

ZION LUTHERAN CHURCH

213501 Legacy Street
Stratford, WI 54484

2024 ANNUAL MEETING

January 28, 2024

2023 CHURCH COUNCIL

Term Expires

Each Church Council Member serves a three-year term.

PRESIDENT	Dan Thompson	2025
VICE PRESIDENT	Maryel Schoenfuss	2025
TREASURER	Marge Redetzke	2024
SECRETARY	Carmella Moon	2025
WORSHIP	Brian Stroetz	2026
STEWARDSHIP	Amy Cournoyer	2024
EVANGELISM	Brandon Aschenbrenner	2026
PROPERTY	Robin Curtis	2025
FAITH FORMATION	Ray White	2024
FAITH FORMATION	Casey Dasler	2024
TRUST FUND	June Krueger (2026) Jill Dasler (2025), Stacey Spindler (2024)	

ZION LUTHERAN CHURCH STAFF – 2023

PASTOR	Pastor Amy Heinz
ADMINISTRATIVE ASSISTANT	Kathy Busche
ORGANISTS	Judy Polege Marge Redetzke, Ryan Huther
CUSTODIANS	Rod Huther

**ZION LUTHERAN CHURCH
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**ZION LUTHERAN CHURCH
ANNUAL MEETING AGENDA
January 28, 2024 following Worship**

Call to Order - President Dan Thompson

Opening Devotion – Pastor Amy

Staff Reports – President Dan Thompson

**Secretary’s Reports – Approval of 1-29-2023 Annual Meeting and
8-20-23 Congregational Meeting**

Treasurer’s Report – Approval of Report

Agenda Approval (Additions)

Unfinished Business: None

New Business:

- a. Election of Council Members**
- b. Budget – Treasurer**
- c. Estate Gift Proceeds**

Give Thanks

Adjournment

Lord’s Pray

Go In Peace

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*

I thank my God for every remembrance of you, always in every one of my prayers for all of you, praying with joy for your partnership in the gospel from the first day until now. I am confident of this, that the one who began a good work in you will continue to complete it until the day of Jesus Christ.
Philippians 1:3-6

A Simpler, Humbler, and Bolder Church

Dear Members and Friends of the Northwest Synod of Wisconsin,

It is time for your congregation's annual meeting! This is a great opportunity to reflect on the past year of faithful ministry. Now is the time to ask the BIG questions! How were we faithful in ministry? How were we faithful in participating in God's simple mission to love our neighbor? Now is the time to celebrate how God's Spirit has inspired your ministry! Give thanks to God and celebrate for the good that your congregation has accomplished!

Now is also the time to tell the truth about your ministry. How has your congregation fallen short and not been faithful to God's will? Lacked energy, a sense of purpose, or mission? Now is the time to humbly tell the truth if your congregation has lost its focus or has little energy for God's work.

We all need to take an honest look in the rearview mirror of the last year and ask how have we been faithful and how have we failed to be faithful to our baptismal promises. Then we can boldly move into the New Year 2024 asking how we can with God's help do better.

The Church of England took a long look into the rearview mirror and with much prayer has discerned that moving forward they will strive to be a Simpler, Humbler, and Bolder Church in the future. The Church of England described their vision for the future in this way:

Simpler, humbler, bolder are virtues we believe God is calling from us at this point in our history. They run through the vision and shape all we do and all that we are.

Simpler because we are not as big a church as we used to be.

Humbler because we are facing our failures, and this is not easy.

Bolder because the love of Christ compels us. We have a gospel to proclaim, and we live and minister in a world of much pain and confusion.

I believe these three virtues could also help us in the coming year. I invite your councils and leaders to lean into these questions in 2024:

1. **Simpler:** How can we simplify our structure so more time and energy can be spent on loving our neighbors and joining in God's mission in our community? How can we focus on what is really important and let go of the trivial or unnecessary?
2. **Humbler:** What isn't working? How have we fallen short? We can't do everything we use to do so what ONE thing can we do for Jesus? How can we work with other churches, denominations in our community?
3. **Bolder:** How can your congregation be braver and bolder in sharing the good news about Jesus in a hurting world? In prophetic witness to justice issues in our world? In working for right relationships with our neighbors and all of creation?

Friends, I am truly grateful for your partnership in the gospel and all the ways you are faithful in ministry. I invite you to move joyfully, simply, humbly and boldly into God's future in 2024.
Bishop Laurie Skow-Anderson

Philippians 2 Do nothing from selfish ambition or empty conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests but to the interests of others. Let the same mind be in you that was in Christ Jesus, who, though he existed in the form of God... emptied himself ...he humbled himself and became obedient to the point of death— even death on a cross.

PASTOR'S REPORT – 2024

Grace to you and peace from God our Father and our Lord Jesus Christ.

I am so grateful to have been serving as your pastor for a whole year! Experiencing the entire season of the church year alongside you has been a complete joy!

We have been blessed by increasing numbers of Sunday worship attendees, praise worship, healing services, beautiful banners and sanctuary decorations in every season, soloists, choirs, and faithful organists. Through volunteer ushers, assisting ministers, and acolytes, we continue to enhance the worship experience for all. We experimented with outdoor worship in our green space and will continue to tweak that program. Maybe I won't fall off my rock in 2024!

In 2023, I was privileged to participate with you in Germanfest. It's a good thing I like the smell of sauerkraut because that smell l-i-n-g-e-r-s. The money raised from the hard work of our volunteers will go toward making easier the lives of folks in our community. We also hosted the living nativity during Christmas in the Park and distributed handmade hats and mittens during that event and the Trunk-R-Treat event.

As a parish, we are grounded in the love of God in Christ Jesus, and we are given the power to show that love in action by the Holy Spirit. Our weekly celebration of the Lord's Supper—open to all, with no strings attached—nourishes us for that service. We have grieved the loss of several of our beloved members, but we are reminded that our grief will one day be buried in joy, and the baptisms we have celebrated this past year continue to remind us that we are children of The Most High God, chosen to advance God's mission of compassion, generosity, and mercy.

In the coming year, you will be challenged to think about stewardship. Financially, yes. But also in these ways:

Are we stewarding the promises of our baptism? Are we following through with those to whom we made promises? Are we asking the Holy Spirit to make our own spiritual life richer through bible study and prayer and worship?

Are we stewarding the opportunities we have working with our younger members? Have you thought about how you might be part of working with this group? Have we committed to support bible camp? VBS? Outings? Synod and national gatherings?

Are we stewarding our outreach to unchurched members of our communities? Are we inviting people to participate in a faith-filled life? Are we telling people about Jesus with our words, our actions, our attitudes?

Paul continues in his letter to the Philippians, “I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ.” We have had a productive, Spirit-guided year; but Paul’s wording shows us that the ‘good work’ is ongoing. God’s good work - although happening in the here and now - will not be complete until the day that Jesus Christ returns in judgment. So, let’s roll up our sleeves and continue to do God’s work in this place. May the Holy Spirit always be our guide.

In His Service,

Pastor Amy Heinz

PAROCHIAL REPORT

1. MEMBERSHIP	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Baptized	707	721	730	741	752	440	443
Confirmed	498	509	515	522	531	190	194
Affiliated	238	238	238	238	238	8	8

Membership information was collected using Aplos data system and Parish records.

2. AVERAGE ATTENDANCE	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Sunday Worship	140	123	103	68	73	90
Summer Attendance (June - August)	88	87	74	64	54	74
Lenten Mid-Week	118	116	129	58	43	58
Advent Mid-Week	69	82	online	N/A	45	50

3. OFFICIAL PASTORAL ACTS

Baptisms	4	Weddings	1
Confirmations	4	Funerals	2

<u>BAPTISMS</u>	Baptism Date
Oliver Ochoa	1-15
Raegan Murphy	3-26
Delilah Marquardt	7-30
Hadley Meyer	11-12

<u>WEDDINGS</u>	Wedding Date
McKenzie Ford & Darrin Luepke	11-4

CONFIRMATIONS 5-7-2023
Trenton Cournoyer Caleb Wrensch
Mason Oertel Trevor Zawislan

DEATHS Date
Robert Ulrich 7-18
Duane Dalbeck 12-17

MEMBERSHIP TRANSFERS
Lois Zuelke
William Kobs
Grace Kobs

MEMBERS RECEIVED
Kaitlyn Waddell Lisha Austin Sarah Tews Rob Weis Carissa Weis
Harvey Waddell Lester Lueddecke Archer Tews Tina Weis
Amelia Waddell Mike Tews Ivy Tews Jaden Weis
Eliot Waddell

Minutes from 2023 Annual Meeting

Due to an outside computer glitch, the minutes from the 2023 Annual Meeting are unavailable at this time. Below is the agenda from that meeting. If anyone can assist us in locating the official minutes, please let us know. We apologize for the inconvenience.

**Zion Lutheran Church
Agenda for Annual Meeting
January 29, 2023 following Worship**

Call to Order - President Dan Thompson

Opening Devotion – Pastor Amy

Staff Reports – President Dan Thompson

Secretary’s Reports – Approval of 1-30-2022 Annual Meeting, 5-15-2022 Congregational Meeting and 9-25-2022 Congregational Meeting

Treasurer’s Report – Approval of Report

Agenda Approval (Additions)

Unfinished Business: None

New Business:

a. Election of Council Members

- b. Election/Term Extension of Trust Committee Member – June Krueger
- c. Budget – Treasurer
- d. Future of Parsonage
- e. Estate Gift

Give Thanks

Adjournment

Lord's Pray

Go In Peace

**ZION LUTHERAN 2023 SPECIAL CONGREGATIONAL MEETINGS
ZION LUTHERAN CHURCH**

Sunday, August 20, 2023

9:52 a.m.

MEETING CALLED TO ORDER: President Dan Thompson

ACTIVE QUORUM: Determined by sign-in sheet passed around that there was an active quorum present.

OPENING DEVOTIONS: Pastor Amy Heinz

AGENDA: Council's recommendation to the congregation for the future of the Cathy Belgea Zuelke gift of land.

New Business: Council recommendations - Upon mutual agreement with St. Joseph Catholic Church, and after much research, discussion, and prayer, the Council recommends that the 103.75 acres of vacant land in the Town of Cleveland, Marathon County, which is currently deeded to Zion Lutheran Church and St. Joseph Catholic Church per Cathy Belgea Zuelke's real estate bequest be sold with the proceeds divided equally between the two parishes.

M: Terry Schoenherr, To accept the Council's recommendations. S: Nicole Curtis

Christina Stroetz – What is the advantage to sell vs keeping land for rental income? Dan shared costs vs income with rental income and expense vs sale of land and investing money in CD. Terry Schoenherr – Increase in crop land sale value - \$6,500 - \$7,000/per acre. \$4,000 per acre was a low estimate used for purposes of comparison. Wesley Manecke – Has St Joseph had same congregational meeting? What is the minimum bid amount for the sale? Legal Fees? Advertising?

St Joseph's Catholic Church does not have to have the same meeting with the Diocese but they have also agreed to the sale of the land. Minimum has not yet been determined. Auction or realtor would be 6% commission. Advertising would be by the Auctioneer or Realtor.

64 – Yes 3 - No Motion passes. Council – will keep the congregation informed of the next steps.

M: Ray White to adjourn the meeting. S: Sharla Dreikosen Motion passed.

Meeting adjourned with the Lord's Prayer

Respectfully submitted by, Carmella Moon

PRESIDENT'S REPORT – 2023

Where did 2023 go? It seems like just last month we were doing the annual meeting. Things are back in full swing at Zion with J-team, Little Lutherans, and Confirmation groups all busy with activities.

Thank you to all parents for your commitment to your child's Christian education and the development of their faith. So wonderful to see them share their faith and love of Christ. It brings back memories of when I was that age. Developing that faith is so important, they are the church's future.

I am hoping you have noticed some of the changes that have been made to the church over the last year. Replacement of the sanctuary carpet and adding WIFI throughout the entire building are just a couple of things. Over the next couple of months, you will be seeing upgrades to some of the media we use in our services with improvements to the sound and picture quality. We will be changing from the projected images (announcements, hymns, etc.) onto the screen to mounted monitors. These things are being done as requested by the congregation to enrich the worship experience. These improvements were paid for with the money from the sale of the rental house last year.

With the gracious gift to Zion from Kathy Belgea-Zuelke, we as a congregation, have some big decisions to make: How we can use this money in a responsible way that glorifies God and the mission for Zion in Stratford and the world. As a council, we are looking forward to the discussion and guidance you, as a congregation, will give your council.

As your council, we are trying to improve the communication and share more information with you the congregation. As always, if you have questions or concerns about things going on at Zion, please catch any member of council and we will do our best to answer them. I encourage each of you to continue to support Zion with both your time and financial giving.

WE are all very busy with jobs, family, and other commitments, but if each of us takes on just a little, it will not be too much for any person. Please consider increasing what you put in the offering plate by the amount and frequency. As in your household, the church's expenses continue to increase. In that regard, the council has decided to change the offering envelopes to help reduce cost. We will be ordering generic envelopes and distributing them to those who want to use them. I also ask you to consider using Simply Giving, which is the electronic transfer format for giving. This allows you to set the amount you choose to give to church and when. This gives Zion a more consistent flow of income. Since we are all so busy, there is no need to play catch-up if you miss a Sunday or two.

As a closing thought, I want to thank those members of your council whose terms of service are up. They would be Amy Cournoyer (6 years), Marge Redetzke (6 years), Ray White (3 years) and our youth representative, Casey Dasler. Their contributions to our congregation have been huge, especially during the pastoral transition. Thank you!

I feel our church is a big family. Together there is no limit to what we can accomplish in sharing the Good News of Jesus Christ!

God's blessing to you for a wonderful 2024
Dan Thompson

OFFICE REPORT – 2023

Happy New Year

2023 was a year of developing routines in the office here at Zion. Pastor Amy and I worked to learn how to work together. As we continue to learn each other's work styles our focus continues to be on helping Zion Lutheran Church in their continued faith journey. The office has begun to upload items on the website. The newsletter, council minutes, events, and weekly sermons with scriptures and the bulletin. The goal is to keep Zion's website as current as possible. With the increasing cost of postage, it is encouraged that you access the newsletter on the website instead of a paper mailing. If you are interested in discontinuing the monthly mailing of the newsletter, please contact the office and the change will be made. Thank you for a good year here at Zion. Looking forward to what 2024 will bring. God Bless you all.

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 phone numbers
- A member of your family is in the hospital
- You have a prayer request
- A family member passes away
- Your group plans 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,
Kathy Busche, Administrative Assistant

PRAYER CHAIN REPORT – 2023

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, an email is sent to the volunteer group with the request just as it is sent to the church office. 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 9 people this year. If you would like to be part of this ministry, contact the church office. You may submit prayers by calling or emailing the church office, marking your communion card, or on the web. Submitted by

Kathy Busche, Prayer Chain Coordinator

EVANGELISM TEAM – 2023

Hospitality – To be a welcoming congregation.

Current Activities:

Continued to keep up the grounds with a welcoming sense of seasonal flowers and a hardworking group of volunteers that maintained the Meditation Garden that kept it looking fantastic all season!

Welcomed guests as soon as they arrive; reviewed visitor packets and information.

Create a welcoming environment outside of worship through fellowship after services.

Discipleship – Involve and strengthen members within our congregation.

Current Activities:

Continue the “We Care” ministry through birthdays, anniversary, get well, and sympathy cards.

Promote our congregational members to invite others to services and church events.

Minister to shut-ins & continue the visitation program.

Connect with recent graduates/service members. We sent cards/gift cards twice to our most recent graduates and sent military care packages to our service members.

Sent Christmas cards to our shut-ins.

Updated Time & Talent forms and gathered information from members.

Community Outreach & Communication – Reach out to our local communities.

Current Activities:

Hosted Trunk or Treat on Halloween downtown again this year with the community.

Put on a Teacher Appreciation Dinner in August.

Helped plan and run worship outdoors for 3 services this summer.

A group of volunteers helped “Feed My Starving Children” in Marshfield.

Planned Operation Christmas with “Sweet Dreamz”.

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: Dan & Rhonda Thompson, Deb Wieland, Cory Wiesman, Patti Casperson, and Brandon Aschenbrenner.

COMMUNION STEWARDS – 2023

Our communion stewards prepare the chalices and baskets with wine, grape juice and bread for communion services throughout the year. We also clean up after each service.

Thank you to our stewards who served during this past year: Sandy Andersen, Patti Casperson, Jill Dasler, Amy Grell, Wendy Spaeth, Rhonda Thompson and Deb Wieland. Jill and Amy are stepping down so thank you for your contributions to our group. We are now welcoming Lindsay White to our team as well!! Thank you to each of you for all of your work in setting up communion and a big thank you to our bread makers too!

We continued to commune using the individual chalices this year along with the homemade bread. We also continued to use the disposable chalices that fit into the new communion ware.

If you are interested in joining our Team, please contact the church office or anyone on the Team. The commitment for the weekend that you sign up for is about 1 hour and you will be trained on how to set it up.

Respectfully submitted by,
Rhonda Thompson

ZION LUTHERAN CHURCH SCHOLARSHIP FUND – 2023

Balance 01/01/2023	\$ 8,675.11
Interest Earned	\$ 8.64
Balance on 12-31-23	\$ 8,683.75

2023 will pay out in January 2024

Bev Aschenbrenner Memorial Scholarship

Jackson Ormond \$ (500.00)

Grace M E Carpenter Scholarship

Jasmine Grell \$ (500.00)

Sydney Kafka \$ (500.00)

Marie Zuelke Scholarship

Lydia Burrows \$ (500.00)

FAITH FORMATION 2023

The 2023 Faith Formation team was chaired by Ray White and included group members Kathy Ballerstein, Casey Dasler, Jasmine Grell, Janet Schoenherr, and Wendy Spaeth. Events coordinated by our team this year included: First Communion Sunday, Affirmation of Baptism, Senior Recognition Sunday, Kids Leading Worship Service, Bible Sunday and the Live Nativity.

Little Lutherans and JTeam started the fall of 2023 with 27 children attending bi-monthly Wednesday meetings. This year's curriculum was Essential Stories of the Bible led by the teaching staff that included; Jill Dasler, Sharla Dreiksen, Darla Leick, Brenda Huther, Janet Schoenherr and Pastor Amy Heinz. Additional volunteers helping with the program were Wendy Grell, Tom and Nancy Schoenherr.

The Christmas program theme was Jesse's Tree and was held during the December 17th morning service.

The 7th-9th grade confirmation program was reorganized by Pastor Amy Heinz. There are 12 students participating in that program with classes led by Pastor Amy as well as members of the congregation.

The 10th grade Disciples for Christ program included 7 students and their 7 mentors. Classes were led by Pastor Amy Heinz, with assistance from Jill Dasler and Darla Leick. Disciples for Christ meets monthly for a fellowship meal and topical discussion.

Vacation Bible School was held at Zion in July with the theme *Interstellar*. We again partnered with the Mill Church and provided meals, bible stories, music, games and crafts for the 4th-6th graders exploring their faith through the study of our galaxy and God's word.

The Faith Formation team continues to take seriously its responsibility to keep children safe while in the care of our congregation. To that end, we are currently working on a Child Protection Policy and researching the process and cost of background checks for all who work with children at Zion.

It was an eventful year for our Faith Formation team and we are grateful for all the volunteer help we have received in providing Christian education for our youth,

Respectfully submitted.

Ray White

RaiseRight Program Treasurer's Report–2023

CHECKING ACCOUNT - Partners Bank

BEGINNING BANK BALANCE - January 1, 2023	\$	4,962.20
INCOME – Deposits from card sales	\$	9,420.00
EXPENSES – RaiseRight orders	\$	(8,866.48)
<hr/>		
ENDING BANK BALANCE - December 31, 2023	\$	4,988.41

PROGRAM ASSETS – December 31, 2023

Checking Account Balance	\$	4,988.41	
Cards in Stock		4,035.00	
Cash box (change fund)		<u>55.00</u>	
	\$		9,078.41

PROGRAM FUNDING HISTORY

Start up funds	\$	3,000.00	
Annual net profits (2013-2022)		7,697.20	
Annual net profits (current year 2023)		326.21	
Funds used to support youth events		(2,000.00)	
Cash on hand (change fund)		<u>55.00</u>	
	\$		9078.41

2023 completed the 10th year of fundraising through the RaiseRight Program (formerly known as Scrip Program). A percent of each gift card is retained by Zion to help with Travel expenses for Youth Faith Formation activities such as National Youth Gatherings, mission trips, and camp experiences. The percent varies by company/retailer—from 2% to 12% or more.

We keep many local business RaiseRight cards in stock and are able to order a wide variety of retailers and restaurants. Nearly everywhere you shop and eat out has cards available. This year we began using the app allowing shopping from home and e-card availability. We also added the following cards to on hand inventory: TJ Maxx, Amazon and Cenex (\$100).

Shout out to June Krueger for her dedication to coordinating the program for many years. We appreciate all that you have done. Thank you so very much.

Special thanks to everyone who supported the RaiseRight program during this year! We appreciate all those who purchase RaiseRight cards regularly... and occasionally! If you haven't yet purchased RaiseRight cards or tried the App, give it a try!

–Wendy Spaeth and Janet Schoenherr, RaiseRight Program Coordinator

ALTAR GUILD 2023

The Altar Guild is responsible for keeping the chancel area clean, fresh, and inviting.

- The Altar is dusted monthly. Brass items are polished in the Spring and Fall; linens are cleaned as needed.
- The paraments are changed according to the season:
 - blue for Advent
 - white for Christmas and Easter
 - black for Ash Wednesday
 - purple for Lent
 - green for seasons after Pentecost and after Epiphany
 - red for special occasions, such as Pentecost Sunday, Reformation Sunday and Confirmation
- Set up for Baptisms is completed.
- Fresh flower arrangements or live plants are tended when on the altar.

At this time there are four members (Marge Kollmansberger, Jill Dasler, Lindsay White, and myself), but we would always welcome more. If you have any interest in joining the Altar Guild please talk with any of the current members or contact Kathy in the church office.

Respectfully submitted,

Brenda Huther – Team Chair

MEDIA MINISTRY REPORT 2023

Early 2024 plans are in place to make media updates. These updates will include all new microphones and speakers with the addition of speakers in the balcony and microphones in the choir loft. This update will also include moving from the projector and screen to big screen TVs, one on each side of the Altar area. Furthermore, this will include all new equipment for live streaming and recording services.

Submitted,

Brandon Aschenbrenner

FAIR TRADE MINISTRY REPORT – 2023

Fair Trade is a trading partnership, based on dialogue, transparency, and respect, that seeks greater equity in international trade. Equal Exchange is the Fair Trade partner that Zion has been working with since the beginning of this ministry. They work directly with the producers to provide coffee, chocolate, and other products at a fair price. In 2023, no additional product was ordered and sales totaled \$42. Due to a lack of interest, we will put the remaining Fair Trade items on sale and discontinue this program so that time and energy can be funneled toward other outreach activities. The balance in the Fair Trade account after all sales have been completed will be moved to the Fellowship Account since in the past coffees were offered free of charge to be used for Fellowship. The beautiful cabinet made by Harold Wensch will be used for another purpose. I thank the members of Zion for past support of this program.

Respectfully submitted, Darla Leick

PROPERTY COMMITTEE REPORT – 2023

Items undertaken by the property committee in 2023 include:

Inspections / Maintenance

- Life safety (exit lights, fire alarm, fire doors, etc.) inspections
- Lighting replacement
- Cleaning of eavestrough
- Elevator inspections
- Roof Inspection
- Snow removal

Projects

- Installation of new LED Lights
- Family Center
- Church Offices
- Hallways
- New carpet in sanctuary
- Upgrade electrical panel for the sanctuary
- Ramp for the storage shed

_Thank you to all who assisted with the above items and those not mentioned throughout the year. A special thank you to Property Members: Rich Krueger, Les Ormond, Tom Schoenherr, Lee Spindler, Jim Wiesman, Gary Wussow for all their insight and service. For those interested in joining this group and sharing your talents please join us the second Sunday of each month after service.

_Thank You
Robin Curtis

STEWARDSHIP TEAM – 2023

The year 2023 has been a great year with some challenges and decisions that needed to be made. Going forward in 2024, we have made the decision to change our offering envelopes to decrease cost and make them more affordable. We have encouraged more people to use Simply Giving to continue to support the church during their busy lives when they are unable to attend services. Throughout all of this, our congregation has been wonderful 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 Counting Team is made up of: Amy Cournoyer, Brian Leick, Nicole Curtis, Carmella Moon and Brandon Aschenbrenner. I would like to thank all of them for their help counting our weekly offering.

Our giving is a tangible sign of God's work with our hands.
Amy Cournoyer, Stewardship Team Chair

WORSHIP TEAM REPORT-2023

Members of the 2023 worship team were: Brian Stroetz, Brenda Huther, Marge Redetzke, Paul Untiet, Mary Wussow and Janet Schoenherr.

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. 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.

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

Brenda Huther recruits and trains volunteers for church functions, such as ushers, acolytes, etc.

Respectfully submitted by:
Brian Stroetz, Chair

LIBRARY REPORT - 2023

The following books were purchased for the Zion Library in 2023.They will be featured in the library in January.

The Mitten by Jan Brett.....	\$9.99
God Gave Us Love by Lisa Tawn Bergren; art by Laura J. Bryant.....	\$6.99
Discovering Life in the Tree by Petra Bartikova and Magdalenda Takacova.....	\$12.99
The Light in Hidden Places by Sharon Cameron.....	\$12.99
Diary of a Wimpy Kid by Jeff Kinney.....	\$14.99
Everything You Always Wanted to Know About God by Eric Metaxas.....	\$15.99
The Light We Cannot See by Anthony Doerr.....	\$18.99
Flight Behavior by Barbara Kingsolver.....	\$18.00

Sandy Borman

STAFF SUPPORT TEAM 2023

The staff support team consists of June Krueger and Brenda Castellano. We are primarily in charge of yearly performance reviews with our 6 core employees at Zion Lutheran Church. We acknowledge the birthdays and work anniversaries of these employees. We attempt to find coverage for vacations if needed. We continue to work toward a schedule of monthly duties that we are part of. If anyone would like to join our team, we welcome you!

Respectfully submitted,
Brenda Castellano

Community Fund (Germanfest) Treasurer's Report – 2023

BEGINNING BALANCE 1-1-23 \$11,551.18

RECEIPTS

Ticket Sales \$8,242.00
Food Sales/Donation/Misc \$2,300.00
Thrivent \$500.00
Total Receipts \$22,593.18

EXPENDITURES

Meat, Bread, Milk, Ice \$1,962.86
Total Expenditures \$1,962.86

BALANCE as of 12-31-22 \$21,694.83

This year we did dine-in and carry-out and we served 540 people. Thank you to everyone who donated and/or gave of their time and talents to help with the Germanfest dinner. We couldn't do it without the help of so many willing people!

CEMETERY TEAM REPORT – 2023

Members of the Cemetery Team are Tom & Nancy Schoenherr, Tim Schoenherr, Phil Schultz, Patrick Wensch, & Chuck Foley.

There were 2 burials of congregational members and two burials of non-members this past year. 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.** If they are not attached, please visit the site periodically during the summer and trim the long grass growing around your flowers. 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

1. Graves that had sunk, due to rain this year, were filled in and reseeded.
2. Perennials were thinned, pruned or removed as seen fit by the committee.
3. A dead tree was taken down in the Hwy 97 cemetery.

THINGS THAT NEED TO BE DONE

1. Finish straightening some stones.
2. Finish lifting the veteran stones.
3. Try to clean more stones.
4. Hopefully get family members to help with maintaining their monuments and the area around them.

Current pricing for a plot is \$300 for a member & \$600 for a non-member.

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 – 2023

Savings Account Balance 11-30-2022		\$ 4,017.23
INCOME		
Interest from Savings Account 0001	3.49	
Interest from PB CD 6281	44.99	
Interest from ELCA Mission Fund CDs 49451	38.69	
Interest from ELCA Mission Fund CDs 06260	17.23	
ELCA Mission Fund CD 06260 Cashed In	2,000.95	
Sale of Cemetery Lots	<u>300.00</u>	
Total Income	\$2,405.35	
TOTAL		\$6,422.58
EXPENSES		
Partners Bank CD #14850 Created	2,000.00	
Transfer of Funds to Checking Account	1,000.00	
Jodi Drexler (Removal of dead tree - Hwy 97 cemetery)	<u>75.00</u>	
TOTAL EXPENSES	3,075.00	
Savings Account Balance 0001 (11-30-2023)	3,347.58	
Checking Account #10192386 (Created 12-28-2022)	0.00	
Automatic Withdrawal (Book of Checks)	(3.08)	
Deposit (Transfer of funds from Saving Account 0001)	1,000.00	
Check #1001 - Jerry or Georgia Townsend (Refund Cemetery Plot)	<u>(75.00)</u>	

Checking Account #10192386 (11-30-2023) 921.92

INVESTMENTS (as of 11-30-2023)

Partners Bank CD #6281	15,000.00	Matures 5-13-2024
Partners Bank CD #14850	2,010.49	Matures 1-20-2025
ELCA Mission Fund CD #54730000049451	1,500.00	Matures 10-28-2024

TOTAL INVESTMENTS \$18,510.49

Respectfully submitted by:
Tim Schoenherr, Treasurer
Zion Lutheran Church Cemetery Committee

TRUST / MEMORIAL FUND REPORT -- 2023

Team Members:	Term ends:	Term #:
Stacey Spindler, Chairperson	2024	1
Jill Dasler, Secretary	2025	1
June Krueger, Treasurer	2026	2

CHECKING ACCOUNT -- Partners Bank

BEGINNING BALANCE -- January 1, 2023 \$ 5,857.84

INCOME \$ 1,478.05

Mission Investment Fund - Dividends	\$195.48
Thrivent Investment - Dividends	\$682.57

Receipts:

In memory of Bob Ulrich (*various donations designated for Germanfest*)
In honor of Cole & Jamie Kaiser \$600.00
(*designated for parsonage*)

EXPENSE \$ (3,001.54)

Refrigerator for Food Pantry (Wieland)	-\$896.70
2 outdoor picnic table sets (Huser)	-\$600.00
(undesignated)	-\$101.08
Easels (undesignated)	-\$94.94
Office chair (undesignated)	-\$284.84
Pre-Lit Christmas Tree (undesignated)	-\$539.99
Ipad for Media Team (Wieland)	-\$483.99

ENDING BALANCE -- December 31, 2023 \$ 4,334.35

SUMMARY OF ASSETS

Partners Bank Checking Account	12/31/2023	\$ 4,334.35
ELCA Mission Investment Fund	6/30/2023	\$ 10,097.13
Thrivent Investment	9/30/2023	\$ 23,310.03
		\$ 37,741.51

TERM LIMITS:

Members may serve two consecutive 3-year terms.

Respectfully submitted by: June Krueger, Treasurer

BUILDING FUND FINANCIAL REPORT – 2023

Beginning principal loan balance at Partners Bank	\$ 104,202.60
Total monthly principal payments 1-13-23 thru 12-29-23	(36,907.95)
Principal balance of loan 12-30-2022	\$ 67,294.65

Interest paid in 2023 was \$3,392.05

Respectfully submitted by,
Vicki Hughes

BUILDING FUND TREASURER’S REPORT – 2023

Partners Bank Checking Account	
Beginning balance 1-1-2023	\$9,989.85
Deposits for 2023	37,157.00
2022 tithe	(2,000.00)
Printed Checks	(3.79)
Loan payments 01-13-23 to 12-29-23	<u>(40,300.00)</u>
Ending balance for Partner’s Bank Checking 12-29-2023	\$ 4,843.06

Respectfully submitted by,
Vicki Hughes

Zion Lutheran Church Treasurer's Report

Balance as of December 31, 2023

Checkbook Balance 12/31/2023 \$ 74,100.46

DESIGNATED & RESERVED FUNDS

Bev A Scholarship 500.00
Capitol Improvements..... 3,125.00
Choir Fund..... 5,608.00
Confirmation Camp..... 2,564.00
Confirmation Gowns In/Out..... 276.75
Council/Pastor..... 9,841.74
Elevator Fund..... 8,125.00
Evangelism..... 10.00
Experience Faith! (mission trip)..... 7,303.23
Fair Trade..... 444.19
Faith Formation..... 35.49
Kitchen Wares (Garage Sale, funerals, coffee orders)..... 1,014.85
Lillies/Palms/Poinsettias..... 183.36
New Ministry Opportunities..... 5,000.00
Parsonage Updates..... 1,769.43
PEP Squad Puppet Ministry..... 906.68
Technology Updates..... 13,200.12
Thrivent – Choice Dollars..... 7,390.30

TOTAL DESIGNATED FUNDS \$ 67,298.14

UNDESIGNATED CASH BALANCE \$ 6,802.32 *

BENEVOLENCE – Ministry to the World

	<u>Proposed Goal</u>	<u>2023 Actual</u>	<u>Percent</u>
Crossways Camping Ministries	\$ 2,750.00	\$ 100.00	3.6%
ELCA 10% Benevolence	\$16,000.00	\$17,623.00	110.1%
Lutheran Social Services	\$ 1,800.00	\$ 900.00	50%
Missionary	\$ 3,500.00	\$ 1,943.00	55.5%
ELCA World Hunger Appeal	\$ 3,250.00	\$ 3,425.00	105.4%

Balance available in Germanfest / Crisis Bank Account \$21,694.83

Balance available in Scholarship Fund – Savings \$ 8,683.75

*Please Note: The Undesignated Cash Balance is a positive figure because \$8,116.00 was used from the Belea-Zuelke estate land sale funds to pay for a portion of the new carpet.

BENEVOLENCE EXPENSE	2023 Approved	2023 Actual	2024 Proposed
100 MINISTRY THROUGH EXTENDED CHURCH			
101 Benevolence (10%)	\$16,000.00	\$17,623.00	\$16,000.00
102 Chequamegon Conference Benevolence (Dues)	\$70.00	(See 602b)	\$0.00
103 Local Benevolence	\$200.00	\$0.00	\$200.00
104 FCA Scholarship	\$250.00	\$0.00	\$0.00
105 Synod Assembly Offering	\$200.00	\$0.00	\$0.00
TOTAL BENEVOLENCE EXPENSE	\$16,720.00	\$17,623.00	\$16,200.00
 CURRENT EXPENSES			
200 MINISTRY AT HOME			
201 Synod Resource Center	\$400.00	\$0.00	\$0.00
TOTAL MINISTRY AT HOME	\$400.00	\$0.00	\$0.00
 ADMINISTRATION			
300 STAFF COMPENSATION			
301 Custodian Salaries	\$16,286.25	\$2,954.75	\$10,816.00
301a Custodian FICA (church FICA)	\$1,245.90	\$226.08	\$827.42
302 Organist Salaries	\$2,850.00	\$2,700.00	\$2,964.00
302a Organist FICA (church FICA)	\$218.03	\$195.08	\$226.75
303 Secretary Salary	\$21,216.00	\$19,672.68	\$22,064.64
303a Secretary FICA (church FICA)	\$1,623.02	\$1,505.23	\$1,687.94
303b Conference (Soul Support)	\$200.00	\$0.00	\$0.00
304 Pastor Salary	\$37,247.30	\$37,247.30	\$36,817.19
304a Pastor FICA	\$4,914.92	\$4,914.92	\$5,111.52
304b Housing Equity	\$0.00	\$0.00	\$0.00
304c Auto Allowance	\$3,500.00	\$414.22	\$1,500.00
304d Continuing Ed/Book & Journal Allowance	\$1,800.00	\$380.93	\$1,500.00
304e Sabbatical Cost	\$0.00	\$0.00	\$0.00
304f Pastor's Official Meeting Cost	\$600.00	\$60.00	\$600.00
304g Housing Allowance	\$27,000.00	\$27,000.00	\$30,000.00
305 Pulpit Fill	\$1000.00	\$0.00	\$1000.00
310 Intern Expenses	\$0.00	\$0.00	\$0.00
TOTAL STAFF COMPENSATION	\$119,701.42	\$97,271.19	\$115,115.46
 400 STAFF BENEFITS			
401 Medical & Disability Insurance	\$11,110.44	\$31,127.76	\$31,571.52
402 Insurance Deductible	\$0.00	\$0.00	\$0.00
403 Retirement	\$18,579.96	\$6,916.20	\$7,480.63
TOTAL STAFF BENEFITS	\$29,690.40	\$38,043.96	\$39,052.15
 500 OFFICE			
501 Telephone	\$2,400.00	\$2,929.64	\$2,400.00
501a Web Design & Upkeep	\$400.00	\$270.00	\$400.00
501b Software	\$900.00	\$1,065.00	\$1500.00
502 Postage & Mailings	\$1500.00	\$1,173.82	\$1500.00
503 Office Supplies	\$1,800.00	\$577.82	\$1,800.00
504 Office Equipment Repair	\$600.00	\$150.00	\$600.00

504a Copier-Duplicator	\$1,000.00	\$1,402.20	\$1,000.00
TOTAL OFFICE	\$8,600.00	\$7,568.48	\$9,200.00
600 OTHER			
601 Conferences & Conventions	\$600.00	\$495.00	\$600.00
602 Other Expenses	\$500.00	\$76.53	\$200.00
602b Dues	\$0.00	\$45.40	\$80.00
603 Pastoral Call/Moving Expenses	\$0.00	\$0.00	\$0.00
604 Finance Expenses	\$725.00	\$855.06	\$1000.00
605 Staff Support	\$250.0	\$0.00	\$300.00
TOTAL OTHER	\$2,075.00	\$1,471.99	\$2,180.00
 TOTAL ADMINISTRATION	 \$160,066.82	 \$144,355.62	 \$165,547.61

	2023 Approved	2023 Actual	2024 Proposed
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TEAMS

701 WORSHIP			
701a Altar Supplies	\$600.00	\$485.98	\$600.00
701b Music	\$100.00	\$138.88	\$400.00
701c Bulletins	\$0.00	\$0.00	\$0.00
701d Piano & Organ Repair/Maintenance	\$900.00	\$700.00	\$900.00
701e Worship (Liturgy) Resources	\$650.00	\$229.00	\$650.00
701f Copyright	\$900.00	\$819.00	\$900.00
701g Media	\$200.00	\$0.00	\$200.00
TOTAL WORSHIP	\$3,350.00	\$2,372.86	\$3,650.00
702 STEWARDSHIP			
702a Offerings Envelope	\$1,150.00	\$1,253.40	\$500.00
702b General	\$0.00	\$0.00	\$0.00
702d Stewardship Program	\$200.00	\$0.00	\$200.00
TOTAL STEWARDSHIP	\$1,350.00	\$1,253.40	\$700.00
703 EVANGELISM			
703a Fellowship	\$150.00	\$38.97	\$150.00
703b Advertising	\$100.00	\$25.00	\$100.00
703c Christ In Our Home	\$200.00	\$244.50	\$200.00
703d New Members	\$100.00	\$66.91	\$100.00
703e Box Holder	\$100.00	\$0.00	\$100.00
703f Workshops	\$0.00	\$0.00	\$150.00
703g Social Concerns	\$0.00	\$0.00	\$0.00
703h Stamps	\$250.00	\$189.00	\$250.00
703i Hospitality	\$300.00	\$263.16	\$400.00
TOTAL EVANGELISM	\$1,200.00	\$827.54	\$1,450.00
705 PROPERTY			
705a Church Repairs	\$5,000.00	\$7,319.95	\$5,600.00

705b Church Supplies	\$2,100.00	\$993.01	\$1,300.00
705c Parsonage Repairs/Maintenance	\$2,000.00	\$0.00	\$0.00
705d Lawn Mowing (cemetery upkeep)	\$5,500.00	\$3,615.00	\$3,600.00
705e Fuel-Church & Parsonage	\$11,700.00	\$7,807.23	\$12,000.00
705f Elec/Water/Sewer/Garbage-Church/Parsonage	\$7,200.00	\$7,139.58	\$7,200.00
705g Insurance	\$13,000.00	\$12,465.84	\$13,000.00
705h New Equipment	\$1,000.00	\$0.00	\$500.00
705i Snow Removal	\$1,600.00	\$987.00	\$1,300.00
705j Meditation Garden	\$200.00	\$67.71	\$150.00
705k Rental Expenses	\$0.00	\$0.00	\$500.00
TOTAL PROPERTY	\$49,300.00	\$40,395.32	\$45,150.00

706 FAITH FORMATION MINISTRY

706a Sunday School Materials	\$0.00	\$0.00	\$0.00
706b Little Lutherans & J Team	\$1,000.00	\$1,049.57	\$1,000.00
706c VBS	\$1,000.00	\$215.52	\$600.00
706d Puppets	\$0.00	\$0.00	\$0.00
706e Confirmation Materials	\$600.00	\$288.78	\$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	\$1,201.96	\$1,000.00
706i Cross Generational Ministry	\$500.00	\$39.56	\$500.00
706j Continuing Ed-Youth/Adult	\$100.00	\$0.00	\$100.00
706k Library	\$100.00	\$167.97	\$100.00
TOTAL FAITH FORMATION	\$6,100.00	\$2,965.89	\$4,700.00

TOTAL TEAMS	\$61,300.00	\$47,815.01	\$55,650.00
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BUDGET SUMMARY

ELCA BENEVOLENCE EXPENSE	\$16,720.00	\$17,668.40	\$16,200.00
TOTAL MINISTRY AT HOME	\$400.00	\$0.00	\$0.00
TOTAL ADMINISTRATION	\$160,066.82	\$144,355.62	\$165,547.61
TOTAL TEAMS	\$61,300.00	\$47,815.01	\$55,650.00
TOTAL BUDGETED EXPENSES	\$238,486.82	\$209,839.03	\$237,397.61