



ANNUAL REPORT 2022

MT. ZION LUTHERAN CHURCH

ANNUAL MEETING MT. ZION LUTHERAN CHURCH

Pastor Carolyn Staats
February 5, 2023
(For the year ending December 31, 2022)

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Annual Report and Thank You! From Bishop Laurie Skow-Anderson January 2023

Dear Pastors, Deacons, SAMs, lay leaders, members and friends of the Northwest Synod of Wisconsin,

Happy New Year! Did you make a New Year's resolution? I wonder what would happen if entire congregations or even if the whole church council would make a New Year's resolution together. What would it be? What might be a God pleasing, faithful New Year's resolution for you, personally? Your church? Your church council?

What is your congregation's
New Year's Resolution?

Maybe the New Year's resolution might be to begin every church meeting in the next year by asking a God question like, "I wonder, what does God want us to accomplish in this meeting today? How might what we do in our meeting today please God and be faithful to our baptismal

promises?" As someone once famously said, "The main thing is to keep the main thing the main thing. The main thing is Jesus." What if our New Year resolution is to repeat that phrase before every meeting?

As a synod, we are good at New Year's resolutions, or at least we always have resolutions at our synod assembly! This year our synod resolution will be to learn more about our indigenous neighbors. Jesus said that the main thing, the greatest commandment was to love God and love our neighbors. On Monday, January 23 we will be learning from our Ho-Chunk neighbors from Black River Falls at our Winter Theological Gathering *Rebound: Unsettled History-Hopeful Future* at Luther Park in Chetek. Click here to register. [Northwest Synod of Wisconsin | Winter Theological \(nwswi.org\)](https://nwswi.org/winter-theological-gathering)

At the synod assembly on April 29 our theme is *Rebound: From Worry to Wonder*, there will be resolution that will come before the assembly encouraging every congregation to learn about their indigenous neighbors and write their own land acknowledgement and include it on their website and welcome statements in their bulletins. What if your congregation's New Year's Resolution was to learn more about your neighbors and discover new ways to love them?

Our synod's New Year's resolution is to love our neighbors by learning more about our indigenous neighbors and encouraging congregations to write and use land acknowledgements.

What is a land acknowledgement?

It is formal statement that a public event is taking place on land originally inhabited by [indigenous peoples](https://en.wikipedia.org/wiki/Indigenous_peoples). (Wikipedia) This

statement recognizes and respects Indigenous peoples as the traditional stewards of the land and the relationship that exists between them and their traditional territories. Here is the link to our synod's land acknowledgment. [Northwest Synod of Wisconsin | Land Acknowledgement \(nwswi.org\)](https://nwswi.org/land-acknowledgement)



Synod staff update: In this new year there will be a new synod minister. Pastor Diane House will begin her call as our synod's new Director for Evangelical Mission (DEM) on January 9. We will officially welcome her at Winter Theo. We will miss Pastor Erin Nelson, but wish her well in her endeavor as owner of The Purple Tree, an eco-justice business in Hudson.

I am truly grateful for your prayerful and financial support of the work we do together as the Northwest Synod of Wisconsin. Thank you for your partnership in the gospel of Jesus Christ so that the next generation will come to know and love Jesus and all generations will experience God's forgiveness and grace in their lives. Thank you for all the ways you are supporting Bible Camps, Lutheran Campus Ministry, Neighbor-to-Neighbor, Malawi, Lay school, Seminarians, Youth Gatherings, Justice Teams, World Hunger Appeal, Lutheran Social Services, Lutheran World Relief, Synod Ministers, Call processes, Area Strategies, Faithful Innovation and all the other work we do together in Jesus' name. Thank you and Happy New Year.

Bishop Laurie Skow-Anderson



A prayer for the New Year:

Eternal God, you have placed us in a world limited by space and time. In this new year, protect us from all the distractions and help us focus on the main thing, the transforming work you have done through Jesus. Grant that we may know your presence, see your love at work, and be strengthened by it to do what is most important; to love you and to love our neighbors. Help us to find joy in this life of faith, and invite

others to walk in the way of Jesus Christ our Lord, **AMEN**

Introduction to the NWSWI Land Acknowledgement: *Let us acknowledge that we are on the ancestral homelands of indigenous peoples of the Council of Three Fires including the Ho-Chunk, Menomonee, Dakota, and the Anishinaabe (or Ojibwe) which includes the Bands of Red Cliff, Bad River, Fond du Lac, Lac Courte Oreilles, Lac du Flambeau, Mille Lacs, and St. Croix. Each of these Nations and Bands is unique and sovereign. We are grateful to their ancestors for their deep commitment to caring for the land.*

**Calendar
of
upcoming
synod
events--
for more**

information

<https://nswwi.org/home/calendar?sapurl=LyttYzg5L2xiL2NhLyszMnN0bnc0P2VtYmVkImJyYW5kaW5n>

January 23 Winter Theological Gathering, Luther Park, Chetek

February 11 Christ Jam Middle school Youth Gathering, Bethany Rice Lake

February 15 Due Annual Reports to Bishop, Mission Support, Reports A & C.

March 11 Walking Together, synod wide learning event, Bethany Rice Lake

March 15 Resolutions for Synod Assembly deadline

March 12-18 YA trip to Pine Ridge

March 18-25 YA trip to New Mexico

April Youth Advocacy Day

April TBD Pre Assembly Forums on Zoom

April 29 Synod Assembly, Bethany Rice Lake

July 17-20 Rostered Ministers Gathering Phoenix AZ

July 24-27 TriSynod Sr. High Youth Gathering UW River Falls

Aug 4-20 Synod Trip to Malawi

September Fall Ministry Retreat Heartwood

November 1-6 Synod Civil Rights Pilgrimage

January 8-17, 2024 Synod Trip to the Holy Land

PASTOR'S REPORT

Dear good people of Mt. Zion,

It is such a joy to be able to write to you all about this past year, 2022, for so many Spirit-led reasons. Though this past year held a lot of grief, change, and newness, we as a church community have come through it in a healthy and hope-filled way. I am so grateful for all the ministry that continues to happen and grow here at Mt. Zion, and for the opportunity to continue to serve you and the Hudson community as pastor.

Some highlights of this year included our life of worship. Beginning on Ash Wednesday in March of 2022, we were officially able to live stream worship services online, praise be to God! Thank you to everyone who was part of the technology committee and group who helped to make that project possible. I appreciate all of your feedback on how well the online services are going, and for all the viewership we continue to have online. The Word of God is being proclaimed in so many homes and hearts! We also had one in-person Sunday service each week which felt like a community coming home in many ways this year - it's always a joy to lead you all in worship and make those holy connections in person.

Another worship highlight from 2022 was my ability to lead Holy Week worship in person with you all for the first time since I began this call! It's wild to think I'm in my fourth year of ministry with you all, and it's taken until this past year to be able to proclaim the crucified and risen Christ live in our church building. I gave First Communion to six fifth graders at the rail on Maundy Thursday, and seeing them serve their families was incredibly special. I will also never forget the joy of that Easter morning, it felt like new life in a whole new way.

In continuing with the joy of worship this year, I had a year full of administering the sacraments! I baptized four beloved children into the body of Christ and mission we share, and enjoyed meeting with each of the families for some baptism education ahead of the services. Those four children are Jack Owens, Walker Willey, Jordan Wallin, and Grayson Schroeder. I had the joy of officiating the wedding of Jake and Christine Kramlinger, and providing them with premarital counseling as well.

Also in the realm of pastoral care is the holy and hard work of walking alongside folks in the midst of death and grieving. I provided many pastoral care visits over the course of the year, in homes, hospitals, and care facilities, and continued care through emails, calls, texts, and pretty much every form of communication possible. I officiated the funerals of Jackie Anderson, Gene Stahnke, Lee Halberg, Laura Bowman, and Bill Olson. I also unfortunately contracted COVID in July of this year, and I am so grateful for the kindness and care you all showed me during those difficult few weeks.

I continued to serve as Dean of the St. Croix Valley Conference this year, the smaller geographic area within our synod to which Mt. Zion belongs. I had the honor of meeting ELCA Presiding Bishop

Elizabeth Eaton in January, and served the conference as a clergy voting member to the Churchwide Assembly in Columbus, OH this August. I attended a number of continuing education events with our synod, including monthly conference colleague meetings, Winter Theological, Synod Assembly, the last portion of the Intercultural Development Inventory (IDI) training, my last First Call Theological meeting, Boundaries Training, the Fall Ministry Retreat, and preparation meetings for Churchwide Assembly. I also continued to serve on the Board of Directors for Luther Point Bible Camp, attending quarterly meetings and the annual meeting, as well as personnel committee meetings, on which I currently serve.

Another joy of mine in this call is the opportunity to teach folks of a variety of ages. We switched the Confirmation schedule a bit this year, so I got to confirm two groups of students, one group of six in May and one group of two in October. I so enjoy teaching the kids, and often the adults who come alongside them too. I also continue to meet with the weekly Wednesday morning Bible Study group and write twice-monthly discussion guides for the Thursday small group.

The teaching and learning elements of my call here go beyond just formal classes - I continue to learn and grow with you all in various committee work too. I had the joy of meeting regularly with the executive, worship and music, Christian education, outreach, wilderness, finance, capital campaign, nominating, and other committees, as well as the Church Council every second Tuesday, over the course of the year. Thank you for all the ways you continue to serve and minister in this beloved community!

It is truly a joy and an honor to continue to serve with and alongside you all here at Mt. Zion. Thank you for continuing to spread the light and joy of Christ in thought, word, and deed, and I look forward to another ministry-filled, Spirit-led, exciting year with you all!

May the joy and peace of Christ be yours,

Pastor Carolyn

PRESIDENT'S REPORT

Mt. Zion Congregation,

2022 was a year with continued challenges on several fronts that with the leadership of Pastor Carolyn, the church council and boards, the dedicated church staff and of course all of you, we successfully navigated and in my view came through even stronger than in the previous year.

The staff has continued to operate successfully as we continued to open up and return to a “new normal” as the COVID-19 pandemic has changed various protocols and affected how we deliver services to the congregation and community.

The church council remains strong and nimble, leading through and addressing their responsibilities with creativity and positivity. They have been a pleasure to work with and have served the congregation with grace and humor.

The Executive Committee made up of the Pastor, president and vice president met monthly and completed the Staff (Employee) Handbook and has a plan to bring more structure to the staff regarding duties and expectations to ensure that we are responsive to the needs of the staff while giving more structure to job descriptions, feedback opportunities and an annual review.

The Technology Committee successfully developed a plan to upgrade our Audio and Video capabilities. The plan was implemented this year giving us the ability to have an enhanced worship experience whether in the sanctuary or remotely online.

The council elected to create a Sanctuary Exploratory Committee to address the sanctuary physical foundation issues that were uncovered this year. This committee has done great work to understand the current issues to solve for, and with the input of outside firms, will be presenting a recommendation to the congregation on how best to move forward addressing the immediate and long term needs of the church building.

Our church remains strong. Though we have lost members, we have also gained members, remaining roughly at a consistent membership level over the last three years.

The future is bright for Mt. Zion. This is due to our faithful and dedicated membership and leadership. I have been honored to serve in various capacities over the last four years, and I thank my predecessor, Judy Meincke for her invaluable help and mentorship, as well as Pastor Carolyn for her insightful leadership under what can only be described as an unprecedented first Call for her. The church and council will be in great hands as Vice President Andrea Dreier takes over in February. I am excited for what the future holds for Mt. Zion in 2023!

Respectfully,
Scott Johnson, President

CONGREGATIONAL MEETING FEBRUARY 6, 2022

Sunday, February 6, 2022 President Judy Meincke welcomed everyone and called the meeting to order at 10:08am in the Fellowship Hall and via Zoom. Robin Arneson was monitoring the Zoom aspect of the meeting. President Judy asked any speakers to state their full names to assist the secretary with her task.

President Judy called upon Pastor Carolyn Staats to lead an opening prayer.

President Judy asked for any additions or corrections to the agenda. Seeing none, President Judy asked for a motion to approve the agenda as printed. There were sound difficulties with Zoom, but Robin was able to trouble shoot and fix it. Then the motion was voted on to approve the agenda as printed on the website or handed out at the meeting. Joan Christopher/Andy Yarrington
Moved/Second/Carried

President Judy asked for approval of the Congregational meeting minutes that are contained in the 2021 Annual Report. Congregational meeting minutes from February 7, 2021 September 19, 2021 and November 21, 2021. Linda Letourneau/Lola Scott Moved/Second/Carried.

President Judy went through the reports and asked for any questions during that time to ask and the responsible person would try to answer the question.

Board for Outreach, Karen McConville stated there is still time to order a Mt. Zion sweatshirt through next Sunday, February 13.

Boy Scout report President Judy stated Mt. Zion joined with Bethel 92 years ago and started Scout Troop 140.

After going through all the reports, President Judy asked for a motion to approve the 2021 Annual Reports. Andrea Dreier/Sarah Yarrington M/S/C

President Judy read off the names for the 2022 Church Council and support committees as submitted by the Nominating Committee which consisted of Chair, Linda Letourneau, Renee Eickstadt, Andrea Dreier, Gina Runck, and Sarah Schletz, who did not serve due to newborn,

Vice-President	2-year term	1-year as VP & 2nd year as President	Andrea Dreier
Board of Christian Education and Activities	2-year Term		Kirsten Erickson
Board of Finance	1-year Term		Mic Hansen
	2-year Term		Paul Melzer
Board for Outreach/Social Ministry	2-year term		Linda Letourneau
Board for Property	2-year Term		Dennis Saathoff
Board of Worship and Music	1-year Term		Olive Olson
	2-year Term		Cindy Beckman
Youth Deacon	1-year Term		Marnie Zea

Delegates to 2022 Synod Assembly

Daryl and Katie Jones

Nominating Committee	1 year left Chair	Renee Eickstadt
	2 years left	Gina Runck
	2 years left	Sarah Schletz
	3-year Term	Tracy Oswald
Audit Committee	1 year left	Aaron Adams
	2 years left	Karen Gustafson
	3-year Term	Kathy Opland

President Judy asked 3 times if there were any more nominations. Hearing none, she asked for Nominations to be closed. So moved by Joan Christopher/Andy Yarrington M/S/C

President Judy asked to accept the nominees as presented. Craig Gustafson/Deb Tonsager M/S/C

Comments for Good of the Community

President Judy Meincke congratulated everyone and thanked everyone for their leadership this past year! President Judy praised the wonderful staff of Mt. Zion. Pastor Carolyn, Craig Gustafson and Deb Tonsager recording services every Thursday for almost two years! Financial Secretary, Joan Christopher who has been serving Mt. Zion for decades. Treasurer, Robin Arneson, who is also a Cantor, co-chairs the Habitat Mission Trips with Mark Arneson, chairs the Milestone Ministry and is our Zoom coordinator. President Judy also thanks Katie Jones for being the Council Secretary, congregation representative for Thrivent, changing the outdoor sign with Daryl and other outreach activities. President Judy brought to the attention of the congregation of how Andy Yarrington researched refuse haulers and discovered we could change haulers and save over \$6,000 a year! Andy was also instrumental on the Technology Committee in sharing his knowledge and again research to find the best technology available for our live streaming needs.

Deb Tonsager said she had stopped into the church one day and the Girl Scouts were meeting. The leaders expressed their grateful appreciation for being allowed to use the building again. They also said they would be happy to do some service work for Mt. Zion.

Earl Monson requested we make plans to compile a new pictorial directory. President Judy replied that was the plan for our 125th year, but Covid placed those plans on hold. It will have to be revisited.

Karen McConville called attention to the Finance report that stated even more Intent Cards had been received since the November Budget Meeting with now \$182,000 for the estimated giving instead of the \$167,000 that was known in November.

Paul Anderson stated that he would still like the picture of Jesus to be somewhere else than the stairwell. President Judy reminded him of their discussion about the picture: she will do some research on the picture and have a plaque made explaining the picture.

Pastor asked for an applause for Robin for all she does.

Craig Gustafson announced to the congregation the organ is obsolete now. There are no parts nor is there anyone that can fix it if anything goes wrong. He did find the original bill of sale and it was to Richard Gustafson, his dad! Craig's research came up with a comparable organ that will be around \$30,000 today. There is \$10,000 in the organ fund. There is also a piano that is available for free to anyone who will move it from the Lower Level.

Katie thanked President Judy for her years of service, especially during these unprecedented times of Covid.

President Judy then announced the full 2022 Church Council: President Scott Johnson, VP Andrea Dreier, Christian Education and Activities Jaclyn Metz Thorson and Kirsten Erickson; Outreach Karen McConville and Linda Letourneau; Worship and Music Olive Olson and Cindy Beckman; Finance Mic Hansen and Paul Melzer; Property Jeff Magnuson and Dennis Saathoff; Youth Deacon Marnie Zea; Financial Secretary Joan Christopher; Treasurer Robin Arneson, Secretary Katie Jones with spiritual leader, Pastor Carolyn Staats.

President Judy then entertained a motion to adjourn. Karen McConville/Joan Christopher M/S/C
Congregational Meeting adjourned at 10:42pm with the Lord's Prayer.

Thirty-nine in person and 6 via Zoom for a total of 45 in attendance, which is a quorum.

10% of 282 Adult Baptized Members = 28 needed.

Respectfully submitted,
Katie Jones
Council Secretary

Congregation Meeting, Sunday, November 13, 2022

Sunday, November 13, 2022, President Scott Johnson welcomed everyone and called the meeting to order at 10:36am in the Fellowship Hall and via Zoom. President Scott asked Pastor Carolyn Staats to lead us with an opening prayer.

President Scott made sure everyone had a copy of the proposed Budget. President Scott reminded any speakers to state their full names to assist the Secretary with her task. Also to the members via Zoom, to unmute themselves if they want to speak. President Scott thanked Robin Arneson for managing Zoom.

President Scott then asked for a motion to approve the agenda, the budget for 2023. Einar Hanson/Joan Christopher
Moved/Second/Carried.

2023 Budget Review President Scott then called upon Mic Hanson, from Board of Finance, for the presentation of the 2023 Ministry Budget.

Mic explained how the budget was developed and how much the committee worked to prudently look at all the expenses. During previous Capital Campaigns, a contingency fund was formed. This was in case funds are needed.

Mic Hanson presented the proposed budget as \$204,281.97

Estimated giving for 2023 including the challenge match is \$182,018.00. According to our constitution, we are allowed to add 5% to the budget. This amount would be \$9,100.90. With the estimated giving and the 5%, we may need to draw up to \$13,163.07 from the contingency fund to meet the budget. Last year the contingency fund was \$20,000

Mic went through the budget and said the Pastor's salary and benefits are set by the Synod. An increase of 3% was given to all staff.

General Expenses are based on what was spent up to date in each category in addition to known upcoming expenses. Insurance was significantly increased as it was way under budget.

Christian Witness is based upon current spending and up to date in each category.

Earl Monson asked about the gas for Pastor as car expense was lower. Pastor replied that many meetings have been by Zoom this year so her travel has been minimal.

Bob Beckman asked if the numbers are actual or budgeted. Mic answered budgeted.

Einar called the Question. Mary Ellefson seconded the motion. President Scott asked for vote. M/S/C Discussion followed.

Kathy Hunter asked where the Contingency Fund came from.

Robin replied the money came from 3 Capital Campaigns ago when extra funds were raised.

President Scott entertained a motion that we, as a congregation, accept the proposed 2023 Budget providing that Mt. Zion Finance Committee utilize the Contingency Funds when necessary to maintain a balance. Lola Scott/Paul Anderson M/S

President Scott asked for a voice vote on the motion. Adding the Zoom vote to the voice votes, it was carried.

Then President Scott called upon Andy Yarrington of the Sanctuary committee for an update. It is comprised of Andy Yarrington-Chair, Dennis Saathoff-co-chair, Cindy Saathoff, Jim Letourneau, Einar Hanson, Craig Gustafson, Mark Arneson and Jim Johnson.

A power point presentation showed the pictures of the erosion of the block foundation due to the improper drainage. A stop-gap fix was done this fall around the foundation.

The hail damage from the storm involved the siding and the roof. The windows are all rotted around the frames. It was brought up there is no insulation in the roof. Background on the church was given. The building was destined for a warmer state, but that congregation could not come up with the money, so the company contacted this church to see if we wanted the building and an affirmative reply was given. Thus, this church with no insulation in the ceiling.

The Sanctuary Committee is researching the cost of doing the repairs versus a remodel. Cost of a new sanctuary is being researched. The committee will keep the congregation updated.

Dennis Opland asked if any numbers could be shared at this time. Craig Gustafson replied not yet.

Dennis also asked if the committee will wait until February.

Craig answered should have information before then to share with the congregation.

Einar Hanson announced there will be a survey going out to the congregation asking about what is the priority of the congregation.

Earl Monson was wondering if the church will fall down.

Craig replied not sure.

Paul Anderson asked if there is another contractor for a bid.

Craig answered there is more than one already.

Bob Beckmen asked about insulating the roof.

Craig replied the committee is looking at insulating the roof when the new shingles are applied.

Mary Ellefson asked if the insurance will cover everything.

Einar replied no.

Deb Miller asked the amount from the insurance company.

Einar answered \$96,684.00

Einar Hanson said come February, the committee should have a better idea of the best outcome for the building to share with the congregation.

Steve Gerdt asked where would the congregation meet if the decision is to remodel?

Craig said that is a decision for later should that be needed.

President Scott Johnson then entertained a motion to adjourn. Joan Saathoff/Lola Scott M/S/C

Congregational Meeting adjourned at 11:06am with the Lord's Prayer led by Pastor Carolyn.

43 are present in the Fellowship Hall and 1 on Zoom which is a quorum. 10% of 274 Adult Baptized Members = 27 needed.

Respectfully submitted,

Katie Jones, Council Secretary

FINANCIAL SECRETARY'S REPORT

2022 REVENUES

GENERAL FUND

Member Offerings	\$129,682.50
Loose Offerings	2,895.50
Special Offerings - Lent, Easter and Christmas,Etc.	11,591.00
Prepaid 2022	47,452.75
SUB TOTAL	\$191,621.75
Sunday School	342.25
Transfers From Grant,Prepayment and Capital	150,589.78
Designated Offerings	7,058.12
Reimbursements	1,296.66
TOTAL GENERAL FUND RECEIPTS	\$350,908.56

YOUTH GRANT FUND - MONEY MARKET

Member Offerings	\$ 2,048.62
Gertens	1,474.32
Interest	1.47
TOTAL	\$ 3,524.41

YOUTH GRANT FUND - MISSION INVESTMENT

Interest	\$ 337.40
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MEMORIAL FUND

Memorials	\$ 2,615.00
Interest	4.90
TOTAL	\$ 2,619.90

CAPITAL FUND

Capital Fund 2022	\$ 73,421.08
Capital Fund 22 &23 Prepaid	5,500.00
Interest	17.38
TOTAL	\$ 78,938.46

PREPAYMENT OR HOLDING ACCOUNT

Roof	58,145.24	
Habitat	5,404.26	
Sr. Choir	457.00	
Prepay 2022	40,023.10	
Prepay 2023	5,000.00	
Luther Point	405.00	
Commons	527.44	
Interest	86.41	
VBS	40.00	
TOTAL		\$ 110,088.45

WELCA \$ 204.00

HUMAN NEEDS \$ 665.00

LUTHER POINT \$ 48.00

CAPITAL APPEAL 2022	\$ 76,438.46
CAPITAL APPEAL 2021	78,343.30
CAPITAL APPEAL 2021	101,613.40
INTEREST MIF	321.56
TOTAL	\$256,716.72

100.05% OF THE THREE YEAR CAMPAIGN OF \$256,581.00

MISSION INVESTMENT LOAN \$316,524.25

GRANT FUND MISSION INVESTMENT \$81,452.39

ESTIMATED REVENUES FOR 2023

75 INTENT CARD GIVING	\$ 130,942.00
ESTIMATED GIVING	23,480.00
TOTAL	\$ 154,422.00
LOOSE OFFERINGS	3,500.00
SPECIAL OFFERINGS	12,500.00
MATCHING	12,500.00
TOTAL ESTIMATES FOR 2023	\$ 182,922.00

THREE YEAR CAPITAL CAMPAIGN	\$205,394.00
PREPAID 2023	5,500.00

Mt Zion Lutheran
Income and Expense Statement
2022

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	Current Period	Current Budget	Year to Date	Year to Date Budget	YTD Budget Percentage
EXPENSES					
PASTOR					
Housing	\$1,950.00	\$1,069.32	\$23,400.00	\$12,832.50	182.35%
Pastor Salary	2,683.96	3,564.62	32,670.02	42,775.00	76.38%
Portico	2,030.72	1,756.00	24,368.64	21,072.00	115.64%
Car Expense	0.00	125.00	410.00	1,500.00	27.33%
Education/Meetings	0.00	100.00	850.32	1,200.00	70.86%
FICA Equivalent	354.50	354.50	4,254.00	4,254.00	100.00%
Pastor Phone	50.00	50.00	600.00	600.00	100.00%
Subtotal Pastor	7,069.18	7,019.44	86,552.98	84,233.50	102.75%
<i>Budgeted</i>	7,069.18	7,019.44	86,552.98	84,233.50	102.75%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
STAFF SALARIES					
Administrative Secretary	1,302.82	1,302.80	15,633.84	15,633.71	100.00%
Financial Secretary	296.96	296.97	3,563.52	3,563.53	100.00%
Organist	1,517.00	1,516.96	18,204.00	18,203.96	100.00%
Sr. Choir Director	218.87	218.92	2,626.44	2,626.49	100.00%
Treasurer	247.35	247.35	2,968.20	2,968.20	100.00%
Pulpit/Organist Supply	0.00	83.37	1,005.00	1,000.00	100.50%
Payroll Taxes	274.11	274.13	3,289.50	3,290.00	99.98%
Subtotal Staff Salaries	3,857.11	3,940.50	47,290.50	47,285.89	100.01%
<i>Budgeted</i>	3,857.11	3,940.50	47,290.50	47,285.89	100.01%

Mt Zion Lutheran
Income and Expense Statement
2022

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	Current Period	Current Budget	Year to Date	Year to Date Budget	YTD Budget Percentage
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
GENERAL EXPENSES					
Administration	32.00	291.63	1,303.04	3,500.00	37.23%
Church Maintenance	595.37	1,101.63	11,833.62	13,220.00	89.51%
Church Telephone	279.08	266.63	3,269.59	3,200.00	102.17%
Church Utilities	1,192.72	1,500.00	18,622.32	18,000.00	103.46%
Insurance	588.21	475.00	6,747.33	5,700.00	118.37%
Office Copier	1,030.31	416.63	5,045.52	5,000.00	100.91%
Technology	15.81	166.63	3,046.22	2,000.00	152.31%
Custodian	421.20	458.37	5,054.40	5,500.00	91.90%
Subtotal General Expenses	4,154.70	4,676.52	54,922.04	56,120.00	97.87%
<i>Budgeted</i>	4,154.70	4,676.52	54,922.04	56,120.00	97.87%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
CHRISTIAN WITNESS					
Benevolence -ELCA	141.67	141.63	1,700.03	1,700.00	100.00%
Christian Ed & Youth	0.00	150.00	1,387.72	1,800.00	77.10%
Designated Benevolence	0.00	56.63	675.00	680.00	99.26%
Social Outreach Ministry	917.75	166.63	2,218.70	2,000.00	110.94%
Stewardship	67.88	35.38	1,013.28	425.00	238.42%
Student Grants	0.00	17.69	212.50	212.50	100.00%
Worship & Music	854.53	177.12	3,530.11	2,125.00	166.12%
Youth	175.80	35.38	493.01	425.00	116.00%
Subtotal Christian Witness	2,157.63	780.46	11,230.35	9,367.50	119.89%
<i>Budgeted</i>	2,157.63	780.46	11,230.35	9,367.50	119.89%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER EXPENSES					
Non-Budget/Pass-through	1,465.79	0.00	51,906.72	0.00	0.00%
Gift of Gratitude	900.00	0.00	1,200.00	0.00	0.00%
Transfers to MIF	49,000.00	0.00	104,500.00	0.00	0.00%
Subtotal Other Expenses	51,365.79	0.00	157,606.72	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	51,365.79	0.00	157,606.72	0.00	
TOTAL EXPENSES	68,604.41	16,416.92	357,602.59	197,006.89	181.52%
<i>Budgeted</i>	17,238.62	16,416.92	199,995.87	197,006.89	101.52%
<i>Non-Budgeted</i>	51,365.79	0.00	157,606.72	0.00	
EXCESS INCOME/EXPENSES	\$26,908.53	-\$1,185.80	-\$22,511.28	-\$14,233.89	158.15%
<i>Budgeted</i>	3,111.38	-1,185.80	-56,153.87	-14,233.89	394.51%
<i>Non-Budgeted</i>	23,797.15	0.00	33,642.59	0.00	

Board for Christian Education and Activities

Jaclyn Metz Thorson and Kirsten Erickson (co-chairs of the Christian Education and Activities Committee) would like to thank everyone on the council and the congregation who donated their time to Christian Education activities this year. We appreciate you all so much!

Sunday School: Christian Education for three-year-olds through Middle School

Superintendent: Angie Adams

Sunday school was back to being in person both in the spring and the fall. Angie Adams leads the younger children and Aaron Adams leads the middle school youth. Bible stories, games, and crafts are all part of the fun. The Christmas Program was back again this year after taking a hiatus during more intense Covid times. The children told the Christmas story through song and a little dancing too!

Change for Change (coins gathered in small buckets by the children right after the Children's Sermon) is also organized through Angie Adams. Enough money was gathered this year to buy 25 hams and 25 turkeys to donate to the Hudson Food Shelf!

In addition to Sunday school, other activities were once again planned throughout the year for our youth. There were three youth nights held where some of the older youth members had a chance to play games, do crafts and eat snacks. During the summer, there was a car wash to benefit Feed My Starving Children as well as sandwich making (through the "Sandwich Project") that made over 200 sandwiches for the Groveland Food Shelf. In August, Christian Education worked with the worship team to hold an all-church picnic at Glover Park. During Halloween, Trunk or Treat was held for its second consecutive year in the church parking lot, where costumed youth gathered treats and voted on the best-decorated trunk.

Vacation Bible School:

Vacation Bible School made a comeback this summer. Luther Point did not have a Vacation Bible School program this year as it has in years past, so it was organized in-house by Jaclyn Metz Thorson, who relied on church volunteers to make it happen. Held in July, twenty- one kids enjoyed three days of singing, crafts, snacks and outdoor water fun.

Mt Zion Grant Committee:

Angie Adams, Robin Arneson & Anna Peterson were on the committee that recommended awards to the council. \$2,010 in grants will be given in January 2023 to six college students to aide in their studies.

Confirmation:

Pastor Carolyn continues to lead confirmation for students in 4th through 9th grade. Special thanks to those that have agreed to be mentors to the confirmation students this year and in years past!

Confirmation was held on October 30th this year.

In addition to leading Confirmation, Pastor Carolyn began leading Bible late night this year. Bible late night is a fun and educational night for confirmation-age youth at Mt Zion.

Small Groups and Bible Study:

Pastor Carolyn continues to meet and facilitate small and large group bible study. Check the church calendar and/or the Weekly Word for dates and times of these meetings.

Milestone Ministries:

Milestone Ministries is led by Robin Arneson, and recognizes faith milestones in the lives of the youth of Mt Zion. A sampling of activities include handing out Bible story books to our one year old members, pillow case blessings with 2nd graders, and special blessings and key chains for 10th graders who recently received their drivers permit or license.

Thanks again to everyone who help the young (and the older!) church members learn and grow in their Christian faith.

Respectfully submitted,

Jaclyn Metz Thorson and Kirsten Erickson

Board for Outreach and Social Ministry Annual Report 2022

“Here we stand...in the freely given gift of Christ....compelled to reach out into the world.”

The Board for Outreach and Social Ministry celebrates the power of individuals to create change in our church, community, and the world and attempts to assist, equip and mobilize volunteers in support of these ministries. Many of the activities have had leaders and their enthusiasm for and dedication to these activities have been instrumental in making this a very fruitful year. Thank you **one and all** for participating by volunteering and contributing to these ministries in 2022.

Back pack Program- This program has changed and we are now collecting after school snacks in coordination with a school based program. Thanks to Eileen Wymer for spearheading this activity this year. She has decided to resign from this coordinator role. The program will be modified in 2023.

Second Mile Haiti- We have supported this Haiti based program for many years. Their needs have increased as the country has had a great deal of political turmoil and even basic needs have been hard to come by. The resourceful directors have managed to keep 2 facilities open in northern Haiti to deal with malnutrition and maternity care. Their accomplishments are many and I urge you to visit their website for details. We have raised money through a sweatshirt fundraiser, chili feed and silent auction, fellowship donations and a sustaining contribution from our committee's budget. We have sent 3 shipments of items to support their work containing blankets, small quilts, children's clothing and toys. This year the men's group made wooden cars and trucks!

Friday Food Redistribution at Cornerstone Church- Several Mount Zion members actively volunteer here. Cornerstone has developed a very efficient program to offer perishable foodstuffs to those in need, based at their 4th Street church, once the site of the original Zion Lutheran Church.

Hudson Food Cupboard- We are looking for someone to represent Mount Zion on the board of this organization, based in the lower level of St. Patrick's Catholic Church. We are grateful to Kendra Margl and Christine Jahns for their leadership in the past. Mount Zion volunteers man the food cupboard during November. There continues to be a bin for donations in the Commons and several opportunities to contribute through drives during the year. Mount Zion youth, through change for change and several Thrivent grants, provided frozen turkeys and hams during the holidays!

Habitat for Humanity- This year's mission trip was challenging, as the Houghton, MI chapter dates for the build were pushed back and many volunteers were unable to travel to the UP to do the actual work. We were however very successful in raising money to provide materials for the house through donations, events (think Easter breakfast) and grants. Able builders headed by Robin and Mark Arneson worked for a week. A quilt, composed of past trip tee-shirts was made for Ed Dombrock in appreciation of his many years of support of Habitat.

Grace Place (a homeless shelter in New Richmond sponsored by the Salvation Army)- We provide the evening meal for folks in the shelter the 5th Monday of each month. Robin Arneson and Anna Peterson have coordinated collecting needed food items and delivery. We collected new pillows and purchased additional pillows through a Thrivent grant.

Fellowship- Linda Letourneau should have been a barista! She has kept us in coffee when the old system became problematic and found new equipment and supplies through Lakes Coffee. Every Sunday volunteers are sought to provide a simple snack for fellowship after the service. Donations are collected for various groups and ministries in the church.

Quilters- Judy Meincke and Linda Letourneau have been working to re-ignite this ministry. With the help of both young and old, they managed to sew 49 quilts for Lutheran World Relief. Anyone can get involved in the simple pinning, basting and tying.

Prayer Shawls- We are continuing to provide prayer shawls to those experiencing life challenges, loss or illness. Several have been given out to individuals this year. Anyone interested in receiving one should contact Pastor or Karen McConville.

Prayer Chain- Concerns can be emailed or phoned to the church office. A dedicated group of individuals will be contacted for prayers and names are included in the Weekly Word and prayers of the church at Sunday services.

Giving Tree- This year we collected items for 3 EP Rock families headed by single mothers. Tags were made by Laurie Johnson and placed on the Christmas tree in the Commons to indicate needs and wants of these families. Gifts were delivered to the school just before Christmas.

Red Cross Blood Drives- Our church secretary, Anna, coordinated with the Red Cross to host blood drives every 2 months. Volunteers helped register donors, set up the fellowship hall and reconfigure it following the events. We have some regular donors amongst our congregation. Thank you!

HOME meals- Free meal provided on the 1st and 3rd Thursday evenings at Bethel downtown location. 1745 meals were served in 2022, starting with to-go meals until April then in person. Mount Zion makes a monetary donation to provide the meals and seeks volunteers to help serve.

Turningpoint- A fundraiser was held in May to collect items for women and children who are victims of domestic abuse. A Thrivent grant rounded out our donation and covered diapers, wipes and feminine products.

I am sure that I have overlooked some of the seen and unseen outreach activities, as many of you quietly reach out to others in Christian love and fellowship. We hope that our church has been a vehicle to make lives better and display the love of Christ through us.

Hats off to Katie Jones for assisting Thrivent members to use their grant money for many of our activities, and her countless hours of volunteering in support of the Food Cupboard, HOME meals and Cornerstone Food Giveaway. In her own words, "Food is my thing".

Sincerely,

Karen McConville, Chair

Linda Letourneau, Co-chair

WORSHIP AND MUSIC COMMITTEE

Committee Members: Olive Olson (Chair) Kathy Opland (Co-Chair), Deb Tonsager, Craig Gustafson, Karen McConville, Robin Arneson, Deb Fristad, Cindy Saathoff, Carl Meincke, and Pastor Carolyn Staats

In 2022 the new technology in the sanctuary was installed for on line service every Sunday. Thank you Craig Gustafson for all your hard work in the set up and training the group of volunteers that keep us broadcasting every Sunday.

We were able to begin to worship in person and singing hymns again by the beginning of Lent.

- We re-introduced in person soup and sandwich on Ash Wednesday.
- 6 kids received their 1st Communion on Maundy Thursday
- Good Friday - Tenebrae Service – Service of Darkness
- We celebrated with 2 services on Easter Sunday and re-introduced in person Easter Breakfast

The committee worked together to replace and update the seasonal banners in the sanctuary. Thank you, Cindy Saathoff, for all your research and time spent to make this project a success.

- Replaced 7 banners for walls on each side of the altar.
- 1 red banner for the side walls.
- Purchased two banners for the outside of the building. Karen McConville and Cindy Saathoff did the research on the outside banners. There are plans for 2 more banners to be purchased in the near future.

On Rally Sunday we began to worship by singing our liturgy, re-introducing Pastor's Children's Sermon and Sharing the Peace.

This fall we purchased 136 "All Creation Sings" hymnals. All Creation Sings is a new, comprehensive song and prayer collection designed to supplement our ELW hymnals. This resource contains expansive hymns and liturgies that invite us to join our voices with God's whole creation. They will be introduced to the congregation during Lent.

There was much discussion concerning the hiring of a new Junior Choir Director. A new agreement was developed and there were discussions with two very strong candidates, however for personal reasons both had to decline. It was decided that Pastor Carolyn, Craig Gustafson, Deb Fristad and Deb Tonsager would work with our kids so they could sing during the Advent Season. We are continuing our search and are hoping to have someone installed by during the first quarter of the year.

Some of the highlights during the advent season:

- Decorating was done in stages to build anticipation.
- The theme was Prophets and Promises. The devotional booklet was well received.
- Choral Sunday was Dec. 11th.
- Authorization of the purchase of a portable PA system.
- Began using beautiful colored bulletin covers designed by Judy Klingsick

Like every year, the staff, committee and volunteers were challenged to find new ways to provide a rich and meaningful worship experience to the congregation for in-person and now remote viewing. The extra time and effort to coordinate and record these services takes a lot of teamwork and is truly appreciated. Our committee is very thankful for the many volunteers who oversee aspects of our worship and music experience at Mt. Zion:

- Those that provided the technical ability to record, edit and post services.
- Those that provided music and readings to enrich the worship experience.
- Those that took care of the banners/paraments/church decorating.
- Numerous member volunteers that help as hospitality leads, ushers, greeters, and Altar Guild members as we came back to our in-person services with new protocols.
- Chris Gustafson who coordinates Christmas flower sales and summer garden flower sales.
- Carol Gustafson assists with flower sales and waters the church flowers.
- Those that helped with the seasonal decorating and clean-up of the church.
- Those who makes our communion bread.
- Carl Meincke for taking the lead for summer music
- Anna Peterson who heads up the Easter flower sales and so many other day-to-day activities. She has been an invaluable part of our planning.

Our dedicated music and staff members work with the Pastor Carolyn to plan the services and coordinate music throughout the year for each Sunday service and for special services and events. Please take a moment to thank them for all the extra work they have managed this past year in providing both in-person and remote services:

- Craig Gustafson... Senior Choir Director
- Deb Tonsager... Organist and Pianist
- Anna Peterson... Secretary

A special thank you to the entire Worship & Music committee, your commitment to making Mt. Zion's worship experience meaningful has made my position as committee lead easy.

Respectfully,
Olive Olson

PROPERTY

Property Committee - 2022

Chair: Jeff Magnuson

Co-Chair: Dennis Saathoff

Property Committee Members:

Mark Arneson

Jim Letourneau

Jim Eral

Andy Yarrington

People in charge of a particular area of the ministry:

- Supplies: Jeff Magnuson
- Lawn Care: Tim Dreier
- Plowing: Phil Eng
- Snow Shoveling: Congregation sign up sheet
- Hosta Garden: Deb & Gary Hauschildt
- Inspections: Set by Chair

Annual Property Report:

The buildings and grounds are monitored on a frequent basis attempting to correct any deficiencies as they arise.

Recognition:

- I'd like to recognize and thank Dennis Saathoff for all his hard work & support on the Property Committee this past year!!!

Major activities:

- The heating and air conditioning units are serviced on a regular schedule and are in good condition. Completed the annual elevator inspection/testing and the fire inspection, both passed
- Submitted claim with St Croix Valley Ins (715) 386-5353 for hail storm damage in May
 - Received settlement for a full shingle replacement
 - Working with Shelter Craft as a potential supplier to repair the roof
- Received report/evaluation from Encompass Engineering Consultants for the sanctuary foundation
 - Recommendation that the foundation be repaired in 1-2 years
- Contracted Encompass Engineering Consultants to create specification for the foundation repair

- Requested quotes from four companies based on Einer Hanson – estimates with contingencies ranging from \$260,000 to \$307,000
- Andy working with another companies that are taking a different approach to the repair with estimates of \$150,000
- A Building committee was formed, chaired by Andy Yarrington, to investigate options for
 - Repairing the sanctuary and misc updates
 - Building a new sanctuary
- Dishwasher repaired by Dennis. Dennis is working to resolve a service call invoice, with no response from the service provider.
- Fall projects which included: add better visibility for the loft steps, increased the length of the loft rail to mitigate a trip hazard, caulked around doors & windows, and filled in holes and added water runoff mitigation around the foundation.

Task List:

#	Task	Date Added	Due Date	Status	Owner	Priority	Comments
12	Request to remove railing from choirs loft	03/03/22		completed		1	> 09/06/22: it was determined that removing the rail would not meet code - decision not to do
2	Front door crash bar allen head replacement	01/31/22		completed	Andy	1	> 01/31/22: Andy made appointment wit Lock Smith to change out
58	Office Scanner error	10/21/22		completed	Andy	1	> 01/03/23: issue fixed with the new copier/scanner
72	Investigate replacing the copier	10/21/22		completed	Andy	1	> 01/03/23: Andy secured a new copier/scanner lease that will save the church ~156/mon, ~9,360 over the five year lease > 12/06/22: Andy has negotiated a new copier/scanner lease
37	Fire dept inspection - illumination from south basement	05/04/22	06/08/22	completed	Dennis	1	
38	Fire dept inspection - exit signs shall be required to be self-luminous or internally or externally illuminated	05/04/22	06/08/22	completed	Dennis	1	
39	Fire dept inspection - sprinkler sys - missing cap on the FDC to the building	05/04/22	06/08/22	completed	Dennis	1	> 08/08/22: Dennis ordered part & will install when received
48	Sprinkler Inspection	05/04/22	07/11/22	completed	Dennis	1	> 07/11/22: completed & passed, done with the security
36	Fire dept inspection - completed & passed	05/04/22	07/11/23	completed	Dennis	1	> 07/11/22: inspection completed & passed
5	Correct time for the outside lights (in basement room)	02/08/22		completed	Dennis	1	> 03/03/22: corrected time settings
17	Remove projector screen in the chapel	03/03/22		completed	Dennis	1	
10	Water heater inspection/repair	03/03/22		completed	Dennis	1	> 03/08/22: hot water heater was fixed
20	Stain glass window light timer	03/04/22		completed	Dennis	1	> 03/04/22: Dennis updated the light timer
19	Dishwasher maintenance, not getting up to hot water temp	03/04/22		completed	Dennis	1	> 03/08/22: dishwasher was fixed
21	Hot water to sink wont stay warm	03/10/22		completed	Dennis	1	> 03/12: Dennis check all sinks and there is hot water
29	Encompass Engineering Services - foundation review	04/26/22		completed	Dennis	1	> 06/08/22: received report and recommendations to be completed in the next 1-2 yr's
35	fix front outside door - not able to shut	05/01/22		completed	Dennis	1	> 05/01/22: Dennis replaced a missing screw that didn't allow the door to shut
40	Water pressure regulator needed for the dishwasher	05/14/22		completed	Dennis	1	> 07/11/22: pressure gage installed
67	AC May storm damage review	05/19/22		completed	Dennis	1	> 10/04/22: AC inspected, no damage, recommended that the fins be combed
55	check all sink faucets	07/13/22		completed	Dennis	1	
66	Dishwasher investigation	08/01/22		completed	Dennis	1	> 12/06/22: Dennis replaced the last part needed & also updated the operating instructions - the dishwasher should be running as intended
46	Spec's for foundation repairs that are recommended to be completed in the next 1-2 yr's	06/08/22		completed	Einar	1	> 07/18/22: Einar work with Emcompass to develop repair spec's & recommendations for contractors that could do the

#	Task	Date Added	Due Date	Status	Owner	Priority	Comments
24	Smell in women's bathroom	02/14/00		completed	Jeff	1	> 04/05/22: Jim L recommended pouring water in floor drains - follow up with Cindy that odor/smell was gone
3	Order cleaning supplies for the cleaning company	01/31/22		completed	Jeff	1	> 04/05: purchased garage bags
6	Give Robin approval to pay Orkin \$112 invoice	02/06/22		completed	Jeff	1	> 03/04/22: sent Robin e-mail to pay the invoice
7	Fitzgerald Lawn Care Inc - confirm with them & Robin to start services	02/06/22		completed	Jeff	1	> 03/04/22: sent Robin e-mail confirmation to start the services
11	Tru-Lock & Security invoice \$390	02/10/22		completed	Jeff	1	> 03/04/22: gave Robin approval to pay
30	Instructions for dinning room TV use	03/08/22		completed	Jeff	1	> 06/14/22: placed instructions on wall next to the TV
31	Holder for dinning room TV remote & HDMI cable	03/08/22		completed	Jeff	1	> 06/14/22: installed hook for the 25' HDMI cable
26	Create a cleaning supplies list of what to purchase	04/05/22		completed	Jeff	1	
45	Vet concerns with cleaning service & the work that is being done	06/09/22		completed	Jeff	1	> 07/05/22: there is a laminated checklist that notes what needs to be done and what was done
76	Fix the mail box door	01/08/23		completed	Jeff	1	
41	Repair to smoke detector	05/17/22		completed	Jim L	1	> 06/07/22: new smoke detector received & installed
56	Water heater flushing	07/11/22	12/01/22	completed	Property	1	> 07/11/22: Dennis flushed heater
16	Add something to the loft area step for better visibility	03/03/22		completed	Property	1	> 10/04/22: work completed on Oct 2nd
28	Holder for hearing impaired devices	04/11/22		completed	Property	1	> 06/07/22: table now in place for the hearing devices & charger
32	Increase the length of the hand rail for the choirs loft	05/03/22		completed	Property	1	> 10/04/22: work completed on Oct 2nd
47	Eliminate possible trip hazard at the loft top left railing area	06/07/22		completed	Property	1	> 10/04/22: work completed on Oct 2nd
49	Elevator Inspection	07/05/22		completed	Property	1	> 07/11/22: annual inspection completed & passed, done with
50	Security inspection/annual check	07/05/22		completed	Property	1	> 07/11/22: Completed by Summit Fire Protection - passed
53	Annual elevator inspection	07/11/22		completed	Property	1	> 07/11/22: complete & passed
57	What is the Church guest network password?	07/11/22		completed	Property	1	> password: welovejesus
69	Caulk around the doors & window	09/06/22		completed	Property	1	> 10/04/22: work completed on Oct 2nd
70	Review & try to fix holes around the foundation	09/06/22		completed	Property	1	> 10/04/22: work completed on Oct 2nd
23	Handicap sign being covered	03/13/22		completed	Team	1	> 04/05/22: shouldn't cover any of the handicap signs - if
22	Clean hallway of fall & Christmas items	03/18/22		completed	Team	1	> 04/04/22: items cleared
59	fix leaking upstairs men's urinal			completed		1	> 07/11/22: done with other work Steiner did at the church
34	instructions for resetting the smoke detector alarm	05/03/22		completed	Jeff	2	> 10/04/22: code is 3 3 3 3
43	Property storage clean & organize	06/06/22		completed	Property	2	> 06/13/22: moved to a lower priority based on other tasks
8	Volunteers to assist with the new tech sys	02/08/22		completed	Tech Committee	2	> 04/05/22: close task - this was reviewed at the Mar property mtg

#	Task	Date Added	Due Date	Status	Owner	Priority	Comments
61	weed hostra garden & around the church	08/19/22		completed		2	
14	Fix shed door that is difficult to lock	03/03/22		completed	Jeff	3	> 06/13/22: resecured the hinges to lift the door up so that it will lock
68	Carpet cleaning	09/06/22		open	Dennis	1	> 01/03/23: Dennis to provide AB CAM with ~ square footage needed to be cleaned, will also check with other agencies
74	Fix the outside door bar lock/unlock with the set screw	01/03/23		open	Jeff	1	
75	Heating element for the furnace down spouts	01/03/23		open	Jeff	1	
77	Handicap accessible door	01/10/23		open	Building Committee	1	> 01/10/23: received request for handicap access for one of the front doors - recommend this be vetted as part of the Building Committee considerations
71	fix cable connection from the TV to the wall cable	10/04/22		open	Andy	2	
44	Create space in sanctuary for a wheelchair	06/07/22		open	Property	2	> 06/07/22: modify one of the pews to create a space for a wheelchair
73	Paint the outside step rails and post	01/03/23		open	Property	2	
25	Clean / declutter / organize church	02/14/00	06/30/22	open	All	3	> 04/12/22: discussed at the Council mtg to have ea group organize their areas
25	Clean / declutter / organize church	02/14/00	06/30/22	open	All	3	> 04/12/22: discussed at the Council mtg to have ea group organize their areas
33	Organize the basement music room	05/03/22		open	Craig	3	
4	Brighter lights in the choirs loft - for Deb by organ	01/19/22		open	Building Committee	3	> 01/10/23: consider this improvement in the building updates > 10/02/22: decision to hold off on update
13	Ability to reach specific people at the church and option to leave a voice mail vs being connected to the secretary and general voice mail box	03/03/22		open		3	> 06/07/22: Jeff to work with Anna for our phone service provider > 06/07/22: The Tech Committee isn't involved with the phone
42	Rood & siding damage St. Croix Valley Ins	05/26/22		open	Building Committee	3	> 12/06/22: moved to a lower priority pending a decision from the Sanctuary Committee
62	Foundation est from Paragon Builders MN	08/01/22		open	Mark A	3	> 12/06/22: moved to a lower priority pending a decision from the Sanctuary Committee
63	Foundation est from Saba Construction	08/01/22		open	Mark A	3	> 12/06/22: moved to a lower priority pending a decision from the Sanctuary Committee
64	Foundation est from Construct-All	08/01/22		open	Mark A	3	> 12/06/22: moved to a lower priority pending a decision from the Sanctuary Committee

#	Task	Date Added	Due Date	Status	Owner	Priority	Comments
65	Foundation est from Restoration Systems	08/01/22		open	Mark A	3	> 12/08/22: moved to a lower priority pending a decision from the Sanctuary Committee
15	Declutter the choirs loft area	03/03/22		open	Music	3	> 03/03/22: with the new sound/video system, can some of the equipment be removed from the area
18	Document property inventory of the church	03/03/22		open	Property	3	> 03/03/22: request to document inventory of the church for insurance purposes
27	Spring Clean Up	04/11/22		open	Property	3	
51	Vendor for 2023 Fire Inspection	07/11/22		open	Property	3	> 07/11/22: there was confusion on the inspection if Summit or Tru Lock should do the work - went with Summit since we have a contract with them
52	Vendor for 2023 Sprinkler Inspection	07/11/22		open	Property	3	> 07/11/22: do we use Summit for this work vs General Sprinkler?
54	Annual inspection - electric lift (24' min height) (Sunbelt Rentals) - Fire Sys (Summit Fire Protection) - Sprinklers (TBD) - Elevator (Schindler Elevators)	07/11/22		open	Property	3	> schedule 2023 inspection - need to have all vendors present
9	Desk for new Video System - Command Center	02/08/22		open	Tech Committee	3	> 03/03/22: discussed @ mtg - consensus was that Tech Committee & Craig would own action

FINANCE

Committee Members

Michelle (Mic) Hanson (Chair),

Paul Melzer (Co-Chair), Andrea Dreier, Scott Johnson, Robin Arneson, Joan Christopher, and Pastor Carolyn Stats

Mt Zion had a challenging but successful financial year.

- We were able to reduce the principal amount owing on the mortgage to \$316,524.25.
- We achieved 100.05% of our capital campaign goals for 2021 and are looking strong with our capital campaign results as we move not 2023.
- Our Estimated Giving for 2022 Budget was \$167,652.00. We finished the year at giving \$191,621.75 😊
- For the 2023 Budget, we (the congregation) approved a budget of \$204,281.97. We did so, using our Estimated Giving of \$182,018.00 and the option for the 2023 Finance Committee to utilize contingency funds, should they be necessary.

Summary of Misc. Fund Accounts

Contingency Fund: \$20,000.00

Kids Club Fund: \$974.81

Condo Fund: \$85,639.64 (details on handout included)

Carl Sandberg Fund: \$33,363.64 (details on handout included)

SANDBERG ACCOUNT		
AS OF 12/31/2018		\$50,000.00
EXPENDITURES 2019		
	MIKES	\$3,024.17
	KEYBOARD	\$824.98
	COMPUTERS	\$1,934.40
	COMPUTERS	\$645.00
	PIANO MOVING	\$85.68
	TOTAL	\$6,514.23
EXPENDITURES 2020		
	PIANO CART	\$1,021.00
	SCHOLARSHIPS	\$50.00
	TOTAL	\$1,071.00
AS OF 1/31/2020		\$42,414.77
3/30/2020 EXPENDITURES		
	LUTHER POINT	\$150.00
		\$42,264.77
9/29/2020	WEB CAM	\$ 72.75
	CAMERA	\$1,021.23
		\$41,170.79
4/11/2021	VIRTUAL CHOIR	\$112.00
	GIFT OF GRATITUDE	\$300.00
		\$40,258.79
4/12/2021	LUTHER POINT	\$200
		\$40,558.79
1/18/2022	SCHOLARSHIPS	\$770.00
	CHOIR MASKS	\$721.90
	PIANO CART	\$ 1,045.00
		\$ 38,021.89
3/13/2022	LUTHER POINT	\$221.25
3/29/2022	BANNERS	\$ 1,401.00
		\$ 36,399.64
11/2/2022	HYMNALS	\$2,136.00
		\$34,263.64
12/24/2022	GIFTS OF GRATITUDE	\$900.00
		\$ 33,363.64

CONDO EXPENDITURES

BALANCE ON HAND 1/1/21		\$150,745.00
PAINTING	\$10,745.00	
AUDIO-SOUND SYSTEM	\$20,885.00	
WEB SITE	\$1,400.00	
PAINTING BATHROOMS	\$1,600.00	
	\$34,630.00	
BALANCE ON HAND 12/31/21		\$115,761.77
VIDEO UPGRADES	\$926.76	
SOUND SYSTEM	\$22,505.00	
COMPUTERS	\$421.99	
BALANCE ON HAND 9/27/22		\$91,908.02
FOUNDATION-ENGINEERS		\$5,367.68
BALANCE ON HAND 10/10/22		\$85,540.34
FOUNDATION	\$ 900.70	
BALANCE ON HAND 11/30/22		\$85,639.64

	MT. ZION 2023 BUDGET		
	2023	2022	Change
PASTOR & BENEFITS			
Salary	\$44,783.00	\$42,775.00	\$2,008.00
Total Benefit Cost (Portico)	\$21,251.04	\$21,072.00	\$179.04
Social Security Allowance	\$4,454.00	\$4,254.00	\$200.00
Car Expense	\$1,200.00	\$1,500.00	-\$300.00
Education & Official Meetings	\$1,200.00	\$1,200.00	\$0.00
Phone Allowance	\$600.00	\$600.00	\$0.00
Housing Allowance	\$13,435.00	\$12,832.50	\$602.50
SUB TOTAL	\$86,923.04	\$84,233.50	\$2,689.54
STAFF			
Admin Secretary	\$16,102.72	\$15,633.71	\$469.01
Financial Secretary	\$3,670.44	\$3,563.53	\$106.91
Treasurer	\$3,057.25	\$2,968.20	\$89.05
Organist	\$18,750.08	\$18,203.96	\$546.12
Sr. Choir Director	\$2,705.28	\$2,626.49	\$78.79
Jr. Choir Director	\$0.00	\$0.00	\$0.00
FICA-Employee Tax	\$3,479.66	\$3,290.00	\$189.66
Pulpit/Accompanist Supply	\$1,200.00	\$1,000.00	\$200.00
SUB TOTAL	\$48,965.43	\$47,285.89	\$1,679.54

GENERAL EXPENSES						
Administration	\$3,000.00	\$3,500.00	(\$500.00)			
Office Copier	\$5,000.00	\$5,000.00	\$0.00			
Church Maintenance	\$14,000.00	\$13,220.00	\$780.00			
Church Telephone	\$3,520.00	\$3,200.00	\$320.00			
Church Utilities	\$19,800.00	\$18,000.00	\$1,800.00			
Insurance	\$7,006.00	\$5,700.00	\$1,306.00			
Technology	\$2,000.00	\$2,000.00	\$0.00			
Custodian	\$5,500.00	\$5,500.00	\$0.00			
SUB TOTAL	\$59,826.00	\$56,120.00	\$3,706.00			
CHRISTIAN WITNESS						
Synod Benevolence	\$1,700.00	\$1,700.00	\$0.00			
Designated Benevolence	\$680.00	\$680.00	\$0.00			
Christian Education	\$1,800.00	\$1,800.00	\$0.00			
Social Ministry & Outreach	\$1,625.00	\$2,000.00	(\$375.00)			
Stewardship	\$425.00	\$425.00	\$0.00			
Student Grants	\$212.50	\$212.50	\$0.00			
Worship & Music	\$2,125.00	\$2,125.00	\$0.00			
Youth	\$0.00	\$425.00	(\$425.00)	* Use fund from Kids Club in Prepay		
SUB TOTAL	\$8,567.50	\$9,367.50	(\$800.00)			
GRAND TOTAL	\$204,281.97	\$197,006.89	\$7,275.08			

ESTIMATED GIVING	\$ 169,518.00	\$ 167,652.00	
Challenge Match	\$ 12,500.00		
TOTAL GIVING	\$ 182,018.00	\$ 167,652.00	
Allowable 5% Over	\$ 9,100.90	\$ 8,382.60	
Contingency Funds	\$ 13,163.07	\$ 20,972.29	
	\$ 204,281.97	\$ 197,006.89	

WELCA

Women of the Evangelical Lutheran Church of America is the organization encompassing all the women of Mt. Zion. We belong to the St. Croix Valley Conference which is part of the Northwest Synod of Wisconsin. No one was able to attend the St. Croix Valley Conference activities or the NWS of Wisconsin meeting. Mt. Zion WELCA President, Katie Jones, was elected to be a voting representative at the Triennial Meeting in 2023 in Phoenix in September.

The two Circles of Mt. Zion are Joy and Deborah. They are open to all women.

JOY CIRCLE meets monthly in the morning on the second Thursday in the Fellowship Hall and discusses a Bible study. They contributed to the Mt. Zion Human Needs Fund. Joan Christopher is the contact person for this group.

DEBORAH CIRCLE meets the first Tuesday of the month in the evening. They are happy to have in person meetings again! This group of 5 active members still writes to Mt. Zion members monthly and are led by Katie Jones.

Our Mission and Purpose Statement

As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to growth in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society and the world.

Respectfully submitted by WELCA President, Katie Jones

WELCA - Treasurer's Report				
Annual Report 2022				
Balance on Hand (January 1, 2022)				\$619.79
Circle Groups			\$69.00	
Quilters WELCA			\$360.00	
Funerals			\$504.00	
Total Receipts			\$933.00	
Income total for 2022			\$1,552.79	
Distributions				
Luther Point			\$50.00	
SYNOD			\$555.00	
Quilters			\$111.02	
<u>Total Distributions for 2022</u>			<u>(\$716.02)</u>	
Balance on Hand (December 31, 2022)				\$836.77
Respectfully submitted,				
Barb Walczak				
WELCA Treasurer				

POST-SECONDARY EDUCATION GRANT COMMITTEE

Committee Members:

Anna Peterson, Robin Arneson and Angie Adams

As a committee we met in January 2023 to agree on which youth we would like to recommend to the Christian Education committee for their approval of the Post-Secondary Education Youth Grant.

The following youth were recommended and approved. On Sunday January 22 Grants will be handed out and letters mailed on January 23.

\$335 each

Andrew Gustafson

Maggie Gustafson

Noah Gerdts

Emily Gerdts

Laura Gerdts

Brooke Dreier

As of December 31, 2022, the Grant Fund shows a balance of:

Grant Fund – Associated Bank	\$ 16,460.88
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Grant Fund – Mission Investment	<u>\$ 81,452.39</u>
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TOTAL	\$ 97,913.27
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MEMORIAL COMMITTEE

Memorial Balance Starting January 1, 2022		\$ 52,775.13
Organ Fund	\$ 10,602.00	
Moving Cabinet – Foslien	\$ 400.00	
Saathoff – Faith Chest	\$ 90.00	
Harley Saathoff - New Altar	\$ 1,045.00	
Undesignated Funds:		
Sandberg Funds as of 12/31/22	\$ 33,368.88	
Interest	\$ 4.90	
Disbursements – Sandberg		\$ (7,195.15)
Gene Stanke Memorial - Commons Accoustic	\$ 1,455.00	
Bill Olson Memorial - New Hymnals	\$ 1,110.00	
Prepay Senior Choir	\$ 25.00	
Jackie Anderson	\$ 50.00	
Memorial Balance December 31, 2022		\$ 48,199.88

Individual Activity Account						
2022						
Name	Balance 1/1/2022	Soup & Sand.	Sunday Fellowship	Sponsors	Paid Out or moved	Current Balance
Ella Adams	40.64					40.64
Lucy Adams	36.64					36.64
Aaron Adams	18.32					18.32
Lisa Anderson	36.64					36.64
Arabella Campana	13.57					13.57
Ivy Campana	13.57					13.57
Shanda Campana	13.57					13.57
Parker Jahns	20.00					20.00
Dylon Nitti	20.06					20.06
Holly O'Connell	46.80					46.80
Olive Olson	12.78					12.78
Lola Scott	87.03					87.03
Amelia Stojan	0.00					0.00
Grant Stojan	11.88					11.88
Earl Weber	40.71					40.71
Financial Aid	1142.38					1142.38
Habitat for Humanity	271.06					271.06
VBS	123.73					123.73
Floating Fund	68.78					68.78
Totals	2018.16	0.00	0	0	0	2018.16
				Current Balance		2018.16
				Balance on	12/31/2022	

SCOUT TROOP 140

On October 19, 2022 Scout troop 140, co-sponsored by Bethel and Mt Zion Lutheran Churches, completed 93 years of continuous service to the youth of Hudson, while the Scouting of America celebrated their 112th year. Troop 140 currently has 5 youth registered as Scouts and 8 adult leaders registered for support. Troop 140 has been part of Bethel and Mt Zion Lutheran Churches' service to youth for its' entirety. In order to foster our partnership in service to Hudson area youth, Troop 140 requests that we are included as one of its' supported youth programs in any church public relations brochures and to work toward coordinating both troop and other church sponsored youth programs schedules to enable and encouraged our youth to participate in both programs. We chartered a new Cub Scout pack in 2022. Now that we have our paperwork in order, we will begin registration of interested youth.

Troop 140 supports a year-round program which includes camping, service projects, council and district event participation, and a high adventure program all organized to allow Scouts to learn and grow in life skills and leadership, and have fun in the process. The Troop works to instill leadership skills, service and respect for the community. These values, expressed in the Scout Oath and Law, are fundamental to this process: Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean and Reverent.

The Troop had several Scouts and several adult leaders attend the one week camp at Tomahawk Scout Camp. Scouts attended several sessions throughout the year to work on various merit badges. The Troop met 46 Monday evenings in 2022.

The Troop had its 56th annual Christmas wreath sale fund-raiser in November through December. Troop wreath sales typically finances most of its programs and activities for the year and allows the Scouts to earn their way to Camp and other activities. The Troop gave service to the Memorial Day Flag ceremony, the Great Bethel Get-together, Hudson Golden Rule Picnic, and the Spirit of St Croix Art Festival. Additional community service was given through various Eagle Scout Projects and many individual Scout interests. The Troop continues to use its two-wheel enclosed trailer (parked outside of the Bethel Church) for hauling equipment and gear for camping and activities. It was purchased twenty-one years ago with some of the funds that the Scouts raised over the prior three years.

Troop 140 was honored to have two Scouts earn the Eagle Scout Award this year. Some of Troop 140 adult Leaders are members the Northern Star Council President's Cabinet and one is a member of the Board of Directors. Registered adult leaders have met B.S.A. training requirements for leadership and youth protection. Mr. Ronald Raymond continues to serve as Scoutmaster. There are 7 assistant Scoutmasters. Longtime Scout leaders include Bethel members Charles Huntley, David Mienke, Holly Tremble and Dann Holter and Mt. Zion member Carl Meincke, who along with the Troop Committee also work with the youth.

Troop 140 goals for 2023 are:

- Have one Scout complete their Eagle Scout award;
- Attend One week of Summer Camp, Scout District and Council sponsored events;
- Mentor three Scouts through their next rank advancement;
- Provide Service to Bethel and Mt. Zion Churches and the Hudson area community;
- Register Scouts for new Cub Scout Pack and initiate Pack Monthly meetings.

Troop 140 sincerely thanks Bethel and Mt. Zion Churches for their sponsorship of Troop 140 and to Bethel Church for the use of their facilities for its program.

Best Regards,

David Mienke, Chartered Organization Representative

Ronald Raymond, Scoutmaster

Charles Huntley, Assistant Scoutmaster

Sam Platson, Senior Patrol Leader

Dann Holter, Committee Chairperson

Holly Tremble, Activities Coordinator

Carl Meincke, Assistant Scoutmaster

Sanctuary Exploratory Committee 2022 Annual Report

Committee Members:

Andy Yarrington, Dennis Saathoff, Cindy Saathoff, Jim Letourneau, Mark Arneson, Einar Hanson, Jim Johnson, Craig Gustafson

This new Sanctuary Exploratory was formed on November 2, 2022 to come up with solutions to repair, remodel, or build a new sanctuary. We contracted Encompass Engineering firm to do an assessment of the building and to do a scope of work for the foundation repair.

Foundation Repair: After meeting several times with the engineers and contractors, we created a new scope of work and were able to lower the foundation repair cost down to \$123,555 compared to quotes from Paragon Builders of \$306,576, and Restoration Systems of \$260,856. We are in the process of making a few changes to the scope of work in order to get updated quotes from these contractors.

Remodeling: Using the sanctuary assessment report from Encompass Engineering, we are getting remodeling quotes from two contractors. Quotes will be for new windows, tile, carpet, insulating roof, painting, lighting, electrical, and bringing the sanctuary up to code.

The committee will compile all of this information, and we will present it at the February 5th Annual Meeting.

Report submitted by: Andy Yarrington (01/16/2023)

2022 Capital Campaign Report

When our congregation originally took out the loan for our new addition in 2010, one of the requirements of the mortgage was to conduct a capital campaign every three years to ensure that we would meet our financial obligation. The 2022 campaign was the fifth in this process. Our mortgage payment for the next three years (2023-2025) is \$205,000, which leaves a balance of \$100,000 for 2026-2028.

As of January 2023, we owe \$305,000 on our mortgage. The campaign committee with council approval set a goal of raising \$306,000 which would pay the entire mortgage and also cover all expenses associated with the capital campaign. Unfortunately we were not able to meet this goal.

The campaign received pledges of \$205,794. By subtracting the expenses (printing and postage) which were \$792.31, we have a net campaign total of \$205,001.69 in pledges. This means that we have pledges to pay the mortgage for the next three years. We will need to have a final campaign in the fall of 2024 to raise the \$100,000 to complete our mortgage obligation.

I especially wish to recognize the members of the committee: Craig Gustafson, Jim Letourneau, Karen McConville, Pastor Carolyn and Sarah Yarrington, who spent many hours in meetings to create and facilitate our campaign. I also want to thank Judi Klingsick for creating our logo for the campaign.

I want to thank the members of Mt. Zion for your generosity in pledging for the campaign.

Carl Meincke

Capital Campaign Chair