

2016  
ANNUAL REPORT  
OF THE  
CONGREGATION



ZION LUTHERAN CHURCH

2714 JAMES STREET

MARINETTE, WI

Annual Meeting  
Following Worship  
Sunday, January 29, 2017

**ZION LUTHERAN CHURCH**

**Marinette, Wisconsin**

**ANNUAL MEETING**

**Sunday, January 29, 2017**

**A G E N D A**

**Opening Prayer**

**Call to Order**

**Acceptance of Agenda**

**Appointment of Tellers**

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**Other Business**

**Adjourn**

**Closing Prayer**

**Installation**

## NOMINATING COMMITTEE REPORT

<b><u>Term Expires 1.2017</u></b>	<b><u>Term Expires 1.2018</u></b>	<b><u>Term Expires 1.2019</u></b>
	<b>Roxanne Bowdin</b>	<b>Carla Clarke</b>
<b><u>Troy Cording</u></b>	<b>Lori Despins</b>	<b>LeeAnn Martin</b>
<b><u>Karen Sylvester</u></b>	<b>Colleen Madden</b>	<b>Mark Swenson</b>
<b><u>Julie Williams</u></b>	<b>Sarah Marzahl</b>	<b>John Radloff</b>

## Youth Term Expires 1.2017

## Katelyn Sylvester

**SAMPLE BALLOT – January 29, 2017**

### Church Council (3 year term)

           **Troy Cording**

**David Johnson**

**Sarge Rudell**

**Karen Sylvester**

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

**Tyler Lund**

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### Personnel Committee (3 year term)

## Karen Dill

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### Nominating Committee (2 year term)

           **Kathy Heimbuch**

           **Maryellen Radloff**

           **Sarge Rudell**

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**Mission Endowment Fund Committee**  
**(3 year term)**

           **Ann Buscher (one year)**

**John Radloff**

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**Phil Strohl**

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## Synod Assembly Delegates

           **Dave & Carol Johnson**

**Conference Assembly Delegates, (along with Synod Assembly Delegates)**

**Don & Jo Schutt**

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## **COUNCIL NOMINEE BIO'S**

**Troy Cording** - I have been a member of Zion since 1999. My wife Becky and I live in Peshtigo and I currently work for Frank's Inc. in Peshtigo where I manage their repair shop taking care of trucks and heavy equipment. I have three kids that keep us well traveled. Koral lives in Dallas, TX (we like visiting her in the winter), Alex is studying and playing soccer at UW La Crosse, Jacob is a senior at Marinette High School and will be taking a gap year and doing Rotary Youth Exchange in Brazil. I have served on the Youth Committee and currently on Worship and Music. This will be my third full term on the Council and I am looking forward to serving three more years on Zion's Congregation Council.

**David Johnson** – I am a retired educator after 36 years in the Marinette School System. My wife, Carol and I became members of Zion in 1975. Our two children have been baptized and confirmed here at Zion. Over these 42 years as a member of Zion I have served on the Church Council, I have also been a member of the Stewardship Committee, Worship & Music Committee, the Property Committee, the Education Committee, and the Fellowship Committee. I have represented our congregation several times at the Synod Assembly and served on the Pastoral Search Committee. My wife and I are both members of the Zion Choir.

**Girard (Sarge) Rudell** – Girard (Sarge) Rudell is married to sweet Joni and they have lived in Marinette since 1969 at which time they joined Zion Lutheran Church. Though they quit for a number of years, when they decided to find a church, they came back to Zion and found it very comfortable. Sarge has in the past served on the Council and enjoys being in the balcony on the AV Team. He also serves on the Caring Ministry Committee where he visits and brings Holy Communion to shut-ins.

**Karen Sylvester** – My husband, Jerry and I became members of Zion in March, 1980. We've been married 47 years and have one son, Derek. Our lovely daughter-in-law, Ellen died of cancer in January 2015. We have two beloved granddaughters, Shelby, 21 years old and 17 year old Katelyn.

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 serving as Council President, heading Zion's Caring Ministry Team and the Funeral Committee, serving on the Stewardship Committee, being the FLLC FLAME, singing in the choir, and setting up Holy Communion.

### **Youth Council Member Nominee**

**Tyler Lund** - Tyler Lund is the son of Rob and Pam Lund and the grandson of Judy Stehle. He was baptized and confirmed at Zion. Tyler is a junior at Peshtigo High School and has been a member of the cross country, bowling and golf teams for the past 3 years. He was recently inducted into the PHS chapter of the National Honor Society. During the summer, Tyler can be found working a produce stand for Jandt farms. Tyler also enjoys helping with the FORE their Future youth golf tournaments as well as assisting with various other golf outings held at Little River Country Club. If you ever need to find him in the summer, the golf course is the best place to look!!

VISION STATEMENT  
Approved January 25, 2009

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

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

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

- |                          |  |
|--------------------------|--|
| <b><i>PRAYS</i></b>      | regularly and embraces prayer as being central to all that it does and habitually listens for God's call and guidance, not only in all areas of congregational ministry, but in our personal lives as well.  |
| <b><i>WORSHIPS</i></b>   | enthusiastically and is so hungry to praise and worship God that at least half of its baptized members are present for worship on a weekly basis.  |
| <b><i>STUDIES</i></b>    | the Holy Scriptures and the principles of Christian faith in order to fulfill its great desire to learn more about its calling as disciples of Jesus and the gifts that God so graciously provides. Families will regularly use materials provided for Bible study at home, and groups within the congregation will regularly gather to study the Scriptures and these principles. |
| <b><i>INVITES</i></b>    | others to participate in the life of the congregation by training its members to actively encourage those who are not connected with a congregation to participate in what Jesus is doing through Zion, warmly welcoming them and enthusiastically involving them in the mission work we do together as God's children.  |
| <b><i>ENCOURAGES</i></b> | and supports its members and others in the community on their faith journeys by regularly organizing groups that will foster Christian fellowship. Zion will also continually grow in the types of caring ministries offered within the congregation.  |
| <b><i>GIVES</i></b>      | generously of time, talents, and treasures for the work of Jesus in our community and around the world, and encourages others to be generous with their gifts as well.   |
| <b><i>SERVES</i></b>     | by employing innovative ways to assist children and their families in our community as well as around the world.   |

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

## Report of the Pastor for 2016

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Surely they had no clue as to where Jesus was going to lead them. When Jesus called Peter and his brother Andrew, along with James and his brother John, those four men had no idea what “fishing for people” was going to look like and how it would change their lives so completely. (Matthew 4:12-23) But they dropped their nets, they left their livelihoods and all that was familiar to them and they followed. They set a standard for what discipleship can demand of us.

This is what discipleship can be. Jesus leads us in “ventures of which we cannot see the ending, by paths as yet untrodden and through perils unknown.” We go by faith. 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 in 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 more faith-filled discipleship.

### 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.*

In Genesis 1:3, God said, “Let there be light.” Our God is a God who speaks and God has been speaking ever since those very first words at the very beginning of creation. God speaks to us through the forgiveness of sins, through the Holy Scriptures, through the sacraments of Holy Baptism and Holy Communion, and through our fellowship together. God also speaks to us in our prayers, both individually and corporately. In fact, this is probably the most important aspect of prayer, that it gives us time to listen to God speaking.

It was moving for me to read the commitments to growth in prayer that many of you made during our Growing in Faith Stewardship Drive. Some committed to praying in restaurants, to journaling, to meditate more, to pray for enemies, to take walking prayers, to focus more on others rather than one’s self in prayer, along with many other growth goals in prayer. It will be fascinating to hear where these new practices in prayer will take us.

I still covet hearing your prayers, particularly when we meet as a Council, or in our committees. Yes, I lead many of those prayers, but I love it when you step up to lead prayer. I find it deeply moving. 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.*

Worship is our primary task as a congregation. Zion began 142 years ago as a gathering of and for Swedish speaking Lutherans in order that they could worship together. Yes, many other ministries developed within that gathering, as this Annual Report shows, but worship still is the primary thing we do together.

It is no secret that regular weekly worship attendance is a significant challenge for many of our members. There are so many conflicts and road blocks. People would not become members of a congregation if they did not want to worship because it is the primary thing that we do. Everyone knows that we need worship. Therefore, our biggest challenge now, and will continue to be in the future, is figuring out ways to help people worship with the challenges of work schedules, sports, family commitments, and the need for Sabbath rest apart from worship.

Our average weekly worship attendance took another drop this year from 117 to 108. This is a decline of about 20 in the last 10 years, or a drop of about 15%. I think this is a significant drop, but I also know that it is not unique. Most congregations in our area and Synod are seeing that kind of drop in worship attendance. This change will certainly bring about other changes, and hopefully these changes will be missionally focused.

The Sunday Evening Service of Refection did not fill the needs of as many people as we hoped, and so it was cancelled this year. The Sunday evening time, especially during evening Packer games, didn't help things. This service might come back in a different form and on a different day if there is a call for it.

We continue to offer Wednesday evening worship when we hold SPARK, Confirmation and the Adult Bible Study. The average worship attendance is not as high as it was last year, for many reasons; again, mostly conflicts with work schedules, sports, etc.

### **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. Even as our worship attendance declines, 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. Education is a priority for us.

In our Growing in Faith Stewardship Drive, many of you stated that you planned to incorporate daily devotions into your routine. I hope this is going well. If there is any way that I can help make this happen, maybe using social media or something else, please let me know.

This year I started offering the Question of the Day to help deepen our worship experience, but it can also be a study tool. If you have not done so already, I encourage you to join in the discussion found on our website.

We will offer a book study this Lenten season. The book has not been picked yet. Watch your newsletters and bulletins for further details.



## **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 in our community, people you know, who have not really heard about the complete and absolute love that God has for them. My informed estimate ten years ago is that there are 14,000 people in our immediate area that do not have a congregational home, and not all of them are averse to participating in a congregation. They just haven't been invited. I know that you have been inviting them to come and worship with you, and on behalf of all those you have invited I thank you.

And I know that you plan to continue to invite. Over 47 of you made commitments of one sort or another during our Growing in Faith Stewardship Drive to invite people to worship or to participate in the various ministries of Zion. I pray that God use your invitations as a way to bless those who are not connected with a worshipping community, and to bless us with God's unique presence within each one.

## **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 these committees 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 throughout the 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 work.

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.*

Even though Zion experienced an 8% drop in average weekly worship attendance during 2016, there was only a 3% drop in weekly regular giving. That is something to celebrate!! It is a sign that Zion's stewardship is healthy; that we see our giving as more than just the price we pay to attend worship; that our giving is, in and of itself, an important way to worship God.

Also, considering our 3% drop in giving, our General Fund balance increased during 2016 by \$2,634! Our budget for 2017 is \$1,000 less than the budget for 2016, and \$2,500 less than our budget for 2015. The Council is working hard to keep our budget in line. Our budgets are always based upon the giving of the previous year; therefore we are calling the 2017 budget a deficit budget by about \$2,500, which is approximately \$500 more than the deficit budget we approved last year.

All of this leads to my deepest thanks for your faithfulness. I hope you know that your giving makes a difference, not only in the life of this congregation, but also in lives of all those affected by our mission. Eleven percent of our gifts go to the work of the wider church. We also designate 1.1% to directly support the work of our camp, Fortune Lake Lutheran Camp, .175 % to support the work of our retirement ministry, Northland Lutheran Retirement Community, (celebrating 100 years this year!), 2% to support DAR Boys and Girls Club, and 2% to support community scholarships for Fortune Lake Lutheran Camp. Again, your generous regular giving is making a significant difference in the lives of many, and I am grateful. It is, indeed, a joy to be a part of such a generous congregation!

Another sign of your generosity is found within this year's budget. With your approval of this budget, we are planning to replace the carpeting in our worship area. With money we have in our Memorial Fund, and with special gifts we already received for this project, and with money we have in our Capital Improvements Fund, and with the budgeted amount, (4% of our regular giving), that we place in the Capital Improvements Fund during the year, we will be able to handle a 3 to 4 year loan without having a special fund drive for this \$50,000 project. Certainly, we will welcome any and all gifts for this project, but with your regular giving, this is something that we can handle without a special fund-raiser. This is amazing!! It is an excellent sign of your regular, first mile giving generosity. Again, thank you!!

## **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.*

We gather to worship, and we gather to serve. If, by the stroke of a magic wand, Zion ceased to exist, would our community miss us? I believe they would. They would miss the use of our building for Scouts, both Boy and Girl, and for the Ecumenical Bible Study for Adults with Special needs. This year we offered our building to the Salvation Army so that they could hold their Annual Thank You Dinner. The school system has used our building for early childhood

exams. The Kiwanis Club also used our building. Our neighborhood likes the use of our grassy area and our parking lot. Many student drivers have used our parking lot. Our property would be missed, but even more so would be the work we do within our community. The food and health items we collect, the Angel Tree, the school supplies, the Harvest of Hope Community Garden, the work we do with "God's Work. Our Hands." Sunday, and in so many other ways, we make a difference in this community. And we do it around the world too, through the quilts made by Sew for Missions, and the purchase of Equal Exchange items, making LWR school kits, purchasing our palms through LWR, collecting money to eliminate world hunger, writing letters to legislators regarding hunger issues, and the list goes on. We would be missed because we serve.

### **Sabbatical**

I can't thank you enough for your generosity in granting me time, (April, May, and June), for a sabbatical during 2016. As most of you know, my focus for the Sabbatical was a spiritual journey into the issues related to decluttering. I also took time to worship in many of our local, non-ELCA congregations. I learned a lot, read a lot, I rested and relaxed, and I accomplished much that I normally would not be able to accomplish. I also know that it was helpful for Zion to not have me around for a while. It is good that Zion has a sabbatical policy and expects its pastors to take them. Both you and I need to experience this periodic time apart. Thank you for making this a priority.

### **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.

Work began on our Vision Statement 10 years ago with the Missional Planning Group. That group, along with the Council and other leaders in the congregation, formed goals and action plans related to this Vision Statement that guided our work for five years. We need to revisit our Vision Statement in order to create new goals and action plans for the future. God has a dreams for Zion. We need to take quiet time to discern these dreams and focus our energy upon them.

### **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. To me, it still feels as fresh and exciting as it did the day I began my ministry with you. You make it a joy to be engaged in ministry together, and for that too I can't thank you enough. I am so appreciative of your support for my family and me. Again, thank you so very much!

Respectfully submitted,  
Pastor Keith

## STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
Membership at Previous Year End (2015)	420	352
Member Received During 2016		
By <b>AFFIRMATION OF FAITH</b>	6	4
Members Received During 2016		
By <b>BAPTISM</b>	1	
(Parents Members)		
Total Members Received . . . . .	7	4
Baptized Members Confirmed		
November 20, 2016. . . . .		2
SUBTOTAL. . . . .	427	358
Members Removed during 2016		
By <b>DEATH</b>	4	4
By <b>TRANSFER</b>	1	1
Total Member Removed. . . . .	5	5
<b><u>Membership as of 12/31/2016</u></b> . . . . .	<b>422</b>	<b>353</b>
Associate Member. . . . .		1
Average Weekly Worship Attendance . . . . .		108
Confirmed Members who Attended Communion at Least Once . . . . .		223
Unconfirmed Members who Attended Communion at Least Once . . . . .		12

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## **PASTORAL ACTS IN 2016**

### **BAPTISMS**

#### **DATE**

1/10/2016

#### **NAME**

Ainsley Everest Emler

### **FUNERALS**

#### **DATE**

1/2/2016

1/22/2016

4/11/2016

7/30/2016

10/14/2016

11/5/2016

12/22/2016

#### **NAME**

Joyce Elaine Cosson

Peter H. Thielen

Wilbur L. Cook, Jr. (Rev. Craig Mansur, officiated)

Geraldine H. Goddard

Darwin B. Peterson

Patrice Rose Mullen

Ellice C. DeBenedetto

## **MEMBERS RECEIVED IN 2016**

### **BY AFFIRMATION OF FAITH**

#### **DATE**

10/11/2016

10/11/2016

10/11/2016

10/11/2016

10/11/2016

10/11/2016

#### **NAME**

Chad Derby

Lynn Derby

Norah Derby

Owen Derby

Shirley May Enderby

Kenny Dale Sallee

### **CONFIRMATION – November 20, 2016**

**Matthew Jack Swenson**

**Bethany Lynn Wolf**

## MEMBERS DISMISSED IN 2016

### REMOVED BY TRANSFER

#### DATE

5/10/2016

(Transfer to Mt. Pleasant Lutheran Church in Racine, WI (ELCA))

#### NAME

Jacqueline Helen (Kolstad) Haid

### REMOVED BY DEATH

#### DATE

1/18/2016

4/6/2016

10/11/2016

12/17/2016

#### NAME

Peter H. Thielen

Wilbur L. Cook, Jr.

Darwin B. Peterson

Ellice C. DeBenedetto

## 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>
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
2016	113	106	147	104	111	84	89	101	98	118	114	102	108

<u>Year</u>	<u>Ash Wed.</u>	<u>Maundy Thursday</u>	<u>Good Friday</u>	<u>Tenebrae</u>	<u>Christmas Eve</u>
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
2016	81	81	48		196

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	-5	353	83%	70	17%	113	27%
2015	420	-3	352	83%	70	17%	117	28%
2016	422	2	353	84%	69	16%	108	26%

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%
2015	20,684	196,819	11%
2016	20,089	191,282	11%



## **Congregation Council President's Report**

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Council members: Roxanne Bowdin, Carla Clarke, Troy Cording, Lori Despins, Colleen Madden, Sarah Marzahl, LeeAnn Martin, John Radloff, Mark Swenson, Karen Sylvester, Katelyn Sylvester, and Julie Williams.

It was with deep regret that the Council accepted Katy Bauer's resignation from the Council in September due to the health concerns of her fiancée, Brian Stewart.

We certainly have much to thank God for in 2016. As the year has flown by, I tend to forget what we as a congregation have been able to accomplish; however, compiling this report affords me the opportunity of rediscovery. As you read through this booklet, I hope you take as much pride as I do in what this congregation has done with God's help and blessing. Personally, I think we are all pretty awesome!

According to Zion's Constitution, members of the Congregation Council are to be examples individually and corporately of the style of life and ministry expected of all baptized persons. That is why, unlike business meetings that many of us attend in the corporate world, Zion's Council meetings open with vespers. And since 2012, Dwelling in the Word has been included as part of our meeting agenda. Dwelling in the Word is meant to enrich our understanding of God's word by sharing how selected Bible verses speak to us. At a minimum, the first half-hour of every meeting is taken up by prayer and study. Each Council member is aware that taking time for this purpose is vital if we are to discern where God would lead and guide us.

At the January, 2016 Annual Meeting, Zion's Constitution was approved by the congregation. That revision included many changes that were mandated by the ELCA. It was a fairly large undertaking, and Pastor Keith as well as the Council were happy to have the task completed.

Also in January, the congregation participated in the "Souper Bowl Challenge" with other congregations of the Menominee Valley Conference. Zion won the challenge with 1,149 items donated; 128 were shared with the Marinette School District Homeless Program, 939 went to NEWCAP, and 382 went to Haven of Hope Homeless Shelter. Great job everyone!!

In February, Lenten Soup Suppers were held with Zion hosting two of them. The soup was prepared by Lori Kirt with help from many congregation members. Any leftover soup was provided to the Salvation Army and the Haven for Hope Homeless Shelter.

During the month of March, Pastor Keith and Karen hosted Reverend Stephanie Franz from Germany. Pastor Stephanie preached on Easter Sunday and attended both of the soup suppers held at Zion. On March 14<sup>th</sup>, she offered a presentation on different facets of women's ministry in the Dioceses that she was a part of in Tanzania. Pastor Stephanie is a joy, and we miss her. . . .(continued)

## **Congregation Council President's Report**

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In April, members of the congregation were asked to respond to a Funeral Luncheon Survey. Fifty-five responses were received with the vast majority indicating they want this ministry to continue. The results of this survey will form leadership, callers, food contributors, and setup and cleanup helpers. If you didn't respond to the survey, and are interested in serving contact me.

On April 3<sup>rd</sup>, a "Sending Ceremony" was held to wish Pastor Keith well on his Sabbatical which took place from April 1 through June 30. The theme of his sabbatical was How Much is Enough? A Spiritual Journey Exploring the Parameters of Materialism. On November 13<sup>th</sup>, he provided the congregation with entertaining insights on what he learned and experienced.

In April, Zion once again present the 9-week Dave Ramsey's Financial Peace University course with John Radloff as facilitator. This course allows participant to learn how to save, get out of debt, and become financially secure so that later they can live like no one else.

In June, Carla Clarke resigned her position as custodian for the worship wing of Zion's building. Carla started working part-time at Zion in 2013 and did an absolutely fantastic job. When time permitted, she took on a lot of work that was not included within her job description such as cleaning all of the windows - can you imagine? What a blessing! Here's what Carla had to say: "Cleaning there was therapeutic for me at times! There is something kind of neat and special about being in a church building all alone and 'taking care' of it. I liked it!" Carla, the congregation wishes you and Curt much happiness in your new Crivitz home.

After Carla resigned, Michelle Larson, custodian for Zion's education wing assumed responsibility for the worship wing as well. Michelle is a "go-getter" and does a truly excellent job keeping our building in exceptional shape. We are so pleased that she was able to take over for Carla, and was able to fit this additional responsibility into her already busy schedule.

The Mission Endowment Committee was at work in 2016 developing an information brochure, publicizing the fund and application process, holding several workshops, choosing the very first awards from the fund, and developing a Gift Acceptance Policy. The committee has a report in this booklet in greater detail that I hope you will review.

A huge thank you goes out to Ann Buscher who financed the renovations to six of Zion's seven restrooms. Ann enlisted Mike Minzlaff, Sam Zuehls, Jim Weissgerber, Jerry and Karen Sylvester, Mark Swenson, Brian Swenson, Jack and Kathy Heimbuch, Lance and Karen Dill, Michelle Larson, and Gary Grom to handle the intricacies of the monumental project.

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## **Congregation Council President's Report**

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(continued)

Additional work projects at Zion included a new vanity and sink in the vestry. In the sacristy, the sink will be removed and a new counter-top will be installed by Kathy and John Heimbuch. More on these topics can be found under the Property Committee Report.

In August, the Council regrettably decided to discontinue the Sunday Evening Service of Reflection. For quite some time, worship attendance has been in the single digits and it was felt there could be a better alternative. Pastor Keith thought a Wednesday evening service at 5:30 p.m. might be better received. We thank God that has been the case, and we pray that the congregation considers this worship service as a very real blessing.

Thanks to the generosity of this congregation, seven full-load Community Children scholarships were awarded to Fortune Lake Lutheran Camp. In December, the Council approved providing all but \$1,500 of the remaining money, (1,388), in the Community Children Fund to FLLC for 2017 scholarships. For a full listing of all scholarships recipients see the Fortune Lake Lutheran Camp report in this booklet.

Adult Bible Study was offered on Wednesday at 6 pm at Zion. The group is led by Deacon Darrell Diers. Topics studied in 2016 included Women of the Old Testament, a study of Islam, and Christmas, The Real Story. In 2017, we'll be diving into Luther's Small Catechism.

On September 11<sup>th</sup>, God's Work, Our Hands Sunday was held at Bethel Lutheran in Menominee. Together with individuals from Bethel and Emmanuel Lutheran those from Zion put together hygiene kits. Those kits were made for "iCare" ministry, and were provided to both Marinette and Menominee high schools.

Kenny Sallee, Shirley Enderby, and Lynn, Chad, Nora, and Owen Durby were welcomed into the congregation on Oct. 9<sup>th</sup>. We are blessed to have them join us and already participate in the life of the congregation.

Bethany Wolfe and Matthew Swenson were confirmed and became adult members of the congregation on November 20<sup>th</sup>. At the October Council meeting, we were more than impressed with the faith statements both of these young adults authored and read.

Thank you to Vice Chairman, Troy Cording, Secretary, Julie William, and the youth representative Katelyn Sylvester as they complete their Council terms along with me. Most especially, thank you to Pastor Keith who has been more than patient putting up with me and my horrid memory. This has been a challenging year for me, and I thank

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## **Congregation Council President's Report\_\_\_\_\_** (continued)

God that I was able to perform my responsibilities somewhat competently. Thanks to all of you for putting your trust in me and helping me to grow in my faith. I truly am blessed to be a member of this loving, caring and giving congregation. You inspire me, you truly do!

May God the Father and his Son, Jesus Christ grant each of you health, happiness and prosperity in 2017.

In God's grace and love,

Karen Sylvester  
Council President

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

## AV Team Report

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I would like to welcome Chad Derby to the AV team. He has recently joined our congregation with his family and will be taking over as the head of this ministry. I prayerfully had a conversation with Pastor last year at this time to let him know we needed someone else to be trained and take over my responsibilities and Chad has fit the bill to a tee! I will still be active with the AV team helping on Sundays.

I have been involved with this ministry of Zion since its beginning in October 2009. Before I wrote this I went back over the reports that I had written the past years and WOW!!! The multiple things the AV team has accomplished and worked through in that time period have been remarkable. I have had the opportunity to train and work with some really great people. Without their help and commitment none of this would have been possible.

I would also like to say thank you to the congregation for the prayers and support that has been giving to me throughout the years. This has been a real passion for me and I am so proud to be a part of such a great congregation!!

Respectfully submitted,

Troy Cording

## **Caring Ministry Team Annual Report**

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Since 2010, Zion's Caring Ministry Team (ZCMT) has been busy being the love of God in the world today. When established, the group's, primary focus was visitation and Holy Communion, but quickly evolved to include a card ministry. Since then we have also added transportation and small household tasks for the elderly.

Those participating since the group's inception in 2010 besides myself, are Heidi Beland, Ann Buscher, Pat Rondeau, Sarge Rudell and Nancy Sallee. Jacki Renee' began in 2011, Lori Despins in 2013, Hope Goes in 2014, and Chris Weinrich and Cheryl Maxwell in 2015.

Over the years, John Bowdin, Carla Clarke, Duane Clarke, Bernice Forslund, Kathy Heimbuch, Shirley Lueskow, and Roberta Peterson also participated in this ministry. Some of those who were visitors are now being visited.

This team is all about providing 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.

Heidi Beland, Pat Rondeau, Sarge Rudell, and I distribute Holy Communion at least monthly to as many as eighteen individuals. In 2016, at least 80 communion visits were made. Each of us holds a short worship service; some share sermon notes taken the Sunday before the visit; some sing songs, some do not. Each of us feels blessed by God to be able to provide this vital ministry to his flock.

Seventy-two visits were made to twelve congregation members most monthly. The visitation team is comprised of Ann Buscher, Lori Despins, Hope Goes, Jacki Renne', Chris Weinrich, and Cheryl Maxwell. 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.

Nancy Sallee does an exceptionally job with Zion's card ministry. Even though she and her husband, Kenny, are snowbirds Nancy continues this ministry year-round. Her goal is to bring a little of God's love and carrying into our lives. Having sent out 106 cards in 2016 she has certainly accomplished her goal. Nancy also sent 57 cards to visitors that attended our worship services throughout the year.

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

From time to time, members of our congregational family are in need of transportation to worship and medical appointments. Roger DeGroot, Bryan Gutknecht, Lance Dill, Sarge Rudell, Don Schutt and I help with this.

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## **Caring Ministry Team Annual Report**

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If you were hospitalized this year and did not receive a visit from Pastor Keith it may very well be because he wasn't notified. Please be sure to have a loved one contact Pastor Keith at 715.735.7898 or 715.587.7898. The hospital is no longer able to reliably alert Pastor when our members are there. We do not want hurt feelings or misunderstandings.

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

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

***Cast yourself into the arms of God and be very sure that if he wants anything of you, he will fit you for the work and give you strength.***

In God's peace and love,

Karen Sylvester  
ZCMT Chairperson

## **Christian Education**

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### **SPARK 2016**

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The SPARK year started out with the children singing during worship in February and May. There were 26 children enrolled between Pre-K and grade 5. Our volunteers for the year were Kim Gaudes (Pre-K/K lead teacher), Kathy Heimbuch and Rachel Rosenfeldt were helpers in the preschool room. Stephanie Klein was the 1-2 grade teacher as well as the music leader and overall supervisor of the SPARK program. Johanna Zuehls was the teacher for grades 3-5. Other volunteers that helped out several times were Lynn Derby and Sarah Marzahl. Several youth received their first communion on Maunday Thursday, March 24. These young people were Kaya Bodam, Nora Derby, Owen Derby, Christian Klein, Hannah Oleson, Leah Rose, and Henry Zuehls. SPARK ended its lessons on May 11, 2016 and began again on September 14. Bibles were handed out on September 11, to Christian Klein, Henry Zuehls, Owen Derby, and Hannah Oleson. The children sang again during worship in October. The offering collection from October through the beginning of December was used to purchase gifts for two children on the Angel tree. This year's Christmas program, "A Visitor for Christmas", was a great success! It was written and directed by Johanna Zuehls.

God's Blessings  
Stephanie Klein

### **Vacation Bible School 2016**

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This year's theme for Vacation Bible School was "Under the Big Top: Facing Fears, Trusting God". It was a carnival/circus theme. It was held the 8-11 of August in the evenings. We had 29 children attend from several area congregations. Meals, games, arts/crafts, storytelling, and music were the components of this year's lessons. The children heard stories about Daniel in the Lion's Den (the lion tamer), David and Goliath (the giant) and Sampson (the strongman). They were treated with a carnival on the 4th day complete with games, prizes and bouncy houses donated by Bob Nordquist. The confirmation students volunteered to help with the meal serving and clean up as well as running the carnival games. Meals were provided Monday through Wednesday by a donation to the youth program. Pizzas were brought in from Little Ceasar's. Thursday's meal was donated and served by St. James church.

Respectfully Submitted by Stephanie Klein



## Fortune Lake Lutheran Camp Annual Report

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According to Pastor Tracy, this was a really successful year for the camp as camper registrations topped 600, the highest attendance since 2004! Campers came from Alaska, Texas, Hawaii as well as many from Wisconsin and Michigan and several others states.

2016 saw the completion of four fantastic tree houses in Vagland just before the summer camping season began. When Lori Despina and I were at the camp for its Annual Meeting, we got to see those tree houses up close and personal. Let me just say, they were just too cool for words. So high up off the ground with huge windows to look out of; I can only imagine how exciting it had to have been for the 138 kids who actually slept in them. It is felt that because of those tree houses, the Vagabond programs were nearly full and the Night Owl programs for junior and senior high students grew significantly.

More than 50 individuals participated in Family Camp. This was the largest group involved in Family Camp in the history of FLLC! Inter-generational programs are the fastest growing programs at Camp.

FLLC's off-site day camp program served over 400 campers in Vacation Bible School at thirteen different congregations. Bethel Lutheran in Menominee had 30 children attending the day camp they hosted in July. The camp counselors were housed at the Kolstad residence. It's wonderful that kids are offered a real taste of what happens at camp without having to travel to Crystal Falls.

This year, Zion had a huge number of kids attending camp. Those who received full scholarships through our Community Camper Fund were Caitlin Kielcheski, Hailey Miller, Maia and Ella Pecard, Anna Pitts and Alexis and Gabriel Roth. The Zion kids attending camp were Carly and Cassie Bauer, Jaclynn Knopik, Travis and Sydney Lund, Gage Schutt, Bethany Wolf, and Henry and Jonah Zuehls. These kids were eligible for a Zion Campership Scholarship of 50% if this was their first FLLC camping experience, or 25% if they were a returning FLLC camper. I think the congregation should be very proud of the fact that you have assisted 16 young people to grow in faith. What an impact for these kids, and in almost all cases because of your generosity.

The first Adventure Race held in August received high marks. Participants had the option of two races: an 8-12 hour course or a 3-4 hour course. Ten teams from around the country participated in the race which included biking, trail running, navigation, tubing, canoeing, rappelling and whitewater rafting. Those athletic and adventurous members of our congregation should be considered this for 2017.

The annual Fall Fest fundraiser which raised a total of nearly \$13,000 was a great success. A special thank you to all from Zion who attended.

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## Fortune Lake Lutheran Camp Annual Report\_\_\_\_\_

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FLLC is still facing challenges in their day to day budget as fees only cover about half of what it costs to put on the programs. In order to continue to offer quality programming for all those who would like to come to camp, they need help, and are looking for sustaining donors. A sustaining donor is someone willing to give funds monthly to keep FLLC budgets balanced and give programs a chance to grow and improve for years to come. Having dependable, monthly income will help them to "be a place of grace for all people to grow in faith." A "Tenacious 200" team has been set up to provide this funding, and is now looking for members. Consider being a member of the Team! You don't have to give a lot to have a big impact because gifts, when combined with those of many others, will help to pass the faith on to the next generation of campers at Fortune Lake!

In God's grace,

Karen Sylvester  
FLLC FLAME



## **Harvest of Hope Community Garden**

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2016 proved to be another challenging year! Water issues, the dreaded voles, and lots of rabbits! But, in spite of that, John and Maryellen had a bumper crop of many varieties of tomatoes and squash. We had a few families plant in one section of raised beds. Heidi and Barb's section unfortunately was mostly eaten by various critters. But Barb was able to bring some veggies to Abundant Life and Rainbow House!

We continue to seek help in the garden: There is always weeding to be done! Even if you only have a half hour, every little bit helps!

Here is to a prosperous 2017!

Heidi Beland and Michelle Larson

## **JOLLY TIMES**

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Jolly Times game day began on October 21, 2015 as a community activity. Participants meet on the first and third Thursday of each month to play cards, board or dice games from 1-3 p.m. in Zion's Family Room. This year we have played Sheepshead, Smear, Hand & Foot, Pinochle, and the ever-favorite Mexican Train Dominoes, which is easy to learn and fun to play. No experience necessary. And, we often have treats to share! Please join us for a Jolly Time. Bring a friend, make a friend, be a friend. The more, the merrier!

Sharon Powilaites  
715-735-5577

## **Annual Report of Zion's Mission Endowment Committee \_\_\_\_\_**

Zion's Mission Endowment Fund was established at the congregation's 2015 Annual Meeting. This Endowment Fund is structured to receive large gifts from individuals. These gifts are permanently preserved in the fund principal and the annual earnings are used to support specific purposes as outlined in the Fund's guidelines.

Members of the committee in 2016 were: Karen Sylvester (as Zion's Congregation Council President), Ann Buscher, Karen Kolstad, Pastor Keith Kolstad, John Radloff, Ellice DeBenedetto and Pam Lund.

Committee members met several times throughout 2016. The meetings always open with devotions led by Pastor Keith. Officers this year were Ann Buscher, chairperson; Karen Kolstad, recording secretary; and John Radloff, treasurer.

To help raise awareness and understanding of Zion's Mission Endowment Fund, the Committee created a brochure, copies of which are located on the kiosk in the lobby. Applications for the annual awards are also located on the kiosk.

The Committee awarded the first distributions from the Fund in 2016. Applications were received in June and the Committee made a recommendation for the distributions which was approved at the Congregation Council meeting in August. The 2016 awards are as follows:

\$1000	M&M Area Community Foundation Philanthropy Fund
\$2000	Always Being Made New ELCA Campaign (25% to the Northern Great Lakes Synod and 75% to the ELCA)
\$2000	Zion's Scholarship Fund for Fortune Lake Campers (for members)

Zion's Mission Endowment Fund sponsored two educational opportunities this fall. Pastor Craig Mansur presented a workshop on the Five Wishes Document and Dave Denby from The Stephenson National Bank and Trust presented a workshop on estate planning.

The Committee developed a gift acceptance policy that will be discussed at this annual meeting. Committee members also met recently with Tim Knutson, Regional Gift Planner from the ELCA Foundation and Lutheran Planned Giving of Wisconsin. Tim will assist us with ideas for promoting the Fund both within our congregation and in the wider community.

Ann Buscher

## **Property Committee Report**

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### **Major Projects that were completed in 2016**

- **Lighting Project:**

Team consisted of: Dave Despins, Jack Heimbuch, John Radloff, Scott Williams, and Gary Grom

- Lighting changed in education hallways, classrooms, education & financial secretary's offices
- Exterior Lights Changed
- Sanctuary Pendent Lights Changed
- Balcony Lights Changed
- Sanctuary Front Tracks & Spotlights Changed

- **Pastor's Dressing Room/Communion Cabinet**

- August 2016, new sink, faucet and base cabinet were installed – work completed by Tri-City Plumbing (contracted)

- **Restroom Remodeling**

- The church received a generous donation from parishioner Ann Buscher to conduct major upgrades to most restrooms.
- In the two lobby restrooms new toilets, lighting, and stall partitions were installed.
- New toilet was installed along with a new countertop in the nursery
- All of the restrooms except the one off the vestry received new faucets.

- **Parking Lot Repairs**

- September, 2016 contracted Peshtigo Asphalt to repair, crack fill, seal-coat and strip Zion's parking lot

- **Counter Tops for the Sacristy**

October, 2016 new counter-top was purchased and will be installed in the sacristy – work will be completed by John and Kathy Heimbuch

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## **Property Committee Report**

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### **New Projects for 2017**

- Bi-fold doors to be installed on storage closet in cry room hallway
- Social Hall floor to be stripped and waxed
- New carpeting/flooring project (see flooring project report following)

I wish to extend our appreciation and thanks to all who have given of their time and talents to successfully complete these projects. Anyone is welcome to participate or join in the fun with regards to projects or minimal tasks – we appreciate all the help we can get!

Regards,

Mark Swenson

## **Addendum to the Property Committee Report on the Zion's 2017 Flooring Project**

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In September, Mark Swenson, Pastor Keith, and I began to investigate new flooring for several areas at Zion.

The carpet in the sanctuary, family room, and the stairwell to the choir loft were installed approximately 25 years ago. Some of you may actually remember removing the pews and the old carpeting with that project. The carpet in the chapel and the hallway to the vestry dates back to the 60's when Zion was constructed.

All of these carpets are creating a hazard because they are puckering, creating a wavy effect, or simply disintegrating causing carpet threads to come lose.

Bids were sought from several carpeting and pew installation firms. The costs came in at just under \$50,000.

A committee of no less than five and no more than ten members will be formed to obtain additional information on this project and move it forward. If you are interested in serving, submit your name to Karen Sylvester. If a large number of individual's express interest, names will be drawn.

This will be a major renovation project for the congregation, and will be a matter of discussion at the January 29<sup>th</sup> Annual Meeting after the 9:30 am worship service.

In God's love and grace,

Karen Sylvester  
Congregation Council President

## Relay for Life Annual Report

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The 2016 Relay for Life was again held at Marinette High School in June. The event was short of raising its goal of \$50,000 for the community, which I felt was due partly to a lack of advertising. Zion's team was smaller this year but we still made a huge difference in the fight for cancer.

Zion's team raised \$1452.42. We raised \$500 though luminaries that were mostly decorated by the Ecumenical Bible Class for Adults with Special Needs. Thank you to Karen Houdek for selling those at Zion on several Sundays and for all your help. Loose offering during June brought in \$557.42. We had a few items that were donated to the silent auction and our walkers brought in the rest.

Our walkers this year were Laurie Despins, Karen Dill, Bill Tipple, Pete Mogensen, Edgewood Manor, Julie Williams, Carol Johnson and Jack and Kathy Heimbuch.

Cancer continues to touch the lives of people in our congregation. We will be looking for a chair for 2017. If you feel called to combat cancer in some way please contact Ann or Karen.

Ann Buscher  
Karen Houdek



## Social Ministry Committee Report

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

We have again had a busy year and have accomplished a lot with the help of the whole congregation. We appreciate your participation so much. The Fall School Supplies Drive for the needy went very well, and Stephanie Klein delivered all the supplies for us. Thanks, Stephanie.

"God's Work Our Hands," Sunday was held on September 11<sup>th</sup> and members of Zion, Emmanuel, and Bethel Lutheran Churches, put together supplies for both Menominee and Marinette High school's iCare Ministry. This Sunday is an ELCA-Wide Project.

We had our usual themes for NEWCAP Food Pantry this year. This year, it was an alphabetic theme. Thank you for your generosity. Thank you to John Powilaites who did all the deliveries. We also collected food and personal items for the Homeless Shelter.

Heidi Beland is our Equal Exchange Fair-Trade products contact person. If you are looking for a specific item, contact Heidi Beland.

Thirty-six names were on our Salvation Army Angel Tree this year. Thank you for purchasing wonderful gifts for all these kids. It's wonderful of you to be so generous, helping make the less fortunate children in our community have a special Christmas. John Powilaites and Don Schutt delivered all the gifts to the Salvation Army for distribution.

The Harvest Dinner was held on October 23, 2016 to honor all those 75 and older. We had a nice turn out this year. Thanks to Karen Sylvester for being our MC. Our program was presented by Carol Johnson who gave us a wonderful presentation on her dental hygienist's volunteer work in Haiti.

The goal of this year's World Hunger Drive was to raise \$90.00 per child for a year to feed hungry children overseas. The SPARK children made images of themselves to be hung up in the sanctuary to represent the hungry children. A total of \$3,202.00 was collected for this World Hunger project. Thanks to all of you!

January found us collecting non-perishable food for NEWCAP and the Marinette School Food pantry. It was in connection with all the other ELCA Lutheran Churches in are area. Zion won the trophy which I am sure you all saw at the back of the sanctuary. Thanks for all your donations. I don't know how to thank you enough for all the help and donations during 2016. Without you all of this could not have gotten done. Thank you all!

Jo Schutt, Social Ministry Chairperson



NEWS RELEASE – January 10, 2017

The Salvation Army –serving the counties of Marinette, WI and Menominee, MI

PO Box 227

80 W. Russell Street

Marinette, WI 54143

715-735-7448

[www.samarinette.org](http://www.samarinette.org)

THE SALVATION ARMY:                      2016 CHRISTMAS EFFORT                      REPORT TO THE COMMUNITY

The Christmas effort of The Salvation Army begins long before the public sees the Army and includes businesses, clubs, organizations, and individuals who aim to show “compassion to those who may be the least, the lost, and the lonely.” It’s an amazing feat for the communities in the counties of Marinette, WI and Menominee, MI.

The Red Kettle Drive is the most visible – but also meant to call attention to the complex needs of those served not just at Christmas but throughout the year. Over 67 groups and countless individuals rang bells beginning November 4 and ending December 24, 2016. This year the Salvation Army Red Kettle goal of \$100,000 FELL SHORT by about \$19,500 totally to date: about \$80,517.00. The effort in 2015 brought in \$91,205.00. Mail and walk in donations totals will be available by the end of January. The additional funds would have allowed increased financial assistance to households including rent, utility, food pantry, a free meal program, youth enrichment, summer camp, visits and gifts to over 460 Nursing Home residents, and the newly opened Youth Center (more to follow regarding the Youth Center).

Toys and food drives assisted 168 families/594 individuals including 335 children under 16 years old. It is estimated over 2,656 toys were given to area children, and over 2,798 clothing items were given during the Warm Clothing Distribution at Pine Tree Mall in November and during the gift distribution for Christmas. Twelve area families or organizations adopted entire families. Angel Tree Gifts helped assist the 335 children. Christmas assistance consisted of toys, a food basket for each household, hygiene products, other gift items as available and a meat certificate. “It’s overwhelming and astonishing to see the outpouring of concern and then the great appreciation shown by families as they came to the events and received these practical basic needs,” was the comment most heard from volunteers who made it all possible.

Often asked how many people keep this local Salvation Army capable of providing, Major Carol states, “it could be nearly 5,000 people giving money, toys, food, clothing, blankets; and over 6,800 hours when you consider writing checks, shopping, bell ringing, organizing company drives, publicity, and distributing the gifts.” There were over 32 Toy and Clothing Boxes out in the two county communities, over a dozen food drives, and countless folks who knit or purchase hats and mittens. “It truly is an amazing place to serve and words cannot express the joy of hugging and cheering on families who would rather be able to take care of their own needs without assistance, but found a sense of hope knowing “others” care.

For more information please call The Salvation Army 715-735-7448 or go to [samarinette.org](http://samarinette.org). Contributions are needed all year and can be mailed or brought to the office at 80 W. Russell St (PO Box 227), Marinette, WI 54143 or by going to the website. All donations remain local unless specified by the donor.

Respectfully submitted,

Carol Lemirand (Major)

## Stewardship And Generosity 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.*

With this goal in mind, the committee continued publishing the "Stewardship Corner" (4<sup>th</sup> year) in the monthly newsletter. Karen Sylvester has done an excellent job and utilized a different topic each month - I hope you have made these a "must read!" If you're interested in writing an article, please let us know. We also decided on a very different approach for the fall drive and discussed on-line giving. We strive to build on the congregation's faith journey through stewardship.

Even though it's a very personal part of our faith, there are aspects of it that can be shared. Our committee pondered how to continue helping members of Zion come to realize that stewardship is so much more than just giving funds. With that in mind, we decided to link our drive with the 7 Marks of Discipleship (Pray, worship, study, invite, encourage, give, and serve), since each Mark is important in our relationship with God.

This fall's title was "Growing In Faith Stewardship Drive". One Mark was chosen for each Sunday, beginning on September 11 and ending on October 23, coinciding with the annual Harvest Dinner. Temple Talks were provided by Kathy Heimbuch, Lori Despins, Sarge Rudell, Rachel Rosenfeldt, Sharon Powilaites, Heidi Beland, and Stephanie Klein regarding their Mark of Discipleship topic. Karen Sylvester, Lori Despins, Nancy Sallee, Sarah Marzahl, and Judy Stehle wrote thank you notes to everyone who filled out pledge cards. Thank you all so much. We deeply appreciate your willingness to participate.

If you are interested in more information on this year's drive, the next page contains a full report on the "Giving" pledges compiled by Karen Houdek, Zion's Financial Secretary.

On-line giving was a topic of discussion this year as well. Zion members are encouraged to donate via this method. It makes record keeping easier for all. A laminated card was produced and made available for anyone missing the physical aspect of placing an offering envelope in the plate. These cards are kept in the lobby on the bulletin table.

Go in God's peace and love,

Karen Sylvester  
Sarah Marzahl

Roxanne Bowdin

Pastor Keith

Zion's Stewardship Committee

# **Zion Lutheran Church General Fund Pledge Comparison 2008-2017**

	2008 52 weeks	2009 52 weeks	2010 52 weeks	2011 52 weeks	2012 53 weeks	2013 52 weeks	2014 52 weeks	2015 52 weeks	2016 52 weeks	2017 52 weeks
# of pledges	72	73	66	63	81	59	79	78	69	46
Amount pledged	\$123,548	\$130,572	\$122,391	113,260	\$127,595	112,314	131,916	164,129	\$166,106	<b>\$108,373</b>
Avg. annual pledge	\$1,715	\$1,789	\$1,854	\$1,797	1,562	\$1,904	\$1,669	\$2,104	\$2,407.00	<b>\$2,356.00</b>
# of pledges increased	23	27	19	11	14	18	19	41	28	20
# of pledges decreased	2	5	4	2	10	20	6	2	5	1
# of New Pledges	1	11	11	6	29	4	20	11	7	7
# of pledges unchanged	43	25	31	44	28	14	33	17	29	18

*Possible Vanco amount from people who have not pledged \$32,240. They have not stopped their authorization as of 12/13/131/16*

## **Worship and Music Committee**

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At each of our meetings we discuss the upcoming season of the church year and what special events we will be having at worship. Please watch your newsletters for announcements of hymn sings, special music presentations or a Sunday with a special theme such as our recently held Fortune Lake Camp Sunday! It was very interesting to visit with Pastor Keith after his sabbatical as he had worshipped in many different churches. He gave us some ideas of new things we could try at Zion. Our current hymnal that came out in 2007 has over 10 liturgies. Presently we use two of them along with the Marty Haugen "Now the Feast and Celebration." The committee has spent several hours this fall listening to the other liturgies in the hymnal and have decided to start teaching parts of liturgy number eight to the congregation. This liturgy will be played on the piano.

We would like to thank all the members of the hymn committees for their time. We are always looking for a few new faces. We currently need 3 members. The individual committees only meet twice a year for around an hour. If you would like to serve on one of the six groups, please contact Ann Buscher. It was decided that we would be giving hymnals to each of our confirmation students as a gift when they are confirmed.

Thank you to Debby Harding for taking care of the flower chart for the entire year. Deb makes sure we have flowers for each Sunday including Easter and Christmas and the correct wording is in the bulletin. This is a huge job. I am not sure there is any other church that still has live flowers every Sunday. If you are ever in Everards thank Doris as she charges us so little for the flowers and deliveries.

A new sink was installed in Pastor's dressing room that can now be used for the cleaning up of the communion ware.

We have been discussing how to recruit more members to be in our choir. We have looked at a program that would encourage students from the university to join the choir. The choir loses many members during the winter months.

Our organ tuner had his work cut out for him this fall as we had a note on the organ that continues to stop playing and he spent considerable time fixing the problem as well as tuning our organ. The piano for the choir was also tuned this fall.

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 . . .(continued)

## **Worship and Music Committee**

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(continued)

many people to thank that help in so many ways. If you have served on a hymn committee, sang in the choir, played the organ, greeted, ushered, read the lessons, served communion, decorated the church, washed the communion cloths, changed the banners or paraments, donated candle or flowers, played an instrument, acolyted, etc...., we thank you.

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 , Rachel Rosenfeldt, and Pastor Kolstad

## **SANCTUARY ARTS**

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The Sanctuary Arts Group continues to enhance our worship space with seasonal decorations. Carol Boerner donated some new fall arrangements for the walls and Karen Sylvester purchased some new balls for our Christmas trees in the advent colors. We are trying to have a set of wall decorations for each season so we do not have to continue to redo the wreaths. Carol will make a set for the winter season and that project will then be complete. Ann Buscher is changing the banners and paraments when needed. One of the next items that we can see is needed is a new table for the lobby that can also be used for funerals to hold an urn and a picture when there is a cremation. If you like to decorate and would like to join our small group please contact Kathy Heimbuch.

# Zion Lutheran Church

2714 James St.

Marinette, WI 54143

715/735-7898

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Wednesday, January 18, 2017

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

  
Roger DeGroot

  
Phil Strohl

  
Sharon Powilaite

Zion Lutheran Church Offerings & Other Receipts				
Year to Date through	30-Nov-16			
	52 Sundays	52 Sundays		
	2016 YTD	2015 YTD	\$ variance 2016 over (under) 2015	% variance 2016 over (under) 2015
<b>General Fund</b>				
Envelopes-1	\$ 184,507.70	\$ 189,835.50	\$ (5,327.80)	-3%
Loose Offerings-40	\$ 2,702.22	\$ 3,824.65	\$ (1,122.43)	-29%
Spark Faith Formation-93	\$ 541.30	\$ 523.62	\$ 17.68	3%
<b>General Fund Total</b>	<b>\$ 187,751.22</b>	<b>\$ 194,183.77</b>	<b>\$ (6,432.55)</b>	<b>-3%</b>
<b>Restricted Offerings</b>				
Alter Flowers-11	\$ 615.00	\$ 508.50	\$ 106.50	21%
Thanksgiving-8	\$ 131.00	\$ 214.00	\$ (83.00)	-39%
Christmas-9	\$ 2,593.00	\$ 1,504.00	\$ 1,089.00	72%
Poinsettias-12	\$ 452.50	\$ 338.00	\$ 114.50	34%
Lilies-13	\$ 482.00	\$ 492.47	\$ (10.47)	-2%
World Hunger-16	\$ 4,143.75	\$ 2,214.00	\$ 1,929.75	87%
NEWCAP-17	\$ 1,493.50	\$ 1,383.38	\$ 110.12	8%
Disaster Relief-60	\$ 1,265.00	\$ 105.00	\$ 1,160.00	1105%
Memorial Fund-19	\$ 785.00	\$ 220.00	\$ 565.00	257%
Ag Bennett Christian Ed-	\$ -	\$ -	\$ -	#DIV/0!
Intern-20	\$ -	\$ 265.00	\$ (265.00)	-100%
Easter Breakfast-23	\$ -	\$ -	\$ -	#DIV/0!
Sanctuary Candle-25	\$ 180.00	\$ 141.00	\$ 39.00	28%
Capital Improvements-26	\$ 1,215.00	\$ 1,213.00	\$ 2.00	0%
Soup Suppers-27	\$ 572.50	\$ 452.65	\$ 119.85	26%
Ash Wednesday-2	\$ 266.00	\$ 216.00	\$ 50.00	23%
Sew for Missions-36	\$ 20.00	\$ 10.00	\$ 10.00	100%
Advent-37	\$ 161.00	\$ 215.00	\$ (54.00)	-25%
Easter -5	\$ 589.00	\$ 653.00	\$ (64.00)	-10%
Fortune Lake Scholarships-75	\$ 2,001.00	\$ 100.00	\$ 1,901.00	1901%
Youth-77	\$ -	\$ -	\$ -	#DIV/0!
Maundy Thursday-4	\$ 154.00	\$ 832.10	\$ (678.10)	-81%
Lutheran World Relief-105	\$ 175.00	\$ 30.00	\$ 145.00	483%
VBS-110	\$ 50.00	\$ -	\$ 50.00	#DIV/0!
Initial-10	\$ 145.00	\$ 162.00	\$ (17.00)	-10%
Roof-130	\$ 5.00	\$ 50.00	\$ (45.00)	-90%
Lent-3	\$ 365.00	\$ 311.00	\$ 54.00	17%
Good Friday-107	\$ 119.00	\$ 296.00	\$ (177.00)	-60%
Ellis Fortune Lake Fund	\$ -	\$ -	\$ -	#DIV/0!
Contemporary Worship-142	\$ -	\$ -	\$ -	#DIV/0!
Habitat for Humanity-132	\$ -	\$ -	\$ -	#DIV/0!
Special Offering, Misc-147	\$ 1,274.50	\$ 3,036.79	\$ (1,762.29)	-58%
Helping Hand Fund-79	\$ 585.00	\$ 380.00	\$ 205.00	54%
Equal Exchange Coffee-202	\$ 725.75	\$ 877.78	\$ (152.03)	-17%
Debt & DAR-203	\$ -	\$ -	\$ -	#DIV/0!
DAR-204	\$ -	\$ -	\$ -	#DIV/0!
Zion Debt/Comm Child 2011-205	\$ -	\$ 10.00	\$ (10.00)	-100%
Capital Campaign 07-09 -201	\$ -	\$ -	\$ -	#DIV/0!
<b>Restricted Offerings Total</b>	<b>\$ 20,563.50</b>	<b>\$ 16,230.67</b>	<b>\$ 4,332.83</b>	<b>27%</b>
<b>Non-Offering Receipts</b>				
Harvest of Hope/C.Garden-206	\$ -	\$ 207.00	\$ (207.00)	-100%
Church use/copies-15	\$ 445.00	\$ 280.00	\$ 165.00	59%
Refund/Rebate-47	\$ 264.91	\$ 8.67	\$ 256.24	2955%
Supplies/books/reimbursements-48	\$ -	\$ -	\$ -	#DIV/0!
VBS registration-120	\$ -	\$ -	\$ -	#DIV/0!
Mortgage payments-143	\$ 8,799.60	\$ 8,799.60	\$ -	0%
Non-offering, misc.-144	\$ 345.43	\$ 1,335.00	\$ (989.57)	-74%
Interest-49	\$ 80.00	\$ 79.97	\$ 0.03	0%
The Lutheran subscriptions-14	\$ 106.25	\$ 127.20	\$ (20.95)	-16%
Mission Endowment Fund- 207	\$ 740.00	\$ 5,554.50	\$ (4,814.50)	-87%
<b>Non-offering Total</b>	<b>\$ 10,781.19</b>	<b>\$ 5,080.94</b>	<b>\$ 5,700.25</b>	<b>112%</b>
<b>Total Offerings</b>	<b>\$ 219,095.91</b>	<b>\$ 221,049.88</b>	<b>\$ (1,953.97)</b>	<b>-1%</b>



## Financial Reports of Organizations

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### 2016 YOUTH MINISTRY REPORT

#### Savings Account:

Balance on hand January 1, 2016	\$6138.67
Deposits:	\$3006.35
Balance as of January 1, 2017	\$9145.02

#### Checking Account:

Balance on hand January 1, 2016	\$3136.14
Deposits:	\$6087.71
Expenditures:	\$7328.88
Balance as of January 1, 2017	\$1894.97

Karen K. Dill, Treasurer

### 2016 ZION LUTHERAN KITCHEN FUND

#### Checking Account

Balance on hand January 1, 2016	\$100.00
Receipts during 2016	\$600.00
SUBTOTAL	\$700.00

<u>Disbursements during 2016</u>	\$213.28
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Balance on hand January 1, 2017	\$486.72
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This account is in balance with the bank statement dated 12/31/2016

Karen Kolstad, Co-Treasurer

# Zion Lutheran Church Treasurer's Report

Fund Balance January 1, 2016

## RECEIPTS

	General Fund	Capital Improvement	Fortune Lake Campers	Community Campers	Parsonage Proceeds	Garden Grant / Fund	Memorial	Sabbatical Fund	Intern	Total	Budget year-to-date	Budget
	\$5,952.15	\$49,167.28	\$1,068.39	\$1,500.00	\$10,302.17	\$418.04	(\$1,332.96)	\$2,000.00	\$742.17	\$69,817.24		
Contributions	\$191,282.48	\$1,720.00	\$1,171.00	\$0.00	\$0.00	\$0.00	\$1,271.37	\$0.00	\$0.00	\$195,444.85		
Synod benevolences	5,655.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,655.75		
NEWCAP & other local	2,112.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,112.50		
Altar flowers, lily, poinsettia, candle	1,716.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,716.50		
"Living Lutheran" magazine	106.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.25		
Helping Hand Fund	585.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	585.00		
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Relay for Life	45.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.00		
Sew for Missions	20.00	0.00	0.00	0.00	0.00	0.00	0.00*	0.00	0.00	20.00		
VBS	90.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.00		
Mortgage receipt	8,799.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,799.60		
Church use/copies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Youth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
SPARK	534.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	534.80		
Choir music	19.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19.64		
Endowment Fund of the ELCA	740.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	740.00		
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Equal Exchange Coffee/Almonds	725.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	725.75		
Thrivent choice dollars	1,735.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,735.00		
Other non-donation income	1,532.65	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	3,532.65		
Interest Income	17.06	99.09	81.71	0.00	0.00	0.00	0.00	0.00	1.70	199.56		
Total receipts and transfers	\$215,717.98	\$1,819.09	\$3,252.71	\$0.00	\$0.00	\$0.00	\$1,271.37	\$0.00	\$1.70	\$222,062.85	\$0	\$0

## DISBURSEMENTS

### BENEVOLENCES:

Northern Great Lakes Synod	\$20,089.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,089.22	\$20,685	\$20,685
Fortune Lake Lutheran Camp	2,008.92	0.00	0.00	1,387.59	0.00	0.00	0.00	0.00	0.00	3,396.51	2,068	2,068
Northland Lutheran Retirement	319.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	319.60	329	329
FLLC scholarships for community	0.00	0.00	0.00	2,265.00	0.00	0.00	0.00	0.00	0.00	2,265.00	3,813	3,813
FLLC scholarships for members	175.58	0.00	1,109.42	0.00	0.00	0.00	0.00	0.00	0.00	1,285.00	0	0
DAR Boys & Girls Club	3,652.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,652.59	3,761	3,761
NEWCAP & other local	2,112.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,112.50	0	0

Zion Lutheran Church Treasurer's Report											
	General Fund	Capital Improvement	Fortune Lake Campers	Community Campers	Parsonage Proceeds	Garden Grant / Fund	Memorial Fund	Sabbatical Fund	Intern	Total	Budget year-to-date
Other synod benevolences	5,655.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,655.75	0
TOTAL BENEVOLENCES	\$34,014.16	\$0.00	\$1,109.42	\$3,652.59	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$38,776.17	\$30,656
SALARIES & BENEFITS											
Pastor:											
Salary	\$44,270.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$44,270.00	\$44,270
Social security	5,108.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,108.00	5,108
Housing allowance	22,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,500.00	22,500
Health/dental/life/disability	15,744.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,744.12	16,124
Pension	8,625.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,625.36	8,625
Spouse health	3,757.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,757.00	3,757
Spouse retreat	245.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	245.00	235
Continuing education	495.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	495.00	500
Financial secretary	2,956.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,956.48	2,772
Church secretary	11,187.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,187.50	11,507
Treasurer	1,809.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,809.36	1,809
Custodian	2,156.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,156.11	4,313
Choir Director	780.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	780.00	780
Organists/musicians	3,075.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,075.85	3,751
Non-pastor social security	1,674.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,674.69	1,907
Substitute & interim pastors	1,938.34	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	0.00	3,938.34	4,725
TOTAL SALARIES & BENEFITS	\$126,322.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$128,322.81	\$132,683
OPERATING EXPENSES											
Gas & electric	\$5,341.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,341.56	\$9,012
Telephone	1,279.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,279.99	1,260
Water & sewer	1,928.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,928.95	1,714
Insurance	7,269.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,269.00	7,715
Professional expense	3,599.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,599.54	4,100
Official synod meeting	390.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	390.94	800
"Living Lutheran" magazine	293.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	293.75	0
Choir music	73.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	73.03	125
Worship and office supplies	3,201.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,201.59	3,850
Vanco on-line fees	512.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	512.50	460
Custodial supplies and repairs	1,902.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,902.36	2,875
Postage	478.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	478.00	450

Zion Lutheran Church Treasurer's Report	General Fund	Capital Improvement	Fortune Lake Campers	Community Campers	Parsonage Proceeds	Garden Grant / Fund	Memorial	Sabbatical Fund	Intern	Total	Budget year-to-date	Budget
Shepherd Staff software fee	475.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	475.00	485	485
Internet access	719.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	719.40	732	732
Sew for Missions	320.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	320.00	300	300
Committees:												
Social ministries	770.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	770.77	1,300	1,300
SPARK	527.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	527.33	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	216.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	216.81	200	200
Vacation Bible school	598.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	598.82	200	200
Other educational activities	196.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	196.66	100	100
Evangelism	34.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34.57	200	200
Fellowship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	100
Worship and music	742.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	742.99	600	600
Youth ministry	37.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37.60	200	200
Stewardship	17.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.14	300	300
Zion Caring Ministry	116.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	116.70	200	200
Altar flowers, lily, poinsettia	972.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	972.00	1,500	1,500
Relay for Life	557.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	557.42	425	425
Miscellaneous	1,499.30	0.00	0.00	0.00	0.00	110.42	0.00	0.00	0.00	1,609.72	3,000	3,000
<b>TOTAL OPERATING EXPENSE</b>	<b>\$34,073.72</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$110.42</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$34,184.14</b>	<b>\$42,803</b>	<b>\$42,803</b>
<b>MAINTENANCE, REPAIR &amp; CAPITAL</b>												
Piano & organ tuning/service	\$1,117.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,117.22	\$1,055	\$1,055
Copier contract	1,457.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,457.30	1,350	1,350
Lawn mowing, snow shoveling	943.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	943.75	1,050	1,050
Bell ringer contract	580.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	580.00	600	600
Snow plowing	806.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	806.25	1,700	1,700
Plumbing/heating system repairs	622.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	622.80	3,000	3,000
Lighting & plumbing projects	0.00	19,877.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,877.03	18,000	18,000
Parking lot sealing & striping	0.00	7,749.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,749.00	0	0
Projection/recording maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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
<b>TOTAL MAINTENANCE, REPAIR &amp; CAPITAL</b>	<b>\$5,527.32</b>	<b>\$27,626.03</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$33,153.35</b>	<b>\$27,555</b>	<b>\$27,555</b>

Zion Lutheran Church Treasurer's Report									
TRANSFERS OUT (IN)									
General Fund	Capital Improvement	Fortune Lake Campers	Community Campers	Parsonage Proceeds	Garden Grant / Fund	Memorial Fund	Sabbatical Fund	Intern	Budget year-to-date
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Sabbatical Fund									(\$2,000)
Capital Improvement Fund	\$8,218.35	(\$8,218.35)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,665
Cap Improvement for lighting	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$18,000)
Helping Hand Fund in	(75.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(75.00)
Helping Hand Fund out	610.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	610.00
Camper fund	3,652.59	0.00	(3,652.59)	0.00	0.00	0.00	0.00	0.00	(\$3,813)
Endowment Fund of the ELCA	740.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	740.00
<b>TOTAL TRANSFERS</b>	<b>\$13,145.94</b>	<b>(\$8,218.35)</b>	<b>\$0.00</b>	<b>(\$3,652.59)</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0 (\$15,148)</b>
<b>TOTAL DISBURSEMENTS &amp; TRANSFERS</b>									
	\$213,083.95	\$19,407.68	\$1,109.42	\$0.00	\$0.00	\$110.42	\$0.00	\$2,000.00	\$0.00
									\$235,711.47
Fund Balance Increase (Decrease)	\$2,634.03	(\$17,588.59)	\$2,143.29	(\$0.00)	\$0.00	(\$110.42)	\$1,271.37	(\$2,000.00)	\$1.70
									(\$13,648.62)
Fund Balance December 31, 2016	\$8,586.18	\$31,578.69	\$3,211.68	\$1,500.00	\$10,302.17	\$307.62	(\$61.59)	\$0.00	\$743.87
									\$56,168.62

# MISCELLANEOUS FUNDS

## Fortune Lake Campers Fund

Neverman Certificate of Deposit			
Ellis Certificate of Deposit			
Balance January 1, 2016	1,068.39		21,068.39
Donations received	1171.00		1,171.00
From Endowment Fund	2,000.00		2,000.00
Interest income	81.71		81.71
Disbursements	(1,109.42)		(1,109.42)
Balance December 31, 2016	3,211.68	20,000.00	23,211.68

## Endowment Fund

Balance January 1, 2016	2,326.71	Endowment Fund of the ELCA	146,770.20
Donations received	0.00		740.00
Income	13.19		5,852.54
Disbursements	(5,000.00)		(5,000.00)
Unrealized gains (losses) 12/15 - 11/16			4,019.71
Transfers from Endowment to Checking	5,788.52		0.00
Balance December 31, 2016	3,128.42	149,254.03	152,382.45

## Memorial Fund

Balance January 1, 2016	(1,332.96)	Thrivent money market	7,361.78
Donations received	1,271.37		1,271.37
Disbursements	0.00		0.00
Balance December 31, 2016	(61.59)	8,694.74	8,633.15

## Agnes Bennett Memorial Christian Education Fund

Balance January 1, 2016	2,542.08	Savings account	2,933.31
Interest income	35.34		35.73
Inter-account transfer	(35.34)		0.00
Receipts			0.00
Disbursements/transfer out			0.00
Balance December 31, 2016	2,542.08	426.96	2,969.04

## Scholarship Fund

Balance January 1, 2016		Certificate of Deposit	25,736.05
Interest income			103.13
Disbursements			0.00
Balance December 31, 2016			25,839.18

## Helping Hand Fund

Balance January 1, 2016		Savings account	1,035.76
Donations received			585.00
Interest income			1.08
Disbursements/transfers			(231.78)
Balance December 31, 2016			1,390.06

**Zion  
Lutheran  
Church  
Memorial  
Fund**

	Checking Account	Thrivent Account	Total Cash	Children or Disabled	Carpet Project	Choir Music	Worship & Music & AV - Tippie	Unrestricted	Total Restricted and Unrestricted	Description
Balance 12/31/15	(1,332.96)	8,694.74	7,361.78	384.29		30.00	900.45	6,047.04	7,361.78	
	100.00		100.00					100.00	100.00	in memory of Joyce Cosson
	10.00		10.00					10.00	10.00	in memory of Tony Smith
	100.00		100.00					100.00	100.00	in memory of Peter Thielen
Balance 1/31, 2/29, 3/31, 4/30, 5/31, 6/30, 7/31, 8/31 & 9/30/16	(1,122.96)	8,694.74	7,571.78	384.29	0.00	30.00	900.45	6,257.04	7,571.78	
	10.00		10.00					10.00	10.00	in memory of Darwin Peterson
Balance 10/31/16	(1,112.96)	8,694.74	7,581.78	384.29	0.00	30.00	900.45	6,267.04	7,581.78	
	15.00		15.00					15.00	15.00	in memory of Patrice Mullen
Balance 11/30/16	(1,097.96)	8,694.74	7,596.78	384.29	0.00	30.00	900.45	6,282.04	7,596.78	
	500.00		500.00		500.00				500.00	\$475 from Roberta Peterson & \$25 from Shirley Winey in memory of Darwin Peterson - restricted for carpet project
	50.00		50.00		50.00				50.00	In memory of Darwin Peterson - restricted for carpet project
	486.37		486.37		486.37				486.37	In memory of Clifford and Agnes Larson by Linda Larson - restricted for carpet project
Balance 12/31/16	(61.59)	8,694.74	8,633.15	384.29	1,036.37	30.00	900.45	6,282.04	8,633.15	

**PROPOSED RESOLUTIONS FOR CONSIDERATION  
AT THE ANNUAL MEETING  
JANUARY 29, 2017**

**The resolutions are as follows:**

- 1) Gift Acceptance Policy.
- 2) 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.
- 3) 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 2017 in the amount of **\$217,534.**
- 4) 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.



**Gift Acceptance Policy**  
**Zion Lutheran Church, ELCA**  
**2714 James Street**  
**Marinette, WI 54143**  
**715-735-7898**

As the baptized people of God we are called to be faithful caretakers of all gifts God has entrusted to us. This responsibility includes the use, management and distribution of the accumulated, appreciated and inherited assets that make up our net worth. Just as we give proportionately for the Lord's work from our income annually, we are encouraged to give proportionately for the Lord's work from our assets as well. These special legacy gifts are expressions of generosity that are given with the hope of being a blessing to the work of God beyond our lifetime and to inspire and encourage all God's people to experience the "grace of giving".

*"But just as you excel in everything – in faith in speech, in knowledge, in complete earnestness and your love – see that you also excel in this grace of giving." 2 Corinthians 8:7 (NIV)*

Zion's Mission Endowment Fund Committee and Zion Lutheran Church have prepared and adopted this Gift Acceptance Policy to ensure that special legacy gifts given to Zion are accepted in a manner that supports the priorities established by this congregation as well as respects the desires of the donor.

The various options to make a special legacy gift to Zion are outlined below.

**CASH**

1. All gifts of cash designated for Zion's Mission Endowment Fund shall be accepted at Zion regardless of amount and shall be managed and distributed as outlined in the Endowment Fund Plan of Operation.
2. Checks shall be made payable to Zion Lutheran Church. In no event shall a check be made payable to an individual who represents Zion when the intent is be a gift to the Endowment Fund.

**PUBLICLY TRADED SECURITIES**

1. Readily marketable securities, such as those traded on a stock exchange can be accepted by Zion. While it is an option for the congregation to maintain a brokerage account to receive gifts of securities it is recommended that the donor make the gift through the ELCA Foundation for the benefit of the Congregation.
2. Gift of securities are not to be held but liquidated at the earliest, reasonable opportunity.

### **CLOSELY HELD SECURITIES**

1. Non-publicly traded securities may be accepted after consultation with the ELCA Regional Gift Planner and qualified investment advisor.
2. No commitment for repurchase of closely held securities shall be made prior to completion of the gift.

### **REAL ESTATE**

1. Gifts of real estate may be accepted after careful review by the Zion's Mission Endowment Fund Committee and after consultation with the ELCA Foundation Regional Gift Planner.
2. Zion's Mission Endowment Fund Committee does reserve the right to refuse the gift, if after the appropriate due diligence investigations, it is determined that the gift will be a liability to the congregation.

### **LIFE INSURANCE**

1. Zion's Mission Endowment Fund Committee will accept life insurance policies as special legacy gifts.
2. If the policy is a paid-up policy, the value of the gift for Zion shall be the policy's cash value at the time of the gift. It is advised that Zion's Mission Endowment Fund Committee seek the council of the ELCA Foundation Regional Gift Planner to determine if the policy is to be held or liquidated.
3. If the policy is partially paid up, the value of the gift to Zion is the policy's surrender value. Zion's Mission Endowment Fund Committee may make a recommendation to the congregation council to maintain or surrender the policy.

### **TANGIBLE PERSONAL PROPERTY**

1. Gifts of tangible personal property to Zion's Mission Endowment Fund should have a use related to Zion's mission or should be readily marketable. The use, disposal or liquidation of tangible property, once the property has been received, is a decision that rests with Zion's Mission Endowment Fund Committee.
2. No property which requires special display facilities or security measures shall be accepted by Zion's Mission Endowment Fund without consultation with Zion's Mission Endowment Fund Committee and the ELCA Foundation Regional Gift Planner.
3. Depending on the value of the gift, Zion's Mission Endowment Fund Committee shall have the right to request a qualified appraisal of the gift prior to acceptance. The donor will bear the cost of the appraisal.
4. Zion's Mission Endowment Fund Committee adheres to all IRS requirements related to gifts of tangible personal property.

## **ESTATE GIFTS**

Estate gifts for the benefit of the mission and ministry of Zion are encouraged. Every member of the Zion congregation is encouraged to remember their church or one or more ministries of the ELCA with a final gift as an expression of faithful Christian stewardship. These gifts may be put in place as planned gifts through a charitable provision in an individual's will, trust, beneficiary designation or other instrument of the donor's choice. Each person putting a planned gift in place is asked to notify a member of Zion's Mission Endowment Committee of their intention. A memorandum of intention may be used to insure the donor's intentions are clearly understood, and intentions followed.

## **DESIGNATED GIFTS AND BEQUESTS**

Zion encourages that all gifts to Zion's Mission Endowment Fund be given without restrictions. Given the length of time before some gifts may be realized the ministry needs may have changed and the original restriction(s) may no longer be applicable.

1. All designated gifts received by Zion will be kept with the restriction in place for no less than five (5) years.
2. A designated gift which cannot be used within a period of five (5) years because of a restriction shall have the restriction removed by action of the Congregation Council and the gift will be considered undesignated.

## **UNDESIGNATED GIFTS AND BEQUESTS**

Ten Percent (10%) of any undesignated gift will be used for mission purposes providing direct benefit to others as a way for Zion to model first-fruits giving. A recommendation will be made by Zion's Mission Endowment Fund Committee to the Congregation Council of how and where the tithe will be given. Approval by the Congregation Council directs Zion's Mission Endowment Fund Committee to make the distribution/s of the tithe. Undesignated gifts of \$5,000 or less will be governed by action of the Congregation Council. The remaining 90% of gifts over \$5,000 will automatically be deposited into Zion's Mission Endowment Fund.

Please note that special legacy gifts should never be used for operating expenses.

## **LIFE INCOME AND SPECIAL LEGACY GIFTS**

Zion encourages that any life income or special legacy gifts be planned with the assistance of the ELCA Foundation. Such gifts include but are not limited to:

1. Charitable Gift Annuities
2. Deferred Income Gift Annuities
3. Pooled Income Funds
4. Charitable Remainder Trusts
5. Retained Life Estate

## **ADMINISTRATIVE ISSUES**

1. Zion's Mission Endowment Fund Committee member(s) shall not act as an executor (personal representative) for a donor's estate.
2. Zion's Mission Endowment Fund Committee member(s) may not act as individual co-trustee(s) of charitable remainder trusts.

## **ADOPTION OF POLICY**

This policy, recommended by Zion Congregation Council and considered by the congregation at a duly convened meeting, is hereby adopted on this \_\_\_\_\_ day of January, 2017

By: \_\_\_\_\_ (signature)  
\_\_\_\_\_  
Zion Lutheran Church Council President

By: \_\_\_\_\_ (signature)  
\_\_\_\_\_  
Zion Lutheran Church Council Secretary

**Zion Lutheran Church  
2017 Budget Comments**

Comments by budget section:

- Benevolences:
  - Most line items are either budgeted at the actual amount for 2016 or have not been budgeted. These two treatments are consistent with practices for prior year budgets.
  - Budgeted benevolences equal 2016 actual, assuming no significant change in General Fund donations will occur.
  - Benevolences not budgeted for:
    - As in past years, the Zion camper line has not been budgeted. If it were budgeted for, a line would be added to the Transfer section to account for monies coming from the Camper Fund.
    - NEWCAP and other synod benevolences are not budgeted as they are funded with special donations, not General Fund donations.
  - A new line has been added for FLLC directed camper support dollars that come from the Community Camper Fund and are remitted to FLLC at the end of the year. Previous year columns have been adjusted to reflect this.
- Salaries and Perquisites:
  - All wages increased by 2%
  - Pastor's benefits were based on the 2% increase and the 2017 benefit rates.
  - A new line was added for contracted musician(s).
  - Substitute pastor dollars decreased as there is no sabbatical in 2017.
- Other Operating Expenses:
  - No significant changes.
- Maintenance and Repair:
  - The carpet project is the major item and is estimated at \$50,000. The Other Transfers and Payments section contains information regarding the project funding sources, which include obtaining a loan.
  - Once the loan is obtained, monthly payments will start. The budget is set up such that these payments are part of the Capital Improvement Funding line. Instead of money funding the Capital Improvement Fund, most of the monthly

amount will be used for the loan payment with the remainder continuing to go to the Capital Improvement Fund.

- Other Transfers and Payments:
  - The most significant lines are the funding sources for the carpet project.
  - There are three sources. To be conservative, internal sources are monies on hand as of 12/31/16, although they may be greater by the time the project takes place:
    - Internal sources:
      - \$16,579 - If \$15,000 is left in the Capital Improvement Fund for other contingencies, \$16,579 is available.
      - \$7,318 - unrestricted memorial money and memorial money restricted for this project.
    - External source:
      - \$26,103 - remainder of the \$50,000 to be financed.
      - If that amount is financed, say at 5%, it would require a four-year loan with a monthly payment of \$601, which is about \$80 less than the average monthly funding of the Capital Improvement Fund in 2016. Actual amount borrowed, actual interest rate, loan term length and monthly payment will likely be different, but the preceding is an example.

<b>Zion Lutheran Church - General Fund - Budget Year 2017</b>	<b>2014 Actual</b>	<b>2015 Actual</b>	<b>2016 Actual</b>	<b>2017 Budget</b>
<b>Benevolences:</b>				
Synod - 11% unrestricted giving	\$17,909	\$20,685	\$20,089	\$20,089
Synod - Fortune Lake Lutheran Camp	2,000	3,776	2,009	2,009
Luther Home	200	329	319	319
Synod	1,959			
Fortune Lake Zion campers	549	413	1,285	0
Fortune Lake community campers	1,020	1,925	2,265	2,265
Fortune Lake directed campers	2,198	1,888	1,388	1,388
DAR	3,919	3,793	3,653	3,653
NEWCAP/Haven of Hope	1,747	1,849	2,112	0
Other Synod and local benevolences	4,173	3,021	5,656	0
<b>Total Benevolences</b>	<b>\$35,674</b>	<b>\$37,679</b>	<b>\$38,776</b>	<b>\$29,723</b>
<b>Salaries and Perquisites:</b>				
<b>Pastor:</b>				
Salary	\$41,677	\$42,961	\$44,270	\$45,605
Social security	4,909	5,008	5,108	5,210
Housing allowance	22,500	22,500	22,500	22,500
Health, dental, life & disability	11,103	14,191	15,744	16,421
Pension	8,290	8,456	8,625	8,798
Spouse health	3,455	5,101	3,757	2,171
Spouse's retreat	230	235	245	275
Continuing education	305	500	495	500
Financial Secretary	2,665	2,486	2,956	2,827
Church Secretary	11,060	10,847	11,188	11,737
Treasurer	1,739	1,774	1,809	1,845
Custodian	4,145	2,927	2,156	4,399
Choir Director	750	765	780	796
Organists and other musicians	2,902	2,997	3,001	3,079
Social security - non-pastor	1,777	1,664	1,675	1,888
Contracted musicians			75	459
Substitute and interim pastors	653	725	3,938	750
<b>Total Salaries and Perquisites</b>	<b>\$118,160</b>	<b>\$123,137</b>	<b>\$128,322</b>	<b>\$129,261</b>
<b>Other Operating Expenses:</b>				
Gas & electric	\$11,288	\$8,179	\$5,342	\$6,192
Telephone	1,120	1,208	1,280	1,320
Water & sewer	1,610	1,679	1,929	1,860
Insurance	8,292	6,445	7,269	7,414
Professional expenses	3,989	4,666	3,600	4,100
Official synod meeting	574	1,079	391	800
Living Lutheran magazine	0	125	294	0
Choir music	50	140	73	125
Worship and office supplies	3,522	3,236	3,202	3,850
Vanco on-line fees	410	449	512	525
Custodial supplies/minor repairs	2,426	2,502	1,902	2,500
Postage	441	447	478	480
Shepherd Staff software fee	425	475	475	485
Internet access	663	728	719	732
Sew for Missions	514	385	320	300
<b>Committees:</b>				
Social Ministries	1,190	1,119	771	1,300
<b>Christian Education:</b>				
SPARK	716	1,035	527	400
Adult Education	0	39	0	200

**Zion Lutheran Church - General Fund -  
Budget Year 2017**

	<b>2014 Actual</b>	<b>2015 Actual</b>	<b>2016 Actual</b>	<b>2017 Budget</b>
Confirmation	45	241	217	200
Vacation Bible School	289	477	599	200
Other education activities	54	0	197	100
Evangelism	337	361	34	200
Fellowship	143	0	0	100
Worship & Music	196	678	743	800
Youth Ministry	0	1,300	38	200
Stewardship	805	251	17	300
Zion Caring Ministry	93	78	117	200
Altar flowers, Easter & Christmas, etc.	1,462	1,376	972	1,500
Relay for Life	645	416	557	425
Miscellaneous	3,767	1,974	1,610	2,000
<b>Total Operating Expenses</b>	<b>\$45,066</b>	<b>\$41,088</b>	<b>\$34,185</b>	<b>\$38,808</b>
<b>Maintenance and Repair</b>				
Piano & organ tuning/service	\$1,326	491	1,117	1,117
Copier contract	1,144	1,337	1,457	1,457
Lawn Mowing		1,040	944	1,050
Bell-ringer contract	550	1,160	580	600
Snow plowing	1,738	938	806	1,700
Boiler/plumbing repairs	540	3,455	623	3,000
Capital Improvement Funding / Loan Payments		8,665	8,218	8,218
Lighting improvement and plumbing projects		9,560	19,877	0
Roof loan payments from capital campaign	11,848			
Roof loan add'l principal payments - Comm Children	993			
Projection and recording system maintenance	618	2,212	0	500
Office IT maintenance and minor equipment		1,114	0	300
Carpet project				50,000
Parking lot maintenance				1,000
Parking lot project			7,749	
<b>Total Maintenance and Repair</b>	<b>\$18,757</b>	<b>\$29,972</b>	<b>\$41,371</b>	<b>\$68,942</b>
<b>Other transfers and payments (in) out</b>				
To (From) Helping Hand Fund	\$582	\$189	\$535	\$0
To Endowment Fund		158,282	740	0
To Youth	3			
To Sabbatical Fund		2,000		800
To Camper Fund		3,761	3,653	3,653
From Sabbatical Fund for sabbatical expenses			(2,000)	0
From Camper Funds for sponsored campers / FLLC	(549)	(4,226)	(4,762)	(3,653)
From Memorial Fund for Miscellaneous Expense	(450)	(610)		
From Garden Grant for Miscellaneous Expense	(1,129)		(110)	0
From Community Children for synod tithe, FLLC, DAR and additional principal payments	(10,089)	(3)		
From Capital Campaign and Capital Improvement Funds - scheduled loan payments	(11,848)			
From Capital Improvement Fund - lighting & plumbing projects		(9,560)	(19,877)	
From Capital Improvement Fund for carpet project				(16,579)
From Memorial Fund for carpet project				(7,318)
From loan proceeds for carpet project				(26,103)
From Capital Improvement Fund for parking lot			(7,749)	
From Undesignated Bequest for Endowment		(158,282)		
<b>Total Other transfers and payments (in) out</b>	<b>(\$23,480)</b>	<b>(\$8,449)</b>	<b>(\$29,570)</b>	<b>(\$49,200)</b>
<b>Net General Fund Disbursements</b>	<b>\$194,177</b>	<b>\$223,427</b>	<b>\$213,084</b>	<b>\$217,534</b>





# Evangelical Lutheran Church in America Northern Great Lakes Synod

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♦ ♦ ♦

Companion Relationships:

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in Tanzania

**Delaware-Maryland Synod**

Evangelical Lutheran Church  
in America

♦ ♦ ♦

**Rev. Dale R. Skogman**

Bishop Emeritus

1991-1999

**Rev. Harry S. Andersen**

Bishop Emeritus

1987-1991

## BISHOP'S REPORT FOR CONGREGATIONAL ANNUAL REPORTS

The New Year 2017

Dear Sisters and Brothers in the Northern Great Lakes Synod,

Most of our congregations will gather in this month or the next month at Annual Meetings! So what do you do at an annual meeting? Some of them last a half hour, others are an hour or so—sometimes they can go a lot longer being an endurance test! All of them are for the purpose of electing leaders, adopting budgets and generally discussing life in the congregation. There may be compliments expressed, appreciations given and even a complaint or two offered at these meetings.

This year, at your annual meeting, use the following questions for a good hunk of your meeting. The twenty or forty or seventy of you who show up should ask each other:

**WHAT IS GOD CALLING US TO DO IN 2017?**

**WHAT IS OUR MISSION?**

**WHAT SHOULD THIS CONGREGATION AND OUR PEOPLE BE ABOUT  
THIS NEW YEAR?**

I could only guess at your answers. The folks in Trenary may answer these questions different than the people in Ironwood or in Rudyard or Rhinelander. Yet we believe that God has “called” us to a ministry. In baptism we are given gifts and God says, “Use them!”

So what are we about in this new year?

Listen to Martin Luther in his explanation to the Third Article of the Creed:

“I believe that by my own understanding or strength I cannot believe in Jesus Christ my Lord or come to him, but instead the Holy Spirit has called me through the gospel, enlightened me with his gifts, made me holy and kept me in the true faith, just as he calls, gathers, enlightens, and makes holy the whole Christian church on earth and keeps it with Jesus Christ in the one common, true faith. Daily in this Christian church the Holy Spirit abundantly forgives all sins – mine and those of all believers. On the last day the Holy Spirit will raise me and all the dead and will give to me and all believers in Christ eternal life. This is most certainly true.”

God is at work in you, your congregation and in our synod. God will be at work when our 2017 Synod Assembly calls a new bishop this spring. God will be at work as you continue to give thanks for the power of the Holy Spirit to make all things (including your congregation) new!

Sincerely,

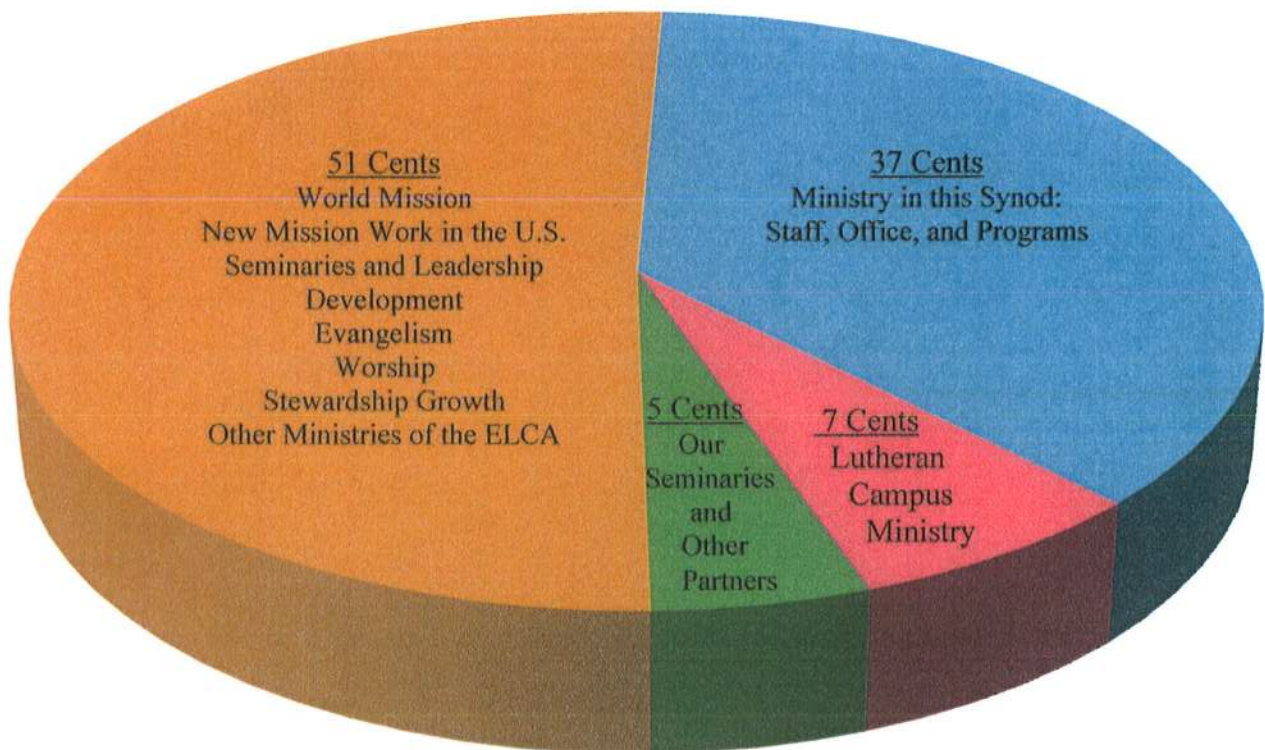
Thomas A. Skrenes, Bishop



# 2017 Mission Support

Northern Great Lakes Synod  
Evangelical Lutheran Church in America

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



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

