



ANNUAL REPORT

— 2020 —



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





A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

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

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

LITANY

L. O God of all power and love ...

C. ... we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks ...

C. ... for the hope you provide in times of uncertainty and loss.

L. O God of all power and love ...

C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you ...

C. ... to revive us to live as Christ's body in the world.

L. O God of all power and love, we ask to be ...

C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us ...

C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord

1 Build us up, Lord, build us up; set in
2 Build us up, Lord, build us up; let our

us a strong foun - da - tion. Lead us to do your
lives re - flect your glo - ry. Cast a - way all our

ho - ly will; form and shape your new cre - a - tion.
doubts and fears; help us tell the world your sto - ry.

Build us up, Lord, build us up; as we
Build us up, Lord, build us up; help us

guide and teach each oth - er, help us to share your love with the
bear good fruit for you, Lord, give us vi - sion and keep us

world: ev - 'ry sis - ter, ev - 'ry broth - er.
sure. Grant us faith that's stead - fast and true.

Refrain

Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in

faith what's be - gun! Lord, set in our hearts the pow'r of your

word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952

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In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.

ZION LUTHERAN CHURCH

213501 Legacy Street
Stratford, WI 54484

2020 ANNUAL MEETING

January 31, 2021

2020 CHURCH COUNCIL

Term Expires

Each Church Council Member serves a three-year term.

PRESIDENT	Carmella Moon	2022
VICE PRESIDENT	Brenda Castellano	2022
TREASURER	Marge Redetzke	2021
SECRETARY	Maryel Schoenfuss	2022
WORSHIP	Lois Miller	2023
STEWARDSHIP	Amy Cournoyer	2021
EVANGELISM	Cory Wiesman	2023
PROPERTY	Lee Spindler	2021
FAITH FORMATION	Jackie Fischer/Ray White	2021
TRUST FUND	June Krueger (2023) Wendy Grell (2022), Stacia Burrows (2021)	

ZION LUTHERAN CHURCH STAFF – 2020

PASTOR	Sue Eidahl
SECRETARY	Lori Lang
ORGANISTS	Judy Polege Marge Redetzke
CUSTODIANS	Vicki Hughes Barb Kaiser Gerry Viegut

**ZION LUTHERAN CHURCH
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ZION LUTHERAN CHURCH
Agenda for Annual Meeting
January 31, 2021 after Worship

Call to order	President Carmella Moon
Opening Devotion	Pastor Sue
Staff Reports	Pastor Sue
Secretary's Report	Approval of Minutes 2020
Treasurer's Report	Approval of Report
Acknowledge Teams	President Carmella Moon
Agenda Approval (Additions)	
Unfinished Business:	None
New Business	
A.) Election of Council Members	
B.) Sharing our Gifts	
C.) Budget	Treasurer
Give Thanks	
Adjournment	
Lord's Prayer	
Go in Peace	



January 2021
Bishop Laurie Skow-Anderson's
Report to the
Northwest Synod of Wisconsin

Dear Pastors, Deacons, SAMs, Council Presidents and Lay Leaders of the Northwest Synod of Wisconsin,

On behalf of the synod council and the synod ministers, I want to express to you all my deepest appreciation and thanks for the hard work you've all done in the last nine months to keep your congregational members and neighbors safe during this unprecedented time in history. You made difficult decisions, adapted your ministry, improvised, experimented, and learned as fast as you could ways to connect with your people safely! Thank you for your faithful ministry! You

have been doing extraordinary creative ministry even as you have been grieving all the losses we've experienced

this past year. Some have lost loved ones who have died from the coronavirus. Some are grieving the loss of weekly in-person worship and especially missed celebrating Easter and Christmas together, and others are grieving the loss of small group Bible Study, quilting, choirs or Sunday school. The stress, the fear, the grief, and the pressure to return to in-person worship has been exhausting. I know I'm tired of all of this and I'm sure you are too. There is hope.

There is a vaccine. Soon, friends, we can return to a more normal way of gathering. We must be patient a little longer and wait for the infection rate to drop and for more to receive the vaccine. I'm hosting a

synod wide Zoom meeting with Rev. Kerri Parker, Executive Director of the Wisconsin Council of Churches on Tuesday, February 2

at 10 am to talk about safely returning to in-person worship. Please join by clicking this

Rev. Kerri Parker, Executive Director of the Wisconsin Council of Churches on Tuesday, February 2 at 10 am ZOOM
SAFELY RETURNING TO IN-PERSON WORSHIP.

"If your church building were to burn down tonight (God forbid) what would the community, (not your church members) miss the most?"



link:

<https://zoom.us/j/93774999116?pwd=MEEmWkdMcY93OU8zRUUwc25uaFJBZz09> Passcode: 970600

This winter I've met with about 25 church councils across our synod for prayer, devotions and a brief conversation before their regular meeting. During the conversation we talk about the real struggles they have had with the

pandemic but we've also discussed the opportunities that the pandemic has presented them. At one of those meetings the congregation's treasurer

talked about how surprised he was that the offering had continued to be so strong even though the church building was essentially closed. He said that for him, the opportunity was to learn that the church wasn't about the building really at all it was about so much more, the people and the people engaged in ministry outside the walls of the building. Your annual meeting is an opportunity to discuss your church's ministry beyond your building.

Everyone is waiting for life after the pandemic.

What will your church's ministry look like on the other side of COVID 19?

A few years ago when I was Director for Evangelical Mission in our synod, I met

with church leaders and asked them, "If your church building were to burn down tonight (God forbid) what would the community, (not your church members) miss the most? That question helped start the conversation about ministry |

beyond the walls of the building. This pandemic has shown us that we can reach out beyond our buildings with online worship services, classes, caring ministries, and new ways of meeting the needs of the hungry and poor. What has your congregation done beyond the walls of its building for the sake of God's mission in the world before COVID? What might it do now and after COVID is a thing of the past? For more ideas on how to have this conversation with your congregation, check out this presentation I gave to the Lay School in December titled *Blizzard, Winter, Ice Age: Church Leadership during a Pandemic*. <http://nswi.org/lay-school-of-ministry>

This year our Synod Assembly will be held on Zoom on April 17, 2021. The theme is *Justice and Joy: When Justice is done, it is Joy to*

the righteous. Proverbs 21:15 We will have full day of important work to do together. To make good use of our time on April 17 there will be four hearings to discuss and review the resolutions and other business before the assembly. These meetings will also be on Zoom on April, 8, 10, 13, and 15. The resolutions are on Hunger, Racial, Gender, and Environmental Justice.

In 2021 the synod's ministry will intentionally focus on Justice. Beginning January 11 the first group leaders in our synod will engage in a learning process called Transforming White Privilege (TWP). You are invited to join this course or the ones that follow to move toward greater understanding of racial justice. Registration information at www.nswi.org/calendar.

Synod Calendar Dates 2021



Bishop Laurie Skow-Anderson, Rev. Randy Olson, Elizabeth Bartsch, Rev. Greg Kaufmann, Deacon David Behling, Rev. Erin Nelson, Deacon Laura Ramlow Thank you!

Jan 5, 12, 19, 26, Feb 2, 9, 16

Tues Together@10

Jan 7 Endowment Committee Meeting

Jan 11, 18, Feb. 1, Feb 8 Transforming White Privilege (TWP) Training Deacon David Behling, Rev. Elizabeth Bier and Rev. Jen Collins

Jan. 24-25 Winter Theo-*Finding our Way to a Wider Welcome*- Speakers: Emmy Kegler, pastor and author, *One Coin Found* and Aubrey Thonvold, Director of Reconciling Works.

Feb. 11 or Feb 13 *Leaving a Legacy, Virtual Workshop* with Cynthia Halverson

Jan 31 EPIC virtual resources for council training

Feb 20 Walking Together-*Justice League*

Feb 27 Synod Council

April 8, 10, 13, 15 Resolution Hearings

April 17 Synod Assembly-*Justice and Joy*

To register or for more information about any of these events, please go to www.nswi.org/calendar

Thank you for your faithful, prayerful, and financial support of the work that we do together as the Northwest Synod of Wisconsin. Thank you for your partnership in ministry, so that the next generation will come to know and love Jesus.

Bishop Laurie Skow-Anderson

When Justice is done, it is Joy to the righteous. Proverbs 21:15

VISION STATEMENT

Our vision is to make a positive impact in our world by having open hearts and open doors. We are establishing a foundation and partnership between the ministry of the Congregation and the home by being Authentic, Affirming, Available Christians practicing faith through Caring Conversations, Devotions, Service, Rituals and Traditions.

MISSION STATEMENT

Open Hearts, Open Doors, Open Hands



*A special thanks to our church staff and volunteers
for their work in preparing this Annual Report.*

*We also thank each member and attendee for gifts of time,
talent, energy, and finances given to the ministry of Zion Church!*

*Your continuing prayers and participation
are crucial to outreach in the village of Stratford,
Marathon County, and the rest of the world
with the "Good News" of Jesus Christ.*

PASTOR'S REPORT – 2020

Dear Church,

This is probably the most difficult annual report article I've written in my almost 23 years at Zion. We had nearly three months of church face-to-face, and then...well you know about the next nine months.

At this point on our journey, it is much easier to write about what is not changing in the post-quarantine church. Like: The Bible is still the word of God, Jesus came to save us from our sin, prayer is still of vital importance, we are still called to spread the good news, and the list could go on. The God we serve is the same yesterday, today, and forever.



However, the reality is, at this point in history, change is coming at an accelerated speed, and I think we've gotten the message pretty clearly that those who refuse to change will inevitably decline or die.

While we know that we will never return to the "old normal," there are clearly important realities to sustain us and move us forward at the same time.

- The Bible is full of stories of change in peoples' lives. It is important that we go into this new season with great hope because the Spirit will guide us and strengthen us every step of the way.
- Although we have had to change the way worship looks, we have still been faithful to our call. Many people have said to me, "If we don't open the church to face-to-face worship soon, people won't come back." They are right! People will need to see a *church that is making a difference, and a church that is truly touching lives*. Then they will come back, *not to the building, but to be faith followers of Christ*.
- Do you remember how busy our church was before the pandemic? Maybe this is the time to focus on a few ministries and do them well. We need to evaluate what we were doing and make good choices for the future.
- *God is Good all the time. All the time, God is Good.* Jesus promised: "I will never leave you or forsake you." That's a promise we can stand on, no matter what the future holds.

You might say the church has a blank slate going forward. The post-quarantine era may prove to be one of the most challenging seasons for us. Without a doubt, the world has changed. Without a doubt, our culture is shifting. Still, it is a season of opportunity. In some ways I like a blank slate, one that makes me both excited and nervous.

As we enter the unknown future, we're uncertain about the specifics of what will unfold, but we remain certain that the God of all wisdom and power will be with us every step of the way.

Pastor Sue

PAROCHIAL REPORT

1. MEMBERSHIP	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Baptized	669	685	706	701	707	721	730	741
Confirmed	436	453	475	486	498	509	515	522
Affiliated	238	238	238	238	238	238	238	238

MEMBERSHIP LOSSES

Letter of Transfer	2
Death	2
Affiliated	
TOTAL	4

MEMBERSHIP GAINS

* Letter of Transfer	5
Baptism	9
TOTAL	9
* Received as Confirmed Member	3
* Received as Baptized Member	5

2. AVERAGE ATTENDANCE	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Sunday Worship	171	171	156	140	123	103
Summer Attendance (June - August)	101	107	120	88	87	74
Lenten Mid-Week	140	144	137	118	116	129
Advent Mid-Week	111	87	90	69	82	online

3. COMMUNION PARTICIPATION FOR 2020

There are 574 recorded communion members of Zion of which *238 partook of Holy Communion.

*This number is based on records prior to closing due to Coronavirus.

4. OFFICIAL PASTORAL ACTS

Baptisms	9	Weddings	2
Confirmations	7	Funerals	2

<u>BAPTISMS</u>	Baptism Date	<u>BAPTISMS</u>	Baptism Date
Everett Boldig	1-12	Asher Fellenz	10-4
Elliana Leonhard	7-12	Kye Joiner	10-24
Holden Boldig	8-15	Clayton Seubert	11-1
Jaxon Rasmussen	8-15	Miles Seubert	11-1
Hailey Trachte	9-27		

WEDDINGS

	Wedding Date
David Marquardt & Clare Thompson	7-11
Tyler Voda & Tianna Hughes	9-26

CONFIRMATIONS

	9-13-2020
Laura Aschenbrenner	Heidi Moen
Logan Gliniecki	Tanner Oertel
Malia Hoesly	Devin Ulrich
Gunner Mercer	

<u>DEATHS</u>	Date
Elmer Hayes	5-2
Kim Hannan	9-28

MEMBERSHIP TRANSFERS

Eric Joswiak	Brian LaSee
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MEMBERS RECEIVED

Carol Dalton	Michele Taylor	William Taylor
Jay Dalton	Leona Taylor	

ZION LUTHERAN 2019 ANNUAL CONGREGATIONAL MEETING

Zion Lutheran Church

Sunday, January 26, 2020 10:00 a.m.

Meeting called to order: President Brenda Castellano

Opening Devotions: Pastor Sue

Secretary's Report: M – June Krueger; S – Dan Thompson; C

Treasurer's Report: M – Dan Thompson; S – Wendy Grell; C

Staff Report: Pastor's Report

Ministry Team Reports

Adoption of the Agenda: M – Rhonda Thompson; S – Lee Spindler; C

Old Business: No Unfinished Business

New Business:

A. Voting for Council Members

- a. Motion to approve 2nd Terms for Cory Wiesman and Lois Miller – Jon Ulrich; S – Brenda Huther; C

B. ELCA Constitution Updates

- a. Motion to accept adoption of the amendments – Keith Grell; S – Rod Huther; C

C. Adoption/Approval of 2020 Congregational Mission Plan (Budget)

- a. Motion to approve the 2020 Budget – June Krueger; S – Dan Thompson; C

Adjournment: M – Brenda Huther; S – Hannah Castellano; C

Meeting adjourned and closed with the Lord's Prayer

Respectfully submitted by,
Carmella Moon, Secretary

ZION LUTHERAN CHURCH 2020 CONTRIBUTORS

The following are the contributions of Zion's household units. Thank you to each contributor for your ongoing support of Zion's mission and ministry. This shows each envelope giver. If there are any questions on your giving statements, please call the church office.

These totals include weekly and special offerings for the entire year (including building). If you gave cash without an envelope it will not be included in your totals.

"Non-cash gifts or items" are not included on your contribution statements; only cash donations can be itemized. If you give a non-cash item to the church and want to get credit for it for tax purposes, you will need to call the church office to receive a letter for you to use, along with your receipt, for the item purchased for the church. Any questions, please call the church office. Thank you.

<u>\$ Amount</u>	2,217.00	780.00	350.00	20.00
29,927.31	2,210.00	770.00	300.00	20.00
18,505.00	2,178.00	745.00	300.00	20.00
15,700.00	2,100.00	720.00	300.00	20.00
11,433.00	2,100.00	675.00	290.00	4.00
11,160.00	1,820.00	615.00	280.00	0.00 = 106
8,253.00	1,800.00	600.00	260.00	
7,150.00	1,720.00	600.00	255.00	
6,760.00	1,620.00	600.00	240.00	
5,820.00	1,600.00	600.00	235.00	
5,788.00	1,570.00	576.00	205.00	
5,690.00	1,470.00	570.00	200.00	
5,400.00	1,423.00	555.00	155.00	
5,000.00	1,320.00	540.00	150.00	
4,600.00	1,288.00	535.00	135.00	
4,400.00	1,215.00	530.00	120.00	
4,400.00	1,200.00	520.00	105.00	
4,370.00	1,200.00	520.00	100.00	
3,800.00	1,200.00	505.00	100.00	
3,692.00	1,160.00	500.00	90.00	
3,670.00	1,143.27	500.00	80.00	
3,240.00	1,115.00	500.00	60.00	
3,150.00	1,100.00	500.00	60.00	
2,984.55	980.00	490.00	60.00	
2,880.00	975.00	480.00	50.00	
2,863.00	950.00	450.00	50.00	
2,610.00	940.00	450.00	50.00	
2,600.00	915.00	441.00	50.00	
2,600.00	915.00	433.00	48.00	
2,600.00	900.00	415.00	45.00	
2,588.00	895.00	400.00	43.00	
2,523.00	890.00	400.00	40.00	
2,355.00	870.00	395.00	40.00	
2,350.00	815.00	379.00	35.00	
2,270.00	800.00	370.00	30.00	
2,220.00	800.00	350.00	20.00	

PRESIDENT'S REPORT – 2020

Dear Friends in Christ,

In mid-December, I was informed I needed to prepare the President's Report for the Church's Annual Report. Not knowing what this entailed, I inquired if this was to be a factual report detailing the church's year or a personal message from me to you. The response I received was, "I think it's a combination of both." It was then that my mind began to stir. Where do I begin? What should I say? What could be said about 2020?

At the beginning of 2020, I was wrapping up my first year of being a council member – still trying to get a grasp on everything. It was then, that I was approached and asked to consider taking on the role of Council President. In true Pastor Sue fashion, her message from the pulpit that morning spoke of using our talents to serve God and our community, and compelled me to say yes, regardless of my own misgivings. But, after all, through God all things are possible, right?

Soon after, our world and our personal lives were turned upside down – COVID-19 was everywhere. In an effort to control the spread and "flatten the curve", governments issued emergency orders and mandates. Businesses, schools and churches were closed. No longer were we able to gather in our beautiful sanctuary. Instead, we gathered around laptops, iPads and cell phones to watch recorded services online. And eventually, we gathered in parking lots and held outdoor services. Of course, this is not as we would like, but God tells us that where two or more are gathered in his name, He is there.

Conflict seemed to be around every corner in 2020. Protests. What's the truth about COVID-19? Who determines what's best for me and/or my business? The Presidential Election. Re-opening businesses, schools and churches. As a member of the council, the changes to our "Lutheran routines" and all of the conflict caused me great concern for our church and for our congregation. Financially, our church is standing on solid ground. No need for any "Ketchup Offerings" or nudges for year end giving. With the recent survey, members were given an opportunity to voice their concerns and the council is using their responses as a guide for future planning. As Christians, we know that we can lift our troubles and fears to God in prayer and He will answer our call – He will provide us comfort.

Looking back on 2020, I realized that the changes forced upon us and all the conflict provided for far more than just the negativity that we faced on a daily basis. Opportunities for growth, for strength, for understanding, for thinking outside of the box, for getting back to the basics, understanding what really matters and realizing all the many blessings we truly have.

In 2021, I encourage you to stay strong in your faith, to open your eyes to God's beauty that surrounds you and to open your hearts to one another to reflect that beauty. And in keeping your faith, hopefully one day very soon, we will be able to open the doors to all of you.

God's Grace and Peace to all,

Carmella Moon, President

OFFICE REPORT – 2020

The office needs your help to function smoothly. Please contact the church office for any changes to your address, e-mail, or phone number, especially if you have a Post Office Box for your mailing address. The office hours are from 7:30 a.m. to 12:30 p.m. Monday through Thursday. The phone recorder is available after hours and the office e-mail address is office@zionlc.com

I would like to thank the crew of helpers who help to sort, fold, and staple the many publications that need to be sent out each year: Margaret Zimmerman, Marge Hayes, Leon & Pat Tietzen, Tom & Nancy Schoenherr, Marge Kollmansberger, Duane & Christine Dalbeck, Shirley Skerhutt, and Sharon Mikelson. I couldn't get these publications out without your generous help. Thank you also to Marge Redetzke, Marge Hayes, Marge Kollmansberger, and Tom and Nancy Schoenherr for a variety of tasks including proofreading, stuffing envelopes, office assistance, moving files and office coverage.

Your church office needs funds to keep running. The following is an itemization of monthly petty cash and what it is used for.

PETTY CASH EXPENSES

General Postage (postage due, extra postage, packages, etc.)	\$ 21.05
Bulk Mailings (newsletter, annual report, letters, etc.)	\$ 506.95
Misc. (office supplies, etc.)	\$ 0.00
TOTAL PETTY CASH EXPENSES	\$ 528.00

PLEASE CONTACT THE CHURCH OFFICE WHEN:

- Your home or business address, phone, or e-mail changes
- You have a Post Office Box address
- You change from land line to cell phone
- A member of your family is in the hospital
- You have a prayer request
- A family member passes away
- Your group would like to have a meeting at the church
- A new baby arrives in your family
- You would like the pastor to call or visit
- You have a joy or concern to share
- A family member leaves for college or establishes a new residence
- If you are going to be gone for any length of time (such as heading south for the winter).

Submitted by,
Lori Lang, Administrative Assistant

PRAYER CHAIN REPORT – 2020

One of the great privileges and ministries listed in the New Testament is the opportunity to remember one another in prayer – to “bear one another’s burdens.” Zion has a dedicated group of people who do just that. When a prayer request comes into the church office, a call is made to the volunteers and e-mailed to another group. They can start praying as soon as they get the message. Thanks to everyone who has been involved in the Prayer Chain. If anyone would like to join the prayer group, please call the church office.

The Prayer Chain prayed for 19 people this year. You may submit prayers by calling or e-mailing the church office, marking your communion card, or on the web.

Submitted by
Lori Lang, Prayer Chain Coordinator

EVANGELISM TEAM – 2020

Our team updated our objectives including:

Hospitality – To be a welcoming congregation

Current Activities:

- Continued to keep up the grounds with a welcoming sense of seasonal flowers and a hard working group of volunteers that maintained the Meditation Garden that kept it looking fantastic all season!
- Welcomed guests as soon as they arrive; updated visitor packets and information. Follow-up with guests by sending a thank you for attending
- Create a welcoming environment outside of worship through fellowship after services
- For Drive-in Worship services, helped provide the treats for service along with other teams/congregation members.

Discipleship – Involve and strengthen members within our congregation

Current Activities:

- Continue the “We Care” ministry through birthday, anniversary, get well and sympathy cards
- Review the gifts assessment/inventory with new members
- Promote our congregational members to invite others to services and church events/drive-in services
- Minister to shut-ins & continue the visitation program
- Continue prayer chain ministry and recruit additional people
- Connect with recent graduates/service members
- Called some congregation members and shut-ins to check in with them during this pandemic.

Community Outreach & Communication – Reach out to our local, regional, national, and world-wide communities by communicating the good news of the Gospel

Current Activities:

- Mail monthly newsletter and have copies available at the information stand
- Use current media to project the bulletin on the screen
- Maintain and grow our connection with our brothers and sisters in Malawi
- Hosted Trunk r Treat on Halloween downtown again this year with the community
- Put on Teacher Appreciation Dinner in August-provided sack lunches that were delivered to the school

Thank you to the congregation for supporting our events and we would love to have more members join our group. If interested, contact one of our current team members: Sharla Dreikosen, Pastor Sue, Rhonda Knoll, Dan & Rhonda Thompson, Deb Wieland, Cory Wiesman

COMMUNION STEWARDS –2020

Our communion stewards prepare the chalices and baskets with wine, grape juice, and bread or wafers for kneeling, walk through, or intinction communion services throughout the year. They also clean up and put everything away after the communion service. Thank you to the faithful stewards who served during this past year: Jill Dasler, Chuck Foley, Marge Redetzke, Rhonda Thompson, Pat Tietyen, Deb Wieland, and Wendy Spaeth. Also, thank you to those who bake communion bread whenever asked. If you would like to help out by being a communion steward or a bread baker, please contact the church office or any of the stewards. Since the Covid-19 shutdown in March of 2020, we have been communing at our outdoor worship services using prepackaged wafer and juice packets. Hopefully, later in 2021, we will be able to resume to coming to the table for bread and wine/juice. Thank you for your understanding during this unsettled pandemic time.

Respectfully submitted by,
Marge Redetzke

ZION LUTHERAN CHURCH SCHOLARSHIP FUND – 2020

Balance 01/01/2020	\$ 207.13
<u>Scholarships paid out</u>	
Paul Huther	\$ (500.00) 1-28-2020
Trevor Steiner	\$ (500.00) 1-28-2020
Brooke Grell	\$ (500.00) 1-28-2020
Daria Hoesly	\$ (500.00) 1-28-2020
Deposit Contribution	\$ 1,854.89
 <u>Interest Earned</u>	 \$.18
Balance on 12-31-2020	\$ 62.20

CONFIRMATION REPORT-2020

The process of preparing young people to affirm the promises of faith can take many different forms, including classes and increased involvement in congregational life. The end goal is the same: to prepare people to boldly and confidently make the promises of faith, affirm their baptism, and continue to live out their faith in the congregation.

Confirmation for students in 7-9th grades took on a new look this year. With the Corona Virus dictating social distancing, or physical distancing, as I like to call it, classes have been meeting in the Family Center with two students at a table. Classes are every Wednesday, with some classes each month on core classes and some on electives. Students participated in nearly 30 classroom experiences this year along with leadership in Advent and Lenten services.

Disciples for Christ is the 10th grade confirmation program. Each student works with an adult mentor for a year, exploring ways that we can grow in faith and articulate that belief. Students and adults work together to prepare for Affirmation of Baptism. Thank you to Sarah Schuette, along with all the adult mentors, for their commitment to this program.

Respectfully submitted,
Pastor Sue

SCRIP Program Treasurer's Report -- 2020			
CHECKING ACCOUNT - Partners Bank			
BEGINNING BANK BALANCE - January 1, 2020		\$	3,520.88
INCOME -- Deposits from card sales		\$	17,195.00
EXPENSES		\$	(17,182.81)
Scrip internet orders			
ENDING BANK BALANCE - December 31, 2020		\$	3,533.07
PROGRAM ASSETS -- December 31, 2020			
Checking Account		\$	3,533.07
Cards in stock			4,080.00
Cash box			55.00
		\$	7,668.07
PROGRAM FUNDING HISTORY			
Start up funds		\$	3,000.00
Annual net profits (2013 - 2019)			6,020.88
Annual net profits (current year 2020)			592.19
Funds used to support youth events			(2,000.00)
Cash on hand (change fund)			55.00
		\$	7,668.07
<p>2020 completed the 8th year of fund raising through the Scrip Program. A percent of each gift card sold is retained by Zion to help with travel expenses for National Youth Gatherings and mission trips. The percent varies by company/retailer -- from 2% to 12% or more!</p> <p>We keep many local business Scrip cards in stock and are able to order a wide variety of retailers and restaurants. Nearly everywhere you shop and eat out have cards available! If you are able to plan your shopping in advance by purchasing Scrip gift cards, you can help the Zion youth through this simple fund raising method!</p> <p>Special thanks to everyone who supported the Scrip program during this year of online shopping! We appreciate all those who purchase Scrip regularly... and occasionally! If you haven't yet purchased Scrip cards, give it a try!</p>			
--- June Krueger , Scrip Program Coordinator			

FAITH FORMATION MINISTRY TEAM REPORT – 2020

2020, What a year it has been filled with, masks, outdoor services, social distancing and many challenges for the church.

As a Faith Formation Team we worked to keep as many activities going as possible through the pandemic. We had a virtual Vacation Bible School which we heard overall good comments about. We are geared up and ready for 2021 to get the kids back in the building.

Huge shout out to Jill Dasler and her team of teachers and helpers for the J Team and Little Lutherans. The sessions have been going well and Jill's creativity in social distancing has been great.

Disciples for Christ has been meeting not on a regular basis due to Covid but keeping the students involved as much as possible.

Our youth hit a hard summer as Godstock was cancelled and the National Youth Convention was moved to 2022.

An awesome Christmas Program via internet happened and a special thanks to Pastor Sue and the families that helped. Special thanks Leon T. for putting it all together.

The Faith Formation Team purchased a ZOOM subscription to allow us to take part in Synod youth events to keep our fabulous youth here at Zion involved.

I want to say a big thank you to a great group of members of the Faith Formation Team: Amii Kreft, Kathy Ballerstein, Jill Dasler, Wendy Spaeth, and Ray White, who has stepped in for Jackie Fischer.

In closing we lost a great person on our team this year and that was Jackie Fischer. Jackie has given many years to this committee and countless hours staying involved in all aspects of Faith Formation. Jackie and her family have made the move to Tomahawk, bought a home and started the next chapter in their lives. Thank you Jackie for all the years of service, we have been blessed with your commitment on this team.

Respectfully submitted, Dan Wieland

ALTAR GUILD – 2020

It has been an unsettled year for all of us. The Altar Guild is no exception. I've discovered it's easier to remember to perform our duties when we are in church each week!

The Altar Guild is responsible for keeping the altar clean, fresh, and inviting. The Altar is dusted and polished monthly. Brass items are polished in the Spring and Fall while linens are cleaned as needed.

The paraments change according to the season: blue for Advent; white for Christmas and Easter; purple for Lent; black for Ash Wednesday. The rest of year, other than special occasions, such as Pentecost Sunday and Reformation Sunday when they are red, the paraments are green.

The Guild is also responsible for setting up for baptisms and tending to fresh flower arrangements or plants on the altar.

Each team member is responsible for a two-month period. I would like to thank the present team members – Jean Huser, Keri Manecke, and Jill Dasler. We would like to increase our membership by two or three to cover November-December and July-August.

If you are interested in becoming a member of the Guild, please contact the office, or me by email at mpkollman@yahoo.com or by phone at 715.687.4362.

Respectfully Submitted

Marge Kollmansberger – Team Chair

MEDIA MINISTRY REPORT 2020

First, as in every year here is the Thank You list and this year there are more persons than ever to express our appreciation to.

On the top of the list are the Zion Media Team members who do a fantastic job for you in presenting the PowerPoint screens for our worship services along with other media related duties every Sunday and beyond... Our gratitude to team members Ted Dasler, Rod Huther, Marge Kollmansberger, Adam Maguire, Kevin Miller, and Sarah Schuette.

Thank you also to Marge Redetzke for reviewing the PowerPoint screens to make sure they are correct and ready for presentation. Also thank you for coming in and recording the organ music for our on line video worship service productions.

Thanks to Julia Nikolai for her original piano compositions and performing them as they have become part of our on-line video presentations.

Thanks to all who came in to do the readings and assist in any way with the video productions, your contributions enhance our worship presentations.

Thanks to Lori Lang, administrative assistant for all her help with getting the material ready for worship screen production and alerting the media staff of their duty days along with other items as needed.

Thanks to Brenda Huther for scheduling the media members, doing readings and working in the video productions.

Also, thanks to the members of Zion's Worship Team and Pastor Sue for their continued support of the media ministry here at Zion.

This year definitely was unusual to say the least and presented us with a few challenges and opportunities. For starters, this year we installed an FM radio transmitter for our outdoor worship services. The system works well and as it is with new equipment we are learning, adjusting, and modifying as we move along and thankful for another avenue to present God's Word here at Zion.

Each year we seem to face a few new challenges along with some exciting and rewarding opportunities to serve and as this year ends, we are thankful for all that has been accomplished and look forward to whatever the New Year has in store for us.

As always, we invite anyone interested to join our team, no matter what role; your participation would be greatly appreciated by the team and all those worshipping here at Zion.

Respectfully submitted,
Leon K. Tietzen

FAIR TRADE MINISTRY REPORT – 2020

Fair Trade is a trading partnership, based on dialogue, transparency, and respect, that seeks greater equity in international trade. Equal Exchange works directly with the producers to provide high-quality foods at a fair price. By making the choice to buy fairly traded products, you help provide health care, education and technical training for farmers, workers, and artisans around the world. In 2020, \$501 of product was ordered and \$616 of Fair Trade was sold. Thank you, Zion Members, for continuing to support this ministry during the pandemic through our Fair Trade 24/7 Display. If you are interested in helping to promote this ministry at Zion, let me know!

Respectfully submitted,
Darla Leick

STEWARDSHIP TEAM – 2020

The year 2020 has brought many challenges due to the COVID-19 pandemic. This year the Stewardship Committee did not have a campaign. We had 1 Sunday in October where we recognized Stewardship. Given the pandemic and church services being held online or as a drive through worship in the church parking lot, our congregation has been amazing at continuing to give and help when and where needed. As challenging as this year has been, we want to say thank you to all of you for your continued support.

Zion's Stewardship Team is made up of: Amy Cournoyer (Chair), Sandy Andersen, Marge Hayes, Sarah Schuette and Pastor Sue.

A big thank you goes to Marge Hayes who counts and records our weekly offerings. Also a special thanks to Sandy Andersen, Sarah Schuette, Marge Kollmansberger and Amy Cournoyer who helped count and record offerings before COVID-19.

Our giving is a tangible sign of God's work with our hands.

Amy Cournoyer
Stewardship Team Chair

PROPERTY COMMITTEE REPORT – 2020

Items undertaken by the property committee in 2020 include:

- Inspections / Maintenance
 - Life safety (exit lights, fire alarm, fire doors, etc.) inspections
 - Lighting replacement
 - Cleaning of eave troughs
 - Elevator inspections
 - Snow removal
 - Repair of membrane roof above gathering area
- Projects
 - Clean-up/Demo of Rental Home
 - Seeding of lot to create green space
 - Removal of overgrown shrubs
 - Furnace and AC replacement in Parsonage
 - Sanitary pipe replacement to rental home

Thank you to all who assisted with above items and those not mentioned throughout the year. A special thank you to Property Members Bob Aschenbrenner, Tim Kreft, Rich Krueger, Jason Peirce, Mike Rock, Tom Schoenherr, Jim Wiesman, Gary Wussow, and Pastor Sue for all their insight and service. For those interested in joining this group and sharing of your talents please join us the second Sunday of each month after service.

Respectfully Submitted,
Lee Spindler

WORSHIP TEAM REPORT-2020

Members of the **2020** worship team were: Lois Miller, Brenda Huther, Marge Redetzke, Paul Untiet, Mary Wussow and Pastor Sue.

Leon Tietjen remained a valued advisory member who headed up the media portion of the team.

The Worship team is responsible for ensuring that everything necessary is done to make all worship services run smoothly. We organize volunteers to set up and take down decorations to celebrate the seasons within the church year. Marge Kollmansberger continues to assist with decorating the sanctuary. Mary Wussow and Paul Untiet select music for the choir and bell choir, along with recruiting new members and scheduling practice times. The team has been incorporating contemporary music services also. Media services continue to evolve and enrich our church services both in church and in the family center. Marge Redetzke does the secretarial duties and is key to arrange pulpit-fill pastor when Pastor Sue is absent. Brenda Huther recruits and trains volunteers for church functions, such as ushers, acolytes, etc.

Our worship team leads, but we really appreciate everyone who is willing to help with the many things that keep our church beautiful.

Respectfully submitted by:
Lois Miller, Chair

LIBRARY REPORT - 2020

The entire library budget of \$100.00 was used to buy ten new books for the library. They will be featured in the February newsletter. The library has been cleaned and reorganized under subject headings to make materials easier to find.

Respectfully submitted,
Sandy Borman, Library Shepherd

STAFF SUPPORT - 2020

2020 Staff Support Annual Report

- In May, Barb Kaiser was hired as the housekeeper replacing Vicki Hughes. We would like to thank Vicki for her years of service and helping to train and mentor Barb. Vicki's advance notice was greatly appreciated.
- Staff support put a recognition plan together to better recognize staff for work anniversaries and birthdays.

Respectfully submitted,
Keresa Kilty

COMMUNITY FUND (GERMANFEST) TREASURER'S REPORT – 2020

BEGINNING BALANCE 1-1-20 \$11,422.10

RECEIPTS

Ticket Sales	\$	
Sale of Food	\$	
Donation – Misc. *	\$	1,260.00
Interest Earned	\$	<u>13.79</u>
Total Receipts		\$ 12,695.89

EXPENDITURES

Meat and Bread	\$	
Milk	\$	
Kitchen supplies	\$	
Gifts Given	\$	<u>1,500.00</u>
Total Expenditures		\$ <u>1,500.00</u>

BALANCE, December 31, 2020 **\$11,195.89**

Due to COVID restrictions, the Germanfest meal was not held. * Monetary donations were still received. We look forward to Germanfest in 2021.

CEMETERY TEAM REPORT – 2020

Members of the Cemetery Team are Tom & Nancy Schoenherr, Harold Wensch, and Tim Schoenherr.

There were two burials this past year. Please be aware that we had others pass away, but due to the Covid restrictions, burial did not take place at that time. Lawn mowing of both cemeteries was done by Randy Schwantes. There is a sign in both cemeteries that reads: SUMMER SEASON (May 1st-Oct. 15th) **ARTIFICIAL BOUQUETS MUST BE ATTACHED OR PLACED CLOSE TO MONUMENTS FOR MOWING PURPOSES.** Shrubs & tree planting need to be approved by the Cemetery Team. Winter Season (Oct. 15th – Apr. 15th) Wreaths & floral arrangements must be securely attached to the monument & must be removed by April 15th. **THE**

CEMETERY TEAM WILL THROW ALL ARTIFICIAL FLOWERS & DECORATIONS AWAY IF NOT TAKEN OFF THE MONUMENT BY APRIL 15TH. When flowers are taken off, please take them home with you.

THING DONE THIS PAST YEAR

A number of monuments have been straightened.

Many veteran stones have been raised.

Graves that had sunk, due to all the rain this year, were filled in and reseeded.

Some shrubs were removed and perennials were thinned and/or pruned.

Records of cemetery plots and burials have been updated on a flash drive for safe keeping. Maps of burial sites have also been updated.

THINGS THAT NEED TO BE DONE

Finish straightening some stones.

Finish lifting the veteran stones.

Try to clean more stones.

Hopefully get family members to help with maintaining their monuments and the area around them.

ANYONE INTERESTED IN BECOMING A MEMBER OF THE CEMETERY TEAM, PLEASE CONTACT TOM SCHOENHERR OR THE CHURCH OFFICE.

Submitted by Tom Schoenherr

CEMETERY FINANCIAL REPORT – 2020

Savings Account Balance 11-30-2019		\$ 1,417.70
INCOME		
Interest from Savings Account 0001	4.07	
Interest from CD 41043	128.15	
CD cashed in 05-07-2020		
Interest from ELCA Fund CDs 49451 & 06260	90.87	
Sale of Cemetery Lots	1,500.00	
Total	<u>\$1,723.09</u>	
TOTAL INCOME		\$3,140.79
EXPENSES		
Highway 97 Cemetery Driveway Work		- 1,122.50
Transferred to General Checking 06-08-2020		
TOTAL EXPENSES		<u>\$- 1,222.50</u>
TOTAL		<u>\$ 1,918.29</u>
TRANSFER OF FUNDS – 2020		
Transfer from SSB CD 41403 to Savings Account 0001		2,133.52
TOTAL TRANSFER OF FUNDS		<u>\$-2,133.52</u>
TOTAL TRANSFERS & EXPENSES		<u>\$- 4,051.81</u>
Savings Account 0001 (11-30-2020)		\$ 4,051.81
INVESTMENTS (as of 11-30-2020)		
Partners Bank C.D. 6281	15,000.00	Matures 05-13-2022

ELCA Mission Fund Account #54730000049451	1,500.00	Matures 10-28-2024
ELCA Mission Fund Account #54720000006260	<u>2,000.00</u>	Matures 12-01-2022
TOTAL INVESTMENTS	\$18,500.00	

May 7, 2020 – SSB CD #41043 (\$17,133.52) was cashed in. PB CD #6281 was issued for \$15,000.00 and \$2,133.52 was transferred to Savings Account #0001.

Respectfully submitted by:
Tim Schoenherr, Treasurer

ZION EVANGELICAL LUTHERAN CHURCH TRUST FUND REPORT – 2020

Trust/Memorial end of year report

Beginning balance 1-1-2020 \$ 10,629.67

Income

Mission Investment fund	230.84	
Thrivent Investment	470.16	
Memorials	75.00	+ 1,776.00

Expenses

None in 2020
Ending balance 12-31-2020 \$ 11,405.67

Summary of accounts

Partners Bank checking 11,405.67 Thrivent (as of 9-30-2020) 23,516.15
ELCA Mission 13,597.13

The current trust/memorial fund members include June Krueger, Stacia Burrows and Wendy Grell. We do consult with Pastor Sue for any needs in the congregation. Please contact us if you have any needs or updates for the church. Thank you and God bless all the families and friends who have been generous with their donations this year.

Respectfully submitted,
Wendy Grell

BUILDING FUND FINANCIAL REPORT – 2020

Beginning principal loan balance at Partners Bank	\$ 279,181.41
Total monthly principal payments 1-03-20 thru 12-28-20	(30,085.59)
Additional principal payment 07-03-20 & 12-28-20	<u>(26,500.00)</u>
Principal balance of loan 12-28-2020	222,595.82

Interest paid in 2020 was \$10,214.41

Respectfully submitted by,
Vicki Hughes

BUILDING FUND TREASURER'S REPORT – 2020

Partners Bank Checking Account	
Beginning balance 1-01-2020	\$ 11,281.95
Deposits for 2020	70,803.47
2019 tithe	(3,680.00)
Refinance Loan Fee	(60.00)
Principal loan payments 07-03-20 & 12-28-20	<u>(26,500.00)</u>
Loan payments 01-03-20 to 12-18-20	<u>(40,300.00)</u>
Ending balance for Partner's Bank Checking	\$ 11,545.42

Respectfully submitted by,
Vicki Hughes

ZION LUTHERAN CHURCH TREASURER'S REPORT

Balance as of December 31, 2020

CHECKBOOK BALANCE 12/31/2020 **\$ 116,834.79**

DESIGNATED FUNDS

Bev A. scholarship	\$ 500.00
Confirmation Camp 2nd Time	\$ 2,000.00
Confirmation camp registrations	\$ 1,442.00
Confirmation Gowns in/out	\$ 229.00
Council/Pastor	\$ 13,078.91
Elevator Fund	\$ 29,594.60
Evangelism	\$ 189.88
Experience Faith! (mission trip)	\$ 6,733.23
Fair Trade	\$ 98.49
Faith Formation	\$ 97.00
Kids Globe Offering	\$ 8.78
Kitchen Wares (Garage Sale, funerals, coffee orders)	\$ 2,752.63
Library	\$ 94.00
Lillies /Poinsettias / Tree	\$ 54.26
PEP Squad Puppet Ministry	\$ 986.76
Rental Properties Total	\$ (1,507.41)
Thrivent -- Choice Dollars	\$ 3,874.30
Payroll Taxes	\$ 1,151.71

TOTAL DESIGNATED FUNDS \$ 61,378.14

UNDESIGNATED CASH BALANCE \$ 55,456.65

BENEVOLENCE -- Ministry to the World

	<u>Proposed Goal</u>	<u>2020 Actual</u>	<u>Percent</u>
Crossways Camping Ministries	\$ 2,750.00	\$ 3,023.00	109.9%
ELCA 10% Benevolence	\$ 16,000.00	\$ 17,666.89	110.4%
Lutheran Social Services	\$ 1,800.00	\$ 1,800.00	100.0%
Missionary	\$ 3,500.00	\$ 4,410.00	126.0%
ELCA World Hunger Appeal	\$ 3,250.00	\$ 3,250.00	100.0%
	\$ 27,300.00	\$ 30,149.89	

Balance available in Germanfest / Crisis Bank Account: \$11,195.89

Balance available in Scholarship Fund--Savings: \$62.20

BENEVOLENCE	2020 Approved	2020 Actual	2021 Proposed
MINISTRY TO THE WORLD			
1 Lutheran Social Services	\$1,800.00	\$1,800.00	\$1,800.00
2 Missionary	\$3,500.00	\$4,410.00	\$3,500.00
3 Crossways	\$2,750.00	\$3,023.00	\$2,750.00
4 ELCA World Hunger Appeal	\$3,250.00	\$3,250.00	\$3,250.00
TOTAL MINIMUM BENEVOLENCE GOAL	\$11,300.00	\$12,483.00	\$11,300.00
BENEVOLENCE EXPENSE			
100 MINISTRY THROUGH EXTENDED CHURCH			
101 ELCA Ministry Benevolence ***	\$16,000.00	\$17,666.89	\$16,000.00
102 Chequamegon Conference Benevolence	\$70.00	\$71.80	\$70.00
103 Local Benevolence	\$200.00	\$157.20	\$200.00
104 FCA Scholarship	\$250.00	\$0.00	\$250.00
105 Synod Assembly Offering	\$200.00	\$0.00	\$200.00
TOTAL	\$16,720.00	\$17,895.89	\$16,720.00
*** 10%			
CURRENT EXPENSES			
200 MINISTRY AT HOME			
201 Synod Resource Center	\$400.00	\$400.00	\$400.00
TOTAL MINISTRY AT HOME	\$400.00	\$400.00	\$400.00
ADMINISTRATION			
300 STAFF COMPENSATION			
301 Custodian Salaries	\$17,576.00	\$8,741.92	\$18,490.32
301a Custodian FICA (church FICA)	\$1,344.56	\$552.03	\$1,414.51
302 Organist Salaries	\$1,995.00	\$2,180.00	\$2,034.90
302a Organist FICA (church FICA)	\$152.62	\$161.42	\$155.67
303 Secretary Salary	\$16,744.00	\$14,389.66	\$17,078.88
303a Secretary FICA (church FICA)	\$1,280.92	\$1,100.83	\$1,306.53
303b Conference (Soul Support)	\$200.00	\$0.00	\$200.00
304 Pastor Salary	\$50,006.59	\$50,206.59	\$51,256.75
304a Pastor FICA	\$4,768.15	\$4,768.15	\$4,887.35
304b Housing Equity	\$2,925.39	\$2,925.39	\$2,994.13
304c Auto Allowance	\$3,500.00	\$3,500.00	\$3,500.00
304d Continuing Ed/Book & Journal Allowance	\$2,100.00	\$712.35	\$2,100.00
304e Sabbatical Cost	\$0.00	\$0.00	\$0.00
304f Pastor's Official Meeting Cost	\$600.00	\$0.00	\$600.00
305 Pulpit Supply	\$500.00	\$0.00	\$500.00
310 Intern Expenses	\$12,210.00	\$0.00	\$0.00
TOTAL STAFF COMPENSATION	\$115,903.23	\$89,238.34	\$106,519.04
400 STAFF BENEFITS			
401 Medical & Disability Insurance	\$10,776.80	\$7,984.86	\$7,274.40
402 Insurance Deductible	\$180.00	\$180.00	\$180.00
403 Retirement	\$10,413.36	\$9,401.04	\$9,886.50
TOTAL STAFF BENEFITS	\$21,370.16	\$17,565.90	\$17,340.90
500 OFFICE			

501 Telephone	\$2,345.00	\$2,685.86	\$2,400.00
501a Web Design & Upkeep	\$410.00	\$407.40	\$410.00
502 Postage & Mailings	\$2,000.00	\$1,148.35	\$2,000.00
503 Office Supplies	\$1,800.00	\$963.13	\$1,800.00
504 Office Equipment Repair	\$600.00	\$0.00	\$600.00
504a Copier-Duplicator	\$1,000.00	\$1,445.59	\$1,000.00
TOTAL OFFICE	\$8,155.00	\$6,650.33	\$8,210.00

600 OTHER			
601 Conferences & Conventions	\$600.00	\$30.00	\$600.00
602 Other Expenses	\$500.00	\$47.47	\$500.00
603 Pastoral Call	\$0.00	\$0.00	\$0.00
604 Finance Expenses	\$300.00	\$2,654.69	\$300.00
605 Staff Support	\$250.00	\$225.00	\$250.00
TOTAL OTHER	\$1,650.00	\$2,957.16	\$1,650.00

TOTAL ADMINISTRATION	\$147,078.39	\$116,411.73	\$133,719.94
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2020 Approved	2020 Actual	2021 Proposed
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TEAMS

701 WORSHIP		2020 Actual	
701a Altar Supplies	\$300.00	\$485.83	\$300.00
701b Music	\$200.00	\$0.00	\$200.00
701c Bulletins	\$0.00	\$0.00	\$0.00
701d Piano & Organ Repair/Maintenance	\$900.00	\$0.00	\$900.00
701e Worship (Liturgy) Resources	\$650.00	\$1,107.96	\$650.00
701f Copyright	\$350.00	\$378.00	\$350.00
701g Media	\$400.00	\$1,138.82	\$400.00
TOTAL WORSHIP	\$2,800.00	\$3,110.61	\$2,800.00

702 STEWARDSHIP			
702a Offerings Envelope	\$1,150.00	\$780.64	\$1,150.00
702b General	\$0.00	\$0.00	\$0.00
702d Stewardship Program	\$200.00	\$0.00	\$200.00
TOTAL STEWARDSHIP	\$1,350.00	\$780.64	\$1,350.00

703 EVANGELISM			
703a Fellowship	\$200.00	\$24.94	\$200.00
703b Advertising	\$125.00	\$0.00	\$125.00
703c Christ In Our Home	\$200.00	\$288.00	\$200.00
703d New Members	\$100.00	\$0.00	\$100.00
703e Box Holder	\$100.00	\$0.00	\$100.00
703f Workshops	\$150.00	\$0.00	\$150.00
703g Social Concerns	\$50.00	\$0.00	\$50.00
703h Stamps	\$250.00	\$55.00	\$250.00
703i Hospitality	\$300.00	\$250.00	\$300.00
TOTAL EVANGELISM	\$1,475.00	\$617.94	\$1,475.00

705 PROPERTY			
705a Church Repairs	\$5,000.00	\$2,029.65	\$5,000.00
705b Church Supplies	\$1,700.00	\$1,378.95	\$1,700.00
705c Parsonage Repairs/Maintenance	\$2,000.00	\$0.00	\$2,000.00
705d Lawn Mowing (cemetery upkeep)	\$3,500.00	\$3,610.00	\$3,500.00
705e Fuel-Church & Parsonage	\$7,000.00	\$4,753.50	\$7,000.00
705f Elec/Water/Sewer - Church/Parsonage	\$9,000.00	\$8,054.00	\$9,000.00
705g Insurance	\$12,000.00	\$10,944.83	\$12,000.00
705h New Equipment	\$1,000.00	\$0.00	\$1,000.00
705i Snow Removal	\$1,500.00	\$934.68	\$1,500.00
705j Meditation Garden	\$200.00	\$114.26	\$200.00
TOTAL PROPERTY	\$42,900.00	\$31,819.87	\$42,900.00

706 FAITH FORMATION MINISTRY			
706a Sunday School Materials	\$0.00	\$0.00	\$0.00
706b Little Lutherans & J Team	\$700.00	\$237.13	\$700.00
706c VBS	\$1,000.00	\$0.00	\$1,000.00
706d Puppets	\$300.00	\$0.00	\$300.00
706e Confirmation Materials	\$600.00	\$211.51	\$600.00
706f Youth	\$300.00	\$0.00	\$300.00
706g Adult Leaders (Chaperones)	\$500.00	\$0.00	\$500.00
706h Milestones Ministry	\$2,000.00	\$984.91	\$2,000.00
706i Cross+Generational Ministry	\$500.00	\$0.00	\$500.00
706j Continuing Ed-Youth/Adult	\$100.00	\$0.00	\$100.00
706k Library	\$100.00	\$100.00	\$100.00
TOTAL FAITH FORMATION	\$6,100.00	\$1,533.55	\$6,100.00

TOTAL TEAMS	\$54,625.00	\$37,862.61	\$54,625.00
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<u>BUDGET SUMMARY</u>			
ELCA BENEVOLENCE EXPENSE	\$16,720.00	\$17,895.89	\$16,720.00
TOTAL MINISTRY AT HOME	\$400.00	\$400.00	\$400.00
TOTAL ADMINISTRATION	\$147,078.39	\$116,411.73	\$133,719.94
TOTAL TEAMS	\$54,625.00	\$37,862.61	\$54,625.00
TOTAL BUDGETED EXPENSES	\$218,823.39	\$172,570.23	\$205,464.94