

**Annual Report 2024**

**Annual Meeting**

**January 26, 2025**

# ZION LUTHERAN CHURCH

213501 Legacy Street  
Stratford, WI 54484

## 2024 ANNUAL MEETING

January 26, 2025

### 2024 CHURCH COUNCIL

### Term Expires

Each church Council Member serves a three-year term.

PRESIDENT	Brandon Aschenbrenner	2026
VICE PRESIDENT	Brian Stroetz	2026
TREASURER	Kevin Miller	2027
SECRETARY	Maryel Schoenfuss	2025
WORSHIP	Mary Wussow	2027
STEWARDSHIP	Carmella Moon	2025
EVANGELISM	Dan Thompson	2025
PROPERTY	Robin Curtis	2025
FAITH FORMATION	Ray White	2027

TRUST FUND                      June Krueger (2026)  
    Jill Dasler (2025), Stacey Spindler (2027)

### ZION LUTHERAN CHURCH STAFF – 2024

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

**ZION LUTHERAN CHURCH  
TABLE OF CONTENTS**

Church Council and Staff - - - - -	Page 1
Table of Contents - - - - -	Page 2
Annual Meeting Agenda - - - - -	Page 3
Northwest Synod of Wisconsin (Bishop Martin) - - - - -	Page 4
Vision Statement/ Mission Statement - - - - -	Page 5
Pastor's Report - - - - -	Page 6
Parochial Report - - - - -	Page 7-8
Annual Meeting, Secretary's Report - - - - -	Page 8-9
Prayer Chain Report - - - - -	Page 9
Council President Report - - - - -	Page 10
Office Report - - - - -	Page 11
Scholarship Report - - - - -	Page 11
Evangelism Team Report - - - - -	Page 12
RaiseRight Program Report - - - - -	Page 13
Faith Formation Report - - - - -	Page 14
Communion Stewards Report - - - - -	Page 14
Affirmation of Baptism Report - - - - -	Page 15
Altar Guild Report- - - - -	Page 15
Property Team Report- - - - -	Page 15-16
Stewardship Team Report - - - - -	Page 16
Communion Stewards - - - - -	Page 17
Worship Team Report - - - - -	Page 17-18-19
Staff Support Report - - - - -	Page 19
Cemetery Staff Report - - - - -	Page 19-20
Cemetery Financial Report- - - - -	Page 20
Trust / Memorial Team Report - - - - -	Page 21
Building Fund Financial Report - - - - -	Page 21-22
Proposed Budget 2025 - - - - -	Page 23-24-25

**ZION LUTHERAN CHURCH  
ANNUAL MEETING AGENDA  
January 26, 2025**

**CALL TO ORDER**

Brandon Aschenbrenner, Council President

**OPENING DEVOTIONS**

Pastor Amy Heinz

**SECRETARY'S REPORT**

**TREASURER'S REPORT**

**ADOPTION OF AGENDA**

Additional old or new business may be added to the agenda at this time.

**UNFINISHED BUSINESS**

NONE

**NEW BUSINESS**

**a. Election of Council Members**

**b. Budget - Treasurer**

**GIVE THANKS**

**ADJOURNMENT**

**CLOSING: LORD'S PRAYER**

**GO IN PEACE**

# A MESSAGE FROM BISHOP MARTIN

To the amazing disciples of the Northwest Synod of Wisconsin, I remember with gratitude preparing for annual meetings when I was most recently a pastor at St. John's Lutheran in Bloomer. So many reports to collect, so many people to recruit, so many meetings to plan - it was a busy time indeed! But in doing all of that work, they all came together for two important purposes:

1. To share God's stories through your ministries.
2. To plan future God stories through your ministries!

When you really think about it, annual meetings are a time to celebrate what has already happened and a way to dream about what could be in the forthcoming months and years! And from my new perspective as your bishop, I love knowing that despite all of the great things we share in common, there are so many contextual things that are happening in your congregation alone. What a blessing as we come together as fellow ELCA Lutherans, yet all distinct and unique in what God is calling us to do!

As you may know, we also share in our ministry together as the Northwest Synod of WI. There are several things to celebrate that I want to share here.

1. We continue to financially support our synod youth and their related ministries, such as our bible camps and youth gatherings.
2. We raised over \$120k for our friends in Malawi to build additional solar powered wells, despite having a goal of \$40k! It was so fun to share that information with them in person when Deacon Laura and I visited a few months ago and got to see firsthand some wells that had been built and purchased from this synod in the past.
3. We support our young adults in campus ministry, along with other young adult opportunities, such as our upcoming young adult gathering in Puerto Rico this January. This is such an important part of life as they explore their faith and make it their own and we get to help nurture those conversations!
4. We are helping our first call pastors lean into their leadership and nurture their God-given gifts as they discover the joys and opportunities of their first call experiences. This includes helping them out financially as they seek to reduce their educational debt that they bring into that first call.

Finally, I want to thank you for electing me as your bishop. Thus far, I have felt the full support of this Synod as I visit congregations from week to week. The days of the election itself, along with the installation in September, have both been two of the most meaningful and life changing experiences of my life and your support is a significant part of it I have fully enjoyed visiting each congregation and look forward to seeing yours over the course of my six year tenure. Yes, I realize it will take four years to get them all, but the way the time has been flying, it won't be long!

Please know that your synod staff are here for you and want to accompany you on your journey of faith. We will continue to pray for us all in our lives together to make sure that our relationship with you is supported and upheld in prayer, in both the joys and struggles of ministry. We want our relationships to be intentional and strong so that you never feel isolated in this work. We are grateful for your partnership in the gospel!

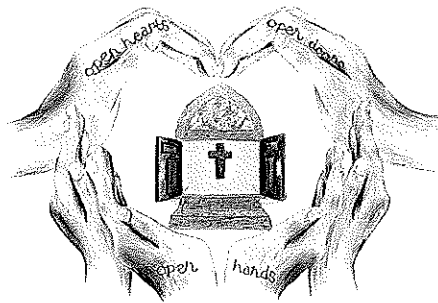
Privileged to serve,  
Bishop Martin

### 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 2024

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

I recently preached at the 150th anniversary of the congregation my family attended for many years in LaCrosse, and I was so proud to represent our Zion congregation! You are a bright light in my life, and you are a bright light in our community.

We continue to be blessed with dedicated worship leaders, including our assisting ministers, readers, organists and other musicians, choir, and all who prepare the space and the elements of worship. Thank you for your dedication! Our midweek services during Lent and Advent are well-attended and are enjoyable for me to plan. We continued with outdoor worship and have settled into a routine of having guest musicians (and llamas!) for the second Sunday of August; what a fun service that is!

I also experimented with an occasional preaching series called, "Tell Me a Story." This series was well-received and will continue during the summer of 2025. We now also lead a monthly worship service at Stoney River Assisted Living.

Faith formation continues to be one of the areas in which Zion really excels. We have a dedicated group of volunteers who, along with myself, plan and implement faith lessons for our younger disciples involved in Little Lutherans, J-Team, and Disciples for Christ. It's a great privilege to work with these individuals and to be inspired by their passion. The students themselves are inspiring in their energy, willingness, and inquisitiveness. We also have a weekly bible study group that could use more members; no expertise is required to join, just a willingness to listen and ask questions. You won't even have to read if you don't want to!

Our outreach into the community was enhanced by the decision to tithe 10% of the Belgea estate gift. Those funds were donated globally, regionally, and locally. We also continued with the Living Nativity, and Trunk-R- Treat. For 2024 we experimented with being the location for the Stratford farmers' market, and although we didn't have the results we had hoped for, we made some new friends and gained some wisdom. Thank you to all involved with planning and especially to Lance Casperson for his weekly efforts. Germanfest was a big hit once again thanks to the time and effort put in by so many individuals. Looking ahead, we need to be on the alert for situations in our community where people are in need so the funds we raise through this awesome event can be disbursed in a timely manner.

We continue to gather weekly in praise and worship of our Creator who has blessed Zion with so many wonderful assets. As we are washed and nourished each week, we seek to follow the way of Jesus who would have us "give ourselves away as bread for the hungry." We claim open doors, open hearts and open hands, and I pray the Holy Spirit will continue to give us the will to live out that claim in old and new ways.

What are your ideas for ways we can continue to reach out into our community? How is God touching your heart to be involved? May the Holy Spirit inspire us all to creative and passionate response to God's faithful and extravagant love.

In His Service,  
Pastor Amy Heinz

**PAROCHIAL REPORT**

1. MEMBERSHIP	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Baptized	721	730	741	752	440	443	449
Confirmed	509	515	522	531	190	194	443
Affiliated					8	8	8

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

**MEMBERSHIP LOSSES**

Letter of Transfer	1
Death	3
Affiliated	
<b>TOTAL</b>	<b>4</b>

**MEMBERSHIP GAINS**

* Letter of Transfer	11
Baptism	<u>6</u>
<b>TOTAL</b>	<b>17</b>
* Received as Confirmed Member	
* Received as Baptized Member	

2. **AVERAGE ATTENDANCE**

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Sunday Worship	123	103	68	73	90	87
Summer Attendance (June - August)	87	74	64	54	74	66
Lenten Mid-Week	116	129	177	160	156	71
Advent Mid-Week	82	online	N/A	45	50	104

3. **OFFICIAL PASTORAL ACTS**

Baptisms	6	Weddings	2
Confirmations	7	Funerals	2

**BAPTISMS**

	<b>Baptism Date</b>		<b>BAPTISMS</b>	<b>Baptism Date</b>
Calen Reno	2-4	Averie Foster		2-14
Sophia Meyer	2-11	Carson Kuyoth		6-23
Aurora Wells	2-11	Kate Chrudimsky		7-5

**WEDDINGS**

	<b>Wedding Date</b>
Courtney Reno & McKale Weichelt	3-2
Sara Dasler & Scott Berg Jr.	5-18

**CONFIRMATIONS**

	<b><u>5-5-24</u></b>	
Riley Spindler	Carlie Kolbeck	Ryan Christopherson
Colin Cournoyer	Jaegar Ormond	Cody Randow
Jackson Dahlke		

**DEATHS**

	<b>Date</b>
Patricia Tietyen	2-16-24
Robert Aschenbrenner	11-15-24
Ron Schmitz	11-19-24

**MEMBERSHIP TRANSFERS**

Wendy Grell



MEMBERS RECEIVED

Judy Treankler  
Brandon Kuyoth  
Felicia Kuyoth  
Carson Kuyoth

McKale Weichelt  
Shane Moen  
Yvonne Moen  
Heidi Moen

Joel Jurgenson  
Troy Multerer  
Michelle Multerer

**ZION LUTHERAN 2024 ANNUAL CONGREGATIONAL MEETING  
ZION LUTHERAN CHURCH**

Sunday, January 28, 2024  
Following worship

MEETING CALLED TO ORDER: President Dan Thompson  
OPENING DEVOTIONS: Pastor Amy Heinz led devotions

SECRETARY'S REPORT: M (Brandon Aschenbrenner)/S (Brenda Huther)/C  
TREASURER'S REPORT: M (Sandy Andersen)/ S (Cory Wiesman)/C

MINISTRY TEAM REPORTS: Motion to accept Ministry Team reports –  
M (Dan Wieland)/S Angela Guralski)/C

ADOPTION OF AGENDA: Motion to accept adoption of agenda – M (Rhonda Thompson)  
S (Dan Wieland) C

OLD BUSINESS

NEW BUSINESS

1. Voting for Council Members / Trust
  - a. 3 Council positions
  - b. Mary Wussow, Ray White, Kevin Miller, Lance Casperson on ballot. Voting on paper ballot.
  - c. Voting for Trust Fund Committee Member: Stacey Spindler
2. Adoption / Approval of 2024
  - a. Items to note: 102 – Not a Benevolence; actually, a due; moved to 602b. Change in Benevolence: wasn't a budget item; previously they were goals. Tithing 10% if general fund giving. 8% allocated to ELCA; remaining 2% will be divided to World Hunger (.5%), Crossways Camp (.5%), Lutheran Social Services (.5%), and Missionary-Malawi (.5%).
  - b. Offering Envelopes ordering generic envelopes going forward. Envelopes and shipping will be less than current. Line 401: Medical & Disabilities Actual vs Budgeted – 2023 Budgeted error involving Medicare Funds / Retirement Funds as presented by Portico Insurance Co.
  - c. Motion of approval of 2024 budget. M (June Krueger), S (Darla Leick), C
3. Estate Gift Proceeds – Kathy Belgea Zuelke:
  - a. Council recommendation: Land sale proceeds = \$239,706.85;
  - b. 10% Tithe of \$23,970; \$64,000 to Building Fund Loan to payoff remaining balance. The remaining \$151,700 to be put into a CD or Interest Bearing Account.

- c. Estate Gift of \$31,843.78 (separate from land sale) placed into a 13- month CD will mature on 2-23-24. Funds to be placed into a Capital Improvement Fund for building repairs and maintenance.
- d. Tithing ideas: Local charities within community, Malawi – Water Wells; Synod Endowment – Grants to congregations, grants to clergy to help determine where the 10% tithe would be distributed. Congregation to thank the Zuelke family for this gift. No longer allowed to place names on items/ plaques of gifts as to signifies ownership. Paper ballot to approve the Council recommendation.
- e. M (Rod Huther), S (Mary Wussow) Voted by ballot 52 yes / 6 no, Passed
- f. Parsonage / Rental Property Updates: Dan Wieland reported: Kaiser’s moving out now. Success Reality does have a party interested in renting it. \$1300.00 / month. 10% fee. Net rent to be placed in a Capital Improvement Fund for the property for future updates. Property will eventually pay for itself once the funds are accumulated.

ADJOURNMENT – Meeting adjourned M (Nicole Curtis), S (JoAnn Werner) C  
 Closed with the Lord’s Prayer

Respectfully submitted by,  
 Carmella Moon, Secretary

**PRAYER CHAIN REPORT – 2024**

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 in to 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 has prayed for many 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  
 Kathy Busche, Prayer Chain Coordinator

## CHURCH COUNCIL PRESIDENT'S LETTER TO THE CONGREGATION – 2024

Whew! I guess I took it seriously when I heard the saying “If you dive head first, make sure you do that in the deep end of the pool.” But, when I take something on, I like to give 110%, so that is what I felt I gave in 2024. All in all, 2024 felt like a great year with a lot of different things moving in the correct direction, forward! A lot of our normal activities continue, including J-team, Little Lutherans, and Confirmation groups.

We continue to work on and improve the media side of service. Full-time streaming is now up and running where every Sunday will be available for viewing on Facebook and can also be referred to at any time on the church Facebook page. The updates that were made with the TV screens and the new sound system seem to be working well. We were able to utilize the final IT budget for these updates that were created from the sale of the property a few years ago.

The council was able to create a plan to place money from the gracious gift to Zion from Kathy Belgea- Zuelke into an account that will be gaining high interest and trying to ensure we have funds available if any unforeseen situations arise.

As your council, we are continuing to improve the communication and share more information with you the congregation. I feel like we have been doing great job on this. This includes the additional information on the slides before service and the mission moments. 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 what you put in the offering plate. As in your household, the church's expenses continue to increase. The new offering envelopes helped reduce cost and made book keeping easier on the backend. Also, 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. We do have monies, but it's the offering that takes care of the daily, weekly, monthly and yearly operating expenses.

Thank you to all the council members, including those whose terms of service are up. Carmella Moon and Maryel Schoenfuss for their 6-year terms and Dan Thompson for his 3-year term. Thank you so much for your time and dedication to council! We are excited to continue to move forward in 2025!!

Wishing all of you and your families a Safe and Happy 2025!  
Brandon Aschenbrenner

**OFFICE REPORT – 2024**

Happy New Year

2024 was filled with a lot of activity here at the church. All the educational programs, special services, baptisms, weddings and the steady flow of events in the Family Center. I would like to offer a special thank you to all the volunteers here at Zion. Without your constant involvement and dedication to the church and the community many of these events would not be able to happen here. Please continue to prayerfully consider volunteering time and talents to Zion to help spread the good news of Jesus Christ as our Savior. As many of you know I had was out for a 3 month medical leave and I would like to thank June Krueger and Carol Beyer for covering time in the office and to all of you who sent cards and well wishes during my recovery.

**PLEASE CONTACT THE CHURCH OFFICE WHEN:**

- Your home or business address, phone, or e-mail changes
- You change from 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

**ZION LUTHERAN CHURCH SCHOLARSHIP FUND – 2024**

Balance 01/01/2024	\$8,683.75
Interest Earned	\$ 7.31
<u>Scholarships Paid</u>	<u>\$1,500.00</u>
Balance on 12/31/2024	\$7,191.06

2024

**Bev Aschenbrenner Memorial Scholarship**

Casey Dasler (\$500.00)

**Grace M E Carpenter Scholarship**

Koehler Kilty (\$500.00)

Aliya Manecke (\$500.00)

**Marie Zuelke Scholarship**

Carissa Weis (\$500.00)

## EVANGELISM TEAM REPORT – 2024

2024 has been another active year for your Evangelism team. Here are some of the different projects we have run or coordinated this last year.

In April, Zion had about 25 people gather in Marshfield to pack meals for “Feed My Starving Children”. It was a fun evening and the impact on those in the world that are struggling to have sufficient food. Thank you to those who helped please consider helping out this year.

Sending cards to Zion members (birthdays, anniversaries, etc) throughout the year. We send cards and small gift to youth two times in their first year out of high school; to let them know their Zion family is thinking of them. Holiday greeting is sent out to shut-ins. We send a treat box (cheese and sausage) out to our members serving our country in the military. Thank you for the strong response and support from the congregation particularly for the Active Military gift boxes.

A couple other things you may not realize Evangelism coordinates. The weekly fellowship after services. If you have not joined us for it, please consider it. It is a great opportunity to talk with other members of the Zion family. Another way to help out at church is to take a week during the summer to help water/maintain the meditation garden

The Evangelism team has put on a Teacher’s Appreciation meal for 11 years now. A hot meal for school staff shows them all how we appreciate what they do for our children. Again, we sponsored the community Trunk-r-Treat on Halloween. Though the weather was less than perfect the kids seemed to enjoy it.

Thank you to the team members: Brandon Aschenbrenner, Patti Casperson, Pastor Heinz, Rhonda Thompson, Deb Weiland and Cory Weisman. The projects would not be a success without each of your contributions. Also a special thank you to Rhonda Knoll for sending out the monthly cards.

If you would like to help with these types of events or have ideas for others projects, please talk to any of team members. Have a great 2025.

Respectfully submitted,  
Dan Thompson

## RaiseRight Program Treasurer's Report–2024

### CHECKING ACCOUNT - Partners Bank

BEGINNING BANK BALANCE - January 1, 2024	\$	4,988.41
INCOME – Deposits from card sales	\$	7,860.00
EXPENSES – RaiseRight orders	\$	(6,347.11)
<hr/>		
ENDING BANK BALANCE - December 31, 2024	\$	6,501.30

### PROGRAM ASSETS – December 31, 2024

Checking Account Balance	\$	6501.30	
Cards in Stock		2690.00	
Cash box (change fund)		55.00	
			\$ 9,246.30

### PROGRAM FUNDING HISTORY

Start up funds	\$	3,000.00	
Annual net profits (2013-2023)		8,023.41	
Annual net profits (current year 2024)		192.89	
Funds used to support youth events		(2,000.00)	
Holiday bonus card		(25.00)	
Cash on hand (change fund)		55.00	
			\$ 9,246.30

2024 completed the 11th year of fund raising 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 continued using the app allowing shopping from home and e-card availability. We also added the following cards to on hand inventory: Bath and Body Works.

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

## **FAITH FORMATION TEAM REPORT – 2024**

The 2024 Faith Formation team was chaired by Ray White and included group members Pastor Amy Heinz, Kathy Ballerstein, Jill Dasler, Janet Schoenherr, Wendy Spaeth and Dan Wieland. 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 2024 with 26 children attending the bi-monthly Wednesday meetings. This year's curriculum was Lutheran history and doctrine led by the teaching staff that included; Jill Dasler, Janet Schoehnerr, Christ Stroetz, and Pastor Amy Heinz. Additional volunteers helping with the program were Tom and Nancy Schoehnerr, Sharla Dreikonsen, Brenda Huther, Darla Leick, Leon Tietyen, Sandy Untiedt and Dan Weiland. Student helpers included Trenton Cournoyer and Anika Weber.

The Christmas program theme was A "Beastly" Christmas a comedy for the ages and was held during our December 15th morning service.

The 7-9th grade confirmation program was led by Pastor Amy Heinz. There are 11 students participating in that program with classes led by Pastor Amy as well as other members of the congregation.

The 10 grade Disciples for Christ program included 6 students and 6 mentors. Classes were led by Pastor Amy Heinz, with assistance from Jill Dasler and Darla Leick.

Vacation Bible School was held at Zion in July with the theme Dive into Friendship with God. We partnered with the Mill church and provided meals, bible stories, music, games and crafts for kindergarten through 3rd grade. We continued the special event program for the 4th-6th graders exploring their faith through the study of God's word, incorporating the theme of Friendship with God.

It was an eventful year for our Faith Formation team and we are grateful for our 43 youth participating in our Christian education programming along with all the volunteers who have helped.

Respectfully submitted,  
Jill Dasler

## **COMMUNION STEWARDS –2024**

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, Wendy Spaeth, Rhonda Thompson, Lindsay White and Deb Wieland. 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!

This year, we added a pre-packages gluten wafer/wine combination package for members with gluten allergies. They are kept in a basket that the ushers bring up for communion.

We continued to commune using the individual chalices this year along with the homemade bread. We did, however, needed to retire our main chalice that we use as it was pitted and not safe to keep the wine in. We are using the ceramic/pottery chalices now since they match the trays that we serve the bread on.

Respectfully submitted by,  
Rhonda Thompson

### **Affirmation of Baptism Report 2024**

Our confirmation students are well into the second year of a three-year instructional rotation. 2024-25 is the year of studying Lutheran doctrine and witness. Our group of thirteen disciples is completing in-depth study of our creeds, prayers, traditions, history, and ecclesiology. Through a mixture of core classes and electives, our students are able to examine their lives and witness through a Lutheran lens, and how that impacts their questions, choices, and relationships.

Classes begin and end with prayer, and are centered on scripture and discussion. After their third year of confirmation classes, students become Disciples for Christ and spend a year with a mentor group prior to affirming their baptism.

Respectfully Submitted;  
Pastor Amy Heinz

### **ALTAR GUILD – 2024**

The Altar Guild is dedicated to maintaining the chancel area's cleanliness, freshness, and welcoming atmosphere. Our duties include monthly dusting of the altar, polishing brass items in the Spring and Fall, and cleaning linens as needed. The paraments are changed according to the liturgical season:

- **Blue** for Advent
- **White** for Christmas and Easter
- **Black** for Ash Wednesday
- **Purple** for Lent
- **Green** for the seasons after Pentecost and Epiphany
- **Red** for special occasions, such as Pentecost Sunday, Reformation Sunday, and Confirmation

We also prepare for baptisms and tend to fresh flower arrangements or live plants placed on the altar. This year, we have had some beautiful artificial floral arrangements created by Rhonda Thompson's brother, which has wonderfully refreshed the altar.

Currently, our team consists of four members: Marge Kollmansberger, Jill Dasler, Lindsay White, and myself. We are always open to welcoming new members. If you are interested in joining the Altar Guild, please speak with any of our current members or contact Kathy in the church office.

Respectfully Submitted

Brenda Huther – Team Chair

### **PROPERTY TEAM REPORT – 2024**

#### **PROPERTY COMMITTEE REPORT – 2024**

Items undertaken by the property committee in 2024 include:

##### **Inspections / Maintenance**

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



## Projects

- Choir LED Lights
- Media and Sound system upgrades  
Parking sign post replacement
- Removal of storm damaged trees at cemetery
- Prepared Parsonage for new renter

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, 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 - 2024**

In 2024, we followed through with simplifying our offering envelopes and saved considerable time, effort, and money by so doing. We retired our mortgage with the help of the Belgea estate gift, and asked our building fund donors if they would prayerfully consider continuing their same level of giving, but switching to the general fund. Many of our donors did just that and raised their level of giving as well. We are so grateful for everyone who gives to our congregation out of their time, effort, skills and aptitudes, and finances. Thank you!

We had a significant increase of families who signed up for Simply Giving in 2024. This is so helpful for financial accountability, and we encourage anyone who is interested in Simply Giving to contact the church office and talk with Kathy.

Many thanks to our counting team (Brian Leick, Nicole Curtis, Carmella Moon, Brandon Aschenbrenner, Kevin Miller, June Krueger, Lois Miller, Terry Schoenherr) for their dedication to timely and accurate tallying of weekly giving. If you would like to help our congregation with a small investment of time and effort, please consider adding your name to this list!

For 2025, we would like to emphasize additional stewardship areas beyond counting the weekly offering. If you have ideas or would like to offer assistance for stewarding the many gifts God has given us, please contact the church office and talk with Pastor Amy. There are many ways to give, and we are only scratching the surface of God's blessings in this place.

Thank you from the Stewardship Team, and from your congregation!  
Carmella Moon, Stewardship Chair

## WORSHIP TEAM REPORT – 2024

Thank you to the Worship Team members of Pastor Amy Heinz, Brenda Huther, Janet Schoenherr, Paul Untiet and Mary Wussow. We are thankful for the supporting services of many people and teams listed in the Worship report below and also, the Communion Stewards and bread bakers, readers, Marge Redetzke's continued guidance with much experience with worship planning and continuing to schedule supply pastors when Pastor Amy is not available, Zion Bell Choir members and Director-Paul Untiet, Choir members and Director -Mary Wussow, congregation members and council members providing Mission Moments and Children's messages, Ushers and Acolytes and administrative assistant Kathy Busche, those who have supported the office worship tasks during Kathy's recovery..

The Worship Team coordinates many aspects of weekly worship. We have evaluated our work per the Zion Constitution Bylaws for Worship Ministry Teams. We have assessed the following as it pertains to Worship:

- **leadership, counsel, and guidance in all matters pertaining to worship**, including assisting ministers, altar guild, communion stewards, acolytes, readers, greeters, ushers, media, church music, funeral and wedding needs
  - Media / Technology: Live Streaming continues to be improved - addition of hard wired internet in the balcony will improve this more, Training for administrative assistant on worship slides / announcements creation and upgraded software
  - Copyright supports for liturgy, music, print resources, slides and live streaming
  - Inclusion of consistent and engaging 'Children's Time' during regular worship
  - Inclusion of engaging sermon and educational opportunities like "Tell Me A Story" series Pastor Amy initiated during summer months, Advent service focus on 'Mary's Song'-the Magnificat, Seasons and colors of the church year with stoles, Jonah and the Whale series and more plus also providing worship opportunities at Stoney River Assisted Living in Marshfield for our congregation members and others
  - Sharing of the Peace - brought back to worship, encouraged per personal comfort level
  - The Funeral Team created a guide for funeral duties to clarify roles, document previously unassigned roles that were managed by dedicated congregation members, utilizing the support of funeral coordinator teams, responsibilities of Zion and those of the families, address fees which prompted discussion and change to Building Fees for all congregation members. THANK you to those Funeral Team participants in this important Funeral Team work. Our guide has been shared with many other congregations in the synod and the local area. Thank you to the Funeral Coordinator team who help support the smooth coordination of each funeral at Zion.
  - Improved organization and documentation of Worship planning to ensure traditions continue
  - Additional Thanks:
    - Evangelism Team for summer outdoor service supports, Faith Formation Team for special youth led services, Brian and Chris Stroetz for Rally Sunday coordinating,
    - Property Team for coordinating balcony lighting to support choir
    - Brandon Aschenbrenner and all Media Team members for weekly supports for all of us to enjoy service on screen and social media

- Healing Sunday prayer leaders
- Brenda Huther for coordinating Sign Up Genius and filling weekly worship roles
- The named and anonymous donations to the Worship activities / designated choir fund
- **Provide supplies needed for regular and special worship**
  - Provide all candles and oil, batteries, communion supplies, decorations, media needs, liturgical resources, bulletins, organ/piano maintenance
  - Support Altar Guild with changing of paraments, communion team with bread bakers / supplies. seasonal decorations, provide added Gluten Free Communion individual servings
  - Through Memorial funds and worship budget new banners have been made through the creative gifts of June Krueger and Nancy Schoenherr. Plans for a few additions
  - Updated floral season displays by Ron Mroczenski, Rhonda Thompson's brother.
  - Thank you to Marge Redetzke for scheduled cleanings of acolyte robes
  - Thank you to Germanfest team and donations of extra flour for communion bread baking
  - Thank you for all Altar Guild members, the Schoenherr family and others for the many decorating tasks and organization of the decoration/ banner room
  - **Recommendations:** Add items to future budgets for consistent replacements / repairs / updates, evaluate current Pastoral Chalice replacement / repair, support the cleaning of Pastor's vestments and the replacement of old / tired paraments, explore replacement / repair of Pastoral communion chalice
- **Support music** within worship services with hymns, choirs and accompanists, budget supported music subscription service & special music groups for worship services (Easter Brass, Outdoor Polka, outside musical groups), approve wedding / funeral / youth / worship music selections, annual piano tunings and organ check up
  - Thank you to the organists for their weekly dedication and to our choirs for providing inspiring music and participation opportunities for all ages
  - **Recommendations** - continue recruitment for additional choir members, support Adopt a Bell program for additional bell octaves, add funds for special music groups to annual budget, purchase device specific for choir (vocal and bell) use for online music needs during regular and praise services -funds are available through anonymous memorial donation
- **Report to council and congregation on Worship Team Activities** - Worship Team monthly minutes shared with all council members, newsletter articles and weekly announcements, expression of thanks monthly with announcement slide highlighting the many, often unnoticed church and worship roles to create added visibility and awareness for all congregation members, more frequent Mission Moments by all teams for transparency of all worship aspects
- **OTHER Recommendations:**
  - Convene at least once each year a meeting of all ministries to review the life, work and program of this congregation. - Suggestion by Worship Team for council to review CAT Survey / Transition Team results to evaluate if needs expressed have been addressed and recommend future direction for areas that affect worship / congregation impact and satisfaction
  - Include in the annual Worship Team budget, items that have been supported in the past through memorial funds, special donations or general fund that occur annually

and will provide continuous documentation of spending while continuously evaluating that the spending is valid and necessary to support and enhance worship

- Goals for 2025
  - Increase weekly worship attendance
  - Increase youth or all ages of congregation participation in variety of worship roles and activities
  - Provide more outside music, or other artistic/ creative groups, during worship services
  - Continued improvement in livestreaming with internet upgrades in the balcony
  - Streamline budget organization / categorization to improve actual and spent budget accuracy
  - Revive Ecumenical Services for summer at Klemme Park

We are a busy team and blessed to have great volunteers share the many roles that make worship experiences complete. We encourage everyone to participate in these supporting worship roles to give at least one of these a try in 2025. Training is available if you are unsure. Join the altar guild, communion stewards, music groups, prayer leads for Healing service, decorators, readers, media team, etc. or join the worship team. If you have not checked out Sign Up Genius, take a look or ask for help to access.

Respectfully submitted,

Mary Wussow - Worship Team Chair 2024

#### **STAFF SUPPORT TEAM REPORT – 2024**

The staff 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, welcome you!

Respectfully submitted by,  
Brenda Castellano

#### **CEMETERY TEAM REPORT – 2024**

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 three burials of non-members this past year. Lawn mowing of both cemeteries was done by Tim Kann. 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, etc. Shrubs & tree planting needs 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. Two trees blew down in the Hwy 97 cemetery & were removed. One stump remains to be removed.

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 – 2024**

		<b><u>Balance</u></b>
Savings Account 0001 (11-30-2023)		\$3,347.58
<b>INCOME</b>		
Interest from Savings Account 0001	\$ 3.84	
Interest from PB CD 6281 & 3005608	\$347.60	
Interest from ELCA Mission Fund CD's 49451	\$ 38.81	
Sale of Cemetery Lots	<u>\$900.00</u>	
Total Income	\$1,290.25	
<b>TOTAL</b>		<b>\$ 4,637.83</b>
<b>EXPENSES</b>		
No expenses during this period.	\$0.00	
		\$4,637.83
Savings Account 0001 (11-30-2024)		<u>\$4,637.83</u>
Checking Account #10192386 (11-30-2023)	\$921.92	
No transactions during this period.		
Checking Account #10192386 (11-30-2024)	\$921.92	
<b>INVESTMENTS (as of 11-30-2024)</b>		
Partners Bank CD #3005608	\$15,000.00	Matures 11-20-2026
Partners Bank CD #14850	\$2,024.64	Matures 01-20-2025
ELCA Mission Fund CD #54730000049451	<u>\$1,500.00</u>	Matures 10-28-2024
<b>TOTAL INVESTMENTS</b>		<b>\$18,524.64</b>

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

**TRUST / MEMORIAL FUND REPORT – 2024**

Team Members:	Term ends:	Term #:
Jill Dasler, Secretary	2025	1
June Krueger, Treasurer	2026	2
Stacey Spindler, Chairperson	2027	2

*Term Limits: May serve two consecutive 3 year terms.*

Beginning Balance 1-1-24		\$4,334.35
Income:		\$2,097.71
Mission Investment Fund	\$ 49.27	
Thrivent Interest/Dividends	\$1,583.44	
Receipts: In Memory of...		
<i>Duane Dalbeck, Marjorie Gauerke, Pat Tietyen</i>	\$ 465.00	
Expenses:		-\$963.49
Bank Fees ( <i>undesignated</i> )	-\$ 13.48	
Youth Room ( <i>Niskanen &amp; undesignated</i> )	-\$275.01	
Baptism Banner ( <i>undesignated</i> )	-\$ 75.00	
Parsonage ( <i>designated in 2023</i> )	-\$600.00	
Ending Balance – 12-31-24		<u>\$5,468.57</u>

**SUMMARY OF ASSETS**

Partners Bank Checking Account	12-30-2024	\$5,468.57
ELCA Mission Investment Fund ( <i>Transferred to Thrivent – March 2024</i> )		
Thrivent Investment	12-31-2024	<u>\$20,271.38</u>
		\$25,739.95

Respectfully submitted by  
June Krueger, Treasurer

**BUILDING FUND FINANCIAL REPORT – 2024**

**Checking Account**

Beginning Balance	\$ 4,843.06
Total Deposits	\$ 6,948.00
Loan Payments	\$ 10,291.06
2023 tithe	\$ 1,500.00
Ending checking balance 04-01-2024	\$ .00

**Loan**

Beginning balance	\$ 67,294.65
Interest paid	\$ 353.94
Total payments	\$ 67,648.59
Loan paid in full 04-01-2024	\$ .00
Loan satisfaction	\$ 34.25

Respectfully submitted by,  
Vicki Hughes, Treasurer

**Zion  
Lutheran Church      2025  
Proposed Budget**

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<b>BENEVOLENCE EXPENSE</b>	<b>2024</b>	<b>Actual</b>	<b>2025</b>
<b>100 MINISTRY THROUGH EXTENDED CHURCH</b>			
101 Ministry Benevolence (10%) (see 602b)	\$16,000.00	\$12,371.60	\$16,000.00
102 Chequamegon Conference Benevolence	\$0.00	\$0.00	\$0.00
103 Local Benevolence	\$200.00	\$0.00	\$200.00
104 FCA Scholarship	\$0.00	\$0.00	\$0.00
105 Synod Assembly Offering	\$0.00	\$ 0.00	\$0.00
<b>TOTAL</b>	<b>\$16,200.00</b>	<b>\$12,371.60</b>	<b>\$16,200.00</b>
 <b>CURRENT EXPENSES</b>			
<b>200 MINISTRY AT HOME</b>			
201 Synod Resource Center	\$0.00	\$0.00	\$0.00
<b>TOTAL MINISTRY AT HOME</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
 <b>ADMINISTRATION</b>			
<b>300 STAFF COMPENSATION</b>			
301 Custodian Salaries	\$10,816.00	\$3,103.08	\$14,035.38
301a Custodian FICA (church FICA)	\$827.42	\$237.43	\$1,085.93
302 Organist Salaries	\$2,964.00	\$1,768.00	\$3,038.10
302a Organist FICA (church FICA)	\$226.75	\$119.35	\$232.41
303 Secretary Salary	\$22,064.64	\$16,566.16	\$22,613.76
303a Secretary FICA (church FICA)	\$1,687.94	\$1,283.23	\$1,729.96
303b Conference (Soul Support)	\$0.00	\$0.00	\$0.00
304 Pastor Salary	\$36,817.19	\$33,985.18	\$38,487.52
304a Pastor FICA	\$5,111.52	\$4,703.26	\$5,239.30
304b Housing Equity	\$0.00	\$0.00	\$0.00
304c Auto Allowance	\$1,500.00	\$794.36	\$1,500.00
304d Continuing Ed/Book & Journal Allowance	\$1,500.00	\$512.54	\$500.00
304e Sabbatical Cost	\$0.00	\$0.00	\$0.00
304f Pastor's Official Meeting Cost	\$600.00	\$210.00	\$600.00
304g Housing Allowance	\$30,000.00	\$27,692.38	\$30,000.00
305 Pulpit Supply	\$1,000.00	\$798.36	\$1000.00
310 Intern Expenses	\$0.00	\$0.00	\$0.00



<b>TOTAL STAFF COMPENSATION</b>	<b>\$115,115.46</b>	<b>\$91,773.33</b>	<b>\$120,062.36</b>
400 STAFF BENEFITS			
401 Medical & Disability Insurance	\$31,571.52	\$29,204.34	\$33,113.60
402 Insurance Deductible	\$0.00	\$0.00	\$0.00
403 Retirement	\$7,480.63	\$6,593.51	\$7,520.16
<b>TOTAL STAFF BENEFITS</b>	<b>\$39,052.15</b>	<b>\$35,797.85</b>	<b>\$40,633.76</b>
500 OFFICE			
501 Telephone	\$2,400.00	\$2,052.76	\$2,400.00
501a Web Design & Upkeep	\$400.00	\$99.00	\$400.00
501b Software	\$1500.00	\$836.63	\$1500.00
502 Postage & Mailings	\$1,500.00	\$967.11	\$1,500.00
503 Office Supplies	\$1,800.00	\$591.49	\$1,800.00
504 Office Equipment Repair	\$600.00	\$0.00	\$600.00
504a Copier-Duplicator	\$1,000.00	\$1,320.55	\$1,200.00
<b>TOTAL OFFICE</b>	<b>\$9,200.00</b>	<b>\$5,867.54</b>	<b>\$9,400.00</b>
600 OTHER			
601 Conferences & Conventions	\$600.00	\$0.00	\$600.00
602 Other Expenses	\$200.00	\$131.52	\$200.00
602b Dues	\$80.00	\$46.60	\$80.00
603 Pastoral Call Expenses/Moving Expenses	\$0.00	\$0.00	\$0.00
604 Finance Expenses	\$1000.00	\$474.83	\$1000.00
605 Staff Recognition	\$300.00	\$125.00	\$800.00
<b>TOTAL OTHER</b>	<b>\$2,180.00</b>	<b>\$777.95</b>	<b>\$2,680.00</b>
<b>TOTAL ADMINISTRATION</b>	<b>\$165,547.61</b>	<b>\$134,216.67</b>	<b>\$172,776.12</b>

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	<b>2024 Approved</b>	<b>2024 Actual</b>	<b>2025 Proposed</b>
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## TEAMS

701 WORSHIP			
701a Altar Supplies	\$600.00	\$767.53	\$3000.00
701b Music	\$400.00	\$139.39	\$1900.00
701c Bulletins	\$0.00	\$0.00	\$50.00
701d Piano & Organ Repair/Maintenance	\$900.00	\$787.00	\$1000.00
701e Worship (Liturgy) Resources	\$650.00	\$520.98	\$650.00
701f Copyright	\$900.00	\$50.00	\$650.00
701g Media	\$200.00	\$229.99	\$1000.00
<b>TOTAL WORSHIP</b>	<b>\$3,650.00</b>	<b>\$2,494.89</b>	<b>\$7,900.00</b>
702 STEWARDSHIP			
702a Offerings Envelope	\$500.00	\$309.72	\$500.00
702b General	\$0.00	\$0.00	\$0.00
702d Stewardship Program	\$200.00	\$0.00	\$200.00
<b>TOTAL STEWARDSHIP</b>	<b>\$700.00</b>	<b>\$309.72</b>	<b>\$700.00</b>

<b>703 EVANGELISM</b>			
703a Fellowship	\$150.00	\$362.48	\$350.00
703b Advertising	\$100.00	\$203.00	\$100.00
703c Christ In Our Home	\$200.00	\$244.50	\$325.00
703d New Members	\$100.00	\$123.95	\$100.00
703f Workshops	\$150.00	\$(130.00)	\$150.00
703g Social Concerns	\$0.00	\$0.00	\$0.00
703h Stamps	\$250.00	\$78.66	\$250.00
703i Hospitality	\$400.00	\$0.00	\$400.00
<b>TOTAL EVANGELISM</b>	<b>\$1,350.00</b>	<b>\$862.59</b>	<b>\$1,675.00</b>

<b>705 PROPERTY</b>			
705a Church Repairs	\$5,600.00	\$1,236.95	\$5,600.00
705b Church Supplies	\$1300.00	\$1,576.10	\$1,300.00
705c Parsonage Repairs/Maintenance	\$0.00	\$0.00	\$0.00
705d Lawn Mowing (cemetery upkeep)	\$3,600.00	\$5,940.00	\$5,000.00
705e Fuel-Church & Parsonage	\$12,000.00	\$4,605.66	\$9,000.00
705f Elec/Water/Sewer - Church/Parsonage	\$7,200.00	\$5,140.08	\$7,200.00
705g Insurance	\$13,000.00	\$12,227.70	\$13,000.00
705h New Equipment	\$500.00	\$0.00	\$500.00
705i Snow Removal	\$1,300.00	\$158.86	\$1,300.00
705j Meditation Garden	\$150.00	\$152.04	\$150.00
705k Rental Expenses	\$500.00	\$0.00	\$500.00
<b>TOTAL PROPERTY</b>	<b>\$45,150.00</b>	<b>\$31,037.39</b>	<b>\$43,550.00</b>

<b>706 FAITH FORMATION MINISTRY</b>			
706a Sunday School Materials	\$0.00	\$0.00	\$0.00
706b Little Lutherans & J Team	\$1000.00	\$210.83	\$1000.00
706c VBS	\$600.00	\$(2.92)	\$600.00
706d Puppets	\$0.00	\$0.00	\$0.00
706e Confirmation Materials	\$600.00	\$32.18	\$600.00
706f Youth	\$300.00	\$82.93	\$300.00
706g Adult Leaders (Chaperones)	\$500.00	\$81.00	\$500.00
706h Milestones Ministry	\$1,000.00	\$868.99	\$1,000.00
706i Cross+Generational Ministry	\$500.00	\$0.00	\$500.00
706j Continuing Ed-Youth/Adult	\$100.00	\$13.04	\$100.00
706k Library	\$100.00	\$67.96	\$100.00
<b>TOTAL FAITH FORMATION</b>	<b>\$4,700.00</b>	<b>\$1,354.01</b>	<b>\$4,700.00</b>

<b>TOTAL TEAMS</b>	<b>\$55,550.00</b>	<b>\$36,058.60</b>	<b>\$58,525.00</b>
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<b>BUDGET SUMMARY</b>			
ELCA BENEVOLENCE EXPENSE	\$16,200.00	\$12,371.60	\$16,200.00
TOTAL MINISTRY AT HOME	\$0.00	\$0.00	\$0.00
TOTAL ADMINISTRATION	\$165,547.61	\$134,216.67	\$172,776.12
TOTAL TEAMS	\$55,550.00	\$36,058.60	\$58,525.00
<b>TOTAL BUDGETED EXPENSES</b>	<b>\$237,297.61</b>	<b>\$182,646.87</b>	<b>\$247,501.12</b>