Jo, Don and Gage Schutt, Bill Tipple, and Katelyn and Karen Sylvester.

The congregation contributed \$889.41 to the team through the loose offering, while the Sew for Mission group donated two beautiful quilts for the Silent Auction netting us \$100 minimum. Each and every member of the team and all those in the congregation who contributed in any way are appreciated beyond words.

We will be looking for a chair for Zion's team for 2016. Think about it especially if you have a little time on your hands, like to walk, and feel called to combat cancer in some way.

Go in God's peace,

Karen Sylvester

Kathy Heimbuch

Zion 2015 Relay for Life Co-Chairs

## Social Ministry Committee Report 2015

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Members: Sarge & Joni Rudell, Michelle Larson, Carole Boerner, Jacki Renne, Sharon Powilaites, Alice Oleson, Lori Despains, Heidi Beland, Barb Baumgarten, and Don & Jo Schutt

We have a large committee, but we are so busy that it's great to have all the help along with the help of the whole congregation. Without your help we could do nothing.

We again collected school supplies for local needy children. You did an outstanding job donating items, and they were delivered to the Salvation Army for distribution.

Sunday, September 13<sup>th</sup> was "God's Work, Our Hands" Sunday. People from Bethel, Emmanuel, and Zion Lutheran Churches picked up and cleaned the areas in Menekauke, at the flats and Red Arrow Park, and Riverside Ave. from Hattie Street bridge to the library. A light lunch was served afterwards by Zion.

We had our usual themes each month for NEWCAP collecting non-perishable items. Thank you Jim & Marilyn Gould for delivering the items to NEWCAP for the past years. We also collected food for the Homeless Shelter.

For our Synod MARKED event this year we collected school supplies. Our collection went very well and everything has already been delivered to the church in Escanaba to be distributed in March.

We are continuing our Fair Trade products. Heidi Beland is our person to contact if you are looking for a specific item. Thanks, Heidi for all your work.

We had thirty-six names on the Angel Tree this year. You should all be very proud of yourselves for being so generous, and purchasing gifts for those less fortunate. The Salvation Army is always happy to see us come with our donations.

The Harvest Dinner was held on November 1st in honor of our senior members that are 75 and older. The Sarah Group made the decorations that were given to the honorees. Karen Sylvester was our MC, and Richard Piontowski entertain the group with his concertina.

Our World Hunger drive for 2015 was "Soles for Souls." We cut out all different sizes of soles and they were hung in the sanctuary as we collected \$2,198.00, which was the number of soles that were hung up.

Thank you so much for all your help with our many projects. Without your help we could not have accomplished so much. Thank you.

Jo Schutt, Social Ministry

## Stewardship Committee Report

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*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.*

This is the third year we've strived to have a year-round stewardship emphasis by publishing ***The Stewardship Corner*** in Zion's newsletter. The goals of the articles are to evoke thoughts about the many ways stewardship plays a part in your life, to share ways to advance participation in Zion's ministries, and to thank you and share with you the effect your participation in those ministries has had on others.

This year, Zion's Fall Stewardship Drive was called "Going Where Jesus Leads Sunday." Its preface being to highlight stewardship on the basis of the giver's need to give for his or her own spiritual benefit rather than on the basis of the need of the church to receive. Tithing and percentage giving were emphasised. Members of the congregation were invited to grow one step in their giving in 2016 thereby emphasizing spiritual growth; a way to live by faith. A way to participate in God's generosity and abundance. A way to move beyond ourselves and connect to one another.

This is the second year where Zion's giving patterns were presented at worship. In 2014, we were told 204 households did not provide financial support to the congregation, that number dropped to 100 in 2015. The steps presented furnished us with valuable insight into our reliance on God to provide.

Even though nine fewer pledges were made, the amount pledged in 2016 (\$166,106) was \$1,977 higher than in 2015. The average pledge was \$2,407 versus \$2,104 in 2015. If you are interested in additional information on this year's drive, the next page contains a full report compiled by Karen Houdek, Zion's Financial Secretary.

"Going Where Jesus Leads Sunday" required a lot of people's help. Council members made phone calls, Rachel Rosenfeldt, Roxanne Bowdin, and Don Limberg provided Temple Talks, and Michelle Larson provided lovely floral centerpieces. The meal was provided by a host of congregation members who prepared egg bakes, fruit salads, and quick breads for our consumption. Karen Dill, Bev and Roger DeGroot, and Sharon Ehlers helped the committee with setup/cleanup and serving.

This committee simply could not have accomplished "Going Where Jesus Leads Sunday" without your generosity or your willingness to attend this terrific event. We truly are deeply appreciative.

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 hope we are accomplishing this goal.

Go in God's peace and love,  
Roxanne Bowdin

Pastor Keith Kolstad  
Zion's Stewardship Committee

Karen Sylvester

# **Zion Lutheran Church General Fund Pledge Comparison 2007-2016**

	2007 52 weeks	2008 52 weeks	2009 52 weeks	2010 52 weeks	2011 52 weeks	2012 53 weeks	2013 52 weeks	2014 52 weeks	2015 52 weeks	2016 52 weeks
# of pledges	99	72	73	66	63	81	59	79	78	69
Amount pledged	\$144,604	\$123,548	\$130,572	\$122,391	113,260	\$127,595	112,314	131,916	164,129	\$166,106
Avg. annual pledge	\$1,461	\$1,715	\$1,789	\$1,854	\$1,797	1,562	\$1,904	\$1,669	\$2,104	\$2,407.00
# of pledges increased	36	23	27	19	11	14	18	19	41	28
# of pledges decreased	8	2	5	4	2	10	20	6	2	5
# of New Pledges	34	1	11	11	6	29	4	20	11	7
# of pledges unchanged	21	43	25	31	44	28	14	33	17	29

## **Worship & Music Committee Report**

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Greetings from the Worship and Music Committee,

Sanctuary arts had a busy year. We purchased another set of wreaths that we can decorate for the walls in the Sanctuary. The entry way was painted and remodeled with a new light and painted logo of Zion. The narthex has a new look including a beautiful kiosk built by Pastor Rick DeBenedetto. Please make sure you check it out as that is where all information and announcements are posted. Bill Tipple also made us a new stand to use at communion. Our goal this winter is to go over all the woodwork and pews in the sanctuary. We are also discussing having artwork of our members displaced monthly.

We would like to thank all the members of the hymn committees for their time. We are always looking for a few new faces. We currently need 3 members. The individual committees only meet twice a year for around an hour. If you would like to serve on one of the 6 groups please contact Ann Buscher. We also made a new list of volunteers from the time and talent sheets so hymn committees have an updated list for filling in the clipboard.

Troy Cording is always looking for more people to train to be on the projection team. New equipment was purchased to make it easier to record our services. We also need to train someone to mix sound when the Contemporary Worship Band practices and plays for the second Sunday of the month.

Our organ tuner had serious surgery so our organ has not been tuned since Spring. We hope he can climb the ladder soon as one of our stops needs repair.

Thanks to our organists, choir director, accompanist, and contemporary worship band our Sundays are filled with beautiful music. We also would like to thank those who share their special talents on Sundays when the choir or band is not performing. Our committee oversees many things such as hymn committees, communion helpers and filling the clipboard just to name a few. 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 candle or flowers, played an instrument, acolyted, etc....

These are all the things that make us disciples in faith as we Worship the Lord.

Blessings,

Ann Buscher, Bill Tipple, Pat Rondeau, Troy Cording,  
Kathy Heimbuch, Barb Grom, Nila Krenos and Pastor Kolstad



## Youth Ministry Report 2015

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Zion youth had another busy year in 2015!

They were busy with service events, fun activities, and attended the ELCA National Youth Gathering.

The service events included serving baked goods at the community concerts. Thanks to all of you that bake delicious treats for the concerts! A tithe from the donations collected at the concerts was given to the Marinette Middle School Harbers (a place kids can get FREE items, such as, clothing, school supplies and personal items. Zion youth also helped load the box car. They always enjoy the pizza that is provided when the work is done. Helping to serve soup suppers during Lent is a tradition the confirmation students participated in again this year. We hosted our second annual penny carnival at Zion, complete with a magician, games and prizes. We also sold baked goods, popcorn and hot dogs. The monies from these sales was donated to Relay for Life. The youth once again had a food booth at the waterfront festival. Selling cheesecake and pretzels was a profitable and fun event. A tithe from the sales was used to shop for three names picked from the Angel Tree at Zion. The kids had a lot of fun shopping, and got to frost and eat cookies after. Salvation Army bell ringing was another service event the youth participated in. We had two groups ringing bells, one at Angelis and another at Jacks IGA grocery stores.

As they say "All work and no play..." The youth from Zion had plenty of opportunity to "play" with a variety of fun activities. A game night at Zion was full of games, laughter and lots of food! They enjoyed making individual pizza cones and they were delicious! Pastor Keith and Karen joined the kids to watch a packer game at the Mariner Theater. Packers did not win, but the popcorn was good! We had three vans full as we headed North to go through a corn maze and on a hay ride. A fun day in the outdoors! We also headed South to swim inside at the tundra lodge water park. This is a favorite for all the kids, swimming and making memories! A scavenger hunt using your phones to take pictures to represent answers to questions from confirmation lessons was a fun challenge. They got to make ice cream sundaes after the scavenger hunt. One more activity we had was going ice skating at the civic center. Of course we had hot coco to warm the kiddos and adults too! As you can see, Zion youth events always include food, fun and rewarding experiences.

An opportunity of a life time took place at the ELCA National Youth gathering and Zion youth were there! The gathering was held in Detroit, Michigan on July 15 -19, 2015. Attending from Zion were the following; Troy Cording (chaperone) Alexandria and Jacob Cording, Drake Schutt, and James Jagielski. There were more than 30,000 youth in attendance. They had a great experience while helping with service projects and worshiping with other kids. The group that attended the trip sold "stock" to Zion members as well as community day booklets from Younkers to help with expenses. The kids hosted a brunch to thank the stock holders also.

Zion youth had a great year while doing service activities, fun events and attending the Youth Gathering! Thanks for all the support given to the youth!

Katy Bauer

# Zion Lutheran Church

2714 James St.

Marinette, WI 54143

715/735-7898

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Tuesday, January 12, 2016

We have audited the financial reports and record of the Congregation's Treasurer and Financial Secretary, Zion Youth Fellowship of Zion Lutheran Church, and Zion Lutheran Church Kitchen Fund, 2714 James Street, Marinette, Wisconsin and find them to be in good order.

*Phil Strohl*  
*Thomas R Maxwell II*  
*Roger L. McHurt*

Zion Lutheran Church Offerings & Other Receipts				
Year to Date through	31-Dec-15			
	52 Sundays	52 Sundays		
	2015 YTD	2014 YTD	\$ variance 2015 over (under) 2014	% variance 2015 over (under) 2014
<b>General Fund</b>				
Envelopes-1	\$ 189,835.50	\$ 162,480.11	\$ 27,355.39	17%
Loose Offerings-40	\$ 3,824.65	\$ 4,214.97	\$ (390.32)	-9%
Spark Faith Formation-93	\$ 523.62	\$ 227.27	\$ 296.35	130%
<b>General Fund Total</b>	<b>\$ 194,183.77</b>	<b>\$ 166,922.35</b>	<b>\$ 27,261.42</b>	<b>16%</b>
<b>Restricted Offerings</b>				
Alter Flowers-11	\$ 508.50	\$ 474.50	\$ 34.00	7%
Thanksgiving-8	\$ 214.00	\$ 115.00	\$ 99.00	86%
Christmas-9	\$ 1,504.00	\$ 115.00	\$ 1,389.00	1208%
Poinsettias-12	\$ 338.00	\$ 417.50	\$ (79.50)	-19%
Lilies-13	\$ 492.47	\$ 595.00	\$ (102.53)	-17%
World Hunger-16	\$ 2,214.00	\$ 2,615.93	\$ (401.93)	-15%
NEWCAP-17	\$ 1,383.38	\$ 1,192.00	\$ 191.38	16%
Disaster Relief-60	\$ 105.00	\$ -	\$ 105.00	#DIV/0!
Memorial Fund-19	\$ 210.00	\$ 65.00	\$ 145.00	223%
Ag Bennett Christian Ed-	\$ -	\$ -	\$ -	#DIV/0!
Intern-20	\$ 245.00	\$ 660.00	\$ (415.00)	-63%
Easter Breakfast-23	\$ -	\$ 196.00	\$ (196.00)	-100%
Sanctuary Candle-25	\$ 141.00	\$ 112.00	\$ 29.00	26%
Capital Improvements-26	\$ 1,213.00	\$ 1,075.00	\$ 138.00	13%
Soup Suppers-27	\$ 452.65	\$ 973.25	\$ (520.60)	-53%
Ash Wednesday-2	\$ 24.00	\$ 401.00	\$ (377.00)	-94%
Sew for Missions-36	\$ 10.00	\$ 115.00	\$ (105.00)	-91%
Advent-37	\$ 215.00	\$ 190.00	\$ 25.00	13%
Easter -5	\$ 653.00	\$ 1,001.00	\$ (348.00)	-35%
Fortune Lake Scholarships-75	\$ 100.00	\$ -	\$ 100.00	#DIV/0!
Youth-77	\$ -	\$ 3.00	\$ (3.00)	-100%
Maundy Thursday-4	\$ 832.10	\$ 327.00	\$ 505.10	154%
Lutheran World Relief-105	\$ 30.00	\$ 1,525.00	\$ (1,495.00)	-98%
VBS-110	\$ -	\$ 145.00	\$ (145.00)	-100%
Initial-10	\$ 140.00	\$ 154.00	\$ (14.00)	-9%
Roof-130	\$ 50.00	\$ 5.00	\$ 45.00	900%
Lent-3	\$ 229.00	\$ 789.00	\$ (560.00)	-71%
Good Friday-107	\$ 296.00	\$ 255.00	\$ 41.00	16%
Ellis Fortune Lake Fund	\$ -	\$ -	\$ -	#DIV/0!
Contemporary Worship-142	\$ -	\$ -	\$ -	#DIV/0!
Habitat for Humanity-132	\$ -	\$ -	\$ -	#DIV/0!
Special Offering, Misc-147	\$ 3,036.79	\$ 6,437.17	\$ (3,400.38)	-53%
Helping Hand Fund-79	\$ 300.00	\$ 660.00	\$ (360.00)	-55%
Equal Exchange Coffee-202	\$ 796.28	\$ 883.15	\$ (86.87)	-10%
Debt & DAR-203	\$ -	\$ -	\$ -	#DIV/0!
DAR-204	\$ -	\$ -	\$ -	#DIV/0!
Zion Debt/Comm Child 2011-205	\$ 10.00	\$ 19,117.00	\$ (19,107.00)	-100%
Capital Campaign 07-09 -201	\$ -	\$ -	\$ -	#DIV/0!
<b>Restricted Offerings Total</b>	<b>\$ 16,230.67</b>	<b>\$ 40,613.50</b>	<b>\$ (24,382.83)</b>	<b>-60%</b>
<b>Non-Offering Receipts</b>				
Harvest of Hope/C.Garden-206	\$ 207.00	\$ 216.00	\$ (9.00)	-4%
Church use/copies-15	\$ 280.00	\$ 140.70	\$ 139.30	99%
Refund/Rebate-47	\$ 8.67	\$ 33.20	\$ (24.53)	-74%
Supplies/books/reimbursements-48	\$ -	\$ -	\$ -	#DIV/0!
VBS registration-120	\$ -	\$ 16.00	\$ (16.00)	-100%
Mortgage payments-143	\$ 8,799.60	\$ 10,317.00	\$ (1,517.40)	-15%
Non-offering, misc.-144	\$ 1,335.00	\$ 580.25	\$ 754.75	130%
Interest-49	\$ 79.97	\$ 79.97	\$ -	0%
The Lutheran subscriptions-14	\$ 127.20	\$ 80.60	\$ 46.60	58%
<b>Non-offering Total</b>	<b>\$ 10,630.44</b>	<b>\$ 11,247.72</b>	<b>\$ (617.28)</b>	<b>-5%</b>
<b>Total Offerings</b>	<b>\$ 221,044.88</b>	<b>\$ 218,783.57</b>	<b>\$ 2,261.31</b>	<b>1%</b>

## Financial Reports of Organizations \_\_\_\_\_

### ANNUAL REPORT OF ZION LUTHERAN YOUTH FELLOWSHIP

#### Savings Account

Balance on hand January 1, 2015.....	\$5,132.91
Deposits (transfer from checking) .....	1,000.00
Interest in 2015.....	5.76
 Balance on hand January 1, 2016.....	 \$6,138.67

#### Checking Account

Balance on hand January 1, 2015.....	\$2,826.65
Deposits during 2015.....	8,197.18
 Subtotal.....	 11,023.83
Disbursements.....	6,887.19
Transfer out to Savings .....	1,000.00
Balance on hand January 1, 2016.....	\$3,136.64

These accounts are in balance with the bank accounts dated 12/31/2015.  
Karen Dill, Treasurer

### ANNUAL REPORT CHURCH KITCHEN FUND

#### Checking Account

Balance on hand January 1, 2015.....	95.78
Receipts during 2015.....	246.56
Transfer in from General Checking.....	169.20
 SUBTOTAL.....	 511.54
 Disbursements during 2015.....	 374.54
Bank Service Charges.....	37.00
 Balance on hand January 1, 2016.....	 100.00

This account is in balance with the bank statement dated 12/31/2015.

Ellice DeBenedetto, Treasurer

Zion Lutheran Church Treasurer's Report													Budget
	General Fund	Capital Improvement	Fortune Lake Campers	Community Campers	Undesignated Bequest	Parsonage Proceeds	Garden Grant / Fund	Memorial	Sabbatical Fund	Intern	Total	year-to-date	Budget
Fund Balance January 1, 2015	\$10,183.88	\$48,659.09	\$1,347.28	\$1,500.11	\$157,000.00	\$10,302.17	\$211.04	(\$942.67)	\$0.00	\$475.31	\$228,736.21		
RECEIPTS													
Contributions	\$196,818.95	\$1,250.00	\$50.00	\$60.00	\$0.00	\$0.00	\$207.00	\$220.00	\$0.00	\$265.00	\$198,870.95		
Synod benevolences	3,021.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,021.00		
NEWCAP & other local	1,783.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,783.38		
Altar flowers, lily, poinsettia, candle	1,646.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,646.47		
The Lutheran	127.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	127.20		
Helping Hand Fund	380.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	380.00		
Fortune Lake 85th	1,708.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,708.00		
Relay for Life	322.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	322.98		
Sew for Missions	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00		
VBS	229.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	229.00		
Mortgage receipt	8,799.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,799.60		
Church use/copies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Youth	1,300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,300.00		
SPARK	523.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	523.62		
"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
"	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Equal Exchange Coffee/Almonds	938.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	938.28		
Thrivent choice dollars	1,123.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,123.00		
Other non-donation income	443.63	0.00	0.00	0.00	1,034.23	0.00	0.00	0.00	0.00	0.00	1,477.86		
Interest Income	20.55	147.48	83.61	0.00	247.69	0.00	0.00	0.00	0.00	1.86	501.19		
Total receipts and transfers	\$219,195.66	\$1,397.48	\$133.61	\$60.00	\$1,281.92	\$0.00	\$207.00	\$220.00	\$0.00	\$266.86	\$222,762.53	\$0	\$0
DISBURSEMENTS													
BENEVOLENCES:													
Northern Great Lakes Synod	\$20,684.47	\$0.00	\$0.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,685.47	\$19,912	\$19,912
Northern Great Lakes Synod - CC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Fortune Lake Lutheran Camp	3,776.44	0.00	412.50	1,925.00	0.00	0.00	0.00	0.00	0.00	0.00	6,113.94	2,009	2,009
Synod benevolences	3,021.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,021.00	0	0
Northland Lutheran Retirement Community	329.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	329.05	320	320
DAR Boys & Girls Club	3,790.81	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	3,792.81	3,653	3,653
NEWCAP & other local	1,848.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,848.71	0	0
Community Children/Fortune Lake	0.00	0.00	0.00	1,887.62	0.00	0.00	0.00	0.00	0.00	0.00	1,887.62	3,653	3,653
TOTAL BENEVOLENCES	\$33,450.48	\$0.00	\$412.50	\$3,815.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$37,678.60	\$29,547	\$29,547
SALARIES & BENEFITS													
Pastor:													
Salary	\$42,961.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$42,961.00	\$42,961	\$42,961
Social security	5,008.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,008.00	5,008	5,008

Zion Lutheran Church Treasurer's Report	General Fund	Capital Improvement	Fortune Lake Campers	Community Campers	Undesignated Bequest	Parsonage Proceeds	Garden Grant / Fund	Memorial	Sabbatical Fund	Intern	Total	Budget year-to-date	Budget
Housing allowance	22,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,500.00	22,500	22,500
Health/dental/life/disability	14,190.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,190.72	15,023	15,023
Pension	8,456.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,456.28	8,456	8,456
Spouse health	5,101.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,101.00	5,101	5,101
Spouse retreat	235.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	235.00	230	230
Continuing education	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	500	500
Financial secretary	2,486.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,486.34	2,718	2,718
Church secretary	10,847.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,847.02	11,281	11,281
Treasurer	1,773.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,773.84	1,774	1,774
Custodian	2,926.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,926.82	4,228	4,228
Choir Director	765.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	765.00	765	765
Organists/musicians	2,996.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,996.78	2,960	2,960
Non-pastor social security	1,664.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,664.13	1,815	1,815
Substitute & interim pastors	725.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	725.00	750	750
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>\$123,136.93</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$123,136.93</b>	<b>\$126,070</b>	<b>\$126,070</b>
<b>OPERATING EXPENSES</b>													
Gas & electric	\$8,179.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,179.28	\$10,908	\$10,908
Telephone	1,208.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,208.47	1,140	1,140
Water & sewer	1,678.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,678.68	1,620	1,620
Insurance	6,445.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,445.00	8,458	8,458
Professional expense	4,666.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,666.31	4,100	4,100
Official synod meeting	1,078.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,078.81	800	800
"Lutheran" magazine	125.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.30	0	0
Choir music	140.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.39	0	0
Worship and office supplies	3,236.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,236.28	3,850	3,850
Vanco fees	448.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	448.75	415	415
Custodial supplies and repairs	2,502.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,502.14	2,875	2,875
Postage	446.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	446.75	470	470
Shepherd Staff	475.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	475.00	430	430
Internet service	728.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	728.10	723	723
Sew for Missions	310.00	0.00	0.00	0.00	0.00	0.00	0.00	75.00	0.00	0.00	385.00	300	300
<b>Committees:</b>													
Social ministries	1,118.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,118.82	1,300	1,300
SPARK	1,035.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,035.02	400	400
Adult education	38.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38.67	200	200
Confirmation	240.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240.88	200	200
Vacation Bible school	477.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	477.41	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	0.00	100	100
Evangelism	360.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	360.99	200	200
Fellowship	0.00	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	678.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	678.00	600	600

Zion Lutheran Church Treasurer's Report	General Fund	Capital Improvement	Fortune Lake Campers	Community Campers	Undesignated Bequest	Parsonage Proceeds	Garden Grant / Fund	Memorial Fund	Sabbatical Fund	Intern	Total	Budget year-to-date	Budget
Youth ministry	1,300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,300.00	1,500	1,500
Stewardship	250.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	250.68	300	300
Zion Caring Ministry	78.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	78.40	200	200
Altar flowers, lily, poinsettia	1,376.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,376.18	1,500	1,500
Relay for Life	415.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	415.85	100	100
Miscellaneous	1,438.83	0.00	0.00	0.00	158,281.92	0.00	0.00	535.29	0.00	0.00	160,256.04	3,000	3,000
<b>TOTAL OPERATING EXPENSE</b>	<b>\$40,478.99</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$158,281.92</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$610.29</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$199,371.20</b>	<b>\$45,989</b>	<b>\$45,989</b>
<b>MAINTENANCE, REPAIR &amp; CAPITAL</b>													
Piano/organ tuning/service	\$490.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$490.71	\$1,055	\$1,055
Copier contract	1,336.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,336.76	1,150	1,150
Lawn mowing	1,040.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,040.00	0	0
Bell ringer contract	1,160.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,160.00	580	580
Snow plowing	937.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	937.50	1,700	1,700
Plumbing/heating system repairs	3,454.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,454.60	3,000	3,000
Lighting improvement project	9,559.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,559.80	10,000	10,000
Projection/recording maintenance	2,212.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,212.07	500	500
Office IT and minor equipment	1,114.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,114.08	300	300
<b>TOTAL MAINTENANCE, REPAIR &amp; CAPITAL</b>	<b>\$21,305.52</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$21,305.52</b>	<b>\$18,285</b>	<b>\$18,285</b>
<b>TRANSFERS OUT (IN)</b>													
Sabbatical Fund	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$2,000.00)	\$0.00	\$0.00	\$0.00	\$2,000
Capital Improvement Fund	\$8,685.51	(\$8,670.51)	\$0.00	\$5.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$10,000)
Cap Improvement for lighting	(\$9,559.80)	\$9,559.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Helping Hand Fund in	(88.65)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(88.65)		
Helping Hand Fund out	277.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	277.90		
Camper fund	3,760.51	0.00	0.00	(\$3,760.51)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>TOTAL TRANSFERS</b>	<b>\$5,065.47</b>	<b>\$889.29</b>	<b>\$0.00</b>	<b>(\$3,755.51)</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>(\$2,000.00)</b>	<b>\$0.00</b>	<b>\$189.25</b>	<b>\$0</b>	<b>(\$3,000)</b>
<b>TOTAL DISBURSEMENTS &amp; TRANSFERS</b>													
	\$223,427.39	\$889.29	\$412.50	\$60.11	\$158,281.92	\$0.00	\$0.00	\$610.29	(\$2,000.00)	\$0.00	\$381,681.50	\$219,891	\$211,891
<b>Fund Balance Increase (Decrease)</b>	<b>(\$4,231.73)</b>	<b>\$508.19</b>	<b>(\$278.89)</b>	<b>(\$0.11)</b>	<b>(\$157,000.00)</b>	<b>\$0.00</b>	<b>\$207.00</b>	<b>(\$390.29)</b>	<b>\$2,000.00</b>	<b>\$266.86</b>	<b>(\$158,918.97)</b>		
<b>Fund Balance December 31, 2015</b>	<b>\$5,952.15</b>	<b>\$49,167.28</b>	<b>\$1,068.39</b>	<b>\$1,500.00</b>	<b>\$0.00</b>	<b>\$10,302.17</b>	<b>\$418.04</b>	<b>(\$1,332.96)</b>	<b>\$2,000.00</b>	<b>\$742.17</b>	<b>\$69,817.24</b>		12

<b>MISCELLANEOUS FUNDS</b>			
	<b>Combined Funds</b>	<b>Certificate of Deposit</b>	<b>Total</b>
<b>Fortune Lake Campers Fund</b>			
Neverman Certificate of Deposit		15,000.00	
Ellis Certificate of Deposit		5,000.00	
<b>Balance January 1, 2015</b>	<b>1,347.28</b>	<b>20,000.00</b>	<b>21,347.28</b>
Donations received	50.00		50.00
Interest income	83.61		83.61
Disbursements	(412.50)		(412.50)
<b>Balance December 31, 2015</b>	<b>1,068.39</b>	<b>20,000.00</b>	<b>21,068.39</b>
<b>Endowment Fund</b>			
	<b>Mission Investment Checking Account</b>	<b>Endowment Fund of the ELCA - updated quarterly</b>	<b>Total</b>
<b>Balance January 1, 2015</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Donations received	0.00	0.00	0.00
Income	0.43	606.19	606.62
Expenditures	0.00	0.00	0.00
Unrealized gains (losses)		(12,118.34)	(12,118.34)
Transfers between Endowment & Checking	2,113.47	(2,113.47)	0.00
Transfer from Combined Funds	212.81	158,069.11	158,281.92
<b>Balance December 31, 2015</b>	<b>2,326.71</b>	<b>144,443.49</b>	<b>146,770.20</b>
<b>Memorial Fund</b>			
	<b>Combined Funds</b>	<b>Thrivent money market</b>	<b>Total</b>
<b>Balance January 1, 2015</b>	<b>(942.67)</b>	<b>8,694.74</b>	<b>7,752.07</b>
Donations received	220.00		220.00
Expenditures	(610.29)		(610.29)
<b>Balance December 31, 2015</b>	<b>(1,332.96)</b>	<b>8,694.74</b>	<b>7,361.78</b>
<b>Agnes Bennett Memorial Christian Education Fund</b>			
	<b>Dream Account</b>	<b>Savings account</b>	<b>Total</b>
<b>Balance January 1, 2015</b>	<b>2,542.08</b>	<b>355.52</b>	<b>2,897.60</b>
Interest income	35.31	0.40	35.71
Inter-account transfer	(35.31)	35.31	0.00
<b>Balance December 31, 2015</b>	<b>2,542.08</b>	<b>391.23</b>	<b>2,933.31</b>
<b>Scholarship Fund</b>			
		<b>Certificate of Deposit</b>	
<b>Balance January 1, 2015</b>		<b>25,633.38</b>	
Interest income		102.67	
<b>Balance December 31, 2015</b>		<b>25,736.05</b>	
<b>Helping Hand Fund</b>			
		<b>Savings account</b>	
<b>Balance January 1, 2015</b>		<b>854.07</b>	
Donations received		380.00	
Interest income		1.00	
Disbursements/transfers		(199.31)	
<b>Balance December 31, 2015</b>		<b>1,035.76</b>	



**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	Lebick		Description
									Unrestricted	Restricted	
Balance 12/31/14 & 1/31/15	(942.67)	8,694.74	7,752.07	7,752.07	460.29	384.29	30.00	900.45	0.00	5,977.04	in memory of Ellen Sylvester by Schutts
	10.00		10.00	10.00						10.00	
Balance 2/28, 3/31, & 4/30/15	(932.67)	8,694.74	7,762.07	7,762.07	460.29	384.29	30.00	900.45	0.00	5,987.04	
	10.00		10.00	10.00						10.00	in memory of Ralph Backman- donor not listed
Balance 5/31 & 6/30/15	(922.67)	8,694.74	7,772.07	7,772.07	460.29	384.29	30.00	900.45	0.00	5,997.04	
	50.00		50.00	50.00						50.00	in memory of Ruth Weinrich - donor not listed
Balance 7/31, 8/31, 9/30 & 10/31/15	(872.67)	8,694.74	7,822.07	7,822.07	460.29	384.29	30.00	900.45	0.00	6,047.04	chairs
	(460.29)		(460.29)	(460.29)	(460.29)						in memory of Fran Lebick - \$75 Kitchen Fund, \$75 Sew For Missions
	150.00		150.00	150.00					150.00		
Balance 11/30/15	(1,162.96)	8,694.74	7,511.78	7,511.78	0.00	384.29	30.00	900.45	150.00	6,047.04	
	(150.00)		(150.00)	(150.00)					(150.00)		Kitchen fund & Sew for Missions
Balance 12/31/15	(1,332.96)	8,694.74	7,361.78	7,361.78	0.00	384.29	30.00	900.45	0.00	6,047.04	

**THE CONSTITUTION OF  
ZION LUTHERAN CHURCH  
MARINETTE, WISCONSIN**

**\*PREAMBLE**

We, baptized members of the Church of Christ, responding in faith to the call of the Holy Spirit through the Gospel, desiring to unite together to preach the Word, administer the sacraments, and carry out God's mission, do hereby adopt this constitution and solemnly pledge ourselves to be governed by its provisions. In the name of the Father and of the Son and of the Holy Spirit.

**Chapter 1.**

**NAME AND INCORPORATION**

- C1.01.** The name of this congregation shall be Zion Lutheran Church, Marinette Wisconsin.
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the congregation of Zion Lutheran Church, Marinette, Wisconsin is hereinafter designated as "this congregation."
- C1.11.** This congregation shall be incorporated under the laws of the State of Wisconsin.

**Chapter 2.**

**CONFESSION OF FAITH**

- \*C2.01.** This congregation confesses the Triune God, Father, Son, and Holy Spirit.
- \*C2.02.** This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
  - a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
  - b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
  - c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
- \*C2.03.** This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- \*C2.04.** This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.
- \*C2.05.** This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- \*C2.06.** This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- \*C2.07.** This congregation confesses the Gospel, recorded in the Holy Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

**Chapter 3.**

**NATURE OF THE CHURCH**

- \*C3.01.** All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.
- \*C3.02.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal

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\* Required provision

Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

- \*C3.03.** The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

#### **Chapter 4.**

#### **STATEMENT OF PURPOSE**

- \*C4.01.** The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God’s creative, redeeming, and sanctifying activity in the world.
- \*C4.02.** To participate in God’s mission, this congregation as a part of the Church shall:
- Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
  - Proclaim God’s saving Gospel of justification by grace for Christ’s sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
  - Carry out Christ’s Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
  - Serve in response to God’s love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
  - Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
  - Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- \*C4.03.** To fulfill these purposes, this congregation shall:
- Provide services of worship at which the Word of God is preached and the sacraments are administered.
  - Provide pastoral care and assist all members to participate in this ministry.
  - Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
  - Teach the Word of God.
  - Witness to the reconciling Word of God in Christ, reaching out to all people.
  - Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
  - Motivate its members to provide financial support for the congregation’s ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
  - Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
  - Foster and participate in ecumenical relationships consistent with churchwide policy.
- \*C4.04.** This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational group and shall review their actions.
- \*C4.05.** This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.
- \*C4.06.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

## Chapter 5.

### POWERS OF THE CONGREGATION

- \*C5.01. The powers of this congregation are those necessary to fulfill its purpose.
- \*C5.02. The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.
- \*C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in this congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:
  - a. call a pastor as provided in Chapter 9;
  - b. terminate the call of a pastor as provided in Chapter 9;
  - c. call or terminate the call of associates in ministry, deaconesses, and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America;
  - d. adopt amendments to the constitution, as provided in Chapter 17, amendments to the bylaws, as specified in Chapter 16, and continuing resolutions, as provided in Chapter 18.
  - e. approve the annual budget;
  - f. acquire real and personal property by gift, devise, purchase, or other lawful means;
  - g. hold title to and use its property for any and all activities consistent with its purpose;
  - h. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
  - i. elect its Congregation Council, and require them to carry out their duties in accordance with the constitution, and bylaws; and
  - j. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.
- \*C5.04. This congregation shall choose from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by the congregation and other qualifications shall be as prescribed in guidelines established by the Northern Great Lakes Synod of the Evangelical Lutheran Church in America.
- C5.04.01 The congregation at its annual meeting shall select the Synod Assembly and Conference Assembly delegates.
- C5.05. This congregation shall have a Mission Endowment Fund that will operate as specified in this congregation's by-laws. The purpose of the mission endowment fund is to enhance the mission outreach of Zion Lutheran Church apart from the general operation of the congregation so that no portion of the distributions of the fund shall be used for the annual operating budget of the congregation.

## Chapter 6.

### CHURCH AFFILIATION

- \*C6.01. This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of Northern Great Lakes Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.
- \*C6.02. This congregation accepts the Confession of Faith and agrees to the Purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- \*C6.03. This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:
  - a. This congregation agrees to be responsible for its life as a Christian community.
  - b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
  - c. This congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod. These special circumstances are limited either to calling a candidate approved for the roster of ordained ministers of the Evangelical Lutheran Church in America or to contracting for pastoral services with an ordained minister of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.
  - d. This congregation agrees to consider associates in ministry, deaconesses, and diaconal ministers for call to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
  - e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America and with the constitution of the synod.
- \*C6.04. Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:
  - a. This congregation takes action to dissolve.

- b. This congregation ceases to exist.
- c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
- d. This congregation follows the procedures outlined in \*C6.05.

**\*C6.05.** A congregation may terminate its relationship with this church by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds vote of the voting members present. Such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.
- b. The secretary of the congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod and the congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the synod of the notice as specified in paragraph b. above.
- d. If the congregation, after such consultation, still seeks to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the meeting shall be mailed to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.
- e. A copy of the resolution, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, shall be sent to the bishop within 10 days after the resolution has been adopted, at which time the relationship between the congregation and this church shall be terminated subject to paragraphs g., h., and i. below. Unless this notification to the bishop also certifies that the congregation has voted by a two-thirds vote to affiliate with another Lutheran denomination, the congregation will be conclusively presumed to be an independent or non-Lutheran church.
- f. Notice of termination shall be forwarded by the bishop to the secretary of this church, who shall report the termination to the Churchwide Assembly.
- g. Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in \*C6.05. shall be required to receive Synod Council approval before terminating their membership in this church.
- h. Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to receive synodical approval before terminating their membership in this church.
- i. Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in \*C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.
- j. If a congregation fails to achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If a congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of \*C6.05. and may begin no sooner than six months after that second meeting.

**\*C6.06.** If this congregation considers relocation, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

**\*C6.07.** If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

## Chapter 7.

### PROPERTY OWNERSHIP

- \*C7.01. If this congregation ceases to exist, title to undisposed property shall pass to the Northern Great Lakes Synod of the Evangelical Lutheran Church in America.
- \*C7.02. If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.
- \*C7.03. If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in \*C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the Northern Great Lakes Synod.
- \*C7.04. If a two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in \*C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.
- C7.05. Notwithstanding the provisions of \*C7.02. and \*C.7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, this congregation accepts such restrictions and:
  - a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.
  - b. Shall—upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the Northern Great Lakes Synod—reconvey and transfer all right, title, and interest in the property to the synod.

## Chapter 8.

### MEMBERSHIP

- \*C8.01. Members of this congregation shall be those baptized persons on the roll of this congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- \*C8.02. Members shall be classified as follows:
  - a. **Baptized** members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
  - b. **Confirmed** members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
  - c. **Voting** members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation.
  - d. **Associate** members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, or persons who wish to retain a relationship with this congregation while being members of other congregations. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Congregation Council of this congregation.
- \*C8.03. All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.
- \*C8.04. It shall be the privilege and duty of members of this congregation to:
  - a. make regular use of the means of grace, both Word and sacraments;
  - b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
  - c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

- \*C8.05.** Membership in this congregation shall be terminated by any of the following:
- a. death;
  - b. resignation;
  - c. transfer or release;
  - d. disciplinary action in accordance with ELCA constitutional provision 20.40. and the accompanying bylaws; or
  - e. removal from the roll due to inactivity as defined in the bylaws.
- Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.
- C8.05.01** Confirmed members who have received Holy Communion or made a contribution of record to the congregation during the current or preceding year shall be counted as on the active roll of such members for report to the Evangelical Lutheran Church in America and to the Northern Great Lakes Synod. Those confirmed members who no longer qualify for that roll because they have neither received Holy Communion nor made a contribution of record to the congregation with in the current or preceding year shall be classified as inactive.

## Chapter 9. THE PASTOR

- \*C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by this congregation to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.02.** Only a member of the clergy roster of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- \*C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every ordained minister shall:
    - 1) preach the Word;
    - 2) administer the sacraments;
    - 3) conduct public worship;
    - 4) provide pastoral care; and
    - 5) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
  - b. Each ordained minister with a congregational call shall, within the congregation:
    - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
    - 2) supervise all schools and organizations of this congregation;
    - 3) install regularly elected members of the Congregation Council; and
    - 4) with the council, administer discipline.
  - c. Every pastor shall:
    - 1) strive to extend the Kingdom of God in the community, in the nation, and abroad;
    - 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
    - 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
    - 4) endeavor to increase the support given by the congregation to the work of the churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the Northern Great Lakes Synod of the ELCA.
- \*C9.04.** The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.
- \*C9.05.**
- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
    - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions;
    - 4) physical disability or mental incapacity of the pastor;

- 5) suspension of the pastor through discipline for more than three months;
  - 6) resignation or removal of the pastor from the roster of ordained ministers of this church;
  - 7) termination of the relationship between this church and the congregation;
  - 8) dissolution of the congregation or the termination of a parish arrangement; or
  - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
    - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two ordained ministers and one layperson, or
    - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two ordained ministers and one layperson.
  - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant and the pastor shall be listed on the clergy roster as disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
  - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
  - e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds majority vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
  - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- \*C9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- \*C9.07.** During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.
- \*C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.
- \*C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- \*C9.11.** With the approval of the bishop of the synod, the congregation may depart from \*C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.05.a.
- \*C9.12.** The pastor of this congregation:



- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation;
  - b. shall submit a summary of such statistics annually to the synod; and
  - c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- \*C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- \*C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.
- C9.20. Ecumenical pastoral ministry**
- C9.21.** Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained minister of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the ordained minister in a form proposed by the synodical bishop and approved by the congregation.

## **Chapter 10.**

### **CONGREGATION MEETING**

- C10.01.** The annual meeting of this congregation shall be held at a time specified in the bylaws.
- C10.01.01** The annual meeting of this congregation shall be held during the month of January. The date and time are to be determined and announced by the Congregation Council.
- C10.02.** A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of 10 percent of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays or by mail or electronic means, as permitted by state law, to all members at least 10 days in advance of the date of the meeting.
- C10.04.** Ten percent of voting members shall constitute a quorum.
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.06.** All actions approved by the congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.
- C10.07.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

## **Chapter 11.**

### **OFFICERS**

- C11.01.** The officers of this congregation shall be a president, vice president, secretary, and treasurer.
- a. Duties of the officers shall be specified in the bylaws.
  - b. The officers shall be voting members of the congregation.
  - c. The president and vice president shall be chosen from the elected membership of the Congregation Council. The secretary and treasurer, if not members of this council, shall be accorded the privilege of voice without vote at its meetings.
  - d. Officers of this congregation shall serve similar offices of the Congregation Council.
- C11.01.01** The president shall be chair of the congregation and the Congregation Council.
- C11.01.02** In the event of the president's inability to perform his or her duties the vice-president shall serve in his or her stead.
- C11.01.03** The secretary shall keep accurate minutes of all meetings of the congregation and of the Congregational Council in a volume provided by the congregation, which shall be preserved permanently in its archives.
- C11.01.04** The treasurer shall keep the books of account of the congregation. He/she shall receive from the financial secretary all funds and disburse them on proper orders, making monthly remittance of benevolence receipts to the treasurer of the synod.

- C11.01.05** The treasurer and the financial secretary shall make written report of all of their transactions to the Congregation Council monthly and to the congregation, together with a satisfactory audit, at its annual meetings.
- C11.01.06** The president of the Congregation Council or the vice-president, if the pastor serves as president, shall be the chair of the Personnel Committee and shall, along with the pastor, determine the use of monies in the Helping Hand Fund.
- C11.02.** The Congregation Council shall elect the officers of the congregation who shall serve for one year or until their successors are elected. Their terms shall begin at the close of the Council meeting at which they are elected.
- C11.03.** No officer shall hold more than one office at a time.

## **Chapter 12.**

### **CONGREGATION COUNCIL**

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor(s), the 13 council members (12 adults and 1 youth) of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. The youth member will be someone who has not yet attained the age of 19. Terms are for three years except the youth member, who serves a one year term.
- C12.02.** The members of the Congregation Council except the pastor(s) shall be elected by written ballot to serve for three years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.
- C12.03.** Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.
- C12.04.** The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:
  - a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
  - b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.
  - c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
  - d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling or employment.
  - e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
  - f. To promote a congregational climate of peace and goodwill, and, as differences and conflicts arise, to endeavor to foster mutual understanding.
  - g. To arrange for pastoral service during the sickness or absence of the pastor.
  - h. To emphasize partnership with the synod and churchwide organization of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
  - i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.
  - j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.
- C12.05.** The Congregation Council shall be responsible for the financial and property matters of this congregation.
  - a. The Congregation Council shall be the board of directors of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Wisconsin, except as otherwise provided herein.
  - b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
  - c. The Congregation Council may enter into contracts of up to \$10,000.00 for items not included in the budget.

- d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations of more than \$10,000.00 in excess of the anticipated receipts only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
  - e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer.
  - f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.
- C12.06.** The Congregation Council shall see that the provisions of this constitution and its bylaws are carried out.
- C12.07.** The Congregation Council shall provide for an annual review of the membership roster.
- C12.08.** The Congregation Council shall be responsible for the employment and supervision of the staff (salaried lay workers) of this congregation. Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.
- C12.09.** The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.11.** The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called by the president at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.
- C12.12.** A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when the pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda of routine matters for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.
- C12.13.** The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, and, to the extent permitted by state law, notice of all meetings may be provided electronically.

### Chapter 13.

#### CONGREGATION COMMITTEES

- C13.01.** The officers of this congregation and the pastor shall constitute the *Executive Committee*.
- C13.02.** A *Nominating Committee* shall consist of six voting members. At least three members of the Committee will be elected each year at the Annual Meeting. Committee members will serve a two year term. Should a member's place on the Nominating Committee be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next Annual Meeting. Members of the Nominating Committee are not eligible for consecutive reelection.
- C13.03.** An *Audit Committee* of three voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office shall be three years, with one member elected each year. Members shall be eligible for re-election.
- C13.04.** A *Personnel Committee* of three voting members of this congregation shall be elected at the Annual Meeting. The term for members of the Personnel Committee shall be three years. One of the three members shall be elected each year. Members of the Personnel Committee shall be eligible to serve no more than two full terms consecutively. This committee shall be responsible for recommending to the Congregation Council personnel policy and procedures and levels of compensation, and for making recommendations to the Congregation Council regarding other assigned personnel matters relating to the paid staff.
- C13.04.01** The Congregation Council President shall also serve on this committee by reason of his/her office.
- C13.04.02** The Senior Pastor shall serve on this committee with voice only.
- C13.04.03** No other paid staff member shall serve on this committee.
- C13.05.** When a pastoral vacancy occurs, a *Call Committee* of six voting members shall be elected by this congregation. Term of office will terminate upon installation of the newly called pastor.
- C13.06.** Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.
- C13.07.** Duties of committees of this congregation shall be specified in the bylaws.
- C13.07.01** At its first meeting in each congregational year, the Congregation Council shall appoint as many standing committees as the local and wider concerns of the congregation shall require. Each such committee shall be composed of one or more members of the Congregation Council and, in addition, other confirmed members on

the active roll of the congregation. Although appointed by and responsible to the Congregation Council, these committees shall be recognized as representative of the interests of, and performing essential services for, the congregation as a whole. The pastor shall have voice and vote in all committees.

- C13.07.02** Except as stipulated in the following paragraphs, the duties of all committees shall be assigned by the Congregation Council, along with such instructions as in its judgment are in the best interests of the congregation. All actions of committees shall be subject to review by the Congregation Council.
- C13.07.03** There shall be a Committee on *Christian Education*. This committee, in association with the pastor, shall oversee the conduct and promotion of the schools and the activities of all organizations within the congregation. It shall encourage the use of teaching and worship materials published or approved by the Evangelical Lutheran Church in America, and seek to introduce the church's periodicals and books of family devotion into the homes of the congregation. One of the primary aims of the Committee on Christian Education shall be to bring the call to the ministry of the Gospel and to other full-time church vocations to the attention of qualified youth of the congregation.
- C13.07.04** There shall be a Committee on *Church Property*. This committee shall see to the proper maintenance and protection of all property of the congregation, and shall take care that the same is kept in good repair.
- C13.07.05** There shall be a Committee on *Evangelism and Hospitality*. This committee shall stimulate and lead all members of the congregation in continuous and, from time to time, concerted endeavors to reawaken the spiritually indifferent and to reach others, who are as yet unwon, with the Gospel and attach them to Christ's Church. To this end, the committee shall devote itself to deepening spiritual life and shall periodically study the congregation in the context of its surrounding community.
- C13.07.06** There shall be a *Fellowship Committee*. It shall be the duty of this committee to plan and oversee congregational fellowship events and to promote the welcoming and assimilating of new members into the congregation.
- C13.07.07** There shall be a *Finance Committee*, of which the treasurer shall be a member ex officio. It shall prepare a draft budget for the succeeding year, including this congregation's full indicated share in support of the wider ministry being carried on in its behalf by the Evangelical Lutheran Church in America and the Northern Great Lakes Synod, and shall submit such draft budget to the Congregation Council for its action and later presentation to a congregation meeting. The committee shall exercise oversight of all the financial affairs of the congregation to make sure that they are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer. It shall, subject to the approval of the Congregation Council, be responsible for the congregation's investments and its total insurance program. It shall also provide for annual audits of the accounts of the treasurer and the financial secretary, if there be one, as well as the accounts of the schools and organizations within the congregation.
- C13.07.08** There shall be a Committee on *Social Ministry*. The purpose of this committee shall be to extend Christian compassion and helpfulness to the ill, the aged, the orphaned, the underprivileged, the imprisoned, and, in general, to persons of all ages in need of aid in body or soul. It shall strive to enlist in these efforts as many as possible of the individual members and organizations of the congregation. This committee shall further have the duty to study social conditions, primarily in the local community, in order to bring the cleansing and healing light of Christian truth to bear upon critical problems through thoughtful Christian discussion of facts and issues.
- C13.07.09** There shall be a Committee on *Stewardship and Generosity*, of which the treasurer shall be a member ex officio. It shall be the goal of this committee to help God's people to grow in their relationship with Jesus through the use of the time, talents, and finances God has entrusted to them; to diffuse knowledge of the congregation's local, national, and world-wide ministries; and to lead all its members to higher levels of proportionate giving for the annual financial stewardship drive and other congregational efforts which lead to informed and grateful giving.
- C13.07.10** There shall be a Committee on *Worship and Music*. It shall assist the Congregation Council in seeing that the services of God's house are conducted regularly and in accordance with the liturgy of the Evangelical Lutheran Church in America, that competent ushers are recruited and trained, and that hymnals and other devotional materials are provided and properly cared for. This committee shall supervise, and strive to advance the welfare and effective service of the choirs of the congregation. It shall arrange for the care of paraments, vestments and musical instruments and, in consultation with the pastor, the organist and the choir directors, it shall furnish music supplies appropriate for use in the worship of a congregation of the Evangelical Lutheran Church in America.
- C13.07.11** There shall be a *Youth Ministry Committee*. It shall be the duty of this committee to plan and supervise youth-related activities of the congregation.

**C13.08.** The senior pastor of this congregation shall be *ex officio* member of all committees and boards of the congregation.

#### **Chapter 14.**

#### **ORGANIZATIONS WITHIN THE CONGREGATION**

- C14.01.** All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.
- C14.02.** Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council.

#### **Chapter 15.**

#### **DISCIPLINE OF MEMBERS AND ADJUDICATION**

- \*C15.01.** Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of the congregation, or willful and repeated harassment or defamation of member(s) of the congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.
- \*C15.02.** The process for discipline of a member of the congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to C15.01 do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two clergy). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.
- \*C15.03.** If the consultation panel fails to resolve the matter, that panel shall refer the case in writing, including the written charges and the accused member's reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel's written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then select six members from the Committee on Discipline to decide the case, and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members plus the nonvoting chair comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.
- \*C15.04.** The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- \*C15.05.** By the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting, one of the following disciplinary sanctions can be imposed:
- suspension from the privileges of congregation membership for a designated period of time;
  - suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
  - termination of membership in the congregation; or
  - termination of membership in the congregation and exclusion from the church property and from all congregation activities.

- \*C15.06. The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.
- \*C15.07. No member of the congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.
- \*C15.10. **Adjudication**
- \*C15.11. When there is disagreement among factions within this congregation on a substantive issue that cannot be resolved by the parties, members of this congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

## Chapter 16.

### BYLAWS

- \*C16.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- \*C16.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.
- \*C16.03. Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.
- \*C16.04. Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

## Chapter 17.

### AMENDMENTS

- \*C17.01. Unless provision \*C17.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least 10 voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.
- \*C17.02. An amendment to this constitution, proposed under \*C17.01., shall:
  - a. be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those present and voting;
  - b. be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting; and
  - c. have the effective date included in the resolution<sup>2</sup> and noted in the constitution.
- \*C17.03. Any amendments to this constitution that result from the processes provided in \*C17.01. and \*C17.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify the congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- \*C17.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a simple majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of three voting members of the congregation, the Congregation Council shall submit

\* <sup>2</sup> Such an effective date must be stated in relation to the requirements of \*C17.03. to allow time for synodical review of the amendment.

such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

#### **Chapter 18.**

##### **CONTINUING RESOLUTIONS**

- \*C18.01. The congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.
- \*C18.02. Continuing resolutions shall be enacted or amended by a majority vote of a meeting of the congregation or a two-thirds vote of all voting members of the Congregation Council.

#### **Chapter 19.**

##### **INDEMNIFICATION**

- \*C19.01. Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a Congregation Council member, officer, employee, agent, or other member of any committee of this congregation, was or is threatened to be made a party to any threatened, pending, or completed civil, criminal, administrative, arbitration, or investigative proceeding.

#### **Chapter 20.**

##### **PARISH AUTHORIZATION**

*[\* Required provisions when congregation is part of a parish]*

- \*C20.01. This congregation may unite in partnership with one or more other congregations recognized by the synod named in \*C6.01. to form a parish. Except as provided in \*C20.02. and \*C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to a Parish Council.
- \*C20.02. Whenever a letter of call is being recommended for extension to an ordained minister of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended to the congregation by the synodical bishop to serve the congregations of a parish, such letter of call shall be first approved by a two-thirds vote at congregational meetings of each of the congregations forming the parish. If any congregation of the parish should fail to approve extending this call, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.
- \*C20.03. Any one of the congregations of a parish may terminate the call of a pastor as provided in †S14.13.d. of the synodical constitution of the synod named in \*C6.01. In such case, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.
- \*C20.04. Whenever a parish arrangement is terminated, the call of any rostered person serving that parish is terminated. Should any congregation that formerly was part of the parish arrangement desire to issue a new call to that rostered person, it may do so in accordance with the call process of this church.

**PROPOSED RESOLUTIONS FOR CONSIDERATION  
AT THE ANNUAL MEETING  
JANUARY 31, 2016**

**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 2016 in the amount of **\$218,549**
- 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 2016**

	2013 Actual	2014 Actual	2015 Actual	2016 Budget
<b>Benevolences:</b>				
Synod - 11.0% unrestricted giving	\$17,743	\$17,909	\$20,685	\$20,685
Fortune Lake Lutheran Camp	2,000	2,000	3,776	2,068
Northland Lutheran	400	200	329	329
Synod	2,286	1,959		
Fortune Lake scholarships for community	4,572	3,218	3,813	3,813
Fortune Lake scholarships for members	903	549	413	0
DAR	4,572	3,919	3,793	3,761
NEWCAP/Haven of Hope	3,130	1,747	1,849	0
Other Synod and local benevolences	9,490	4,173	3,021	0
<b>Total Benevolences</b>	<b>\$45,096</b>	<b>\$35,674</b>	<b>\$37,679</b>	<b>\$30,656</b>
<b>Salaries and Perquisites:</b>				
<b>Pastor:</b>				
Salary	\$38,890	\$41,677	\$42,961	\$44,270
Social security	4,696	4,909	5,008	5,108
Housing allowance	22,500	22,500	22,500	22,500
Health, dental, life & disability	17,296	11,103	14,191	16,124
Spouse health		3,455	5,101	3,757
Pension	8,791	8,290	8,456	8,625
Spouse's retreat	225	230	235	235
Continuing education	592	305	500	500
Financial Secretary	2,396	2,665	2,486	2,772
Church Secretary	10,370	11,060	10,847	11,507
Treasurer	1,739	1,739	1,774	1,809
Custodian	4,045	4,145	2,927	4,313
Communications Coordinator	536	0	0	0
Choir Director	500	750	765	780
Organists and other musicians	3,064	2,902	2,997	3,751
Intern	8,800	0	0	0
Social security - non-pastor	2,406	1,777	1,664	1,907
Substitute and interim pastors	555	653	725	4,725
<b>Total Salaries and Perquisites</b>	<b>\$127,401</b>	<b>\$118,160</b>	<b>\$123,137</b>	<b>\$132,683</b>
<b>Other Operating Expenses:</b>				
Gas & electric	\$8,571	\$11,288	\$8,179	\$9,012
Telephone	1,132	1,120	1,208	1,260
Water & sewer	1,614	1,610	1,679	1,714
Insurance	8,280	8,292	6,445	7,715
Professional expenses	3,057	3,989	4,666	4,100
Official synod meeting	963	574	1,079	800
The "Lutheran" magazine	143	0	125	0
Choir music	112	50	140	125
Worship and office supplies	3,850	3,522	3,236	3,850
Vanco on-line fees	404	410	449	460
Custodial supplies/minor repairs	2,509	2,426	2,502	2,875
Postage	413	441	447	450
Shepherd Staff software fee	425	425	475	485
Internet access	602	663	728	732
Sew for Missions	520	514	385	300
<b>Committees:</b>				
Social Ministries	1,606	1,190	1,119	1,300
Christian Education:				

**Zion Lutheran Church - General Fund -  
Budget Year 2016**

	<b>2013 Actual</b>	<b>2014 Actual</b>	<b>2015 Actual</b>	<b>2016 Budget</b>
SPARK	583	716	1,035	400
Adult Education	129	0	39	200
Confirmation	407	45	241	200
Vacation Bible School	174	289	477	200
Other education activities		54	0	100
Evangelism	225	337	361	200
Fellowship		143	0	100
Worship & Music	555	196	678	600
Youth Ministry	66	0	1,300	200
Stewardship	26	805	251	300
Zion Caring Ministry	237	93	78	200
Altar flowers, Easter & Christmas, etc.	2,272	1,462	1,376	1,500
Relay for Life		645	416	425
Miscellaneous	6,226	3,767	1,974	3,000
<b>Total Operating Expenses</b>	<b>\$45,101</b>	<b>\$45,066</b>	<b>\$41,088</b>	<b>\$42,803</b>
<b>Maintenance and Repair</b>				
Piano & organ tuning/service	\$1,039	\$1,326	\$491	\$1,055
Copier contract	1,219	1,144	1,337	1,350
Lawn Mowing			1,040	1,050
Bell-ringer contract	425	550	1,160	600
Snow plowing / lawn mowing	2,506	1,738	938	1,700
Boiler/plumbing repairs	313	540	3,455	3,000
Capital Improvement Funding			8,665	8,665
Lighting improvement project			9,560	18,000
Roof loan payments from capital campaign	13,937	11,848		
Roof loan payments from Capital Improvement Fund	1,267	0		
Roof loan add'l principal payments - Comm Children	11,259	993		
Projection and recording system maintenance	26	618	2,212	500
Office IT maintenance and minor equipment	264	0	1,114	300
<b>Total Maintenance and Repair</b>	<b>\$32,255</b>	<b>\$18,757</b>	<b>\$29,972</b>	<b>\$36,220</b>
<b>Other transfers and payments (in) out</b>				
To (From) Helping Hand Fund	\$1,042	\$582	\$189	\$0
To Endowment fund			158,282	
To Youth		3		
To Sabbatical Fund			2,000	
To Camper Fund			3,761	
From Sabbatical Fund for sabbatical expenses				(2,000)
From Intern Fund for intern related expenses	(9,851)			
From Scholarship Fund for Intern	(1,750)			
From Camper Funds for campers	(902.5)	(549)	(4,226)	(3,813)
From Memorial Fund for Miscellaneous Expense		(450)	(610.29)	0
From Garden Grant fund for community garden (Misc exp)	(51)	(1,129)	0	0
From Community Children for synod tithe, Fortune Lake, DAR and additional principal payments	(22,862)	(10,089)	(3)	0
From Capital Campaign and Capital Improvement Fund for scheduled loan payments	(15,204)	(11,848)	0	0
From Parsonage Proceeds Fund for General Fund expenses	(878)	0	0	0
From Capital Improvement Fund for lighting project			(9,560)	(18,000)
From Undesignated Bequest to Endowment Fund			(158,282)	
<b>Total Other transfers and payments (in) out</b>	<b>(\$50,457)</b>	<b>(\$23,480)</b>	<b>(\$8,449)</b>	<b>(\$23,813)</b>
<b>Net General Fund Disbursements</b>	<b>\$199,397</b>	<b>\$194,177</b>	<b>\$223,427</b>	<b>\$218,549</b>



# Evangelical Lutheran Church in America Northern Great Lakes Synod

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♦ ♦ ♦

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

## BISHOP'S REPORT FOR CONGREGATIONAL ANNUAL REPORTS

The New Year 2016

Dear Sisters and Brothers in the Northern Great Lakes Synod;

As you gather in the New Year, I greet you in the loving name of Jesus Christ. He is the light of the world, and no darkness or sin or pain can overcome this Lord of all. Our 82 congregations here in the Upper Peninsula of Michigan and Northeastern Wisconsin are called in 2016 to focus on "Witness," as part of our synod's three year emphasis in "Worship, Welcome and Witness."

**We witness to Jesus** when we worship God each Sunday, being an example for our neighbors and friends.

**We witness to Jesus** when we participate in Bible study groups hearing and reflecting upon God's Word.

**We witness to Jesus** when we eagerly serve as a congregational leader or serve in the choir, altar guild, kitchen or Sunday School classroom.

**We witness to Jesus** when we affirm God's grace at the coffee hour at church or with our friends at the restaurant.

**We witness to Jesus** when we share God's love at the food bank or help with a community event, reminding others that we can do all things as He strengthens us.

**We witness to Jesus** when we write a special check to the church or to the ELCA Hunger Program.

**We witness to Jesus** when we pray aloud at the bedside of an ill friend and remind them that God cares for and loves them.

**We witness to Jesus** when we help someone who needs to hear a word of hope; hope which can only come from God's Word.

We share the news that Christ is raised from the dead and that Christ will come again! How will you be a witness to the most wonderful news of all time? How will the witness of your congregation be strengthened by your efforts? May this be the year of witness for you. Today is a great day to celebrate Jesus!

Sincerely,

*Thomas A. Skrenes*

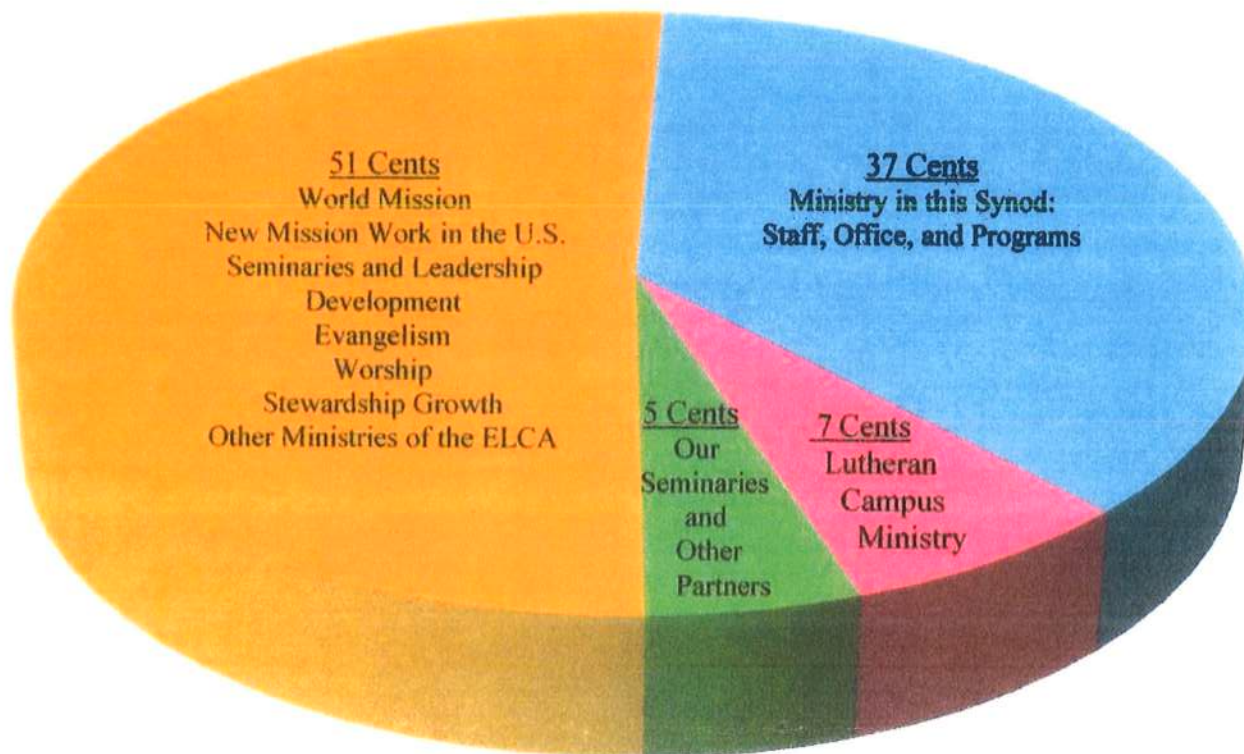
Thomas A. Skrenes, Bishop



# 2016 Mission Support

Northern Great Lakes Synod  
Evangelical Lutheran Church in America

Every \$1.00 of unrestricted mission support entrusted by  
your congregation to the Synod is used:



God is at work in the Church!  
Your congregational mission support  
is very important to our ministry together  
in the name of Jesus.

