



ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Spirit of God, Descend upon My Heart

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Spir - it of God, de - scend up - on my heart;
 2 I ask no dream, no proph - et ec - sta - sies,
 3 Have you not bid me love you, God and King;
 4 Teach me to love you as your an - gels love,

wean it from earth, through all its puls - es move;
 no sud - den rend - ing of the veil of clay;
 all, all your own, soul, heart, and strength, and mind?
 one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,
 no an - gel vis - i - tant, no op - 'ning skies;
 I see your cross; there teach my heart to cling,
 the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.
 but take the dim - ness of my soul a - way.
 Oh, let me seek you and, oh, let me find!
 my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

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ZION LUTHERAN CHURCH
Marinette, Wisconsin

ANNUAL MEETING
Sunday, January 29, 2023

A G E N D A

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 5-12
Report of the Congregation Council President — Page 13

Committee Reports:

A.V. Team Report — Page 13
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Financial Reports:

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Consideration of Proposed Resolutions — Page 31

- 1) Gratitude for Volunteers
- 2) Proposed Budget for 2022 — Pages 32-34
- 3) Constitution Change — Council Size
- 4) Gratitude for Pastor

Report of the Bishop — Page 35
Other Business
Adjourn
Closing Prayer
Installation of Council Members

NOMINATING COMMITTEE REPORT

Term Expires 1.2023

Katy Bauer

David Johnson

Sarge Rudell

Dean Schoen

Term Expires 1.2024

Troy Cording

Kim Graf

Laura Rowe

Term Expires 1.2025

Michelle Larson

Bradley Nelson

Jonah Zuehls

Youth Term Expires 1.2023

Elsa Limberg

SAMPLE BALLOT – January 29, 2023

Church Council (3 year term)

_____ LeeAnn Limberg

_____ Dean Schoen

_____ Mark Swenson

Council Youth Member (1 year term)

_____ Henry Zuehls

Personnel Committee (3 year term)

_____ Don Limberg

Synod Assembly Delegates

_____ Karen Sylvester

_____ Laura Rowe

Nominating Committee (2 year term)

_____ Sally Broetzman

_____ Sue Baxter

_____ Ed Rowe

Mission Endowment Committee (3 year term)

_____ Phil Strohl

_____ Kim Swenson

_____ Karen Dill

_____ Calista Thill

COUNCIL NOMINEE BIO'S

LeeAnn Limberg— I was raised in Bruce Wisconsin. I moved to Marinette in 1995 after graduating from UW Eau Claire and have been a teacher at Marinette High School since that fall. I currently teach Precalculus and Integrated Math 2. My favorite is geometry, but also taught biology, statistics, algebra, advanced algebra. I am currently taking courses to earn my certification to teach at the college level. Primarily so I can teach dual credit courses at the high school.

I have two adult children, James and Spencer Martin. Both of them were adopted from Ukraine when they were less than 2 years old. James lives and works in Green Bay and Spencer lives in Gillett.

Some of you may know I got married (at Walt Disney World) in the summer of 2022 to Bob Limberg who is from McAllister. We had a brief 14 year courtship before we decided we could like each other on a permanent basis. We have two cats: Gordie and Reeses.

I was a runner for many years doing several half marathons and a handful of full marathons. I also have done several triathlons including (almost) two half-ironman's. In the fall of 2020 I traded in my running shoes for some weightlifting gloves and I have been pursuing a bodybuilding lifestyle ever since. I plan to compete again in the fall of 2023.

I am a Disney enthusiast and recently became an independent travel agent with a company called Ears of Experience specializing in helping busy families plan their Disney vacations. I have been the treasurer of Zion since 2020 (or was it 2019). I am also an early morning lifeguard and customer service rep at the front desk at the YMCA.

Dean Schoen— My name is Dean Schoen and I have been a member of Zion for 26 years. I am currently on the Council as VP and I am honored and humbled to serve an additional three years during this transition time for Zion. I have previously served on the Stewardship Committee and the Property Committee, and currently on the newly formed Security and Safety Committee, and regularly volunteer as an Usher. I've been married to my wife, Bonnie, for 46 years and we are blessed with three adult children and six beautiful grandchildren. I retired from the US Army in 1996 after 20+ years of service. In 2018, I retired from The Department of Veterans Affairs, after 17 years as a Readjustment Counseling Specialist. I am a Director for Freedom for Patriots, a non-profit organization that provides recreation and support for Veterans. I am an avid Packer fan and also enjoy the YMCA, hunting and other outdoor sports, and bowling in my free time.

Mark Swenson — I have been a lifelong member of Zion, I have served on church council for a number of terms, also have been on different committees mostly church property.

I served in the US Navy from 1977-1981, The last 42 years, along with my brother and parents owned and operated S&O Lock Service, we sold the business in 2019 and I retired in 2022,

My wife Debbie and I have been married since 1987, we have two daughters Erin and Katie, I enjoy racquetball, pickle ball, golf and traveling and looking forward to my retirement years.

Youth Council Member Nominee

Henry Zuehls — I am a ninth grader at Menominee High School and in football, cross country, basketball, track and field and the school play. I am active in the church like helping with the AV duties and serving as an acolyte. I am always willing to help and do whatever I can to help.



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 2022

“Grace to you and peace from God our Father and the Lord Jesus Christ.” With these words from our epistle reading on the second Sunday in Epiphany, the Apostle Paul greeted the church in Corinth. It was an affectionate greeting to a congregation of God’s people that he had founded and, for a while, served as pastor. With these same words, I greet you, people of Zion, with the same affection and with the hope that you continue to experience God’s gifts of grace and peace, individually and in your corporate life as a Christian congregation.

At this time last year, neither you nor I had any idea that we would be in relationship with each other, doing ministry together, for the past nine months. Not long after last year’s annual meeting, Pastor Kolstad announced that he would retire at the end of April, 2022. I was then asked by Bishop Finegan to serve as Zion’s interim pastor on a quarter-time basis, approximately twelve hours per week. This arrangement requires me to lead worship and preach one Sunday per month, but I have chosen to be with you in worship all but one Sunday per month to provide consistency and be a regular presence with you. I am grateful to my colleagues, Rev. Nick Johannes, Rev. Rick DeBenedetto and Rev. Gene Wickman, for filling in for me the one Sunday each month I am preaching elsewhere. I am also grateful to Ann Buscher and Karen Sylvester who generally see to it that the church is open and ready for worship and closed when worship has been completed. I am grateful to many others who offer their time and talents to helping meaningful worship happen every Sunday. I especially want to commend Jonah Zuehls for serving as our audio-visual coordinator, and others who work with him, to project the order of service on the screen and make it available to those who tune in on Facebook Live. Zion congregation does many wonderful things in service to our Lord, but it all begins with worship which is a coordinated effort employing the talents of many. Thank you to all who help make worship a joyful and meaningful event every Sunday at Zion.

I have maintained office hours at Zion on Tuesday and Thursday mornings. It has been my pleasure to work with Zion’s Office Administrator, Marissa Tharp, whose enthusiasm for her job, agreeable cooperation with other staff, Zion members and the general public, and competence in all she does has been a blessing to me and to the congregation. I have utilized this time to do administrative work and meet with Zion members. I have enjoyed the fellowship of the Sew for Missions women during my time in the office.

I meet monthly with the Congregation Council and work closely with President Troy Cording. I meet with committees as needed and serve in an advisory and support capacity with church committees and organizations. I make visits for Holy Communion to members who are homebound and in care facilities, supplementing the visits made by Zion’s Caring Ministry Team. I provide additional pastoral care in the form of hospital and nursing home visits, funerals, and the like. I have also enjoyed teaching confirmation to six wonderful and engaged 6th, 7th and 8th graders. I partner with Pastor Scott Ehle of Bethel, Menominee, who has two students. This has been a good collaborative ministry for both of us and our students.

An interim period can be an unsettling time for a congregation, especially following a long, faithful and fruitful ministry as provided by Pastor Kolstad. It can also be a healthy time to assess the needs of the congregation going forward and to evaluate and assess the gifts and strengths of the congregation. Zion is a strong and gifted congregation. Through Pastor Keith’s visionary leadership, you have a good sense of the mission to which God has called you and to which Jesus leads you. It has been necessary and helpful to take some time to grieve the loss of a pastor you have loved, take a deep breath of the Holy Spirit, and then prepare to venture forth in seeking and calling a new pastor. I am confident that Zion is ready to enter the next phase of your history as a vibrant and vital congregation. The newly appointed Transition Team has held its initial meeting and will continue to meet over the next month to complete the Ministry Site Profile provided by Bishop Finegan. This will be an important document that will help Bishop Finegan find candidates for call that will be a good match for Zion. I am grateful to Troy Cording, Shawn Limberg, Rachel Rosenfeldt, Laura Rowe, Karen Sylvester and Jonah Zuehls for their willingness to serve on this team.

Continued...

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They represent a good cross-section of the congregation and bring excellent skills and insights to their task. When their task is completed and Bishop Finegan has a candidate or candidates to present for interview, the Congregation Council will function as the Call Committee or appoint a Call Committee for this task. They will ultimately bring a recommendation to the congregation for a vote.

As we walk together through this process with prayerful discernment, I would like to share with you the following passage from the late Rev. Dr. Arndt Halvorson, former professor of Homiletics and Ministry at Luther Seminary, St. Paul, MN:

“By dying on the cross, Jesus demolished—shattered—the power of the negative. Death has no more power over us, nor does the devil, nor sin. This means that the future is as bright as the promises of God. Christ makes each day a new day—in every respect. When he died, he died once and for all. ‘It is finished,’ he said on the cross. By rising from the dead, he created a new form of life. This new life is not stoicism, the grim ability to endure life. This new life is not ecstasy, that high-pitched emotionalism which enables us to float over life’s problems. This new life is the confidence that the risen Christ owns the future, has hold of me, and is with me in everything.”

The future is not without challenges for us as individuals, as a society, and as the church. But we face the future with hope. God has made us. God has called us. God goes with us. God will lead us. Zion Lutheran Church has served Marinette, the surrounding community, and the world beyond us faithfully for more than 147 years. We can look forward to where Jesus will lead us in the years to come. The future is in God’s hands. We only need to trust him and be faithful to him. May we do so together, blessed by God’s grace and peace.

In Christ’s Service,
Pastor Doug Schoen



STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
<u>Membership at Previous Year End (2021)</u>	336	280
Members Received During 2022		
By AFFIRMATION OF FAITH	0	0
Members Received During 2022		
By BAPTISM	0	
(Parents Members)		
Total Members Received	0	0
 Baptized Members Confirmed		2
 SUBTOTAL.	336	282
Members Removed during 2022		
By Death	6	6
By Transfer	4	4
By Request	2	2
By Council Action	25	25
Total Member Removed.	37	37
 <u>Membership as of 12/31/2022</u>	299	245
 Average Weekly Worship Attendance		94

2022 PASTORAL ACTS

Baptisms

Non-Member Baptisms

04/17/2022 Winnie Lynn Wortner	11/23/2022 Axel James Patrick Ferdon
07/17/2022 Franklin Graham Jamieson	11/23/2022 Alana Lynn Ferdon
10/23/2022 Blane Betts	

Funerals

04/30/2022 Nancy Sallee	Shirley Lueskow
Ronnie Lueskow	11/21/2022 Kathleen Cramer

Non-Member Funerals

Weddings

First Communion

Confirmation

10/30/2022 Sophie Limberg	10/30/2022 Henry Zuehls
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Members Received in 2022

Baptism

By Affirmation of Faith

Confirmation

10/30/2022 Sophie Limberg	10/30/2022 Henry Zuehls
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Members Dismissed in 2022

Removed by Council Action

Jared Harding	Jodi Minzlaff	Aimee Powers
Drew Andrist	Jill Harding	Katie Sodergren
Shelby Atwood-Pittner	Brittany Kehoe	Katie Somers
Rachel Breuer	Brittany Kloida	Jacob Swenson
Keith Despins	Alice Larson	Kristen Tuyls
Paige Dugre	Barbara Lebeck	Jennifer Voelker
Sharon Ehlers	Amanda Litts	Maureen Wolf
Rebecca Erickson	Braedhan Madden	
Kaitlyn Francour	Jeffery Minzlaff	

Removed by Death

02/01/2022 Ronnie Lueskow
03/01/2022 Nancy Sallee
08/07/2022 Shirley Lueskow
08/20/2022 Shirley Nord
11/20/2022 Kathleen Cramer
12/17/2022 Richard Peterson

Removed by Request

Kurt and Martha Aschim

Removed by Transfer

Ronald, Stephanie, Christian and Nathan Klein.

SEVEN YEAR WORSHIP ATTENDANCE SUMMARY

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Average
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
2022	98	92	94	141	105	85	75	82	85	87	84	92	94

Year	Ash Wed.	Maundy Thursday	Good Friday	Tenebrae	Christmas Eve
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
2022	50	61	34		158

In-person Indoor Worship Attendance:

1/2 - 48	5/8 - 57	9/11 - 56
1/9 - 47	5/15 - 52	9/18 - 68
1/16 - 41	5/22 - 148	9/25 - 64
1/23 - 32	5/29 - 55	10/2 - 55
1/30 - 46	6/5 - 72	10/9 - 48
2/6 - 36	6/12 - 49	10/16 - 50
2/13 - 43	6/19 - 44	10/23 - 59
2/20 - 29	6/26 - 56	10/30 - 85
2/27 - 39	7/3 - 56	11/6 - 60
3/6 - 39	7/10 - 46	11/13 - 60
3/13 - 43	7/17 - 60	11/20 - 52
3/20 - 62	7/24 - 40	11/27 - 70
3/27 - 64	7/31 - 61	12/4 - 73
4/3 - 86	8/7 - 42	12/11 - 62
4/10 - 70	8/14 - 56	12/18 - 96
4/17 - 169	8/21 - 51	12/25 - 35
4/24 - 68	8/28 - 55	
5/1 - 56	9/4 - 52	

Ash Wed.: 226 People Reached; 1,200 Total Minutes; 3:43 Average Minutes; 108 Views; 18 Peak Live Views; 2 shares

Maundy Thurs.: 198 People Reached; 1,100 Total Minutes; 3:51 Average Minutes; 166 Views; 12 Peak Live Views; 1 Share

Christmas Eve: 347 People Reached; 1,100 Total Minutes; 2:35 Average Minutes; 242 Views; 15 Peak Live views; 3 shares.

FACEBOOK LIVE (KEY)

(B) = Baptism (G) = Graduation Sunday V= Honoring Vets * Pastor Keith's Last Sunday

Continued...

FACEBOOK LIVE

...continued

Date	Day	Reached with post	Total Minutes/ Average	Views	Shares	Peak Views
1/2	Christmas 2	234	1,600/4:50	175	2	34
1/9	Bap of Lord	236	1,200/2:51	232	2	23
1/16	Epiphany 2	285	1,600/3:57	214	3	31
1/23	Epiphany 3	232	1,900/5:27	199	1	34
1/30	Epiphany 4	215	1,300/3:55	181	2	26
2/6	Epiphany 5	148	1,200/5:27	140	1	25
2/13	Epiphany 6	173	1,800/5:57	172	1	27
2/20	Epiphany 7	269	2,000/5:00	200	3	35
2/27	Transfiguration	163	1,400/5:55	127	1	24
3/6	Lent 1	163	1,700/5:56	150	1	26
3/13	Lent 2	169	1,300/5:12	130	1	20
3/20	Lent 3	228	1,400/4:22	167	2	18
3/27	Lent 4	277	1,500/3:47	231	3	20
4/3	Lent 5	251	1,400/4:12	159	2	21
4/10	Palm/Passion	234	1,300/4:18	149	2	18
4/17 (B)	Easter 1	203	1,600/5:31	189	2	22
4/24	Easter 2	276	2,000/5:17	224	2	25
5/1	Easter 3	286	1,900/4:45	288	0	23
5/8	Easter 4	156	843/3:48	128	1	17
5/15	Easter 5	135	716/3:39	108	1	12
5/22*	Easter 6	230	1,600/4:38	193	1	11
5/29	Easter 7	175	740/3:18	119	2	15
6/5 (G)	Pentecost	135	974/4:58	118	0	17
6/12	Holy Trinity	131	1,000/5:17	107	1	14
6/19	Pent. 2	159	1,000/4:39	162	1	16
6/26	Pent. 3	105	1,000/7:10	95	0	12
7/3	Pent. 4	131	635/3:10	124	0	11
7/10	Pent. 5	123	966/5:36	107	0	13
7/17	Pent. 6	126	684/3:44	120	0	9
7/24	Pent. 7	110	875/5:14	97	0	13
7/31	Pent. 8	76	746/8:17	60	0	10
8/7	Pent. 9	158	852/9:43	134	1	16
8/14	Pent. 10	160	636/7:09	133	1	15
8/21	Pent. 11	263	992/8:46	222	4	16
8/28	Pent. 12	109	706/11:00	113	0	15
9/4	Pent. 13	172	777/5:49	172	1	12
9/11	Pent. 14	202	934/10:08	162	1	17
9/18	Pent. 15	213	694/11:17	153	0	10
9/25	Pent. 16	163	907/17:12	116	1	11
10/2	Pent. 17	187	879/11:05	116	1	15
10/9	Pent. 18	117	787/11:55	99	1	11
10/16	Pent. 19	241	904/11:49	166	1	14
10/23 (B)	Pent. 20	117	1,100/13:23	125	1	17
10/30	Ref./Conf.	106	887//13:17	92	0	12
11/6	All Saints	112	897/16:03	95	1	11
11/13 V	Pent. 23	141	690/12:01	88	1	9
11/20	Christ the King	170	1,200/25:33	149	1	15
11/27 (B)	Advent 1	127	888/12:45	100	0	12
12/4	Advent 2	102	828/5:38	96	0	13
12/11	Advent 3	85	755/6:08	68	0	12
12/18	Advent 4	200	625/2:30	143	0	14
12/25	Christmas 1	98	627/4:45	99	0	11

YEAR	TOTAL BAPTIZED MEMBERS	Change	CONFIRMED MEMBERS	% Total	CHILDREN (Baptized, not Confirmed)	% Total	WORSHIP ATD	% Total
1960	509		360	71%	149	29%	181	36%
1961	501	(8)	355	71%	146	29%	188	38%
1962	498	(3)	353	71%	145	29%	176	35%
1963	484	(14)	346	71%	138	29%	179	37%
1964	497	13	358	72%	139	28%	204	41%
1965	546	49	387	71%	159	29%	250	46%
1966	566	20	404	71%	162	29%	291	51%
1967	589	23	408	69%	181	31%	279	47%
1968	596	7	420	70%	176	30%	278	47%
1969	611	15	428	70%	183	30%	270	44%
1970	608	(3)	439	72%	169	28%	266	44%
1971	601	(7)	434	72%	167	28%	260	43%
1972	599	(2)	439	73%	160	27%	261	44%
1973	601	2	439	73%	162	27%	256	43%
1974	633	32	467	74%	166	26%	250	39%
1975	637	4	488	77%	149	23%	251	39%
1976	626	(11)	483	77%	143	23%	230	37%
1977	592	(34)	474	80%	118	20%	234	40%
1978	584	(8)	472	81%	112	19%	222	38%
1979	587	3	469	80%	118	20%	216	37%
1980	601	14	486	81%	115	19%	221	37%
1981	602	1	484	80%	118	20%	223	37%
1982	612	10	490	80%	122	20%	216	35%
1983	621	9	496	80%	125	20%	217	35%
1984	606	(15)	485	80%	121	20%	222	37%
1985	633	27	504	80%	129	20%	221	35%
1986	635	2	504	79%	131	21%	226	36%
1987	628	(7)	501	80%	127	20%	208	33%
1988	629	1	497	79%	132	21%	201	32%
1989	628	(1)	488	78%	140	22%	201	32%
1990	628	0	485	77%	143	23%	209	33%
1991	623	(5)	475	76%	148	24%	214	34%
1992	616	(7)	469	76%	147	24%	191	31%
1993	608	(8)	461	76%	147	24%	191	31%
1994	585	(23)	450	77%	135	23%	183	31%
1995	564	(21)	452	80%	112	20%	177	31%
1996	556	(8)	446	80%	110	20%	184	33%
1997	559	3	450	81%	109	19%	175	31%
1998	551	(8)	455	83%	96	17%	158	29%
1999	572	21	469	82%	103	18%	165	29%
2000	549	(23)	456	83%	93	17%	168	31%
2001	536	(13)	447	83%	89	17%	171	32%
2002	528	(8)	443	84%	85	16%	168	32%
2003	493	(35)	416	84%	77	16%	161	33%
2004	507	14	425	84%	82	16%	162	32%
2005	520	13	430	83%	90	17%	156	30%
2006	511	(9)	430	83%	88	17%	144	28%
2007	499	(12)	412	83%	87	17%	127	25%
2008	506	5	417	83%	87	17%	121	24%
2009	535	29	434	81%	101	19%	130	24%
2010	525	(10)	426	81%	99	19%	128	24%
2011	531	6	431	81%	100	19%	125	24%
2012	539	8	437	81%	102	19%	124	23%
2013	428	(111)	355	82%	75	18%	122	29%
2014	423	(5)	353	83%	70	17%	113	27%
2015	420	(3)	352	83%	70	17%	117	28%
2016	422	2	353	84%	69	16%	108	26%
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%
2022	299	(37)	245	82%	54	18%	94	31%

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%
2022	19,184	178,290	11%

REPORT OF THE CONGREGATION COUNCIL PRESIDENT

Zion Lutheran Church Council Members: Pastor Doug Schoen, Troy Cording, Dean Schoen, Kim Graf, Laura Rowe, Katy Bauer, David Johnson, Sarge Rudell, Jonah Zuehls, Michelle Larsen, Brad Nelson, Mark Swenson, and Elsa Limberg

"As God's children we go where Jesus leads." This has been at the forefront of my thoughts for our congregation for the last 8 months, since Pastor Keith's retirement. With seeking Jesus' leadership in mind, the council has been hard at work making sure we are in good shape as a church to be able to attract a new pastor.

Although we had a meeting and received approval for two major repairs during the congregational meeting we had this past May, we have acted on only one repair, the boiler system. The boiler system repair is completed, and we are just waiting for the hot water heater to be installed. The second item the congregation approved is the repair of the bell. Since the bell has been working, we will remain idle on the repair until there is an obvious need.

The process for calling the next pastor has started. The transition task force is meeting and is composed of different groups of people representing a well-rounded picture of the congregation. The purpose of this group is to put together a resume for the Bishop. The resume defines who we are as a congregation and clarifies the qualities we are looking for in our next Pastor. The transition task force has not started the call process, but it has prepared us to begin the call process.

I would also like to thank all of our council members for the time and energy that they have put into the past year. You are all appreciated!! We are saying goodbye to four members: David Johnson, Katy Bauer, Sarge Rudell and Elsa Limberg.

I am hopeful that 2023 will bring new spiritual energy to Zion as we call a new pastor.

God's Blessings,
Troy Cording

AV TEAM REPORT

The A.V. team has been steadily improving over the course of the year. We have been capably supplying services for funerals, weddings, and weekly services, while running into limited issues. We have begun training more volunteers and are at a total of seven trained individuals, which we are hoping to see increase as the year progresses. Looking forward into 2023, we are exploring various upgrades to the system which will increase the quality of our broadcasts and recordings for all who consume our content online. We are very excited for what the future holds for our online presence at Zion Lutheran Church!

Respectfully Submitted,
Jonah Zuehls

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 currently comprises Pastor Doug Schoen, Pat Rondeau, Sarge Rudell, Lori Despina, Judy Stehle, Jane Landenberger, Heidi Beland, and I.

In 2022, Nancy Saltee, the wonderful lady who handled our card ministry died while out-of-state. Though we continue to miss her, we are heartened that Jane Landenberger, who for years has sent birthday greeting to Zion's members, has decided to take on the Caring Ministry card ministry. In 2022, Jane sent out a total of 59 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.

Also in 2022, Pastor Doug Schoen has graciously stepped in to fill the void left by Pastor Keith's retirement from the Caring Ministry team. Our shut-ins and those home-bound especially in winter, are extremely happy to have Pastor Doug pick up where Pastor Keith left off.

Continued...

ZION'S CARING MINISTRY TEAM ANNUAL REPORT

...continued

2022 was the first year since the pandemic started that the team visited and communed congregation members when able throughout the entire year. In total the team made 94 visits, with 62 of them made by Pastor Keith and Pastor Doug. Those visited were thrilled to make that connection again.

To all of you who serve on the Caring Ministry team, thank you for giving of yourself and your time in 2022. 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.

We move onto the year 2023, hoping to continue to bring God's loving word and caring to all those we visit and commune.

In God's peace and love,
Karen Sylvester

SPARK

The SPARK Faith Formation classes are meeting Wednesdays from 5:30 to 6:30 PM. The lessons are structured to follow the church lectionary with students learning the lesson for the upcoming Sunday. These lessons are also highlighted in the SPARK children's magazine which is available for all in the congregation and are located near the entrance to the sanctuary.

Currently, there are six members in the SPARK class with ages ranging from 3-12. While the age span is great, the lessons have multiple levels to interest all the age ranges.

Students have been enjoying snacks, crafts and music with the lessons. Parents were especially involved with the planning of the Christmas program which was a sing-a-long designed by the students. The Zoin contemporary band with the help of Bill Tipple (thank you so much) was integral to the success.

Johanna Zuehls

YOUTH MINISTRY

With the number of youth declining in the various churches in our conference, Zion has joined with the conference in a collaborative effort to engage the youth in worship, service, and camaraderie.

An activity has been planned monthly since September with between 5-15 youth attending each event. In September, the youth met at Zion for a meet and greet and planning session where input was given for future activities. In October, the youth loaded the boxcar with quilts and supplies and later had a pizza party and corn maze experience. In November, the youth met for bowling. In December, youth met for a service project selling brats to raise money for Fortune Lake. Christmas gifts were also provided to seven giving tree recipients with youth funds. In January, the youth had a sledding party and a lock-n is being planned for February.

Activities will continue to be planned. The next youth gathering is not for a year, but conference events are happening including and even this summer in Madison.

Johanna Zuehls

FORTUNE LAKE LUTHERAN CAMP

2022 Report to Association Congregations

Greetings from Fortune Lake!

We pray that you are well, discerning where the Holy Spirit is calling you, and living into your baptismal promise. We value your partnership in ministry, and as we reflect on a great year, we expectantly look to the future for new ways of growing in faith together.

2022 has been a year of abundant blessings for Fortune Lake! Here are some of the highlights:

- We served 495 summer campers of all ages, up nearly 100 from the previous year. If we continue on this trajectory, we will be back to pre-pandemic numbers in 2023. Highlights of the summer program include the return of Victory Camp (for adults with disabilities) and Congregational Day Camps as well as Musical Theatre Week, which concluded with the original musical "One Wonderful Day."
- We have welcomed more than 1,300 day and overnight guests to Fortune Lake! These groups include Northern Great Lakes Synod events, other denominational retreats, and family rentals. We are especially excited about new partnerships with area schools. Both Houghton and Calumet-Laurium-Keweenaw Districts have committed to bringing their 6th graders for the next five years!
- Our dedicated year-round team of five full-time and three part-time staff continues to work hard. We have not experienced some of the challenges that so many neighboring businesses are facing in retaining quality employees. Additionally, our summer staff was vibrant, robust, and energetic, and they followed through with their commitment to this ministry. We are praying that these trends continue, even as we actively recruit staff for Summer 2023.
- The property that we steward is in beautiful shape, with some significant improvements on the way. We have replaced the sliding glass doors on Emanuel Lodge and re-sided that section of the building, purchased a 15-passenger van, repainted the chapel, and replaced water heaters in the Dining Hall. In the year ahead, watch for upgrades to Emanuel Lodge, the duplexes, and the Dining Hall, all made possible by generous giving to our CoVantage Cares Giving Tuesday Campaign.
- Financially, we are holding strong without having to borrow from a line of credit in the last three years. This is a new pattern for us, made possible by regular support from donors and congregations, as well as increased camper and retreat and rental guests.
- Watch for additional updates from our Total Inclusion Task Force, which was formed by the Board of Directors and has been working on tangible ways to be more welcoming to people who have historically been marginalized in Christian camping spaces. All are welcome to the conversation!

We say THANK YOU to God and to you! We hope to see you at camp!

Grace & Peace,
Amanda Rasner, Camp Director



FORTUNE LAKE
A place of grace in Crystal Falls, MI

HARVEST OF HOPE COMMUNITY GARDEN

Zion's community garden space is open both to congregation members and the community. It provides space to grow vegetables or flowers for personal use or donation to local food pantries; it provides an opportunity for Zion and community members to socialize and work together; and it provides educational opportunities as gardeners share knowledge and experiences. If this piques your interest, there is room for you. You can contact me at 715-732-0161 for more information.

Half of the space is raised beds, although there is room to build 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, squash, tomatoes and green beans, the staples of many gardens. Donations to food pantries were down this year as one food pantry closed and another accepts food donations only once per week.

In 2022 three raised beds were replaced as well as several fenceposts. Funding for this came from member and community donations and from the Zion garden fund.

For 2023, some fenceposts and several older raised bed frames need to be replaced. We hope to add several waist high raised container beds for those unable to kneel easily. If there is enough interest, we can build additional raised beds. Another tree may need to be removed or trimmed to improve growing conditions.

Respectfully submitted,
John Radloff

MISSION ENDOWMENT COMMITTEE REPORT

Zion's Mission Endowment Committee met in person last year. The meetings were held in the month of June and November. The following people are members of this committee: Kim Swenson (Treasurer), Calista Thill, Roxy Bowdin, Phil Strohl (President), Troy Cording, and Karen Dill.

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 2022 year. With great privilege and service, our congregation distributed \$7,500 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: \$250 to Camp Ruby in Crivitz for their Girls Program; \$1,500 to St. Vincent de Paul for their Food Pantry and operating expenses; \$500 for Town of Peshtigo Volunteer Fire Department; \$750 to the JM Demaree Foundation to help feed and house refugees. \$1,000 for the Northern Great Lakes Synod; \$2,500 to the Boiler project for Zion Lutheran Church; \$500 to the Marinette Genealogy Group to help the Monument Potters Field; and \$500 to Zion's Youth Ministry for the ELCA Youth Gathering.

Our committee will be inviting a few of these groups to a worship service in late February, Early March 2023 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 Phil Strohl. 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 2023. 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.

Submitted by,
Calista Thill

PROPERTY REPORT

The two main projects in 2022 were the new boiler system and securing quotes and information for repairing our bell.

The new boiler system was completed in late fall of 2022. It was installed by Johnston Furnace of Marinette and within budget

Special thanks to Dean Schoen for the lead and efforts on this project and seeing it through to completion

Secondly, we've been securing quotes and input as to what it will take to repair the bell to bring it to consistent operating condition. That project will hopefully be submitted for approval and completed in 2023.

This past year we did not have a formal property committee and relied on volunteers to step up and accomplish certain maintenance tasks in order to address the needs of our church. A special thank you to all who gave of time and talents to do so.

Mark Swenson

SAFETY AND SECURITY TASK FORCE

This group was reformed in the summer of 2022 to address safety and security needs of the congregation.

In 2022, we updated our building layout map for the Marinette Police and Fire Departments and change the keys on the building for security reasons. Keys have been reassigned as needed and a new key issuance policy has been put in place.

In 2023, we hope to get information for "access control" – a new camera system to secure the office during normal office hours. Thanks to the following team members that served with me on this committee: David Johnson, Joe Griffith, Dean Schoen, Brad Nelson and Troy Cording, I appreciate your time and support.

Mark Swenson

WORSHIP AND MUSIC COMMITTEE

MUSIC

Ann Buscher and Pastor Schoen have been choosing the hymns for each Sunday and Ann has been organizing special music selections. We are currently using setting three and Now the Feast and Celebration for liturgies.

When there is a fifth Sunday in the month we are having a hymn sing.

The choir began rehearsing and performing again in September and were excited to sing for Christmas Eve.

Bill Tipple has continued as the director for the Contemporary Worship Band. They perform the third Sunday of the month. We have some new members and extra help from the congregation for set up and take down. Thank you to the members of this ensemble who do an amazing job.

The organ was tuned in November.

Thirteen people went caroling this December and delivered goodies to members of the congregation.

WORSHIP

This year, we were back to worshipping in person with masks being mandatory in January-March and then becoming optional after March 20th. Pastor Keith Kolstad announced his retirement! On May 22, a beautiful service with a large choir, brass, and organ celebrated his last Sunday.

We are blessed to have Intern Pastor Doug Schoen leading us in worship. In September we had Bible Sunday to give our SPARK and Confirmation students new bibles. Two students were confirmed in October. In November we honored the veterans of our congregation. On Christmas Eve, we had one communion and candlelight service that was well attended despite the frigid tem-

Continued...

peratures.

We have continued to put all our services on Facebook and the website. Jonah Zuehls is in charge of the projection team and is training new people and looking to update the equipment and finding more volunteers.

We are continuing to look for new people to fill the volunteer list for readers, communion assistants, ushers, and people to set up and take down communion.

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

Blessings,

Dave Johnson, Ann Buscher, Barb Grom, Rachel Rosenfeldt, Bill Tipple, Tory Cording, Pastor Schoen

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 a solid group of volunteers decorated our beautiful Sanctuary with decorated trees, wreaths, lights, two manger scenes and 18 poinsettias that honored or remembered loved ones.

Peace to all.

Barb Grom, Ann Buscher, Karen Dill and Kathy Heimbuch

SEW FOR MISSIONS

This year, Sew for Missions made and donated 85 quilts! We have been meeting on the second and fourth Tuesday every month and this year we were able to start having our break with coffee, treats and fellowship. Thank you to all who helped to make this possible. And a big 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

Greetings and happy 2023!

Zion's Social Ministry committee currently consists of Don & Jo Schutt, Sarge & Joni Rudell, Sharon Powilaites, Michelle Larson, Carol Johnson, Lori Despins, Sally Broetzman, Carole Boerner, Barb Baumgarten, and me (Heidi B.) Deepest thanks to all of them for their creative, compassionate commitment to our work on behalf of Zion Lutheran Church.

Our committee organizes events and activities that support people in our community and our world. Thank you, people of Zion, for supporting us and participating in these activities.

With your help in 2022 our committee:

- Collected boxes & bags galore of non-perishable food for the pantries at NEWCAP and Marinette Schools. This was our "Souper Bowl of Caring" collection in February.
- Learned about the importance of honeybees and raised \$5,266 during Lent for the ELCA's World Hunger Appeal.
- Worked with the Salvation Army over the summer to collect school supplies for the new school year.
- Gathered snacks, drinks, hand warmers, sanitizer, lip balms, lotions, & more for 12 different emergency response departments in our area. These items were our focus for God's Work.

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Our Hands. Sunday and were collected throughout the month of September by Zion and Bethel. The items were given with our thanks for the important work these first responders do in our community. Volunteers sorted, packed and delivered these gifts in early October.

- Sponsored Coffee Hours in June to honor our high school graduates and again in October to end our GWOH Sunday collection.
- Baked and delivered treats to 51 households in November to honor members who are 75+. We do this to express our sincere appreciation for the support and commitment these members have given to Zion over their lifetime. We build upon the solid foundation they have set.
- Organized the collection of Christmas gifts and delivered them to the Salvation Army for 30 children from our Angel Tree.

Please contact me or Michelle if you're interested in joining us in this work. We are always happy to welcome new members to the committee. We try to meet about 3 times each year to plan. Sometimes there are treats!

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.

2022 finally brought back in-person worship to Zion. As a result, the original year-round stewardship emphasis based on the Seven Marks of Discipleship was modified and implemented starting with Pray on May 1st. Magnets were handed out along with the "Steps in Faith Through" sheets for whichever mark we were focusing on at that time. The newsletter articles written dealt with the mark being focused on and a shortened article along with a prayer was run in the announcement page each Sunday for the mark.

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.

The "GIVE" emphasis of our year-round stewardship program began on September 11th and centered around three fantastic Temple Talks provided by Michelle Larson on Time, LeeAnn Limberg on Talent, and Karen Dill on Treasures. The financial pledge drive, Faithful Blessings Sunday was held Oct 23rd.

On the next page 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.

In 2022, in-person attendance at worship has slowly increased and we are over-joyed. 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.

Zion's Stewardship/Generosity Committee:

Pastor Doug Schoen

John Radloff

Bonnie Schoen

Karen Sylvester

Zion Lutheran Church General Fund Pledge Comparison 2013-2023											
	2013 52 weeks	2014 52 weeks	2015 52 weeks	2016 52 weeks	2017 52 weeks	2018 52 weeks	2019 52 weeks	2020 52 weeks	2021 52 weeks	2022 52 weeks	2023 53 weeks
# of pledges	59	79	78	69	46	52	57	56	57	67	61
Amount pledged	112,314	131,916	164,129	\$166,106	\$108,373	\$124,376	\$133,644	\$133,310	\$134,528	\$148,547	\$129,365
Avg. annual pledge	\$1,904	\$1,669	\$2,104	\$2,407.00	\$2,356.00	\$2,392.00	\$2,345	\$2,379	\$2,242	\$2,217	\$2,121
# of pledges increased	18	19	41	28	20	17	14	22	18	11	14
# of pledges decreased	20	6	2	5	1	1	4	4	7	0	3
# of New Pledges	4	20	11	7	7	9	12	7	8	7	5
# of pledges unchanged	14	33	17	29	18	25	27	23	24	48	35
5 Vanco members did not fill out new pledge form. Not included in above total is \$10,965.00 from Vanco members who did not stop ACH 4 pledge cards no pledge											

Zion Lutheran Church

2714 James St. Marinette, WI 54143 715-735-7898



Wednesday, January 18, 2023

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.

Phil Strohl

A handwritten signature in blue ink, appearing to read "Phil Strohl".

Sharon Powilaite

A handwritten signature in blue ink, appearing to read "Sharon Powilaite".

John Radloff

A handwritten signature in blue ink, appearing to read "John Radloff".

Zion Lutheran Church				
Year to Date December 31, 2022				
	52 Sundays	52 Sundays		
	Dec. 2022	Dec. 2021	\$ variance 2022 over (under) 2021	% variance 2022 over (under) 2021
General Fund				
Envelopes - 1	\$ 174,432.88	\$ 191,040.28	\$ (16,607.40)	-9%
Loose Offerings - 40	\$ 2,455.68	\$ 205.01	\$ 2,250.67	1098%
SPARK - 93	\$ 20.00	\$ 53.00	\$ (33.00)	-62%
General Fund Total	\$ 176,908.56	\$ 191,298.29	\$ (14,389.73)	-8%
Restricted Offerings				
Altar Flowers - 11	\$ 595.00	\$ 230.40	\$ 364.60	158%
Thanksgiving - 8	\$ 185.00	\$ 247.00	\$ (62.00)	-25%
Christmas - 9	\$ 1,067.00	\$ 1,025.00	\$ 42.00	4%
Poinsettias - 12	\$ 273.00	\$ 176.00	\$ 97.00	55%
Lilies - 13	\$ 446.00	\$ 165.00	\$ 281.00	170%
World Hunger - 16	\$ 5,715.00	\$ 6,694.50	\$ (979.50)	-15%
NEWCAP - 17	\$ 3,199.00	\$ 2,087.50	\$ 1,111.50	53%
Disaster Relief - 60	\$ 1,895.00	\$ -	\$ 1,895.00	100%
Memorial Fund - 19	\$ 1,745.00	\$ 520.00	\$ 1,225.00	236%
Sanctuary Candle - 25	\$ 218.00	\$ 196.00	\$ 22.00	11%
Capital Improvements - 26	\$ 2,455.00	\$ 6,201.00	\$ (3,746.00)	-60%
Soup Suppers - 27	\$ -	\$ -	\$ -	0%
Ash Wednesday - 2	\$ 902.00	\$ 162.00	\$ 740.00	457%
Sew for Missions - 36	\$ 930.00	\$ 760.00	\$ 170.00	22%
Advent - 37	\$ 326.00	\$ 266.00	\$ 60.00	23%
Easter - 5	\$ 1,108.00	\$ 1,128.00	\$ (20.00)	-2%
Fortune Lake Scholarships - 75	\$ -	\$ -	\$ -	0%
Youth - 77	\$ -	\$ -	\$ -	0%
Maundy Thursday - 4	\$ 267.00	\$ 63.00	\$ 204.00	324%
Lutheran World Relief - 105	\$ 180.00	\$ 395.00	\$ (215.00)	-54%
VBS - 110	\$ 5.00	\$ -	\$ 5.00	100%
Initial - 10	\$ 160.00	\$ 184.00	\$ (24.00)	-13%
Lent - 3	\$ 302.00	\$ 850.00	\$ (548.00)	-64%
Good Friday - 107	\$ 152.00	\$ 65.00	\$ 87.00	134%
Special Offering - 147	\$ 4,840.00	\$ 971.00	\$ 3,869.00	398%
Helping Hand Fund - 79	\$ 981.00	\$ 1,315.00	\$ (334.00)	-25%
Equal Exchange Coffee - 202	\$ 114.00	\$ -	\$ 114.00	100%
DAR - 204	\$ 400.00	\$ 45.00	\$ 355.00	789%
Receipts for Endowment Fund - 207	\$ -	\$ -	\$ -	0%
Kitchen Ceiling Paint Project - 26	\$ -	\$ 475.00	\$ (475.00)	-100%
Harvest of Hope Community Garden - 206	\$ 500.00	\$ -	\$ 500.00	100%
Boller Fund - 124	\$ 1,220.00	\$ 8,070.40	\$ (6,850.40)	-85%
Bell Fund - 135	\$ 270.00	\$ -	\$ 270.00	100%
Restricted Offerings Total	\$ 28,960.00	\$ 24,221.40	\$ 4,738.60	20%
Non-Offering Receipts				
Harvest of Hope Community Garden - 206	\$ 100.00	\$ 300.00	\$ (200.00)	-67%
Church use/copies - 15	\$ -	\$ 70.10	\$ (70.10)	-100%
Refund/Rebate - 47	\$ 6,994.00	\$ 101.00	\$ 6,893.00	6825%
Supplies/books/reimbursements - 48	\$ -	\$ -	\$ -	0%
VBS registration - 120	\$ -	\$ -	\$ -	0%
Mortgage receipts - 143	\$ 22,470.93	\$ 11,000.00	\$ 11,470.93	104%
Non-offering, misc - 144	\$ -	\$ 86.00	\$ (86.00)	-100%
Thrivent Choice Dollars - 1	\$ 303.00	\$ 270.00	\$ 33.00	12%
"Living Lutheran" Subscriptions - 14	\$ 15.00	\$ 39.90	\$ (24.90)	-62%
Distribution from Endowment Fund -	\$ -	\$ -	\$ -	0%
Non-Offering Total	\$ 29,882.93	\$ 11,867.00	\$ 18,015.93	152%
Total Offerings	\$ 235,751.49	\$ 227,386.69	\$ 8,364.80	4%
Credit Card Fees	\$ 99.47	\$ 264.92	\$ (165.45)	-62%
Net Deposits	\$ 235,652.02	\$ 227,121.77	\$ 8,530.25	4%

2022 YOUTH MINISTRY FUNDS

Savings Account:

Balance as of 12-31-21:	\$13,572.15
Deposits:	\$ 908.91
Transfer to checking :	\$2,000.00
Balance as of 12-31-22:	\$12, 481.06

Checking Account:

Balance as of 12-31-21:	\$474.49
Transfer from savings :	\$2,000.00
Disbursements:	\$1794.36
Balance as of 12-31-2022	\$680.13

Karen K. Dill
Treasurer

2022 ZION LUTHERAN KITCHEN FUND

Checking Account:

Balance as of 01-01-2022:	\$677.20
Receipts 2022	\$0
SUBTOTAL	\$677.20
Disbursements 2022	\$0
Balance as of 12-31-22:	<u>\$677.20</u>

Nora Plym
Treasurer

Zion Lutheran Church													
Fund Balance January 1, 2022													
RECEIPTS													
General Fund	Capital Improvement	Unused Pastor Salary	Call Fund	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total		
\$27,266.75	\$39,754.20	\$0.00	\$0.00	\$5,890.33	\$1,333.32	\$10,302.17	\$339.15	\$5,356.33	\$3,201.10	\$760.85	\$94,204.20		
\$178,290.56	\$7,769.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$600.00	\$1,545.00	\$0.00	\$0.00	\$188,205.54		
Synod benevolences	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$7,790.00		
Local benevolences	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$3,219.00		
Altar flowers, lily, poinsettia, candle	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,652.00		
"Living Lutheran" magazine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$15.00		
Helping Hand Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$976.00		
Fortune Lake Lutheran Camp	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	\$400.00		
Special	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$3,061.00		
Sew for Missions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,130.00		
VBS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00		
Mortgage receipt	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$22,470.93		
DAR Boys & Girls Club	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$400.00		
AV equipment	375.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$375.00		
SPARK	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$20.00		
Kitchen Ceiling Project (donations)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00		
Equal Exchange	119.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$119.00		
ELCA Endowment Fund (donations)	215.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$215.28		
Soup supper	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00		
Choir music	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$50.00		
Thrivent choice dollars	334.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$334.00		
Other non-donation income	7,065.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$7,065.76		
Pastor's Retirement Gift	3,695.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$3,695.00		
Loan Proceeds	60,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$60,000.00		
Interest Income	165.34	170.18	0.00	290.54	0.00	0.00	0.00	40.15	0.00	3.91	\$670.12		
TOTAL RECEIPTS	\$290,968.87	\$8,315.16	\$0.00	\$390.54	\$0.00	\$0.00	\$600.00	\$1,585.15	\$0.00	\$3.91	\$301,863.63	\$0	\$0
DISBURSEMENTS													
BENEVOLENCES:													
Northern Great Lakes Synod	\$19,184.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19,184.21	\$21,000	\$21,000
Fortune Lake Lutheran Camp	2,218.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,218.44	2,450	2,450
Northland Lutheran Retirement	305.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	305.18	330	330
FLLC - community campers	800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	800.00	0	0
DAR Boys & Girls Club	3,888.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,888.04	3,840	3,840
Local benevolences	3,239.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,239.00	2,000	2,000
Other synod benevolences	7,770.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,770.00	7,300	7,300
TOTAL BENEVOLENCES	\$37,404.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$37,404.87	\$36,920	\$36,920
SALARIES & BENEFITS													
Pastor:													
Salary	\$27,809.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27,809.28	\$53,428	\$53,428
Social security	2,892.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,892.41	5,847	5,847
Housing allowance	10,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00	23,000	23,000
Health/dental/life/disability	5,795.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,795.36	25,174	25,174
Pension	3,291.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,291.00	9,873	9,873
Spouse health	2,430.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,430.96	4,861	4,861
Spouse retreat	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Continuing education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500	500
Financial secretary	4,107.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,107.13	3,556	3,556
Office administrator	17,363.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17,363.84	17,306	17,306
Treasurer	2,056.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,056.92	2,057	2,057
Custodian	910.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	910.52	1,449	1,449
Choir director	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	591	591
Organists/musicians	3,198.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,198.00	2,912	2,912
Non-pastor taxes	2,114.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,114.19	2,132	2,132
Contracted musicians	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	143	143
Substitute & interim pastors	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	1,000	1,000
TOTAL SALARIES & BENEFITS	\$83,519.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$83,519.61	\$153,829	\$153,829
OPERATING EXPENSES													
Gas & electric	\$6,258.37	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,258.37	\$5,645	\$5,645
Telephone & internet	1,559.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,559.76	1,390	1,390
Water & sewer	1,639.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,639.95	1,505	1,505
Insurance	5,878.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,878.00	6,270	6,270
Professional expense	1,086.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,086.63	4,500	4,500

Zion Lutheran Church	General Fund	Capital Improvement	Unused Pastor Salary	Call Fund	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total
Synod assembly	180.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00
"Living Lutheran" magazine	79.80	0.00	0.00	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	0.00	0
Worship and office supplies	4,525.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,525.95
Vanco on-line fees	856.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	856.76
Vanco Credit Card Fees	49.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49.47
Custodial supplies & repairs	781.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	781.76
Postage	728.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	728.62
Shepherd Staff software fee	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
Sew for Missions	1,130.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,130.00
FLLC - church campers	240.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240.00
Committees:												
Social ministries	292.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	292.90
SPARK	281.39	0.00	0.00	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	0.00	0
Confirmation	164.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	164.37
Vacation Bible School	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Other educational activities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Evangelism	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Fellowship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Worship & music	529.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	529.00
Youth ministry	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Stewardship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Zion Caring Ministry	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Altar flowers, lilj, poinsettia	1,586.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,586.70
Soup supper	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Faith Innovations training	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Advertising (Eagle Herald)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Food Drive	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Swenson Fund Expenditure for Schools	2,631.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,631.66
Miscellaneous	11,478.94	0.00	0.00	0.00	0.00	0.00	0.00	81.56	0.00	0.00	0.00	11,560.50
TOTAL OPERATING EXPENSE	\$42,460.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$81.56	\$0.00	\$0.00	\$0.00	\$42,541.59
MAINTENANCE, REPAIR & CAPITAL												\$29,540
Piano & organ tuning/service	\$649.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$649.74
Copier contract	484.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	484.56
Snow shoveling	91.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.35
Yard care	2,355.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,355.00
Bell ringer contract	630.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	630.00
Snow plowing & salting	2,190.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,190.00
Heating/plumbing repairs & maint	3,397.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,397.52
Kitchen Ceiling Project	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
AV maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Boiler Project	64,624.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64,624.81
Office IT & minor equipment	193.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	193.68
Electronic Piano Purchase	331.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	331.44
Boiler Loan Payment	10,740.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,740.98
TOTAL MAINTENANCE, REPAIR & CAPITAL	\$85,689.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$85,689.08
TRANSFERS OUT (IN)												\$12,471
Capital Improvement Fund	\$7,848.12	(\$7,848.12)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Call Fund	\$16,800.00	\$0.00	\$0.00	(\$16,800.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Unused Pastor Salary	\$36,376.62	\$0.00	(\$36,376.62)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
To Capital Improvement Fund to repay Boiler money	30,667.60	(30,667.60)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
(From) Capital Improvement Fund for Boiler	(35,464.80)	35,464.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Transfer from Swenson Youth Fund	(2,700.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Camper fees from Comm Camp	(800.00)	0.00	0.00	0.00	0.00	800.00	0.00	0.00	0.00	0.00	0.00	0
Camper fees from Church Camper	(240.00)	0.00	0.00	0.00	240.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Helping Hand Fund out	776.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	776.00
Helping Hand Fund (in)	(373.85)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(373.85)
(From Agnes Bennett Fund) for Piano	(331.44)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(331.44)
(From) Helping Hand for Bell	0.00	(1,500.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(1,500.00)

Zion Lutheran Church		General Fund	Capital Improvement	Unused Pastor Salary	Call Fund	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total	
(From) Helping Hand for Kitchen/Social Memorial		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(1,000.00)	0.00	0.00	(1,000.00)	
(From) Helping Hand for Zion Camper		0.00	0.00	0.00	0.00	(2,500.00)	0.00	0.00	0.00	0.00	0.00	0.00	(2,500.00)	
(From) CIP for Agnes for Piano		0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	
TOTAL TRANSFERS		\$52,558.25	(\$4,525.92)	(36,376.62)	(16,800.00)	(\$2,260.00)	\$800.00	\$0.00	\$0.00	(\$1,000.00)	\$0.00	\$0.00	(\$7,604.29)	\$9,900
TOTAL DISBURSEMENTS & TRANSFERS		\$301,631.84	(\$4,525.92)	(36,376.62)	(16,800.00)	(\$2,260.00)	\$800.00	\$0.00	\$81.56	(\$1,000.00)	\$0.00	\$0.00	\$241,550.86	\$242,660
Fund Balance Increase (Decrease)		(\$10,662.97)	\$12,841.08	36,376.62	16,800.00	\$2,650.54	(\$800.00)	\$0.00	\$518.44	\$2,585.15	\$0.00	\$3.91	\$60,312.77	
Fund Balance December 31, 2022		\$16,603.78	\$52,595.28	36,376.62	16,800.00	\$8,540.87	\$533.32	\$10,302.17	\$857.59	\$7,941.48	\$3,201.10	\$764.76	\$154,516.97	12
General Fund Balance including Unused Pastor Salary		\$52,980.40												

MISCELLANEOUS FUNDS December 2022

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, 2022	\$5,890.33	\$20,000.00	\$25,890.33
Donations received	100.00		100.00
Transfer from Helping Hand	2,500.00		2,500.00
Interest income	290.54		290.54
Disbursements	(240.00)		(240.00)
Reported Balance Dec 31, 2022	\$8,540.87	\$20,000.00	\$28,540.87

Endowment Fund

	Mission Investment Checking Account- *4873	Endowment Fund of the ELCA	Total
Balance reported December 31, 2021	\$2,187.69	\$212,134.95	\$214,322.64
Additional income to 12/31/21	1.02		1.02
Additional realized gain to 12/31/21		1,793.21	1,793.21
Additional unrealized gain (loss) for December, 2021		5,509.76	5,509.76
Additional transfer from Endowment to Checking	1,793.21	(1,793.21)	0.00
Balance January 1, 2022	\$3,981.92	\$217,644.71	\$221,626.63
Interest income	15.51		15.51
Transfer from General Fund due to designated gift			0.00
Realized gains		5,702.13	5,702.13
Disbursements			0.00
ck 1037	(1,500.00)		(1,500.00)
ck 1038	(1,000.00)		(1,000.00)
ck 1040	(500.00)		(500.00)
ck 1041	(750.00)		(750.00)
ck 1042	(500.00)		(500.00)
ck 1043	(500.00)		(500.00)
ck 1039	(250.00)		(250.00)
ck 1044	(2,500.00)		(2,500.00)
Unrealized gains (losses)		(31,687.28)	(31,687.28)
Transfers from Endowment to Checking	5,702.13	(5,702.13)	0.00
Balance Nov 30, 2022	\$2,199.56	\$185,957.43	\$188,156.99

Agnes Bennett Memorial (Christian Education Fund)

	Agnes Bennett Mem Fund Savings Account (0.01%)
Balance January 1, 2022	\$2,464.74
Interest income	1.34
Inter-account transfer(to ckg for Piano Ipad)	(331.44)
Receipts	0.00
Receipts (donation for Piano in Jan for CIP)	25.00
Disbursements/transfer out	0.00

Reported Balance Dec 31, 2022	\$2,159.64		
Scholarship Fund - (1.5%, matures 1/30/25)	Certificate of Deposit		
Balance January 1, 2022	\$26,219.10		
Interest income	395.48		
Transfer to General Fund for scholarship	0.00		
Disbursements	0.00		
Reported Balance Dec 31, 2022	\$26,614.58		
Helping Hand Fund	Savings Account (0.05%)		
Balance January 1, 2022	\$7,177.27		
Donations received	976.00		
Interest income	1.82		
Check #26159 CC - april	(73.85)		
Transfer to CIP Bell-april	(1,500.00)		
Transfer to Memorial -Kitchen/Social Hall-april	(1,000.00)		
Transfer to Zion Camper - april	(2,500.00)		
Check #26282 8/31/22	(500.00)		
Reported Balance Dec 31, 2022	\$2,581.24		
Ken & Thea Swenson Youth Fund	Swenson Youth Fund	TD Ameritrade holdings	
Balance January 1, 2022	\$24,529.76		
Interest income	129.00		
Disbursements/transfers			
Withdrawal for Menominee Culinary (10/12)	(2500.00)	(2500.00)	
Withdrawal for Marinette After School prog(10/12)	(200.00)	(200.00)	
Holdings:			
Money market account		1,958.76	
CD - 0.25% matures 5/03/23 - Goldman Sachs Bank USA (NY)		2,000.00	
CD - 2.25% matures 8/31/23 Morgan Stanley Private Bank NA M/W QTRLY CLBL		7,000.00	
CD - 2.7% matures 10/20/23 - Goldman Sachs Bank USA (NY)		7,000.00	
CD - 4.15% matures 2/14/24 - FIRST BK RICHMOND IND		4,000.00	
Reported Balance Dec 31, 2022	\$21,958.76	\$21,958.76	

*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 \$21,705.63 as of 12/31/22, 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	Total Restricted	Unrestricted	Total Restricted and Unrestricted	Description
Balance 12/31/21	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 2,034.29	\$ 3,322.04	\$ 5,356.33	2022 beginning balances
Interest earned					\$ -	\$ 0.28	\$ 0.28	
Receipt					\$ -	\$ 685.00	\$ 685.00	Memorial for Pastor Paul Holmstrom
Balance 1/31/22	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 2,034.29	\$ 4,017.30	\$ 6,051.59	
Interest earned					\$ -	\$ 550.00	\$ 550.00	Memorial for Pastor Paul Holmstrom (430)
Receipt					\$ -	\$ 0.28	\$ 0.28	Memorial for Ronnie Luestkow (120)
Balance 2/28/22	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 2,034.29	\$ 4,567.56	\$ 6,601.85	
Interest earned					\$ -	\$ 0.34	\$ 0.34	
Balance 3/31/22	\$ 384.29	\$ 500.00	\$ 1,000.00	\$ 150.00	\$ 2,034.29	\$ 4,567.90	\$ 6,602.19	
Interest earned					\$ -	\$ 0.28	\$ 0.28	
Receipt					\$ -	\$ 200.00	\$ 200.00	Memorial for Pastor Paul Holmstrom
Transfer From Helaina Hand			\$ 1,000.00		\$ 1,000.00		\$ 1,000.00	Transfer from HH fund per PK request
Balance 4/30/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,768.18	\$ 7,802.47	
Interest earned					\$ -	\$ 0.44	\$ 0.44	
Balance 5/31/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,768.62	\$ 7,802.91	
Interest earned					\$ -	\$ 0.93	\$ 0.93	
Balance 6/30/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,769.55	\$ 7,803.84	
Interest earned					\$ -	\$ 2.54	\$ 2.54	
Balance 7/31/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,772.09	\$ 7,806.38	
Interest earned					\$ -	\$ 4.62	\$ 4.62	
Balance 8/31/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,776.71	\$ 7,811.00	
Interest earned					\$ -	\$ 4.87	\$ 4.87	
Receipt					\$ -	\$ 75.00	\$ 75.00	memory of Shirley Luestkow
Balance 9/30/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,856.58	\$ 7,890.87	
Interest earned					\$ -	\$ 7.88	\$ 7.88	
Balance 10/31/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,864.44	\$ 7,898.73	
Interest earned					\$ -	\$ 7.79	\$ 7.79	
Receipt					\$ -	\$ 25.00	\$ 25.00	memory of Nancy Saltee
Check #					\$ -	\$ -	\$ -	
Balance 11/30/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,897.23	\$ 7,931.52	
Interest earned					\$ -	\$ 9.96	\$ 9.96	
Balance 12/31/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ 150.00	\$ 3,034.29	\$ 4,907.19	\$ 7,941.48	

2020 CAPITAL IMPROVEMENT FUND REPORT

Capital Improvement Fund	A/V Equipment	New Door	Boiler	Bell	PEW	Kitchen Ceiling Paint	Unrestricted	Total
Balance 1/1/2022	\$7,400.00	\$380.00	\$0.00	\$100.00	\$0.00	\$0.00	\$31,874.20	\$39,754.20
Receipts	\$100.00						\$125.00	\$225.00
Interest							\$1.98	\$1.98
Transfer from General Fund							\$800.01	\$800.01
Disbursements								\$0.00
Balance 1/31/2022	\$7,500.00	\$380.00	\$0.00	\$100.00	\$0.00	\$0.00	\$32,801.17	\$40,781.17
Receipts							\$105.00	\$105.00
Interest							\$1.73	\$1.73
Transfer from General Fund							\$476.55	\$476.55
Transfer to Agnes (piano donations)							(\$25.00)	(\$25.00)
Balance 2/28/2022	\$7,500.00	\$380.00	\$0.00	\$100.00	\$0.00	\$0.00	\$33,359.45	\$41,339.45
Receipts							\$160.00	\$160.00
Interest							\$2.15	\$2.15
Transfer from General Fund							\$912.47	\$912.47
Disbursements								\$0.00
Balance 3/31/2022	\$7,500.00	\$380.00	\$0.00	\$100.00	\$0.00	\$0.00	\$34,434.07	\$42,414.07
Receipts				\$15.00			\$100.00	\$115.00
Interest							\$1.82	\$1.82
Transfer from General Fund							\$646.88	\$646.88
Transfer from HH per PK request (4/30)				\$1,500.00				\$1,500.00
Balance 4/30/2022	\$7,500.00	\$380.00	\$0.00	\$1,615.00	\$0.00	\$0.00	\$35,182.77	\$44,677.77
Receipts	\$50.00		\$280.00	\$20.00			\$110.00	\$460.00
Interest							\$2.53	\$2.53
Transfer from General Fund							\$741.47	\$741.47
Balance 5/31/2022	\$7,550.00	\$380.00	\$280.00	\$1,635.00	\$0.00	\$0.00	\$36,036.77	\$45,881.77
Receipts			\$1,220.00	\$270.00			\$110.00	\$1,600.00
Interest							\$5.47	\$5.47
Transfer from General Fund							\$542.38	\$542.38
Disbursements ok #26241 Johnston Furnace							(\$31,982.41)	(\$31,982.41)
Disbursements ok #26237 Johnston Furnace			(\$1,500.00)				(\$1,385.19)	(\$2,885.19)
Balance 6/30/2022	\$7,550.00	\$380.00	\$0.00	\$1,905.00	\$0.00	\$0.00	\$3,327.02	\$13,162.02
Receipts	\$150.00		\$100.00	\$10.00			\$120.00	\$380.00
Interest							\$4.29	\$4.29
Transfer from General Fund							\$596.66	\$596.66
Balance 7/31/2022	\$7,700.00	\$380.00	\$100.00	\$1,915.00	\$0.00	\$0.00	\$4,047.97	\$14,142.97
Receipts	\$25.00		\$2,600.00				\$200.00	\$2,825.00
Interest							\$8.37	\$8.37
Transfer from General Fund							\$577.58	\$577.58
Boiler Donations Transfer to Unres			(\$2,700.00)				\$2,700.00	\$0.00
Balance 8/31/2022	\$7,725.00	\$380.00	\$0.00	\$1,915.00	\$0.00	\$0.00	\$7,533.92	\$17,553.92
Receipts	\$50.00		\$30.00				\$340.00	\$420.00
Interest							\$8.83	\$8.83
Transfer from General Fund							\$608.22	\$608.22
Disbursements								\$0.00
Balance 9/30/2021	\$7,775.00	\$380.00	\$30.00	\$1,915.00	\$0.00	\$0.00	\$8,490.97	\$18,590.97
Receipts	\$50.00		\$264.20				\$120.00	\$434.20
Interest							\$18.52	\$18.52
Transfer from General Fund							\$609.44	\$609.44
Transfer from Gen(Boiler Loan proceeds) to restore CIP Balance b4 6/30							\$30,667.60	\$30,667.60
Balance 10/31/2022	\$7,825.00	\$380.00	\$294.20	\$1,915.00	\$0.00	\$0.00	\$39,906.53	\$50,320.73
Receipts	\$175.00		\$303.00	\$24.00			\$310.00	\$812.00
Interest							\$49.59	\$49.59
Transfer from General Fund							\$531.77	\$531.77
Balance 11/30/2022	\$8,000.00	\$380.00	\$597.20	\$1,939.00	\$0.00	\$0.00	\$40,797.89	\$51,714.09
Receipts	\$25.00		\$353.78	\$40.00			\$190.00	\$608.78
Interest							\$64.92	\$64.92
Transfer from General Fund							\$804.69	\$804.69
Disbursements part of EFT 12/23			(\$597.20)					(\$597.20)
Balance 12/31/2022	\$8,025.00	\$380.00	\$353.78	\$1,979.00	\$0.00	\$0.00	\$41,857.50	\$52,595.28

RESOLUTIONS FOR CONSIDERATION

AT THE ANNUAL MEETING

JANUARY 29, 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 2023 in the amount of \$237,259.
- 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 Doug and also thank Him for the encouragement and support. Be it also resolved that we the congregation encourage and support his work in and through Zion Lutheran Church.

Zion Lutheran Church - General Fund - FINAL Budget 2023	2020 Actual	2021 Actual	2022 Budget	2022 Actual	2023 Budget
Benevolences:					
Synod - unrestricted giving, 11%	\$21,090	\$20,999	\$21,000	\$19,184	\$ 19,200
Fortune Lake Lutheran Camp - 1.10% of unrestricted giving	2,368	2,445	2,450	2,218	\$ 2,200
Northland Lutheran Retirement Community - .175%	330	333	330	305	\$ 305
Fortune Lake community campers / FLLC support	0	765	0	800	\$ 800
DAR - 2018 1.5%, 2.0% other years	3,980	3,834	3,840	3,888	\$ 3,900
NEWCAP/Haven of Hope/Abundant Life Mission	1,342	2,088	2,000	3,239	\$ 3,250
Other Synod benevolences	5,031	7,300	7,300	7,770	\$ 7,770
Total Benevolences	\$34,141	\$37,763	\$36,920	\$37,405	\$ 37,425
Salaries and Perquisites:					
Pastor:					6% increase
Salary	\$49,048	\$50,489	\$53,428	\$27,809	\$ 45,500
Social security	5,512	5,622	5,847	2,892	\$ 4,628
Housing allowance	23,000	23,000	23,000	10,000	\$ 15,000
Health, dental, life & disability	17,125	17,124	25,174	5,795	\$ 24,992
Pension	9,292	9,493	9,873	3,291	\$ 7,815
Spouse health	2,214	10,421	4,861	2,431	
Spouse's retreat	275	0	0	0	
Continuing education	0	500	500	0	\$ 500
Financial Secretary	3,326	3,537	3,556	4,107	\$ 4,354
Office Administrator	16,687	16,409	17,306	17,364	\$ 18,520
Treasurer	1,939	1,978	2,057	2,057	\$ 2,180
Custodian	736	0	1,449	911	\$ 1,418
Choir Director	0	0	591	0	\$ 904
Organists	3,159	2,600	2,912	3,198	\$ 4,520
Non-pastor taxes	1,977	1,910	2,132	2,114	\$ 2,440
Contracted musicians	0	0	143	50	\$ 143
Substitute and interim pastors	396	922	1,000	1,500	\$ 1,500
Total Salaries and Perquisites	\$134,686	\$144,005	\$153,829	\$83,520	\$ 134,415
Other Operating Expenses:					
Gas & electric	\$5,250	\$5,643	\$5,645	\$6,258	\$ 6,250
Telephone and internet	1,880	1,390	1,390	1,560	\$ 1,560
Water & sewer	1,621	1,503	1,505	1,640	\$ 1,640
Insurance	5,111	6,267	6,270	5,878	\$ 4,882
Professional expenses	2,219	3,276	4,500	1,087	\$ 3,500
Synod assembly	120	160	200	180	\$ 1,000
"Living Lutheran" magazine	80	80	0	80	\$ -
Choir music	61	0	0	0	\$ 200
Worship and office supplies	3,164	2,901	2,900	4,526	\$ 4,000
Vanco on-line fees	821	817	820	857	\$ 860
Vanco Credit Card Fees	4	292	290	49	\$ 50
Custodial supplies/minor repairs	101	911	1,000	782	\$ 1,000
Postage	561	662	675	729	\$ 730
Shepherd Staff software fee	500	500	510	500	\$ 510
Sew for Missions	214	1,060	0	1,130	\$ -
Fortune Lake church campers	0	0	0	240	\$ 240
Committees:					
Social Ministries	0	0	0	293	\$ 290
SPARK	455	281	300	281	\$ 300
Adult Education	167	0	165	0	\$ 165
Confirmation	211	66	75	164	\$ 165
Vacation Bible School	0	0	200	0	\$ 200
Other education activities	0	78	100	0	\$ 100
Evangelism	0	0	100	0	\$ 100
Fellowship	0	0	100	0	\$ 100
Worship & Music	714	479	725	529	\$ 725
Youth Ministry	103	0	200	0	\$ 200
Stewardship	68	0	70	0	\$ 70
Zion Caring Ministry	44	44	150	0	\$ 150
Altar flowers, Easter & Christmas, etc.	264	341	350	1,587	\$ 1,500

Zion Lutheran Church - General Fund - FINAL Budget 2023		2020 Actual	2021 Actual	2022 Budget	2022 Actual	2023 Budget
Soup supper		50	0	0	0	\$ 350
Faithful Innovations training		0	50	300	0	\$ 300
Jason Gray concert		2,777	0	0	0	\$ -
Scholarship		0	0	0	0	\$ -
Advertising (Eagle Herald)		170	467	0	37	\$ -
Food Drive		1,099	0	0	0	\$ -
Swenson Fund Expenditure for Schools			600	0	2,632	\$ -
Miscellaneous		761	1,119	1,000	11,524	\$ 1,000
Total Operating Expenses		\$28,590	\$28,987	\$29,540	\$42,542	\$ 32,137
Maintenance and Repair:						
Piano & organ tuning/service		\$1,055	\$591	\$1,000	\$650	\$ 1,000
Copier contract		1,135	132	150	485	\$ 490
Copier replacement		5,995	0	0	0	\$ -
Snow shoveling		0	29	75	91	\$ 188
Yard care service		3,390	4,700	4,700	2,355	\$ 2,400
Bell-ringer contract		0	630	630	630	\$ 630
Snow plowing and salting		1,031	1,001	1,800	2,190	\$ 2,400
Heating/plumbing repairs and maintenance		961	3,242	3,000	3,398	\$ 3,000
Boiler Project		0	0	0	64,625	
Boiler Loan Payments					10,741	\$ 13,260
Pew cushion repair			1000	0	0	\$ -
Door Replacement			300	0	-	
Projection and recording system maintenance		815	646	815	0	\$ 815
Office IT maintenance and minor equipment		120	592	300	194	\$ 300
Carpet in Pastor's office		1,800		0	0	
Curtain Project		1,000		0	0	
Kitchen Ceiling Painting Project			2,880	0	0	\$ -
Electronic Piano Purchase			4,772	0	331	\$ -
Total Maintenance and Repair		\$17,301	\$20,514	\$12,470	\$85,689	\$ 24,483
Other transfers and payments (in) out:						
To Sabbatical Fund for funding		\$800	\$0	\$0		\$ -
To Capital Improvement for Funding		8,368	8,568	8,500	7,848	\$ 8,000
To Unused Pastor Salary Fund from general					36,377	
To Call Fund from general					16,800	
(From) Capital Improvement Fund for piano purchase			(517)			
(From) Capital Improvement Fund for pew repair			(200)			
(From) Capital Improvement Fund for boiler					(35,465)	
To Capital Improvement for for boiler repayment					30,668	
(From) Capital Improvement Fund for heating system controller		0				
(From) Capital Improvement Fund for heating system pump			(3,027)			
(From) Agnes Bennett fund for piano					(331)	
(From) Scholarship Fund for scholarship						
(From) Community Camper Fund for sponsored campers			(765)		(800)	
(From) Church Camper Fund for sponsored campers			0		(240)	
(From) Capital Improvement Fund for Carpet in Pastor's Office						
(From) Capital Improvement Fund for curtain project						
(From) Helping Hand Fund for sponsored Zion campers						
To Helping Hand Fund		1,635	1,325	1,400	776	\$ 800
To Endowment Fund for funding		2,705				
(From) Memorial Fund for Piano			(4,255)			
(From) Memorial Fund for choir music						
(From) Memorial Fund for Sew for Missions						
(From) Memorial Fund for pew repair			(800)			
(From) Memorial Fund for miscellaneous expense						
(From) Memorial Fund for advertising			(460)			
(From) Garden fund for miscellaneous expense			(38)		(82)	
(From) Concert fund for Jason Gray concert						
(From) Helping Hand Fund for Miscellaneous Expense		(130)			(374)	
(From) Capital Improvement Fund for Door project			(300)			
To Youth Group for Houston Youth Gathering						

Zion Lutheran Church - General Fund - FINAL Budget 2023	2020 Actual	2021 Actual	2022 Budget	2022 Actual	2023 Budget
To Swenson Youth Fund for funding					
(From) Capital Improvement Fund for Kitchen Ceiling Project		(1,500)			
(From) Capital Improvement Fund for fellowship hall painting					
(From) Memorial Fund for loan payment					
(From) Memorial Fund for Houston Youth Gathering					
(From) Swenson Youth Fund	(1,000)	(600)		(2,700)	
(From) Memorial Fund for kitchen ceiling paint project		(1,380)			
(From) Call Fund to Moving Expense???					
(From) Memorial Fund for funding Swenson Youth Fund					
Total Other transfers and payments (in) out	\$12,376	(\$3,949)	\$9,900	\$52,477	\$ 8,800
Net General Fund Disbursements	\$227,094	\$227,320	\$242,659	\$301,632	\$ 237,259
Receipts for 2022 (anticipated for 2023)					\$ 205,869
General Fund Balance as of 12/31/2022					\$ 52,980
Difference in the Fund Balance Anticipated					\$ (21,590)

Zion Lutheran Church 2023 Budget Comments

An expense budget is adopted annually with no formal receipts budget. For budgeting purposes, we assume no increase or decrease in receipts.

With Pastor Keith's retirement this year, Zion has had the opportunity to reserve some of his benefit package for expenses expected to be incurred by Zion in the search for a future pastor. These funds are referred to as the "Call Fund" with a balance of \$16,800.

If the 2023 budgeted expenses are compared to the 2022 receipts, considering our general fund balance including the unused pastor salary, the proposed budget would result in a decrease in our General fund of \$21,590 with the same receipts as 2022.

Benevolences:

Items are budgeted at *actual or approximately* 2022 amounts.

Salaries and Perquisites:

- Budgeted wages were increased 6%.
- Choir Director rate of \$904 was based on the 2021 rate of \$853. In 2022 it was budgeted at a prorated amount of \$591 because of the pandemic. A 6% increase of \$853 results in a 2023 budget of \$904.
- Substitute and interim pastors \$1,500 are based on one substitute per month for 2023.
- Pastor's salary for 2023:
- With guidance from Synod, the decision was made to budget \$45,500 for pastoral salary and \$15,000 for housing. Social security and benefits are based on these amounts. This results in a decrease in pastor salary/benefits of \$24,248.

Other Operating Expenses:

Items are budgeted at *actual* 2022 except for the following:

- Insurance was budgeted at \$4,882 based on changes in Zion's contract resulting in decreases for 2023.
- Professional expenses were budgeted at a lower rate than 2022 budget.
- Synod assembly is budgeted at \$1,000 which is closer to the 2019, pre-Covid rate.
- Worship and office supplies were budgeted at a rate higher than 2022 budget but lower than 2022 actual.
- Soup supper was budgeted at approximately the same as 2019 (pre-Covid amount)
- Miscellaneous was budgeted at the 2022 *budgeted* amount. 2022 actual of \$11,524 includes Zion's gift to Pastor Keith and Karen so it was much larger than the budgeted amount in 2022
- Snow shoveling was budgeted at a rate of \$15 per hour (previously \$7.25 per hour)
- Boiler payments are based on \$1,105 monthly loan payment. Additional donations would reduce the principle of the loan but are not budgeted.



*No one has ever
seen God;
if we love one
another, God lives
in us, and his love
is perfected in us.
~1 John 4.12*

Dear Northern Great Lakes Synod,

Grace and peace to you as we begin the Year of our Lord 2023!

The fulcrum of history continues to turn as the Church and your church experience the pushes and pulls of being re-formed, re-shaped, and re-focused. I believe we are feeling both the pressure points and the possibilities as we move into the future. The Holy Spirit of Christ is at work! Our job, our challenge, is to discern that work and participate in it, or at least, get out of the way.

When in doubt about the direction or the effort, I find it helps to apply the command that Jesus gave: Love. To love others is the commandment that Jesus repeats consistently throughout his ministry. Jesus embodies love as he heals, teaches, and forgives. Jesus instructs love as he washes the feet of his disciples and chooses not to either escape death or wreak vengeance on the population that is so angry with Jesus that they crucify him.

The temptation, the propensity, to vilify and demonize people who make us angry has not diminished. No wonder Jesus commands us to love. As sinful, broken people, loving those we don't know or particularly care for certainly does not come naturally. Sure, it's easy to love the lovable; spouses and partners, our

children and grandchildren, family members, people we know and enjoy. But Jesus is talking about Agape Love...Holy Love...Unconditional Love; the love that is less an emotional feeling and more an intentional and strategic action.

This year of Love completes a three-year focus on the passage, "And now faith, hope, and love abide, these three." And the passage goes on to say, "and the greatest of these is love." This year, I encourage you to think how you personally, and your congregation collectively, will show God's love to each other, your community, and the world. There is much, I know, that you are already doing. Between Lutheran World Relief efforts, food pantries, backpack programs, and the financial support you give to ministry, I am impressed and rather proud of how we are making a difference to those challenged by poverty and hunger.

I also encourage you to consider participation in the Lenten Kaleidoscope Challenge: a new effort focusing a lens of love on racial equity, our indigenous neighbors, and the LGBTQIA+ community.

At this time in history, we have a unique opportunity to push back against the current momentum to divide, demonize, and vilify the other. I pray that we can give authentic witness to a world that seeks to judge, condemn, and polarize...that God is love, and God lives in us, is perfected in us, as we show that love.

May God bless your efforts!

Yours in Christ,

Bishop Katherine Finegan

