

2015
ANNUAL REPORT
OF THE
CONGREGATION



ZION LUTHERAN CHURCH

2714 JAMES STREET

MARINETTE, WI

Annual Meeting
Following Worship
Sunday, January 31, 2016

ZION LUTHERAN CHURCH

Marinette, Wisconsin

ANNUAL MEETING

Sunday, January 31, 2016

AGENDA

Opening Prayer

Call to Order

Acceptance of Agenda

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Other Business

Adjourn

Closing Prayer

Installation

NOMINATING COMMITTEE REPORT

Term Expires 1.2016

Duane Clarke

Gary Grom

Girard Rudell

Peter Thielen

Term Expires 1.2017

Kathleen Bauer

Troy Cording

Karen Sylvester

Julie Williams

Term Expires 1.2018

Roxanne Bowdin

Colleen Madden

Sarah Marzahl

Youth Term Expires 1.2016

Katelyn Sylvester

SAMPLE BALLOT – January 31, 2016

Church Council (3 year term)

 Carla Clarke

 LeeAnn Martin

 John Radloff

 Mark Swenson

 Lori Despins (2 year term)

Council Youth Member (1 year term)

 Katelyn Sylvester

Personnel Committee (3 year term)

 Bonnie Schoen

Nominating Committee (2 year term)

 Ann Buscher

 Karen Dill

 Julie Williams

Mission Endowment Fund Committee

 Pam Lund (3 year term)

Synod and Conference Assembly Delegates

 Roxanne Bowdin

 Karen Dill

COUNCIL NOMINEE BIO'S

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

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

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

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

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

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

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

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

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

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

VISION STATEMENT
Approved January 25, 2009

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

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

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

- | | |
|--------------------------|--|
| <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 2015

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

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

Pray

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

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

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

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

Worship

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

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

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

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

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

Study

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

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

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

Invite

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

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

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

Encourage

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

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

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

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

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

Give

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

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

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

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

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

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

Serve

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

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

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

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

Vision

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

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

Thank you

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

Respectfully submitted,
Pastor Keith

STATISTICS

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

PASTORAL ACTS IN 2015

BAPTISMS

DATE

8/23/2015

9/6/2015

9/6/2015

9/13/2015

9/13/2015

NAME

Aiden James Bailey

Mallory Jacq Andrist

(Pastor Richard DeBenedetto)

Morgan Jeanne Andrist

(Pastor Richard DeBenedetto)

Sebastian Lee Walcher

Serenity Mae Walcher

FUNERALS

DATE

1/31/2015

4/29/2015

6/26/2015

11/10/2015

11/21/2015

NAME

Ellen Rae Sylvester

Ralph John Backman

Sue M. Peterson

Francis J. Lebick

Noreen F. Anderson

WEDDINGS

DATE

8/15/2015

10/3/2015

NAME

Jacqueline Helen Kolstad

Jessy Thomas Haid

Belinda Irene Dufek

Daniel Joseph Lemire

MEMBERS RECEIVED IN 2015

BY TRANSFER

DATE

3/22/2015

NAME

John & Sharon Powilaites

BY AFFIRMATION OF FAITH

DATE

3/22/2015

NAME

Marilyn Knopp

3/22/2015

Mary Singer

3/22/2015

Richard & Barb Francour

ASSOCIATE MEMBER

DATE

3/22/2015

NAME

Chris Weinrich

CONFIRMATION – October 25, 2015

Maxwell Robert Albert

Cassandra Kathleen Bauer

Samuel Michael Gressel

Nick Tyler Kehoe

James Alexander Martin

MEMBERS DISMISSED IN 2015

REMOVED UPON REQUEST

DATE

1/13/2015

NAME

Cora Lynn Weissgerber

1/13/2015

James Dwight Weissgerber

11/10/2015

Joan Alice Kelly

11/10/2015

Luther Aaron Kelly

REMOVED BY TRANSFER

DATE

3/10/2015

NAME

Emily Helen Stafslie

REMOVED BY DEATH

DATE

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

NAME

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

FIVE YEAR WORSHIP ATTENDANCE SUMMARY

<u>Year</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Average</u>
2010	131	124	151	188	113	114	100	115	110	129	145	118	128
2011	115	129	134	182	136	113	104	102	112	129	118	125	125
2012	117	117	116	160	123	122	115	107	135	138	122	120	124
2013	127	121	141	129	122	112	95	121	117	138	117	124	122
2014	107	106	112	169	125	99	87	99	110	124	103	120	113
2015	97	106	104	138	115	98	98	94	135	150	128	135	117

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

Congregation President's Report for 2015

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

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

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

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

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Congregation President's Report for 2015

(continued)

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

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

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

AV Team Report

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

Respectfully Submitted,

Troy Cording