

2014
ANNUAL REPORT
OF THE
CONGREGATION



ZION LUTHERAN CHURCH

2714 JAMES STREET

MARINETTE, WI

Annual Meeting
Following Worship
Sunday, January 25, 2015

ZION LUTHERAN CHURCH
Marinette, Wisconsin
ANNUAL MEETING
Sunday, January 25, 2015
A G E N D A

Opening Prayer

Call to Order

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Other Business

Adjourn

Closing Prayer

Installation

NOMINATING COMMITTEE REPORT

<u>Term Expires 1.2015</u>	<u>Term Expires 1.2016</u>	<u>Term Expires 1.2017</u>
<u>Roxanne Bowdin</u>	<u>Duane Clarke</u>	<u>Julie Williams</u>
<u>Gary Houdek</u>	<u>Gary Grom</u>	<u>Troy Cording</u>
<u>Amanda Litts</u>	<u>Girard Rudell</u>	<u>Katy Bauer</u>
<u>John Radloff</u>	<u>Peter Thielen</u>	<u>Nancy Sallee (resigned)</u>

Youth Term Expiers 1.2015

Kaitie Sodergren

SAMPLE BALLOT – January 25, 2015

Church Council (3 year term)

 Roxy Bowdin

 Chad Francour

 Colleen Madden

 Sarah Marzahl

 Karen Sylvester (2 year term)

Council Youth Member (1 year term)

 Katelyn Sylvester

Personnel Committee (3 year term)

 Don Limberg

Nominating Committee (2 year term)

 Heidi Beland

 Roger DeGroot

 Carla Clarke

COUNCIL NOMINEE BIO'S

Roxanne Bowdin - This will be my second term on the Council and I look forward to serving Zion once again. I've held the position of president this past year and secretary prior to that. I've been a member of Zion for more than 20 years and have also served on the Missional Planning, Stewardship, Personnel, and Nominating committees. My husband, John, and I live in the Town of Peshtigo and our son and daughter-in-law reside in California. I've retired from teaching at NWTC and am enjoying every minute.

Chad Richard Francour. I am currently a substitute teacher for the school district of Marinette. I have been a member of Zion Lutheran church for 27 years, being baptized as an infant. My mother's name is Lynn Francour and my father's name is David Francour. I have a sister, Angie Rohland, who is 33 years of age and a brother, Ryan Francour, who is 30 years of age. I am 27 years of age and finally; my sister, Katie Francour, is 21 years of age.

I really enjoy: writing my book, exercising, hunting, fishing, spending time with my dogs, and learning new information. I have started a website that is about my life. I stay working out because I like to stay in a good fit condition. I also enjoy riding my bicycle in the spring, summer, and fall months. I take much pleasure in hunting Whitetail deer. As a young boy, my father and brother would always take me hunting, so likewise I have always been interested in hunting. I have had my two dogs, Mali and Bella, for 10 years and there is not a day that goes by where I am not playing catch with them. I love learning new information (e.g., today's issues) to become more diverse and relevant in my train of thought.

I, like my parents and brother, love educating today's youth. The value in teaching goes far beyond what textbooks can teach a student and I believe that these individuals and myself see the importance of instructing our children and adolescents to make a better future for us all. The helpful thing that I could contribute to Zion is a different perspective on how to view the already complex world. I will tell you about how I came to my faith and what influenced my decision.

A little under 11 years ago, I was struck by a pickup truck while crossing the highway on a snowmobile. My near brush with death has left me with questions like, "Why, God, am I still alive," or "What is my purpose?" I have struggled with these questions ever since my accident and it was not until I experienced the true intentions of what God wanted for all of humanity and that is to form a relationship with Him. I feel that is why I would make a valuable council member because I am committed to doing God's will.

Colleen Madden - My parents, my sister, Jill, and I moved to Marinette in 1974 from Racine, where I was born. I was confirmed here at Zion as well as my two daughters, Andrea Lauren and Braedhan Rebecca. Having them helped me change my life. I went back to college and got my RN degree in 2005, with honors! I believe I am a deeply spiritual person and that I can feel the power of God's love through our congregation. Frequently, you will find me in back pew belting out hymns that move me! My strongest belief is that everything happens for a reason and to never doubt the Lord. When Braedhan's father passed away in May of 2009, I turned to Pastor Keith, my congregation, and my faith to get me through; and I made it. I believe in the Power, Love, Strength, Forgiveness, and Glory of the Lord! I am so thankful for my family at Zion and I treasure every moment in my life as I want to make everything matter!

Sarah Marzahl - My husband, Tim and I became members of Zion in 2012. We have a daughter, Anna who is in Kindergarten and a son, Jacob who just turned 2 years old. Currently, I am a stay at home mom raising our children and taking care of our family. We moved to Marinette in 2010 from Wauwatosa, WI where we were members of Mt. Zion Lutheran Church. Before making our move north, I worked in the financial industry; where I traveled throughout the United States educating 401(k) plan participants about their investment options and their retirement plans. Once we started a family, I traveled less and began writing and editing retirement planning and investment articles for 401(k) participants.

Karen Sylvester – My husband, Jerry and I became members of Zion in March, 1980. We've been married 45 years and have one son, Derek, who is married to Ellen and father to Shelby and Katelyn our beloved granddaughters.

I retired from Marinette County in 2002 after working 33 years in the real estate assessment and taxation field. My most recent activities at Zion include Communion setup, singing in the choir, heading Zion's Caring Ministry Team, serving on the Sanctuary Arts, Stewardship and Evangelism committees, co-chairing the Funeral Committee, and occasional leading the Sunday Evening Service of Reflection. I had previously served a six year term on the Congregation Council four as Council President.

YOUTH MEMBER

Katelyn Sylvester - I'm in the tenth grade at Marinette High School. I'm also a cheer leader at MHS and I was on the Dance Team. I will be starting Driver's Ed soon. I've been going to Zion since 1999 where I was Baptized and confirmed. My older sister, Shelby Atwood, was also on Zion's Council.

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:

- | | |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>PRAYS</i> | 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. |
| <i>WORSHIPS</i> | 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. |
| <i>STUDIES</i> | 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. |
| <i>INVITES</i> | 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. |
| <i>ENCOURAGES</i> | and supports its members and others in the community on their faith journeys by regularly organizing groups that will foster Christian fellowship. Zion will also continually grow in the types of caring ministries offered within the congregation. |
| <i>GIVES</i> | 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. |
| <i>SERVES</i> | 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 2014

In John's Gospel, Chapter 1, we hear Philip inviting what we assume to be his friend, Nathanael, to meet Jesus. Philip is pretty excited. He says, "We have found him whom Moses in the law and also the prophets wrote." Nathanael seems less than enthused when he finds out that this person they found is from Nazareth, saying, "Can anything good come out of Nazareth?" Philip is undeterred by Nathanael's doubt and simply says, "Come and see."

What Philip doesn't say is just as important as what he did say. Philip didn't say, "Come and learn." He didn't say, "Come and hear," even though there would be much that they would hear from Jesus. He didn't say, "Come and get busy. Join a committee. Grab a paintbrush." Again, this is important because, indeed, they would get busy, working with Jesus to heal a broken world. Philip simply said, "Come and see," because that's where it starts. That is the beginning. We first come to faith by simply seeing Jesus in action.

This Annual Report is filled with details about how Jesus was in action within and through our congregation. Yes, it takes the form of hearing and learning. It takes the form of getting busy and working with others to make a difference. It does indeed look like the things that Philip did not say, but the goal is the same. This ministry that we do, a ministry that is seen by others, we do in order to help people come to faith, grow in faith, or deepen in faith. We do it to be God's love in the world. We do it so that people can come and see Jesus, something we have done for over 139 years, just as Nathanael did so many years before us.

So, what was there to see?

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.

We pray on Sunday mornings. Our musical/visual preludes are designed to help us prayerfully focus on the theme of the day. Our hymns are forms of prayer. We pray throughout the service and we especially pray for one another. Even though all the petitions we share take some time to go through, I believe they make up a vital part of our worship and our encouragement of one another. This is something we do. We pray for our world, for the ministries that are important to us, and for one another. People can see this when they worship with us.

Our praying as a congregation is particularly evident in our Sunday Evening Service of Reflection. Using silence, we take a lot of time in that service to really listen for God, something that we don't have as much time for in our Sunday morning or Thursday evening services. Prayer is as much listening as it is speaking. People can see us actively listening on Sunday evenings.

We also were actively listening during our Lenten Prayer Journey, not just when we gathered as a community but also at home. The Lost and Found Parables in Luke's Gospel were our focus this year. These parables guided our prayer, helping us hear God speaking to us in new ways.

I am so moved when others step up and lead the prayers that begin our committee meetings or our gatherings. Sure, I can do it, and enjoy doing it, but for me it means so much more when those who are not “the hired gun” step up and perform this ministry. It seems to be happening more and more lately, and I couldn’t be more pleased. It is a good thing for people to see.

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.

So, what do people see when we worship? Certainly people see enthusiasm in our worship. People also see the dedication of worshippers on Sundays like the Sunday after Christmas, New Years or Easter, or on Sundays when the weather is terrible, like we experienced often during the winter of 2014. People can see that worship is important to us. It is the central reason for our gathering. Yes, we gather for so many other reasons, like education and mission in the world, but worship is our primary reason for gathering as a congregation. Nothing else is more important.

Am I concerned that worship attendance took a significant dip in 2014? Yes. Alarmed? No. I trust that God is still active and busy within our midst. We still have this vision of half our members present for worship on a given Sunday and I think we will be taking further steps in 2015 directing ourselves toward that vision.

So, what would our vision look like? A worship attendance of around 200 on a weekend would be pretty close to 50%. At a present average of 113, we have some distance to go. Maybe in 2015 we might challenge one another to attend on a particular Sunday trying to make our 50% goal or for a group of Sundays. We had 159 in worship the weekend on of Consecration Sunday. That was 40%, AND it wasn’t a Christmas Eve where a large number of visitors skew the percentage. People see worship attendance.

I have heard a few concerns about the length of Sunday morning worship. On the one hand, I understand the concern. Time is an extremely precious commodity. For many, it is more valuable than money. Surely time constraint is one of the reasons people are not able to worship more regularly. They cannot afford the time. On the other hand, we usually want more time with our best friends and the ones we love. Jesus is certainly our best friend, and worship offers a unique and powerful way to be with Jesus. Why would we want to rush away from that precious time together? I will be in conversation about this with both our Evangelism Committee and our Worship and Music Committee and will be exploring some minor tweaks during the upcoming months. I realize that it will never be short enough for some and for others going over an hour is seen as a bonus. That’s the fun of working together as a family, and people do see how we work together.

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.

I am so very pleased with the education we offer our young people through SPARK, first communion classes, Vacation Bible School, and Confirmation. We have lots of dedicated people working hard to make a difference in the lives of these young people so that they not only learn information about Jesus and the Bible and life as a Christian, but they also practice Christian community and service.

I am also pleased that most of our devotional books for families and for adults are being used. I would love to experience the need to order more, but I'm so glad that I don't have to reduce our orders. I would like to see more subscriptions to the Lutheran. This magazine not only gives us a picture of what is going on within other congregations of our denomination, but it also provides lots of help and support for spiritual growth. At \$8.95, it just doesn't cost that much, and even if each and every magazine do not get read, the super low price still makes it worthwhile when it does get read.

Educational opportunities for adults in 2014 included a regular Bible study on Tuesday mornings at St. James, with the same Bible study held at Zion on Wednesday evenings. This fall the theme of that study has been prayer. During Lent, a study called Contemplating Death was offered at St. James on Tuesday mornings. Also during Lent, on Sunday mornings following worship as well as following worship on Thursday evenings, people gathered together for the Lenten Prayer Journey. Unfortunately, that was the only Sunday morning study that occurred in 2014. Our Women's Circles, Sarah and Ruth, continue to have study as a vital part of their gatherings. There is also another gathering of women who study the Bible once a month.

Our Conference will no longer hold the Synod's Lay School for mission, but the pastors will be offering classes through out the year that are open to people from the various congregations in our Conference. These classes are held on Monday evenings during the school year. People of other denominations are also attending.

In January and February, Zion held a Dave Ramsey Financial Peace University series of classes. These were well attended and once again the participants gave glowing reviews of the classes. It is our hope that we will offer these classes again.

We never arrive when it comes to these Marks of Discipleship. Therefore, it is tempting to wring hands and say that so much more needs to happen. And, so much more could happen, particularly in the area of study. This continually challenges me, and yet, as we can see, there is a lot that we offer for study and many are availing themselves of these opportunities. This is something that people can see, and I'm grateful.

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.

Inherent within the call of Philip, noted at the beginning of this report, to “come and see,” is the invitation. Inviting others is part of the Jesus’ Great Commission at the end of Matthew’s Gospel, chapter 28, where he says, “Go therefore, and make disciples of all nations.” This assumes that we, as his disciples, will never tire of inviting others to participate.

This part of our Vision Statement is closely replicated in the Mission Statement of our Evangelism Committee.

“Following Jesus’ lead, Zion’s Evangelism Committee will encourage, enable, and empower God’s children of Zion to embrace their calling to be evangelists through the ministry of Zion and in daily life.”

This is what we are trying to accomplish.

A big project of the Evangelism Committee this past year was creating the Hospitality Video. The theme of this video was about how we should and should not welcome strangers. I was pleased that so many participated with the production of this video, that we had so much fun doing it, AND that the participants embraced what it was trying to communicate. How we welcome strangers in worship, whether they are just here for the day, or are shopping for a congregation, or have been members for years, is a critical part of inviting others to participate with us in the work of Jesus through our congregation. It is difficult to emphasize this enough, because WE all experience Zion as a friendly place. However, not everyone does experience Zion as friendly place, and it has everything to do with our hospitality skills, and those skills are demanded of each and every one of us, not just the extroverts. All of us need to welcome and get to know strangers, no matter who they are. The main reason for this is said best in the book of Hebrews, 13:1, *“Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it.”*

I think of Amanda, who left our community this year to live in North Carolina. When she came out our congregation, she felt invited by the hospitality we offered within the weddings held at Zion that she worked at as a photographer. She also felt invited because she did not hear any complaining about Zion. This was something she heard a lot of from members of other congregations regarding their congregations. People in the community see our congregation through us! When she worshipped as stranger, Heidi, someone she had once worked with, welcomed her, and through Heidi she met others. Eventually she was baptized became very active within our congregation, and part of her activity was inviting others to worship with her and to work with her in things like the Harvest of Hope Community Garden. This is how it works. Inviting others and the hospitality we offer are critical pieces of helping others see and experience Jesus in our midst.

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.

In 2014 Zion held two Sunday morning services in the style of the Service of Reflection:

March 30 and August 24. One of the many reasons for worshipping in this style is that it pushes us to meet one another, listen to each other's stories and ENCOURAGE one another. Sometimes it is a challenge to meet new people within our congregation so that we can encourage them, and they can encourage us. Offering a setting for that encouragement to take place is at the heart of this service.

Did you know that Don and Julie Otto lead a worship service at The Renaissance once a month? It is a way that Zion's encouragement reaches others in our community. They do it as a part of their work on the Caring Ministry Team. They always say how blessed they feel to be a part of it.

Did you know that Hope Goes regularly attends the Ruth Circle? She's in her senior year of High School, and she joins with women who are well into retirement age. She does this because she feels encouraged by them, and surely they feel encouraged by her. I love it when it works out like that. Don't you?

Did you know that our A.V. Team is made up of both adults and students and that these students and adults work together most of the time? As they visit with one another they are getting to know each other better and through it offer encouragement to one another. I love it when it works out like that. Don't you?

During Soup Suppers we have adults and students working together to put on the meals. We also have strangers meeting one another as they too work to put on these meals. And as they get to know each other, they encourage one another. This is something people can see.

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.

After going through three years where our receipts did not reach the level of the previous year, I am so pleased that 2014 was the second year in a row that this did not occur, and our General Fund grew by a modest \$2,250. This is particularly awesome in light of the decrease we've experienced in worship attendance. I can't thank you enough for your great generosity!

In 2014 we completed our second mile campaigns that started with the Capital Campaign back in 2007. We paid off our loan of \$175,000 and did so much more. Again, the generosity of this congregation was awesome! I'm so proud to be a part of it.

In 2015 we will be setting up percentages with our budget that will go toward ministries and our building, replicating what we were doing with our second mile campaigns, but making them a

part of our first mile giving. Therefore, in addition to the 11% that we always gave to the work of the wider church through our Synod, we will also designate 1.1% to directly support the work of Fortune Lake Lutheran Camp, .175 % to support Northland Lutheran Retirement Community, 2% to support DAR Boys and Girls Club, 2% to support community scholarships for Fortune Lake, and 4.5% to go into our Capital Improvements Fund to support the continued maintenance of our building. Just as we ask people to consider first fruits giving on a percentage basis when it comes to their offerings to God's work within our congregation, so too will Zion give all these as first fruits beneficiaries of our regular giving!

Our Stewardship drive in 2014 was Consecration Sunday. It was a drive style that emphasized percentage giving, working our way toward a tithe of 10%. It also emphasized our giving as a form of worship; therefore the pledges we made took place within worship on Consecration Sunday, October 5th. This drive also emphasized how giving and spiritual growth are intimately connected. I am so pleased to turn your attention to the Stewardship report within this Annual Report that shows the results of this drive. Although we had one less person make a commitment this year compared to last year, the amount pledged was over \$32,000 more than the previous year. Wow! The number of people increasing their pledges for 2015 made a huge difference! Thank you! Thank you! Thank you! Not only will this help Zion grow in mission, but it is also a wonderful sign of spiritual growth within our congregation!! Our generosity is also something that people see.

One person within our congregation that really has a passion for the spiritual aspect of giving is Karen Sylvester. Not only does she help lead the work we do on the Stewardship Committee, but she also writes the Stewardship Corner in our newsletter every month. These articles are always heartfelt and informative, and certainly help and encourage us all to grow in faith through our giving.

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.

I still think that as a congregation, this Mark of Discipleship is something that we are particularly gifted at. We have many, many signs of this through out the year. Please see the Social Ministry report regarding all the different ways that we serve under their oversight and guidance. One new way that I believe shows us how strong we are in this area occurred late in the summer. At the very last minute we organized a work bee under the ELCA's "God's Work. Our Hands." Campaign. We didn't give advertising much time or effort, and yet we had an awesome number of people who showed up to work! It was wonderful and what a difference we made. That passion to make a difference in our community was something that could be seen!

The Relay for Life is also something we do, as is our work through the Harvest of Hope Community Garden. Recently Colleen Madden, who jumps in the Lake on New Years Day in order to raise money for DAR and the Animal Shelter, posted this on Facebook. *Today...after our church service wrapped up and I was gathering my things...a man that's a long-time member of my church came up to me and said "I just want to thank you in advance for participating in New Years Days DaYooper Plunge. I'd like to give u some \$ to go towards the \$ u collect for the*

Menominee Animal Shelter, my wife and I support MAS too...and this is my rainy day money..."and he handed me a hundred dollar bill. This makes my jumping in the bay on Thursday totally worth while! Praise be to God!! As I said, I think serving is a strength of our congregation and I'm excited to see all the new ways we're going to come up with in the years ahead to grow in this serving. This is something people can see.

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 where we live. This Vision Statement describes what we hope to see along the way and what we hope others will see as well.

When Nathaniel came and saw what Philip was talking about, when he met Jesus, he came to faith in very powerful way, proclaiming, surely with tears in his eyes, "you are the Son of God! You are the King of Israel!" That's what can happen when we invite people to join with us. That's what can happen when we attend to the goals within our Vision Statement. These are the things that people see and the precious gift of faith is the result.

Thank you

I am still so very grateful to be called your pastor. In 2015, I will celebrate 30 years of being an ordained pastor, 17 years of which I have been blessed to serve here. I never imagined being so blessed 30 years ago. You make it a joy to be engaged in ministry with you, and 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 (2013)	428	355
Members Received During 2014		
By TRANSFER	2	2
Member Received During 2014		
By REACTIVE	1	1
Total Members Received	3	3
Baptized Members Confirmed		1
SUBTOTAL	3	4
Members Removed during 2014		
By DEATH	3	3
By REMOVED UPON REQUEST	5	3
Total Member Removed.	8	6
<u>Membership as of 12/31/2014</u>	423	353
Average Weekly Worship Attendance		113
Confirmed Members who Attended Communion at Least Once		275
Unconfirmed Members who Attended Communion at Least Once		16

PASTORAL ACTS IN 2014

BAPTISMS

DATE

4/6/2014
4/6/2014
4/6/2014
4/6/2014
11/2/2014

NAME

Kaitlyn Ann Deschaine
Kaylee Rosanne Deschaine
Macie Ann Deschaine
Natalie Christine Deschaine
Ella Sue Williams

FUNERALS

DATE

5/15/2014
5/16/2014
8/27/2014
10/15/2014
12/1/2014

NAME

Arnold L. Schingeck
Roland David Baumgarten
Joshua Alan Gabriel
Roger C. Utke
Mary E. Sodergren

WEDDINGS

DATE

6/7/2014

7/19/2014

9/13/2014

9/20/2014

NAME

Wendy Jean Bohan
Christopher Scott Behnke
Nancy Louise Benchley
Kenny Dale Sallee
Melissa Walker
Edward (Joe) Lambert
Emily Helen Despins
Samuel Michael Stafslie

MEMBERS RECEIVED IN 2014

BY TRANSFER

DATE

2/11/2014

2/11/2014

NAME

John Powilaites

Sharon M. Powilaites

BY REACTIVE

DATE

1/15/2014

NAME

Gail Melgary

CONFIRMATION – October 26, 2014

Tyler Richard Lund

MEMBERS DISMISSED IN 2014

REMOVED UPON REQUEST

DATE

3/11/2014

3/11/2014

3/11/2014

10/14/2014

10/14/2014

NAME

Joseph Nowak

Tracy Nowak

Matthew Nowak

Sarah Rabideau

Haley Rabideau

REMOVED BY DEATH

5/9/2014

5/12/2014

10/9/2014

June “Pat” Reines

Roland Baumgarten

Roger Utke

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>
<u>2010</u>	<u>131</u>	<u>124</u>	<u>151</u>	<u>188</u>	<u>113</u>	<u>114</u>	<u>100</u>	<u>115</u>	<u>110</u>	<u>129</u>	<u>145</u>	<u>118</u>	<u>128</u>
<u>2011</u>	<u>115</u>	<u>129</u>	<u>134</u>	<u>182</u>	<u>136</u>	<u>113</u>	<u>104</u>	<u>102</u>	<u>112</u>	<u>129</u>	<u>118</u>	<u>125</u>	<u>125</u>
<u>2012</u>	<u>117</u>	<u>117</u>	<u>116</u>	<u>160</u>	<u>123</u>	<u>122</u>	<u>115</u>	<u>107</u>	<u>135</u>	<u>138</u>	<u>122</u>	<u>120</u>	<u>124</u>
<u>2013</u>	<u>127</u>	<u>121</u>	<u>141</u>	<u>129</u>	<u>122</u>	<u>112</u>	<u>95</u>	<u>121</u>	<u>117</u>	<u>138</u>	<u>117</u>	<u>124</u>	<u>122</u>
<u>2014</u>	<u>107</u>	<u>106</u>	<u>112</u>	<u>169</u>	<u>125</u>	<u>99</u>	<u>87</u>	<u>99</u>	<u>110</u>	<u>124</u>	<u>103</u>	<u>120</u>	<u>113</u>

<u>Year</u>	<u>Ash Wed.</u>	<u>Lent</u>	<u>Maundy Thursday</u>	<u>Friday Tenebrae</u>	<u>Christmas Eve</u>
<u>2010</u>	<u>97</u>	<u>18</u>	<u>109</u>	<u>68</u>	<u>256</u>
<u>2011</u>	<u>73</u>	<u>13</u>	<u>120</u>	<u>55</u>	<u>239</u>
<u>2012</u>	<u>79</u>	<u>12</u>	<u>98</u>	<u>72</u>	<u>195</u>
<u>2013</u>	<u>90</u>	<u>11</u>	<u>129</u>	<u>52</u>	<u>162</u>
<u>2014</u>	<u>88</u>	<u>10</u>	<u>91</u>	<u>60</u>	<u>197</u>

YEAR	TOTAL BAPTIZED MEMBERS	Change	CONFIRMED MEMBERS	% Total	CHILDREN (Baptized, not Confirmed)	% Total	WORSHIP ATD	% Total
1960	509		360	71%	149	29%	181	36%
1961	501	(8)	355	71%	146	29%	188	38%
1962	498	(3)	353	71%	145	29%	176	35%
1963	484	(14)	346	71%	138	29%	179	37%
1964	497	13	358	72%	139	28%	204	41%
1965	546	49	387	71%	159	29%	250	46%
1966	566	20	404	71%	162	29%	291	51%
1967	589	23	408	69%	181	31%	279	47%
1968	596	7	420	70%	176	30%	278	47%
1969	611	15	428	70%	183	30%	270	44%
1970	608	(3)	439	72%	169	28%	266	44%
1971	601	(7)	434	72%	167	28%	260	43%
1972	599	(2)	439	73%	160	27%	261	44%
1973	601	2	439	73%	162	27%	256	43%
1974	633	32	467	74%	166	26%	250	39%
1975	637	4	488	77%	149	23%	251	39%
1976	626	(11)	483	77%	143	23%	230	37%
1977	592	(34)	474	80%	118	20%	234	40%
1978	584	(8)	472	81%	112	19%	222	38%
1979	587	3	469	80%	118	20%	216	37%
1980	601	14	486	81%	115	19%	221	37%
1981	602	1	484	80%	118	20%	223	37%
1982	612	10	490	80%	122	20%	216	35%
1983	621	9	496	80%	125	20%	217	35%
1984	606	(15)	485	80%	121	20%	222	37%
1985	633	27	504	80%	129	20%	221	35%
1986	635	2	504	79%	131	21%	226	36%
1987	628	(7)	501	80%	127	20%	208	33%
1988	629	1	497	79%	132	21%	201	32%
1989	628	(1)	488	78%	140	22%	201	32%
1990	628	0	485	77%	143	23%	209	33%
1991	623	(5)	475	76%	148	24%	214	34%
1992	616	(7)	469	76%	147	24%	191	31%
1993	608	(8)	461	76%	147	24%	191	31%
1994	585	(23)	450	77%	135	23%	183	31%
1995	564	(21)	452	80%	112	20%	177	31%
1996	556	(8)	446	80%	110	20%	184	33%
1997	559	3	450	81%	109	19%	175	31%
1998	551	(8)	455	83%	96	17%	158	29%
1999	572	21	469	82%	103	18%	165	29%
2000	549	(23)	456	83%	93	17%	168	31%
2001	536	(13)	447	83%	89	17%	171	32%
2002	528	(8)	443	84%	85	16%	168	32%
2003	493	(35)	416	84%	77	16%	161	33%
2004	507	14	425	84%	82	16%	162	32%
2005	520	13	430	83%	90	17%	156	30%
2006	511	(9)	430	83%	88	17%	144	28%
2007	499	(12)	412	83%	87	17%	127	25%
2008	506	5	417	83%	87	17%	121	24%
2009	535	29	434	81%	101	19%	130	24%
2010	525	(10)	426	81%	99	19%	128	24%
2011	531	6	431	81%	100	19%	125	24%
2012	539	8	437	81%	102	19%	124	23%
2013	428	-111	355	82%	75	18%	122	29%
2014	423	-8	353	83%	70	17%	113	27%

Year	Benevolence giving to work of larger church	Regular giving by members	Percentage of regular giving by members
1961	7,186	N.A.	N.A.
1962	5,085	N.A.	N.A.
1963	4,800	N.A.	N.A.
1964	4,229	N.A.	N.A.
1965	5,500	N.A.	N.A.
1966	5,800	N.A.	N.A.
1967	7,530	49,208	15%
1968	8,020	50,296	16%
1969	8,750	N.A.	N.A.
1970	10,060	57,968	17%
1971	10,515	53,759	20%
1972	10,940	47,300	23%
1973	11,100	52,881	21%
1974	12,090	58,410	21%
1975	13,300	59,277	22%
1976	15,800	59,940	26%
1977	15,700	58,058	27%
1978	16,700	65,637	25%
1979	17,700	66,696	27%
1980	18,200	75,160	24%
1981	18,800	84,004	22%
1982	20,100	88,520	23%
1983	20,100	92,549	22%
1984	20,300	99,551	20%
1985	20,500	111,961	18%
1986	20,700	108,748	19%
1987	22,600	113,430	20%
1988	19,500	113,429	17%
1989	19,500	113,683	17%
1990	19,500	113,129	17%
1991	20,000	125,707	16%
1992	21,000	123,169	17%
1993	18,500	124,991	15%
1994	18,500	126,246	15%
1995	19,000	138,449	14%
1996	19,590	149,038	13%
1997	21,080	146,981	14%
1998	20,000	138,535	14%
1999	20,500	142,778	14%
2000	21,000	165,885	13%
2001	21,680	170,220	13%
2002	21,650	175,376	12%
2003	17,250	162,916	11%
2004	22,340	173,141	13%
2005	18,056	170,381	11%
2006	19,067	178,175	11%
2007	31,139	169,342	18%
2008	24,848	175,721	14%
2009	22,315	176,171	13%
2010	22,527	175,837	13%
2011	20,369	172,455	12%
2012	19,280	168,995	11%
2013	20,029	171,829	12%
2014	19,868	172,925	11%

Congregation Council President's Report

2014 Council members: Julie Williams, Peter Thielen, Gary Grom, Katy Bauer, Amanda Litts, Kaitie Sodergren, Gary Houdek, Sarge Rudell, Duane Clarke, John Radloff, Nancy Sallee, Troy Cording. A huge Thank You to outgoing members John, Gary H., Kaitie, Amanda, and Nancy for their time, effort and service to Zion.

It's been an honor and a pleasure to serve Zion on the Council. It has not only helped me grow in my faith but in my faith community as well. As I read the monthly newsletters and the weekly bulletins, I realize how very busy Pastor Keith and our congregation are and how much change and activity Zion is experiencing as we follow where God is leading us. You have but to look through this Annual Report and read about each committee to see the devotion, care and love for the congregation and community coming through loud and clear. Zion is blessed. Let's take a quick look at just some of the highlights of 2014.

JANUARY:

- For the first time ever, the year started with a balanced, tight, conservative budget, which reflected generous giving
- Dave Ramsey Financial Peace University course began

FEBRUARY:

- The World Hunger drive kept lots of volunteers busy cutting out hands to hang in the sanctuary - at \$1 each, there were 1,938 hands!
- *Debt free - **yeah** - a great cause for celebration! The \$175,000 debt was paid off in only 7 years instead of 20!!
- Pancake supper before SPARK - fund raiser for DAR and Fortune Lake

MARCH:

- Lenten Prayer Journey began
- Soup suppers - donations, which exceeded the costs, were donated to the NEWCAP food pantry!
- Service of Reflection style service held on 5th Sunday in the morning

APRIL:

- Easter breakfast after worship
- Katherine Finegan, Assistant to the Bishop, visited and preached on April 27th
- A 1-day retreat for the Council was held at St. Paul's Episcopal Church - we evaluated ministries and shaped plans for the future

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Congregation Council President's Report

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MAY:

- Garden is growing - as usual, it rewarded its caregivers with an abundance of items to share within our community. It made a huge difference to NEWCAP, individuals, and the Menominee Organization
- Road construction began, which seemed to last forever, and led to all sorts of difficulties/inconveniences
- Fortune Lake summer camp offerings began

JUNE:

- Zion Youth held a Penny Carnival - proceeds of \$100 were donated to Relay for Life
- Garden shed built
- Relay for Life - Zion's team raised \$2,141.40 for the American Cancer Society

JULY:

- Garden growing
- Zion Youth activities

AUGUST:

- Held the second Service of Reflection during morning worship
- Ecumenical Vacation Bible School (A Week on Jesus' Farm) - 52 children attended - all had a grand time!
- Zion Youth raised about \$2500 at the Waterfront Festival food booth and decided to tithe their profits to a charity. This youth group has been very active this year, not only doing fun activities, but raising funds as well. This is wonderful to see!

SEPTEMBER:

- SPARK began again
- Planned Giving Workshop by Pastor Larry Westfield

OCTOBER:

- Consecration Sunday - a new approach by The Stewardship Committee with an emphasis on the spiritual aspect of giving. About 140 people attended worship on October 5 and 108 stayed for the brunch.
- Sew for Missions made sure we had a full contribution for the boxcar
- School supplies collected and donated to Salvation Army

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Congregation Council President's Report

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NOVEMBER:

- Harvest Dinner
- Evangelism skits - great way to learn about reaching out to strangers, accepting different ideas, and dealing with "pew" issues!
- Baby kit collections began for Global Mission
- Poverty Summit - A Focus on Youth

DECEMBER:

- Christmas Angel Tree for Salvation Army had 35 names
- SPARK Christmas program - written and directed by Ann Buscher

It went by quickly, didn't it? As I begin another term, I'm looking forward to what lies ahead for Zion in 2015. Zion is blessed with people willing to step up and help when asked and who are generous to a fault - I'm glad to be a part of it.

God's blessings on you and yours in 2015,
Roxanne Bowdin, Congregation President

AV Team Report

Things are business as usual for the AV Team. Equipment is holding up well and we have not had any major issues this year and the help of all involved has been wonderful. We received an exciting email last month. It was from a person that stated what a blessing having the video on line was and how they looked forward each week to watch the service on online. This is great feedback for something that we are not exactly sure how many people we are reaching with the recording of the church service. Of course this would not be possible without the help of everyone involved. A very heartfelt thank you goes out to Sarge Rudell, Justin Williams, Kathy Heimbuch, Jonah Zuehls, James Martin, Cheryl Maxwell, Jacob Cording, Gage Schutt, and Bill Tipple.

We also made our first in house video for the Evangelism committee. It was a great process to be a part of and I learned even more about our system we had not utilized until then.

If anyone is ever interested in seeing/learning how the system works or would like a tour of the balcony, don't be afraid to ask. We are always looking for new people to get involved.

Respectfully Submitted,

Troy Cording

Zion's Caring Ministry Team

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; Holy Communion distribution, visiting the elderly/home-bound, a card ministry, handling small household tasks for the elderly, and meeting transportation needs.

Heidi Beland, Julie and Don Otto, Pat Rondeau, Sarge Rudell, and I have distributed Holy Communion at least monthly to as many as nineteen individuals. This year, 113 communion visitations were made. Julie and Don Otto minister at Renaissance with as many as fourteen people on any given Sunday; three are members of Zion the rest are not. 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 ministry to his flock.

Ninety-seven visits were made to twelve congregation members, most monthly. The 2014 team members were John Bowdin, Ann Buscher, Lori Despins, Hope Goes, Jacki Renne and me. 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. Earlier this year, John Bowdin resigned as a member of the group. I want to thank John for his help and wish him well in whatever he might pursue.

Zion's card ministry is spearheaded by Nancy Sallee 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 caring into lives. Even though Nancy and Kenny are "snowbirds" Nancy asked to continue her ministry and for that we are very thankful.

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

Several members of the team provide transportation to members of Zion when needed; usually to worship but sometimes for medical appointments and to help meet other needs.

If you or someone you know would like to receive a visit or Holy Communion please contact the church office or call me directly at 715.732.4206. Our ministry is only as effective as you want it to be, so please share those needs with us.

Thank you to all who serve on Caring Ministry. Your dedication and willingness to give so freely of your time is greatly appreciated.

Go in God's peace and love,

Karen Sylvester
ZCMT Chairperson

Christian Education

SPARK

SPARK Faith Formation is held on Wednesday evenings during the school year. SPARK continues to be our primary education tool for preschool children through the fifth grade. We have three groups of classes. Preschool - kindergarten is lead by Kaitie Sodergren with Rachel Rosenfeldt and Kathy Heimbuch as helpers. There are 11 children enrolled in their class. The first and second grade class as well as music is lead by Superintendent Stephanie Klein. There are 8 children enrolled in this class. The third through fifth grade group is co-taught by Johanna Zuhels and Chad Francour. They have 9 youth enrolled in their class. The students for SPARK come from Zion and St. James. In 2014 the children sang during worship in February, May and October. They also performed an Easter program lead by Johanna Zuhels at the last Soup Supper. SPARK takes the summer off from classes and resumed on September 17, 2014. On September 28th some youth were presented with new bibles. Children who have turned 3 received a new Story Bible - Daniel Zuehls, Emma, Willow, and Caleb Gaudes, and Braden Bender received these. Third graders receive new educational Bibles. Leah Rose, Owen and Donald Jeske, Kirsten McCleary, Reagan Bender and Lorilei Maxwell received these new Bibles. Youth entering 6th grade received their confirmation Bibles. Spencer Martin, Jacqueline Knopik, and Carley Bauer were the youth who received them this year. The year finished off with a Christmas program again. This was held during worship on December 21. It was led by Ann Buscher and Rachel Rosenfeldt.

Stephanie Klein

Vacation Bible School 2014

We had 52 kids attend V.B.S this year, one from Australia and one from Russia. Our theme this year was “A week on Jesus’ Farm.” Monday was Jesus is Our Shepherd and our Bible verse was the 23rd Psalm. In crafts we made 6 blankets that went to the Marinette County Foster Care Program and a 23rd Psalm on a shepherds crook that the children took home. We learned songs about lambs in music and played animal sound games. Tuesday was Jesus’ Entry into Jerusalem and our animal was the donkey. We sang donkey songs, played with a parachute and made cute farm scene frames in crafts. Wednesday our story was the Sower and the Seed -spreading Gods words and blessings. We made beautiful cards that each church can use to send to people in their congregation. We had a scavenger hunt and did the chicken dance. Thursday we went to visit Bill Retza’s farm and saw real sheep, bunnies, horses, cows and how you grow corn to be popcorn. That night we sang all our songs for our parents.

Ann Buscher

Evangelism Committee Report 2014

Committee members: Pastor Keith, Karen Sylvester, Kathy Heimbuch, Sarge Rudell, and Peter Thielen

The Committee developed a Children's ministry information card to provide information and insight for all members, but especially for parents and grandparents. These cards are in the Children's Bibles in the pews. If you haven't yet read one, we suggest that you do; it may be helpful.

We conducted a survey of members in Sept. to get their input on the worship schedule. 84 responses were received. After careful statistical analysis and a review of the comments offered, we determined that there was not sufficient support to change the worship schedule. We sincerely thank those who participated in the survey.

Since we are the body and blood of Jesus, when we welcome others, we are embodying the welcome that Jesus offers others. Now, obviously, this is easier said than done. To help us, as a congregation, polish our hospitality habits and skills, the Committee developed and wrote a series of skits to perform before the congregation entitled, "The Good; The Bad; and The ugly." On Sunday, Nov.9, after the regular worship service, with a great group of volunteer actors under the able direction of Pastor Keith, the skits were performed and recorded. Many, many thanks go to Troy Cording who provided all the technical support as camera man, mixer, editor, and whatever else we needed. A narration by Pastor Keith was added and the final product was presented to the congregation on Sunday, Nov. 23. As a result of the interest generated, it will be shown again on a date to be determined

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

Respectfully submitted:

Peter Thielen

Property Committee Report (Git-R-Done Group)_____

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.

Major Projects during 2014

- New Bi-fold doors installed on Ushers Closet
- New Bi-fold doors installed on the Choir Robe Closet
- New rope put on flag pole

New Projects for 2015

- Major lighting project for interior & exterior of Church
- New Bi-fold doors to be installed on storage closet in Cry Room

Anyone is welcome to join the fun. If you have any questions or suggestions, contact Gary Grom at 715-732-0617.

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

Gary Grom, Git-R-Done Group Chairman

2014 Relay for Life Report

The 2014 Relay was on June 27th and 28th from 6:00 p.m. until 6:00 a.m. We did a few things differently this year. I'm sure you all remember the music notes on the cry room window. We ended up with about 85 notes which was \$85.00 for the Relay. We then had a bake sale. What a lot of treats we had. We sold \$163.17 worth of them. The youth were kind enough to donate the proceeds from their carnival to our relay team in the amount of \$107.00. For the month of June the council decided that all loose monies would go to the relay team as Zion's contribution. We sold 48 luminaria to line the track in memory of or in honor of those who have lost their battle with cancer or who won their battle. That totaled \$480.00 for the Relay. I had sent around a sheet for different needs such as water, Gatorade, snacks, salads, etc. to keep our walkers going and the congregation came through again for us. So, with all the monies the team members collected plus all the above monies, we raised approximately \$2,679.90. Thank you- Thank you- Thank you!!!!

The 2015 Relay for Life will be June 26th. The times have changed this year to 6:00 p.m. to 12:00 midnight. We will need a new chairperson this year as I will not be able to do it. If you think you would like to volunteer please contact me at home 715-735-7180 or on Tuesdays in my office between 11 - 2, or before or after service on Sunday.

Karen Houdek

Sanctuary Arts

The Sanctuary Arts group was charged with looking at Zion's sanctuary to consider how the worship experience could be enhanced through color, decorating and design.

The first meeting of the Sanctuary Arts group was held June 5, 2014. An extensive wish list of short and long term (pie in the sky) projects was developed. These included categorizing and labeling the paraments and banners by seasons, removing altar greenery, plastering and painting concrete walls, removing the curtain behind the cross, lighting improvements, carpet replacement, moving the altar forward, moving the communion rail to ground level, removing the lectern to provide the worship band additional room, and angling the pews.

In 2014, the Sanctuary Arts group removed the greenery at the altar, sorted through all the banners to see what should be kept, repaired, or repurposed; those kept were labeled by season. All paraments were labeled, and the sanctuary was decorated for Pentecost and Thanksgiving.

It was decided lighting was the top priority over other sanctuary design modifications. The reason, the vast majority of Zion's interior fixtures use T-12 fluorescent bulbs which are outlawed and must be replaced with T-8 bulbs. Additionally, the group felt Zion's exterior lighting creates a safety hazard especially at night for the elderly. Lighting information was gathered and turned over to the Church Council. While they approved the project they felt additional information should be obtained. Gary Grom, Kathy Heimbuch, Gary Houdek, Pastor Keith, and Scott Williams volunteered to actively pursue this much needed improvement. This project should be underway in 2015.

We are still in need of a few men to share responsibility for placing and removing the cloth on the cross at appropriate times during the church year. The current schedule is: Ash Wednesday – purple cloth, Good Friday – black, Easter – white, and Pentecost – red.

Respectfully submitted for Sanctuary Arts,

Carole Boerner
Karen Houdek

Ann Buscher
Carol Johnson

Ellice DeBenedetto
Vicki Johnson

Kathy Heimbuch
Karen Sylvester

Social Ministry Committee Report

Committee Members: Heidi Beland, Jacki Renne, Lori Despins, Carole Boerner, Sarge & Joni Rudell, Michelle Larson, Alice Oleson, Don & Jo Schutt

The Social Ministry kept busy again in 2014, and we thank all of you for your help. Without you, we could not do all the things we need to do to support all the following programs.

We had new themes for our NEWCAP donations this year. Heidi Beland researched the disciples and the food collection was based on their names. We want to thank all of you for your generous donations in helping our needy here in our own community. Also a big thank you to Jim & Marilyn Gould for delivering all the food to the NEWCAP food pantry. In addition we also collected food and monetary donations for the Haven of Hope Homeless Shelter. In late summer we again collected general school supplies for our local needy children. The items collected were given to the Salvation Army for distribution.

We have expanded our selection of coffees and such from Lutheran World Relief Equal Exchange. Thanks to Heidi Beland for ordering for us.

November found us honoring our senior members 75 and older at our annual Harvest Dinner. Each honoree was given a pumpkin decorated as an owl made by the Sarah Group. The committee furnished dessert, rolls, and beverages. Karen Sylvester served as our MC and we appreciate her efforts. Katelyn Sylvester was our youth helper and we appreciate her help as well. The program was presented by the Tri-City Reading Group, and was enjoyed by all.

“God’s Work, Our Hands” was our World Hunger theme for this year. We collected \$1,938.00, and put up hands of red, yellow, black, and white for each dollar collected.

We received a request from the Synod for baby items for layettes that will be put together by the youth at a Marked! Event. This collection is still going on through the month of January 2015.

The Angel Tree was again a big project, and we thank all of you for participating by purchasing gifts for our local needy children. I’m sure there were many happy children on Christmas morning because of your generosity.

Thank you all again for all your help on these projects, which made the world a better, happier place to live.

Jo Schutt
Social Ministry Chairperson

Stewardship Committee Report

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.

The Committee is pleased to say that our year-round emphasis on stewardship through *The Stewardship Corner* has now completed its second year. Our goal is to inform and uplift God's people about the true definition of stewardship and we hope we have done that. The 2014 articles covered a variety of topics including our inability to out-give God, the correlation between faith and contributions, worship attendance and giving, how generosity and gratitude define stewardship, the homeless and "The Closet" at Marinette High School, how to be good stewards of the earth, finding balance between needs and wants, what percentage is enough for Zion to give to its missions, plus a few more topics.

This year, Zion's Fall Stewardship Drive was called Consecration Sunday – a copyrighted program used for many years in countless congregations. The program teaches 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 congregation. By concentrating on tithing and percentage giving, the emphasis turns out to be a spiritual growth experience.

Since 2010 there have been two parts to our pledge drive, the first and second mile campaigns. In 2015 that will change. To start us thinking about percentage giving, Pastor Keith evaluated Zion's level of percentage giving to its missions and the church at large. This information was provided through the monthly newsletter. The week before Consecration Sunday, we learned about our congregation's giving patterns, how many households give how much per week, and we were invited to grow one step in that giving in 2015.

By shifting the stewardship emphasis to growing in faith through percentage giving, the amount pledged for 2015 was about \$32,000 higher than in 2014. The average pledge amounted to \$2,104 while it was only \$1,669 in 2014. The most startling piece of data though is that 41 households increased their pledge for 2015 versus only 19 in 2014. 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.

To be the joy-filled event it was, Consecration Sunday required a lot of people's help. Pastor Craig Mansur served as guest leader, Council members made phone calls, Hilma Backman, Dave Johnson, and Heidi Beland provided Temple Talks, Michelle Larson and George Olson provided floral centerpieces, Judy Stehle served as the Celebration Brunch Chairperson, the men from Bethel Lutheran provided a delicious brunch, and this committee was responsible for cleanup. Thank you to all of you who gave so generously of your time, and for all those who attended the event. We could not have done this without you, and we 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

	2006 53 weeks	2007 52 weeks	2008 52 weeks	2009 52 weeks	2010 52 weeks	2011 52 weeks	2012 53 weeks	2013 52 weeks	2014 52 weeks	2015 52 weeks
# of pledges	74	99	72	73	66	63	81	59	79	78
Amount pledged	\$111,765	\$144,604	\$123,548	\$130,572	\$122,391	113,260	\$127,595	112,314	131,916	164,129
Avg. annual pledge	\$1,510	\$1,461	\$1,715	\$1,789	\$1,854	\$1,797	1,562	\$1,904	\$1,669	\$2,104
# of pledges increased	26	36	23	27	19	11	14	18	19	41
# of pledges decreased	3	8	2	5	4	2	10	20	6	2
# of New Pledges	9	34	1	11	11	6	29	4	20	11
# of pledges unchanged	34	21	43	25	31	44	28	14	33	17

Waiting on one Varco in the amt of \$150.00. 5 that made no pledge (free will). One deceased. One no number.

Worship and Music Report 2014

Greetings from the Worship and Music Committee

This spring a new group was established called "Sanctuary Arts." The group took a serious look at the sanctuary and how we decorate it to enhance our worship. We went through all the banners and discarded many that were worn out. Some were donated to Bill Retza and his church in Crivitz. We took a look at lighting and have referred the problems to the Property Committee. We removed some greens and are decorating the sanctuary according to the seasons of the church. Please see the article by our secretary Karen Sylvester.

We would like to thank all the members of the hymn committees for their time. We are always looking for a few new faces. 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. Our last shipment of quality green hymnals was sent to Tanzania. We still have several boxes of the LBW hymnals and hope to donate them somewhere.

We added people to the communion groups so we now have three equal groups for setting up communion. There are only 7 people doing the AV right now and we could use at least 2 to 3 more volunteers. Please contact Troy Cording if you would like more information about being on the projection team.

The Kursweil piano went in for repairs this fall. All pianos, keyboards and the organ have been tuned and are in good working condition. We are in the process of trying to book some special groups to come to Zion for worship. We are hoping to have a Dixieland service in May.

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, sung in the choir, played the organ, greeted, ushered, read the lessons, served communion, decorated the church, washed communion cloths, changed the banners or paraments, donated candles 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

Zion Youth Ministry Report

Zion youth had a busy and fun year in 2014. The kids participated in a variety of service events last year. Once again the kids served baked goods for donations at all of the River Cities Community Concerts. The youth used ten percent of what they earned to purchase Christmas gifts for two names on the Angel Tree at Zion. The money earned at these concerts was also used for activities for the youth to participate in. These activities included Bowling, swimming at River Cities Pool, game night at Zion, corn maze and hay ride, watching a Packer game at the movies, and swimming at Tundra Lodge in Green bay. The waterfront festival was a success as the kids sold our ever popular cheese cake on a stick, and soft pretzels. The kids that will be going on the Youth Gathering trip to Detroit this summer voted to give ten percent of the earnings from the waterfront fundraiser to the Harbors charity. The Harbor is a room in the Marinette Middle School full of donated items that is available for free for any student that needs the items provided. The money will be used to purchase items such as deodorant, school supplies, shampoo etc... Youth were also busy as they served four coffee hours last year and assisted in serving at all of the soup suppers held at Zion during Lent. Youth from Zion also helped to load the boxcar again this year. We also held our first annual Penny Carnival at Zion last May. We opened this to the public, and prayed a lot as we had no idea what to expect! The Carnival was a success and we look forward to doing it again. Monies that we earned from a bake sale during the Penny Carnival were donated to the Relay for Life team from Zion. Zion youth have had a lot of fun and at the same time they are learning about service work and going where Jesus leads them.

Zion Lutheran Church

2714 James St.

Marinette, WI 54143

715/735-7898



Friday, January 16, 2015

We have audited the financial reports and record of the Congregation's Treasurer and Financial Secretary, the Women of the Evangelical Lutheran Church in America of 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.

Roger DeGroot

Phil Strohl

Tom Maxwell II

Zion Lutheran Church Offerings & Other Receipts
Year to Date through 31-Dec-14

	53 Sundays	53 Sundays		
	2014 YTD	2013 YTD	\$ variance 2014 over (under) 2013	% variance 2014 over (under) 2013
General Fund				
Envelopes-1	\$ 162,480.11	\$ 161,369.42	\$ 1,110.69	1%
Loose Offerings-40	\$ 4,214.97	\$ 3,443.50	\$ 771.47	22%
Spark Faith Formation-93	\$ 227.27	\$ 143.35	\$ 83.92	59%
General Fund Total	\$ 166,922.35	\$ 164,956.27	\$ 1,966.08	1%

Restricted Offerings				
Alter Flowers-11	\$ 474.50	\$ 576.00	\$ (101.50)	-18%
Thanksgiving-8	\$ 115.00	\$ 135.00	\$ (20.00)	-15%
Christmas-9	\$ 115.00	\$ 637.00	\$ (522.00)	-82%
Poinsettias-12	\$ 417.50	\$ 455.00	\$ (37.50)	-8%
Lilies-13	\$ 595.00	\$ 578.00	\$ 17.00	3%
World Hunger-16	\$ 2,615.93	\$ 7,465.81	\$ (4,849.88)	-65%
NEWCAP-17	\$ 1,192.00	\$ 1,970.00	\$ (778.00)	-39%
Disaster Relief-60	\$ -	\$ 70.00	\$ (70.00)	-100%
Memorial Fund-19	\$ 65.00	\$ 4,465.00	\$ (4,400.00)	-99%
Ag Bennett Christian Ed-	\$ -	\$ -	\$ -	#DIV/0!
Intern-20	\$ 660.00	\$ 165.00	\$ 495.00	300%
Easter Breakfast-23	\$ 196.00	\$ -	\$ 196.00	#DIV/0!
Sanctuary Candle-25	\$ 112.00	\$ 173.00	\$ (61.00)	-35%
Capital Improvements-26	\$ 1,075.00	\$ 55.00	\$ 1,020.00	1855%
Soup Suppers-27	\$ 973.25	\$ 1,145.02	\$ (171.77)	-15%
Ash Wednesday-2	\$ 401.00	\$ 1,272.50	\$ (871.50)	-68%
Sew for Missions-36	\$ 115.00	\$ 220.00	\$ (105.00)	-48%
Advent-37	\$ 190.00	\$ 352.00	\$ (162.00)	-46%
Easter -5	\$ 1,001.00	\$ 1,667.50	\$ (666.50)	-40%
Fortune Lake Scholarships-75	\$ -	\$ 70.00	\$ (70.00)	-100%
Youth-77	\$ 3.00	\$ -	\$ 3.00	#DIV/0!
Maundy Thursday-4	\$ 327.00	\$ 401.50	\$ (74.50)	-19%
Lutheran World Relief-105	\$ 1,525.00	\$ 1,815.00	\$ (290.00)	-16%
VBS-110	\$ 145.00	\$ -	\$ 145.00	#DIV/0!
Initial-10	\$ 154.00	\$ 173.00	\$ (19.00)	-11%
Roof-130	\$ 5.00	\$ 1,237.00	\$ (1,232.00)	-100%
Lent-3	\$ 789.00	\$ 713.50	\$ 75.50	11%
Good Friday-107	\$ 255.00	\$ 132.50	\$ 122.50	92%
Ellis Fortune Lake Fund	\$ -	\$ -	\$ -	#DIV/0!
Contemporary Worship-142	\$ -	\$ -	\$ -	#DIV/0!
Habitat for Humanity-132	\$ -	\$ -	\$ -	#DIV/0!
Special Offering, Misc-147	\$ 6,437.17	\$ 2,486.00	\$ 3,951.17	159%
Helping Hand Fund-79	\$ 660.00	\$ 1,200.00	\$ (540.00)	-45%
Equal Exchange Coffee-202	\$ 883.15	\$ 1,290.39	\$ (407.24)	-32%
Debt & DAR-203	\$ -	\$ -	\$ -	#DIV/0!
DAR-204	\$ -	\$ -	\$ -	#DIV/0!
Zion Debt/Comm Child 2011-205	\$ 19,117.00	\$ 22,642.00	\$ (3,525.00)	-16%
Capital Campaign 07-09 -201	\$ -	\$ -	\$ -	#DIV/0!
Restricted Offerings Total	\$ 40,613.50	\$ 53,562.72	\$ (12,949.22)	-24%

Non-Offering Receipts				
Harvest of Hope/C.Garden-206	\$ 216.00	\$ 50.00	\$ 166.00	332%
Church use/copies-15	\$ 140.70	\$ 160.00	\$ (19.30)	-12%
Refund/Rebate-47	\$ 33.20	\$ 477.84	\$ (444.64)	-93%
Supplies/books/reimbursements-48	\$ -	\$ -	\$ -	#DIV/0!
VBS registration-120	\$ 16.00	\$ -	\$ 16.00	#DIV/0!
Mortgage payments-143	\$ 10,317.00	\$ 11,487.00	\$ (1,170.00)	-10%
Non-offering, misc.-144	\$ 580.25	\$ 931.15	\$ (350.90)	-38%
Interest-49	\$ 79.97	\$ 104.92	\$ (24.95)	-24%
The Lutheran subscriptions-14	\$ 80.60	\$ 168.00	\$ (87.40)	-52%
Non-offering Total	\$ 11,247.72	\$ 13,378.91	\$ (2,131.19)	-16%

Total Offerings	\$ 218,783.57	\$ 231,897.90	\$ (13,114.33)	-6%
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Financial Reports of Organizations

ANNUAL REPORT OF ZION LUTHERAN CHURCH WOMEN

Checking Account

Balance on hand January 1, 2014.....\$31.19
Receipts during 2014\$0.00

SUBTOTAL.....\$31.19

Disbursements during 2014\$31.19

Balance on hand January 1, 2015..... -0-

This account is in agreement with the bank statement dated 12/31/2014

Karen Kolstad, Treasurer

ANNUAL REPORT OF ZION LUTHERAN YOUTH FELLOWSHIP

Savings Account

Balance on hand January 1, 2014.....5,123.13
Interest in 2014..... 9.78
Balance on hand January 1, 2015..... 5,132.91

Checking Account

Balance on hand January 1, 2014..... 1,371.92
Deposits during 2014..... 6,513.50

Subtotal..... 7,885.42

Disbursements:..... 5,058.77

Balance on hand January 1, 2015..... 2,826.65

These accounts are in balance with the bank accounts dated 12/31/2014.

Karen Dill, Treasurer

Financial Reports of Organizations

ANNUAL REPORT CHURCH KITCHEN FUND

Checking Account

Balance on hand January 1, 2014.....	91.17
Receipts during 2014.....	308.97
 SUBTOTAL.....	 400.14
 Disbursements during 2014.....	 304.36
 Balance on hand January 1, 2015.....	 95.78

This account is in balance with the bank statement dated 12/31/2014.

Ellice DeBenedetto, Treasurer

Zion Lutheran Church Treasurer's Report	General Fund	Fortune Lake Campers	Capital Campaign	Capital Improvement	CC & DAR	Undesignated Request	Memorial	Parsonage Proceeds	Garden Grant	Intern	Total	Budget year-to-date	Budget
Fund Balance January 1, 2014	\$7,934.31	\$1,811.23	\$11,841.01	\$33,848.88	\$800.00	\$0.00	(\$532.67)	\$10,302.17	\$1,112.79	(\$185.06)	\$66,932.44		
RECEIPTS													
Contributions	\$172,925.28	\$0.00	\$0.00	\$5,880.00	\$19,593.00	\$0.00	\$40.00	\$0.00	\$227.25	\$660.00	\$199,325.53		
Synod benevolences	4,155.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,155.93		
NEWCAP & other local	2,086.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,086.17		
Altar flowers, lily, poinsettia, candle	1,604.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,604.00		
The Lutheran	89.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.55		
Sew for Missions	214.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214.00		
Roof fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Mortgage receipt	10,317.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,317.00		
Church use/copies	45.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.00		
Youth	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00		
SPARK	302.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	302.27		
Community Children/Fortune Lake	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Harvest of hope garden	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30.00		
Choir music & hymnals	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	800.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	800.05		
Thrivent choice dollars	879.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	879.00		
Other non-donation income	2,948.71	0.00	0.00	0.00	0.00	157,000.00	0.00	0.00	0.00	0.00	159,948.71		
Interest Income	26.82	84.80	6.49	126.91	0.00	0.00	0.00	0.00	0.00	0.39	245.41		
Total receipts and transfers	\$196,426.78	\$84.80	\$6.49	\$6,006.91	\$19,593.00	\$157,000.00	\$40.00	\$0.00	\$227.25	\$660.39	\$380,045.62	\$0	\$0
DISBURSEMENTS													
BENEVOLENCES													
Northern Great Lakes Synod	\$17,908.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17,908.86	\$17,743	\$17,743
Northern Great Lakes Synod - CC	0.00	0.00	0.00	0.00	1,959.30	0.00	0.00	0.00	0.00	0.00	1,959.30	2,286	2,286
Fortune Lake Lutheran Camp	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	2,000	2,000
Synod benevolences	4,172.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,172.93	0	0
Luther Home	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00	200	200
DAR Boys & Girls Club	0.00	0.00	0.00	0.00	3,918.60	0.00	0.00	0.00	0.00	0.00	3,918.60	4,572	4,572
NEWCAP & other local	1,747.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,747.00	0	0
Community Children/Fortune Lake	0.00	548.75	0.00	0.00	3,218.00	0.00	0.00	0.00	0.00	0.00	3,766.75	4,572	4,572
TOTAL BENEVOLENCES	\$26,028.79	\$548.75	\$0.00	\$0.00	\$9,095.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35,673.44	\$31,373	\$31,373
SALARIES AND BENEFITS													
Pastor:													
Salary	\$41,677.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$41,677.00	\$41,677	\$41,677
Social security	4,909.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,909.00	4,909	4,909
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	11,102.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,102.88	9,580	9,580
Pension	8,290.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,290.32	8,290	8,290

Zion Lutheran Church Treasurer's Report	General Fund	Fortune Lake Campers	Capital Campaign	Capital Improvement	CC & DAR	Undesignated Bequest	Parsonage Proceeds	Garden Grant	Intern	Total	Budget year-to-date	Budget
Spouse health	3,455.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,455.00	3,455	3,455
Spouse retreat	230.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	230.00	225	225
Continuing education	305.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	305.00	500	500
Financial secretary	2,665.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,665.11	3,111	3,111
Church secretary	11,059.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,059.63	10,660	10,660
Treasurer	1,739.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,739.04	1,739	1,739
Custodian	4,144.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,144.54	4,393	4,393
Choir Director	750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	750.00	750	750
Organists/musicians	2,902.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,902.05	3,160	3,160
Non-pastor social security	1,776.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,776.77	1,822	1,822
Substitute & interim pastors	653.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	653.00	750	750
TOTAL SALARIES AND BENEFITS	\$118,159.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$118,159.34	\$117,521	\$117,521
OPERATING EXPENSES												
Gas & electric	\$11,287.77	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,287.77	\$9,000	\$9,000
Telephone	1,120.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,120.08	1,150	1,150
Water & sewer	1,610.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,610.39	1,650	1,650
Insurance	8,291.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,291.50	8,200	8,200
Professional expense	3,989.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,989.36	4,000	4,000
Official synod meeting	574.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	574.36	650	650
"Lutheran" magazine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Choir music	49.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49.99	0	0
Worship and office supplies	3,521.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,521.66	3,850	3,850
Vanco fees	410.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	410.10	415	415
Custodial supplies and repairs	2,426.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,426.12	2,800	2,800
Postage	441.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	441.00	425	425
Shepherd Staff	425.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	425.00	430	430
Internet service	662.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	662.70	610	610
Sew for Missions	514.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	514.00	300	300
Committees:												
Social ministries	1,190.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,190.40	1,600	1,600
SPARK	715.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	715.94	400	400
Adult education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200	200
Confirmation	44.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	44.50	200	200
Vacation Bible school	288.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	288.97	200	200
Other educational activities	54.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	54.14	100	100
Evangelism	336.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	336.65	200	200
Fellowship	143.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143.20	100	100
Worship and music	196.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	196.00	600	600
Youth ministry	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200	200
Stewardship	805.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	805.01	300	300

Zion Lutheran Church Treasurer's Report		Fortune Lake Campers	Capital Campaign	Capital Improvement	CC & DAR	Undesignated Bequest	Parsonage Proceeds	Garden Grant	Intern	Total	Budget year-to-date	Budget
General Fund	93.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.43	200	200
Zion Caring Ministry	1,462.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,462.05	2,000	2,000
Altar flowers, lily, poinsettia	645.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	645.39	100	100
Relay for Life	2,188.40	0.00	0.00	0.00	0.00	0.00	0.00	1,129.00	0.00	3,767.40	1,200	1,200
Miscellaneous	\$43,488.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,129.00	\$0.00	\$45,067.11	\$41,080	\$41,080
TOTAL OPERATING EXPENSE												
MAINTENANCE, REPAIR & CAPITAL												
Piano/organ tuning/service	\$1,326.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,326.40	\$1,055	\$1,055
Copier contract	1,144.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,144.23	1,125	1,125
Bell ringer contract	550.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	550.00	550	550
Snow plowing	1,737.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,737.74	1,700	1,700
Plumbing/heating system repairs	539.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	539.92	3,000	3,000
Thrivent scheduled payment	0.00	0.00	2,534.00	0.00	0.00	0.00	0.00	0.00	0.00	2,534.00	11,845	11,845
Extra principal payment	0.00	0.00	9,313.50	0.00	993.49	0.00	0.00	0.00	0.00	10,306.99	970	970
Projection/recording maintenance	617.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	617.66	500	500
Office IT and minor equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	300	300
TOTAL MAINTENANCE, REPAIR & CAPITAL	\$5,915.95	\$0.00	\$11,847.50	\$0.00	\$993.49	\$0.00	\$0.00	\$0.00	\$0.00	\$18,756.94	\$21,045	\$21,045
TRANSFERS												
Youth	\$3.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3.00		(\$24,245)
Fund transfer	582.02	0.00	0.00	(8,803.50)	8,803.50	0.00	0.00	0.00	0.00	582.02		
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
TOTAL TRANSFERS	\$585.02	\$0.00	\$0.00	(\$8,803.50)	\$8,803.50	\$0.00	\$0.00	\$0.00	\$0.00	\$585.02	\$0	(\$24,245)
TOTAL DISBURSEMENTS & TRANSFERS												
	\$194,177.21	\$548.75	\$11,847.50	(\$8,803.50)	\$18,892.89	\$0.00	\$0.00	\$1,129.00	\$0.00	\$218,241.85	\$211,019	\$186,774
Fund Balance Increase (Decrease)	\$2,249.57	(\$463.95)	(\$11,841.01)	\$14,810.41	\$700.11	\$157,000.00	\$0.00	(\$901.75)	\$680.39	\$161,803.77		
Fund Balance December 31, 2014	\$10,183.88	\$1,347.28	\$0.00	\$48,659.09	\$1,500.11	\$157,000.00	\$10,302.17	\$211.04	\$475.31	\$228,736.21		12

MISCELLANEOUS FUNDS		Certificate of Deposit	Total
Fortune Lake Campers Fund	Combined Funds		
Neverman Certificate of Deposit		15,000.00	
Ellis Certificate of Deposit		5,000.00	
Balance January 1, 2014	1,811.23	20,000.00	21,811.23
Donations received	0.00		0.00
Interest income	84.80		84.80
Disbursements	(548.75)		(548.75)
Balance December 31, 2014	1,347.28	20,000.00	21,347.28
Capital Campaign Fund	Combined Funds		Total
Balance January 1, 2014	11,841.01		11,841.01
Donations received	0.00		0.00
Interest income	6.49		6.49
Loan payments	(11,847.50)		(11,847.50)
Balance December 31, 2014	0.00		0.00
Capital Improvement Fund	Combined Funds		Total
Balance January 1, 2014	33,848.68		33,848.68
Donations received	5,880.00		5,880.00
Interest income	126.91		126.91
Disbursements	0.00		0.00
Transfers from CC/DAR	8,803.50		8,803.50
Balance December 31, 2014	48,659.09		48,659.09
Memorial Fund	Combined Funds	Thrivent money market	Total
Balance January 1, 2014	(532.67)	8,694.74	8,162.07
Donations received	40.00		40.00
Disbursements	(450.00)		(450.00)
Balance December 31, 2014	(942.67)	8,694.74	7,752.07
Intern Fund	Combined Funds		Total
Balance January 1, 2014	(185.08)		(185.08)
Donations received	660.00		660.00
Interest income	0.39		0.39
Disbursements	0.00		0.00
Balance December 31, 2014	475.31		475.31
Agnes Bennett Memorial Christian Education Fund	Dream Account	Savings account	Total
Balance January 1, 2014	2,542.08	296.97	2,839.05
Interest income	57.95	0.60	58.55
Inter-account transfer	(57.95)	57.95	0.00
Receipts		0.00	0.00
Disbursements/transfer out		0.00	0.00
Balance December 31, 2014	2,542.08	355.52	2,897.60
Scholarship Fund		Certificate of Deposit	
Balance January 1, 2014		25,531.12	
Interest income		102.26	
Disbursements		0.00	
Balance December 31, 2014		25,633.38	
Helping Hand Fund		Savings account	
Balance January 1, 2014		1,614.59	
Donations received		585.00	
Interest income		1.82	
Disbursements/transfers		(1,347.34)	
Balance December 31, 2014		854.07	

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 - Tipple	Trees		Description
									Unrestricted	Restricted	
Balance 12/31/13, 1/31, 2/28, 3/31, 4/30 & 5/31/14	(532.67)	8,694.74	8,162.07	8,162.07	460.29	384.29	30.00	900.45	7.24	6,379.80	
trfr balance 6/14/14			0.00						(7.24)	7.24	trfr okayed by G Olson
Balance 6/30, 7/31, 8/31, 9/30 and 10/31/14	(532.67)	8,694.74	8,162.07	8,162.07	460.29	384.29	30.00	900.45	0.00	6,387.04	
	40.00		40.00	40.00							in memory o Roger Utke, \$25.00 by Darwin & Roberta Peterson, \$15.00 by Richard & Katherine Peterson
	(450.00)		(450.00)	(450.00)							NEW Schroeder Construction (450.00) shed residing
Balance 11/30 and 12/31/14	(942.67)	8,694.74	7,752.07	7,752.07	460.29	384.29	30.00	900.45	0.00	5,977.04	

**PROPOSED RESOLUTIONS FOR CONSIDERATION
AT THE ANNUAL MEETING
JANUARY 25, 2015**

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 2015 in the amount of **\$220,111.**
- 3) Establishment of Mission Endowment Fund.
- 4) Elections for Mission Endowment Fund Board – (If Mission Endowment Fund resolution is accepted.)
- 5) Bequest Designation - (If Mission Endowment Fund resolution is accepted.)
 - Whereas Zion Lutheran Church has established a Mission Endowment Fund for the purpose of enhancing the mission outreach of the congregation apart from the general operation of the congregation; and,
 - Whereas the Mission Endowment Fund is now in need of contributions in order to undergo its purpose; and,
 - Whereas Zion has received a \$157,000 bequest from the estate of Roger Utke; and,
 - Whereas Roger Utke had a passion for Christ's mission through the church; and,
 - Whereas the Congregation Council of Zion Lutheran Church at its 1/13/15 meeting recommends to the congregation that this bequest of \$157,000 be used as seed money for the Mission Endowment Fund, now,
 - **It is Resolved**, that this congregation, at a duly called meeting on January 25, 2015, hereby designate this bequest of \$157,000 as the initial gift for the Mission Endowment Fund, and
 - **It is Further Resolved**, that this congregation shall alert Rose Berkhan, the niece of Roger Utke and his personal representative, of this action.
- 6) 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 2015**

	2012 Actual	2013 Actual	2014 Actual	2015 Budget
Benevolences:				
Synod - 11% unrestricted giving	\$17,268	\$17,743	\$17,909	\$19,911
Fortune Lake Lutheran Camp (to NGLS)	2,000	2,000	2,000	2,009
Luther Home	0	400	200	320
Fortune Lake campers or Fortune Lake				3,653
DAR				3,653
Community Children:				
Synod	2,012	2,286	1,959	
Fortune Lake campers or Fortune Lake	4,024	4,572	3,218	
DAR	4,024	4,572	3,919	
NEWCAP/Haven of Hope	2,705	3,130	1,747	0
Church sponsored Fortune Lake campers	812	903	549	0
Other Synod and local benevolences	7,766	9,490	4,173	0
Total Benevolences	\$40,611	\$45,096	\$35,674	\$29,547
Salaries and Perquisites:				
Pastor:				
Salary	\$39,390	\$38,890	\$41,677	\$42,961
Social security	4,696	4,696	4,909	5,008
Housing allowance	22,000	22,500	22,500	22,500
Health, dental, life & disability	17,459	17,296	11,103	15,023
Spouse health			3,455	5,101
Pension	7,866	8,791	8,290	8,456
Spouse's retreat	225	225	230	230
Continuing education	323	592	305	500
Financial Secretary	3,099	2,396	2,665	2,718
Church Secretary	11,595	10,370	11,060	11,281
Treasurer	1,739	1,739	1,739	1,774
Custodian	10,860	4,045	4,145	4,228
Communications Coordinator	5,113	536	0	0
Choir Director	750	500	750	765
Organists and other musicians	3,028	3,064	2,902	2,960
Intern	4,400	8,800	0	0
Social security - non-pastor	3,105	2,406	1,777	1,815
Substitute and interim pastors	0	555	653	750
Total Salaries and Perquisites	\$135,647	\$127,401	\$118,160	\$126,070
Other Operating Expenses:				
Gas & electric	\$7,404	\$8,571	\$11,288	\$10,908
Telephone	1,152	1,132	1,120	1,140
Water & sewer	1,735	1,614	1,610	1,620
Insurance	8,371	8,280	8,292	8,458
Professional expenses	3,882	3,057	3,989	4,100
Official synod meeting	644	963	574	800

**Zion Lutheran Church - General Fund -
Budget Year 2015**

	2012 Actual	2013 Actual	2014 Actual	2015 Budget
The "Lutheran" magazine	235	143	0	0
Choir music	193	112	50	0
Worship and office supplies	3,265	3,850	3,522	3,850
Vanco on-line fees	404	404	410	415
Custodial supplies/minor repairs	2,296	2,509	2,426	2,875
Postage	405	413	441	470
Shepherd Staff software fee	425	425	425	430
Internet access	602	602	663	723
Sew for Missions	400	520	514	300
Committees:				
Social Ministries	754	1,606	1,190	1,300
Christian Education:				
SPARK	854	583	716	400
Adult Education	232	129	0	200
Confirmation	341	407	45	200
Vacation Bible School	184	174	289	200
Other education activities	0		54	100
Evangelism	143	225	337	200
Fellowship	152		143	100
Worship & Music	163	555	196	600
Youth Ministry	2,404	66	0	1,500
Stewardship	47	26	805	300
Zion Caring Ministry	27	237	93	200
Altar flowers, Easter & Christmas, etc.	1,500	2,272	1,462	1,500
Relay for Life			645	100
Miscellaneous	8,077	6,226	3,767	3,000
Total Operating Expenses	\$46,291	\$45,101	\$45,066	\$45,989
Maintenance and Repair				
Piano & organ tuning/service	\$955	1,039	1,326	1,055
Copier contract	1,041	1,219	1,144	1,150
Bell-ringer contract	415	425	550	580
Snow plowing / lawn mowing	581	2,506	1,738	1,700
Boiler/plumbing repairs	4,289	313	540	3,000
Capital Improvement Fund funding				8,220
Lighting improvement project				10,000
Roof loan payments from capital campaign	13,937	13,937	11,848	0
Roof loan payments from Capital Improvement Fund	1,267	1,267	0	0
Roof loan add'l principal payments - Comm Children	10,060	11,259	993	0
Projection and recording system maintenance	414	26	618	500
Office IT maintenance and minor equipment	644	264	0	300
Goodwill cleaning service	50	0	0	0
Total Maintenance and Repair	\$33,653	\$32,255	\$18,757	\$26,505

**Zion Lutheran Church - General Fund -
Budget Year 2015**

	2012 Actual	2013 Actual	2014 Actual	2015 Budget
Other transfers and payments (in) out				
To (From) Helping Hand Fund	\$1,161	\$1,042	\$582	\$0
To Sabbatical Fund				2,000
To Youth	584		3	0
To Funeral Committee	250			0
From Intern Fund for intern related expenses	(4,737)	(9,851)		0
From Scholarship Fund for Intern		(1,750)		
From Campership fund for Church sponsored campers	(812)	(903)	(549)	
From Memorial Fund for Youth trip chaperones	(1,990)			0
From Memorial Fund for hymnals and pew Bibles (Miscellaneous expense)	(2,838)			0
From Memorial Fund for Miscellaneous Expenses	(250)		(450)	0
From Garden Grant fund for community garden (Misc exp)	(1,700)	(51)	(1,129)	0
From Community Children for synod tithe, Fortune Lake, DAR and additional principal payments	(20,120)	(22,862)	(10,089)	0
From Capital Campaign and Capital Improvement Fund for scheduled loan payments	(15,204)	(15,204)	(11,848)	0
From Capital Campaign for Communications Coordinator	(5,487)			0
From Parsonage Proceeds Fund to cover General Fund expenses	(2,605)	(878)		(10,000)
From Capital Improvement Fund for lighting project				
Total Other transfers and payments (in) out	(\$53,748)	(\$50,457)	(\$23,480)	(\$8,000)
Net General Fund Disbursements	\$202,455	\$199,397	\$194,177	\$220,111

**Permanent Resolution to Establish
The Mission Endowment Fund of Zion Lutheran Church
Marinette, Wisconsin**

Whereas, Christian stewardship involves the faithful management of all the gifts God has given to humankind - the created world, the Gospel, life, time, abilities, money, including accumulated, inherited, and appreciated resources; and,

Whereas, the biblical principle of proportionate giving, to return to the Lord a portion of the gifts God has first given to his beloved children, is both a privilege and an appropriate response in all times and circumstances; and,

Whereas, Christians can give to the work of the church through gifts in and from wills, life insurance policies, charitable gift annuities, charitable remainder and other trusts, and transfers of property such as cash, stocks, bonds and real estate; and,

Whereas, it is the desire of Zion Lutheran Church (herein referred to as Congregation) to encourage, receive and administer these gifts in a manner consistent with the loyalty and devotion to our Lord in accord with the policies of this congregation, now,

It is Resolved, that this Congregation, at a duly called meeting on January 25, 2015, hereby establishes a new and separate fund to be known as The Mission Endowment Fund of Zion Lutheran Church, (herein referred to as Fund), and,

It is Further Resolved, that the purpose of this 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, and,

It is Further Resolved, that the Mission Endowment Fund Committee (herein referred to as Committee) shall be the custodian of the Fund, and,

It is Further Resolved, that the purpose, governance, administration and management of the Fund and Committee are established and defined by the plan of operation as hereinafter set forth.

Plan of Operation

Committee Membership

The Committee shall consist of five (5) members, all of whom shall be voting members of Zion Lutheran Church. Except as herein limited, the term of each member shall be three (3) years. Upon adoption of this resolution by the Congregation, it shall elect five (5) members to the Committee: two (2) for a term of three (3) years; two (2) for a term of two (2) years; and one (1) for a term of one (1) year. Thereafter, at each annual meeting, the Congregation shall elect the necessary number for a term of three (3) years. No member shall serve more than two (2) consecutive three (3) year terms. After a lapse of one (1) year, a former Committee member may be re-elected. The Pastor and the President of the Congregation Council shall be advisory members of the Committee.

The Congregation Council shall provide for the nomination of potential members of the Committee and report same to the annual congregation meeting in the same manner as for other offices and committees. In the event of a vacancy on the Committee, the Congregation Council shall appoint a congregation member to fill the vacancy until the next annual meeting of the Congregation, at which time the Congregation shall elect a member to fill the term of the vacancy.

The Committee shall meet at least semi-annually, or more frequently as deemed necessary by it in the best interest of the Fund. A quorum shall consist of three (3) members. When only three (3) members are present a unanimous vote shall be required to carry any motion or resolution.

The Committee shall elect from its membership a chairperson, recording secretary and treasurer. The chairperson, or member designated by the chairperson, shall preside at all committee meetings. The recording secretary of the Committee shall maintain complete and accurate minutes of all meetings and supply a copy to each member of the committee. The recording secretary shall also maintain and oversee the records of all minutes of the Committee, in order to supply records upon request. The recording secretary shall also supply in a timely manner a copy of the minutes to the Congregation Council.

The treasurer of the Committee shall work with the Congregation's financial secretary and/or treasurer in maintaining and coordinating complete and accurate accounts

for the Fund. The treasurer of the Committee and one other Committee member shall sign checks and all other necessary documents on behalf of the Congregation in furtherance of the purposes of the Fund. The financial records of the Committee shall be audited annually by a certified public accountant, the congregation's audit committee, or other appropriate person who is not a member of the Committee. The Committee shall report on a semi-annual basis to the Congregation Council. Further, at each annual meeting of the Congregation, the chairperson of the Committee shall render a full and complete account of the administration of the Fund during the preceding year.

The Committee may request other members of the Congregation to serve as advisory members and, at the expense of the Fund, may provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the Fund.

Members of the Committee shall not be liable for any losses which may be incurred upon the investments of the assets of the Fund except to the extent such losses shall have been caused by bad faith. No member shall be personally liable as long as he or she acts in good faith. Each member shall be liable only for his or her own willful misconduct or omissions, and shall not be liable for the acts or omissions of any other member. No member shall engage in any "self dealing" or transactions with the Fund in which the member has direct or indirect financial interest, and shall at all times refrain from any conduct in which his or her personal interests would conflict with the interest of the Fund.

Decisions to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest and in all other respects to manage and control the assets of the Fund (including stocks, bonds, mutual funds, debentures, real estate, mortgages, notes or other securities) shall be made at the discretion of the Committee. However, the Congregation Council shall approve each decision/transaction involving an amount in excess of 50% of the value of the fund. The Fund assets shall not be used for loans. Members of the Committee shall be bonded under the Congregation's insurance policy.

Defining Principal and Income

The Committee shall determine what is principal and income, and shall have the discretion to include all appreciation of the assets of the fund within the definition of income.

The Fund shall accumulate until a principal amount of \$25,000.00 is achieved, after which 3-8 % of the assets of the Fund shall be distributed annually according to the distribution formula below. In no event shall annual distributions reduce the Fund balance below \$25,000. The distribution percent shall follow as nearly as reasonable the distribution recommended by the advisors of the ELCA Endowment Pooled Trust Fund.

The current distribution percent, based on a 5 year rolling average of interest and growth with inflation and 1% annual fund management expense considered, is 4.5%. The Mission Endowment Committee is free to select whatever percent is prudent. While there is no assurance that the recommended percent will not reduce principal value, higher percentages than recommended has a greater probability, in poor economic conditions, to erode the principal.

Distributions

Income from the Fund shall be distributed annually, or at such other times as is deemed necessary or feasible to accomplish its purposes through the following distributions:

A. Ten to thirty-five (10-35%) percent for outreach into the community and synod, including, but not limited to, grants to Evangelical Lutheran Church in America seminaries, colleges or students attending such institutions, social service agencies, institutions and agencies to which this Congregation relates, and to special programs designed for those persons in our parish area who are in spiritual and/or economic need.

B. Ten to thirty-five (10-35%) percent for missions of the Evangelical Lutheran Church in America, nationally and worldwide, including, but not limited to, grants to the Evangelical Lutheran Church in America for new congregation development, professional leadership, educational ministries, global mission, ecumenism, evangelism, social ministries, disaster response and capital financing.

C. Up to thirty-five (0-35%) percent for capital improvements, debt reduction for a building program, or for the development of any special ministry of the Congregation.

D. Up to twenty-five (0-25%) percent for any one or all of the above designated areas in any proportion as determined by the Committee, or for causes and programs which at the discretion of the Committee are deemed consistent with the purpose of the Fund in enhancing the missional outreach of the Congregation.

The Committee shall determine both the percentage of available funds per category to be distributed annually and the recipients of the annual distribution within any category. Such determinations of the Committee shall be approved by the Congregation Council prior to the disbursement of funds.

When a gift originally in excess of \$25,000 has remained in the fund for 30 years, the Committee may distribute the remaining principal of the gift pursuant to the rules applicable to annual distributions. Such a distribution may be made only in an amount that it does not reduce the fund assets below 50% of its pre-distribution value. The determination of what constitutes the balance of an "aged gift" shall be within the sole discretion of the Committee.

Emergency Distributions

A. When, in the unanimous opinion of the Committee, there is a need so great of one of the recipients in one of the categories of distribution that Christian compassion and stewardship requires a distribution greater than available under the previous distribution provisions of this plan, the Committee, with the prior approval of the Congregation Council, may distribute up to 5% of the Fund to such need.

B. When, in the opinion of the Committee and the Congregation Council, circumstances are so dire and of such an emergency nature that the future of the congregation is at stake, and that the only recourse seems to be the use of the Fund principal beyond any portion distributable under the foregoing provisions, the Committee may, upon a unanimous vote of both the Committee and the Congregation Council, recommend such authorizing action to the Congregation. Such an emergency distribution of principal shall require a two-thirds (2/3s) vote of the members present at a duly convened meeting of the Congregation.

Amending of Resolution

Be it further resolved, that any amendment to this resolution which will change, alter or amend the purpose for which the Fund is established, and/or its distributions, shall be adopted by a two-thirds (2/3s) vote of the members present at an annual meeting of the

Congregation, or at a special meeting of the Congregation called specifically for the purpose of amending this resolution.

Disposition or Transfer of Fund

In the event Zion Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of the Fund shall be at the discretion of the Congregation Council in conformity with the Congregation Constitution and Bylaws, and in consultation with the Bishop of the Synod of the Evangelical Lutheran Church in America to which this congregation belongs.

Designated Gifts

The Mission Endowment Committee encourages undesignated gifts. Should a donor wish to designate their gift to a specific need or ministry, the Mission Endowment Committee (MEC) requests that the committee be informed in writing of the designation prior to receiving the gift. Further, the MEC reserves the right to clarify the designation with the donor and not accept gifts that do not comply with the mission or purpose statement of the congregation. Gifts to a designated fund will be independently accounted for and will be separate from all other endowment funds.

Adoption of Resolution

This resolution, recommended by the Congregation Council and considered by the Congregation at a duly convened meeting, is hereby adopted this 25th day of January, 2015.

By: _____ President

Attest: _____ Secretary

ENDOWMENT FUND COMMITTEE

The Endowment Fund Committee will be comprised of 5 people for 3 year terms. This initial year, we need 2 people for a three-year term; 2 people for a two-year term; and 1 person for a one-year term. Thereafter, at the Annual meeting, the congregation will elect the necessary number of members for a three-year term. It will be the responsibility of the Nominating Committee to select nominees.

BALLOT - January 25, 2015

Endowment Committee (1 year term)
(Need 1 person)

_____ **Peter Thielen**

Endowment Committee (2 year term)
(Need 2 people)

_____ **Ann Buscher**

_____ **John Radloff**

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Evangelical Lutheran Church in America
Northern Great Lakes Synod

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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 TO YOUR 2015 ANNUAL MEETING

Greetings in the Name of Jesus:

Your synod has a vision! We are to be a Church of "Worship, Witness, and Welcome." As we remind ourselves of this truth, the synod is focused like a "laser beam" on these powerful themes in the years 2014-2016. Let's see how much we know about our synod and our church as you answer the following. Are the following ten "Worship, Witness, Welcome" statements true or false?

1. Worship attendance has risen in most of our congregations since 1988.
True or False
2. About 350 people were baptized by our congregations in 2013.
True or False
3. At least 100 of our youth and adults will attend the 2015 ELCA National Youth Gathering in Detroit next summer.
True or False
4. About thirty congregations in this synod are working on Mission Planning.
True or False
5. Bible Study is out of style in our synod.
True or False
6. Our synod has no American Indian members.
True or False
7. There has been good interest here in our synod in "God's Work Our Hands" Sunday.
True or False
8. Over half of our congregations have been welcoming people to worship for more than 100 years.
True or False
9. A majority of our congregations have given up on Sunday School.
True or False
10. First Lutheran in Gladstone has sent more of its sons and daughters into ordained ministry than any other congregation in this synod.
True or False

How did you do? Here are the answers: 1. False. Only 6 of our congregations report increases in attendance—76 have decreased! 2. True. 356 baptisms to be exact. 3. True. Easily 100 will go from a dozen congregations. 4. True. 32 congregations say they are working on a plan. 5. False. Sixty nine congregations have regular Bible Study. 6. False. We have almost 100 members who consider themselves to be American Indians. 7. True. Twenty congregations worked on this ELCA project last year and forty more want to this year. 8. True. 9. False. Sixty one of our congregations have Sunday School. 10. True. Eight pastors in the last dozen years have been raised as sons and daughters of First Lutheran in Gladstone!

We are in a time of considerable change in our communities and our churches. In the next decade it will be determined whether our congregations will be positioned to grow again or whether we will decline. Is there a leadership group in your parish that is thinking and planning for the future? How will we face the changes that are confronting us? Are we working to make our churches more attractive to people who have had little connection with the word of God?

We are on quite an adventure! The synod continues to strive to equip your congregation for mission and ministry. You are encouraged to take advantage of the many events, workshops, training and resources available for your congregational renewal. See our website (nglsynod.org) for more details. I would greatly appreciate hearing of your congregation's efforts to embrace the future. Email me at tskrenes@nglsynod.org

Sincerely,

Thomas A. Skrenes

Thomas A. Skrenes, Bishop

