



Zion Lutheran Church

2021 Annual Meeting
January 31, 2021
Following morning service
2021 Annual Meeting Agenda—for calendar year 2020

Superior, Wisconsin
Phone 715-398-3663
<http://zionsuperior.org>

Note: Due to Covid-19 restrictions meeting is through Zoom

- I. Call to order (Page 1)
 - II. Opening devotions
 - III. Approval of minutes of the annual meeting held January 26, 2020 (Page 2)
 - IV. Questions or comments on written reports as found therein
 - V. Reports listed in Printed Annual Report for Year 2020
 - Page 2 Minutes from January 26, 2020 Meeting
 - Page 3 Church Staff, Council Members
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 - Food Shelf by Main Door
 - Page 12 Total from Counting Sheets for 2020
 - Page 13 Church Budget & Year End Financials
 - Last Page - Ballot
 - VI. Presentation and adoption of the 2021 Mission Plan (budget)
 - VII. Elections
 - A. Report from the Nominating Committee
 - B. Elections – Council Members, Assembly Delegates, Conference Representatives
 - VIII. Unfinished business
 - IX. New business
- Approval of amended Zion Constitution and Bylaws
- Approval to transfer money from endowment to the 2021 budget. This money is to be used to pay Pastor's pension contributions which were not done per his letter of call for several years.
- Recognition and appreciation
- X. Closing Prayer - Pastor

Zion Lutheran Annual Congregational Meeting Minutes for January 26, 2020

(To be approved at the 2021 Annual Meeting)

The annual meeting was called to order at 11:15 am by President Bob Warner. Thirty-eight members signed in on the meeting attendance sheets. Bob thanked everyone for attending the meeting. Bob led us in prayer. Pat Hovi made a **motion** to approve the minutes of the January 27, 2019 Annual Meeting as submitted. Mary Jo Bartylla seconded and the motion carried.

The following reports were reviewed with three additions to the report as Noah Lackner's name was omitted as being confirmed, LOGOS report was included and Pastor Victor's proposed office hours and salary for 2020.

*Pastor's Report

*2019 Congregation Council Report

*Prayer Chain Annual Report 2019

*Altar Guild/Naomi Circle Report 2019

*Women of the ELCA Annual Report

*2019 Sew 'N Sews Annual Report

*2019 Worship and Music Annual Report

*Zion Total Year 2019 Counting Sheets

Tim Ingersoll presented a report from the Constitution Committee on the plans for an updated constitution which will be brought to the council for approval and then forwarded for a special congregational meeting for final acceptance. Changes might involve the Endowment Fund and possible change in size of the church council to reflect our current church membership.

A **motion** was made by Karen St. George and seconded by Polly Lohman to accept the reports. Motion carried.

Bob presented the church council's recommendation for Pastor Victor's request to go to ¾ time. A question was brought forth of whether pastor would be available for funerals or weddings on his days off. He would continue to be available on those days. Pastor's office hours will be Tuesday, Wednesday and Thursday. He will continue with his five Sundays of vacation for the year and his salary will be increased \$2500. A **motion** was made by Pat Hovi and seconded by Lucy Sullivan to accept the church council's recommendation. Motion carried.

The proposed 2020 Mission Plan (Budget) was presented. The budget reflects a change with anticipated income from fundraisers included in the budget. It was noted by Lynn Rochon that in the past 10% of each fundraiser's income has been designated for outreach. Tim Ingersoll thanked Bob Warner for his work on the proposed budget. It was noted that pastor's retirement for past years still needs repaying. A **motion** was made and seconded with the budget passing.

Tim Ingersoll gave an update on the need for the Time and Talent sheets to be completed. There are many opportunities within the church for involvement.

Pat Hovi

Karen St. George

Motion to accept nominations was presented and seconded. Motion passed.

Conference Assembly—October-

Linda Brow

Jan Arena **Elections:**

Don Anderson presented the proposed 2020 nominations. None of the names were on the ballot included in the annual report.

Council-

Three year term:

Donald Anderson

Ken Mertz-one-year term to fill vacancy

Tim Ingersoll

Laura Kilner

Ballot was complete and passed as presented.

Nominating Committee-

Anthony Anderson	Vicky Holm
Polly Lohman	Jan Arena

Motion to accept nominations was presented and seconded. Motion passed.

Audit Committee-

Christel Lewis	Karen St. George
Pat Hovi	Don Anderson

Motion to accept nominations was presented and seconded. Motion passed.

Annual Synod Assembly Representatives, May 16, Eau Claire

Motion to accept nominations was presented and seconded. Motion passed.

Unfinished Business:

No unfinished business was presented.

New Business:

1. Bob Warner gave a Powerpoint presentation which was originally given at one of the Superior ELCA gatherings by Rev. Erin Nelson. Copies of the presentation are available for reviewing. The question of how the ELCA churches of Superior can best serve Jesus Christ in the future is addressed.
2. Members of the church council and committees not returning in 2020 were thanked for their service.
3. It was brought forth at this time to the meeting that Laura Kilner, who was reelected to the council earlier in the meeting, has already served two consecutive terms and cannot serve another consecutive term as noted in Zion's constitution. No replacement volunteer came forth at the meeting. The filling of the vacancy will be addressed at the February council meeting.

A **motion** was made at 12:20 pm by Polly Lohman to adjourn the meeting which was seconded by Vicky Holm. Motion carried.

Respectfully submitted,
Linda Moe, Council Secretary

Zion Lutheran Church Staff

Pastor	Victor St. George	715-398-3663
	pastor@zionsuperior.org	218-343-4089
Church Secretary	Pearl Swanstrom	715-398-3663
	churchoffice@zionsuperior.org	
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 Members

Term Ends January 2021: Cheryl Kucharyski, Anthony Anderson, Ken Mertz, Beth Arnson

Term Ends January 2022: Deanna Traynor, Bob Warner-President, Christel Lewis-Secretary, Aine Merrill, Treasurer, Margaret Sundet

Term Ends January 2023: Donald Anderson, Tim Ingersoll-Vice President, Donna Meltz
Pastor Victor St. George

Personnel Committee

The Personnel Committee was mostly inactive in 2020. The church, due to the covid epidemic, laid off Eric Evans (2nd service music). Hours were reduced for Gretchen Johnston (1st service music) and Darren Velin (custodian).

The committee will be meeting in 2021. Communicate with any member if you have concerns.

Respectfully,

Bob Warner, Greg Kvam, Kelly Thimm, Polly Lohman, Vicki Holm, Ken Mertz, Mark Betterman

Report from Bishop Laurie Skow-Anderson

On behalf of the synod council and the synod ministers, I want to express to you all my deepest appreciation and thanks for the hard work you've all done in the last nine months to keep your congregational members and neighbors safe during this unprecedented time in history. You made difficult decisions, adapted your ministry, improvised, experimented, and learned as fast as you could ways to connect with your people safely! Thank you for your faithful ministry! You have done an extraordinarily creative ministry even as you have been grieving all the losses we've experienced this past year. Some have lost loved ones who have died from the coronavirus. Some are grieving the loss of weekly in-person worship and especially missed celebrating Easter and Christmas together, and others are grieving the loss of small group Bible Study, quilting, choirs or Sunday school. The stress, the fear, the grief, and the pressure to return to in-person worship has been exhausting. I know I'm tired of all of this and I'm sure you are too. There is hope. There is a vaccine. Soon, friends, we can return to a more normal way of gathering. We must be patient a little longer and wait for the infection rate to drop and for more to receive the vaccine. **I'm hosting a synod wide Zoom meeting with Rev. Kerri Parker, Executive Director of the Wisconsin Council of Churches on Tuesday, February 2**

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

<https://zoom.us/j/93774999116?pwd=MEtnWklMcY93OU8zRUlMwc25uaFJBZz09> Passcode: 970600

This winter I've met with about 25 church councils across our synod for prayer, devotions and a brief conversation before their regular meeting. During the conversation we talk about the real struggles they have had with the pandemic but we've also discussed the opportunities that the pandemic has presented them. At one of those meetings the congregation's treasurer talked about how surprised he was that the offering had continued to be so strong even though the church building was essentially closed. He said that for him, the opportunity was to learn that the church wasn't about the building really at all it was about so much more, the people and the people engaged in ministry outside the walls of the building. Your annual meeting is an opportunity to discuss your church's ministry beyond your building. Everyone is waiting for life after the pandemic. What will your church's ministry look like on the other side of COVID 19? A few years ago when I was Director for Evangelical Mission in our synod, I met with church leaders and asked them, "If your church building were to burn down tonight (God forbid) what would the community, (not your church members) miss the most? That question helped start the conversation about ministry beyond the walls of the building. This pandemic has shown us that we can reach out beyond our buildings with online worship services, classes, caring ministries, and new ways of meeting the needs of the hungry and poor. What has your congregation done beyond the walls of its building for the sake of God's mission in the world before COVID? What might it do now and after COVID is a thing of the past? For more ideas on how to have this conversation with your congregation, check out this presentation I gave to the Lay School in December titled *Blizzard, Winter, Ice Age: Church Leadership during a Pandemic*. <http://nswi.org/lay-school-of-ministry>

This year our Synod Assembly will be held on Zoom on April 17, 2021. The theme is ***Justice and Joy: When Justice is done, it is Joy to the righteous***. Proverbs 21:15 We will have full day of important work to do together. To make good use of our time on April 17 there will be four hearings to discuss and review the resolutions and other business before the assembly. These meetings will also be on Zoom on April, 8, 10, 13, and 15. The resolutions are on Hunger, Racial, Gender, and Environmental Justice.

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

www.nswi.org/calendar. **Synod Calendar Dates 2021**

Jan 5, 12, 19, 26, Feb 2, 9, 16 Tues Together@10

Jan 7 Endowment Committee Meeting

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

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

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

Jan 31 EPIC virtual resources for council training

Feb 20 Walking Together-*Justice League*

Feb 27 Synod Council

April 8, 10, 13, 15 Resolution Hearings

April 17 Synod Assembly-*Justice and Joy*

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

Bishop Laurie Skow-Anderson

Pastor's Report

This year has been a very difficult experience for all of us. Those of us in leadership positions are learning new ways of doing many things; we are not allowed to go into nursing homes or hospitals; we avoid personal contact with the very people we are entrusted to serve. The reason behind these decisions are very good. We can limit the spread of the pandemic if we limit contact with each other. But we are social animals, so most of us by now are suffering from what I have heard called, "Pandemic Fatigue." We are exhausted from isolating ourselves, from not gathering to worship, from simply not getting together to play cards or have a meal or make pasties or...

You get the point. We are tired of this. Worse yet, we are getting tired of having our personal landscapes become static. I will be the first to admit that my life is not filled with extreme differences from week to week or even month to month, but since March I have started to feel like the Bill Murray character in "Groundhog Day." (If you are not familiar with this movie, his character keeps repeating the same day – Groundhog Day – in Punxsatawny, PA over and over again.)

This year we missed out on Vacation Bible School. We didn't have our Neighborhood Night Out, and I missed out on the opportunity to stand in the blazing hot sun in front of a hot grill sweating and cooking hot dogs (and yes, I did miss it). We have two confirmation students ready to make their Affirmation of Baptism in front of the congregation, but we did not have a Confirmation Sunday.

This is a year unlike any year we have lived through. We have needed to change the way we have done so many things. But the one thing that hasn't changed is that we are still the church. We still provide sustenance through our food shelf, we still worship together even though we are not in the sanctuary, we still pray for each other. We remember – or at least I hope we remember – that we are still children of the Living God, and citizens of God's realm.

So let us look forward to the time to come when we can gather once again in person, while at the same time treasuring each other as the Holy Spirit continues to gather us together in the light of God's love and blesses us with the opportunity to continue our calling to serve God, serve each other, and serve the community.

Blessings,
Pastor Victor

2020 Pastoral Acts and Membership

Transfers Out

Carol Johnson, January 21, 2020;

Baptisms

Harper LouJean Pedersen, March 8, 2020

Burials/Funerals

Dick A. Dunning January 6, 2020, Vicki L. Garro January 6, 2020,

Ronald O. Peterson, May 27, 2020

2020 Congregation Council Report

Dear Sisters and Brothers in Christ

We are all aware of how the year 2020 has been. We miss seeing each other on Sunday and at other times. We look forward to normalcy sometime in 2021. Pastor Victor's services, found on YouTube, gave us comfort and spiritual growth, which we are grateful for.

Financially we are doing okay. Our members have also responded to Zion's financial needs, and we appear to be keeping up with our reduced expenses. We do miss the additional funds raised by various fund raisers. These are a significant part of our budget. Thank you to those of you who have raised funds and supported missions, such as the food shelf. The church also received \$17,300, through the Federal loan/grant process. Without that grant, the church's finances would not be as comfortable.

The council is also grateful to all who have donated their time and talents on various projects. There are many of you. Projects of special note are the completion of eve/fascia painting and non-routine repairs.

The council is grateful to all who have participated in Zion's service to God and the community. We go forward prayerfully, trusting in God's direction for our future.

Hopeful for 2021.

Bob Warner, President	Tim Ingersoll, Vice President	Christel Lewis, Secretary
Aine Merrill, Treasurer		
Cheryl Kucharyski	Anthony Anderson	Ken Mertz
Beth Arnson	Deanna Traynor	Margaret Sundet
Donald Anderson	Donna Meltz	
Pastor Victor St. George		

Personnel Committee

The Personnel Committee was mostly inactive in 2020. The church, due to the covid epidemic, laid off Eric Evans (2nd service music). Hours were reduced for Gretchen Johnston (1st service music) and Darren Velin (custodian).

The committee will be meeting in 2021. Communicate with any member if you have concerns

Respectfully,

Bob Warner, Greg Kvam, Kelly Thimm, Polly Lohman, Vicki Holm, Ken Mertz, Mark Betterman

Constitution Committee (Report December 25, 2020)

Members: Tim Ingersoll, Karen St. George, Kelly Timm, Lynn Rochon

Over this last year, the constitutional committee has reviewed the Zion Lutheran Church Constitution to bring it into alignment with the 2020 ELCA Model Constitution for Congregations.

The major portions of our constitution are based on required sections as developed by the leadership of the ELCA and required of all member churches.

There are also sections of the constitutional and by-laws that are determined by the local church.

Any changes to the constitution and by-laws need to be approved and ratified by the congregation. The proposed updates have been reviewed and approved by the Synod.

The full Constitution, with recommended changes, is available for viewing on the Zion Lutheran website, but a summary of significant changes is provided here:

- Chap 6 -Clarification of the process by which a congregation may "...terminate its relationship with the Evangelical Lutheran Church".
- Chat 7 - Clarification of the meaning of membership, including a new definition of Seasonal Members.
- Chap 9 - Language that includes and defines the role of Deacons as called congregational leaders.
- Chap 10 - Language that allows for greater flexibility related to congregational meetings, including the use of remote (audio/video) means. Updates that allow for electronic notification of meetings.
- Chap 12 - Updates that provide flexibility to the size of the congregational council. Minimum requirements for a full council will now be: Pastor, Officers (president, vice president, secretary and

treasurer) plus 3-9 members of the congregation. The purpose of this change is to respond to the reality of the smaller size of our active congregation.

There are also proposed changes to the by-laws of the congregation as noted here:

The most significant change is to the language surrounding the Zion Lutheran Endowment Fund.

The current language was developed based on the vision of an ongoing, concerted effort to create and maintain a self-perpetuating financial resource to support the mission of the church, and envisioned ongoing proactive recruitment of gifts to build this fund. That vision has not come to fruition over the last 2 decades, and instead, the fund has remained stagnant and has not been provided with the management required by the existing by-laws language.

That fact, along with the discovery of the congregation not fully fund Pastor Victor's retirement fund (due to an error in the call process), has led the council to discuss the use of the existing funds to make our obligation to our pastor whole, and to provide more flexibility in the use and purpose of the endowment fund. The result of those conversations has led to the following by-laws language regarding the endowment fund.

ZION LUTHERAN ENDOWMENT

B1.01 Mission Statement: The mission of the Zion Mission Endowment Fund is to encourage Christian stewardship and to enhance the outreach ministry of the congregation by providing an orderly method for receiving and administering gifts bequeathed to the church through wills and other forms of estate planning.

B1.02 The endowment fund shall be used by the church council as deemed necessary to carry out the mission of Zion Lutheran Church as stated in C4 of the constitution (Statement of Purpose) .

B1.03 If funds are donated to the endowment fund for a designated purpose, the church council will honor the intent of the donor if at all feasible and if aligned with the Statement of Purpose of the church.

Other changes to the by-laws include:

-Definition of the duties of the Recording Secretary and Congregational Accountant

-Changing the makeup of the Personnel Committee to reflect a smaller congregation and language that allows the council to make further changes with a supermajority (2/3) vote.

Respectfully Submitted,

Tim Ingersoll

Operations and Finance

We began the year with a copier replacement by Great Lakes Office Solutions. The church now has a copier which also will produce colors.

With Covid now the topic, we are now set-up for on-line worship, giving, meetings, services –welcome to the on-line world. Bob, Tim, Pastor, and others were in telephone contact with Paul M., who maintains our website, to facilitate many of these changes. He had all of the information (approved by the Synod) in place so the set up took hours rather than days. Our thanks and appreciation to those folks who set up these connections we now use.

However, the grass still needed mowing, gardens maintained, garbage collected, light bulbs changed, leaks repaired, bills paid, sermons prepared, and ... list goes on. An insurance inspection report recommended the church correct noticed hazards. Actions by the church included the removal of the playground equipment. This would have cost more to correct than to remove, also it appeared to have little use. Regular fire inspections and equipment updates have been done. Snow removal has begun.

We express thanks to Paul Freer for the management of the project to complete the painting of the church's eaves and fascia. Paul currently is working on determining the extent of the leaks from the large

stained-glass window above the altar. We, at this time, do not have a cost estimate. We also would like to thank Darren Velin, the church's custodian, for the fine job he has done.

Thank you to the faithful folk who help maintain the church building during these uncertain days and months. Thank you, also, to those who maintain and donate to the Food Shelf.

Thank you Pearl for reading past minutes to produce this report.

Thankful for Christ's blessings

Aine Merrill, Greg Kvam, Linda Brow, Lucy Sullivan, Paul Freer, Polly Lohman,

Bob Warner, Pastor St. George

LOGOS 2020-2021

The LOGOS program is one of the Christian education offerings at Zion. In LOGOS, students in grades 6-9, along with adult mentors, gather weekly during the school year to grow in understanding of how Christ can be served by them in the world today. The focus is on learning what it means to be Christian, what it means to be Lutheran and what it means to serve. Through the dedication of mentors and Logos staff, young people at Zion are not only growing in faith, but building relationships with adult believers while we discover together ways of living out our Christian identity.

As with everything else in the world, Logos has changed dramatically as we try to safely navigate the Covid-19 pandemic. While we have been meeting weekly to learn and grow in our Christian faith, we have been doing so via Zoom, which is a technology that allows us to gather in real time using devices that have internet connections. So, while we can't be together physically, we CAN see and interact with each other, which is a true gift during the pandemic.

In spite of this challenge, there have been unexpected benefits of our Zoom connection. Zoom allows us to be joined by Pastor Bridget Jones and the youth from Bethel and Pastor Will Mowchan and the youth from Pilgrim, along with our crew from Zion. There are 17 students involved, along with the team of adult mentors, with whom we share our life experiences, watch a video, and participate in a lesson taught by one of the mentors. We are using Re:form, a Sparkhouse publication, with this year's focus being the Bible, the Apostles Creed, Discipleship and Jesus.

Anyone is welcome to join our Zoom gatherings. We meet from 4-5pm on Wednesdays, unless there is no school. If you're interested, contact Pastor Victor for the Zoom link. It is a pleasure to spend time with our young people as we wrestle together with the joys and challenges of being Christian people in today's world.

2020 Sunday School and Vacation Bible School Annual Report

Sunday School met in 2020 during the months of January, February, and the first two weeks of March. We held a successful potato fundraiser to help with costs of materials for Sunday School.

We did not celebrate First Communion or any of our other events due to restrictions.

Covid restrictions also cancelled Vacation Bible School during the Summer.

Prayer Chain Report 2020

The prayer chain mission is to pray for our church, our members and anyone else who requests prayers of healing, comfort, etc. During 2020 we have continued on our mission and have had many requests.

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

We want to say thank you to two very dedicated members who are no longer able to be a part of the prayer chain-Bev Scully and Jean Madsen.

Current prayer chain members are Esther Nolan, Aine Merrill, Mary Jo Bartylla, Emily Larson, Jan Arena, Sharon Miller, Eve Bagan, Mary Nykanen, Lynn Rochon, Linda Brow, Cheryl Kucharyski and Linda Moe.

Please consider becoming a member of the pray chain. To start a prayer request or become a member contact Linda Moe at 715-398-6779 or moelindag6779@gmail.com. Thank you to our faithful prayer chain members. Linda Moe, Chairperson

Altar Guild/Naomi Circle Report

The ladies of Zion Lutheran Church that serve on the Altar Guild otherwise known as the Naomi's have been very busy this year keeping the Altar clean and ready for all services held at Zion. We are responsible for all services including 9:00 and 10:50 a.m. Sunday Services, baptisms, weddings, funerals and all special services during Advent, Lent and any other time of the church year. We thank the members of Zion for supporting us with flowers at Christmas (27 beautiful Poinsettias). Easter and any other occasion throughout the year. This year we were saddened by the death of Marian Maki, one of our faithful members and Vicky Garro who supplied us with our homemade Baptismal Napkins as her gift to Zion. Marian was a member of the Altar Naomi's since the 1970's and Vicky made our Baptismal Napkins the past several years. We are thankful that Dani Watkins and Kate Maki will continue to help us as a tribute to their mother.

Our members: Sunnie Lamma, Linda Moe, Beth Arnson, Dani Watkins, Kate Maki, Lynn Rochon, Mary Hickman and Jeanette Betterman have been very faithful in this ministry.

We look forward to another year of service and again we ask that you pray and consider joining the Altar Guild in keeping the altar ready for worship at Zion. This is a perfect opportunity to serve God and Zion Lutheran Church.

May God bless you and grant you peace. Linda Moe, Chairperson

Women of the ELCA (WELCA)

During 2020, the only fundraiser we were able to accomplish before the Covid-19 pandemic closed everything down was our annual Super Bowl sub-sandwich sale which had a profit of \$317.93. We served the lunch for one funeral luncheon for \$125.00. We received \$118.00 from the coffee hour collection from the 3rd Sunday of every month. We continued to get coins in our donation box during the year totaling \$39.31.

Even with the reduced income we still had money left in our account at the end of last year so we were able to make some nice donations. We donated \$1000 to Zion's General Fund; \$1000 to Zion's Mortgage Reduction Fund; \$440 in gift cards to stock Zion's outdoor food pantry; \$50 to Ruth House; and \$35 to the Superior School Board Backpack Project. Because our funds are getting low in the checkbook, we are not making any donations until we can meet as a group again and make some plans. We need to keep a minimum operating balance in hand for start-up money for future fundraisers. We welcome any donations if you are able. We also welcome ALL women in the congregation to come to the meetings which are usually held on the second Sunday on the month during the coffee time between the services.

We want to thank everyone who helped in any way supporting WELCA this year! We couldn't do anything without you.

Zion WELCA 2020 Financial Report

	<u>General</u>	<u>Quilters</u>	<u>Coins</u>	<u>Total</u>
Beginning Balance	\$2,337.34	\$333.05	\$214.72	\$2,885.11
Income	750.00		\$39.31	\$789.31
Donations made	(2,525.00)			(2,525.00)
Expenses	<u>(200.07)</u>	<u>\$(27.18)</u>		<u>(227.25)</u>
Balance on Hand 12/31/20	\$362.27	\$305.87	\$254.03	\$922.17

Submitted by Aine Merrill, Co-treasurer with Lucille Sullivan

Tuesday Night Mission Group
2020 Annual Report of Activities

This group has been doing a lot! Their outreach is amazing considering they have not been able to meet in person since March 2020. We all know there is definitely a need in our community for their services. Here are some of the activities that Tanya Nelson, their hard-working leader, reported they have been working on this year:

- I (Tanya) asked for donations on a Helping Hands Facebook site and I got a \$50 donation from Poplar Golf Course, a \$25 JoAnn's gift card from a community member, a garbage bag of fleece from another community member, and a yard of fleece from another person. Plus, I got a check for \$100 from our account. I went to a great sale at JoAnn's that was 70% off so I was able to fill our closet. Since then, Kay Warner's family members donated \$40, Aine picked up a bunch of blankets from Menards, and I donated blankets and material.
- We are planning a hand-made jewelry fundraiser. I got all the jewelry pieces that I made ready to take pictures for our flyer. We will have more details in the coming weeks about how you can purchase these items.
- Kay Warner has been extremely busy cutting and sewing at her home. She made 499 mittens in 2020. She brought 36 pairs to Pearl at Zion for the food pantry outside the door in November and just brought some more in December; maybe 20 pairs of size XL, XXL because there was a need for them. She brought 90 pairs to Northern Lights School and 20 pairs to Lake Superior School. Her friend makes mittens and donates to Cooper School so we don't need to cover that school. What a sweet friend! Kay W. brought 92 pairs of mittens which were for the Middle School and High School in Superior. There were smaller pairs in the bag too so I can give to younger siblings in need. She gave Robert Jenko (a member of our group from Our Saviors in West Duluth) 12 pairs for a homeless shelter in Duluth. Hopefully, Kay and Loretta will get some more to me to cover some rural schools.
- Robert did a project of his own. He applied for a Thrivent grant to do a project with a group of teens in Duluth. They started by wanting to do blankets for the homeless shelter and they were going to cut mittens to donate to us. The project became a large community project when he asked for help and several kind people joined in. People donated money, or fleece or a helping hand to tie the blankets. I think he said 102 blankets were made when he would have been ok with 10! People even donated other gifts to add to the blankets. He dropped off the leftover material from the blankets for us to cut for mittens. They donated 36 cut pairs of mittens that I will bring to Loretta to be sewn. Great Job Robert!
- Which brings me to Robert's suggestion that somebody else in our group should write a Thrivent grant. Aine has volunteered to apply to Thrivent for a grant. I would love to go buy material again if JoAnn's gets another 70% sale. Plus, they let me buy the remnants with the same sale. Thrivent grants are \$250 dollars and I know I could make that go a long way! Especially with the \$2.50 blankets from Walmart.
- Evelyn is cutting mittens from home as she can and delivers to Loretta.
- Loretta and her sister Jan sewed 2,268 mittens in 2020!! They go all over WI and MN to schools and Headstart, homeless and domestic abuse shelters, reservations, non-profit organizations like food shelves and youth programs, and anybody else who has a need. Tanya is the delivery person this year. She is doing it in the safest possible way! She has a connection at the bigger food shelves and the other shelters (because of her job).
- Irene is donating toys to homeless drives. She is keeping safe but still trying to help others! She also donated to my work program to help homeless youth in Superior. I have lots of teens that I help get into a housing program. Once they get their first apartment, they generally don't have anything to put in it. So Irene has donated some apartment stuff. Keep me in mind if and when you have usable household stuff to get rid of. Eve Bagan emailed me today with a donation. Thank You ladies!
- Aine reports that we have \$348.22 in our bank account and \$31 in cash. Our only expenditure this year was \$200 for fleece. I'm sure the ladies who are doing the sewing at home have been purchasing thread and other supplies themselves and haven't been reimbursed yet. If anyone would like to make a monetary donation in any amount to this group, please make the check payable to the Tuesday Mission Group and

mail or drop it off at Zion. We would really appreciate any and all donations and we will put your money to work in the community.

- Josie Rice, Eve Bagan and Emily Larsen have begun knitting scarves, hats and other items for the homeless food pantry at Zion and for the Missions Group. The yarn etc. was from a large supply of yarn donated to our group from a friend of Aine.
- One of our Zion members brought \$50 in McDonald's gift cards and 14 pair of new shoes and boots for those who come to the food shelf in need. What a blessing in this cold weather.
- We know that there are many others from the group that are doing ministry behind the scenes who aren't getting the recognition they deserve in this report for which we apologize. To all those "silent saints," God sees you in secret and blesses you. The rest of us want to thank you from the bottom of our hearts!
- We thank Tanya for taking the leadership position after Sunnie Lamppa moved to Florida and all the positives she has brought to our group. We appreciate all her hard work for us and for the community.

Note from Aine: As someone who only does the finances and clerical work for the Tuesday Missions Group, I personally want to thank each and every one of the dedicated people who belong to this group. They have come from different churches, different backgrounds, and different neighborhoods where they live. Currently, some are able to work from home and when we finally can gather together again, we will come to Zion on Tuesday nights with one purpose in mind -- to do "God's Work With Our Hands." God bless them all and their work.
Submitted by Aine Merrill

2020 -- Sew 'n Sews

Even though the Sew n' Sews ladies haven't been able to meet to quilt, we have wished, wanted, tried, and met for 2 sewing days because "Winter is Coming: and people need quilts! We did meet two days to sew but gave up meeting to save our quilters for a better time.

We have completed and donated 24 quilts to the Veterans, to the Ruth House and to CASDA. We've also donated 4 sets of top and bottom sheets, 6 pillow cases and 4 flannel blankets to the Ruth House.

With help, 36 tops have been sewn this year. Twelve quilt tops are waiting to be completed, whenever we can meet again. January is the coldest month of Superior's winters, perhaps we can meet after Christmas. We just can't wait to do more Outreach work and quilt

We are also looking forward to new ladies joining us. Carol Pederson is looking forward to joining us and God willing, many warm quilts will find their way to warm happy bodies.

Submitted by Jan Arena

Food Shelf by Main Door

Thank you to all who have contributed. There are times when shelves are nearly empty and boxes of foods appear after office hours...and sometimes during the day. People are being fed. Many have expressed thankfulness: those living in cars, under bridges, beside railroad tracks, and where food is scarce. Also enjoyed are little "treats" for the children in the families. Mittens, toys, games, and fun snacks are the frostings on the cake. May God Bless each of you who have been a part of this ministry.

Zion Lutheran Church		
Total Year 2020		
From Counting Sheets		
<u>Acct.</u>	<u>Description</u>	<u>Grand Total</u>
1	General Mission Fund	\$96,997.16
2	Loose Offering	\$616.45
4	Initial Offering	\$227.00
5	Ash Wednesday	\$182.00
6	Lent	\$356.00
8	Maundy Thursday	\$45.00
9	Good Friday	\$50.00
10	Easter	\$705.00
11	Thanksgiving	\$195.00
12	Advent	\$0.00
13	Christmas	\$1,485.00
15	Rent/Rebates	\$190.00
<i>General Income Total</i>		<i>\$101,048.61</i>
17	Altar	\$200.00
22	Sunday School Ministry	\$597.00
23	Vacation Bible School	\$500.00
24	Logos (Youth) Income	\$515.00
29	Tues Missions Group	\$0.00
76	Repair & Maintenance	\$4,375.00
77	Mortgage Reduction (GIF)	\$9,135.00
<i>Designated Gifts Total</i>		<i>\$15,322.00</i>
101	Undesignated Memorials	\$295.00
102	Flowers	\$338.79
120	Sunday School Offering Money	\$86.70
151	World Hunger	\$0.00
153	Food Shelf	\$1,490.00
154	WELCA - Zion Women's Group	\$96.00
158	Coffee Money Fund	\$226.00
163	<u>Other Congregation Outreach</u>	
163a	- Paint the Cross Project	\$550.00
163b	- Meatball Dinner February	\$1,282.00
163c	- Webinar Equipment	\$300.00
163d	- Meatball Dinner November	\$2,208.25
189	Misc. In and Out-Not Income	\$0.00
204	Faith Methodist Community Dinner	\$0.00
205	Music Department	\$0.00
<i>Unbudgeted Gifts Total</i>		<i>\$6,872.74</i>
Grand Total		\$123,243.35
<i>Prepared by Aine Merrill</i>		
<i>Financial Secretary</i>		

Church Budget and Year End Financials

INCOME

Account Name	Change	Proposed 2021 Budget	2020 Budget	As Dec 15 2020	2019 Actual	Year-end Projection	Projected 2020 over/under
General Income							
General Mission Fund		114,321	114,321	96,347	102,844	102,235	-12,086
Loose Offering		2,000	2,000	616	2,380	783	-1,217
Initial Offering		200	200	227	2,766	227	27
Ash Wednesday Offering		200	200	182	205	182	-18
Lenten Offering		500	500	356	504	356	-144
Lenten Folder		0	0	0	0	0	0
Maundy Thursday Offering		200	200	45	390	45	-155
Good Friday Offering		300	300	50	35	50	-250
Easter Offering		1,750	1,750	705	1,170	705	-1,045
Thanksgiving Offering		50	50	195	125	135	85
Advent Folder		0	0	0	0	0	0
Christmas Offering		2,500	2,500	175	6,175	2,610	110
Interest Income		0	0	0	0	0	0
Rent (Building)		800	800	190	625	257	-543
Annual Appeal		0	0	0	0	0	0
		122,821	122,821	99,088	117,219	107,585	-15,236
Designated Income							
Altar Guild		300	300	200	360	175	-125
Organ		0	0	0	0	0	0
Worship Ministries		0	0	0	0	0	0
Sunday School Ministry		275	275	0	0	23	-252
Vacation Bible School		300	300	500	110	500	200
Logos (Youth) Income		1,000	1,000	556	1,118	556	-444
Bible Camp Scholarships		0	0	0	0	0	0
Adult Education		0	0	0	0	0	0
Tuesday Missions		150	150	0	170	13	-137
ELCA/Synod (Benevolence)		0	0	0	0	0	0
ELCA Missionary Support		0	0	0	0	0	0
Zion Highway Fund		0	0	0	0	0	0
Repair and Maintenance		5,000	5,000	5,090	3,608	5,332	332
Growing in Faith		12,500	12,500	8,985	10,620	9,587	-2,913
		19,525	19,525	15,331	15,986	16,186	-3,339
Unbudgeted Income							
Memorials		0	0	295	3,835	628	628
Flowers		0	0	339	733	539	539
English Bell Fund		0	0	0	0	0	0

Sanctuary LCD Projector	0	0	0	0	0	0
Music Department	0	0	0	0	0	0
Dedic SundaySchool Offeri	0	0	584	852	646	646
Endowment Scholarships	0	0	0	0	0	0
Event and Trip Fund	0	0	0	0	0	0
ELCA Youth Gathering	0	0	0	0	0	0
World Hunger	0	0	0	120	83	83
Food Shelf	0	0	1,340	1,070	1,378	1,378
Zion WELCA	0	0	96	1,201	106	106
Faith Meth Sunday Supper	0	0	0	50	21	21
Samaritan's Purse	0	0	0	0	0	0
Coffee Money Fund	0	0	226	907	309	309
Other Cong. Outreach	0	0	0	0	0	0
Office-Equipment/Expenses	0	0	0	3,016	0	0
Miscellaneous In/Out	0	0	0	2,804	150	150
Pasty Sales	0	0	0	7,590	0	0
Via De Cristo	0	0	0	0	0	0
Carpeting	0	0	0	0	0	0
Landscaping	0	0	0	0	0	0
Elevator Fund	0	0	0	0	0	0
Windows	0	0	0	600	0	0
Book/Sales/Trips	0	0	0	0	0	0
Refunds	0	0	0	0	0	0
Roof and Heating Project	0	0	0	0	0	0
Basement Improvement	0	0	0	0	0	0
	18,000	18,000	2,880	22,778	3,860	-14,140
Interest	0	0	1	2	1	1
Transf To/from Dedicated	28,000	28,000	-4,414	-5,173	-1,351	-29,351
Returned Checks	0	0	0	0	0	0
	28,000	28,000	-4,413	-5,171	-1,350	-29,350
TOTAL INCOME	188,346	188,346	112,886	150,812	126,281	-62,065

EXPENSES

Account Name	Next Year Budget	Next Year Budget	YTD Actual	Last Year Actual	Year-end Projection	
Worship Expenses						
Worship Ministry Expenses	2,000	2,000	1,763	1,982	1,615	-385
Altar	100	100	0	0	8	-92
	2,100	2,100	1,763	1,982	1,623	-477
Discipleship Expenses						
Sunday School Ministries	1,000	1,000	100	365	267	-733

Vacation Bible School	100	100	0	45	0	-100
LOGOS Program Expenses	3,000	3,000	1,554	3,158	2,154	-846
Adult Education	0	0	0	0	0	0
Camp Scholarships	0	0	0	0	0	0
Tuesday Missions	175	175	0	170	15	-160
	4,275	4,275	1,654	3,738	2,436	-1,839

Outreach Expenses

ELCA\NW Synod						
Benevolence	1,200	1,200	0	1,200	100	-1,100
Lutheran Social Services	0	0	0	0	0	0
Zion Highway Fund	0	0	0	0	0	0
Lutheran Campus Ministry	0	0	0	0	0	0
Synod Offering	0	0	0	0	0	0
World Hunger	0	0	0	100	0	0
Synod Resource Center	0	0	0	0	0	0
Food Shelf	0	0	180	1,050	0	0
Other Cong. Outreach	250	250	0	223	21	-229
	1,450	1,450	180	2,573	121	-1,329

Support Expenses

Offering Envelopes	400	400	356	447	356	-44
Office Supplies	1,500	1,500	259	987	384	-1,116
Postage	500	500	825	660	867	367
Other Parish Admin. Exp.	0	0	0	0	0	0
Office Equipment/Repair	1,000	1,000	400	905	484	-516
Internet/Website	C 1,800	1,500	1,719	1,541	1,844	344
Synod Assembly Expenses	400	400	0	100	0	-400
Church- Utilities	13,000	13,000	8,664	11,704	9,748	-3,252
Church Maintenance	5,000	5,000	4,514	8,364	4,931	-69
Growing in Faith Mortgage	9,372	9,372	9,486	10,866	10,267	895
Snowplowing/Lawncare	3,000	3,000	2,086	3,155	2,336	-664
Prop/Liability Insurance	C 5,700	4,500	5,665	4,969	4,624	124
Church Telephone	1,400	1,400	1,424	1,476	1,540	140
Fund Raising Expenses	C 1,500	0	1,598	102	1,598	1,598
	44,572	41,572	36,996	45,276	38,979	-2,593

Staff Expenses

Pastor's Salary	C 21,327	36,327	20,602	33,827	22,905	-13,422
Pastor's FICA/Med.						
Reimburse	4,118	4,118	3,946	0	4,118	0
Medical Reimbursement- Pa	0	0	0	7,068	0	0
Pastor's Pension,Disability,etc	8,400	8,400	8,813	0	11,846	3,446
Pastor's Pension Make Up	28,000	28,000	0		0	-28,000
Housing in Leau of Equity	C 35,000	20,000	33,377	20,000	33,421	13,421

Pastoral Auto Allowance	1,200	1,200	509	1,045	609	-591
Contin. Education-Pastor	900	900	0	0	75	-825
Office Manager	11,000	11,000	9,495	9,754	9,965	-1,035
Custodian Wages	8,000	8,000	3,698	5,880	4,244	-3,756
Organist Wages	5,500	5,500	2,568	5,210	3,026	-2,474
Music Director Wages	4,800	4,800	1,825	4,800	2,225	-2,575
Musician Wages	2,600	2,600	0	0	217	-2,383
Employer - FICA 6.2%	1,488	1,488	899	4,455	987	-501
Employer - Medicare 1.45%	348	348	210	1,042	231	-117
Worker's Comp Insurance 8.75%	1,500	1,500	1,009	1,127	849	-651
Other Staff Related Exp.	200	200	0	0	17	-183
Admin/Pulpit Temps	1,100	1,100	141	1,094	232	-868
Conferences	500	500	0	400	42	-458
Required Meetings	0	0	0	0	0	0
Prof Expenses/Publication	100	0	120	0	120	120
	136,081	135,981	87,212	95,702	95,129	-40,852
Non-Budgeted Expenses						
WELCA	0	0	76	1,171	56	56
Zion Coffee Fund	0	0	348	1,383	348	348
Building Improvements	0	0	0	0	0	0
Scholarship	0	0	0	200	0	0
Honorariums/Fees/Reimburs	0	0	0	0	0	0
Pasty Expenses	0	0	0	1,001	0	0
Landscaping	0	0	0	0	0	0
Mission Outreach Projects	0	0	0	0	0	0
Event and Trip Fund	0	0	0	0	0	0
Roof and Heating Project	0	0	0	0	0	0
ELCA Youth Gathering	0	0	0	0	0	0
Flowers	0	0	0	733	0	0
Books/Sales/Trips	0	0	0	0	0	0
Miscellaneous In/Out	0	0	0	2,570	0	0
	4,500	4,500	424	7,058	404	-4,096
TOTAL EXPENSE	192,978	189,878	128,229	156,329	138,692	-51,186
INCOME LESS EXPENSE	-4,632	-1,532	-15,343	-5,517	-12,411	-66,429

Zion General Mission Fund (Checking Account)**As of December**

Level of Detail: Account, Responsibility: All

Fund: 01 - Zion Mission Funds

	Actual 2020	Budget 2020
Income		
Major 01, General Mission Support		
<u>Minor 01, Undesignated Gifts</u>		
01 - General Mission Fund	117,606.00	114,321.00
02 - Loose Offering	622.03	2,000.00
04 - Initial Offering	227.00	200.00
05 - Ash Wednesday Offering	182.00	200.00
06 - Lenten Offering	356.00	500.00
07 - Lenten Folder	0.00	0.00
08 - Maundy Thursday Offering	45.00	200.00
09 - Good Friday Offering	50.00	300.00
10 - Easter Offering	705.00	1,750.00
11 - Thanksgiving Offering	195.00	50.00
12 - Advent Folder	0.00	0.00
13 - Christmas Offering	1,485.00	2,500.00
14 - Interest Income	0.00	0.00
15 - Rent (Building)	190.00	800.00
20 - Annual Appeal	0.00	0.00
Minor 01, Undesignated Gifts	<u>121,663.03</u>	<u>122,821.00</u>
<u>Minor 02, Designated Gifts</u>		
01 - Altar Guild	200.00	300.00
02 - Organ	0.00	0.00
03 - Worship Ministries	0.00	0.00
21 - Sunday School Ministry	100.00	275.00
22 - Vacation Bible School	500.00	300.00
23 - Logos (Youth) Income	655.80	1,000.00
27 - Bible Camp Scholarships	0.00	0.00
28 - Adult Education	0.00	0.00
29 - Tuesday Missions	0.00	150.00
50 - ELCA/Synod (Benevolence)	0.00	0.00
53 - ELCA Missionary Support	0.00	0.00
55 - Zion Highway Fund	0.00	0.00
76 - Repair and Maintenance	5,125.00	5,000.00
77 - Growing in Faith	9,135.00	12,500.00
Minor 02, Designated Gifts	<u>15,715.80</u>	<u>19,525.00</u>
Major 01, General Mission Support	<u>137,378.83</u>	<u>142,346.00</u>
Major 02, Unbudgeted Gifts		
<u>Minor 00, Unbudgeted Gifts</u>		
01 - Memorials	295.00	4,000.00
02 - Flowers	338.79	400.00
03 - English Bell Fund	0.00	0.00

04 - Sanctuary LCD Projector	0.00	0.00
05 - Music Department	0.00	0.00
20 - Dedic Sunday School Offering	583.70	750.00
* 23 - Camp Scholarship Fund	0.00	0.00
25 - Endowment Scholarships	0.00	0.00
35 - Event and Trip Fund	0.00	0.00
36 - ELCA Youth Gathering	0.00	0.00
51 - World Hunger	0.00	1,000.00
53 - Food Shelf	1,490.00	1,000.00
54 - Zion WELCA	96.00	600.00
55 - Faith Meth Sunday Supper	0.00	250.00
57 - Samaritan's Purse	0.00	0.00
58 - Coffee Money Fund	226.00	1,000.00
63 - Other Cong. Outreach	0.00	0.00
73 - Office-Equipment/Expenses	100.00	0.00
89 - Miscellaneous In/Out	0.00	1,800.00
90 - Pasty Sales	0.00	7,200.00
91 - Via De Cristo	0.00	0.00
92 - Carpeting	0.00	0.00
93 - Landscaping	0.00	0.00
94 - Elevator Fund	0.00	0.00
95 - Windows	0.00	0.00
96 - Book/Sales/Trips	0.00	0.00
97 - Refunds	0.00	0.00
98 - Roof and Heating Project	0.00	0.00
99 - Basement Improvement	0.00	0.00
Minor 00, Unbudgeted Gifts	3,129.49	18,000.00
	<hr/>	<hr/>
Major 02, Unbudgeted Gifts	3,129.49	18,000.00
	<hr/>	<hr/>

Major 03, Transfers/Misc. Trans.

<u>Minor 00, Transfers/Misc. Trans.</u>		
01 - Interest	0.76	0.00
02 - Transf To/from Dedicated	-2,964.50	28,000.00
03 - Returned Checks	0.00	0.00
Minor 00, Transfers/Misc. Trans.	-2,963.74	28,000.00
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Major 03, Transfers/Misc. Trans.	-2,963.74	28,000.00
	<hr/>	<hr/>

Major 08, BIF Accounts Income

<u>Minor 00, BIF Accounts Income</u>		
* 14 - Sunday School Offering	0.00	0.00
Minor 00, BIF Accounts Income	0.00	
	<hr/>	<hr/>
		0.00
Major 08, BIF Accounts Income	0.00	0.00
	<hr/>	<hr/>

Total Income

137,544.58	188,346.00
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Expense

Major 01, Worship Ministries

Minor 00, Worship Ministries

01 - Worship Ministry Expenses	1,956.76	2,000.00
04 - Altar	0.00	100.00
Minor 00, Worship Ministries	<u>1,956.76</u>	<u>2,100.00</u>

Major 01, Worship Ministries	<u>1,956.76</u>	<u>2,100.00</u>
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Major 02, Discipleship Ministry

Minor 00, Discipleship Ministry

01 - Sunday School Ministries	100.00	1,000.00
02 - Vacation Bible School	0.00	100.00
04 - LOGOS Program Expenses	1,553.75	3,000.00
05 - Adult Education	0.00	0.00
06 - Camp Scholarships	0.00	0.00
07 - Tuesday Missions	0.00	175.00
Minor 00, Discipleship Ministry	<u>1,653.75</u>	<u>4,275.00</u>

Major 02, Discipleship Ministry	<u>1,653.75</u>	<u>4,275.00</u>
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Major 03, Congregation Outreach

Minor 00, Congregation Outreach

01 - ELCANW Synod Benevolence	1,200.00	1,200.00
03 - Lutheran Social Services	0.00	0.00
04 - Zion Highway Fund	0.00	0.00
05 - Lutheran Campus Ministry	0.00	0.00
06 - Synod Offering	0.00	0.00
07 - World Hunger	0.00	0.00
08 - Synod Resource Center	0.00	0.00
09 - Food Shelf	1,675.00	0.00
13 - Other Cong. Outreach	0.00	250.00
Minor 00, Congregation Outreach	<u>2,875.00</u>	<u>1,450.00</u>

Major 03, Congregation Outreach	<u>2,875.00</u>	<u>1,450.00</u>
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Major 04, Support Ministries

Minor 00, Support Ministries

02 - Offering Envelopes	356.42	400.00
03 - Office Supplies	258.90	1,500.00
04 - Postage	825.00	500.00
05 - Other Parish Admin. Exp.	0.00	0.00
06 - Office Equipment/Repair	416.11	1,000.00
07 - Internet/Website	1,871.83	1,500.00
08 - Synod Assembly Expenses	0.00	400.00
21 - Church- Utilities	9,553.06	13,000.00
22 - Church Maintenance	4,514.07	5,000.00
23 - Growing in Faith Mortgage	10,267.00	9,372.00
25 - Snowplowing/Lawncare	2,400.27	3,000.00

	26 - Prop/Liability Insurance	5,665.00	4,500.00
	27 - Church Telephone	1,558.94	1,400.00
*	28 - Parsonage Utilities	0.00	0.00
*	29 - Parsonage Maintenance	0.00	0.00
*	31 - Parsonage Telephone	0.00	0.00
	32 - Fund Raising Expenses	1,597.62	0.00
	Minor 00, Support Ministries	39,284.22	41,572.00
		<hr/>	<hr/>
	Major 04, Support Ministries	39,284.22	41,572.00
		<hr/>	<hr/>

Major 05, Staff Support

Minor 00, Staff Support

	01 - Pastor's Salary	21,326.47	36,327.00
	02 - Medical Reimbursement- Pa	0.00	0.00
	04 - ELCA Pension/Medical- Pas	9,595.68	36,400.00
	05 - Housing in Lieu of Equity	34,999.85	20,000.00
	06 - Pastoral Auto Allowance	508.57	1,200.00
	07 - Contin. Education-Pastor	0.00	900.00
	08 - Pastor FICA & Medicare	4,117.68	4,117.68
	09 - Office Manager	9,941.93	11,000.00
	10 - Custodian Wages	3,837.50	8,000.00
	12 - Organist Wages	2,805.00	5,500.00
	13 - Music Director Wages	1,825.00	4,800.00
	14 - Musician Wages	0.00	2,600.00
	16 - Employer - FICA	934.89	1,488.00
	17 - Employer - Medicare	218.77	348.00
	19 - Worker's Comp Insurance	1,009.00	1,500.00
	20 - Other Staff Related Exp.	0.00	200.00
	22 - Admin/Pulpit Temps	492.40	1,100.00
	23 - Conferences	0.00	500.00
	24 - Required Meetings	0.00	0.00
	25 - Prof Expenses/Publication	119.52	0.00
	Minor 00, Staff Support	91,732.26	135,980.68
		<hr/>	<hr/>
	Major 05, Staff Support	91,732.26	135,980.68
		<hr/>	<hr/>

Major 06, Non-Budgeted Expenses

Minor 00, Non-Budgeted Expenses

	01 - WELCA	76.00	0.00
	02 - Zion Coffee Fund	348.03	0.00
	03 - Building Improvements	0.00	0.00
	04 - Scholarship	0.00	0.00
	05 - Honorariums/Fees/Reimburse	0.00	0.00
	06 - Pasty Expenses	0.00	0.00
	07 - Landscaping	0.00	0.00
	08 - Mission Outreach Projects	0.00	0.00
	09 - Event and Trip Fund	0.00	0.00
	10 - Roof and Heating Project	0.00	0.00
	12 - ELCA Youth Gathering	0.00	0.00
	15 - Flowers	0.00	0.00
	18 - Books/Sales/Trips	0.00	0.00

89 - Miscellaneous In/Out	0.00	0.00
Minor 00, Non-Budgeted Expenses	<u>424.03</u>	<u>0.00</u>
Major 06, Non-Budgeted Expenses	<u>424.03</u>	<u>0.00</u>
Total Expense	137,926.02	185,377.68
Income less expense	-381.44	2,968.32

BALLOT January 31, 2021

CHURCH COUNCIL -THREE YEAR TERM (4 needed)

1. Vicky Holm
2. Lynn Rochon
3. Anthony Anderson
- 4.
- 5.
- 6.
- 7.

NOMINATING COMMITTEE – 1 YEAR TERM – non-consecutive (3 needed)

1. Aine Merrill
2. Donald Anderson
3. Anthony Anderson

AUDIT COMMITTEE – 1 YEAR TERM (3 needed)

1. Karen St. George
2. Christel Lewis
3. Donald Anderson

ANNUAL SYNOD ASSEMBLY REPRESENTATIVES

(1 YEAR TERM – 1 male and 1 female needed)

- 1.
- 2.

CONFERENCE ASSEMBLY DELEGATES (In October or to be announced)

(YEAR TERM – 1 male and 1 female recommended)

- 1.
- 2.