



Zion Lutheran Church
2025 Annual Meeting Superior, Wisconsin
January 26, 2025 Phone 715-398-3663
Following morning service <http://zionsuperior.org>

Annual Report For Calendar Year 2024

Page 1	Table of Contents
Page 2	Agenda for the 2025 Annual Meeting—for year 2024
Page 3	Minutes from the January 28, 2024 Annual Meeting
Page 4	Staff, Church Council
Page 5	2024 Annual Report from the Bishop
Page 6	2024 Annual Report from Pastor Sarah Gunderson
Page 7	2024 Pastoral Acts and Membership Changes
Page 8	Report of the Congregation Council President Lynn Rochon
Page 8	Property Committee
Page 9	Prayer Chain
Page 10	Altar Guild
Page 11-12	Women of ELCA (WELCA)
Page 12	Missions
Page 12	Sew ‘N Sews
Page 13	Worship and Music Committee
Page 14	Stewardship Committee
Page 15	Discipleship Committee
Page 16	Vacation Bible School
Page 16	LOGOS
Page 16	Sunday School
Page 17	Zion Total Year 2024 from Counting Sheets
Page 18	Zion Year End Balances 2024
Page 19	Ballot

2025 Annual Meeting Agenda—for year 2024
Zion Evangelical Lutheran Church

- I. Call to Order
- II. Opening Devotions
- III. Approval of Minutes of the Annual Meeting held January 28, 2024
- IV. Reports:
 - A. Report from the Bishop Laurie Skow-Anderson
 - B. Report from the Congregational Council
 - C. Reports from the Committees
 - 1. Property Committee
 - 2. Missions
 - 3. Prayer Chain
 - 4. Altar Guild
 - 5. Sew 'N Sews
 - 6. Women of the ELCA (WELCA)
 - 7. Discipleship
 - 8. Worship & Music
 - 9. Stewardship
 - 10. Youth: Vacation Bible School, Logos, Sunday School
 - 11. Financial Reports
 - a. Zion Total Year 2023 from Counting Sheets
 - b. 2023 Balance Sheet by Account
- VI. Elections
 - A. Report from the Nominating Committee
 - B. Elections – Council Members, Assembly Delegates, Conference Representatives
- VII. New Business
 - A. Recognition and Appreciation
- IX. Closing Prayer

Zion Lutheran Church Annual Congregational Meeting Minutes
Sunday, January 28th 2024

The meeting was called to order by President Lynn Rochon at 10:30am. The attendance record is attached.

Devotions were given by Pastor Sarah Gunderson.

A motion was made by Paul Freer and seconded by Grace Becken to accept the 2023 Meeting minutes. Motion carried.

The reports from Bishop Laurie Skow-Anderon, congregation council and all committee reports are in the packet for you to read later. Tim Ingersoll added to the Stewardship report that it takes all of us to reach out to the community, not just the stewardship committee. They will give opportunities to get the congregation involved.

On page 16 of the packet is an example of what will be going into the bulletin monthly to keep the congregation up to date with our finances. In working the 2024 budget, Lynn asked each of the committees to submit their budget needs. Our budget numbers are back to what they were roughly before the pandemic. A motion was made by Vicky Holm and seconded by Shannon Johnson to accept the 2024 budget as presented. Motion carried.

One more nomination was needed from the floor for the church council. Shannon Johnson volunteered along with Lynn Rochon and Don Anderson. A motion was made by Bob Warner and seconded by Paul Freer to close the nominations for church council. The nominations for the nominating committee are Vicky Holm and Polly Lohman. The nominations for the Audit Committee is Vicky Holm for a 3 year term, Anthony Anderson for a 1 year term and Paul Robinson for a 2 year term. Since the synod is electing a new bishop this year, the Annual Synod Assembly and Conference Assembly Delegates should be the same people. Stephanie Becken and Grace Becken are nominated with Kay Warner being an alternate. A ballot was collected with these nominations and was voted 26 yes's to accept these nominations.

Unfinished Business: A Stewardship Committee was created this past year and the food shelf is still being used daily. In addition, any donations given to the food shelf should specify if they want it to go to our food shelf or the food shelf at Faith United Methodist. If it is not designated, the default is to give the donation to United Methodist.

New Business: Bob Warner recognized and thanked Lynn Rochon for all the hard work she does as council president. Tim Ingersoll wanted to acknowledge Pastor Sarah Gunderson for all work she does as our Pastor. Jan Arena thanked all the members of the Sew-N-Sews. This year, all the material was brought up from the basement and they have gotten so many donations that they have more than they can use. They also have fewer people in the group now. She also told a story about a man who got a ground quilt from the food shelf and then returned it the next day and it was a very moving moment.

A motion was made at 11:31 by Bob Warner and seconded by Shannon Johnson to adjourn. Motion carried.

Submitted by Christel Lewis

Officers for the 2024 Council:

President: Lynn Rochon; Vice President: Sara Schubert-McKone; Secretary: Christel Lewis; Treasurer: Aine Merrill;

Zion Lutheran Church

Staff

Pastor	Sarah Gunderson pastor@zionsuperior.org	715-398-3663 715-817-6543
Office Manager	Paul Robinson churchoffice@zionsuperior.org	715-398-3663
Organist	Gretchen Johnston, OSB	218-576-9533
Music Director	Gretchen Johnston, OSB	218-576-9533
Custodian	Darren Velin	715-817-5984
Financial Secretary	Aine Merrill	715-364-8539
Recording Secretary	Linda Brow	715-398-6075
Church Accountant	Greg Kvam	715-398-5842

Church Council

COUNCIL OFFICERS 2025-2027		
Term Ends January 2025	Term Ends January 2026	Term Ends January 2027
Christel Lewis - Secretary	Grace Becken	Donald Anderson
Aine Merrill - Treasurer	Sara Schubert McKone – Vice President	Shannon Johnson
Margaret Sundet	Donna Meltz	Lynn Rochon - President
Pastor Sarah Gunderson		

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 to 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

Pastor's Report for 2024

At the end of the year, I shared a video reflection in our weekly online newsletter (which we began in May 2024) naming a few of the events and ministries of Zion Lutheran Church that stood out for me over the past year.

- Fixing of our sewer system with a help of a grant from the City of Superior.
- The Synod Bright Spot award for our collaborative ministry work with the other ELCA churches in Superior that we received at the synod assembly in June, where we also elected a new bishop.
- Attending the ELCA Youth Gathering in New Orleans with 16,000 of our new friends from around the country. Zion sent 7 participants (4 youth and 3 adults). We also did service work in Memphis on our way!
- The Trunk-or-Treat event that had such wonderful community attendance on the Wednesday before Halloween. Our Logos youth did an amazing job helping to run the games and creating a fun and welcoming space.
- Participating in God's Work, Our Hands Sunday as we made a mountain of peanut butter and jelly sandwiches to put in our food shelf cupboard. This ministry of feeding others in our community has grown in exciting ways this year, and I look forward to how we might continue this important and loving work.

The year was full of good ministry as we continued to be guided by our mission statement of: "Being God's people gathering together, growing in faith, and going into the world in Jesus' name." We tried many new events this year (a Juneteenth celebration, Christmas in July, Cookie and Craft Sale, and Christmas Day dinner) as well as continuing to offer a place for families and our community to be encouraged in faith and experience the love of Christ.

This year we made a bold step to continue with one worship service into the fall and move the time to 10:00am and make space for education on Sunday mornings at 9:00am for both children and adults. We continue to focus energy and gifts on creating a welcoming worship service that shapes our faith and helps us all to listen for the leading of the Holy Spirit leading. Worship is the heart of our church and all our ministry is centered and supported by our being gathered, fed, and sent out by God in Jesus' name. We will continue to focus on growing in our ministry of worship and inviting the gifts and leadership of all our members to support this central part of our identity as Zion Lutheran Church.

This past year was a challenge for us financially as we worked diligently to meet our budget goals and ministry plans. We rallied when needed and had generosity spring forth in unexpected moments. I am so thankful for the amazing group of leaders in our council and many others who generously give of their time and talents, as well as many who lead ministry events and faithfully support the mission of God through Zion Lutheran Church. We are so blessed! I am confident that God will continue to guide our life together and bless us with what we need as we seek to faithfully follow God's call into the new year. God's peace be with you!

2024 Pastoral Acts and Membership Changes

Members Received by Transfer or Other

Transfers Out

Baptisms

Bode Jaice Holm – June 2, 2024

Burials/Funerals

Esther Nolan – April 5, 2024 (Pastor Sarah Gunderson)

Ann Johnson – April 19, 2024 (Pastor Sarah Gunderson)

Tanner Becken, St. – September 13, 2024 (Pastor Sarah Gunderson)

James H. Dolson, Sr. – May 12, 2024 (Pastor Sarah Gunderson)

Sharon L. Miller – November 2, 2024

Delores E. Mackie – November 19, 2024 (Pastor Sarah Gunderson)

Affirmation of Baptism/Confirmation

Katherine Conlan – October 27, 2024

Daniel Larson – October 27, 2024

Trey Pederson – October 27, 2024

Annual Report: Zion Church Council

2024 was a year of settling in—settling in with our “new” pastor and envisioning ways to support Zion’s visions and mission. As a congregation we approved the constitutional changes proposed in June, had two successful pasty bakes, helped send our high school youth and mentors to the ELCA Youth Gathering in New Orleans, hosted a rummage sale, a concert to raise money for the food shelf, a Zion volunteer appreciation dinner, and provided opportunities for our community to celebrate National Night Out and Trunk-or-Treat. Additionally, we came together with community sponsorship to provide our first annual free Christmas Dinner. Zion’s various committees are active and focused on the needs of our church and outreach. It will be exciting to see where God leads us in 2025.

I will be ending two years of council presidency on January 26, 2025. It has been an honor serving in that position. I am beyond grateful for the work and support of our church council: Sara Schubert McKone, Grace Becken (via FaceTime), Donna Meltz, Shannon Johnson, Don Anderson and Pastor Sarah Gunderson. I’d like to particularly thank our outgoing council members for their dedication and service: Christel Lewis-Secretary, Aine Merrill-Treasurer, and Margaret Sundet.

Property Committee

The property committee is responsible for the upkeep of the physical facility and the technology that allows us to function as a church. The committee consists of Paul Freer, Bob Warner, Vicky Holm, Linda Brow, Polly Lohman, Lynn Rochon and Pastor Sarah Gunderson. This past year a new office computer was purchased and installed, many technology updates were completed, a congregational spring-cleaning day was held, numerous repairs were made to the building, and vinyl signs were purchased and installed, to name a few. The committee has already started a prioritized wish list for 2025 projects. Stay tuned!

PRAYER CHAIN

Zion's prayer chain mission is to pray for our church, our members and anyone else who requests prayers for healing, comfort, etc.

Each week two Zion families' names are randomly chosen. Postcards are sent to the families letting them know they are being prayed for. We usually have other requests for prayers.

Members praying each week are Aine Merrill, Jan Arena, Mary Nykanen, Lynn Rochon, Eve Bagan, Linda Brow and Linda Moe.

New members to the prayer chain are always welcome. To start or stop a prayer request or become a member, contact Linda Moe at 715-398-6779 or moelindag6779@gmail.com. You can also contact the church office via phone or email.

Thank you to our faithful prayer chain members.

Linda Moe

ALTAR GUILD

This past year Zion was gifted with 3 chalice palls for our communion chalices. These gifts have allowed us to retire some of our altar linens which were aging and needed replacing.

We again prepared for baptisms, funerals and special services during Lent and Advent. Also, thanks to members of our congregation for supporting Zion with flowers at Easter, Christmas and other occasions throughout the year.

Altar Guild members include Christel Lewis, Margaret Sundet, Mary Hickman, Lynn Rochon, Kay Warner, Sunnie Lamppa and Linda Moe. Also, thanks to Paul Robinson for changing the banners and along with Kyle Biggar for enhancing our chancel area throughout the year.

Linda Moe

Women of the ELCA

ZION LUTHERAN CHURCH

2024 ANNUAL REPORT

SUPERIOR, WISCONSIN

Officers this year were President-Donna Meltz; Vice President-Lucy Sullivan; Secretary Linda Brow; and Treasurer Aine Merrill. Margaret Sundet continues to be our funeral luncheon coordinator. She will be the contact person for the Pastor, funeral directors and caterers when a luncheon is being planned. Connie Jackson is the person who will be calling to schedule the workers needed. If you would like to help with serving food at funeral luncheons, please talk to any of the above-mentioned people, Paul in the office or Pastor Sarah and you will be added to the “call” list.

WELCA

During the year, WELCA served luncheons at four funerals for a total of \$500 income. We earned \$201 from the coffee hour collections taken the 3rd Sunday of each month. We continue to get coins in our penny box in the entryway totaling \$90.33. We also received a \$25 memorial from Linda Brow in memory of Sharon Miller, our former President, who passed away a couple months ago.

We especially want to thank the family of Delores Mackie for giving a wonderful memorial gift to WELCA (\$610) in memory of their mother. Delores was an active WELCA member until her health declined and she couldn't attend any more. We are going to work with the family to see what special project we could do in her memory.

We had three fundraisers this year. In February, we had a sub sandwich sale on Super Bowl Sunday. We made a profit of \$468. We are planning to sell subs again this year on February 9th. You will find order blanks and sign-up sheets in the entryway. We can always use help preparing the subs on Saturday, Feb. 8th starting at 9am. We hope you will continue to support WELCA and that you also enjoy the sandwiches.

This year, Brett Gunderson came to our group with an idea to add a “Vendor Craft Sale” to our annual Christmas Cookie Sale. We charged a \$20 fee per table that went to Zion's General Fund. Bret laid out the table floor plan and he and Pastor Sarah began advertising for vendors and customers, with a lot of help from Paul Robinson's talent for making colorful posters and brochures. We must thank these three for all the hard work they did to make this event a huge success. We had 19 vendor tables and sold almost 90% of our cookies, etc. on Saturday. Vicki Holm made baskets with assorted goodies that earned \$234. Christel Lewis arranged a great raffle that netted over \$400 for the General Fund. Thank you, Vicki and Christel for all your hard work. Thank you to all the other people who baked cookies, bars, breads & made candy and Greg Kvam for his chocolate silk pies. Thanks to you ALL, we made a total profit of \$1,717, which is the most we can ever remember making.

We helped host Zion's National Night Out Neighborhood Picnic in our parking lot. We served hot dogs donated by Super One, A&W root beer floats made with Culver's frozen custard (both donated by the businesses). Kwik Trip donated all the buns for the hot dogs. Music was provided by “*The Trash Cats*” a group from Duluth who were very entertaining. The Superior Police and Fire Departments were present to meet with the kids for games and prizes.

This year Heidi Hillstrom-Maki, Parish Nurse, offered blood pressure testing. Barry, Laura and Danny Kilner were here presenting “*Operation Lifesaver*” a railroad safety program. Brett and Sarah Gunderson, Vicki Holm and Tim Ingersoll were the “grill masters.” Thank you to these members of Zion for volunteering their time to

help make this a success. This year we served more people than we have in any past years. It was a very enjoyable summer evening with friends!

MISSIONS

We don't officially have a Missions Group that meets at Zion anymore, but Zion's "missions" work continues (at home). We want to thank the following dedicated people for all their work.

Basket Ministry

Three people from the old Tues Mission Group restarted the "basket ministry" in the fall, Eve Bagan, Heidi Hillstrom-Maki and Irene Hillstrom. They have made 7 baskets so far! They encourage people to take a basket to anyone who needs cheering up. Just leave a note in the office saying who you brought it to.

Separate from the Basket Ministry, last Easter, 15 gift baskets were taken to the women and children staying at CASDA.

Mitten Ministry

Loretta Hall, our Mission Group friend who sews the fleece mittens that have been cut out by Evelyn Hagfelt and Robert Jenko, doesn't remember how many mittens she has made this year, but she guesses it is about one to two hundred. We think it may be more!

Kay Warner has made and given out 450 pairs of mittens this year. They went to Headstart, Northern Lights, Cooper, Four Corner's, CASDA, Harbor House, Ruth House, and our Zion food shelf. Kay is so happy after the mittens were blessed at a Worship Service this fall, two people said they were interested in learning to make some.

Quilters

Because of health reasons and life changes, the Sew & Sews Quilters haven't been meeting. Only a couple of quilters remain. On Graduation Sunday, the ladies displayed their quilts in the Sanctuary and each graduate got to take one home. If you are interested in making quilts for the homeless or needy, please contact Pastor Sarah. We would love to keep that ministry going.

Donations: We donated \$50 to the Superior High School Grad Party and \$100 to the Zion Free Christmas Dinner. We purchased a new faucet for the kitchen - \$221. Our biggest monthly donations went to support Zion's ministry and mortgage reduction-\$1,700.

To summarize, WELCA always welcomes your help and ideas. We want to thank everyone who helped in any way supporting WELCA this year! We couldn't do anything without you.

Zion WELCA 2024 Financial Report

	General	Quilters	Coins	Total
Beginning Balance	\$1,061.91	\$541.92	\$47.12	\$1650.95
Income	3,622.00	0	90.33	3712.33
Expenses	(2,197.00)	0	(0)	(2,197.00)
Balance on Hand 12/31/24	<u>\$2,486.91</u>	<u>\$541.92</u>	<u>\$137.45</u>	<u>\$3,166.28</u>

Submitted by Aine Merrill, Treasurer

Worship and Music Committee

The charge of the Worship and Music Committee is to work with Pastor Sarah to plan for the needs of worship at Zion. This includes ensuring that the altar/sanctuary areas reflect the church seasons, advance planning to provide for worship services that meet the needs of the congregation and are aligned with the ELCA lectionary, and that music is integrated into worship to provide a variety of ways to praise God. Members of the committee: Sister Gretchen Johnston, Pastor Sarah Gunderson, Linda Moe, Grace Becken, Vicky Holm, Paul Robinson, Tim Ingersoll, and Lynn Rochon.

Stewardship Report 2025

Over the last year, the Stewardship has been exploring ways to make connections between our faith, our church and our giving.

Our focus has been around creating events that continue to help us grow as a community of faith that is welcoming to all and family focused. We have also worked to improve how we communicate this vision to the larger community, inviting others to participate actively and financially.

We also wanted to try to better understand how people see the church in their lives, as the world around us changes and many have lost connection with the church.

In the Spring we posted a Facebook Survey, asking people to help us understand the place of church in their lives.

We planned and held a Juneteenth Celebration, inviting the community to learn about this important event and to connect with Zion.

National Night Out, Trunk or Treat, Community Dinners and a New Year's Family gathering are examples of other outreach that the Zion family has offered to invite the community to join us in our mission.

We also explored various Giving Platforms that would allow us to share our work and invite others to support financially. The team recommended Vanco as the organization that could best support this goal by offering simple and secure, ongoing and single event giving through a number of platforms.

We have updated our website with this giving platform and have introduced this option to the congregation with the hope of continuing to build regular weekly/monthly gifts of support.

We will continue to use this tool through social media, extending giving options to our on-line viewers and by promoting upcoming events happening at our church with a "Giving Options" bulletin board which will promote events that our community can financially support and actively engage with.

As we move forward, we will continue to focus on creating opportunities to reach out to past and new members, improve communication about opportunities to serve the church and community, improve communication about the needs and opportunities to give and support the church and its missions financially, and to encourage all to be a part of the family life of the church.

We are excited to encourage our church family to fully utilize the gifts they have been blessed with! God's work through our feet, our hands!

Blessings

Tim Ingersoll
Rev. Sarah Gunderson
Sarah McKone
Polly Lohman
Michelle Conlan
Ken Mertz

Discipleship Committee

The Discipleship Committee's calling is to support Christian education within the congregation. Members are Aine Merrill, April Larson, Michele Conlan, Pam Monahan, Sarah Schubert McKone, Stephanie Becken, Vicky Holm, Lynn Rochon and Pastor Sarah Gunderson. Some of the highlights of 2024 were adopting a new Sunday School curriculum, providing an Olympic-themed Vacation Bible School, providing a Sunday morning education time for both Sunday School and adult learners prior to service, adding a worship service with communion to our Wednesday night educational time, and adapting our Logos Youth Group offerings to meet the needs of our young people. Pastor Sarah has worked to provide online and in-person book and Bible study opportunities for the members of our congregation as well, to ensure that all have an opportunity to grow in faith. We look forward to opportunities to learn together in 2025.



Sunday School at Zion is for children ages 4K through 5th grade. We use the Sparkhouse “Holy Moly” curriculum, which includes a weekly video and activities to teach important Bible stories and connect them to our ELCA beliefs and values. Teaching Sunday School this year are Pam Monaghan, April, Colin and Hailey Larson, Michele Conlan, Stephanie, Joy and Tanner Becken, Aine Merrill and Lynn Rochon. Pastor Sarah oversees the program and provides weekly take home letters for our families.



Vacation Bible School was held at Zion August 5th-August 8th. The theme was “Faith Olympics.” Twenty-four youth and adult mentors came together to guide children from 4K through 5th grade in a fun week filled with activities to help us learn how to care for God’s creation and His people. We made everything from sandwiches and care bags for our Food Shelf to birdhouses for our feathered neighbors. Thanks to everyone who volunteered, donated and supported Vacation Bible School. It is an important ministry for our community.



Logos, Zion’s youth group, meets Wednesday nights from 5-7pm throughout the school year. The confirmation portion of the program focuses on youth from grades 6-9th. We confirmed four youth in October. The youth group begins with worship at 5pm, followed by dinner together, activities and lesson time. We are blessed by our mentors and kitchen crew: Jeanette, Duane and Mark Betterman, Vicky Holm, Joy Becken, Daniel Larson, Stephanie Becken, Mary Hickman, Greg and Leslee Kvam, Pastor Sarah Gunderson, Lynn Rochon, Tim Ingersoll, Kate Conlan, Micah Gunderson, Rene Williams, Linda Brow, and Grace Becken.

Zion Lutheran Church
Total Year 2024
From Counting Sheets

<u>Description</u>	<u>Grand Total</u>
General Mission Fund	\$108,445.49
Loose Offering	\$2,087.28
Initial Offering	\$130.00
Ash Wednesday	\$518.00
Lenten	\$379.00
Maundy Thursday	\$210.00
Good Friday	\$115.00
Easter	\$519.00
Thanksgiving	\$145.00
Advent	\$52.00
Christmas	\$1,205.00
Rent/Rebates	\$1,880.00
<i>General Income Total</i>	<u>\$115,685.77</u>
Altar	\$380.00
Vacation Bible School	\$344.00
Logos (Youth) Income	\$617.00
Repair & Maintenance	\$1,320.00
Mortgage Reduction (GIF)	\$8,330.00
<i>Designated Gifts Total</i>	<u>\$10,991.00</u>
Undesignated Memorials	\$315.00
Flowers	\$345.00
Sunday School Offering Money	\$32.97
ELCA Youth Gathering	\$11,077.11
Food Shelf	\$670.00
WELCA - Zion Women's Group	\$232.13
Coffee Money Fund	\$865.87
<u>Other Congregation Outreach</u>	
- Zion Food Shelf	\$1,000.00
- Refugee Collection	\$3,514.58
- Esther Nolan Memorial	\$570.00
- Ann Johnson Memorial	\$75.00
- Jim Dolson Memorial	\$75.00
- Bruce Dunning Memorial	\$45.00
- Rummage Sale	\$2,196.65
- Rummage Sale Lunch	\$597.00
- Puppet Ministry	\$100.00
- Zion Trunk or Treat	\$100.00
Misc. In and Out Sewer Project	\$55,770.97
Pasty Sales	\$13,009.92
Books/Sales/Trips	\$507.00
Zion Free Christmas Dinner	\$2,369.00
Music Department	\$1,300.00
<i>Unbudgeted Gifts Total</i>	<u>\$94,768.20</u>
Grand Total	<u><u>\$221,444.97</u></u>

Prepared by Aine Merrill, Financial Secretary

Budget-Income 2025 Council

GENERAL INCOME					
	2025 Budget	2024 Actual	2024 Budget		
General Mission Fund	125,172	108,445	114,745		
Loose Offering	2,800	2,087	1,500		
Initial Offering	150	130	200		
Ash Wednesday	550	518	200		
Lenten Offering	400	379	300		
Maundy Thursday Offering	250	210	250		
Good Friday Offering	125	115	100		
Easter Offering	800	519	800		
Thanksgiving Offering	150	145	200		
Advent	100	52	100		
Christmas	1,500	1,205	2,000		
Rent/Rebates	1,500	1,880	400		
DESIGNATED INCOME	133,447	115,685	120,795		
Altar Guild	400	380	0		
Zion Trunk or Treat	200	100	0		
Sunday School Ministry	100	0	0		
Vacation Bible School	500	344	0		
Logo (Youth) Income	700	617	0		
Repair and Maintenance	3,000	1,320	0		
Mortgage Reduction (GIF)	10,000	8,330	0		
UNBUDGETED INCOME	14,900	11,091	16,000		
Memorials (all memorials combined here)	1,000	1,080	0		
Flowers	350	345	0		
Dedicated Sunday School Offering	50	47	0		
Food Shelf	1,500	1,670	0		
WELCA	0	232	0		
Coffee Money Fund	1,000	866	0		
OTHER CONG. OUTREAC/MISC.					
Special Refugee Fund (In/Out)	0	3,515	0		
Parking Lot	0	0	0		
Rummage Sale/Rummage Sale Lunch	3,000	2,794	0		
Puppet Ministry	0	100	0		
ELCA Youth Gathering	0	11,063	0		
Pasty Sales	13,000	13,010	0		
Books/Sales/Trips/Hymnals	500	507	0		
Music Department	1,000	1,300	0		
Zion Free Christmas Dinner	0	2,369			
	21,400	38,898	30,000		
Total	169,747	165,674	166,795		

2025 Budget Overview-Council

WORSHIP EXPENSES					
	2025 Budget	2024 Actual (extrapolated from 10/31)*	2024 Budget	2023 Budget	2023 Actual as of 9/23
Worship Ministry Expenses	3000	2965	1500	2,000	2,056
Altar	500	230	500	100	0
DISCIPLESHIP EXPENSES					
Sunday School Ministries	300	0	500	500	423
Vacation Bible School	300	0	500	0	500
LOGOS	2500	2683*	1500	1,500	581
Adult Education	250	185	250	0	0
OUTREACH EXPENSES					
ELCA/NWS Benevolence	1200	1200	1,200	1,200	600
Food Shelf Faith United or Zion (indicate preference)	0	0	0	0	440
Other Congregational Outreach (2023 actual is from refuge fundraising)	0	213	250	250	1,423
Stewardship	300	0	300	0	0
SUPPORT EXPENSES					
Offering Envelopes	300	297	400	400	250
Office Supplies	2500	2166	1,200	1,250	882
Postage	600	560	600	600	252
Office Equipment/Repair includes new office computer	3300 (2500+800 for balcony computer and WiFi equipment)	2068	1,800	1,000	673
Internet/Website	1900	1911*	1,800	1,800	1339
Synod Assembly Expenses	200	450 (2-night, bishop election)	200	100	0
Church Utilities	11,000	10,965*	14,000	14,000	11,294
Church Maintenance	5,000	59,561 (includes sewer project/grant)	5,000	5,000	7,794
Growing in Faith Mortgage	9372	9372*	9,372	9,372	7,029
Snowplowing/Lawncare	2000	1,489	2,000	2,000	2,062
Prop/Liability Insurance	8675	8673*	6,000	6,000	5,676
Church Telephone	1965	1965*	1,900	1,900	1,340
Fundraising Expenses	500	464	500	1,500	370

STAFF EXPENSES					
Pastor's Salary	48,000 (6 yrs.)	46,719 (5 yrs.)	46,719	50,00 (1/2 year)	19,633
Pastor's Pension, Disability, etc.	8061	7846	7846	0	1,854
Housing in Lieu of Equity	14,400	14,016	14,016	0	2,920
Social Security Allowance	4774	4646	4646	0	0
Pastoral Auto Allowance	250	0	500	0	0
Continuing Ed.- Pastor	500	200	500	0	315
Prof. Expenses/Publications	150	0	300	100	0
Required Meetings	300	0	600	0	0
Office Manager Wages	16,120	15,600	15,600	11,000	6,653
Custodian Wages	12,480	7614*	12,480	4,835	4,187
Organist Wages	5,500	4332*	5,500	5,500	1,710
Musician Wages	200	0	300	0	0
Employer-FICA 6.2%	1700	1359*	1,741	1,131	1,285
Employer-Medicare 1.45%	400	318*	407	264	301
Worker's Comp Insurance 8.75%	1000	904*	2,457	1,500	746
Admin./Pulpit Temps	300	200	800	500	3,196
	169,797	156,610	166,795	125,802	

BALLOT January 26, 2025

CHURCH COUNCIL-THREE YEAR TERM

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

NOMINATING COMMITTEE-ONE YEAR TERM

- 1.
- 2.
- 3.

AUDIT COMMITTEE-THREE YEAR TERM (1 needed)

1. Paul Robinson (1 year remaining)
2. Vicky Holm (2 years remaining)
- 3.

ANNUAL SYNOD ASSEMBLY REPRESENTATIVES-ONE YEAR TERM

- 1.
- 2.

CONFERENCE ASSEMBLY DELEGATES-ONE YEAR TERM

- 1.
- 2.