



ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

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 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655
 Text: Somerset C. Lowry
 Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
 arr. Julius Röntgen
 Text and music are in the public domain. May be reproduced without restriction.

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at ELCA.org/SOFIA.

ZION LUTHERAN CHURCH
Marinette, Wisconsin

ANNUAL MEETING
Sunday, January 28, 2024

A G E N D A

Call to Order

Opening Prayer

Appointment of Tellers

Acceptance of Agenda

Minutes of the 2023 Annual Meeting — Page 2

Report of the Nominating Committee and Elections — Pages 3-4

Zion's Vision Statement — Page 5

Report of the Pastor — Pages 6-13

Report of the Congregation Council President — Page 14

Committee Reports:

A.V. Team Report — Page 14

Caring Ministry Team Report — Pages 14-15

Harvest of Hope Community Garden — Page 15

Fortune Lake Lutheran Camp Report — Page 16

Mission Endowment Fund Committee — Page 17

Property/Safety and Security Report — Page 17

Sanctuary Arts — Page 17-18

Sew for Missions — Page 18

SPARK — Page 18

Social Ministry Committee Report — Pages 18-19

Worship & Music Committee Report — Pages 19

Youth Ministry Report — Page 20

Stewardship & Generosity Committee Report — Page 20-21

Financial Reports:

Report of the Auditors — Page 22

Financial Secretary's Report — Page 23

Financial Reports of Organizations — Page 24

Treasurer's Report — Pages 25-32

Consideration of Proposed Resolutions — Page 33

1) Gratitude for Volunteers

2) Proposed Budget for 2024 — Pages 34-37

3) Gratitude for Pastor

Report of the Bishop — Page 38

Other Business

Adjourn

Closing Prayer

Installation of Council Members

Zion Lutheran Church Annual Meeting

Sunday January 29, 2023

Call To Order — 10:43am

Appointment of Tellers — Dean and Bonnie Schoen; 47 voting members in attendance.

Acceptance of Agenda-MSA Mark Swenson / Carol Magnuson

Report of Nominating Committee and Elections:

- Church Council 3 year term-LeeAnn Limberg, Dean Schoen, Mark Swenson
MSA Ann Buscher/Phil Strohl
- Council Youth Member-1 year term Henry Zuehls
- Personnel Committee 3 year term Don Limberg MSA Karen Sylvester/Carole Boerner
- Synod Assembly Delegates Karen Sylvester and Laura Rowe
MSA Jane Landenberger/Nora Plym
- Nominating Committee 2-year term Sally Broetzman, Sue Baxter, Ed Rowe
MSA Sarge Rudell/Don Limberg
- Mission Endowment Committee 3 year term Phil Strohl, Kim Swenson, Karen Dill, Calista Thill
MSA Ruth Olson/Mark Swenson

Report of the Pastor — MSA Bryan Gutknecht/Dean Schoen

Report of Council President — MSA Jonah Zuehls/Bryan Gutknecht

Committee Reports — MSA Heidi Beland/Mark Swenson

Financial Reports — MSA Cheryl Maxwell/Bryan Gutknecht

Resolutions for Consideration

- 1.) “Whereas we recognize Almighty God as the source of life...”
MSA Mark Swenson/Karen Dill
- 2.) Adopt 2023 budget of \$237,259 — MSA Katy Baur/Karen Sylvester
- 3.) Amend size of council to 10 council members(9 adults and 1 youth)
MSA Heidi Beland / Karen Sylvester
- 4.) “Whereas we recognize Almighty God as our source of life and salvation. And we thank Almighty God for Pastor Doug and Thank him for encouragement and support and that we the congregation encourage and support his work in and through Zion Lutheran Church...”
MSA Jo Schutt/Carole Boerner

Adjourn — MSA Bryan Gutknecht/Nora Plym

NOMINATING COMMITTEE REPORT

Term Expires 1.2024

Troy Cording

Kim Graf

Laura Rowe

Term Expires 1.2025

Michelle Larson

Bradley Nelson

Jonah Zuehls

Term Expires 1.2026

LeeAnn Limberg

Dean Schoen

Mark Swenson

Youth Term Expires 1.2024

Henry Zuehls

SAMPLE BALLOT – January 28, 2024

Church Council (3 year term)

_____ Laura Rowe

_____ Tatem Schroeder

_____ Phil Strohl

Personnel Committee (3 year term)

_____ Karen Dill

Council Youth Member (1 year term)

_____ Sophie Limberg

Mission Endowment Committee (3 year term)

_____ Karen Dill

Nominating Committee (2 year term)

_____ Kathy Heimbuch

_____ Cheryl Maxwell

_____ Debbie Mylener

_____ Kathi Gutknecht (1 Year term)

COUNCIL NOMINEE BIO'S

Laura Rowe — I am a Menominee native and work as the marketing director of The Stephenson National Bank & Trust where I have been employed for the past 20 years. I joined Zion over a decade ago, though I grew up Catholic. Recent accomplishments include my first time reading the entire bible from cover to cover, and I honed the art of baking the perfect muffin! I enjoy all sorts of outdoor activities as well as more creative pursuits such as quilting, reading, and crafting. I am honored to continue to serve and learn from my peers on the Congregation Council and am looking forward to growing in my faith.

Tatem Schroeder — I've been a member of Zion Lutheran since I was a child. I am married to my husband Randy and we have 3 adult children and one daughter that is 12. We also have a granddaughter and grandson.

My husband and I own and operate N.E.W. Schroeder Const. Co. LLC. We are a general contractor that builds homes, pole buildings and pours concrete.

In my spare time I like to camp, golf, and spend time with my family.

Phil Strohl — My name is Phil Strohl. I was raised in the Stephenson area where I graduated high school. I then received my college degree at Northern Michigan University where I majored in accounting. I worked the majority of my career for Great Lakes Foods as their accounting manager and controller. The past ten years, I worked at Johns Refrigeration in Green Bay as their controller. I retired from full time work this past spring. I married Deb in 1992 and became a member of our church then. We have four children. Brooke (and family) live in Marinette, Shane (and family) live in Japan, Angel (and family) and Autumn (and family) live in Green Bay. We also have 11 grandchildren. Our adult grandchildren live in Chicago, Madison and Escanaba. I have been singing in our church choir for many years. In other church capacities, I have been on the audit committee for several years, and the Mission Endowment Committee for four years where I am currently serving as president. In the community, I have served as Chairman of the Chamber of Commerce and President of the Rotary Club. I enjoy camping, downhill skiing, golfing, hunting, and decorating our yard with a pretty big Christmas display for everyone to enjoy! Thank you for this consideration.

Youth Council Member Nominee

Sophie Limberg — My name is Sophie Limberg. I am a sophomore at Gillett High School. I am involved in many activities, such as band, choir, school musical, Future Business Leaders of America (FBLA), Future Farmers of America (FFA), Student Council, and National Honors Society (NHS). I also play varsity basketball and run track and field, and I am an all-conference cross-country runner. Along with all that, I am the Gillett Sophomore class president and maintain a 4.00 grade point average. I am the 6th generation of my family to be a confirmed member of Zion Lutheran Church. I'm excited for the opportunity to get more involved in our congregation and help out as much as I can with being part of the church council.



VISION STATEMENT

Approved January 25, 2009

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

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

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

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 2024

Dear blessed and valued members of Zion,

The snow that is falling today as I write this report tells us that it is January. The church year calendar that guides our weekly worship gatherings tells us that it is the season of Epiphany. The readings from the gospel of Mark focus on Jesus calling his disciples. The message these texts convey is that we are all called to discipleship to be followers of Jesus in all the seasons of our lives. What an incredible blessing and honor, to be called, commissioned and sent to represent our Lord and Savior, the Redeemer of a broken world, in our worship, our work, our families, our relationships, our civic engagement. In the time I have served as your interim pastor, I have become keenly aware that the people of Zion have a clear understanding of this calling. It flavors your worship, directs your ministries, motivates your generosity, encourages your volunteerism, and emboldens your witness. It is a joy and privilege to serve you and work with you.

As 2023 began, I had the pleasure of working with a newly appointed Transition Team composed of Troy Cording, Shawn Limberg, Rachel Rosenfeldt, Laura Rowe, Karen Sylvester and Jonah Zuehls. They met over a period of about two months filling out a Ministry Site Profile, detailing congregational statistics, community demographics, ministry opportunities at Zion and the surrounding community, and the skills and values we are looking for in the next pastor who will be called to serve Zion. They were a most dedicated and enthusiastic group and completed their task well. Bishop Finegan is using that document to attract candidates who best match our profile. We all expected that by this time you would have at least interviewed one of more candidates for a call to be your next fulltime pastor. Due to the shortage of pastoral candidates, along with other factors, we are still waiting. In the meantime, we continue to worship, work and serve together, going where Jesus leads.

Worship is our first and primary mission. It is my joy to lead worship, preach the word of God and administer the sacraments three out of four Sundays each month. Worship at Zion is always a joyous event. There is vibrancy in worship at Zion. There is welcoming, friendly conversation, good humor, praiseful singing, devout attention to God's word, and grateful reception of the sacraments. It is such a pleasure to work with the members who serve in worship preparation, leadership and clean-up. Thank you to our faithful volunteers especially Ann Buscher who coordinates lay involvement. I am also grateful to Pastors Rick DeBenedetto, Nick Johannes, and Gene Wickman who fill in for me when I am preaching elsewhere.

The work (mission) of the church takes place in various ways during the week...committees meeting, SPARK and confirmation being taught, quilts being made, choirs and contemporary worship band practicing, the building and property being cared for, and so many other ways in which God's work is being done. Working with the Congregation Council has been a pleasure. I am grateful to Troy Cording, Kim Graf, Laura Rowe, and Henry Zuehls as youth member, who complete terms. Troy has served well as Council President. An astute businessman, Troy has brought common sense skills to leadership. As a man of faith, he has a keen sense of the church's mission and has provided inspired leadership. Kim served faithfully as Vice-president. Laura inspires us with her questions, insights and suggestions. I am grateful that Laura has consented to serve a second term. Joining her as nominees for three-year terms are Tatem Schroeder and Phil Strohl. Sophie Limberg is a candidate for a one-year term as youth member. I am looking forward to working with these faithful members in the year ahead.

I enjoy teaching our 6th thru 8th graders in confirmation along with Pastor Scott Ehle of Bethel and his students. We have a combined class of nine students. It was my joy to confirm 9th graders Anna Marzahl, Adison Rosenfeldt and Nik Williams on Reformation Sunday. I conducted funerals for four Zion members and friends in 2023. We commended to God's eternal care Shirley Swenson, Terry

Continued...

...continued

Mylener, Bob Hamer and Bryan Gutknecht. We also bid farewell to our longtime faithful Financial Secretary, Karen Houdek, and her husband, Gary. Not long after retiring and moving to lower Michigan, Karen died. We commend her to God's heavenly embrace. I was also pleased to receive into membership Mary Belisle, Pat Mittag, Debbie Mylener and Scott Williams.

A highlight of the year was participating in a midweek Lenten series of soup suppers and services with Our Savior's Lutheran, First United Methodist in Menominee, First Presbyterian in Menominee, and Pioneer Presbyterian in Marinette. We participating pastors were astounded at the consistently high turnout and enthusiasm of the worshipers. We are planning a similar Lenten series in 2024.

In addition to working with dedicated volunteers and leaders, I have been blessed to work with a dedicated staff—Office Manager Marissa Tharp, organist and choir director Ann Buscher, band pianist and choir accompanist Rachel Rosenfeldt, treasurer LeeAnn Limberg, custodian Michelle Larson, and custodial helper Gina Boucher. At the retirement of Karen Houdek, Marissa Tharp took on the additional role of Financial Secretary. She fulfills that position with the same competence, dedication and pleasantness she exhibits in her work as Office Manager. Zion is well-served by Marissa.

In just three years, Zion will celebrate its 150th anniversary. What a history! What a legacy! But we don't dwell on the past. We look to the future and all the opportunities and challenges God lays before us as we go about God's work by the leading of Jesus and the empowering of the Holy Spirit. We are daily about building up the kingdom of God through worshiping, witnessing and serving in the mighty name of Jesus Christ. As we pray that God will soon send a fulltime pastor who will lead this congregation into the future, let us pray that God will continue to bless the work we do together in 2024.

In Christ's Service,
Pastor Doug Schoen



STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
<u>Membership at Previous Year End (2022)</u>	299	245
Members Received During 2023		
By AFFIRMATION OF FAITH	4	4
Members Received During 2023		
By BAPTISM	0	
(Parents Members)		
Total Members Received	4	4
 Baptized Members Confirmed		3
 SUBTOTAL.	303	252
Members Removed during 2023		
By Death	3	3
By Transfer	5	5
By Request	0	0
By Council Action	0	0
Total Member Removed.	8	8
 <u>Membership as of 12/31/2023</u>	295	244
 Average Weekly Worship Attendance		86

2023 PASTORAL ACTS

Baptisms

Non-Member Baptisms

Funerals

01/07/2023 Shirley Swenson

09/16/2023 Robert Hamer

10/28/2023 Bryan Gutknecht

Non-Member Funerals

07/17/2023 Terry Mylener

Weddings

First Communion

Confirmation

10/29/2023 Adison Rosenfeldt

10/29/2023 Anna Marzhal

10/29/2023 Niklas Williams

Members Received in 2023

Baptism

By Affirmation of Faith

01/10/24 Mary Belisle

02/14/23 Patrica Mittag

05/09/23 Debbie Mylener

05/09/23 Scott Williams

Confirmation

10/29/2023 Adison Rosenfeldt

10/29/2023 Anna Marzhal

10/29/2023 Niklas Williams

Members Dismissed in 2023

Removed by Council Action

Removed by Death

01/01/2023 Shirley Swenson

06/18/2023 Robert Hamer

09/12/2023 Bryan Gutknecht

Removed by Request

Removed by Transfer

01/16/2023 Allie Greenlund

06/13/2023 Pastor Keith Kolstad and Karen Kolstad

10/10/2023 Belinda Lemire

11/14/2023 Lori Kirt

SEVEN YEAR WORSHIP ATTENDANCE SUMMARY

<u>Year</u>	<u>Jan</u>	<u>Feb</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>Aug</u>	<u>Sept</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Average</u>
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
2023	90	85	84	103	93	81	91	59	76	97	73	97	86

<u>Year</u>	<u>Ash Wednesday</u>	<u>Maundy Thursday</u>	<u>Good Friday Tenebrae</u>	<u>Christmas Eve</u>
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
2023	0	27	0	152

In-person Indoor Worship Attendance:

1/1 — 52	4/9 — 117	7/16 — 70	10/22 — 67
1/8 — 53	4/16 — 61	7/23 — 73	10/29 — 81
1/15 — 73	4/23 — 71	7/30 — 74	11/5 — 63
1/22 — 65	4/30 — 77	8/6 — 50	11/12 — 52
1/29 — 65	5/7 — 75	8/13 — 54	11/19 — 64
2/5 — 57	5/14 — 68	8/20 — 70	11/26 — 60
2/12 — 54	5/21 — 66	8/27 — 56	12/3 — 70
2/19 — 69	5/28 — 52	9/3 — 55	12/10 — 71
2/26 — 58	6/4 — 66	9/10 — 57	12/17 — 88
3/5 — 57	6/11 — 56	9/19 — 70	12/24 — 67 and 152
3/12 — 42	6/18 — 59	9/24 — 61	12/31 — 61
3/19 — 65	6/25 — 56	10/1 — 78	
3/26 — 67	7/2 — 57	10/8 — 66	
4/2 — 68	7/9 — 77	10/15 — 79	

Ash Wed.: Canceled Service Due to Inclement Weather

Maundy Thurs.: 207 People Reached; 488 Total Minutes; 2:03 Average Minutes; 122 Views; 14 Peak Live Views; 1 Share

Christmas Eve: 215 People Reached; 1,100 Total Minutes; 3:39 Average Minutes; 182 Views; 10 Peak Live views; 1 share.

FACEBOOK LIVE (KEY)

P = Pastor Appreciation Day G = Graduation Sunday K = Honoring Karen Houdek

Continued...

...continued

FACEBOOK LIVE

Date	Day	Reached with post	Total Minutes/Average	Views	Shares	Peak Views
1/1	Christmas 1	106	837/5:21	100	0	14
1/8	Bap of Lord	184	927/3:34	176	0	13
1/15	Epiphany 2	241	1,300/3:45	227	2	16
1/22	Epiphany 3	166	986/4:15	136	1	17
1/29	Epiphany 4	138	700/3:29	129	0	12
2/5	Epiphany 5	124	720/4:05	123	0	13
2/12	Epiphany 6	109	773/5:01	107	0	12
2/19	Transfiguration	157	761/3:41	132	1	12
2/26	Lent 1	171	1,100/4:11	148	2	15
3/5	Lent 2	122	859/4:54	126	0	12
3/12	Lent 3	159	983/4:47	115	1	16
3/19	Lent 4	134	930/5:44	96	1	13
3/26	Lent 5	142	674/3:41	104	0	12
4/2	Palm/Passion	149	533/2:59	107	0	10
4/9	Easter 1	216	1,000/3:10	113	1	12
4/16	Easter 2	97	770/6:31	97	0	12
4/23	Easter 3	150	976/5:16	105	1	13
4/30 P	Easter 4	11	1,100/7:53	90	0	14
5/7	Easter 5	153	478/2:42	115	1	8
5/14	Easter 6	83	645/5:36	78	0	11
5/21 G	Easter 7	108	959/6:26	105	0	11
5/28	Pentecost	113	992/7:17	84	0	13
6/4	Holy Trinity	118	627/3:40	111	0	11
6/11	Pent. 2	99	767/6:05	90	0	13
6/18	Pent. 3	102	666/5:07	73	2	10
6/25	Pent. 4	106	585/4:14	86	0	10
7/2	Pent. 5	134	499/2:54	126	0	9
7/9	Pent. 6	160	596/2:33	134	0	10
7/16	Pent. 7	138	698/4:12	112	0	12
7/23	Pent. 8	163	911/4:28	138	0	12
7/30 K	Pent. 9	104	786/5:54	90	0	11
8/6	Pent. 10	No Facebook video to pull data from				
8/13	Pent. 11	116	473/3:06	90	0	8
8/20	Pent. 12	No Facebook video to pull data from				
8/27	Pent. 13	172	585/3:11	127	0	10
9/3	Pent. 14	134	765/4:50	92	0	10
9/10	Pent. 15	No Facebook video to pull data from				
9/19	Pent. 16	255	637/2:03	162	1	12
9/24	Pent. 17	112	467/3:34	96	0	9
10/1	Pent. 18	186	730/3:18	127	1	13
10/8	Pent. 19	204	458/2:01	119	1	10
10/15	Pent. 20	177	815/4:10	121	0	13
10/22	Pent. 21	117	548/3:51	95	0	9
10/29	Ref./Conf.	106	758/6:07	91	0	13
11/5	All Saints	175	511/2:24	179	1	7
11/12	Pent. 24	122	510/3:04	106	0	10
11/19	Pent. 25	No Facebook video to pull data from				
11/26	Christ the King	140	747/4:25	118	0	10
12/3	Advent 1	183	1,200/5:20	128	0	12
12/10	Advent 2	697	1,400/1:13	673	4	13
12/17	Advent 3	191	983/4:19	136	1	17
12/24	Advent 4	130	450/2:41	105	0	8
12/31	Christmas 1	122	516/3:16	63	0	15

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%
2023	295	(4)	244	83%	51	17%	86	29%

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%
2023	19,750	183,170.12	11%

REPORT OF THE CONGREGATION COUNCIL PRESIDENT

Zion Lutheran Church Council Members: Pastor Doug Schoen, Troy Cording, Dean Schoen, Kim Graf, Laura Rowe, Leann Limberg, Jonah Zuehls, Michelle Larsen, Brad Nelson, Mark Swenson, and Henry Zuehls

As I look back and reflect on the past year at Zion there is one thing that stands out. We are a solid congregation!! We are still full of faith and outreach to the community. We use prayer to strengthen our faith in ourselves and all of the servant leaders in our church. Zion has been blessed to have Pastor Schoen be our interim pastor for another year. We put our faith in him to bring us the messages on Sunday.

Zion's church council made the commitment to the community by using designated memorial money from the Swensons, and giving it to the M and M Area Community Foundation Future Fund. Zion is sponsoring one class for the next three years. This will give every student in the Marinette and Menominee counties funds to use for further education after they graduate highschool. This feels right for Zion as one of our missions has always been doing great things for our youth.

Another outreach has been the use of our AV system and Facebook Live. Over the years, this is something that has been very valuable for Zion. We were able to live stream not only our Sunday services but also weddings and funerals that family members were not able to attend in person. This has been a system that has been with us for almost fourteen years. We have had generous donations this past year to get us very close to the goal of being able to get a new AV system that will bring us up to date with new and better equipment.

Both of these are examples of how Zions faith and outreach works for us and our community! One of the other things that was done and a great accomplishment was leading the Transition Task Force. It was wonderful going through that process and digging deep into what the vision of Zion would be for an incoming call and what attributes we as a congregation would want in the new pastor. Although we have not had a candidate yet we have to keep faith and pray that we will have a wonderful candidate to fill the shoes of pastor for us.

I would also like to thank the outgoing council members, Kim Graff, Laura Rowe and Henry Zuehls. Laura Rowe is up for reelection so we will be seeing her again. Thanks for your dedication and hard work on the council.

God's Blessings,
Troy Cording

AV TEAM REPORT

The A.V. team has been capably supplying services for funerals, weddings, and weekly services, while running into more frequent mechanical issues. We have begun training more volunteers but still need more. With the additional computer issues, it has been difficult to get the volunteers comfortable with the system. Looking forward into 2024, we are hoping upgrades to the system which will increase the quality of our broadcasts and recordings for all who consume our content online as well as making it easier for others to run the system. 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 started in 2010. For the past thirteen years, 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. Over those thirteen years we have visited and communed dozens of God's people wherever they were and sent out a

Continued...

ZION'S CARING MINISTRY TEAM ANNUAL REPORT

...continued

gazillion greeting cards. Their faces have changed over the years, but the caring and sharing has not.

Zion's Caring Ministry Team currently comprises Pastor Doug Schoen, Pat Rondeau, Sarge Rudell, Lori Despins, Judy Stehle, Jane Landenberger, and I.

The team made 97 visits in 2023 to 20 individuals. Pastor Doug, who is our quarter-time interim pastor, also made at least a dozen visits and additionally, numerous telephone calls to those who are hospitalized or in need of special pastoral care. Jane Landenberger sent out 67 cards recognizing a vast number of lifetime occurrences.

If you, a family member, or congregational friend are ill, hospitalized, or in need of assistance and want to utilize a service provided by the Caring Ministry, please contact the church office at 715-735-7898. We absolutely do not want anyone to feel forgotten or worse yet ignored when they are ill or hospitalized. We sincerely care and truly want to share God's love and care with you. We will contact you to make arrangements prior to visiting.

To all of you who serve on the Caring Ministry team, thank you for giving yourself and your time in 2023. 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 to them is deeply valued not only by those you visit but by me.

As we move into year 2024, we hope to continue to bring God's loving word and care to all those we visit and commune.

In God's peace and love,
Karen Sylvester

HARVEST OF HOPE COMMUNITY GARDEN

The garden is available to congregation members and the community at large. There is space to grow vegetables, fruits or flowers for personal use or for donation to food pantries. It provides an opportunity for Zion and the community to socialize and work together outdoors. From gardening novice to master gardener, all are welcome to participate. Participants share experiences and ask questions.

Approximately half of the space is composed of raised beds, each bed measuring 4-feet by 8-feet. Approximately half of the space is open garden space that is assigned to gardeners. This past year saw the addition of two 2 feet by 8 feet raised planters for those who have difficulty kneeling or bending. There is room for additional raised beds and raised planters if/as needed. Gardening tools are available in the shed located north of the garden, although most people have their own tools. Water is available throughout the growing season via a hose. Pesticides and insecticides are not allowed, but the garden is not considered organic. Composted manure is made available each spring to improve the soil. Gardeners may provide other soil improvements at their choice.

Gardeners had a very good production year in 2023 despite unusual weather patterns.

If you would like to participate in 2024, contact me at 715-732-0161 for more information. Prior year gardeners are given first option to have the spaces they used in the prior year, then newcomers can choose from the remaining areas. More raised beds or raised planters can be made if there is enough demand.

Monetary donations are accepted as there are ongoing costs for fence and raised bed repairs, or building new raised beds and/or planters. Two individuals have done most of the mowing within the garden but new help with mowing would be appreciated. Additional mowers would be asked to provide a mower as well.

Respectfully submitted,
John Radloff

FORTUNE LAKE LUTHERAN CAMP

2023 Report to Association Congregations

Greetings from Fortune Lake!

We pray for your faith community and are grateful for your partnership. As you reflect on the past year and discern where the Holy Spirit is calling next, I present the following reflections from camp: 2023 was another blessed year for Fortune Lake, our 93rd year of operation! Here are some of the highlights:

- We served **476 summer campers** of all ages through our onsite programs and partnered with many of you to deliver **9 day camp programs** in your communities. The theme of *Holy Trinity, Wholly Loved* was impactful on both staff and campers.
- Our rental and retreat usage is booming, with 2023 being perhaps the best year on record!
- Our dedicated year-round team of 4 full-time and 3 part-time staff continues to work hard to provide a comfortable experience for all people. Our summer staff, including 4 internationals, was vibrant, robust, and energetic. We are now recruiting young adult staff for Summer 2024.
- The property is in beautiful shape, with many significant upgrades made possible by last year's CoVantage Cares Giving Tuesday Campaign. Duplexes have all receive new boilers, windows, and roofs. Emanuel Lodge has a new facade and fire alarm system. The Dining Hall has new windows and a commercial range and ovens. We'll wrap up upgrades in 2024. Additionally, our waterfront has a gorgeous new accessible pier from a private donor! Next spring we will complete the accessibility upgrade with an improved pathway from the sauna to the beach, through an ELCA grant.
- Financially, we are holding our own, despite the significant increase in the cost of food, basic supplies, and utilities. Our donors and association congregations have continued to show their commitment to this ministry. One-time donations, monthly electronic withdrawals, and legacy gifts are deeply appreciated and used to ensure that God's work continues. If you are in a position to give above and beyond your congregational giving, know that Fortune Lake will use your gift efficiently.
- Our Total Inclusion Task Force has worked to help us be more welcoming to people who have historically been marginalized in Christian camping spaces. Please visit our website to read the new welcome statement and learn more: <https://fortunelake.org/about/mission/>
- The Board of Directors recently updated our mission statement. It reads, "Seeking to connect faith and life, we provide a welcoming space for all people to experience God, community, and nature." Our vision statement reads, "With equity, we foster the growth and renewal of all creation through Christ-centered community." And our core values have been identified as: Inclusive Community, Growing Leaders, Faith Formation, Creativity and Exploration.

Join us in 2024 as we continue to partner in ministry and live into the mission to which Christ has called us!

Grace & Peace,
Amanda Rasner, Camp Director



MISSION ENDOWMENT COMMITTEE REPORT

Zion's Mission Endowment Committee met in the church library twice this past year. The meetings were held in the month of June and November. The following people are members of this committee: Kim Swenson (Treasurer), Karen Dill, Calista Thill (Secretary), Mary Belisle, and Phil Strohl (President).

The Endowment Committee oversees an investment account and makes recommendations on financially supporting different community organizations/groups. Zion publicly publishes information on the application process on how to apply for the grants through our local newspapers including the EagleHerald and Peshtigo Times. During our June meeting the group discussed the applications that were received for the 2023 year. We were very pleased to be able to make a total distribution of \$7,600.00.

The following groups were chosen based on their wishes on the grant application form, and then were formally approved by Zion's Congregation Council at their June meeting: \$250 to Menominee Animal Shelter; \$300 to Cans of Hope; \$650 to A Place for Max; \$2,300 to Abundant Life; \$100 to Sew for Missons; \$1,000 to Biehl Bridges; \$1,000 to Northern Great Lakes Youth Ministry; \$1,000 to Zion Lutheran's AV Improvement Fund.

We will be inviting two of these groups to our worship service in late February, or early March 2024, to update the congregation on their use of these funds.

If you or your family are interested in financially supporting Zion's Mission Endowment Fund, please contact our church secretary or council chairman. The Endowment Committee would also appreciate your help in spreading the word to organizations and community groups to apply for this grant in 2024.

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

Submitted by,
Calista Thill

PROPERTY/SAFETY AND SECURITY REPORT

In 2023 the church council combined these two committees (Property and Safety and Security Task Force) into one. This new committee is mostly project based.

We are very lucky to have people in our congregation we can call on when a project arises. Thanks to all the volunteers who helped us keep the church well maintained.

2023 Major projects completed

- Remove large tree next to creek

2024 Major products to be completed

- Replace AV equipment, this project is in the 2024 budget, special thanks to Troy Cording for taking the lead on this project, Hoping this this complete in the first ½ of 2024.
- Replace outside sign, also in the 2024 budget, special thanks to Randy Schroeder for his donation of materials and labor, Completion in the summer of 2024.

Sincerely,
Mark Swenson

Sanctuary Arts

Our committee makes sure the paraments are changed and banners are put up for the different seasons of the church.

The Flower Gallery in Menominee delivers fresh flowers each week and supplies us with beautiful choices for Easter and Christmas.

Continued...

...Continued

Sanctuary Arts

We decorate the sanctuary several times a year. Our Christmas theme was based on the colors of advent accented with silver. We purchased new advent candles, tree skirts, ribbon for bows and silver decorations for the wreaths and sides. Sally Broetzman decorated and donated new decorations for the tree in the narthex.

We are starting a fund for new Christmas trees that are prelit, lighter, shorter and easier to put up, decorate and store.

Peace to all.

Barb Grom, Ann Buscher, Karen Dill and Carol Johnson

SEW FOR MISSIONS

In 2023, Sew for Missions made and donated 78 quilts! We have been meeting on the second and fourth Tuesday every month and have been enjoying 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

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 4-11. 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 Zion contemporary band with the help of Bill Tipple (thank you so much) was integral to the success.

In the upcoming year, the SPARK students are excited to try to integrate more into the Sunday services.

Johanna Zuehls

SOCIAL MINISTRY COMMITTEE REPORT

Thank you Zion Lutheran Congregation for going where Jesus leads in 2023.

Our committee currently consists of Don & Jo Schutt, Sarge & Joni Rudell, Sharon & John Powilaites, Michelle Larson, Carol Johnson, Lori Despins, Sally Broetzman, Carole Boerner and me (Heidi B).

We have worked on a number of projects over the last year and plan to continue in the same manner in 2024. All of these things work because you support us by participating and donating. Thank you!

With your help in 2023 we:

- Collected non-perishable food for local pantries, schools and shelters; as well as cleaning supplies, clothing and office items for several community organizations. These are monthly collections with a rotation of recipients throughout the year.
- Raised \$5,000 for the ELCA's World Hunger Appeal during Lent.
- Worked with the Salvation Army to collect school supplies for the new school year.
- Organized the collection of Christmas gifts and delivered them to the Salvation Army for 20 children from our Angel Tree.

Continued...

SOCIAL MINISTRY COMMITTEE REPORT

...Continued

Our committee also hosted a number of coffee hours this past year in the hopes that we would “jump start” more active participation by other committees and family groups.

In addition, we hosted a special coffee hour in the fall to honor our members who are 75+. Carnations were presented or delivered to members over 90 years old. All in thanks for their years of dedicated service and support of Zion’s ministries.

Please let us know if you are interested in joining our committee. We are always happy to gain new members and ideas.

We look forward to another year of presenting you with opportunities for ministry in our community and the world.

Grace & Peace,
Heidi Beland
Zion Social Ministry Co-Chair

WORSHIP AND MUSIC COMMITTEE

MUSIC

Ann Buscher and Pastor Schoen have been choosing the hymns for each Sunday. We are currently using setting three from the hymnal and Now the Feast and Celebration for liturgies. When there is a month with five Sundays we have a hymn sing. Ann has been organizing special music to perform. Members have been sharing their talents with vocal solos, duets, and instruments.

The choir began rehearsing and performing again in September and were excited to sing for Christmas Eve. Due to many members going south for the winter, the choir takes January and February off and returns to sing in the spring.

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 will be tuned in February. The piano in the fellowship hall is FREE for anyone that wants to take it home.

WORSHIP

We are blessed to have Intern Pastor Doug Schoen continue to lead us in worship. His inspirational sermons, beautiful voice and enthusiasm is a joy to our congregation.

This year Christmas Eve was on a Sunday. We had one service in the morning celebrating the fourth Sunday of advent and our traditional candlelight service in the evening. Attendance was great!

We have continued to put all our services on Facebook and the website. Jonah Zuehls and Troy Cording are in charge of the projection team. New equipment is being purchased and volunteers are being trained.

Thank you to everyone who has volunteered to be readers, communion assistants, ushers, and to set up and take down communion.

The Sanctuary Arts committee has continued to change the paraments and decorate the church for each season. We have fresh flowers on the alter each Sunday and at Christmas and Easter. Thank you to the members who have sponsored flowers, and the eternal light.

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

YOUTH MINISTRY

Zion has continued to join with the conference in a collaborative effort to engage the youth in worship, service, and camaraderie.

Activities have included a lock-in, a bowling party, Baking with the Bishop which included our bishop, loading the box car, and soon the youth will be joining together to solve an escape room.

The National Youth Gathering will be held this July with Henry Zuehls attending with another church group from Negaunee. Henry is also planning to attend "Quake" in March which is a mini youth gathering in Minnesota.

We are thankful for the collaboration efforts and the creativity of Stefanie Ehle from the Bethel Church in Menominee.

Johanna Zuehls

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.

"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 2009 Zion developed a mission statement for its Seven Marks of Discipleship – Pray, Worship, Study, Invite, Encourage, Give, and Serve. Throughout 2023 those seven marks were the focus for everything that the Stewardship and Generosity Committee did.

We did our best to think of innovative ways to bring these marks to fruition. Those that come to mind include rock cards during the Easter season when we focused on Worship. The committee sponsored an Ice Cream social after worship with all the fixings for the Mark of Serve. For the Mark of Invite, we printed invitations and handed them out to the congregation in hopes that they would use them to invite family, friends, or neighbors to worship or to an event at Zion. Some congregation members truly excelled at this endeavor. We developed a new pledge card to include time, talents, and treasures which was mailed to the entire congregation. Those who made pledges received a personalized thank you note. On October 1st, Laura and Ed Rowe, Erik Breuer, Dean Schoen, and Barb Grom participated in a discussion panel about the varied ways they donate their time, talent, and financial treasures at Zion. Lastly, Bonnie Schoen and Karen Dill made lovely little Prayer Patches which were given out during worship when we focused on the Mark of Prayer in November.

On the next page is financial information on the last ten years of Zion's stewardship drives as compiled by Marissa Tharp, Zion's Financial Secretary.

We pray with God's help and guidance we can continue to work on accomplishing Zion's Mission Goal.

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 2014-2024

	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	2024 52 Weeks
# of pledges	79	78	69	46	52	57	56	57	67	61	56
Amount pledged	131,916	164,129	\$166,106	\$108,373	\$124,376	\$133,644	\$133,310	\$134,528	\$148,547	\$129,365	\$124,821
Avg. annual pledge	\$1,669	\$2,104	\$2,407.00	\$2,356.00	\$2,392.00	\$2,345	\$2,379	\$2,242	\$2,217	\$2,121	\$2,228
# of pledges increased	19	41	28	20	17	14	22	18	11	14	12
# of pledges decreased	6	2	5	1	1	4	4	7	0	3	3
# of New Pledges	20	11	7	7	9	12	7	8	7	5	8
# of pledges unchanged	33	17	29	18	25	27	23	24	48	35	33
3 Vanco members did not fill out new pledge form. Not included in above total is \$5,077 from Vanco members who did not stop ACH.											

Zion Lutheran Church

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



Thursday, January 18, 2024

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 black ink that reads "Phil Strohl". The signature is written in a cursive style.

Sharon Powilaites

A handwritten signature in black ink that reads "Sharon Powilaites". The signature is written in a cursive style.

John Radloff

A handwritten signature in blue ink that reads "John Radloff". The signature is written in a cursive style.

Zion Lutheran Church				
Year to Date December 31, 2023				
	53 Sundays	53 Sundays		
	December 2023	December 2022	\$ variance 2023 over (under) 2022	% variance 2023 over (under) 2022
General Fund				
Envelopes - 1	\$ 180,081.97	\$ 174,432.88	\$ 5,649.09	3%
Loose Offerings - 40	\$ 3,674.05	\$ 2,455.68	\$ 1,218.37	50%
SPARK - 93	\$ -	\$ 20.00	\$ (20.00)	-100%
General Fund Total	\$ 183,756.02	\$ 176,908.56	\$ 6,847.46	4%
Restricted Offerings				
Altar Flowers - 11	\$ 810.00	\$ 595.00	\$ 215.00	36%
Thanksgiving - 8	\$ 240.00	\$ 185.00	\$ 55.00	30%
Christmas - 9	\$ 717.00	\$ 1,067.00	\$ (350.00)	-33%
Poinsettias - 12	\$ 185.00	\$ 273.00	\$ (88.00)	-32%
Lilies - 13	\$ 230.00	\$ 446.00	\$ (216.00)	-48%
World Hunger - 16	\$ 5,595.00	\$ 5,715.00	\$ (120.00)	-2%
NEWCAP - 17	\$ 62.00	\$ 3,199.00	\$ (3,137.00)	-98%
Disaster Relief - 60	\$ 100.00	\$ 1,895.00	\$ (1,795.00)	-95%
Memorial Fund - 19	\$ 7,837.65	\$ 1,745.00	\$ 6,092.65	349%
Sanctuary Candle - 25	\$ 131.00	\$ 218.00	\$ (87.00)	-40%
Capital Improvements - 26	\$ 30,745.00	\$ 2,455.00	\$ 28,290.00	1152%
Soup Suppers - 27	\$ 275.00	\$ -	\$ 275.00	100%
Ash Wednesday - 2	\$ 20.00	\$ 902.00	\$ (882.00)	-98%
Sew for Missions - 36	\$ 1,100.00	\$ 930.00	\$ 170.00	18%
Advent - 37	\$ 300.00	\$ 326.00	\$ (26.00)	-8%
Easter - 5	\$ 1,040.00	\$ 1,108.00	\$ (68.00)	-6%
Fortune Lake Scholarships - 75	\$ -	\$ -	\$ -	0%
Youth - 77	\$ -	\$ -	\$ -	0%
Maundy Thursday - 4	\$ 118.00	\$ 267.00	\$ (149.00)	-56%
Lutheran World Relief - 105	\$ 3,281.00	\$ 180.00	\$ 3,101.00	1723%
VBS - 110	\$ -	\$ 5.00	\$ (5.00)	-100%
Initial - 10	\$ 85.00	\$ 160.00	\$ (75.00)	-47%
Lent - 3	\$ 207.00	\$ 302.00	\$ (95.00)	-31%
Good Friday - 107	\$ 75.00	\$ 152.00	\$ (77.00)	-51%
Special Offering - 147	\$ 1,585.00	\$ 4,840.00	\$ (3,255.00)	-67%
Helping Hand Fund - 79	\$ 128.00	\$ 981.00	\$ (853.00)	-87%
Equal Exchange Coffee - 202	\$ 109.50	\$ 114.00	\$ (4.50)	-4%
DAR - 204	\$ 400.00	\$ 400.00	\$ -	0%
Receipts for Endowment Fund - 2	\$ -	\$ -	\$ -	0%
Kitchen Ceiling Paint Project - 26	\$ -	\$ -	\$ -	0%
Harvest of Hope Community Gard	\$ 652.65	\$ 1,720.00	\$ (1,067.35)	-62%
Boiler Fund - 124	\$ 1,318.21	\$ 9,788.98	\$ (8,470.77)	-87%
Bell Fund - 135	\$ 280.00	\$ 270.00	\$ 10.00	0.037037037
Restricted Offerings Total	\$ 57,627.01	\$ 30,180.00	\$ 25,848.80	86%
Non-Offering Receipts				
Harvest of Hope Community Gard	\$ -	\$ 100.00	\$ (100.00)	-100%
Church use/copies - 15	\$ 30.00	\$ -	\$ 30.00	100%
Refund/Rebate - 47	\$ -	\$ 6,994.00	\$ (6,994.00)	-100%
Supplies/books/reimbursements	\$ -	\$ -	\$ -	0%
VBS registration - 120	\$ -	\$ -	\$ -	0%
Mortgage receipts - 143	\$ -	\$ 22,470.93	\$ (22,470.93)	-100%
Non-offering, misc - 144	\$ 283.19	\$ -	\$ 283.19	100%
Thrivent Choice Dollars - 1	\$ 574.00	\$ 303.00	\$ 271.00	89%
"Living Lutheran" Subscriptions -	\$ -	\$ 15.00	\$ (15.00)	-100%
Distribution from Endowment Fur	\$ 286.24	\$ -	\$ 286.24	100%
Non-Offering Total	\$ 1,173.43	\$ 29,882.93	\$ (28,709.50)	-96%
Total Offerings	\$ 242,556.46	\$ 236,971.49	\$ 3,986.76	2%
Credit Card Fees	\$ 73.42	\$ 62.38	\$ 11.04	18%
Net Deposits	\$ 242,483.04	\$ 236,909.11	\$ 3,975.72	2%

2023 YOUTH MINISTRY FUNDS

Savings Account:

Balance as of 12-31-22:	\$12,481.06
Deposits:	\$ 18.72
Transfer to checking :	\$ 5.00
Balance as of 12-31-23:	\$12,494.78

Checking Account:

Balance as of 12-31-22:	\$680.13
Transfer from savings:	\$5.00
Disbursements:	\$361.36
Balance as of 12-31-2023	\$323.77

Karen K. Dill
Treasurer

2023 ZION LUTHERAN KITCHEN FUND

Checking Account:

Balance as of 01-01-2022:	\$677.20
Receipts 2023	\$0
SUBTOTAL	\$677.20
Disbursements 2023	\$51.45
Balance as of 12-31-23:	<u>\$625.75</u>

A note to the congregation: We are trying to switch from plastic and Styrofoam utensils to biodegradable products wherever possible.

Nora Plym
Treasurer

December 2023 Year To Date Zion Lutheran Church											
	General Fund	Capital Improve- ment	Unused Pastor Salary	Call Fund	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern Total
Fund Balance January 1, 2023	\$52,980.41	\$52,595.28	\$0.00	\$16,800.00	\$8,540.87	\$533.32	\$10,302.17	\$857.59	\$7,941.48	\$3,201.10	\$154,516.98
RECEIPTS											
Contributions	\$183,170.12	\$2,960.00	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$600.00	\$5,204.92	\$0.00	\$192,035.04
Synod benevolences	8,976.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$8,976.00
Local benevolences	382.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$382.00
Altar flowers, lily, poinsettia, candle	1,386.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,386.00
"Living Lutheran" magazine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00
Helping Hand Fund	126.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$126.00
Fortune Lake Lutheran Camp	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$300.00
Special	3,355.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	2,685.00	0.00	\$6,120.00
Sew for Missions	1,100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,100.00
VBS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00
DAR Boys & Girls Club	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$400.00
AV equipment	0.00	27,565.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$27,565.00
SPARK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00
Equal Exchange	116.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$116.50
ELCA Endowment Fund (donations)	143.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$143.12
Soup supper	300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$300.00
Choir music	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00
Thrivent choice dollars	574.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$574.00
Other non-donation income	1,676.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,676.31
Boiler (donations)	0.00	1,318.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$1,318.21
Interest income	893.43	806.00	0.00	0.00	795.12	0.00	0.00	0.00	76.65	0.00	\$2,582.49
TOTAL RECEIPTS	\$202,898.48	\$32,979.21	\$0.00	\$0.00	\$895.12	\$0.00	\$0.00	\$600.00	\$8,041.57	\$0.00	\$245,425.67
DISBURSEMENTS											
BENEVOLENCES:											
Northern Great Lakes Synod	\$19,741.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19,741.28
Fortune Lake Lutheran Camp	2,274.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,274.15
Northland Lutheran Retirement	314.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	314.06
FLLC - community campers	984.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	984.00
DAR Boys & Girls Club	3,989.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,989.33
Local benevolences	362.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	362.00
Other synod benevolences	8,976.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,976.00
TOTAL BENEVOLENCES	\$36,640.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$36,640.82
SALARIES & BENEFITS											
Pastor:											
Salary	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,000.00
Social security	1,415.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,415.28
Housing allowance	3,499.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,499.92
Continuing education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Financial secretary	4,130.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,130.25	4,354	4,354
Office administrator	18,252.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,252.99	18,520	18,520
Treasurer	2,180.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,180.04	2,180	2,180
Custodian	1,137.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,137.68	1,418	1,418
Choir director	452.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	452.10	904	904
Organists/musicians	3,562.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,562.80	4,520	4,520
Non-pastor taxes	2,274.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,274.71	2,440	2,440
Contracted musicians	310.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	310.00	143	143
Substitute & interim pastors	1,750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,750.00	1,500	1,500
TOTAL SALARIES & BENEFITS	\$53,985.77	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$53,985.77
OPERATING EXPENSES											
Gas & electric	\$10,067.74	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,067.74
Telephone & internet	1,559.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,559.76	1,560	1,560
Water & sewer	1,648.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,648.00	1,640	1,640
Insurance	6,006.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,006.00	4,882	4,882
Professional expense	478.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	478.86	3,500	3,500
Synod assembly	1,000.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.33	1,000	1,000
"Living Lutheran" magazine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Choir music	172.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	172.39	200	200
Worship and office supplies	2,741.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,741.07	4,000	4,000
Vanco on-line fees	923.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	923.35	860	860
Vanco Credit Card Fees	94.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.49	50	50
Custodial supplies & repairs	1,359.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,359.99	1,000	1,000

December 2023 Year To Date Zion Lutheran Church	General Fund	Capital Improve- ment	Unused Pastor Salary	Call Fund	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total	
Postage	444.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	730	730
Shepherd Staff software fee	550.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	510	510
Sew for Missions	1,100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
FLLC - church campers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240	240
Committees:													
Social ministries	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	290	290
SPARK	332.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	332.35	300
Adult education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	165	165
Confirmation	240.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240.02	165
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	200	200
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	100	100
Evangelism	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	100
Fellowship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	100
Worship & music	808.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	808.00	725
Youth ministry	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	200	200
Stewardship	53.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	53.48	70
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	150	150
Altar flowers, liv, poinsettia	959.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	959.00	1,500
Soup supper	216.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	216.58	350
Advertising	125.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.00	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	0
Swenson Fund Expenditure for Schools	6,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,000.00	0
Miscellaneous	1,489.10	0.00	0.00	0.00	223.90	0.00	0.00	0.00	0.00	0.00	0.00	1,713.00	1,000
TOTAL OPERATING EXPENSE	\$38,370.26	\$0.00	\$0.00	\$0.00	\$223.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$32,137	\$32,137
MAINTENANCE, REPAIR & CAPITAL													
Piano & organ tuning/service	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000	\$1,000
Copier contract	544.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	544.87	490
Snow shoveling	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	188	188
Yard care	4,035.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,035.00	2,400
Bell ringer contract	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	630	630
Snow plowing & salting	1,300.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,300.00	2,400
Heating/plumbing repairs & maint	239.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	239.57	3,000
Kitchen Ceiling Protect	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	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	815	815
Office IT & minor equipment	24.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24.37	300
Electronic Piano Purchase	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Boiler Loan Payment	14,638.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,638.21	13,260
TOTAL MAINTENANCE, REPAIR & CAPITAL	\$20,782.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,483	\$24,483
TRANSFERS OUT (IN)													
Capital Improvement Fund	\$8,076.89	(\$8,076.89)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,000.00	\$8,000.00
Call Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0
Unused Pastor Salary	\$45,212.88	\$0.00	(\$45,212.88)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0
Garden Fund	\$0.00	\$0.00	\$0.00	\$0.00	0.00	0.00	0.00	398.30	0.00	0.00	0.00	398.30	0
(From) Memorial Fund to CIP for Bell Project	0.00	(2,760.00)	0.00	0.00	0.00	0.00	0.00	0.00	2,760.00	0.00	0.00	0	0
(From) Capital Improvement Fund to tree and stump removal	(1,800.00)	1,800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
(From) Capital Improvement Fund for Boiler	(1,696.99)	1,696.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Transfer from Swenson Youth Fund	(18,198.34)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(18,198.34)	0
(From) Memorial Fund to CD investment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00	0.00	0.00	3,000.00	0
Camper fees from Comm Camp	(533.32)	0.00	0.00	0.00	0.00	533.32	0.00	0.00	0.00	0.00	0.00	0	0
Camper fees from Church Camper	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
(From) Cap Imp Fund to CD investment	0.00	20,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,000.00	0
Helping Hand Fund out	526.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	526.00	\$800
Helping Hand Fund (in)	(400.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(400.00)	0
(From General Fund) ELCA grant money to CIP	1,000.00	(1,000.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
(From)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
(To) Future Fund CD	12,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,000.00	0
(From Unused Pastor Salary) to CD	0.00	0.00	38,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38,000.00	0

December 2023 Year To Date Zion Lutheran Church												
	General Fund	Capital Improve- ment	Unused Pastor Salary	Call Fund	Zion Campers	Community Campers	Parsonage Proceeds	Harvest of Hope Garden	Memorial	Sabbatical Fund	Intern	Total
(From) Parsonage Proceeds to CIP for AV+	0.00	(10,302.17)	0.00	0.00	0.00	0.00	10,302.17	0.00	0.00	0.00	0.00	0
Transfer to Agnes	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
Transfer to Endowment Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0
TOTAL TRANSFERS	\$44,187.12	\$1,357.93	(7,212.88)	0.00	\$0.00	\$533.32	\$10,302.17	\$398.30	\$5,760.00	\$0.00	\$0.00	\$8,800
TOTAL DISBURSEMENTS & TRANSFERS	\$193,965.99	\$1,357.93	(7,212.88)	0.00	\$223.90	\$533.32	\$10,302.17	\$398.30	\$5,760.00	\$0.00	\$0.00	\$237,259
Fund Balance Increase (Decrease)	\$8,932.49	\$31,621.28	7,212.88	0.00	\$671.22	(\$533.32)	(\$10,302.17)	\$201.70	\$2,281.57	\$0.00	\$11.29	\$40,096.94
Fund Balance December 31, 2023	\$61,912.90	\$84,216.56	7,212.88	16,800.00	9,212.09	\$0.00	\$0.00	\$1,059.29	\$10,223.05	\$3,201.10	\$776.05	\$194,613.92
General Fund Balance including Unused Pastory Salary	\$107,126.78	Plus 20,234.41	38,000 in CD									

December 2023 MISCELLANEOUS FUNDS			
Fortune Lake Campers Fund - church campers	Combined Funds	Certificate of Deposit	Total
Neverman CD(Acct#9478)-(4.05%, matures 3/2/25)		\$15,000.00	15,000.00
Ellis CD (Acct#9452)-(4.05%, matures 3/2/25)		5,000.00	5,000.00
Balance January 1, 2023	\$8,540.87	\$20,000.00	\$28,540.87
Donations received	100.00		100.00
Transfer from Helping Hand			0.00
Interest income	581.68		581.68
Disbursements	213.44		213.44
Penalty for cashing them in March 2023	(223.90)		(223.90)
Reported Balance December 2023	\$9,212.09	\$20,000.00	\$29,212.09
Endowment Fund	Mission Investment Checking Account- *4873	Endowment Fund of the ELCA	Total
Balance January 1, 2023	\$4,101.08	\$180,112.77	\$184,213.85
Interest income	13.05		13.05
Transfer from General Fund due to designated gift			0.00
Realized gains		5,686.20	5,686.20
Disbursements			0.00
ck1045	(250.00)		(250.00)
ck 1046	(300.00)		(300.00)
ck 1047	(650.00)		(650.00)
ck 1048	(2,300.00)		(2,300.00)
ck 1049	(100.00)		(100.00)
ck 1050	(1,000.00)		(1,000.00)
ck 1051	(1,000.00)		(1,000.00)
ck 1052	(1,000.00)		(1,000.00)
ck 1053	(1,000.00)		(1,000.00)
Unrealized gains (losses)		10,239.95	10,239.95
Transfers from Endowment to Checking	5,686.20	(5,686.20)	0.00
Balance November 30, 2023	\$2,200.33	\$190,352.72	\$192,553.05
Agnes Bennett Memorial (Christian Education Fund)	Agnes Bennett Mem Fund Savings Account (0.01%)		
Balance January 1, 2023	\$2,159.64		
Interest income	3.21		
Inter-account transfer			
Receipts	0.00		
Disbursements/transfer out	0.00		
Reported Balance December 2023	\$2,162.85		

Scholarship Fund - (4.05%, matures 3/2/25)	Certificate of Deposit		
Balance January 1, 2023	\$26,614.58		
Interest income	913.37		
Transfer to General Fund for scholarship	0.00		
Disbursements	0.00		
Penalty for cashing in March 2023	(347.99)		
Reported Balance December 2023	\$27,179.96		
Helping Hand Fund	Savings Account (0.05%)		
Balance January 1, 2023	\$2,581.24		
Donations received	126.00		
Interest income	3.54		
Disbursements			
ck26444 assistance for person	(400.00)		
Reported Balance December 2023	\$2,310.78		
Ken & Thea Swenson Youth Fund	Swenson Youth Fund	Schwab holdings	SNBT holdings for Future Fund
Balance January 1, 2023	\$21,958.76		
Interest income	393.12		
Disbursements/transfers			
Community Camper withdraw 4/18	(198.34)		
Sent to Future fund from General July 2023			(6,000.00)
Future Fund transfer to general September 2023	(11,000.00)		11,000.00
Future Fund transfer to general October 2023	(7,000.00)		7,000.00
Transfer from General to 12 Mo CD Nov - 4.77% Matures 11/8/2024			(12,000.00)
12 Mo CD 4.77% Matures 11/8/2024			12,000.00
Holdings:			
Insured Deposit account		283.19	
CD - 4.15% matures 2/14/24 - FIRST BK RICHMOND IND		4,000.00	
	\$4,283.19	market value	\$12,000.00
Reported Balance December 2023	Total value of Schwab and General		\$16,283.19
Capital Improvement and Memorial Funds CD	Capital Improvement	Memorial	Total
Balance July 14, 2023	\$20,000.00	3,000.00	23,000.00
Cert#0130081128-(4.77%, matures 7/14/2024)			
Interest income	234.41	35.16	269.57
Reported Balance December 31, 2023	\$20,234.41	\$3,035.16	\$23,269.57
Unused Pastor Salary CD	Total		
Balance Nov 15, 2023	\$38,000.00		
Cert#0130082597-(4.77%, matures 11/15/2024)			
Interest income			
Reported Balance December 31, 2023	\$38,000.00		

Zion Lutheran Church Memorial Fund December 2023	Children or Disabled	SPARK - children's program	Kitchen & Social Hall Project	Bell	Christmas Décor	Choir Music	Total Restricted	Unrestricted - CD purchased July 14 2023	Unrestricted	Total Restricted and Unrestricted	Description
Balance 12/31/22	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 150.00	\$3,034.29		\$ 4,907.19	\$ 7,941.48	2023 beginning balances
Interest earned							\$ -		\$ 9.63	\$ 9.63	
Receipt				\$ 2,685.00			\$ 2,685.00		\$ -	\$ 2,685.00	Memory of Shirley Swenson
Receipt							\$ -		\$ 125.00	\$ 125.00	Memory of Shirley Swenson
Receipt							\$ -		\$ 100.00	\$ 100.00	Memory of Richard Peterson
Transfer to CIP (Bell)				\$(2,685.00)			\$(2,685.00)			\$(2,685.00)	
Balance 1/31/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 150.00	\$ 3,034.29	\$ -	\$ 5,141.82	\$ 8,176.11	
Interest earned							\$ -		\$ 7.73	\$ 7.73	
Receipt				\$ 75.00			\$ 75.00		\$ -	\$ 75.00	Memory of Shirley Swenson
Transfer to CIP (Bell)				\$(75.00)			\$(75.00)			\$(75.00)	
Balance 2/28/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 150.00	\$ 3,034.29	\$ -	\$ 5,149.55	\$ 8,183.84	
Interest earned							\$ -		\$ 8.82	\$ 8.82	
Balance 3/31/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 150.00	\$ 3,034.29	\$ -	\$ 5,158.37	\$ 8,192.66	
Interest earned							\$ -		\$ 7.77	\$ 7.77	
Balance 4/30/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 150.00	\$ 3,034.29	\$ -	\$ 5,166.14	\$ 8,200.43	
Interest earned							\$ -		\$ 9.36	\$ 9.36	
Balance 5/31/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 150.00	\$ 3,034.29	\$ -	\$ 5,175.50	\$ 8,209.79	
Interest earned							\$ -		\$ 8.33	\$ 8.33	
Receipt						\$ 250.00	\$ 250.00		\$ -	\$ 250.00	emory of John Shallow for Choir Mus
Balance 6/30/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 400.00	\$ 3,284.29	\$ -	\$ 5,183.83	\$ 8,468.12	
Interest earned (donations)							\$ -		\$ 6.71	\$ 6.71	
Transfer to CD 7/14/23							\$ -	\$ 3,000.00	\$ (3,000.00)	\$ -	CD \$23,000 for CIP and Mem 7/14/23
Balance 7/31/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 400.00	\$ 3,284.29	\$ 3,000.00	\$ 2,190.54	\$ 8,474.83	
Interest earned							\$ -		\$ 3.55	\$ 3.55	
Receipt							\$ -		\$ 25.00	\$ 25.00	
Balance 8/31/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 400.00	\$ 3,284.29	\$ 3,000.00	\$ 2,219.09	\$ 8,503.38	
Interest earned							\$ -		\$ 3.90	\$ 3.90	
Receipt							\$ -		\$ 149.55	\$ 149.55	Carol & Kevin Kolstad and Mardee Thom
Balance 9/30/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 400.00	\$ 3,284.29	\$ 3,000.00	\$ 2,372.54	\$ 8,656.83	
Interest earned							\$ -	\$ 35.16	\$ 4.09	\$ 39.25	
Balance 10/31/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 400.00	\$ 3,284.29	\$ 3,035.16	\$ 2,376.63	\$ 8,696.08	
Interest earned							\$ -		\$ 3.37	\$ 3.37	
Receipt							\$ -		\$ 25.00	\$ 25.00	Karen Houdek
Check #							\$ -		\$ -	\$ -	
Balance 11/30/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ -	\$ 400.00	\$ 3,284.29	\$ 3,035.16	\$ 2,405.00	\$ 8,724.45	
Interest earned							\$ -		\$ 3.39	\$ 3.39	
Receipt							\$ -		\$ 50.00	\$ 50.00	Memory of Carol & Kevin Kolstad
Receipt							\$ -		\$ 4380.37	\$ 4,380.37	Mardee Thomas
Receipt					\$ 100.00		\$ 100.00			\$ 100.00	
Balance 12/31/23	\$ 384.29	\$ 500.00	\$ 2,000.00	\$ -	\$ 100.00	\$ 400.00	\$ 3,384.29	\$ 3,035.16	\$ 6,838.76	\$ 13,258.21	

Capital Improvement Fund December 2023	A/V Equipment	New Door	Boiler	Bell	CD purchased 7/14	Unrestricted	Total
Balance 1/1/2023	\$ 8,025.00	\$ 380.00	\$ 353.78	\$ 1,979.00	\$0.00	\$ 41,857.50	\$ 52,595.28
Receipts	\$10,050.00		\$25.00	\$55.00		\$170.00	\$10,300.00
Transfer from General Fund						\$1,003.99	\$1,003.99
Interest						\$63.78	\$63.78
Transfer from Memorial Swenson Jan donations 1/31				\$2,685.00			\$2,685.00
Transfer from Gen Fund to Boiler Loan 2/1/23			(\$25.00)				(\$25.00)
Transfer to Gen Fund to Boiler Loan 1/4/23			(\$353.78)				(\$353.78)
Balance 1/31/2023	\$18,075.00	\$380.00	\$0.00	\$4,719.00	\$0.00	\$43,095.27	\$66,269.27
Receipts	\$65.00		\$70.00	\$20.00		\$325.00	\$480.00
Transfer from General Fund						\$654.49	\$654.49
Interest						\$62.67	\$62.67
Transfer from Memorial Swenson Feb donation 2/28				\$75.00			\$75.00
Transfer to Gen Fund to Boiler Loan			(\$70.00)				(\$70.00)
Transfer New Door Funds to Unrestricted per Feb Council meeting		(\$380.00)				\$380.00	\$0.00
Balance 2/28/2023	\$18,140.00	\$0.00	\$0.00	\$4,814.00	\$0.00	\$44,517.43	\$67,471.43
Receipts	\$25.00		\$85.00	\$20.00		\$375.00	\$505.00
Interest						\$71.48	\$71.48
Transfer to Gen Fund to Boiler Loan			(\$85.00)				(\$85.00)
Transfer from General Fund						\$537.53	\$537.53
Balance 3/31/2023	\$18,165.00	\$0.00	\$0.00	\$4,834.00	\$0.00	\$45,501.44	\$68,500.44
Receipts			\$120.00	\$20.00		\$170.00	\$310.00
Interest						\$64.98	\$64.98
Transfer to Gen Fund to Boiler Loan			(\$120.00)				(\$120.00)
Transfer from General Fund						\$685.71	\$685.71
Balance 4/30/2023	\$18,165.00	\$0.00	\$0.00	\$4,854.00	\$0.00	\$46,422.13	\$69,441.13
Receipts	\$50.00		\$75.00	\$25.00		\$365.00	\$515.00
Interest						\$79.29	\$79.29
Transfer to Gen Fund to Boiler Loan			(\$75.00)				(\$75.00)
Transfer from General Fund						\$783.86	\$783.86
Balance 5/31/2023	\$18,215.00	\$0.00	\$0.00	\$4,879.00	\$0.00	\$47,650.28	\$70,744.28
Receipts			\$120.00	\$20.00		\$150.00	\$290.00
Interest						\$71.75	\$71.75
Transfer to Gen Fund to Boiler Loan			(\$120.00)				(\$120.00)
Transfer from General Fund						\$543.15	\$543.15
Transfer to Gen Fund (Tree Removal)						(\$1,500.00)	(\$1,500.00)
Balance 6/30/2023	\$18,215.00	\$0.00	\$0.00	\$4,899.00	\$0.00	\$46,915.18	\$70,029.18
Receipts	\$9,240.00		\$85.00	\$35.00		\$200.00	\$9,560.00
Interest from general donations						\$61.43	\$61.43
Transfer from General Fund						\$650.16	\$650.16
Transfer to CD from unrestricted					\$20,000.00	(20,000.00)	\$0.00
Transfer to Gen Fund to Boiler Loan			(\$85.00)				(\$85.00)
Transfer to Gen Fund (Tree Removal)						(\$300.00)	(\$300.00)
Balance 7/31/2023	\$27,455.00	\$0.00	\$0.00	\$4,934.00	\$20,000.00	\$27,526.77	\$79,915.77
Receipts			\$70.00	\$20.00		\$210.00	\$300.00
Interest						\$57.23	\$57.23
Transfer from General Fund						\$622.71	\$622.71
Transfer to Gen Fund to Boiler Loan			(\$70.00)				(\$70.00)
Balance 8/31/2023	\$27,455.00	\$0.00	\$0.00	\$4,954.00	\$20,000.00	\$28,416.71	\$80,825.71
ELCA Grant	\$1,000.00						\$1,000.00
Receipts	\$8,000.00		\$70.00	\$20.00		\$370.00	\$8,460.00
Interest						\$63.53	\$63.53
Transfer from General Fund						\$542.25	\$542.25
Transfer to Gen Fund to Boiler Loan			(\$70.00)				(\$70.00)

Capital Improvement Fund December 2023	A/V Equipment	New Door	Boiler	Bell	CD purchased 7/14	Unrestricted	Total
Balance 9/30/2021	\$36,455.00	\$0.00	\$0.00	\$4,974.00	\$20,000.00	\$29,392.49	\$90,821.49
Receipts			\$75.00	\$25.00		\$140.00	\$240.00
Interest					\$234.41	\$76.73	\$311.14
Transfer from General Fund						\$704.61	\$704.61
Transfer to Gen Fund to Boiler Loan			(\$75.00)				(\$75.00)
Balance 10/31/2023	\$36,455.00	\$0.00	\$0.00	\$4,999.00	\$20,234.41	\$30,313.83	\$92,002.24
Receipts			\$423.21	\$20.00		\$345.00	\$788.21
Interest						\$66.01	\$66.01
Transfer from General Fund						\$614.66	\$614.66
Transfer to Gen Fund to Boiler Loan			(\$423.21)				(\$423.21)
Balance 11/30/2023	\$36,455.00	\$0.00	\$0.00	\$5,019.00	\$20,234.41	\$31,339.50	\$93,047.91
Receipts	\$135.00		\$125.00	\$25.00		\$140.00	\$425.00
Interest						67.12	\$67.12
Transfer from General Fund						\$733.77	\$733.77
Transfer from Parsonage Proceeds per Nov Council meeting	\$8,892.00					\$1,410.17	\$10,302.17
Transfer to Gen Fund to Boiler Loan			(\$125.00)				(\$125.00)
Balance 12/31/2023	\$45,482.00	\$0.00	\$0.00	\$5,044.00	\$20,234.41	\$33,690.56	\$104,450.97

RESOLUTIONS FOR CONSIDERATION

AT THE ANNUAL MEETING

JANUARY 28, 2024

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 2024 in the amount of \$245,456
- 3) 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 - Budget 2024	2021 Actual	2022 Actual	2023 Budget	2023 actual	2024 Budget
Benevolences:					
Synod - unrestricted giving, 11%	\$20,999	\$19,184	\$ 19,200	\$19,741	\$ 19,750
Fortune Lake Lutheran Camp - 1.10% of unrestricted giving	2,445	2,218	\$ 2,200	2,274	\$ 2,275
Northland Lutheran Retirement Community - .175%	333	305	\$ 305	314	\$ 315
Fortune Lake community campers / FLLC support	765	800	\$ 800	984	\$ 800
DAR - 2.0% of unrestricted giving	3,834	3,888	\$ 3,900	3,989	\$ 4,000
Local Benevolences (NEWCAP, etc)	2,088	3,239	\$ 3,250	362	\$ 3,200
Other Synod benevolences	7,300	7,770	\$ 7,770	8,976	\$ 8,000
Total Benevolences	\$37,763	\$37,405	\$37,425	\$36,641	\$ 38,340
Salaries and Perquisites:					
Pastor:					
Salary	\$50,489	\$27,809	\$ 45,500	\$15,000	\$ 45,500
Social security	5,622	2,892	\$ 4,628	1,415	\$ 4,628
Housing allowance	23,000	10,000	\$ 15,000	3,500	\$ 15,000
Health, dental, life & disability	17,124	5,795	\$ 24,992	0	\$ 24,992
Pension	9,493	3,291	\$ 7,815	0	\$ 7,815
Spouse health	10,421	2,431		0	
Spouse's retreat	0	0		0	
Continuing education	500	0	\$ 500	0	\$ 500
Financial Secretary	3,537	4,107	\$ 4,354	4,130	\$ 4,878
Office Administrator	16,409	17,364	\$ 18,520	18,253	\$ 19,268
Treasurer	1,978	2,057	\$ 2,180	2,180	\$ 2,700
Custodian	0	911	\$ 1,418	1,138	\$ 1,475
Choir Director	0	0	\$ 904	452	\$ 940
Organists	2,600	3,198	\$ 4,520	3,583	\$ 4,471
Non-pastor taxes	1,910	2,114	\$ 2,440	2,275	\$ 2,580
Contracted musicians	0	50	\$ 143	310	\$ 360
Substitute and interim pastors	922	1,500	\$ 1,500	1,750	\$ 1,500
Total Salaries and Perquisites	\$144,005	\$83,520	\$134,415	\$53,986	\$ 136,606
Other Operating Expenses:					
Gas & electric	\$5,643	\$6,258	\$ 6,250	\$10,068	\$ 8,868
Telephone and internet	1,390	1,560	\$ 1,560	1,560	\$ 1,560
Water & sewer	1,503	1,640	\$ 1,640	1,648	\$ 1,658
Insurance	6,267	5,878	\$ 4,882	6,006	\$ 6,000
Professional expenses	3,276	1,087	\$ 3,500	479	\$ 3,500
Synod assembly	160	180	\$ 1,000	1,000	\$ 1,000
"Living Lutheran" magazine	80	80	\$ -	0	\$ -
Choir music	0	0	\$ 200	172	\$ 200
Worship and office supplies	2,901	4,526	\$ 4,000	2,741	\$ 4,000
Vanco on-line fees	817	857	\$ 860	923	\$ 925
Vanco Credit Card Fees	292	49	\$ 50	94	\$ 100
Custodial supplies/minor repairs	911	782	\$ 1,000	1,360	\$ 1,000
Postage	662	729	\$ 730	445	\$ 730

Zion Lutheran Church - General Fund - Budget 2024	2021 Actual	2022 Actual	2023 Budget	2023 actual	2024 Budget
Shepherd Staff software fee	500	500	\$ 510	550	\$ 561
Sew for Missions	1,060	1,130		1,100	\$ -
Fortune Lake church campers	0	240	\$ 240	0	\$ 240
Committees:					
Social Ministries	0	293	\$ 290	0	\$ 290
SPARK	281	281	\$ 300	332	\$ 350
Adult Education	0	0	\$ 165	0	\$ 165
Confirmation	66	164	\$ 165	240	\$ 250
Vacation Bible School	0	0	\$ 200	0	\$ 200
Other education activities	78	0	\$ 100	0	\$ 100
Evangelism	0	0	\$ 100	0	\$ 100
Fellowship	0	0	\$ 100	0	\$ 100
Worship & Music	479	529	\$ 725	808	\$ 800
Youth Ministry	0	0	\$ 200	0	\$ 200
Stewardship	0	0	\$ 70	53	\$ 70
Zion Caring Ministry	44	0	\$ 150	0	\$ 150
Altar flowers, Easter & Christmas, etc.	341	1,587	\$ 1,500	959	\$ 1,000
Soup supper	0	0	\$ 350	216	\$ 350
Faithful Innovations training	50	0	\$ 300	125	\$ 300
Advertising (Eagle Herald)	467	37			\$ -
Swenson Fund (Schools/Future Fund)	600	2,632		6,000	\$ -
Miscellaneous	1,119	11,524	1,000	1,713	\$ 1,000
Total Operating Expenses	\$28,987	\$42,542	\$32,137	\$38,594	\$ 35,767
Maintenance and Repair:					
Piano & organ tuning/service	\$591	\$650	\$ 1,000	\$0	\$ 1,000
Copier contract	132	485	\$ 490	545	\$ 600
Snow shoveling	29	91	\$ 188	0	\$ -
Yard care service	4,700	2,355	\$ 2,400	4,035	\$ 4,000
Bell-ringer contract	630	630	\$ 630	0	\$ 630
Snow removal (plow, salt, shovel)	1,001	2,190	\$ 2,400	1,300	\$ 2,588
Heating/plumbing repairs/maintenance	3,242	3,398	\$ 3,000	240	\$ 3,000
Boiler Project	0	64,625			
Boiler Loan Payments		10,741	\$ 13,260	14,638	\$ 13,260
Pew cushion repair	1000	0			\$ -
Door Replacement	300	-			\$ -
Projection/recording sys maintenance	646	0	\$ 815		\$ 815
Office IT maintenance/minor equipment	592	194	300	24	\$ 300
AV Project		0	0	0	\$ 45,482
Sign Project		0	0	0	\$ 4,000
Kitchen Ceiling Painting Project	2,880	0	0	0	\$ -
Electronic Piano Purchase	4,772	331		0	\$ -
Total Maintenance and Repair	\$20,514	\$85,689	\$24,483	\$20,782	\$ 75,675
Other transfers and payments (in) out:					
To Sabbatical Fund for funding	\$0				\$ -
To Capital Improvement for Funding	8,568	7,848	8,000	8,077	\$ 8,000
To Unused Pastor Salary Fund from general		36,377		45,213	
To Call Fund from general		16,800		0	

Zion Lutheran Church - General Fund - Budget 2024	2021 Actual	2022 Actual	2023 Budget	2023 actual	2024 Budget
To Cap Imp Fund from general		10,000		0	
(From) Cap Imp Fund for piano purchase	(517)			0	
(From) Cap Imp Fund for pew repair	(200)			0	
(From) Cap Imp Fund for boiler		(35,465)		(1,697)	
To Cap Imp Fund for for boiler repayment		30,668		0	
(From) Cap Imp Fund for sign					\$ (4,000)
(From) Cap Imp Fund for heat sys pump	(3,027)			0	
(From) Agnes Bennett fund for piano		(331)		0	
(From) Community Camper Fund for sponsored campers	(765)	(800)		(533)	
(From) Church Camper Fund for sponsored campers	0	(240)			
To Helping Hand Fund	1,325	776	800	526	\$ 550
To Endowment Fund for funding					
(From) Memorial Fund for Piano	(4,255)				
(From) CIP to tree and stump removal				(1,800)	
(From) Memorial Fund for pew repair	(800)				
(From) Memorial Fund for advertising	(460)				
(From) Garden fund for misc expense	(38)	(82)			
(From) Helping Hand for Misc Expense		(374)		(400)	
(From) Cap Imp Fund for Door project	(300)				
(From) Cap Imp Fund for Kitchen Ceiling Project	(1,500)				
(From) Cap Imp Fund for AV Project					\$ (36,590)
(From) Parsonage Proceeds to CIP for AV Project					\$ (8,892)
(From) Swenson Youth Fund	(600)	(2,700)		(18,198)	
(From) Memorial Fund for kitchen ceiling paint project	(1,380)				
(To) CIP for AV ELCA Grant \$				1,000	
Total Other transfers and payments (in) out	(3,949)	\$52,477	\$8,800	\$32,187	\$ (40,932)
Net General Fund Disbursements	\$227,320	\$301,632	\$237,259	\$182,190	\$ 245,456
General Fund Balance and unused salary as of 12/31/2023					\$ 107,126
Estimated Receipts for 2024					\$ 242,483
SURPLUS BUDGET					\$ (104,153)

Zion Lutheran Church 2024 Budget Comments

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

If the 2024 budgeted expenses are compared to the 2023 receipts, considering our general fund balance including the unused pastor salary, the proposed budget would result in an increase in our general fund of \$104,153 with the same receipts as 2023.

Benevolences:

Items are budgeted at *actual or approximately* 2023 amounts.

Continued...

Salaries and Perquisites:

- Budgeted wages were increased 4% from 2023 with the exception of the Treasurer annual stipend increase of \$520
- Substitute and interim pastors \$1,500 are based on one substitute per month for 2023.
- Pastor's salary for 2024 was based on Synod guidance on 2023 budget and remains the same.

Other Operating Expenses:

Items are budgeted at *actual* 2023 except for the following:

- Local benevolences (Which including such things as NEWCAP) was budgeted same as 2023, but is based on previous years donations)
- Gas and electric is budgeted based on current monthly WPS *budgeted* amount of \$739 per month. This is higher than 2023 budgeted amount and lower than 2023 actual.
- Professional expenses is budgeted at 2023 *budgeted* amount.
- Worship and office supplies were budgeted at the 2023 budgeted amount.
- Miscellaneous was budgeted at the 2023 *budgeted* amount.
- Snow shoveling was combined into snow removal as our current provider of snow plowing is taking over all removal of snow. \$2,588 amount calculated by adding 2023 budgeted amounts of snow shoveling and snow plowing. And line item renamed Snow removal (plow, salt, shovel)
- Heating/plumbing repairs/maintenance is budgeted at the 2023 budgeted amount.
- Boiler payments are budgeted based on \$1,105 monthly loan payment. Additional donations would reduce the principle of the loan but are not budgeted. 2023 actual included \$1,378 in donations toward principle.
- AV Project is budgeted at \$45,482 based on quotes. This amount is offset by AV Capital Improvement Fund balance of \$36,590 and \$8,892 funds from the Parsonage Proceeds Fund which was transferred to Capital Improvement Fund for future use. Any 2024 donations for AV would also be applied to this project.
- Sign Project is budgeted at \$4,000 based on quote. This amount is offset by Unrestricted Capital Improvement Funds.

*⁶I planted,
Apollos watered,
but **God gave the growth.**
⁷So neither the one who plants
nor the one who waters is anything,
but **only God who gives the growth.**
⁸The one who plants and the one who waters
have a common purpose,
⁹For we are God's servants,
working together; ...
~I Corinthians 3: 6-9*

Dear People of the Northern Great Lakes Synod,

As we begin the Year of our Lord 2024, I share with you the scripture focus of our Synod for the next three years. The above verse from Paul's first letter to the church at Corinth is an admonition to those who would make a distinction between baptism at the hands of one leader against another, as if baptism ties the newly initiated to the baptizer rather than to the one in whose name we are baptized. Paul asserts that the life of faith is about more than one believer or baptizer, rather all believers are part of the life cycle of ministry; one planting seeds- for the next one to nurture- for the next one to enjoy the growth given by the grace of God, which in turn enables seed planting for future ministry.

Together, all of us are Seed Sowers with a common purpose, and there is blessing in understanding the impact we can have in different seasons of ministry.

For the year of our Lord 2024, we will lean into what it means to "plant." I confess, I do not always have patience for planting. When I have been frustrated at a lack of response for a given effort, I often hear the reassuring word, "but you planted seeds! Who knows how those seeds will bear fruit in the future." While this is true and I am glad to be reminded, I would much rather see the fruits of my labor now.

If only ministry could be more like mowing the lawn! One makes the effort, sees the rows where the grass has been cut and where it still needs a trim, and when it's all done, there is a sense of satisfaction as I can see what has been accomplished. There is an immediate return on the labor and time invested.

So often, ministry is not like this. And yet planting is so important! There is no harvest without planting. There is no fruit of our labor. There is no passing on the faith, teaching, raising up leaders, building relationships in and out of our congregations.

We give thanks to God for the growth we enjoy from seeds that were planted long ago. Each of us has a story to share of who passed the faith on to us and how. Who was it that planted seeds of faith in you? How were they watered? And each one of our ministry efforts began somewhere. Who planted the seeds of your congregation? Of LWR quilts and food pantries? We celebrate that others have laid a foundation for ministry, and still others have built upon it. But only God gives the growth.

This year, as we focus on planting, we not only enjoy the fruits of what others have planted, but we take our turn to plant seeds for future ministry, future generations, future Church. We plant seeds for fruit that we may never see and for a future Church that may be very different from the one we know. Yet we plant, trusting that God will give the growth.

Yours in Christ,
Bishop Katherine Finegan

