

ANNUAL MEETING MT. ZION LUTHERAN CHURCH

Pastor Carolyn Staats
February 6, 2022
(For the year ending December 31, 2021)

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ANNUAL REPORT AND THANK YOU! FROM BISHOP LAURIE SKOW-ANDERSON JANUARY 2022



*Thank you, for joining us in the work of sharing the gospel!
Randy Olson, Laura Ramlow, Laurie Skow-Anderson, Greg
Kaufmann, Liz Bartsch, Erin Nelson*

Dear Pastors, Deacons, SAMs, and Lay Leaders of the Northwest Synod of Wisconsin,

Are you ready for your annual congregational meeting? As a parish pastor I did everything I could to make our annual meeting a **celebration of ministry**. It was a time to thank everyone for their part of the good work we were doing together in Jesus' name. We had door prizes, church appropriate joke contests, and one year we had a fashion show featuring clothes from our church's thrift store. I created a PowerPoint with photos highlighting every aspect of our congregation's ministry and a narrative budget that explained how we supported all these ministries financially. We had party themed meals,

decorations, childcare, and music. We laughed and had fun. There was even time for a business meeting to approve the budget, elect officers and talk about the new ministries we hoped to do in the future. I hope you can celebrate at least a little at your annual meetings. This year, more than ever, we need to find some way to celebrate that:

1. **We are still here!** COVID didn't win. A pandemic and social unrest didn't stop us from proclaiming the God's good news of the life, death, and resurrection of Jesus.
2. **The church never closed**, it found new ways to connect with the community and share the transforming love of Jesus.
3. **We learned** how to live with this virus, looking for new ways move forward in God's mission.
4. We are all listening, praying, and planning to take **our next most faithful step** as disciples following in the way of Jesus.
5. We've become clearer about **our purpose as a church**. We exist so that the next generation will come to know and love Jesus and all generations will experience God's grace and forgiveness.

I am grateful for your prayerful and financial support of the work that we do together as a public church.

This is all amazing and worthy of a party. So throw a party during your annual meeting this year!

However, you and I both know that everything is not totally amazing and awesome. Yes, we can certainly give thanks and celebrate. We can

celebrate surviving, but we can't ignore the suffering, loss, and the grief of the past two years. So we can celebrate this year at our annual meeting knowing that lament precedes joy. This joy is grounded on God's presence that was with us in our suffering and pain. Luther said "God can be found only in suffering and the cross,"¹ and that we can never be sure of God's presence unless we are looking at suffering. It is in the suffering that God is bringing hope and redemption. This is the basis of the Theology of the Cross and is what gives birth to a Theology of Joy.² It is from this place of deep joy, joy that remembers suffering, that we consider our next most faithful step. **What is your next most faithful step as a congregation?**

¹ [Martin Luther Helps Us See Divine Love in Pandemi... | Christianity Today](#)

² Dr. Anna Madsen, presentation to Region 5 bishops and staff, November 2021.

April 30, 2022 Synod Assembly
OUR NEXT MOST FAITHFUL STEP:
 Taking it to the Streets-Being a Public Church
 Proverbs 1:20 *Wisdom cries out in the*

That is the question we are asking at our annual synod learning events **Walking Together and EPIC** (Church Council Training) both on March 26 in person at UW EC Davies Center, and our **Synod Assembly** April at Trinity in Eau Claire.

Dear Partners in the Gospel, the theologian Douglas John Hall writes that *“the good news is good because it challenges and displaces bad news ... It is good news because it engages, takes on and does battle with the bad news, offering another alternative, another vision of what could be, another way into the future.”*³

The church is called is to proclaim good news that challenges bad news. We are called to join God in this work in the public arena. There is a gap between what is currently happening in our community and God’s will for all people to flourish and experience abundant life. The bad news is that gap. We see the gap as hunger, poverty, homelessness, sickness, violence, greed, and injustice. The church is called to do God’s work with our hands and feet and voice to bridge the gap between what is and what God intends. We gather in worship and are sent out into the streets to serve the Lord as we affirmed in baptism *to proclaim Christ through word and deed, to serve all people, following in the ways of Jesus, working for justice and peace in all the earth.*⁴

We are called out of our church buildings and into the streets, into the public arena to be public witnesses to the way of Jesus, the life that God intended for all people. We are pulled out of our church buildings and into the streets to be church for the sake of the world.

This year’s Bright Spots awards at the synod assembly will lift up congregations and organizations within this synod that are taking their ministry to the street, doing ministry out in public, engaged in the public arena.

Please let me know how your congregation is engaged as a Public Church. How is your church engaged in the public arena and taking its ministry to the streets? How are the members of your congregation being equipped/trained to be church in your community? I am truly grateful for your partnership in the gospel.

Bishop Laurie

2022 Synod Calendar Dates

January 17 Winter Theological Event-Guest Speaker-Presiding Bishop Elizabeth Eaton-Luther Park

January 22-26 Civil Rights Pilgrimage-Atlanta, Georgia and Montgomery, Alabama

March 15 Deadline for resolutions to be submitted for synod assembly

March 19 Synod Council Meeting

March 26 Walking Together and EPIC Eau Claire Davies Center: Your Next Most Faithful Step

April 21, 24, 25 Zoom Pre-Assembly Forums

April 30 Synod Assembly-Taking it to the Streets: The Public Church

July 18-24 ELCA Youth Gathering in Minneapolis and MYLE-Multicultural Youth Leadership Event

August 9-12 ELCA Churchwide Assembly in Columbus, Ohio



1 Thessalonians 1:2-3 We always give thanks to God for all of you and mention you in our prayers, constantly remember before our God your work of faith and labor of love and steadfastness of hope in our Lord Jesus Christ.

³ [Public Church Scholars - Religion and Philosophy - | \(augsburg.edu\)](https://www.augsburg.edu/public-church-scholars-religion-and-philosophy/)

⁴ ELW 237

PASTOR'S REPORT

Dear good people of Mt. Zion,

What a wild, tough, inspiring, Spirit-filled year it has been! Though there were many challenges we faced as a congregation and community, by the grace and power of God, we are still here and growing even stronger than we were last year. We learned a lot, we deepened our faith, and we walked alongside one another in new and familiar ways. It continues to be my honor and joy to be your pastor, no matter what comes our way.

One of the most joyful days of 2021 was June 6, when we returned to worship in person in the sanctuary for the first time since March 2020. I will always cherish the heartfelt applause that erupted as soon as I welcomed you all into live worship again on that summery morning. We continued to prerecord our worship services throughout the year, through the incredible efforts of our worship volunteers and music staff, particularly Craig Gustafson and Deb Tonsager. The prerecorded videos were uploaded and sent to our worship video editor, David Starry, who faithfully edited everything together each week. You all have my greatest thanks for all you have done every single week for nearly two years to continue to proclaim the good news of Jesus to our community beyond the sanctuary walls. We continue to reach more people in online worship each week than we have attending in person, which is an incredible gift.

In thinking about worship this year, one of the greatest joys I was able to be part of is a return to administering the sacraments in person. We adapted our communion practices to be more COVID-safe and I'm grateful for all your feedback on those practices. Being able to physically be present with you all and assure you of Jesus' promises and covenants in the mysteries of faith while looking in your eyes is a gift that I will certainly not take for granted again.

2021 was also a year of plentiful baptisms, which continue to bring me such joy. I had the honor of baptizing nine beloved children into the body of Christ and mission we share this year. Some of these baptisms were done outdoors in family homes and backyards as an additional level of COVID safety, and these services were intimate and lovely. Some were in person after we returned to worship in the sanctuary and what a joy it was to once again surround the newly baptized in the promises of congregational life.

Pastoral care, both in joyful times and in times of grief, was a big theme of my ministry this year. As part of the joyful side of care, I officiated the wedding of Lori Loftus and Will Fifer this year, in addition to providing their premarital counseling and it was a joy to accompany them in that journey. I also provided premarital counseling for another couple who married in August.

On the more grief-filled side of pastoral care, I officiated at three funerals this year, for Margie Bungum, Dave McLaughlin, and Walt Weeks. I planned the service for Merlyn Cadwell's funeral as well, but I regretfully could not officiate, as I was in COVID quarantine at the time. It was a holy time to be able to walk alongside these families in their grief and times of transition, and I'm honored to proclaim the promises of Jesus' resurrection, even in these difficult times. It's perhaps in this time of grieving, both beloved people and other areas of our life in this pandemic season, that we need reminders of the resurrection the most. I am grateful that we were able to keep in touch through visits, emails, texts, and phone calls throughout the year.

The other big theme of my ministry this year was teaching and learning. I had the joy of teaching Confirmation to our many gifted youth, and I'm so grateful we could learn together in person this fall. I taught the high school students about the Old Testament (on Zoom) in January-February 2021, the middle school students about the 10 Commandments and Luther's Small Catechism in September-October 2021, and the elementary students about the church year and elements of the worship service in October-November 2021. I also had the joy of teaching and learning with adults in our congregation, through the creation of small group ministry discussion guides and resuming our weekly in-person Bible Study this fall. I have many plans to continue teaching and learning alongside you in the coming months - stay tuned for more! I also want to thank everyone who has provided such kind feedback on my teaching - it is truly one of the best gifts of being a pastor - encouraging curiosity and teaching all people of God's love and the good news of Jesus Christ.

In terms of my own learning, I had many new roles and opportunities to be part of this year. In February, I became a member of the Luther Point Bible Camp Board of Directors and spent a week learning about camp and its ministry this July. Ministering to the staff particularly during that week was enlightening and a real gift. I became co-dean of the St. Croix Valley Conference of the Northwest Synod of Wisconsin in May 2021. I co-lead monthly meetings with my ELCA colleagues in the St. Croix Valley, help with planning synod events, and provide additional support to the bishop and synod staff in this role. I also was elected to represent the St. Croix Valley Conference as a voting member of the Churchwide Assembly in August 2022. I'm looking forward to learning more about the church structure, polity, future directions, and am honored to be the representative. I enjoyed continuing education events and resources throughout this year, many through the synod, and through my own continued reading, study, prayer, and coaching.

Last but not least, I want to highlight and thank all of you who served on committees and boards this year - we all were on learning curves to a certain degree in this season of pandemic, and I appreciate your diligence, creativity, and strength to continue the ministries of this church, and even start new ones! I spent a great deal of time working with the executive, technology, wilderness, nominating, stewardship, worship and music, Christian education, and other committees throughout this year, often serving as the Zoom administrator and organizer. Thank you for doing the work of Christ in our church and in our world.

Though we faced and dealt with and grew from a great many challenges in 2021, I am confident and hopeful for the future of this church. I am grateful for all the ways you as a church family have shown up for each other in these challenging times and am reminded that nothing will ever take away the light of Christ shining through into the world. I pray that as we begin 2022, we are renewed by the hope of Christ, and that we may continue to be that light of Christ for our church community and our world.

May the peace and joy of the risen Christ be yours,

Pr. Carolyn Staats

PRESIDENT'S REPORT

To my wonderful church family,

We have just completed another year of navigating life as a congregation during a pandemic. Many adjustments and creative plans had to be made, and our church has remained strong.

First, I would like to thank Pastor Carolyn for shepherding us through 2021, with her strong guidance and insight in leading us forward through the second year of this pandemic.

This church has remained vital with the hard work of our dedicated staff: Deb Tonsager (our organist), Anna Peterson (our church secretary), Robin Arneson (our treasurer), Joan Christopher (our financial secretary) and Craig Gustafson (our senior choir director). We could not have remained strong without the hard work and dedication of this team and the extra effort that they have given during this year.

The 2021 church council was a wonderful team that worked together in creative ways to make things happen. The vast number of Mt. Zion's ministries continued, though some had to be creatively tweaked. Look at the annual reports from our committees, staff members, and other ministries and you will see why this church is still thriving.

The Executive Committee (pastor, president, and vice president) met regularly to continue its ongoing work updating the staff handbook and updating staff evaluations. Another task of the Executive Committee was to develop a 3-year plan of goals and objectives for the church, to make sure that we continue to head in the right direction. The plan was presented to the council and adopted. We identified several "purposeful directions" for our church and will keep our eye on these goals throughout the year:

- faith in the triune God
- strengthening intergenerational relationships, and building a strong church family
- outreach for both the internal church family and the larger community/world body of Christ
- growth in the church (not only in numbers, but in growing and deepening our faith), and
- providing opportunities for people of all ages to be generous with the gifts we have all been given.

When our building closed in March 2020, it was expected that we would get through this Covid-19 pandemic in a relatively short time. However, it was not until 15 months of online worship that our church building reopened in June of 2021, following the protocols put in place by our Wilderness Committee. By following safe practices, we have managed to keep our members safe and connected in-person. Realizing that we have more people worshipping online than in person, we plan to continue our online worship opportunities so that we can reach those who cannot attend in person or wish to access our services when away from home.

During the past 2-3 years, the Technology Committee has researched several companies to provide an audio update in the sanctuary and fellowship hall, as well as to allow our worship services to be live streamed. The congregation was presented with a recommended upgrade and in July, the congregation voted to approve this plan. The updates should happen early in 2022.

Our Northwest Synod of Wisconsin has continued to offer support to our congregation in many ways including training for lay people ("Walking Together" workshops) and training for council members (EPIC workshops). Both training opportunities were online this year. The synod is available to congregations for training and support on numerous topics of interest to congregations.

Our church is staying strong. We have had numerous baptisms this year as well as a New Member Sunday in September with 5 families joining.

It has been a joy for me to be part of this church family for over 40 years. Transitioning onto the church council was a natural step, but I admit that I had some trepidation in helping to lead the church during the pandemic. However, there were so many of you who stepped up in numerous ways to help make 2021 a successful year for Mt. Zion and its members. A big thank you goes to Scott Johnson, our vice-president, who will very ably take over as president in February. He has been an invaluable source of wisdom as we made plans during this past year. With God's help, may Mt. Zion have another great year in 2022!

Sincerely,
Judy Meincke
President

CONGREGATIONAL MEETING FEBRUARY 7, 2021

Sunday, February 9, 2021

President Jim Letourneau welcomed everyone and called the meeting to order at 11:12am via Zoom. President Jim asked any speakers to state their full names to assist the secretary with her task. President Jim called upon Pastor Carolyn Staats to explain how to vote privately by using the chat function.

President Jim asked for any additions or corrections to the agenda.

Seeing none, President Jim asked for a motion to approve the agenda as printed.

Jim Johnson/Andy Yarrington Moved/Second
Vote was 45 yes and one abstain. Motion carried.

President Jim then called upon Pastor Carolyn to lead an opening prayer.

President Jim asked for approval of the Congregational meeting minutes that are contained in the 2020 Annual Report. Jeff Magnuson asked for each of the minutes to be approved separately. President Jim stated we will do them together as we have always done. President Jim asked again for the approval of the Congregational meeting minutes from February 2, 2020; July 19, 2020, and November 15, 2020.

Joan Christopher/Mary Ellefson.
Moved/Second
43 Ayes 0 Nays and 3 Abstain
Motion carried.

President Jim went through the reports and asked for any questions during that time to ask and the responsible person would try to answer the question. After going through all the reports with no questions, President Jim asked for a motion to approve the 2020 Annual Reports.

Einar Hanson/Jim Eral
M/S/C

President Jim read off the names for the 2021 Church Council as submitted by the Nominating Committee which consisted of Kristen Johnson, Linda Letourneau, and Renee Eickstadt.

Vice President 2-year term

Scott Johnson
1 year as VP - 2 year as President

Board for Outreach/Social Ministry	2-year term	Karen McConville
Board of Christian Education and Activities	2-year term	Jaci Thorson
Board of Worship and Music	2-year term	Kristen Johnson
Board for Property	2-year term	Jeff Magnuson
Board of Finance	2-year term	Scott Jahns
Youth Deacon	1-year term	Danny Brown
Youth Deacon	1-year term	Marnie Zea

Nominating Committee	3-year terms	Andrea Dreier Sarah Schletz Gina Runck
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Delegates to 2021 Synod Assembly	Robin and Mark Arneson
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President Jim stated Karen Gustafson was appointed to the Audit Committee on December 8, 2020.

President Jim asked 3 times if there were any more nominations. Hearing none, he asked for Nominations to be closed.

Joan Saathoff/Joan Christopher
M/S/C

President Jim asked to accept the nominees as presented.

Mary Ellefson/Linda Letourneau
M/S/C

Jim Eral asked for new council members to be added to the website.

Anna Peterson replied they are ready to be added after the voting happened today.

Painting Contract Approval President Jim called on Mark Arneson.

Mark asked Einar Hanson to explain the Constitution Requirement. Einar said he was not sure of the percentage that can be approved without the congregation approval. Vice President Judy said with a \$200,000 budget, 3% is the amount the council can spend without congregation approval which is \$6,000. President Jim asked for a motion to approve \$10,000 for the painting of the inside of the church which is the whole amount. So moved by Einar Hanson and second by Sonja Johnson. Discussion followed.

Karen McConville asked if the Sanctuary will be painted. Mark replied no as it is painted wallpaper and still looks pretty good. The offices will not be painted either as they do not need to be done. Scott Jahns asked how it was started without congregation approval. Mark replied council was not aware of the limited amount that was allowed per the constitution. The painting had already started when the council became aware of the limitation according to the constitution. They did \$6,000 worth of painting which the constitution says is okay.

Via the chat feature on Zoom a member asked where is the money coming from for this? Robin replied the council voted to pay for the painting from the townhome funds.

Scott Jahns asked to revisit the 3% budget constraint as a new furnace would cost more than that. Mark replied that yes, he and Robin have been talking about a change needs to happen to the constitution.

President Jim then asked for a vote of hands to approve the motion of \$10,000 for painting inside of the church. Via Zoom, hand vote and voice vote of 45 yes and 1 abstain. Carried.

3-Year Plan Overview President Jim called on Jim Johnson to talk about this.

Jim stated last year was the 125th Anniversary Mt. Zion. There was a committee that had asked members questions and the responses were compiled. The results were tabulated and prioritized under Purposeful Goals and Directions.

1. Faith.
2. Intergenerational relationships. Pen-pals were just started between youth and anyone that wanted to do this. Karen McConville is making the matches.
3. Outreach
4. Growth of the church

All of these depend on the purposeful directions of Time, Talents and Treasure responses from the congregation.

President Jim asked if anyone had any questions for Jim Johnson. Seeing none, he thanked Jim for his presentation.

Audio/Video Technology Project Overview

President Jim called on Chris Gustafson for the presentation. Chris told of all the recording and what happens to film our current services. Current filming is not sustainable or possible for future in-person worship. There are two SD

memory cards that are responsible for the worship services that are enjoyed each week. All sound and video are captured on these two cards, and Pastor Carolyn spends 1-2 hours every week labelling and uploading the videos and sound files to the internet. Once the individual video and sound files are uploaded, David, our video editor, spends 2-3 hours a week on editing video, sound, transitions, and adding captions. He then must wait while the full worship video uploads to the internet, which can take upwards of an hour just for one service.

VISION FOR THE WORSHIP TECHNOLOGY PROJECT

We seek to increase accessibility, hospitality, and outreach of our worship services for the Mt. Zion church family and to the greater body of Christ in our community. Although worshipping together as one body remains our preference, we recognize that for some members of our faith community, health, safety, distance, and other considerations may limit their ability to participate in the life of the congregation. Upgrading technology in our church home will allow members to worship from safe

locations, improve safety and accessibility within the church, provide avenues for connection to distant members, and establish a channel for the greater community to enrich their relationships with God through Mt. Zion. We pursue this as an extension of living out our Mt. Zion mission statement, that we are "compelled to reach out into the world".

MISSION OF THE WORSHIP TECHNOLOGY PROJECT

To acquire the capability to broadcast Mt. Zion worship experiences over the Internet, whether pre-recorded or live streamed. This capability will include display of congregational responses on screen and will capture the complete range of sound aspects generated in the worship space.

Furthermore, we desire display technology in the sanctuary to engage our congregation visually and reduce reliance on hand-distributed and hand-held programmatic materials during worship. Lastly, the system should have the capacity (now or in the future) to convey the broadcast to other areas of the church building.

WHERE WE ARE AT?

- o Obtaining 2 quotes for the project
 - o Audio Architects (Chippewa Falls, WI)
 - o WNAV (Bloomington, MN)
- o Proposal Basics

- o Allowing the livestreaming and recording of services to continue at the current production level while there are congregants in the sanctuary
- o Optional pieces being considered
 - o Installation of screens in front of sanctuary
 - o Closed-circuit A/V feed to Fellowship Hall
 - o Addition of hearing assistance unit
 - o Addition of reverse-angle camera

WHAT'S NEXT?

- o Funding upon Congregational approval
 - o Use part of the funds from the sale of the townhome to pay for the project.
- o More information will available once we have it
 - o There will be informational sessions to get feedback from congregation.
 - o There will be a congregational vote to approve this at some point

President Jim Letourneau asked if there were any questions about the presentation.

Jeff Magnuson asked if other churches were asked what they are using. Craig Gustafson replied not directly but we are aware that each company has been doing some.

Jeff Magnuson said we should check with Bethel as they are local to see what they have. Craig replied yes it will be done.

Scott Jahns asked if we have the capability with band width. Craig Gustafson replied yes.

Andy Yarrington stated he has talked with a pastor of another church and will talk with others.

Einar Hanson stated he was concerned with the screens in the sanctuary and how that would change the feeling of worship.

Scott Jahns mentioned concerns about privacy issues.

Craig reminded everyone this is just informational at this time to put it out there and see what concerns the congregation has.

Carl Meincke asked how come only 2 bids. Craig said these are two that responded to the request for information.

Scott Jahns since this is a gathering information meeting, then there should be another meeting with more information. Craig said yes, there are many things to wrap our heads around! This is just the initiation point to start a discussion.

Linda Letourneau said everything she has seen; hearing assistance is an optional add on. Craig replied that WELCA has provided some money, but there are many more issues that need to be addressed. Craig also said the core issue is streaming. The hearing part is also critical.

Mic Hanson asked if someone would be willing to go to other churches to see screens in the front and how it affects worship. Craig replied use of screens came from the Wilderness Committee. Not sure how to return without handling papers, hymnals and etc. Now screens are part of the options instead.

Karen Gustafson stated it makes sense to have Worship and Music to be a part of the discussion. Craig said part of a more focused discussion will be on those points.

Comments for Good of the Community

Vice President Judy Meincke thanked the outgoing council for their 2 years of service.

Vice President Judy also thanked the council members that were staying on for another year of service and she announced the new council again by name. She then thanked the nominating committee for their hard work!

Katie Jones thanked Ed Dombrock and Barb Walczak for each having a Thrivent Action Team as part of the Hudson Hot Air Affair February 6. About 500 pounds of food and products were donated along with cash and checks totaling \$891! Really exciting due to the 20 below wind chill!

Vice President Judy thanked Katie for being the Thrivent representative for Mt. Zion and encouraging members to use their Action Teams.

Mark Arneson thanked Craig Gustafson and Chris Gustafson for all their technology in making the services.

Vice President Judy thanked Pastor Carolyn for shepherding us this past year.

President Jim then entertained a motion to adjourn.

Marnie Zea/Jim Eral

M/S/C

Congregational Meeting adjourned at 12:35pm with the Lord's Prayer.

52 in Attendance which is a quorum.

10% of 282 Adult Baptized Members = 28 needed.

Respectfully submitted,

Katie Jones

Council Secretary

CONGREGATIONAL MEETING SEPTEMBER 19, 2021

Sunday, September 19, 2021, President Judy Meincke welcomed everyone and called the meeting to order at 10:04am. The meeting was held in the Fellowship Hall and via Zoom. President Judy asked any speakers to state their full names to assist the secretary with her task. President Judy called upon Pastor Carolyn Staats for an opening prayer.

President Judy asked for any additions or corrections to the agenda as stated which is to approve the technology update recommended by the Council as proposed by the technology committee. Seeing none, President Judy asked for a motion to approve the agenda as stated.

Mark Arneson/Joan Christopher

Moved/Second/Carried

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

President Judy then called on Jim Letourneau. Jim moved to approve funding of up to \$45,000 of the townhome sale money for the worship technology project as presented to the congregation. Second by Andy Yarrington. President Judy asked for any discussion. As there was none, Craig Gustafson Called the Question and Andy Yarrington second it. Motion Carried.

President Judy asked for a voice vote on the motion.

All yes. No nays or abstentions. Yes, for Zoom members also. Motion carried.

Andy Yarrington announced some upgrades he negotiated from the company. Had them add large screen tv, tv mounting bracket, HDMI hub, and a sound bar for the lower level.

President Judy asked for the Technology Committee to stand and be recognized. Andy Yarrington, Craig Gustafson, Chris Gustafson, Paula Saunders, Scott Johnson, Judy Meincke, and Pastor Carolyn. President Judy then asked for the council members to stand and be recognized also.

Karen McConville said a huge thanks to Paul Anderson and his gift of the townhome that is paying a large part of this upgrade.

President Judy said Welcome to the 21st Century!

President Judy then entertained a motion to adjourn.

Andrea Dreier/Sarah Yarrington

M/S/C

Congregational Meeting adjourned at 10:12am with the Lord's Prayer.

10% of 274 Adult Baptized Members =27 needed.

40 in person and 3 via Zoom=43 which is a quorum.

Respectfully submitted,

Katie Jones, Council Secretary

CONGREGATION MEETING, SUNDAY, NOVEMBER 21, 2021

Sunday, November 21, 2021, President Judy Meincke welcomed everyone and called the meeting to order at 10:14am in the Fellowship Hall and via Zoom. President Judy asked Pastor Carolyn Staats to lead us with an opening prayer.

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

President Judy then asked for a motion to approve the one item agenda, the budget for 2022.

Joan Christopher/Tim Dreier
Moved/Second/Carried

2022 Budget Review

President Judy then called upon Jim Johnson, from Board of Finance, for the presentation of the 2022 Ministry Budget.

Jim led off by asking the congregation to think about the challenges in the past year. Jim 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.

Jim Johnson presented the proposed budget as \$197,006.89. Estimated giving for 2022 is \$167,652.00. According to our constitution, we are allowed to add 5% to the budget. This amount would be \$8382.60. With the estimated giving and the 5%, we may need to draw up to \$20,972.29 from a contingency fund to meet the budget.

Motion that we, as a congregation accept the proposed 2022 Budget providing that Mt. Zion Finance Committee utilize the Contingency Funds when necessary to maintain a balance.

Jim Johnson/Judi Klingsick
M/S discussion followed

Linda Letourneau asked where the contingency fund comes from. Robin stated the funds are in the capital funds line item of \$40,000. \$20,000 invested with Mission Investment Fund.

Craig Gustafson asked about our current situation. Robin replied we are close with our budget with \$600 overspending and under for giving by about \$15,000 on October 31.

Joan Christopher thinks we are doing well so far where we are, and this is normal.

Robin stated we do have money in the checkbook.

Craig Gustafson stated Worship and Music is spending money on streaming services.

Rich Claybaker stated we are walking by faith and not by budget. He called the question.

Second by Jim Johnson

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

President Judy Meincke then entertained a motion to adjourn.

Andrea Dreier/Deb Tonsager
M/S/C

Congregational Meeting adjourned at 10:29am with the Lord's Prayer.

40 are present in the Fellowship Hall and 1 on Zoom which is a quorum. 10% of 284 Adult Baptized Members =28 needed.

Respectfully submitted,
Katie Jones
Council Secretary

FINANCIAL SECRETARY'S REPORT
2021 REVENUES

GENERAL FUND

Member Offerings	\$143,940.56
Loose Offerings	1,426.00
Special Offerings - Lent, Easter and Christmas, Etc.	11,895.00
Prepaid 2021	35,352.26
SUB TOTAL	\$192,613.82
Sunday School	55.90
Transfers From Grant, Prepayment and Capital	103,124.08
Designated Offerings	5,540.97

TOTAL GENERAL FUND RECEIPTS \$301,334.77

YOUTH GRANT FUND - MONEY MARKET

Member Offerings	\$ 1,800.00
Gertens	5,906.00
Interest	1.35

TOTAL \$ 7,707.35

YOUTH GRANT FUND - MISSION INVESTMENT

Interest	\$ 410.20
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MEMORIAL FUND

Memorials	\$ 1,120.00
Interest	5.24

TOTAL \$ 1,125.24

CAPITAL FUND

Capital Fund 2021	\$ 73,906.69
Capital Fund 22 Prepaid	3,000.00
Interest	2.73

TOTAL \$ 76,909.42

PREPAYMENT OR HOLDING ACCOUNT

Mission Trip	7,441.56
Sr. Choir	502.00
Prepay 2021	34,328.00
Prepay 2022	17,000.00
Luther Point	100.00
Commons	154.70
Interest	32.67

TOTAL	\$ 59,558.93
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WELCA	\$ 71.00
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HUMAN NEEDS	\$ 110.00
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LUTHER POINT	\$ 25.00
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CAPITAL APPEAL 2021	\$ 76,909.42
CAPITAL APPEAL	101,613.40
CAPITAL APPEAL 2022	3,000.00 PREPAID
INTEREST MIF	433.86
TOTAL	\$181,956.68

106% OF THE TWO YEARS APPEAL OF \$171,054

CAPITAL CAMPAIGN THREE YEARS \$256,582.00

MISSION INVESTMENT LOAN \$371,471.63

GRANT FUND MISSION INVESTMENT \$81,449.99

ESTIMATED REVENUES FOR 2022

73 INTENT CARDS GIVING	\$ 147,559.00
ESTIMATED GIVING	23,214.00
TOTAL	\$ 170,773.00
LOOSE OFFERINGS	3,500.00
SPECIAL OFFERINGS	8,500.00
TOTAL ESTIMATES FOR 2022	\$ 182,773.00

Mt Zion Lutheran
Income and Expense Statement
2021

	Current Period	Current Budget	Year to Date	Year to Date Budget	YTD Budget Percentage
<i>Budgeted</i>	3,781.43	3,896.90	47,904.25	48,852.68	98.06%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
GENERAL EXPENSES					
Administration	229.57	291.63	3,330.43	3,500.00	95.16%
Church Maintenance	112.00	975.00	10,886.37	11,700.00	93.05%
Church Telephone	261.79	266.63	2,695.56	3,200.00	84.24%
Church Utilities	1,369.91	1,856.75	22,218.20	22,281.00	99.72%
Insurance	540.04	475.00	6,305.11	5,700.00	110.62%
Office Copier	251.23	416.63	4,533.46	5,000.00	90.67%
Technology	1,030.81	466.63	9,211.99	5,600.00	164.50%
Custodian	421.20	418.24	2,224.80	2,927.68	75.99%
Subtotal General Expenses	4,216.55	5,166.51	61,405.92	59,908.68	102.50%
<i>Budgeted</i>	4,216.55	5,166.51	61,405.92	59,908.68	102.50%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
CHRISTIAN WITNESS					
Benevolence -ELCA	0.00	141.63	1,700.00	1,700.00	100.00%
Christian Ed & Youth	415.25	177.12	1,958.88	2,125.00	92.18%
Designated Benevolence	0.00	56.63	905.00	680.00	133.09%
Social Outreach Ministry	664.80	159.32	1,593.46	1,912.50	83.32%
Stewardship	215.00	35.38	553.51	425.00	130.24%
Student Grants	0.00	17.69	212.50	212.50	100.00%
Worship & Music	331.00	177.12	2,692.29	2,125.00	126.70%
Youth	0.00	35.38	0.00	425.00	0.00%
Subtotal Christian Witness	1,626.05	800.27	9,615.64	9,605.00	100.11%
<i>Budgeted</i>	1,626.05	800.27	9,615.64	9,605.00	100.11%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER EXPENSES					
Non-Budget/Pass-through	2,044.43	0.00	52,815.13	0.00	0.00%
Gift of Gratitude	0.00	0.00	300.00	0.00	0.00%
Transfers to MIF	0.00	0.00	55,000.00	0.00	0.00%
Subtotal Other Expenses	2,044.43	0.00	108,115.13	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	2,044.43	0.00	108,115.13	0.00	
TOTAL EXPENSES	18,505.50	16,707.87	310,309.76	200,496.42	154.77%
<i>Budgeted</i>	16,461.07	16,707.87	202,194.63	200,496.42	100.85%
<i>Non-Budgeted</i>	2,044.43	0.00	108,115.13	0.00	
EXCESS INCOME/EXPENSES	\$17,374.59	-\$16,707.87	-\$1,776.73	-\$200,496.42	0.89%
<i>Budgeted</i>	-3,780.07	-16,707.87	-44,914.02	-200,496.42	22.40%
<i>Non-Budgeted</i>	21,154.66	0.00	43,137.29	0.00	

Mt Zion Lutheran
Income and Expense Statement
 2021

	Current Period	Current Budget	Year to Date	Year to Date Budget	YTD Budget Percentage
INCOME					
CONTRIBUTION INCOME					
Envelope Offerings	\$11,923.00	\$0.00	\$144,420.61	\$0.00	0.00%
Loose Offering	313.00	0.00	1,446.00	0.00	0.00%
Special Offerings	445.00	0.00	11,414.00	0.00	0.00%
Subtotal Income	12,681.00	0.00	157,280.61	0.00	0.00%
<i>Budgeted</i>	12,681.00	0.00	157,280.61	0.00	0.00%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
OTHER INCOME					
Human Needs	0.00	0.00	110.00	0.00	0.00%
Kid's Church	10.00	0.00	55.90	0.00	0.00%
Grant	0.00	0.00	7,706.00	0.00	0.00%
Capital Fund	4,703.50	0.00	76,572.00	0.00	0.00%
Luther Point	0.00	0.00	25.00	0.00	0.00%
WELCA	4.00	0.00	71.00	0.00	0.00%
Designated PP	17,020.00	0.00	59,798.56	0.00	0.00%
Designated - Gen	1,287.28	0.00	6,051.97	0.00	0.00%
Memorial Fund	170.00	0.00	820.00	0.00	0.00%
INTEREST INCOME					
Banking Interest	4.31	0.00	41.99	0.00	0.00%
Subtotal Other Income	23,199.09	0.00	151,252.42	0.00	0.00%
<i>Budgeted</i>	0.00	0.00	0.00	0.00	0.00%
<i>Non-Budgeted</i>	23,199.09	0.00	151,252.42	0.00	
TOTAL INCOME					
	35,880.09	0.00	308,533.03	0.00	0.00%
<i>Budgeted</i>	12,681.00	0.00	157,280.61	0.00	0.00%
<i>Non-Budgeted</i>	23,199.09	0.00	151,252.42	0.00	
EXPENSES					
PASTOR					
Housing	\$1,905.00	\$1,033.55	\$22,860.00	\$12,402.60	184.32%
Pastor Salary	2,573.70	3,445.13	31,441.12	41,342.00	76.05%
Portico	1,934.36	1,677.87	23,212.32	20,134.00	115.29%
Car Expense	0.00	125.00	311.36	1,500.00	20.76%
Education/Meetings	31.36	170.00	732.58	2,040.00	35.91%
FICA Equivalent	342.62	342.64	4,111.44	4,111.46	100.00%
Pastor Phone	50.00	50.00	600.00	600.00	100.00%
Subtotal Pastor	6,837.04	6,844.19	83,268.82	82,130.06	101.39%
<i>Budgeted</i>	6,837.04	6,844.19	83,268.82	82,130.06	101.39%
<i>Non-Budgeted</i>	0.00	0.00	0.00	0.00	
STAFF SALARIES					
Administrative Secretary	1,277.26	1,277.31	15,327.12	15,327.17	100.00%
Financial Secretary	291.13	291.12	3,493.56	3,493.66	100.00%
Custodian	0.00	0.00	1,488.24	2,091.20	71.17%
Organist	1,487.24	1,487.27	17,846.88	17,847.02	100.00%
Sr. Choir Director	214.58	214.61	2,574.96	2,574.99	100.00%
Treasurer	242.50	242.50	2,910.00	2,910.00	100.00%
Pulpit/Organist Supply	0.00	83.37	925.00	1,000.00	92.50%
Payroll Taxes	268.72	300.72	3,338.49	3,608.64	92.51%
Subtotal Staff Salaries	3,781.43	3,896.90	47,904.25	48,852.68	98.06%

BOARD FOR CHRISTIAN EDUCATION AND ACTIVITIES

The co-chairs of the Christian Education and Activities Committee would like to thank all those members of the council and the congregation who gave of their time and their talents this year. You are all truly appreciated!

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

Superintendent: Angie Adams At the beginning of the year, Sunday school was held via Zoom. The fall and winter brought Sunday school back to in-person. As Covid is still a consideration, Sunday school was held during the fall and winter once a month with all ages meeting together instead of in individual classrooms. Bible stories and games and crafts are enjoyed by the Sunday school youth during this time.

In addition to Sunday School, other activities were planned throughout the year for the youth, such as youth fire pit meet ups, a middle and high school car wash and sandwich-making project/fundraiser, a youth and family picnic, Trunk or Treat during Halloween, and a middle and high school craft, cookie-making, and game night.

Vacation Bible School: Vacation Bible School was not held this year as Luther Point (who typically helps to facilitate the camp) was limited in staff. The council will re-visit options for the coming summer.

Mt Zion Grant Committee: Ed Dombrock, Holly O'Connell & Anna Peterson were on the committee that recommended awards to the council. Watch for upcoming news on the recipients of these grants. For 2021, there was \$1630 available for youth grants.

Confirmation: 4th grade through senior high bible studies: Pastor Carolyn led confirmation for 9th grade students at the beginning of 2021. In the fall, middle school and elementary students met for five sessions each. Each confirmation student is paired with an adult mentor in the congregation. Confirmation of the 2021 9th graders was held on Confirmation Sunday (October 31st). Judy Meincke led Bible late night this year (a fun and educational night for confirmation-age youth at Mt Zion).

Small Groups and Bible Study: Pastor Carolyn continues to supply devotion discussion guides for the small group that meets twice monthly. Pastor Carolyn also meets with the weekly bible study group.

Milestone Ministries: Led by Robin Arneson. The Milestones recognizes faith milestones in the lives of the youth of Mt Zion. A sampling of activities includes handing out Bible story books to our one-year-old members, pillowcase blessings with 2nd graders, toolbox prep with 7th graders, and mailing out college care packages.

Thanks again to all to continue to assist in the education and faith formation of our members while continuing to navigate the challenges of Covid!

Respectfully submitted,

Kara Hoier

Jaclyn Metz Thorson

BOARD FOR OUTREACH AND SOCIAL MINISTRY

“Here we stand...In the freely given gift of Christ.. compelled to reach out in 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. Please contact the Board for Outreach and Social Ministry or the Lead in any of these ministries if you have an interest in serving. New participants are always welcome.

Despite a challenging year with Covid, our Outreach efforts were very strong. There are many people to thank for that. Thus, THANK YOU to all members and countless volunteer hours to take part in Outreach ministries! This would not exist without you!

Backpack Program – Lead Carol Gustafson. This program is now done differently through the school system due to Covid and will continue to do so until further notice.

2nd Mile Haiti – Lead Karen McConville A nonprofit organization dedicated to providing long-term solutions for families affected by poverty. Due to Covid, fundraisers did not occur this year. Although, there was a Thrivent Action team that donated \$250 to send a package this fall. An additional \$43.59 was allocated from the Outreach budget to help cover shipping costs. Also, Judy and Carl Meincke also garnished \$500 for this upcoming year 2022 with Thrivent Action Team monies.

A sweatshirt fundraiser has been started to include design and ordering. Sales to begin hopefully by February when the order is delivered. The tally of items sent to 2nd Mile Haiti:

Tote bags 208; Hats 86; Face masks 1516; Knit bears 83; Quilts 116; Receiving blankets 75 Misc. 253; Total # Items: 2411; Total Shipping Costs: \$828.00.

Friday Food Redistribution/Mobile Pantry Bus – Lead Katie Jones. Mt Zion partners with the Cornerstone Mobile Pantry Bus on Fridays and Saturdays to collect food from local vendors to add to the pantry bus. Food is collected from County Market and St. Croix Bakery. We have several members that volunteer weekly to make this happen.

Feed My Starving Children – Lead Anna Peterson. Volunteers hand-pack meals specifically formulated for malnourished children and FMSC ship these meals to nearly 70 countries. This year was the first time back since 2019 due to Covid. Ten members attended from Mt. Zion on Saturday, November 13th for a memorable, positive experience.

Food Shelf – Lead Kendra Margl/Christine Jahns. Food the most basic need for families and individuals in our community. On average, the food shelf serves adults, children, seniors and distributes more than 16,000 pounds of food a month to over 94 families or households. Mt Zion volunteers' man the food shelf for the month of November. This year the month of November has been the busiest month. Fliers were sent out at Cornerstone Church and at H.O.M.E events to encourage attendance to the food shelf.

Numbers served in 2021: 96 children; 143 adults; 77 seniors; 316 total; 141 Households and 53 first visits.

Habitat for Humanity – Lead: Robin Arneson. Habitat went to Mondovi, WI to work with Barron County and Chippewa County Habitat chapters on June 6-11 to build the house walls. There was a shortage of funds for supplies at first and then a volunteer stepped in to cover the added cost of supplies. There were 4-5 Thrivent fundraiser events totaling about \$1000 to \$1250 for Habitat.

Parish Nurse – Lead: Eileen Wymer. Eileen had now retired from this position and due to Covid, there has been no replacement currently.

Grace Place – Lead: Robin Arneson & Anna Peterson. Grace Place Offers shelter to families and single individuals in the St. Croix River Valley. Mt Zion prepares and delivers evening meals the 5th Monday of every month (3/29, 5/31, 8/31, 11/29 and 1/31/22). There was also a Thrivent Action Team that partnered with the St. Croix Bakery and Community Members to provide many needed items that were delivered in December.

Fellowship – Lead: Linda Letourneau. Every Sunday volunteers serve fellowship to bring the community together; donations collected are used to support a variety of causes at Mt. Zion. Due to Covid, indoor church services did not start until the fall of this year with Beverages served only at this time. Currently, our coffee machine operation has been temperamental. Thank you to Linda L for trying to keep it running!!

Quilters – Lead: Carol Kriegl. The members of this ministry have not met in person to quilt due to Covid but have been working from home. An inventory was done by Linda L to find that there are 19 finished quilts, 5 pinned and 36 tops. Volunteers needed to pin, tie, and baste.

Prayer Shawls – Lead: Karen McConville. Prayer shawls are made and offered to members experiencing challenges though out the year.

Prayer Chain – Lead: Joyce Johnson/Anna Peterson. Mt Zion is a wonderful resource when those you love need prayer. Concerns can be emailed or called to the church office. Your request will be emailed to those on the prayer chain and through the Weekly Word. Efforts have been made and appreciated to have follow-ups on how those in need are doing.

Giving Tree – Exodus House -Lead: Linda Emmons. At Exodus House, licensed counselors provide service to adult males referred through the Department of Corrections and who have a history of substance use disorder. Exodus House provides Transitional Residential services. At Christmas time, there were many donations from the congregation in addition to a Thrivent team (David Miller) action that contributed an additional \$250 worth of clothing and personal hygiene and household items for residents.

Red Cross Blood Drives – Lead: Anna Peterson. Overall totals for our Blood Drives: We have hosted 34 drives, collected 827 units from 900 donors; average of 24 units per drive.

2021 Drives: 2/21 - 32 units; 4/21 - 28 units; 6/21 - 59 units; 8/21 - 24 units; 10/21 - 30 units; 11/21 - 60 units.

Little Pantry – The little pantry located on the exterior of the church doors provides canned and boxed food items (nonperishables) for those in need. In the winter then there are hats, mittens, scarves, and the like to choose from. All items are donated from church members.

Luther Point Bible Camp – The summer camps were opened to families once again this year. The Christian Education Committee paid for half of the fees for Mt. Zion members to attend camp. There continues to be regularly scheduled activities.

H.O.M.E- Hudson Outreach Meals for Everyone provides 1370 meals per year to community members on the first and third Thursdays of every month. There are eight area churches that contribute to the cost to produce and package and serve these meals to go. Sometimes local food vendor vouchers are provided for meals. This is the first year that we have decided to contribute half of the annual contribution to support this ministry at \$325.00 as an annual fixed expense.

Outreach Budget – Mic Hanson

Annual Budget: \$1912.50

Fixed Annual Expenses:

Media- Christ in Our Home Booklets - \$159.20

HAMA (Hudson Area Ministerial Association) - \$75

Stephen Ministries (Obituary Booklets to cope with loss) - \$100.45

*Fellowship - \$0 (Normally around \$400; due to covid no expenses this year)

Star Observer - \$100.00

2nd Mile Haiti - \$240.00

H.O.M.E - \$325.00

Living Lutheran Magazine - \$179.00

Northwest Synod of WI ELC - \$60.00

New Members - \$130.26 (to include flowers, Lutheran Handbooks, bibles)

New this year as fixed annual expenses:

- 2nd Mile Haiti (not including any fundraisers)
- H. O. M.E. – Hudson Outreach Meal For Everyone

Total Fixed Bills: \$1368.91

Other Variable Expenses:

Ft McCoy Refugees- \$200

Additional H.O.M.E. contribution - \$300.00

2nd Mile Haiti -\$43.59 for shipping fees for the next box sent in 2022

Total Variable Expenses: \$543.65

Total Expenses for 2021 to date: \$1912.50.

No purchases were made for Fellowship costs or quilting this year. For 2022, an **annual budget of \$2000** was requested to cover additional Northwest Synod of WI expenses (for a total of \$147.50 for 2022) usually needed as a fixed expense.

A Turning Point Fundraiser for Mother's Day will occur in May with the use of Thrivent Action Teams.

Thrivent Actions Teams Contributions

Special note: is to all the members that made extra efforts to help many of the Outreach ministries for this past year. There were approximately 21 Thrivent Action Events that totaled approximately \$5,250.00. Way to go!!

WORSHIP AND MUSIC COMMITTEE

Committee members:

Cindy Saathoff (chair), Kristen Johnston (co-chair, resigned in November 2021),
Deb Tonsager, Craig Gustafson, Karen McConville, Robin Arneson, Deb Fristad,
Judy Meincke, and Pastor Carolyn Staats

2021 has been our second year adjusting to the ever-changing COVID-19 safety protocols. The committee has done an amazing job adapting and improving our processes. This year was all about options, giving our congregation the freedom to select the type of service they needed to stay comfortable, safe, and healthy. The committee continued to deliver the Word to our congregation via social media and opened the Church to in-person services with the caveat to social distance within the pews, requested participants to mask, provided a cantor for singing, provided self-serve communion and no food at fellowship all to support our much-needed face to face connections.

Based on guidance from our Wilderness Committee the Music and Worship Committee implemented the guidelines and planned services and activities throughout the year. Some of the activities of note included:

- Our traditional soup and sandwich meal became our first "curbside pick-up meal" on Ash Wednesday. Meals were ordered online or at arrival, packaged and delivered to cars prior to the on-line recorded service. Pastor Carolyn also provided a distribution of Ashes for this event. Remote Wednesday night services during Lent continued the recording of multiple musicians contributing to the services submitting their performances, as well as in person.

- Coordination of other online service support included Luther Point providing a sermon on February 28th and the Synod provided links to Lent services.
- Remote Holy Week services with recorded music and Word contributors/readers.
- Curb-side pick-up for Easter flowers delivered to vehicles.
- June was the return of in-person church services with social distancing guidelines in place. One service provided each Sunday along with the continuation of on-line services.
- Summer Wednesday evening outdoor services were developed to provide an in-person worship experience. Two per month in June, July, and August.
- The Pet blessing and 2-year-old Prayer Bear Milestone activities were paired together and done as an outdoor service.
- Reformation and Confirmation were combined this fall and after spring of 2022, will continue with a fall confirmation schedule.
- Wednesday night services during Advent were remote, however the Blue Christmas service prior to Christmas Eve was in-person.
- December Sunday service featuring a Santa Lucia and Star children
- Two Christmas Eve services, each with a small ensemble from the senior choir performed. The service ended with the congregation exiting outside to sing Silent Night amongst lit luminaries that the church children had decorated.

Our dedicated music and staff members collaborate 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

Much like last year, the staff, committee and volunteers were challenged to find new ways to provide a rich and meaningful worship experience to the congregation for both in-person and 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 to keep the experience as normal as possible.
- 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.
- Kristen Johnson who makes our communion bread.
- Carl Meincke has taken time over the last few months to clean, polish, and remove wine stains from our communion trays
- 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.

We are currently taking a break from our tone chimes group and junior choir. The committee did discuss the topic of hiring a junior choir director but determined that COVID restrictions and many young families not wanting to participate at in-person services if members are not masked minimized the need at this time. We look forward to a time when we can start up these programs again.

During the past spring while getting the church up and running we had our pianos and organ evaluated and tuned. We discovered our organ is very old and there is no longer anyone we are aware of that has the skill to tune it. The Congregation should be aware that the organ may need replacing in the next 5-year period.

Kristen and I thank all the Committee, Staff and Pastor Carolyn for their commitment and contribution to create and deliver a meaningful Worship experience in 2021. It was a challenging year with many new and successful experiences!

Mt. Zion is truly blessed to have so many members participate in the life of our church. We welcome anyone who would like to join our committee to add energy and ideas to Mt. Zion's worship and music planning.

Sincerely,

Cindy Saathoff

Kristen Johnson

PROPERTY

Property Committee—2021

Chair: Andy Yarrington

Co. Chair: Jeff Magnuson

Property Committee Members

Mark Arneson	Rudy Kohler	Tim Dreier	Ed Dombrock
Gary Hauschildt	Deb Hauschildt	Jim Eral	Jim Letourneau

People in charge of a particular area of ministry:

<u>Spring/Fall Cleaning:</u>	Date(s) set by Committee
<u>Supplies:</u>	Jim Letourneau
<u>Lawn Care:</u>	Tim Dreier
<u>Plowing:</u>	Phil Eng
<u>Snow Shoveling:</u>	Andy Yarrington (Coordinator)
<u>Inspections:</u>	Set by Chair
<u>Hosta Garden:</u>	Deb & Gary Hauschildt

Annual Properties Report

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

The heating and air conditioning units are serviced on a regular schedule and are in good condition, the sanctuary unit required new ignition control board, pressure switch and a flame sensor.

Painted the upper & lower level in February and painted all four restrooms in November.

Upper level, stairway, and balcony carpet professionally cleaned and sanitized in March.

New granite windowsills were installed in April.

Spring cleaning was completed in April.

Elevator inspection & testing completed as required.

Fire inspection was completed and passed.

The building grounds are in good condition.

Outdoor security lighting added to east parking lot.

The large equipment is in good working order with no maintenance deferred.

Sample List of Completed tasks performed this year

Replaced burned out fluorescent bulbs with LED bulbs as needed, all working at this time.

Recycled old computers, keyboards, and mice. Hard drives were shredded.

Fire extinguishers tested and up to date.

Cleaned grease trap in March.

Upgraded internet speed (Comcast)

New Wi-Fi access points (both private & guest) and new network switch added.

Upgraded PowerChurch Software to a cloud base software.

HVAC roof units inspected/filters changed spring and fall.

New faucet installed in sanctuary sink.

Water heater relay switch was faulty and was replaced.

New soap dispensers were installed in restrooms.

New battery pack purchased & installed in Emergency Defibrillator.

Two trees removed between parking lot and funeral home.

The outside "Little Pantry" was repainted by Mark Arneson.

Changed trash service from Waste Management to River City Disposal resulting in a savings of \$6,607 per year.

Contracted with commercial cleaning company ABCD Cleaning to clean church weekly.

Checked with multiple companies about air turnover and was not recommended nor cost effective for the church.

Accepted proposal from Encompass Engineering Consultants to perform a foundation footing evaluation (scheduled for first week of April 2022). For more details see September 2021 and November 2021 report regarding sanctuary foundation issues.

West stairs metal handrails are starting to rust and will need sanded and painted spring/summer of 2022 before the rust deteriorates them too badly.

Property along with Tech Committee researched and received multiple bids for Audio Video companies. Contracted with Aufderworld Corporation to add live streaming, sanctuary streaming, upgraded sanctuary audio, fellowship hall video, hearing assist, speakers, monitor, mics, controls, and lower-level video. See proposal for complete detail.

Creating a new, more modern, user-friendly website that will be easier to update and easy to use.

Interviewed IT companies to meet the technology needs of the church. Hired an IT person, Lee Schroeder on a as needed basis.

We are lucky to have the team of people we have working with the Properties Board.

Their experience and knowledge of our property is outstanding. That, coupled with their generosity of time and talents making it an easy Board to manage with extraordinary results. Thank you!

Respectfully submitted,

Andy Yarrington / Jeff Magneson

FINANCE

Committee Members

Jim Johnson (Chair),

Scott Jahns (Co-Chair – Partial Year),

Judy Meincke, Scott Johnson, Robin Arneson, Joan Christopher, and Pastor Carolyn Staats

Mt. Zion had a challenging but successful financial year through the COVID 19 Pandemic.

- We were able to reduce the principal amount owing on the mortgage to \$371,471.63.
- We achieved more than 100% of our capital campaign goals for 2021 and are looking strong with our capital campaign results as we move into 2022.
- Our Estimated Giving for 2021 finished almost \$7,900 below the estimate of \$192,708. We finished the year at \$184,813.
- We maintained our budget to within 1% of our goal while handling the below estimated giving amount.
- For the 2022 Budget, we (the congregation) approved a budget of just over \$197,000. We did so, using our Estimated Giving of \$167,000 and the option for the 2022 Finance Committee to utilize contingency funds, should they be necessary. We are pleased to share that since the Congregational Finance and Budget Meeting in November of 2021, our estimated giving has increased to more than \$182,000, with the return of more Yearly Intent Cards; thus, dramatically reducing the potential need to utilize contingency funds.

Although the financial challenges of the pandemic continue into 2022, Mt. Zion continues to maintain a robust financial outlook.

	<u>MT ZION 2022 BUDGET</u>	
	<u>2022</u>	<u>2021</u>
Pastor & Benefits		
Salary	\$ 42,775.00	\$ 41,342.00
Total Benefit Cost (P Health, Pension)	\$ 21,072.00	\$ 20,134.00
Social Security Allowance	\$ 4,254.00	\$ 4,111.46
Car Expense	\$ 1,500.00	\$ 1,500.00
Education & Official Meetings	\$ 1,200.00	\$ 2,040.00
Phone Allowance	\$ 600.00	\$ 600.00
Parsonage Utility/ Housing Allowance	\$ 12,832.50	\$ 12,402.60
Health Insurance - Family		
subtotal	\$ 84,233.50	\$ 82,130.06
Staff		
Admin Secretary	\$ 15,633.71	\$ 15,327.17
Finance Secretary	\$ 3,563.53	\$ 3,493.66
Treasurer	\$ 2,968.20	\$ 2,910.00
Organist/Keyboard	\$ 18,203.96	\$ 17,847.02
Sr. Choir Director	\$ 2,626.49	\$ 2,574.99
FICA-Medical Employee Tax	\$ 3,290.00	\$ 3,608.64
Pulpit & Accompanist supply	\$ 1,000.00	\$ 1,000.00
subtotal	\$ 47,285.89	\$ 46,761.48

General Expenses		
Administration	\$ 3,500.00	\$ 3,500.00
Office Copier	\$ 5,000.00	\$ 5,000.00
Church Maintenance	\$ 13,220.00	\$ 9,000.00
Church Telephone	\$ 3,200.00	\$ 3,200.00
Church Utilities	\$ 18,000.00	\$ 22,281.00
Insurance	\$ 5,700.00	\$ 5,700.00
Technology operation exp	\$ 2,000.00	\$ 5,600.00
Custodian	\$ 5,500.00	\$ 5,018.89
Maintenance/Monitor contract		\$ 2,700.00
subtotal	\$ 56,120.00	\$ 61,999.89
Christian Witness		
Synod Benevolence	\$ 1,700.00	\$ 1,700.00
Designated Benevolence	\$ 680.00	\$ 680.00
Christian Education	\$ 1,800.00	\$ 2,125.00
Social Ministry & Outreach	\$ 2,000.00	\$ 1,912.50
Stewardship	\$ 425.00	\$ 425.00
Student Grants	\$ 212.50	\$ 212.50
Worship & Music	\$ 2,125.00	\$ 2,125.00
Youth	\$ 425.00	\$ 425.00
subtotal	\$ 9,367.50	\$ 9,605.00
GRAND TOTAL:	\$ 197,006.89	\$ 200,496.43
ESTIMATED GIVING	\$ 167,652.00	\$ 194,550.00
Allowable 5% Over	\$ 8,382.60	
Contingency Funds	\$ 20,972.29	
TOTAL ESTIMATE 2022	\$ 197,006.89	\$ 200,496.43

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. We normally would have participated in conference activities, but they were cancelled due to Covid -19. President Katie Jones did attend the Triennial WELCA meeting via Zoom for 3 days and was a voting member. What was also not cancelled were prayers, phone calls and sending cards and texts!

The three Circles of Mt. Zion are Joy, Hope and Deborah. They are open to all women.

JOY CIRCLE meets monthly in the morning on the second Thursday and discusses a Bible study. They contributed to the Mt. Zion Human Needs Fund. They met towards the end of the year in the Fellowship Hall and held a Christmas party at a restaurant. Carol Kriegl is the contact person for this large group.

HOPE CIRCLE has not met during the past year because of Covid-19. Members are led by June McLaughlin. This Circle may join Joy Circle as there are two members left.

DEBORAH CIRCLE meets the first Tuesday of the month. Since Covid-19, they meet via Zoom most of the time. 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

Balance on Hand (January 1, 2021)		\$ 793.79
	Circle Groups	<u>\$71.00</u>
	Total Receipts	\$71.00
Income total for 2020		\$864.79
Distributions		
	Luther Point	\$50.00
	SYNOD	\$195.00
<u>Total Distributions for 2021</u>		- (<u>\$245.00</u>)
Balance on Hand (December 31, 2020)		\$ 619.49

Respectfully submitted,
Barb Walczak -WELCA Treasurer

POST-SECONDARY EDUCATION GRANT COMMITTEE

There has been some confusion as to which year to include in the annual reports. In the past, the reported information has been the year the youth received their Grants. ex. 2021's report would have the names and amounts of the money available from 2020 but given out in 2021. It has been decided to include in this, and further annual reports, the names and amounts of the Youth Grants available at years end for the given year.

So, you will find two years' of reports this year.

Committee members:

Anna Peterson
Ed Dombrock
Holly O'Connell Beard

As a committee, we met in January 2021 to agree on which youth we would like to recommend to the church council for approval of the Post-Secondary Education Youth Grant.

The following youth were recommended and approved by the 2020-21 Council on January 12, 2021. Letters were sent on January 15 with January 24 being the Sunday the Grants would be handed out.

2020

\$454 each

Andrew Gustafson
Cameron Jahns
Emily Gerdts
Noah Gerdts
Laura Gerdts

As of December 31, 2020, the Grant Fund shows a balance of:

Grant Fund~ Associated Bank	\$11,859.27
Grant Fund~ Mission Investment	\$80,704.79
Total	\$92,564.06

Committee members:

Anna Peterson
 Ed Dombrock
 Holly O'Connell Beard

As a committee, we met January 4, 2022, to agree on which youth we would like to recommend to the church council for approval of the Post-Secondary Education Youth Grant.

We also requested an additional \$770 from the Carl Sandberg Memorial Fund so we were able to increase the amount of grants give to each recipient.

The following youth were recommended and approved by the 2021-22 Council on January 11, 2022.

Letters were sent on January 15 letting the youth know they received the grant and that Sunday, January 23, during worship, the Grants will be handed out.

2021

\$300 each

Brooke Dreier
 Emily Gerdts
 Noah Gerdts
 Laura Gerdts
 Andrew Gustafson
 Maggie Gustafson
 Ellie Johnson
 Sam Johnson

As of December 31, 2021, the Grant Fund shows a balance of:

Grant Fund~ Associated Bank	\$14,333.97
Grant Fund~ Mission Investment	\$81,114.99
Total	\$95,448.96

Respectfully submitted,
 Committee Members

MEMORIAL COMMITTEE

Memorial Account Balance as of Jan. 1, 2021 **\$52,561.89**

Designated Funds:

Organ Fund	\$9,782.00
Moving Cabinet – Foslien	\$400.00
Saathoff – Faith Chest	\$90.00

Undesignated Funds:

Harley Saathoff	\$1,045.00	
Sandberg Funds	\$41,170.79	
Disbursements – Sandberg		(\$612.00)

Memorials in 2021

Jim Hunter – Organ	\$100.00
Dave McLaughlin – Organ	\$550.00
Walt Weeks – Organ	\$170.00
 Interest	 \$5.24

Memorial Balance on 12/31/2021 **\$52,775.13**

Other Memorial Gifts: 2021

Dave McLaughlin – Habitat	\$35.00
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Respectfully Submitted
 Mary Ellefson
 Memorial Committee Chair

	Individual Activity Account					
			2021			
	Balance	Soup &	Sunday		Paid Out	Current
Name	1/1/2020	Sand.	Fellowship	Sponsors	or moved	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
Dylan Nitti	20.06					20.06
Holly O'Connell	46.80					46.80
Olive Olson	12.78					12.78
Lola Scott	87.03					87.03
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	12/31/2021	

SCOUT TROOP 140

On October 19, 2021 Scout troop 140, co-sponsored by Bethel and Mt Zion Lutheran Churches, completed 92 years of continuous service to the youth of Hudson, while the Scouting of America celebrated their 111th year. Troop 140 currently has 7 youth registered as Scouts and 10 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.

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. One Scout attended National Youth Leader Training. Scouts attended several sessions throughout the year to work on various merit badges. The Troop met 46 Monday evenings in 2021. These meetings were either performed via video conference or were held in-person. All Scouts and Leaders wore masks, practiced social distancing, and followed recommended sanitary guidelines.

The Troop had its 55th annual Christmas wreath sale fund-raiser in November through December on a limited sales basis. All wreath sales were conducted via electronic communications and were limited to repeat customers to minimize personal contact. 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 Initiative, 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 years ago with some of the funds that the Scouts raised over the prior three years.

Some of Troop 140 adult Leaders are members of an advisory group to the Northern Star Council Scout Executive and 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 10 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 2022 are:

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

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

Doug Stubbe, Committee Member

Dann Holter, Committee Chairperson

Holly Tremble, Activities Coordinator

Carl Meincke, Assistant Scoutmaster

Ben Raymond, Senior Patrol Leader