

ANNUAL REPORT

2021



Evangelical Lutheran Church in America
God's work. Our hands.



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

God has called us for such a time as this.

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

God has called us for such a time as this.

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

God has called us for such a time as this.

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

God has called us for such a time as this.

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

You have called us for such a time as this.

God of the Fertile Fields

1 God of the fer - tile fields, sha - per of
 2 We would be stew - ards true, hold - ing in
 3 As grows the hid - den seed to fruit that
 4 God of the coun - try - side, dear to the

earth that yields our dai - ly bread: forth from your
 trust from you all that you give; help us in
 serves our need, so your reign grows. Let all our
 Christ who died, to make us one: we pledge our

boun - teous hand come gifts your love has planned,
 love to share, teach us like you to care
 toil be used, no gift of yours a - bused,
 lives a - new in faith - ful love to you.

that all in ev - 'ry land be clothed and fed.
 for peo - ple ev - 'ry - where, that all may live.
 no hum - ble task re - fused your love be - stows.
 Guide all we say and do. Your will be done.

All Creation Sings #1063

Text: Georgia Harkness, alt.; © 1955, ren. 1983 The Hymn Society, admin. Hope Publishing Company, Carol Stream, IL 60188. All rights reserved. Used with permission. Reprinted under license #RP090721-1.

Music: ITALIAN HYMN, Felice de Giardini, in the public domain.

For further use of this hymn, including podcasting/streaming, please request permission from the copyright holder or report usage under a valid license.

**O God,
 you have called your servants
 to ventures of which we cannot see the ending,
 by paths as yet untrodden,
 through perils unknown.
 Give us faith to go out with good courage,
 not knowing where we go,
 but only that your hand is leading us
 and your love supporting us;
 through Jesus Christ our Lord.
 Amen. (ELW, p. 317)**

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for **Living Christ Lutheran Church** in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “**Stories of Faith in Action**” at [ELCA.org/SOFIA](https://www.elca.org/SOFIA).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at **Sitka Lutheran Church** in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

ANNUAL REPORT

2021

ZION LUTHERAN CHURCH
Marinette, Wisconsin

ANNUAL MEETING
Sunday, January 30, 2022

AGENDA

Call to Order

Opening Prayer

Appointment of Tellers

Acceptance of Agenda

Report of the Nominating Committee and Elections — Pages 2-3

Zion's Vision Statement — Page 4

Report of the Pastor — Pages 5-15

Report of the Congregation Council President — Page 16

Committee Reports:

A.V. Team Report — Page 16

Caring Ministry Team Report — Pages 16-17

SPARK — Page 17

Worship & Music Committee Report — Pages 17-18

Fortune Lake Lutheran Camp Report — Page 18

Harvest of Hope Community Garden — Page 19

Mission Endowment Fund Committee — Pages 19-20

Property Report — Pages 20-21

Sanctuary Arts — Page 21

Sew for Missions — Page 21

Social Ministry Committee Report — Page 22

Stewardship & Generosity Committee Report — Pages 22-24

Financial Reports:

Report of the Auditors - Page 25

Financial Secretary's Report — Page 26

Financial Reports of Organizations — Page 27

Treasurer's Report — Pages 28-34

Consideration of Proposed Resolutions — Page 35

1) Gratitude for Volunteers

2) Proposed Budget for 2022 — Pages 36-37

3) Constitution Change — Council Size

4) Gratitude for Pastor

Report of the Bishop — Page 38

Other Business

Adjourn

Closing Prayer

Installation of Council Members

NOMINATING COMMITTEE REPORT

Term Expires 1.2022

Michelle LaFond

LeeAnn Martin

Bradley Nelson

John Radloff

Term Expires 1.2023

Katy Bauer

David Johnson

Sarge Rudell

Dean Schoen

Term Expires 1.2024

Troy Cording

Chad Derby

Kim Graf

Laura Rowe

Youth Term Expires 1.2022

Jonah Zuehls

SAMPLE BALLOT – January 30, 2022

Church Council (3 year term)

_____ Michelle Larson

_____ Brad Nelson

_____ Lori Kirt

_____ Jonah Zuehls

Council Youth Member (1 year term)

_____ Elsa Limberg

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

_____ Troy Cording

Personnel Committee (3 year term)

_____ Karen Sylvester

Synod Assembly Delegates

_____ Dave & Carol Johnson

Nominating Committee (2 year term)

_____ Ann Buscher

_____ Rachel Rosenfeldt

_____ Judy Stehle

COUNCIL NOMINEE BIO'S

Michelle Larson— Hi My name is Michelle Larson. I have been a member of Zion for 7 years. I am a member of Social Ministry, Sarah Circle and most recently accepted a spot on the Northern Great Lakes Synod World Hunger Committee. My husband Bob and I reside in Marinette and together. We have 3 children and 17 grandchildren. I am looking forward to growing as a member of Zion with my position on church council.

Brad Nelson— My name is Bradley Nelson from Peshtigo, WI. My family moved to Marinette in 1976, where I was born a year later, in Marinette and graduated from Marinette High School in 1996. I was baptized at Zion on October 23, 1977 and was also confirmed at Zion on May 23, 1993. I am currently employed by NV5 in Sheboygan, WI as a Geodetic Survey Analyst. My educational background is an Associate Degree in Civil Engineering earned in 2001 from Northeast Wisconsin Technical College in Green Bay. I am licensed as a Professional Land Surveyor in Wisconsin and South Dakota. I am currently the Past President for the Northeast Chapter of the Society of Wisconsin Land Surveyors. In my spare time, I enjoy deer hunting, amateur photography, snowmobiling, and fishing the Peshtigo River. I look forward to working with the council for a second term.

Lori Kirt — I was raised in Crivitz, Wisconsin. Confirmed at Grace Lutheran Church of Crivitz. Currently living in Wallace, MI. I have 2 sons, Joe and his wife live in Warrenton, MO. Ben, his wife, and son live in Neenah, WI. My brother and his wife live in Bumpass, VA. I've been married to Dave for 9 years. We have 2 cats, Lily and Louie . I enjoy cooking & baking, bow hunting and flower gardening. I earned my BA from UW Oshkosh in Liberal Arts. I have a diploma in Surgical Technology from NWTC. Locally, I have worked at Valenta Dental and Marinette Farm & Garden. Currently working at Caterpillar-Anchor Coupling in Menominee as a Production Section Manager. I am also an owner Dew Hill Catering. I look forward to serving God and our Zion Church members with this opportunity.

Jonah Zuehls — My name is Jonah Zuehls. I have been a member of this congregation since I was born in 2003 and have enjoyed the education I've received through youth education and confirmation. I graduated high school last year and started college at the UW Green Bay/Marientte campus where I have been pursuing a Biology degree with the hopes of furthering my studies in Veterinary Science. I have worked at Mighty Pet in Menominee for over three years and held various other complimentary jobs in the community. I have recently re-taken over A.V. responsibilities for the church and trained both of my brothers how to use the equipment. I joined the council about a year ago to fill the spot of a youth member, but I was approached by Troy Cording to take on a three year term following the conclusion of my current term. I am delighted by this opportunity and look forward to continuing serving the church I consider my family.

Youth Council Member Nominee

Elsa Limberg — I am currently a junior attending Gillett Secondary School. I've been apart if the Zion Family all my life. Other than church, I am apart of some school clubs and activities. I am about of Future Business Leaders of America, Hi-Q, and the National Honors Society. I am also a member of the M&M stingrays swim team. I look forward to helping my community through this role.



VISION STATEMENT

Approved January 25, 2009

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

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

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

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

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

REPORT OF THE PASTOR FOR 2021

Then Moses ordered Israel to set out from the Red Sea, and they went into the wilderness of Shur. They went three days in the wilderness and found no water. (Exodus 15:22)

I quoted this passage at the beginning of my report last year when it was evident that this pandemic, and all that it has brought into our life together, was going to last much longer than a month or two; that this was going to be a wilderness journey, maybe not of biblical proportions like the 40 year journey that the people of Israel endured, but certainly much more than any of us have experienced since the last pandemic and the two world wars. Last year, with the promise of vaccinations on the horizon, I had hoped, along with all of you, that we would be in a very different position right now than we were a year ago. Yes, we've been enjoying indoor in-person since Sunday, May 16, but with the recent rise in cases due to the omicron variant, it still feels similar to the way we felt a year ago.

So, it is good to go back to this passage from Exodus and ponder how Moses and the people of Israel felt after their first year in the wilderness. Certainly, they too were hoping it was going to be over soon as they feared for their lives. Even though God provided them with a miraculous source of water from a rock along with other water miracles, the absolute dependence upon God for something as basic as water surely was unnerving. The same occurred with food. They were completely dependent upon God to provide the quail and the manna. Without it, they were dead. Again, how they wished they could be more in control of fulfilling their basic needs! Yes, we know that God loves us absolutely and thoroughly, but it is difficult to be so dependent upon this God that we cannot control or predict. It challenges us after almost two years of dealing with this pandemic. Imagine doing it for forty!

One of the outcomes of Israel's forty years in the wilderness is that they were completely changed. The wilderness journey defined them. Over and over again, the scriptures would point to the wilderness experience illustrating who God is and who they were as God's people. Jesus celebrated the Passover, a meal which remembered the meal the people of Israel were commanded to eat right before they entered the wilderness, with his disciples right before his arrest and crucifixion, showing them how he would be the lamb that would take away the sins of the world. At that meal, Jesus gave them a new meal, one that we continue to celebrate to this this day: Holy Communion. Every time we celebrate Holy Communion, we look all the way back to the first Passover and the wilderness journey that followed it.

Maybe this can be a source of hope for us. Just as the wilderness changed the people of Israel, and just as the wilderness of Jesus' crucifixion and resurrection changed the disciples, so too is this wilderness experience changing us. It is forcing us to be more dependent upon Jesus, to seek his guidance and trust his way. It assures us that we are not being led to destruction, but surely to reconstruction, a building process that Jesus himself is undertaking.

First and foremost, we are Easter people! We know that there is life after death. We know that out of the ashes comes new life. We experienced this as a congregation many times over the past 146 years. We need only to recall that Zion survived the pandemic of 1918, the Depression, and the events of 1965 when Zion's pastor died suddenly and there was an explosion during the construction of the worship area. Just as Christ was with us in those wilderness experiences as a congregation, so too will Christ walk with us in this one, so that "As God's children, we go where Jesus leads."

How are we being changed? Where are we being led?!? What will be different when this is all over? When will it be over?!?! These are easy and important questions to ask. The answers, of course, are not easy at all! As we seek the answers to these questions we are driven back to our mission statement: "As God's children, we go where Jesus leads." And, as we have become familiar with over the years, this mission statement leads us to the Seven Marks of Discipleship found within our vision statement.

We will discover where we are being led, we will embrace the presence of Jesus within our midst when we attend to these Seven Marks: Pray, Worship, Study, Invite, Encourage, Give and Serve. Through these marks we are called to deeply listen to God speaking within our gathering and within our community. As we listen and engage in these practices, we will discover innovations

Continued...

...continued

that we will be invited to try. More importantly, we will be humbled to witness the presence of Christ in our midst. We will receive direction, as the church has over the centuries, and our hope will grow. Yes, there is much loss to grieve, but there is also new life to anticipate. We can and will do this together as the resurrected body of Christ.

As usual, I will use the Seven Marks of Discipleship as a guide for the rest of my report. Under each “mark” is a quote from our Vision Statement.

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.

The change we made to our style of doing the intercessory prayers during worship feels even more appropriate now than when we began the practice in the fall of 2019. The focus on our breathing and the quiet time for meditation offer necessary balm and solace in our wilderness journey. I continue to hope that this form of prayer in our Sunday worship can be used as a guide for the prayer routine that each of us undertakes daily.

Your Council has been praying. We begin our meetings with a significant amount of prayer which guides our discussions and deliberations, of which there have been plenty this year.

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.

On Sunday, May 16, we began in-person indoor worship. It came with many significant changes, but those changes felt insignificant when compared to the joy of finally being together in worship inside. For the rest of the spring, summer and fall we continued to offer outdoor worship every other Sunday as an option for those who might be uncomfortable to gather inside.

Facebook Live was available every Sunday whether we were worshipping indoors or out. We offer our deepest thanks to Chad and Owen Derby for the year and a half of taking care of this broadcast non-stop. We are so deeply grateful! And we are grateful to all those within the congregation who contributed toward the purchase of the equipment back in 2010 which made the broadcast of our services possible. Thanks to the Derbys and the equipment, the transition we made to livestreaming our worship services, (which actually had been occurring since Thanksgiving weekend, 2017), was very smooth. We also thank Jonah, Henry and Daniel Zuehls for giving the Derbys a well-deserved break. It is an understatement to say that live-streaming our worship is essential to the spiritual life of our congregation. We have also seen how the wider community partakes of our worship services because they are live-streamed. Again, thank you to all who have made and continue to make this possible.

I’m also grateful to Ann Buscher for her willingness to brave the cold with some of our outdoor services this past year, along with the wind one particular Sunday!! Playing piano with cold fingers is not at all easy! Ann was a trooper, and we are grateful. Also, thanks to Rachel Rosenfeldt who stepped in to play when Ann broke her wrist.

We communed five different ways this year! Five!! Usually, it is with great discussion and consternation when we change something in the style of how we commune and we strive to do it as infrequently as possible, but that didn’t happen this year. Thank you for your patience and flexibility.

This year saw a precipitous decline in our weekly worship attendance. It is obvious that the novelty of worshipping via Facebook Live has worn off. You might remember that we saw an increase in our average weekly worship attendance last year. That didn’t occur this year, even with adding in-person indoor worship. (The way we count worship attendance with Facebook Live is to note the peak number of live viewers and double that number. We then add that to the number of in-person worshippers for a total number of worshippers. This method, obviously, does not count

Continued...

...continued

those who worship via the recording that is available on Facebook following the live broadcast, but it is impossible to get an accurate count of those worshippers. This method of counting is also the standard used by the ELCA. See the chart on pages 12 and 13 of this report.)

Of course, the big question is: What are we going to be doing in the future? Will we ever share the peace again? Will we ever pass the offering plate? When will we be able to worship without masks? When will we be able to commune around our altar rather than in front of an open door? Obviously, so much of this depends upon the pandemic. We need to keep ourselves and our community safe. And again, thank you for your patience and flexibility during this time. Faithful innovation is being demanded of us, and with the Spirit's guidance, we will get it figured out, surely making a few mistakes along the way. But grace is always amazing, and, as Lutherans, it is central to our understanding of God. By God's grace, we will get through this.

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.

Dwelling in the Word was a weekly offering via Zoom this past year until summer. Due to low interest, it did not start up again this fall. We also tried a Racial Equity Challenge beginning late summer via Zoom. That too suffered from a lack of interest. At this point I am uncertain which direction to go regarding adult study.

We continued offering SPARK and confirmation classes using Zoom. It isn't the best form of teaching, but it has been working adequately. Johanna Zuehls has been leading SPARK. Once again, she created the SPARK Christmas program with the limitations the pandemic has placed upon us. I'm thankful for her energetic and creative leadership. One thing that Zoom offers me is the opportunity to be with the SPARK kids and join Johanna with teaching. I have thoroughly enjoyed my time with the kids.

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.

Inviting people to worship has certainly taken on new dimensions during this pandemic. Every time you share the Facebook Live post of our service you are inviting your friends and family to worship with us and it has been making a difference! When you share the post, there is almost always an uptick in the number of people who watch the service. (Again, look at the Facebook stats found in this report.) I'm also very appreciative of the wonderful ways our members have been practicing good hospitality for those who visit with us through Facebook Live as well as in person. As we all know, it is not enough to just invite. Good hospitality is also a critical component of welcoming new people into our gathering.

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.

Needless to say that connecting with others in the congregation has been severely hampered by the pandemic, and yet the Social Ministry Committee has stepped up to help fill in some of the gaps. Bags, which included palms, were created and delivered to our membership the weekend of Palm Sunday. Treats and gifts were delivered to the senior members of the congregation this fall in place of our annual Harvest Dinner. Deepest thanks to all those who made these wonderful outreach projects happen.

Continued...

...continued

Give

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

In 2021 our weekly regular giving increased over last year. We are not to the level we were in 2018 or in 2015 and are just behind our six-year average but with a pandemic going on, the increase this year was wonderful! Thank you so very much for your faithfulness in giving! Contributions were mailed in and came to us through on-line giving. People also brought their contributions with them when we worshiped in-person indoors, outside and when we offered special communion opportunities. Because of your faithful giving, we have not only been able to keep operations going under our roof, but we have also been able to continue our support of the wider church along with many other ministries like the DAR Boys and Girls Club, Fortune Lake Lutheran Camp and Northland Lutheran Retirement Community. Your giving has made a difference and there are many who are grateful.

We had an awesome World Hunger drive this year as well. Through a daily video devotional during the season of Lent I both educated people regarding the many issues related to World Hunger and encouraged people to give generously. Once again, you were amazing!! We had two families that pledged to tithe the total offerings given, which was \$3,953, making the total gift \$4,753!! This gift was \$1,596 more than the previous drive. Again, amazing!!

We also held a Souper Bowl of Caring drive at the beginning of the year and, even without worshipping in person, we received a tremendous outpouring of food which was shared with local schools as well as NEWCAP. We also filled 30 tags this year with the Salvation Army Angel Tree! You guys are remarkable! You care deeply for those in need, and it is an honor to be a part of congregation cares for others like you do.

Please see the pledge comparison chart on page 24. It has both wonderful news and an area of concern. Obviously, the amount pledged, and the number of pledges is wonderful news, reflecting the number of new pledges we received this year and the increase in pledges that occurred. We are also pleased that there were no decreases in pledges this year. It's the number of unchanged pledges that is a bit of a concern. Out of 67 pledges, 48 had no change. As you can see on the chart, that number is significantly higher than any other previous year on the chart. Certainly, there are multiple reasons for this higher number, at least 48 reasons, surely, but it is something we need to keep an eye on. With that said, please know that Zion is deeply grateful for all those who made a pledge this year as well as those who contribute regularly through automatic withdrawal. All these pledges show a great commitment to growing in faith, a commitment that certainly blesses the givers as well as our congregation and many, many people beyond our congregation.

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.

Obviously, a pandemic makes it much more of a challenge to serve others, but you guys did it! Not only, as mentioned above, did we hold a hunger drive and food drive during a pandemic as well as support the Salvation Army's Angel Tree, but we also recognized the senior members of the congregation in lieu of the Harvest Dinner. Service is important to this congregation and obviously we don't let a pesky pandemic get in the way of our compassion.

Thank you

This year we said farewell and Godspeed to Melissa Gannigan, our office administrator for past four years. She contributed much to our work together as a congregation, especially during this pandemic. I was grateful to Karen, my wife, who stepped in to help in the office between Melissa's departure and Marissa Tharp's acceptance of the position. Marissa knew that she was filling some big shoes but has filled those shoes marvelously! We are grateful for all that Marissa is doing to help our congregation during this challenging time. She too is highly gifted!

As I now enter my 24th year as your pastor, I am once again filled with gratitude

Continued...

...continued

for all that you do as a congregation. I am deeply blessed by the privilege I have with seeing our Lord so active within your compassion and generosity, some of it making the “headlines,” while most of it takes place in the background, unseen by the masses. It is this compassion and generosity that gives me hope as we travel together in this wilderness. I am also richly blessed by your support through thick and thin. I still consider it an honor and a privilege to be called your pastor and am deeply grateful for this calling. My wife, Karen, and I love Zion and this community. We are pleased to share it with my father who recently moved to Marinette. We are at home here, and you make it a joy for us to consider it so. I can’t thank you all enough.

Respectfully submitted,

Pastor Keith

STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
<u>Membership at Previous Year End (2020)</u>	339	282
Members Received During 2021		
By AFFIRMATION OF FAITH	0	0
Members Received During 2021		
By BAPTISM	1	
(Parents Members)		
Total Members Received	1	0
Baptized Members Confirmed		2
SUBTOTAL	340	284
Members Removed during 2021		
By Death	4	4
By Transfer	0	0
By Request	0	0
By Council Action	0	0
Total Member Removed.	4	4
<u>Membership as of 12/31/2021</u>	336	280
Average Weekly Worship Attendance		93

2021 PASTORAL ACTS

Baptisms

7/17/21 Finley Joy Johnson

Non-Member Baptisms

1/17/2021 Addalynn Harper Brown

2/14/2021 Everett Nelson Schoen

2/14/2021 Rhoslyn Marie Schoen

8/14/2021 Navia Elaine Kee Harris

11/21/2021 Ascher James Francour

Funerals

9/11/2021 Georgianna Veriha 10/9/21 Ralph Anderson

Non-Member Funerals

6/28/2021 Nels "Skip" Plym 6/29/2021 Janet Smith

7/12/21 Ardy Johnson

10/2/21 LeErma Kehoe

Weddings

First Communion

Confirmation

10/31/2021 Norah Derby 10/31/2021 Owen Derby

Members Received in 2021

Baptism

7/17/21 Finley Joy Johnson

By Affirmation of Faith

Confirmation

10/31/2021 Norah Derby 10/31/2021 Owen Derby

Members Dismissed in 2021

Removed by Council Action

Removed by Death

2/21/2021 Pauline Ruth Ireland

8/27/2021 Marilyn J. Knopp

9/11/2021 Georgianna Veriha

10/9/21 Ralph Anderson

Removed by Request

Removed by Transfer

SEVEN YEAR WORSHIP ATTENDANCE SUMMARY

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Average
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
2017	106	113	95	130	110	89	88	91	116	123	115	113	107
2018	107	97	97	140	113	98	89	93	108	124	99	108	106
2019	95	88	79	131	109	87	83	90	113	116	113	97	100
2020	99	98	93	158	125	97	96	104	88	100	109	123	108
2021	118	108	102	109	80	94	77	86	78	86	87	87	93

Year	Ash Wed.	Maundy Thursday	Good Friday	Tenebrae	Christmas Eve
2013	90	129	52	162	
2014	88	91	60	197	
2015	75	73	55	212	
2016	81	81	48	196	
2017	64	93	48	218	
2018	82	81	56	158	
2019	69	54	45	197	
2020	83	0	112	134	
2021	0	70	0	159	

Communion Attendance:	Outdoor Worship Attendance:	In-person	Indoor Worship Attendance:
01/10 - 37	04/25 - 27	05/16 - 32	11/7 - 45
01/24 - 32	05/09 - 25	05/30 - 27	11/14 - 32
02/07 - 39	05/23 - 20	06/13 - 59	11/21 - 58
03/07 - 46	06/06 - 36	06/27 - 52	11/28 - 45
03/21 - 46	06/20 - 40	07/11 - 50	12/5 - 23
04/04 - 72	07/04 - 43	07/25 - 40	12/12 - 53
04/18 - 57	07/18 - 46	08/08 - 35	12/19 - 51
05/02 - 48	08/01 - 44	08/22 - 45	12/24 - 111
05/16 - 35	08/15 - 51	09/05 - 34	12/26 - 26
05/30 - 33	08/29 - 49	09/19 - 46	
06/13 - 06	09/12 - 53	10/03 - 45	
06/27 - 03	(09/26) - 35 (Indoor due to rain threat)	10/17 - 49	
07/11 - 03	10/10 - 34	10/31 - 48	
07/25 - 01	10/24 - 24		
08/08 - 02			

Ash Wed.: 278 People Reached; 1,274 Total Minutes; 3:31 Average Minutes; 201 Views; 3 shares (Pre-recorded)

Maundy Thurs.: 349 People Reached; 2,400 Total Minutes; 4:26 Average Minutes; 288 Views; 35 Peak Live Views; 3 Shares

Christmas Eve: 285 People Reached; 1,500 Total Minutes; 3:13 Average Minutes; 276 Views; 24 Peak Live views; 3 shares.

FACEBOOK LIVE (KEY)

(B) = Baptism * = The service stopped broadcasting part way through ** = Outdoor service
 V = Vacation Sunday G = Graduation Sunday M = Melissa Farwell Sunday
 V.P. = Video Problem

Continued...

...continued

FACEBOOK LIVE

Date	Day	Reached	Total Minutes/ Average	Views	Peak	Shares
1/3	Christmas 2	495	4,054/5:06	432	59	3
1/10	Bap of Lord	507	3,418/4:16	451	56	2
1/17	(B)Epiph. 2	478	3,785/5:04	412	54	3
1/24	Epiph. 3	512	3,703/5:49	420	63	4
1/31	Epiphany 4	617	3,716/4:43	404	61	4
2/7	Epiphany 4	396	3,224/4:52	369	50	2
2/14	Transfig.	660	3,477/4:14	412	59	5
2/21	Lent 1	508	2,721/2:52	565	55	3
2/28	Lent 2	461	3,799/5:12	379	50	4
3/7	Lent 3	454	3,506/5:19	337	51	4
3/14	Lent 4	428	3,516/5:12	371	50	4
3/21	Lent 5	419	3,282/4:43	385	53	3
3/28 *	Palm/Passion	248	2,956/7:21	252	48	1
4/4	Easter 1	517	4,181/4:40	430	62	7
4/11	Easter 2	569	3,463/3:56	428	54	6
4/18	Easter 3	446	3,096/3:56	414	50	4
4/25**	Easter 4	535	2,223/2:22	628	39	3
5/2	Easter 5	433	2,307/2:46	374	42	2
5/9**	Easter 6	391	1,491/2:24	360	31	3
5/16	Easter 7	331	1,619/3:13	261	29	3
5/23** *V	Pentecost	308	904/2:32	195	20	1
5/30	Trinity	245	1,708/3:55	238	25	1
6/6**	Pent. 2	290	1,407/2:41	374	25	1
6/13	Pent. 3 - G	316	1,827/3:34	227	26	3
6/20**	Pent. 4	272	1,067/2:11	342	22	0
6/27	Pent. 5	267	1,427/2:57	292	22	1
7/4**	Pent. 6 - M	248	1,102/2:40	268	14	1
7/11 V	Pent. 7	166	1,172/4:01	153	20	1
7/18** V	Pent. 8	180	608/2:11	197	13	1
7/25	Pent. 9	196	1,524/4:31	185	18	0
8/1**V	Pent. 10	194	835/2:29	216	17	1
8/8	Pent. 11	386	1,900/3:49	216	30	3
8/15**	Pent. 12	228	918/2:35	241	17	1
8/22	Pent.13	208	1,600/4:15	194	24	2
8/29** *V	Pent. 14	139	730/3:06	161	16	0
9/5 V.P.	Pent. 15	197	848/2:45	159	13	1
9/12	Pent. 16	238	1,000/2:39	240	20	1
9/19	Pent. 17	343	878/1:29	383	16	1
9/26	Pent. 18	181	1,100/3:28	176	22	1
10/3	Pent. 19	207	984	179	25	1
10/10	Pent. 20	204	694	221	20	1
10/17	Pent. 21	245	1,125	266	22	1
10/24	Pent. 22	259	726	224	24	2
10/31	Ref./Conf.	178	875	139	25	1
11/7	All Saints	185	1,200	161	22	1
11/14* V	Pent. 25	188	727	197	18	1
11/21	Christ the King	360	1,100	206	21	4
11/28	Advent 1	256	1,400	204	23	4
12/5	Advent 2	243	2,300	229	39	2
12/12	Advent 3	171	1,400	160	25	1
12/19	Advent 4	247	1,600	198	34	4
12/26 V	Christmas 1	177	335	154	16	2

YEAR	TOTAL BAP-TIZED MEM-BERS	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%
2017	421	(1)	359	85%	62	15%	107	25%
2018	357	(64)	299	84%	58	16%	106	30%
2019	350	(7)	302	86%	48	14%	100	29%
2020	339	(12)	282	83%	41	12%	108	32%
2021	336	(4)	280	83%	56	17%	93	28%

Year	Benevolence giving to work of larger church	Regular giving by members	% 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%
2017	20,287	191,646	11%
2018	19,213	199,288	10%
2019	20,740	196,047	11%
2020	21,091	191,158	11%
2021	21,075	193,512	11%

REPORT OF THE CONGREGATION COUNCIL PRESIDENT

Council members: Pastor Keith Kolstad, Michelle LaFond, LeeAnn Martin, Bradley Nelson, John Radloff, Katy Bauer, David Johnson, Sarge Rudell, Dean Schoen, Chad Derby, Kim Graf, Troy Cording, Laura Rowe and Jonah Zuehls. Their service during this second pandemic year is deeply appreciated. Please thank them for their time and commitment.

2021, at it's start, looked much like the end of 2020; no indoor services, indoor communion offered on a biweekly basis and meetings held via Zoom. During the year, we returned to indoor worship with communion during worship, with social distancing and mask protocols still in place. The Facebook worship option has been continued. Almost all council meetings were held via Zoom.

Zion supported DAR, NEWCAP, World Hunger, Disaster Relief, NLRC, Fortune Lake Lutheran Camp, endowment grants to various organizations and food drives for schools and community. With God's blessing, Zion's support for others can grow in 2022.

Terms for Michelle LaFond, LeeAnn Martin, Bradley Nelson and John Radloff are expiring. As I leave council, I leave with more questions than answers. 2021 did not provide a return to normal, but rather a step towards a new normal, whatever that will be. Due to the pandemic's impact, we mourned what was lost. Perhaps the pandemic can also be the opportunity to look at our mission in a new light. How can Zion be different? Will we struggle to discern how Zion fits into God's plan? What will stay the same? What will change? Will the people of Zion try new ways to witness and reach out to the community and the world? Will Zion withdraw and keep the Good News quietly to itself, content with unfilled pews and tradition? Can we be secure in our faith and know that such a faith will put us out of synch with the world?

Respectfully submitted,
John Radloff

AV TEAM REPORT

I would first of all like to thank the entire Derby family especially Chad and Owen for their dedication to the AV Team during this pandemic. It is because of them we were able to be a part of the Church services. It has been a good year. Just a couple of hiccups that I can think of over the summer that we have had with broadcasting our services. Jonah Zuels has stepped up in taking over the lion's share of AV duties. Thank you Jonah for doing that. We will be looking for new volunteers to help on Sundays after we get back to more pre-pandemic status. If you would be interested in offering a hand with A.V. duties please feel free to reach out to me.

Respectfully Submitted,
Troy Cording

ZION'S CARING MINISTRY TEAM ANNUAL REPORT

The Caring Ministry Team was started in 2010. Our mission was and still is to provide quality, Christ-centered, confidential care to those in our congregation who are elderly, home-bound, in a nursing home or assisted living, and those on Zion's Prayer List.

Zion's Caring Ministry Team comprises Pastor Keith, Heidi Beland, Pat Rondeau, Sarge Rudell, Lori Despins, Judy Stehle, and I. Thanks to COVID-19, visits were curtailed from March 9, 2020, until June 23, 2021, and even then, precautions were taken.

Nancy Sallee was the only member of the team who was able to safely continue her card ministry throughout the entire year. She has done an outstanding job sending out a total of 96 cards recognizing a vast number of lifetime occurrences including get well, sympathy, praying or thinking of you, graduations, congratulations, retirements, engagements, Easter, Thanksgiving, and Christmas. We truly appreciate being told about happenings in a congregant's life so they can be recognized and know that their congregation cares about them.

As indicated, visits started on June 23rd with Pastor Keith leading the way and making 53 visits to congregation members. The rest of the team was able to make 24 visits. These individuals were so glad to make that connection again. Some felt especially isolated which is very unfortunate. It is my profound hope that 2022 will put us in a better position and provide us more opportunity to reach out safely to congregant members.

Continued...

ZION'S CARING MINISTRY TEAM ANNUAL REPORT

...continued

To all of you who serve on the Caring Ministry team, thank you for giving of yourself and your time in 2021. What you do makes an enormous difference in the life of the people you minister to. They feel included, cared for, and remembered by their congregation. Your faithfulness is deeply valued.

In God's peace and love,
Karen Sylvester
ZCMT Chairperson

SPARK

SPARK, our elementary education program that meets on Wednesday evenings, was once again held remotely via Zoom. Johanna Zuehls and Pastor Keith lead the classes. There are a total of 8 students that range in age from three-year-old preschool to fifth grade. The classes last one hour and begin at 5:30.

Students are given prepared packets with art materials and activities prior to the class. In that packet, parents receive a family worksheet they can utilize throughout the week. There are crafts, games, worksheets, and even a snack in the packets.

Each lesson starts with the student sharing something wonderful that happened to them. This has really helped us get to know each other. Lessons are centered around the Revised Common Lectionary so that the student, and the student's parents, are familiar with one of the texts for the upcoming Sunday. Pastor Keith introduces a puppet to help with the lesson and the students participate with questions, answers, and anecdotes. Two-minute prayer time using a journal usually occurs after the lesson. Then the message of the lesson is brought home with a wide variety of crafts, projects, and fun time.

This year's Christmas program entitled "A Silent Night in the Woods at Christmas" was written and directed by Johanna. The students were in-person for the performance, and the performance was recorded and played at the worship service on Dec. 19. The set had a campfire that lost people gathered around. The Christmas story was told around the fire and miracles occurred with a backpack which produced items for s'mores. The program concluded with the singing of Silent Night.

We plan to continue the on-line Zoom classes until it is safe to meet in-person once again. If there are ever any suggestions, concerns or comments, please let us know! The goal is to have a Christian education experience to help encourage and grow the faith of our students.

Johanna Zuehls and Pastor Keith

WORSHIP AND MUSIC COMMITTEE

MUSIC

Ann Buscher has been choosing the hymns for each Sunday and organizing special music selections. Many of these performances are on the videos of our previous services from our website or Facebook. We have also taped musical selections at church and people have recorded them at home so we continue to have music be an integral part of our Worship Service. Thanks to Bill Tipple the Contemporary Worship Band came back in October and the congregation was overjoyed. Thank you to the members of the ensemble.

The Kurzweil piano that we use in the front of church for worship began to have problems and it was decided to replace it. A new Yamaha Clavinova and dolly was ordered from Heids in Green Bay and delivered in December. Thank you to all who donated money towards this purchase. Rachel and Ann are looking forward to learning all the amazing capabilities of this new instrument. The organ was tuned in November.

Karen Sylvester organized a small group who went caroling and delivered goodies to 9 of our homebound members.

WORSHIP

Continued...

...continued

We have continued to have worship with masks & social distancing. During the warmer months we had worship every other week outside. Two services were planned for Christmas Eve with communion and candlelight. Due to our technology and updated equipment we have continued to put all our services on Facebook and the website. Thank to you Chad and Owen Derby for your dedication this past year. Jonah, Henry and Daniel Zuehls have taken over as our A.V. team. Thank you to Karen Kolstad who assists in our worship services each week with the prayer requests.

Communion is now being held every week during Worship. Thank you to Karen Kolstad, Karen Dill and Kathy Heimbuch for serving and Maryellen Radloff who makes the bread.

The Sanctuary Arts committee has continued to change the paraments and decorate the alter area for each season. Thank you to all who sponsored flowers, eternal lights and Christmas poinsettias.

Ann Buscher

FORTUNE LAKE LUTHERAN CAMP

2021 Report to Association Congregations

Greetings from Fortune Lake Lutheran Camp in the Name of Christ, in whose mission we all share. We thank God for your partnership in ministry and offer prayers on your behalf.

2021 was an exciting year at Fortune Lake! While still in the midst of a pandemic, we were able to offer safe, meaningful, memorable outdoor ministry experiences in this Place of Grace.

Summer brought 397 onsite campers. Although this was a significant decrease from our 2019 camper total of 553, we had instituted a half-capacity limit for our cabins and tree houses and reduced the duration of our summer, so achieving this number was no small feat! 27 seasonal staff members shared the gospel through our theme of "From Generation to Generation" based on Psalm 100:5. Thanks be to God, we remained Covid free all summer long!

Charlotte Strom transitioned from her position as Camp Intern into the new role of Guest Services Coordinator. Charlotte works full-time to ensure that all guests of our property are well informed before their stay, receive a warm welcome, and have what they need to be comfortable while at Fortune Lake.

Under Charlotte's leadership, we had a strong Fall with the return of our Wellness Retreat and lots of rental groups of all sizes and types. Please keep Fortune Lake in the front of your minds as you consider gatherings for your youth, your church council, and even your friend and family groups!

As we head into the winter months, please be mindful of our youth and intergenerational retreats. We waited until the Covid-19 vaccination was available for ages 5-12 before hosting overnight events for this age group. Throughout January and February 2022, we'll be hosting the Winter Wonderland, Jr./Sr. High, Young Adult, and Youth (for grades 3-6) Retreats. Please make plans to join us!

Due to the profound generosity of our donors, the reception of two Payroll Protection Program loans, as well as careful stewardship, Fortune Lake is in the strongest financial position we've been in in recent memory. All bills are paid, property upgrades are ongoing, we have established a rainy day fund, we have no debt, and we continue to strive to treat our employees justly. In the coming months, we hope to have some exciting news to share about a large matching gift program that we're pursuing for the end of 2022. In the meantime, we thank you for your financial support – both as congregations and individuals – for our ongoing ministry needs. You make this important work possible!

May God continue to bless this ministry that we share!

Grace & Peace,
Amanda Rasner, Camp Director



FORTUNE LAKE
A place of grace in Crystal Falls, MI

HARVEST OF HOPE COMMUNITY GARDEN

The garden has several purposes; providing space for those wanting to raise vegetables or flowers for their own use; growing produce for NEWCAP or St. Vincent's food pantries; providing an opportunity for Zion and community members to work together (but socially distanced); and providing educational opportunities as the gardeners share their knowledge and experiences. If this piques your interest, there is room for you, too. You can contact me at 715-732-0161 to find out more.

Half of the space is raised beds and there is room for more. In spring there is a sign up for beds and/or open areas. A shed contains a variety of garden tools for use, but most gardeners bring their own. Water is available. Pesticides and herbicides are not allowed. Compost material is obtained each year to improve the soil.

It was another bountiful year for peppers, tomatoes and green beans, the staples of many gardens. The food pantries received numerous deliveries of produce,

In 2021 four raised beds were replaced as well as several of the fenceposts. Funding for this came from donations and from the Zion garden fund. Some invasive plants in the exterior plantings were also removed in 2021 and it will be another year or two before eradication is complete. A tree on the west side of the garden was removed to improve growing conditions.

For 2022, some fenceposts and several older raised beds need to be replaced. If there is enough interest, we may need to build additional raised beds. Another tree may need to be removed or trimmed to improve growing conditions.

Gardening mirrors life, having both positives and negatives. Positives; being outside on a beautiful day and enjoying flavors that grocery store vegetables can only dream of. Negatives, think rose chafers, Japanese beetles, voles and of course, weeds.

Respectfully submitted,
John Radloff

MISSION ENDOWMENT COMMITTEE REPORT

Zion's Mission Endowment Committee met via Zoom twice this past year. The meetings were held in the month of June and November. The following people are members of this committee: Pastor Keith Kolstad, Kim Swenson (Treasurer), Lynn Derby (Secretary), Roxy Bowdin, Phil Strohl (President), and John Radloff (Congregation Council President).

The Endowment Committee oversees an investment account and makes recommendations on financially supporting different community organizations/groups. The committee publicly publishes information on the application process and how to apply for the grants each year. During our June meeting the group discussed the applications that were received for the 2021 year. With great privilege and service, our congregation distributed \$7,000 to various needs in our community. The following groups were chosen based on their wishes on the grant application form and formally approved by Zion's Congregation Council at their June meeting: \$200 to Camp Ruby in Crivitz for their Girls Program; \$1,200 to DAR Boys and Girls Club for their After School Program; \$2,300 to the Greater Marinette-Menominee YMCA for their Hunger Relief program; \$500 for Town of Peshtigo Volunteer Fire Department for their water rescue project; \$1,000 for the Northern Great Lakes Synod Equipping the Saints Fund; and \$1,800 to Zion's Youth Ministry for the ELCA Youth Gathering. Our committee will be inviting each of these groups to a worship service in early 2022 to feel welcomed and share more about their grant with the congregation.

If you or your family is interested in financially supporting Zion's Mission Endowment Fund, please contact Pastor Keith Kolstad. This investment is a wonderful way to give back to our community. The Endowment Committee would also appreciate your help in spreading the word to organizations and community groups to apply for this grant in 2022.

It is a great honor for our committee to be able to help share the gift of money with our community. The Mission Endowment Committee is beyond thankful for the love, support, and generosity of our people.

When God's people are in need, be ready to help them. Always be eager to practice hospitality. *Romans 12:13*

Continued...

MISSION ENDOWMENT COMMITTEE REPORT

...continued

God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another. *1 Peter 4:10*

And don't forget to do good and to share with those in need. These are the sacrifices that please God. *Hebrews 13:16*

Respectfully Submitted,
Lynn Derby, Secretary

PROPERTY REPORT

Zion does not have a Property Committee, but there were a number of property issues which occurred during 2021 that should be noted in one place.

Outside Doors

Three exterior doors were replaced this year by Randy Schroeder. One is a door that goes to a storage area that's on the east side of the building just to the north of the circle drive. Another door is the one on the north side of the worship area close to the room where Pastor gets ready for worship. The third door is between the chapel and the worship area on the west side of the building. These doors had been experiencing significant deterioration. Thank you, Randy for time and materials.

Trees

Two trees were removed from the property in the early spring. One was an ash tree by the westside driveway and James Street. It had three trunks. The other was a maple that was dying and was shading the west side of the garden. The stumps were also removed.

Boiler Pump

A deteriorating pump for the education/office side of the building was replaced in late spring.

Kitchen Ceiling

The kitchen ceiling was scraped and painted thanks to a donation for this work.

Frozen Pipes

After a few days of below zero temperatures, Zion experienced some frozen pipes in the wall between the men's and women's bathroom off the lobby. Thankfully there was no pipe breakage. The issue was an unused ventilation hood for the two bathrooms that was allowing cold air to come into those two rooms. The problem was corrected this fall.

Office Air-conditioner

Pastor's office needed an air-conditioner. One was purchased and installed this summer.

Men's Room Toilet

The toilet in the men's room off the lobby stopped functioning. Due to the age of the toilet, it was replaced rather than repaired.

Window/brick Pressure Washing

Thanks to a donation for this purpose, a company was hired to clean the exterior windows and the bricks.

Bushes Between Chapel and Garden

These bushes were getting very large and threatened to damage the roof. They were trimmed back significantly.

Pew Cover Enhancement

The covers on the pews were often separating from the back of the pews. A donation was given to install a piece of wooden trim to all the pews to stop the separation from occurring.

Bell

Due to squirrels making a nest on the bell tower, the death of the motor that rocks the bell back and forth was hastened. We are still waiting to get an estimate from the bell company regarding the replacement of that motor. The tolling hammer is a separate operation, and it continues to work, although it is on borrowed time. Originally two solenoids operated the tolling hammer. Only one has been functioning for many years. When that one stops functioning the electrical system that

Continued...

PROPERTY REPORT

...continued

operates the solenoids will need to be replaced along with the solenoids because they do not make that type of system anymore, and there are no parts available.

Dishwasher

The dishwasher was maintained this fall. As it was maintained it was discovered that cold water is being fed to the dishwasher rather than hot water. This hinders the functioning of the dishwasher. A plumber needs to be secured to fix this and to possibly replace the on-demand hot water heater that is in the kitchen.

Kurzweil Piano

In 2000 the Kurzweil electronic piano was purchased. This year it was deemed that a crackling sound it was producing was not worth the money to fix. The piano was replaced by a Yamaha which arrived in early 2022.

Property items to be addressed in 2022

The bell motor, as stated above.

The dishwasher, as stated above.

Exploring the possibility of electric service to the shed.

Thank you!

Zion is blessed with many people who do their part to make sure our property is well maintained. Deepest thanks are offered to all of these individuals. YOU MAKE A DIFFERENCE! We also thank the many people who quietly contribute financially to specific projects that involve the maintenance and upkeep of our property. Your generosity is noticed, and we are grateful.

Respectfully submitted.

Pastor Keith

Sanctuary Arts

Ann made sure the paraments were changed and banners were put up for the different seasons of the church.

The Flower Gallery has been able go from altar flowers every other week to every week. For Easter we had various plants from the Flower Gallery that people sponsored to honor or remember loved ones.

The biggest transformation we've had for a long took place for this Christmas season when 6 people decorated our beautiful Sanctuary with decorated trees, wreaths, lights, two manger scenes and 12 poinsettias that honored or remembered loved ones.

Peace to all.

Barb Grom, Ann Buscher, Karen Dill and Kathy Heimbuch

SEW FOR MISSIONS

This year, quilts were sent to local organizations. We donated 18 quilts to The Salvation Army of Marinette, 13 to Haven of Hope and 33 to Lutheran World Relief. We have been meeting on the second and fourth Tuesday every month. Thank you to all who helped to make this possible. Thank you to those who donated their time, money to purchase materials and the donations of material - it all is greatly appreciated.

Carol Magnuson and the faithful group

SOCIAL MINISTRY COMMITTEE REPORT

Thank you Zion Lutheran Congregation for being God's hands throughout 2021! Although we did not participate with a group activity for God's Work. Our Hands. Sunday this year you have still loved and cared for your neighbors here and around the world. We look forward to participating in an organized event again this coming year. Mark your calendars for Sunday, September 11th, 2022. It is likely that the committee will try to meet in August to make plans. All ideas for a focus are welcome!

We are so thankful for all of the good work that Jo and Don Schutt have done with this committee over the past 50 years! We honored them during worship on Sunday, November 21st. I have agreed to chair the committee and will certainly rely on the Schutts guidance and help from the rest of the committee members as we go forward.

School Supplies for Salvation Army were collected in 2021 and we plan to continue with this collection in 2022. Start watching for details in mid-summer.

Food Collection Projects have been on a temporary hold. We hope to focus some collection drives in 2022 on school snacks and also the Souper Bowl of Caring (coming up quickly!). We will certainly return to monthly themed food collections for NEWCAP in the future, whether part-way through this year or later.

Fair Trade Coffee has not been ordered throughout the pandemic. Coffee can still be purchased online from Lutheran World Relief and shipped directly to your home. Check it out here: <https://lwr.org/coffee>

We received names and requests from the Salvation Army for our Angel Tree again this year. With your help we were able to help make Christmas better for 20 kids in our community. Thank you!

Just like last year we made Harvest Deliveries of sweet treats to honor our members who are 75 years and older with our thanks for their faithfulness, generosity, and perseverance. Thank you to all who organized, baked, and delivered treats.

A huge thank you Pastor Keith for taking the lead for our World Hunger Appeal in 2021. Pastor led an online Lenten Devotion, Hunger in the Wilderness, and focused on this ministry of the ELCA while journeying through Lent in the book of Mark. And thank you Zion! Your generosity in the midst of this pandemic raised \$4,743 for the ELCA's World Hunger Appeal. Lent begins on Wednesday, March 2nd, 2022. Keep your ears open toward the end of February for buzz of this year's focus.

We are always happy to gain new committee members and ideas. If you are interested in joining us please contact one of our current members: Jo & Don Schutt, Sarge & Joni Rudell, Carole Boerner, Sharon Powilaites, Lori Despins, Barb Baumgarten, Carol Johnson, Michelle Larson, & Heidi Beland.

Respectfully submitted,
Heidi Beland

STEWARDSHIP AND GENEROSITY COMMITTEE REPORT

Zion's stewardship ministry goal 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.

Zion's Stewardship and Generosity Committee comprises of Pastor Keith, Bonnie Schoen, John Radloff, and I. For the second year in a row, the COVID-19 pandemic has prevented the committee from having our typical Stewardship Drive. While the typical was not possible, over the course of several weeks' videos were posted on Facebook, Zion's website, and emailed to congregation members for DAR, Northland Retirement Community, Northern Great Lakes Synod and the ELCA.

These are some of the ministries which Zion's congregation supports through financial contributions.

On November 1st the Stewardship Drive packets were mailed and/or emailed to congregation members. Members were asked to return them by November 15th. As of December 31, 2021, there were 55 pledge cards returned and 11 electronic contributions established. On the next page

Continued...

STEWARDSHIP AND GENEROSITY COMMITTEE REPORT

...continued

is a summary of financial information on the last eleven years of Zion's Stewardship Drives as compiled by Karen Houdek, Zion's Financial Secretary.

Every month in Zion's monthly newsletter an article appears called The Stewardship and Generosity Corner. The articles strive to show how stewardship is a part in our daily lives in ways we may not have thought of. We hope you have found them informative and inspirational.

Until September the congregation worshipped via Facebook Live or out-of-doors. Then in late September the cold weather arrived. While we continued broadcasting our worship service on Facebook, we also started having in person worship in Zion's sanctuary. What a joy it was to be in our beautiful sanctuary, and to once again hear each other sing and worship more clearly. We know that attendance continues to decline, which deeply saddens all of us; however, we rejoice in the fact that the congregation's faith in Christ, as witnessed through financial contributions, has continued throughout the year. Supporting Zion, its staff, and its ministries, remains vital to you and your growth in faith. For that we deeply and sincerely thank you.

We pray that with God's help and guidance we can continue to work on accomplishing our missional goal and that the congregation feels God's Holy Spirit moving within them.

May God richly bless you and keep you in his loving care.

Respectfully submitted,
Karen Sylvester

Zion's Stewardship/Generosity Committee:

Pastor Keith Kolstad

John Radloff

Bonnie Schoen

Karen Sylvester



Zion Lutheran Church General Fund Pledge Comparison 2012-2022											
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
	53 weeks	52 weeks	52 weeks	53 weeks	52 weeks	53 weeks	52 weeks	52 weeks	52 weeks	52 weeks	52 weeks
# of Pledges	81	59	79	78	69	46	52	57	56	57	67
Amount Pledged	\$127,595	\$112,314	\$131,916	\$164,129	\$166,106	\$108,373	\$124,376	\$133,644	\$133,310	\$134,528	\$148,547
Avg. Annual Pledge	\$1,562	\$1,902	\$1,669	\$2,104	\$2,407	\$2,356	\$2,392	\$2,345	\$2,379	\$2,242	\$2,217
# of pledges increased	14	18	19	41	28	20	17	14	22	18	11
# of pledges decreased	10	20	6	2	5	1	1	4	4	7	0
# of new pledges	29	4	20	11	7	7	9	12	7	8	7
# of pledges unchanged	28	14	33	17	29	18	25	27	23	24	48

12 Vanco members included no pledge cards totaling \$19,665

Zion Lutheran Church

2714 James St.

Marinette, WI 54143

715/735-7898



Wednesday, January 26, 2022

We have audited the financial reports and records 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.

A handwritten signature in cursive script, appearing to read "Phil Strohl".

Phil Strohl

A handwritten signature in cursive script, appearing to read "Sharon Powilaites".

Sharon Powilaites

A handwritten signature in cursive script, appearing to read "John Radloff".

John Radloff

Zion Lutheran Church				
Year to Date December 31, 2021				
	52 Sundays	53 Sundays		
	Dec. 2021	Dec. 2020	\$ variance 2021 over (under) 2020	% variance 2021 over (under) 2020
General Fund				
Envelopes - 1	\$ 191,031.28	\$ 191,779.07	\$ (747.79)	0%
Loose Offerings - 40	\$ 205.01	\$ 391.19	\$ (186.18)	-48%
SPARK - 93	\$ 53.00	\$ 1.30	\$ 51.70	3977%
General Fund Total	\$ 191,289.29	\$ 192,171.56	\$ (882.27)	0%
Restricted Offerings				
Altar Flowers - 11	\$ 230.40	\$ 295.00	\$ (64.60)	-22%
Thanksgiving - 8	\$ 247.00	\$ 87.00	\$ 160.00	184%
Christmas - 9	\$ 1,025.00	\$ 623.00	\$ 402.00	65%
Poinsettias - 12	\$ 176.00	\$ 115.00	\$ 61.00	53%
Lilies - 13	\$ 165.00	\$ 257.00	\$ (92.00)	-36%
World Hunger - 16	\$ 6,694.50	\$ 4,719.92	\$ 1,974.58	42%
NEWCAP - 17	\$ 2,087.50	\$ 1,342.98	\$ 744.52	55%
Disaster Relief - 80	\$ -	\$ -	\$ -	0%
Memorial Fund - 19	\$ 520.00	\$ 7,705.00	\$ (7,185.00)	-93%
Sanctuary Candle - 25	\$ 196.00	\$ 35.00	\$ 161.00	460%
Capital Improvements - 26	\$ 6,201.00	\$ 5,290.00	\$ 911.00	17%
Soup Suppers - 27	\$ -	\$ -	\$ -	0%
Ash Wednesday - 2	\$ 162.00	\$ 341.00	\$ (179.00)	-52%
Sew for Missions - 36	\$ 760.00	\$ 214.00	\$ 546.00	255%
Advent - 37	\$ 266.00	\$ 264.00	\$ 2.00	1%
Easter - 5	\$ 1,128.00	\$ 947.00	\$ 181.00	19%
Fortune Lake Scholarships - 75	\$ -	\$ -	\$ -	0%
Youth - 77	\$ -	\$ -	\$ -	0%
Maundy Thursday - 4	\$ 63.00	\$ 65.00	\$ (2.00)	-3%
Lutheran World Relief - 105	\$ 395.00	\$ 320.00	\$ 75.00	23%
VBS - 110	\$ -	\$ -	\$ -	0%
Initial - 10	\$ 184.00	\$ 169.00	\$ 15.00	9%
Lent - 3	\$ 850.00	\$ 290.00	\$ 560.00	193%
Good Friday - 107	\$ 65.00	\$ 110.00	\$ (45.00)	-41%
Special Offering - 147	\$ 971.00	\$ 3,346.06	\$ (2,375.06)	-71%
Helping Hand Fund - 79	\$ 1,335.00	\$ 1,635.00	\$ (300.00)	-18%
Equal Exchange Coffee - 202	\$ -	\$ 52.00	\$ (52.00)	-100%
DAR - 204	\$ 25.00	\$ -	\$ 25.00	100%
Receipts for Endowment Fund - 207	\$ -	\$ 2,704.67	\$ (2,704.67)	-100%
Kitchen Ceiling Paint Project - 26	\$ 475.00	\$ -	\$ 475.00	100%
Restricted Offerings Total	\$ 24,221.40	\$ 30,927.63	\$ (6,706.23)	-22%
Non-Offering Receipts				
Harvest of Hope Community Garden - 206	\$ 300.00	\$ -	\$ 300.00	100%
Church use/copies - 15	\$ 70.10	\$ 300.00	\$ (229.90)	-77%
Refund/Rebate - 47	\$ 101.00	\$ 369.97	\$ (268.97)	-73%
Supplies/books/reimbursements - 48	\$ -	\$ -	\$ -	0%
VBS registration - 120	\$ -	\$ -	\$ -	0%
Mortgage receipts - 143	\$ 11,000.00	\$ 9,000.00	\$ 2,000.00	22%
Non-offering, misc - 144	\$ 86.00	\$ 1,173.00	\$ (1,087.00)	-93%
Thrivent Choice Dollars - 1	\$ 270.00	\$ -	\$ 270.00	100%
"Living Lutheran" Subscriptions - 14	\$ 39.90	\$ 59.90	\$ (20.00)	-33%
Distribution from Endowment Fund -	\$ -	\$ 5.00	\$ (5.00)	-100%
Non-Offering Total	\$ 11,867.00	\$ 10,907.87	\$ 959.13	9%
Total Offerings	\$ 227,377.69	\$ 234,007.06	\$ (6,629.37)	-3%
Credit Card Fees	\$ 342.31	\$ -	\$ 342.31	100%
Net Deposits	\$ 227,035.38	\$ 234,007.06	\$ (6,971.68)	-3%

2021 YOUTH MINISTRY FUNDS

Savings Account:

Balance as of 12-31-20:	\$11,766.11
Deposits:	\$1,806.04
Disbursements:	\$0.00
Balance as of 12-31-21:	\$13,572.15

Checking Account:

Balance as of 12-31-20:	\$595.63
Credits:	\$387.78
Disbursements:	\$508.92
Balance as of 12-31-2021	\$474.49

Karen K. Dill
Treasurer

2019 ZION LUTHERAN KITCHEN FUND

Checking Account:

Balance as of 01-01-2021:	\$677.20
Receipts 2021	\$0
SUBTOTAL	\$677.20
Disbursements 2021	\$0
Balance as of 12-31-21:	<u>\$677.20</u>

Nora Plym
Treasurer

Zion Lutheran Church										
General Fund	Capital Improvement	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total	
Receipts	Receipts	Receipts	Receipts	Receipts	Receipts	Receipts	Receipts	Receipts	Receipts	Receipts
Contributions	\$193,512.29	\$4,436.00	\$0.00	\$0.00	\$300.00	\$1,040.00	\$0.00	\$0.00	\$199,288.29	
Synod benevolences	7,349.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$7,349.50	
Local benevolences	2,112.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$2,112.50	
Altar flowers, livv, poinsettia, candle	782.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$782.40	
"Living Lutheran" magazine	39.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$39.90	
Helping Hand Fund	1,325.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,325.00	
Fortune Lake Lutheran Camp	350.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$350.00	
Special	1,306.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	\$1,406.00	
Sew for Missions	760.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$760.00	
VBS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	
Mortgage receipt	11,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$11,000.00	
DAR Boys & Girls Club	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	
AV equipment	0.00	600.00	0.00	0.00	0.00	0.00	0.00	0.00	\$600.00	
SPARK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	
Kitchen Ceiling Project (donations)	0.00	1,225.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,225.00	
Equal Exchange	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$20.00	
ELCA Endowment Fund (donations)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	
Soup supper	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	
Choir music	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	
Thrivent choice dollars	806.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$806.00	
Other non-donation income	533.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$533.91	
Interest income	54.47	60.56	267.04	0.00	0.00	11.82	0.00	1.31	\$395.20	
TOTAL RECEIPTS	\$219,951.97	\$6,321.56	\$367.04	\$0.00	\$300.00	\$1,051.82	\$0.00	\$1.31	\$227,993.70	\$0
DISBURSEMENTS										
BENEVOLENCES:										
Northern Great Lakes Synod	\$20,998.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,998.98	\$21,075
Fortune Lake Lutheran Camp	2,444.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,444.89	2,375
Northland Lutheran Retirement	333.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	333.28	330
FLLC - community campers	0.00	0.00	0.00	765.00	0.00	0.00	0.00	0.00	765.00	0
DAR Boys & Girls Club	3,833.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,833.91	3,980
Local benevolences	2,087.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,087.50	1,350
Other synod benevolences	7,299.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,299.50	5,050
TOTAL BENEVOLENCES	\$36,998.06	\$0.00	\$0.00	\$765.00	\$0.00	\$0.00	\$0.00	\$0.00	\$37,763.06	\$34,160
SALARIES & BENEFITS										
Pastor:										
Salary	\$50,489.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,489.00	\$50,489
Social security	5,622.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,622.00	5,622
Housing allowance	23,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,000.00	23,000
Health/dental/life/disability	17,124.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,124.48	17,125
Pension	9,493.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,493.32	9,493
Spouse health	10,421.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,421.37	10,430
Spouse retreat	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Continuing education	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	500
Financial secretary	3,537.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,537.03	3,360
Office administrator	16,408.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,408.74	17,742
Treasurer	1,977.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,977.84	1,978
Custodian	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,394
Choir director	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	853
Organists/musicians	2,600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,600.00	3,175
Non-pastor taxes	1,909.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,909.54	2,180
Contracted musicians	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	142
Substitute & interim pastors	922.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	922.16	1,000
TOTAL SALARIES & BENEFITS	\$144,005.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$144,005.48	\$148,483
OPERATING EXPENSES										
Gas & electric	\$5,642.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,642.61	\$5,688

Zion Lutheran Church	General Fund	Capital Improvement	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total
Telephone & internet	1,389.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,389.78
Water & sewer	1,503.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,503.20
Insurance	6,266.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,266.50
Professional expense	3,276.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,276.42
Synod assembly	160.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	160.00
"Living Lutheran" magazine	79.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	79.80
Choir music	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Worship and office supplies	2,900.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,900.56
Vanco on-line fees	817.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	817.48
Vanco Credit Card Fees	292.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	292.31
Custodial supplies & repairs	910.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	910.52
Postage	662.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	662.48
Shepherd Staff software fee	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
Sew for Missions	1,060.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,060.00
FLLC - church campers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Committees:										
Social ministries	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SPARK	281.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	281.39
Adult education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Confirmation	65.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65.94
Vacation Bible School	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other educational activities	77.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	77.94
Evangelism	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fellowship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Worship & music	479.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	479.00
Youth ministry	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Stewardship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Zion Caring Ministry	44.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	44.00
Altar flowers, lily, poinsettia	341.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	341.00
Soup supper	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Faith Innovations training	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
Advertising (Eagle Herald)	467.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	467.00
Food Drive	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Swenson Fund Expenditure for Schools	600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	600.00
Miscellaneous	1,081.18	0.00	0.00	0.00	0.00	38.00	0.00	0.00	0.00	1,119.18
TOTAL OPERATING EXPENSE	\$28,949.11	\$0.00	\$0.00	\$0.00	\$0.00	\$38.00	\$0.00	\$0.00	\$0.00	\$28,987.11
MAINTENANCE, REPAIR & CAPITAL										
Piano & organ tuning/service	\$590.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$590.67
Copier contract	131.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	131.70
Snow shoveling	29.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29.00
Yard care	4,700.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,700.00
Bell ringer contract	630.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	630.00
Snow plowing & salting	1,001.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,001.25
Heating/plumbing repairs & maint	3,241.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,241.74
Kitchen Ceiling Project	0.00	1,500.00	0.00	0.00	0.00	0.00	1,380.00	0.00	0.00	2,880.00
AV maintenance	645.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	645.70
Door Replacement Project	299.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	299.97
Office IT & minor equipment	591.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	591.80
Electronic Piano Purchase	4,255.00	516.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,771.70
pew repair	0.00	200.00	0.00	0.00	0.00	0.00	800.00	0.00	0.00	1,000.00
TOTAL MAINTENANCE, REPAIR & CAPITAL	\$16,116.83	\$2,216.70	\$0.00	\$0.00	\$0.00	\$0.00	\$2,180.00	\$0.00	\$0.00	\$20,513.53
TRANSFERS OUT (IN)										
Capital Improvement Fund	\$8,567.80	(\$8,567.80)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
(From) Memorial Fund for Piano	(4,255.00)	0.00	0.00	0.00	0.00	0.00	4,255.00	0.00	0.00	\$0.00

Zion Lutheran Church	General Fund	Capital Improvement	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total
(From) Memorial Fund for Door Project	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
(From) Capital Improvement Fund for Door project	(299.97)	299.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
(From) Capital Improvement Fund for heating system pump	(3,026.87)	3,026.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer from Swenson Youth Fund	(600.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(600.00)
(From) Memorial Fund for Kitchen ceiling paint project	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Camper fees from Comm Camp	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Camper fees from Church Camper	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
(From) Memorial Fund for Advertising	(460.00)	0.00	0.00	0.00	0.00	0.00	460.00	0.00	0.00	0.00
Helping Hand Fund out	1,325.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,325.00
Helping Hand Fund (in)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer to Memorial fund (Christian Ed Agnes Bennett \$ to restore Piano \$	0.00	0.00	0.00	0.00	0.00	0.00	(679.34)	0.00	0.00	(679.34)
(From) Helping Hand for PEW	0.00	(150.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(150.00)
(From) CIP for Piano	0.00	2,338.30	0.00	0.00	0.00	0.00	(2,338.30)	0.00	0.00	0.00
Transfer to Endowment Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL TRANSFERS	\$1,250.96	(\$3,052.66)	\$0.00	\$0.00	\$0.00	\$0.00	\$1,697.36	\$0.00	\$0.00	(\$104.34)
TOTAL DISBURSEMENTS & TRANSFERS	\$227,320.44	(\$835.96)	\$0.00	\$765.00	\$0.00	\$38.00	\$3,877.36	\$0.00	\$0.00	\$231,164.84
Fund Balance Increase (Decrease)	(\$7,368.47)	\$7,157.52	\$367.04	(\$765.00)	\$0.00	\$262.00	(\$2,825.54)	\$0.00	\$1.31	(\$3,171.14)
Fund Balance December 31, 2021	\$27,266.75	\$39,754.20	\$5,890.33	\$1,333.32	\$10,302.17	\$339.15	\$5,356.33	\$3,201.10	\$760.85	\$94,204.20
										12

MISCELLANEOUS FUNDS

Fortune Lake Campers Fund - church campers

	Combined Funds	Certificate of Deposit	Total
Neverman CD - (1.5%, matures 1/30/25)		\$15,000.00	15,000.00
Ellis CD (Acct#2176) - (0.45%, matures 3/30/24)		5,000.00	5,000.00
Balance January 1, 2021	\$5,523.29	\$20,000.00	\$25,523.29
Donations received	100.00		100.00
Transfer from Helping Hand			0.00
Interest income	267.04		267.04
Disbursements			0.00
Reported Balance Dec 31, 2021	\$5,890.33	\$20,000.00	\$25,890.33

Endowment Fund

	Mission Investment Checking Account- *4873	Endowment Fund of the ELCA	Total
Balance reported December 31, 2020	\$3,507.22	\$194,328.37	\$197,835.59
Additional income to 12/31/20	2.11	1.73	3.84
Additional realized gain to 12/31/20		1,659.21	1,659.21
Additional unrealized gain (loss) for December, 2020		6,639.04	6,639.04
Additional transfer from Endowment to Checking	1,659.21	(1,659.21)	0.00
Balance January 1, 2021	\$5,168.54	\$200,969.14	\$206,137.68
Interest income	18.13		18.13
Transfer from General Fund due to designated gift			0.00
Amount to be investigated as of 3/6/2021		4,533.57	4,533.57
Transfer to Grace Ev Lu Ch Rock Hill, SC		(4,898.14)	
Realized gains		5,501.02	5,501.02
Disbursements (from 2020 but sent 2021)	(3,300.00)		(3,300.00)
Disbursements (from June 2021)	(5,200.00)		(5,200.00)
Unrealized gains (losses)		11,530.38	11,530.38
Transfers from Endowment to Checking	5,501.02	(5,501.02)	0.00
Balance November 30, 2021	\$2,187.69	\$212,134.95	\$219,220.78

Agnes Bennett Memorial Christian Education Fund

	Dream Account - (2.00%, matures 7/14/24)	Agnes Bennett Mem Fund Savings Account (0.01%)	Total
Balance January 1, 2021	\$2,542.08	\$591.18	\$3,133.26
Interest income	61.38	0.28	61.66
Inter-account transfer	(63.60)	63.60	0.00
Closed account - transferred to MM 12/29 penalty for early withdrawal	(2489.02)		(2489.02)
	(50.84)		(50.84)
Transfer in after balance of Mem Acct restored for Piano purchase 12/31		1,809.68	1,809.68
Receipts		0.00	0.00
Disbursements/transfer out		0.00	0.00
Reported Balance Dec 31, 2021	\$0.00	\$2,464.74	\$2,464.74

Scholarship Fund - (1.5%, matures 1/30/25)	Certificate of Deposit		
Balance January 1, 2021	\$25,829.68		
Interest income	389.42		
Transfer to General Fund for scholarship	0.00		
Disbursements	0.00		
Reported Balance Dec 31, 2021	\$26,219.10		
Helping Hand Fund	Savings Account (0.05%)		
Balance January 1, 2021	\$5,999.00		
Donations received	1,325.00		
Interest income	3.27		
Transfer (11/29 to CIP for PEWs)	(150.00)		
Disbursements/transfers			
Reported Balance Dec 31, 2021	\$7,177.27		
Ken & Thea Swenson Youth Fund	Swenson Youth Fund	TD Ameritrade holdings	
Balance January 1, 2021	\$25,122.70		
Interest income	81.43		
Disbursements/transfers	(600.00)		
Holdings:			
Money market account		1,456.47	
CD - 0.05%, matures 2/16/22 - Cathay Bk Los Angeles (CA)		3,000.00	
CD - 0.10%, matures 5/19/22 - Goldman Sachs Bank USA (NY)		7,000.00	
CD - 0.50% matures 6/17/22 - The Washington Trust Company of Westerly		7,000.00	
CD - 0.25% matures 5/03/23 - Goldman Sachs Bank USA (NY)		2,000.00	
CD - 2.55% matures 10/3/22 - Goldman Sachs Bank USA (NY)			
Face amount		4,000.00	
Accrued interest purchased	(32.70)		
Premium paid on purchase		114.96	
Premium amortized	(41.67)	(41.67)	
Reported Balance Dec 31, 2021	\$24,529.76	\$24,529.76	

*CDs are reported at cost as intent is to hold until maturity, Market value of CDs fluctuates; MV of CDs and money market account was \$24,507.62 as of 12/31/21, CD interest is reported when received rather than on accrual basis; most CDs pay interest every 6 months or at maturity.

Zion Lutheran Church Memorial Fund	Children or Disabled	SPARK - children's program	Kitchen & Social Hall Project	Choir Music	Tipple Worship, Music, AV	Weekly Newspaper Advertising	Total Restricted	Unrestricted	Total Restricted and Unrestricted	Description
Balance 12/31/20	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 460.00	\$ 3,211.65	\$ 4,970.22	\$ 8,181.87	2021 beginning balances
Interest earned							\$ -	\$ 1.43	\$ 1.43	
Receipt							\$ -	\$ -	\$ -	
Check #25814 Eagle Herald						\$ (50.00)	\$ (50.00)	\$ -	\$ (50.00)	
Balance 1/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 410.00	\$ 3,161.65	\$ 4,971.65	\$ 8,133.30	
Interest earned							\$ -	\$ 1.32	\$ 1.32	
Receipt							\$ -	\$ -	\$ -	
Check #25838 Eagle Herald						\$ (40.00)	\$ (40.00)	\$ -	\$ (40.00)	
Balance 2/28/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 370.00	\$ 3,121.65	\$ 4,972.97	\$ 8,094.62	
Interest earned							\$ -	\$ 1.34	\$ 1.34	
Check #25868 Klema Ptg & Deco							\$ -	\$ (1,380.00)	\$ (1,380.00)	kitchen ceiling painting
Check #25866 Eagle Herald						\$ (40.00)	\$ (40.00)	\$ -	\$ (40.00)	
Balance 3/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 330.00	\$ 3,081.65	\$ 3,594.31	\$ 6,675.96	
Interest earned							\$ -	\$ 0.97	\$ 0.97	
Receipt							\$ -	\$ 100.00	\$ 100.00	memory of Leo Kaufman
Check #25888 Eagle Herald						\$ (77.00)	\$ (77.00)	\$ -	\$ (77.00)	
Balance 4/30/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 253.00	\$ 3,004.65	\$ 3,695.28	\$ 6,699.93	
Interest earned							\$ -	\$ 0.88	\$ 0.88	
Receipt							\$ -	\$ 300.00	\$ 300.00	memory of Leo Kaufman
Check #25914 Eagle Herald						\$ (50.00)	\$ (50.00)	\$ -	\$ (50.00)	
Balance 5/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 203.00	\$ 2,954.65	\$ 3,996.16	\$ 6,950.81	
Interest earned							\$ -	\$ 1.33	\$ 1.33	
Receipt							\$ -	\$ 20.00	\$ 20.00	memory of wayne johnson
Check #25942 Eagle Herald						\$ (40.00)	\$ (40.00)	\$ -	\$ (40.00)	
Balance 6/30/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 163.00	\$ 2,914.65	\$ 4,017.49	\$ 6,932.14	
Interest earned							\$ -	\$ 1.22	\$ 1.22	
Check #25964 Eagle Herald						\$ (40.00)	\$ (40.00)	\$ -	\$ (40.00)	
Balance 7/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 123.00	\$ 2,874.65	\$ 4,018.71	\$ 6,893.36	
Interest earned							\$ -	\$ 1.11	\$ 1.11	
Check #25998 Eagle Herald						\$ (50.00)	\$ (50.00)	\$ -	\$ (50.00)	
Balance 8/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 73.00	\$ 2,824.65	\$ 4,019.82	\$ 6,844.47	
Interest earned							\$ -	\$ 1.05	\$ 1.05	
Check #26019 Eagle Herald						\$ (40.00)	\$ (40.00)	\$ -	\$ (40.00)	
Balance 9/30/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 717.36	\$ 33.00	\$ 2,784.65	\$ 4,020.87	\$ 6,805.52	
Interest earned							\$ -	\$ 0.68	\$ 0.68	
Check #26038 Eagle Herald						\$ (40.00)	\$ (40.00)	\$ -	\$ (40.00)	
Check #26037 CC-Piano					\$ (234.13)		\$ (234.13)	\$ (4,020.87)	\$ (4,255.00)	piano payment
Balance 10/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 483.23	\$ (7.00)	\$ 2,510.52	\$ 0.68	\$ 2,511.20	
Reclassified Excess Advert						\$ 7.00	\$ 7.00	\$ -	\$ 7.00	
Interest earned							\$ -	\$ 0.25	\$ 0.25	
Receipt							\$ -	\$ -	\$ -	
Transfer from CIP to restore							\$ -	\$ 100.00	\$ 100.00	memory of Veritha
Check #26077 for Pew							\$ -	\$ 2,338.30	\$ 2,338.30	piano donations
Balance 11/30/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 483.23	\$ -	\$ 2,517.52	\$ 1,639.23	\$ 4,156.75	elmer magnuson unrestricted \$
Receipt (restore piano \$)							\$ -	\$ 520.00	\$ 520.00	piano donations
Interest earned							\$ -	\$ 0.24	\$ 0.24	
Reclassified Tipple \$ to restore unrestricted for piano					\$ (483.23)		\$ (483.23)	\$ 483.23	\$ -	piano \$ restore
Transfer from Christian Ed CD to restore unrestricted \$ spent on Piano							\$ -	\$ 679.34	\$ 679.34	piano \$ restore
Balance 12/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ -	\$ -	\$ 2,034.29	\$ 3,322.04	\$ 5,356.33	

2020 CAPITAL IMPROVEMENT FUND REPORT

Capital Improvement Fund	A/V Equipment	New Door	Piano	Bell	PEW	Kitchen Ceiling Paint	Unrestricted	Total
Balance 1/1/2021	\$6,800.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,416.68	\$32,596.68
Receipts						\$1,125.00	\$210.00	\$1,335.00
Interest							\$5.68	\$5.68
Transfer from General Fund							\$811.44	\$811.44
Disbursements								\$0.00
Balance 1/31/2021	\$6,800.00	\$380.00	\$0.00	\$0.00	\$0.00	\$1,125.00	\$26,443.80	\$34,748.80
Receipts						\$375.00	\$20.00	\$395.00
Interest							\$5.63	\$5.63
Transfer from General Fund							\$721.26	\$721.26
Balance 2/28/2021	\$6,800.00	\$380.00	\$0.00	\$0.00	\$0.00	\$1,500.00	\$27,190.69	\$35,870.69
Receipts	\$500.00					\$100.00	\$200.00	\$800.00
Interest							\$5.93	\$5.93
Transfer from General Fund							\$704.84	\$704.84
Disbursement: CK #25868 Klema Painting and Decorating						(\$1,500.00)		(\$1,500.00)
Balance 3/31/2021	\$7,300.00	\$380.00	\$0.00	\$0.00	\$0.00	\$100.00	\$28,101.46	\$35,881.46
Receipts								\$0.00
Interest							\$5.21	\$5.21
Transfer from General Fund							\$671.67	\$671.67
Transfer from From Kitchen Ceiling Paint to Unrestricted						(\$100.00)	\$100.00	\$0.00
Disbursements (Check #25908 Ace Hardware)							(\$299.97)	(\$299.97)
Disbursements (CK#25892 Johnston Furnace)							(\$3,026.87)	(\$3,026.87)
Balance 4/30/2021	\$7,300.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,661.60	\$33,231.60
Receipts							\$20.00	\$20.00
Interest							\$4.59	\$4.59
Transfer from General Fund							\$657.54	\$657.54
Balance 5/31/2021	\$7,300.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,233.63	\$33,913.63
Receipts							\$10.00	\$10.00
Interest							\$6.50	\$6.50
Transfer from General Fund							\$661.10	\$661.10
Balance 6/30/2021	\$7,300.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,911.23	\$34,691.23
Receipts	\$100.00						\$240.00	\$340.00
Interest							\$5.93	\$5.93
Transfer from General Fund							\$770.49	\$770.49
Balance 7/31/2021	\$7,400.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27,927.65	\$35,707.65
Receipts							\$186.00	\$186.00
Interest							\$5.76	\$5.76
Transfer from General Fund							\$616.14	\$616.14
Balance 8/31/2021	\$7,400.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$28,736.65	\$36,616.65
Receipts							\$40.00	\$40.00
Interest							\$5.58	\$5.58
Transfer from General Fund							\$612.09	\$612.09
Balance 9/30/2021	\$7,400.00	\$380.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29,393.22	\$37,173.22
Receipts			\$50.00	\$100.00			\$40.00	\$190.00
Interest							\$3.72	\$3.72
Transfer from General Fund							\$826.35	\$826.35
Balance 10/31/2021	\$7,400.00	\$380.00	\$50.00	\$100.00	\$0.00	\$0.00	\$30,263.29	\$38,193.29
Receipts			\$2,805.00		\$50.00		\$50.00	\$2,905.00
Interest							\$3.84	\$3.84
Transfer from Helping Hand 11/29 for PEW (Reclassified E. Magnuson Donations)					\$150.00			\$150.00
Transfer to Memorial Unrestricted to restore \$ spent on Piano			(\$2,338.30)					(\$2,338.30)
Transfer from General Fund							\$775.53	\$775.53
Disbursements: Check 26065 (CC) for Piano			(\$516.70)					(\$516.70)
Disbursements: Check 26077 for PEW (Knights Upholstery)					(\$200.00)			(\$200.00)
Balance 11/30/2021	\$7,400.00	\$380.00	\$0.00	\$100.00	\$0.00	\$0.00	\$31,092.66	\$38,972.66
Receipts							\$40.00	\$40.00
Interest							\$2.19	\$2.19
Transfer from General Fund							\$739.35	\$739.35
Balance 12/31/2021	\$7,400.00	\$380.00	\$0.00	\$100.00	\$0.00	\$0.00	\$31,874.20	\$39,754.20

RESOLUTIONS FOR CONSIDERATION

AT THE ANNUAL MEETING

JANUARY 30, 2022

The resolutions are as follows:

- 1) Whereas we recognize Almighty God as the Source of our life and our salvation, and whereas the work of His Holy Church is advanced by the efforts of many faithful and dedicated people who serve in a variety of elected, appointed, and volunteer capacities be it resolved that we express our gratitude to God and our appreciation to all the faithful people who serve Him in and through Zion congregation.
- 2) Whereas the ministry of the church needs our regular and generous financial support for local, synodical, and world-wide concerns be it resolved that we adopt a budget for the General Fund for 2022 in the amount of \$242,659.
- 3) Whereas, Zion's constitution states that the Congregation Council contain 12 elected adult members and one youth member; and,

Whereas, the size of the Council was set when Zion's baptized membership was approximately 550 and the average worship attendance was approximately 180; and,

Whereas, Zion's baptized membership in 2020 was 339 and the average worship attendance was 109; and,

Whereas, Zion's average worship attendance for 2021 was 93; and,

Whereas Zion elects a group of four adult members to the Council each year, Be it resolved that Zion amend its constitution to read:

C12.01. The voting membership of the Congregation Council shall consist of the pastor(s), the 10 council members (9 adults and 1 youth) of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. The youth member will be someone who has not yet attained the age of 19. Terms are for three years except the youth member, who serves a one-year term.

And,

Be it resolved that only three adult members be elected to the Council each year, beginning after the amendment has been fully approved by the congregation.

- 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 family, Jake and Amie, Jacki, Jessy, Morgan and Reid. Be it also resolved that we the congregation encourage and support their work in and through Zion Lutheran Church.

Zion Lutheran Church - General Fund - Budget 2022	2019 Actual	2020 Actual	2021 Budget	2021 Actual	2022 Budget
Benevolences:					
Synod - unrestricted giving, 11%	\$20,740	\$21,090	\$21,075	\$20,999	\$21,000
Fortune Lake Lutheran Camp - 1.10% of unrestricted giving	2,631	2,368	2,375	2,445	2,450
Northland Lutheran Retirement Community - .175%	330	330	330	333	330
Fortune Lake community campers / FLLC support	1,050	0	0	765	0
DAR - 2.0%	3,771	3,980	3,980	3,834	3,840
NEWCAP/Haven of Hope	1,954	1,342	1,350	2,088	2,000
Other Synod benevolences	5,656	5,031	5,050	7,300	7,300
Total Benevolences	\$36,132	\$34,141	\$34,160	\$37,763	\$36,920
Salaries and Perquisites:					
Pastor:					
Salary	\$47,635	\$49,048	\$50,489	\$50,489	\$53,428
Social security	5,404	5,512	5,622	5,622	5,847
Housing allowance	23,000	23,000	23,000	23,000	23,000
Health, dental, life & disability	16,913	17,125	17,125	17,124	25,174
Pension	9,125	9,292	9,493	9,493	9,873
Spouse health	2,176	2,214	10,430	10,421	4,861
Spouse's retreat	275	275	0	0	
Continuing education	500	0	500	500	500
Financial Secretary	2,860	3,326	3,360	3,537	3,556
Office Administrator	16,513	16,687	17,742	16,409	17,306
Treasurer	1,901	1,939	1,978	1,978	2,057
Custodian	500	736	1,394	0	1,449
Choir Director	820	0	853	0	591
Organists	2,811	3,159	3,175	2,600	2,912
Non-pastor taxes	1,943	1,977	2,180	1,910	2,132
Contracted musicians	177	0	143	0	143
Substitute & interim pastors	765	396	1,000	922	1,000
Total Salaries and Perquisites	\$133,318	\$134,686	\$148,483	\$144,005	\$153,829
Other Operating Expenses:					
Gas & electric	\$7,459	\$5,250	\$5,688	\$5,643	\$5,645
Telephone & internet	1,800	1,880	1,476	1,390	1,390
Water & sewer	1,704	1,621	1,680	1,503	1,505
Insurance	5,386	5,111	5,213	6,267	6,270
Professional expenses	5,290	2,219	4,500	3,276	4,500
Synod assembly	983	120	200	160	200
"Living Lutheran" magazine	120	80	0	80	0
Choir music	166	61	0	0	0
Worship & office supplies	3,525	3,164	3,165	2,901	2,900
Vanco on-line fees	789	821	820	817	820
Vanco credit card Fees		4	100	292	290
Custodial supplies/minor repairs	1,232	101	1,500	911	1,000
Postage	535	561	600	662	675
Shepherd Staff software fee	500	500	510	500	510
Sew for Missions	590	214	0	1,060	0
Fortune Lake church campers	940	0	0	0	0
Committees:					
Social Ministries	341	0	0	0	0
Christian Education:					
SPARK	281	455	455	281	300
Adult Education	0	167	165	0	165
Confirmation	140	211	210	66	75
Vacation Bible School	392	0	200	0	200
Other education activities	265	0	100	78	100
Evangelism	70	0	100	0	100
Fellowship	0	0	100	0	100
Worship & Music	701	714	725	479	725
Youth Ministry	0	103	200	0	200
Stewardship	1	0	68	0	70

Zion Lutheran Church - General Fund - Budget 2022	2019 Actual	2020 Actual	2021 Budget	2021 Actual	2022 Budget
Zion Caring Ministry	44	44	150	44	150
Altar flowers, Easter & Christmas, etc.	1,678	264	250	341	350
Soup supper	283	50	0	0	0
Faithful Innovations training	0	0	300	50	300
Jason Gray concert		2,777	0	0	0
Scholarship	1,000	0	0	0	0
Advertising (Eagle Herald)		170	520	467	0
Food drive		1,099	0	0	0
Swenson Fund Expenditure for Schools				600	0
Miscellaneous	1,101	761	1,000	1,119	1,000
Total Operating Expenses	\$37,315	\$28,590	\$29,997	\$28,987	\$29,540
Maintenance and Repair:					
Piano & organ tuning/service	\$1,612	\$1,055	\$1,050	\$591	\$1,000
Copier contract	2,350	1,135	350	132	150
Copier replacement		5,995	0	0	0
Snow shoveling	82	0	87	29	75
Yard care service	5,171	3,390	4,100	4,700	4,700
Bell-ringer contract	630	0	630	630	630
Snow plowing & salting	1,411	1,031	1,800	1,001	1,800
Heating/plumbing repairs & maintenance	4,703	961	3,000	3,242	3,000
Loan payments	8,890	0	0	0	0
Pew cushion repair				1000	0
Door Replacement			4,700	300	0
AV Projection & recording system maintenance	0	815	815	646	815
Office IT maintenance & minor equipment	994	120	300	592	300
Carpet in Pastor's office		1,800			0
Curtain Project		1,000			0
Kitchen Ceiling Painting Project			2,880	2,880	0
Electronic Piano Purchase				4,772	0
Total Maintenance and Repair	\$25,843	\$17,301	\$19,712	\$20,514	\$12,470
Other transfers and payments (in) out:					
To Sabbatical Fund for funding	\$800	\$800	\$0		\$0
To Capital Improvement for Funding	8,484	8,366	8,350	8,568	8,500
(From) Capital Improvement Fund for loan payments	(8,890)	0	0		
(From) Capital Improvement Fund for heating system controller	(1,561)	0			
(From) Capital Improvement Fund for heating system pump	(2,342)		(2,000)	(3,027)	
(From) Capital Improvement Fund for piano purchase				(517)	
(From) Capital Improvement Fund for pew repair				(200)	
(From) Scholarship Fund for scholarship	(1,000)				
(From) Community Camper Fund for sponsored campers	(1,050)		0	(765)	
(From) Church Camper Fund for sponsored campers	(930)		0		
(From) Helping Hand Fund for sponsored Zion campers	(10)				
To Helping Hand Fund	830	1,635	1,800	1,325	1,400
To Endowment Fund for funding	1,310	2,705			
(From) Memorial (Tipple) Fund for Piano				(4,255)	
(From) Memorial Fund for choir music	(55)				
(From) Memorial Fund for Sew for Missions	(330)				
(From) Memorial Fund for miscellaneous expense	(521)				
(From) Memorial Fund for advertising			(520)	(460)	
(From) Memorial Fund for pew repair				(800)	
(From) Garden fund for miscellaneous expense	(17)			(38)	
(From) Helping Hand Fund for Miscellaneous Expense		(130)			
(From) Helping Hand Fund to Capital Improvement					
(From) Capital Improvement Fund for Door project			(4,700)	(300)	
(From) Capital Improvement Fund for Kitchen Ceiling Project				(1,500)	
(From) Swenson Youth Fund		(1,000)		(600)	
(From) Memorial Fund for kitchen ceiling paint project			(1,500)	(1,380)	
Total Other transfers and payments (in) out	(\$5,282)	\$12,376	\$1,230	(\$3,949)	\$9,900
Net General Fund Disbursements	\$221,326	\$227,094	\$233,583	\$227,320	\$242,659



Now faith is the assurance of things hoped for, the conviction of things not seen.

~Hebrews 11:1

Dear Northern Great Lakes Synod,

As this Year of Hope 2021 comes to a close, we shift our focus to Faith for the year 2022. Faith is, of course, connected to Hope as our Faith in the Spirit of the Living Christ is the source of our faith and our hope.

While each generation has been marked by its own challenges, it's hard not to feel like our time in history is somehow exceptional, perhaps because we are the ones who are living it. The past couple of years have certainly been distinctive. We are living in a time of contrasts and simultaneous opposites:

- Weariness and opportunity
- Grief and creativity
- Loss of traditions and forging something new
- Polarization and common mission
- Apart but together

Living in the tension of seemingly opposing forces is exhausting. And yet, perhaps it is only in that in-between space that we are able to move forward, like walking a ridge line, carefully balancing between two valleys that drop steeply to either side. Every step must be calculated and considered to avoid careening down a slippery slope.

I do believe we entered this pandemic thinking that somehow it would end and we would all go back to the way things were. Now, I am thinking that it is not about looking for an end, but rather shifting into a new way of being.

Included in the charges given to a pastor at an ordination is this exhortation:

“So discipline yourselves in life and teaching that you preserve the truth, giving no occasion for false security or illusory hope.”

I do not wish to give illusory hope, encouraging you to hold on for some near or distant day when the pandemic will be over and things will get back to “normal”. The shifting and adapting we are doing now may well be permanent and not just a temporary adjustment for extraordinary circumstances.

As we travel the ridgeline of 2022, I encourage you to join me and the whole synod in a focus on Faith. The whole point of being church, the whole reason God created the church in the first place, was to share the good news of Jesus. When so much of the future remains uncertain, we have this core mission to guide our steps.

For 2022, I believe we will find blessing as we dig into what we believe, why we believe it, and what difference that belief makes to who we are as people trying to follow Jesus, and what it means for how we live in the world. Whether you join a Synod-wide Lifelong Faith Formation class or participate in a small group Bible Study in your congregation or with a group of friends, I ask you engage in a new effort, a new discipline, to deepen your faith, and I promise to do the same. Together, we will walk this narrow path through the tension that 2022 brings and find our way into becoming the future church that God is bringing into being.



Yours in Christ,

Bishop Katherine Finegan