



Evangelical  
Lutheran Church  
in America



# ANNUAL REPORT 2024



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## **To be distributed at the Annual Meeting:**

-Agenda

-Ballot, to include nominations for:

Council 2023 (3-year term)

Zion's Nominating Committee (1-year term)

Zion's Foundation/Endowment Committee (2-year term)

Zion Mutual Homes Committee (2-year term)

Two Voting Members of East Central Synod of Wisconsin Synod Assembly (1-year term)

Delegates to East Central Synod Appleton Conference (1-year term)

Delegates to Crossways Camping Ministries (1-year term)

Delegates to Linwood Community – Appleton (1-year term)

Delegates to Miravida Living – Oshkosh (1-year term)

Delegates to Bethany Home – Waupaca (1-year term)

# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

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“More majestic than the thunders  
of mighty waters, more majestic  
than the waves of the sea,  
majestic on high is the Lord!  
Your decrees are very sure;  
holiness befits your house, O  
Lord, forevermore.”

—Psalm 93:4-5

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financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks ...

God, we praise you and give you thanks.

**You are good, and your mercy endures forever.**

You gave us a garden with good food to eat.

**We praise you for food that nourishes us.**

You rescued your people from slavery.

**We praise you for freedom.**

You gave us prophets to correct, rebuke and encourage us.

**We bless you for your justice and mercy.**

You gave us your Son, Jesus, to love, redeem and save us.

**We praise you for his death and resurrection.**

You gave us your Holy Spirit to be our Advocate and Comforter.

**We bless you for the gifts of every tribe and nation.**

Strengthen your church with every spiritual gift

**and commission us again to be your servant people.**

Multiply in us the fruit of the spirit:

**love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.**

Send us in your love and mercy,

**that the world may know you and praise you.**

### Now Thank We All Our God



1 Now thank we all our God with hearts and hands and voice - es,  
2 Oh, may this boun - teous God through all our life be near us,  
3 All praise and thanks to God the Fa - ther now be giv - en,



who won - drous things has done, in whom this world re - joic - es;  
with ev - er joy - ful hearts and bless - ed peace to cheer us,  
the Son, and Spir - it blest, who reign in high - est heav - en,



who, from our moth - ers' arms, has blest us on our way  
and keep us all in grace, and guide us when per - plexed,  
the one e - ter - nal God, whom earth and heav'n a - dore;



with count - less gifts of love, and still is ours to - day,  
and free us from all harm in this world and the next.  
for thus it was, is now, and shall be ev - er - more.

*Evangelical Lutheran Worship, 840*

Text: Martin Rinkhart, 1586-1649; tr. Catherine Winkworth, 1827-1878

Music: NUN DANKET ALLE GÖTT, Johann Crüger, 1598-1662

Let us pray.

Gracious God, you are the giver of every good gift. Bless us with all that we need for ministry in your name, that we might be a blessing to others. In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord.

**Amen.**

Minutes of the 2024 Annual Congregational Meeting of Zion Evangelical Lutheran Church  
Sunday, February 4, 2024, at 10:50 am

- I. Registration
- II. Call to order
- III. Opening Devotion led by Council President Sue Bunkert. Following the liturgy printed in the annual report.
- IV. Approval of Agenda: Meeting called to order at 10:50 am. Motion to approve the agenda as printed made by Stephanie Draheim, seconded by Tricia Staedt. Approved without discussion.
- V. Approval of Congregational Meeting minutes from February 12, 2023: Motion to approve minutes as written by Wendy Sachs, seconded by Deb Reis. Approved without discussion.
- VI. Approval of Special Congregational Meeting minutes December 10, 2023: Motion to approve to minutes as written by Wendy Sachs, seconded by Deb Reis. Approved without discussion.
- VII. Reports:
  - A. President Report: presented by Sue Bunkert: Motion to accept by Gwen Schwandt, seconded by Stephanie Draheim. Accepted without discussion.
  - B. Pastors Reports: Included in Annual Meeting Packet.
  - C. Review Committee Reports: Motion to accept all committee reports as written made by Tricia Staedt, seconded by Deb Reis. John Gill said that an updated Foundation report would be handed in in the next couple of weeks. Motion passed.
- VII. Election of Delegates: Ballot reviewed. Additional nominations from the floor were added to the printed ballot. (See names under election results below. Nominations from the printed ballot are marked with \*). As there were no contested positions on the ballot, Tricia Staedt moved for a voice vote on a unanimous ballot, Dan Weiland seconded. Motion passed. The Congregation approved the ballot as follows (please refer to printed ballot for terms/dates):
  - Council: Tommy Meltz
  - Zion's Nominating Committee: 0
  - Zion's Foundation / Endowment Committee: Jim Schley
  - Zion's Place: Colleen Malchow, Marilyn Hetzler\*
  - East Central Synod of Wisconsin Synod Assembly: Marilyn Hetzler, Diana Staedt
  - East Central Synod Appleton Conference: John Gill\*
  - Crossways Camping Ministries: Pastor Mike Dismer\*
  - Linwood Community – Appleton: Gwen Schwandt, Tommy Meltz
  - Miravida Living- Oshkosh: Gary Neuman, Christine Newman
  - Bethany Home- Waupaca: Gail Hunter, Wendy Sachs
- VIII. Destruction of Ballots: unnecessary, as no paper ballots were cast.
- IX. Set Annual Meeting for 2025 – to be determined.
- X. Closing Prayer led by Council President Sue Bunkert
- XI. Motion to Adjourn made by Stephanie Draheim, seconded by John Gill. Motion passed and the meeting was adjourned at 11:56 am.

Respectfully submitted by Gail Hunter, Council Secretary. These minutes have not been approved. They will be presented for approval at the 2025 Annual Congregational Meeting.

## Council President's Report

Another year is behind us, 2024. It was a busy time for Zion as we moved into much uncharted territory, faced with the fact that we would be losing the Appleton Bilingual School in August of 2025 and the substantial amount of revenue it has provided.

In January of 2024 we celebrated the arrival of the Magi who followed Christ's star to worship the newborn king. We held an Epiphany walk, written and directed by Pennie Reis and followed by a brunch organized by Deb Reis and the Worship and Music committee.

We also saw Pastor Jake and his lovely wife, Cindy, leave for the warm temperatures of sunny Florida. In his absence our worship was conducted by supply pastors who gave wonderful service to Zion. Two especially who served often and continue to do so as needed to this day are Karen Jewel and Jan LaVake. Their ministry to Zion is much appreciated. During Lent lay leaders generously stepped forward to lead worship, Gwen Schwandt, Wendy Sachs, Jim Schley, Jon Meyer, and Cheryl Meyer. As we have done and continue to do, we shared our soup suppers with another and our neighbors as well.

Jake returned to us as Vicar Jake in spring. Since his interim status had ended, he became a SAM (Synodical Approved Ministry) in order to provide communion, etc. to Zion and the congregation. We are fortunate and thankful to have him back with us. Since he has resumed ministry we have taken in new members; Barb Wegner, Nance Klapper, Barb Beechey, Valerie Moseng, and Miley Bee as well as welcomed back Barb Flanagan, Nancy Carbiener and Michelle Carbiener.

A big Zion welcome to all.

One dark spot in an otherwise good year was with our ongoing Affordable Housing Project. We learned that the developer with whom we had been working, declined to submit our housing proposal to WHEDA (Wisconsin Housing and Economic Development Agency) for essential funding to make our project viable. The project manager, Bonnie Nussbaum, Zion's project liaison, Kandie Wilz, outside consultant, Carrie Sanders and church council continue to explore alternatives that can bring Zion's commitment to fruition. Please keep all these individuals and committees in your prayers as we move into the new year.

Our call committee continues its work of calling a pastor, revising our MSP (Ministry Site Profile) to attract pastoral candidates who will share Zion's vision. Pray for them that God will guide them toward the one whom God has in store for us.

Despite that dark spot, Zion continues to be a vibrant, giving faith community, embracing the Biblical passage, "What you do for the least of them, you do onto me". With that in mind, in the years that ABS has shared our facilities we have supported the ABS students and those at Columbus school with our giving trees in July and December, providing school supplies, etc. Also, we have supported Pillars which ministers to the homeless by donating personal hygiene supplies and cleaning products. Thanks to Tom Meltz and Zion's generous donations, we keep our well-used Blessing Box stocked to benefit those in need in the community. Over the summer a group of Zion members prepared and served noon meals to the volunteers who build for Habitat for Humanity. Advent meals were also held prior to services and shared with the neighbors which gave warm fellowship on cold winter evenings. To better coordinate and provide for continued outreach we hired two part-time hospitality coordinators, Lynn Walter representing Zion and Brianne Connolly, from our surrounding neighborhood.

Each new year brings new challenges and opportunities so while we celebrate the achievements of this past year, let us enthusiastically embrace the new. As we say each Sunday, "Creating Community through God's love and guidance", let us march into 2025 "Holding high the cross"!

## Vicar Jake Czarnik-Neimeyer – 2024 Annual Report

“I want you to get out there and walk—better yet, run! —on the road God called you to travel. And do this with humility and discipline—not in fits and starts, but steadily, pouring yourselves out for each other in acts of love, alert at noticing differences and quick at mending fences”. -Ephesians 4: 1-3

I selected this scripture passage for the past two annual reports, and I believe it remains very appropriate for how I would describe the ministry of Zion over the past year as well. There continues to be a significant amount of running and moving steadily with humility and discipline. We have done so together, with God’s guidance and a common mission, as we build up the Body of Christ at Zion and in the community.

Some highlights of our ministry in 2024 include:

- Quality music to enhance our worship and prayer under the leadership of Heather Watney, Cheryl Meyer, Paula Staedt and Jim Schley
- Ongoing pastoral care with hospital, nursing home and home visits coordinated by Gwen Schwandt
- The Sunday School and Confirmation Program under the dedicated leadership of Pennie Reis and Stephanie Draheim
- Bible Reflection resources for adults during Lent and Advent
- Welcoming seven new members and three returning members to Zion
- Three children were Baptized, five children received First Communion, and three youth were Confirmed
- Maintaining a fully stocked Blessing Box under the leadership of Tom Meltz
- Outreach with Habitat for Humanity, Columbus and ABS School, PILLARS and the Central Historic Neighborhood Association
- Invited neighbors for the Advent and Lent Soup Suppers and Prayer Services
- Addition of two new staff to carry out important areas of ministry (Lynn Walter as the Hospitality Coordinator and Brianne Connelly as the Outreach Coordinator)
- Stewardship Planning and Program coordinated by Jon Meyer and team
- Funeral planning coordinated by Kimberly Gordon
- Ongoing planning on the Affordable Housing Project with Dr. Bonnie Nussbaum

Special thanks to Sue Bunkert, council chair, and the entire church council for their faithful leadership and support throughout the past year. I am extremely grateful to so many other members and visitors who have stepped up to provide leadership and support for the various ministries here at Zion. Please keep the Church Council, Call Committee and staff in your prayers as they continue to “reimagine” church in the future.

It remains a privilege and honor to be your servant leader over the past 21 months. May God continue to bless the good people of Zion as you live out your mission: “Creating Community through God’s Love and Guidance”.

In Christ’s Service,

Vicar Jake



## Worship and Music/ Faith Formation

The committee has been very this past year planning for our worship services and Faith Formation classes. The year started with the Epiphany service, including a wonderful Epiphany walk, and a pot luck brunch.

Ash Wednesday was February 14, with service held at 6:30 followed weekly with Wednesday night Lenten soup suppers and services.

We celebrated Palm Sunday with the Faith Formation children having a part in the service, followed by a brunch. We celebrated our Risen Lord on March 31 with a beautiful Easter service.

First Communion and Confirmation were held on April 28 and May 5, respectively.

Summer happily brought us the return of Vicar Jake. We also enjoyed the picnic, special Sundays such as, Christmas in July, camp Sunday and a chance to hear special music that continued through to the end of the year. These were very much enjoyed by all.

Faith Formation classes began again in September after the summer break.

Advent soup suppers and services were held on Wednesday nights in December.

We were treated to a program on December 8 by our Faith Formation children. It was so wonderful to hear the story of Jesus's birth told by them.

A big improvement was the upgrade of our sound system. Thank you so much to the anonymous donor that funded this project

The Birth of our Lord was celebrated with wonderful services on Christmas Eve.

A very special thank you to the dedicated people who serve on this committee with me, Cheryl Meyer, Heather Watney, Pennie Reis, Stephanie Draheim, Jim Schley and Vicar Jake. You are the reason all of these opportunities can be shared with our congregation.

Deb Reis

## Music Ministry Report January through December 2024

The Music Ministry team consists of: Heather Watney (music coordinator), Cheryl Meyer (volunteer choir director), Jim Schley (volunteer organist), Paula Staedt (volunteer bell choir director), and William Surtees (part time organist). In addition to musicians, a sound board team consists of: Jon Gill, Jim Schley, Cheryl Meyer, Heather Watney, Adam Watney, Colleen Malchow, and Aaron Duesterhoeft (outside sound engineer consultant). A continued and increased variety of musicians in the last year brought an enjoyable diversity of musical styles to worship at Zion.

- **February** – Lenten services began on 2/14 with Ash Wednesday service. The following Wednesday services featured Pam Keane playing the beautiful Holden Evening Prayer composed by Marty Haugen.
- **March** – On Good Friday, an ecumenical service led by Pastor Ryan Eikenbary and organist Erich Knapp from First English Lutheran was held at Zion Lutheran Church. An ecumenical choir provided two anthems during the service. The overarching message of helping others led into the offerings from the service being put towards the future Zion affordable housing project. On Easter Sunday, March 31, special guest trumpeter, John Stecher joined our organist to enhance hymns.
- **June 30<sup>th</sup>** – The outdoor worship and picnic service was held at Erb Park. Guest musicians gathered to play southern gospel music selections. Jill Quigley (vocals), John Quigley (keyboard and trumpet), Dan Weaver (guitar), and Mike Malone (drums).
- **August** – On August 4<sup>th</sup>, new member Barb Beechey, and principal violist of the Fox Valley Symphony accompanied worship hymns and played several classical solos during prelude and the offering. On August 18<sup>th</sup>, we all gathered around the campfire at church to sing familiar and catchy new camp songs. Joining us from Prince of Peace was guitarist and singer, Erik Larson.
- **September 15<sup>th</sup>** – worship was enhanced with a BIG bluegrass band comprised of Zion musicians, Prince of Peace musicians, and friends of Heather's. Traditional Appalachian hymns were joyfully sung (similar to Southern Bluegrass), as well as several composed liturgy pieces by Prince of Peace musician Colleen Perrine.
- **October 27<sup>th</sup>** – Today was another upbeat and fun worship day with guest musicians "Talk of the Town" led by Kevin VanEss, playing a variety of hymns in a New Orleans jazz style.
- **November 3<sup>rd</sup>** – All Saints Sunday brought a more somber and reflective day to worship with the help of Benji Roe, bagpiper. He accompanied hymns and also shared several solos with us on his Swedish pipes, a quieter type of bagpipe. Also in November, Zion choir members were part of large choir for the Thanksgiving Eve Ecumenical service at All Saints Episcopal church. Thank you for representing Zion, raising your voices in song, and helping in this special service!
- **December** – On December 8<sup>th</sup>, our youngest Zion members shared their Faith Formation program with us, telling the story of Jesus' birth and shared several special songs. On Christmas Eve, 4:00 pm service, Fox Valley Symphony members played as a string quartet to help enhance worship. Guest musicians were: Yuliya Smead (violin), Erik Leveille (violin), Jane Bradshaw Finch (viola), and David Veum (cello). Hymn arrangements for the strings by Heather Watney. At the 6:00pm service, Jim Schley was joined by guest David Dagenais (vocal solo), and Zion member Wendy Sachs (oboe and song-leader) for an inspiring service.
- Throughout the year we were blessed to have church members sharing their music as well: Wendy Sachs (song-leading, oboe), Cheryl Meyer (song-leading, percussion, guitar), Jon Meyer (saxophone, clarinet, recorder), Dan Weiland (vocal soloist), Linda Wirtz (cello), Barb Beechey (new member, viola solo and accompaniment), Jon Gill (vocal soloist), and members of the choir and bell choir. If any names have been left off this list inadvertently, please contact Heather Watney to update the music records with the dates you shared music for worship!
- **Instrument Maintenance, and Moving:** In November the higher quality piano from the Choir Room was switched with the piano in the balcony. This piano is an upright Yamaha and has a built-in humidifier. A volunteer is needed to add water to the piano in the loft on Sundays. This helps keep the piano in tune much longer. The pianos and organ in the sanctuary were each maintained and tuned once in 2024. The plan is to have them checked for necessary repairs and tuned again in 2025. The grand piano tuning didn't hold well in 2024, so we may go back to tuning it twice a year. Heather may also get a price quote for a partial humidifying system to address changing conditions that cause noisy "clunks" that occur during certain weather.

**Would you like to get involved in the music ministry?** You do *not* have to be a professional musician to be involved! You can learn to read music in the choir and bell choir. Brush up your skills on instruments to play in church for prelude or for a special piece. If you love technology, learn about the soundboard from our recently trained team and sign up to help run the board and stream to YouTube. Below you will find a bit more information about the various opportunities for you within the Music Ministry:

**Zion Choir:**

The 10-person choir under the direction of Cheryl Meyer meets once a week on Sunday morning 8:00-8:40am to rehearse. They share their music several times a month, utilizing psalms, hymns and a variety of special music to perform during worship. Several choir members are also instrumentalists and blend those melodies in with hymns to create interesting variations, or share as solos. If you are interested in getting more information about or joining the Zion choir, contact Cheryl at 920-731-9474 or the church office.

**Tower Ringerz Bell Choir:**

In 2023 we were fortunate to see bells return to worship services in the fall! The bell choir, under the direction of Paula Staedt, is a blend of church members and non-members with experience ringing bells, hand chimes, and vertical chimes. Zion's vertical chimes are crafted out of historical, recycled organ pipes. The bell choir meets on Wednesdays at 4:15-5:15pm to rehearse, and play for worship approximately every four to six weeks. If you have any questions, contact Paula at 920-810-2225 or the church office.

**Song Leading:**

Song leaders can read and learn music quickly, as well as other musical skills. Song leaders are NOT soloists. While they do sing into a microphone, their voices are just barely heard above the sound of the congregation singing. They help guide and encourage stronger congregation singing, and also ensure that those we serve at home can also hear the hymns through the streaming service or LOOP hearing system. Our current song leading team consists of Cheryl Meyer and Wendy Sachs. **Two additional song leaders** would be of great help to our small but powerful song leader team! If interested, either contact the office, or reach out to Cheryl Meyer or Heather Watney.

**Sound Board Technical Team:**

In November 2024, in an ongoing effort to continually improve the sound quality for our streaming and hearing loop systems, and to better understand the capabilities of the soundboard, new microphones and soundboard modifications/training occurred. Fixes and tweaks are still occurring and we are nearly to the sound we want in house, and in the streaming services. We are grateful for a generous donation from an anonymous Zion member that helped us update the system. Thank you! The soundboard team consists of: Jon Gill (lead, streaming), Jim Schley (lead), Adam Watney (lead), Colleen Malchow (supporting), Cheryl Meyer (supporting), Heather Watney (supporting). If you have an interest in technology, would like to receive basic training on the soundboard, and would like to help one Sunday per month (in tandem with someone at first, eventually solo) please reach out to the office or reach out to Heather Watney. We are looking for 1-2 more tech-curious people to join the team as eventual leads!

ZION LUTHERAN CHURCH Homebound Visitation Report Year 2024

We have a team of visitors who have committed some of their time to bring Holy Communion and visit with Zion folks that are homebound or in a Care Facility. Birthday cards are mailed and occasionally "thinking of you" cards are signed at the Fellowship Hour by members and mailed to our shut ins.

Currently we have twenty members that are visited by Ellen Gast, Marilyn Hetzler, Sue Joosten, Tommy Meltz, Jo Schiedermayer, Gwen Schwandt and Janice Weber. In addition, Karen Luedtke and Julie Pettigrew assist with mailing cards.

- Gwen Schwandt

## Zion Mutual Homes Annual Report

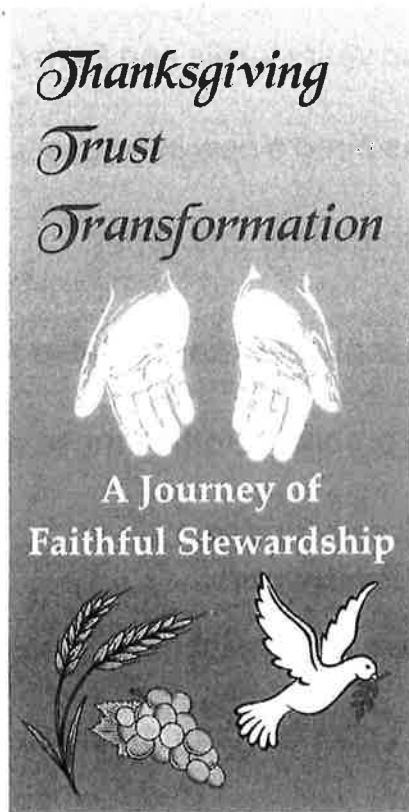
After four greatly appreciated, dedicated years, Arnie and Barb Carlson are retiring from Zion. The ZMH committee has hired a new in-house maintenance committee, and they will start sometime this spring.

In 2024, Zion replaced the almost 40 year old elevator and also replaced dangerous and worn out concrete around the property. Both of these were done without any external funds; they were all self-funded.

Two of our committee members who have put in a lot of time are retiring. Say thank you to Bob Pautz from Zion Lutheran Church and Dee Spiegel who was elected as a resident member of our committee.

We are sitting with five life leases and twenty-three rentals with a waiting list of over sixty.

## Stewardship Committee Report



Zion's Stewardship Committee is made up of members Gail Hunter, Jon Meyer, Diana Staedt, and Grace VanEyck, along with Vicar Jake.

The stewardship theme for this year was "Thanksgiving, Trust, and Transformation."

Thanksgiving to God for all of the blessings we receive, Trust in God that guidance will be provided for us through all time, and Transformation as a congregation as a result of our faithful response to God's call. There were three temple talks at the beginning of the service during the month of November. Stewardship Sunday was November 24<sup>th</sup>, the Sunday before Thanksgiving. A mailing was sent to members with pledge cards and time and talent forms so that they might be returned on Stewardship Sunday.

THANK YOU for your 2025 financial commitment. God's wondrous work cannot be done without your hands, hearts, and gifts!

|                             |              |
|-----------------------------|--------------|
| 2023 (year end total)       |              |
| Total pledged               | \$ 96,870.56 |
| Average pledge              | \$ 2,152.68  |
| Median pledge of 45 pledges | \$ 1,590.00  |
| 2024 (year end total)       |              |
| Total pledged               | \$119,211.60 |
| Average pledge              | \$ 2,980.29  |
| Median pledge of 40 pledges | \$ 2,520.00  |
| 2025 (year to date total)   |              |
| Total pledged               | \$ 93,810.00 |
| Average pledge              | \$ 2,468.68  |
| Median pledge of 38 pledges | \$ 2,210.00  |

## **2024 Personnel Report**

Team members: Deb Reis, Ray Pittman, Jim Schley, Wendy Sachs

January – Karen Farlow started as Church Administrator.

February – conducted 90-day review for Kimberly Gordon, Office Coordinator.

April – conducted review for Heather Watney, Worship & Music Coordinator and 90-day review for Karen Farlow, Church Administrator.

August – conducted annual reviews.

September – created hospitality coordinator and outreach coordinator job descriptions. Conducted interview and hired Brianne Connelly, Outreach Coordinator. Hired Lynn Walter as Hospitality Coordinator.

December – Confirmed proposed 2025 personnel budget.

Submitted by Wendy Sachs

ZION LUTHERAN CHURCH ~ Property Committee Year 2024 ~

This Committee's primary responsibility is the care for the Campus of Zion Lutheran Church. Aging buildings, two vertical lifts, heating and air conditioning equipment continue to keep the committee busy.

Great amount of time throughout 2024 was spent on working with Bonnie Nussbaum and other leadership on the future of Affordable Housing. This included considerable time with the Boldt Company reviewing future use of the Parish House, Education wing and having them digitize all of our blueprints. They have done a lot of "pro-bono" work and are open to our needs.

Building Security for weekends, special services and funerals is coordinated by the Committee by scheduling volunteers to cover for opening, closing, heat & A/C.

The Maintenance Engineer Elliot Pegel, works 10 hours/week. He does a great job with isolated repair needs, painting the second level exterior of Parish House, assisting with snow removal and anything he notices needing attention. Barb Carlson works as the Custodian for the church offices.

**GREAT VOLUNTEERS:** Greg Pettigrew has been cleaning the Sanctuary for weekend worship or any other special services. Jo Schiedermayer has given help in detail dusting. Lynn Wolter painted first floor Parish House windows. Ben and Nash Baeten have been helping with snow removal on Sundays. They also have taken care of lawn care around all our property this summer. Diana Staedt & Bonnie Kohl Arps took care of making our outdoor landscape beautiful with an array of flowers in summertime and wreaths at Christmas. Those who assisted with summer watering: Bonnie Arps, Gary Busch, Barb Carlson, Carol Gipp, Elmer Luedtke, Gwen Schwandt, Diana Staedt, Judy Wiese. Gene Wiese installed a code pad for the garage door.

The Parish House was vacated by Crossways Dec. 31, 2023. It is occupied again by "Fabricating Something More" since Nov. 1. Cleaning & preparation for new tenants was taken care of by Volunteers. Plaster repair in utility room was completed.

Both Vertical Lifts at the main entrance of the church and the Chapel were not repairable by Wisconsin Sales & Service. Bids were received to replace them. Financially the church could not afford to replace them. Gary Neumann was quite sure he could fabricate replacement parts. The one at the main entrance is repaired and the Chapel Lift will be done this year by Gary. Sanctuary light bulbs replaced in December.

Maintenance of the clock system and bells is done by Gary Neumann & Gene Wiese. Other maintenance issues are covered by Elliot (Mtce.Eng.) or by volunteers as the Committee is made aware of problems. Bids for Lawn Weed & Feed have been taken care of and put in the budget for 2025 by Karen Farlow (Administrator).

Respectfully submitted, Gwen Schwandt



## **Bethany Home Annual Meeting – Sunday, February 25, 2024**

Bethany of Waupaca is a Christian organization sponsored by Lutherans with the invited cooperation of other Christian faiths: Catholic, Methodist, Episcopal and Presbyterian, united in the same mission of care. That includes independent living, assisted living, skilled nursing, rehabilitation, dementia care and wellness. Zion of Appleton is one of 34 member churches that support Bethany. Immanuel Lutheran Church and First Assembly of God were added this past year. There were delegates representing congregations in attendance in person and via Zoom. Gail Hunter and Wendy Sachs attended in person.

Bethany business was taken care of including review of the 2023 annual meeting minutes, the president's report, the administrator's report and the financial report.

The president's report: Although staff vacancies are a challenge, including the loss of the financial person in the fall, vacancies continue to decrease with the addition of a grant writer and other changes indicating a reason for optimism. Bethany is positioned well and stable in the community.

Financial report: Independent audit conducted by WIPFLI for financials was good. Finances have improved and continue to be a challenge.

Two changes to Article 6 of the bylaws were reviewed and approved: Pronoun appropriateness and Bethany Foundation removed as it no longer exists.

Included in the handouts for the meeting was a packet of material: Mission and history of Bethany. How to become a Congregate Church. How membership benefits Bethany and your congregation.

- Mission: Bethany, a faith based, non-profit community, is guided by a commitment to maintain a supportive Christian environment that promotes the independence, security, health, and social well-being of those we serve. It is our goal to provide the highest level of honesty, integrity, dedication, and quality possible. We are devoted to provide an integrated continuum that strengthens and responds to the needs of the communities we serve, while respecting individual choice.
- Bethany Home began operations in 1954 with 18 guests, a budget of less than \$4,000.00, and an abundance of faith. Housing was in a wooden structure built in 1889 and previously used by the Bethany Children's Home.
- Bethany benefits from congregations with delegate representation at the annual meeting, promoting the Bethany's needs, volunteering, financial support, etc.
- Congregations benefit by using Bethany as a resource for presentations and on campus opportunities.

Submitted by Wendy Sachs

## Zion Lutheran Church-Endowment Fund

January 1, 2024-December 31, 2024

This year has been a year of transitions for the Endowment Fund Committee members. The 2024 committee began with John Gill, Colleen Malchow, Kathy Mogensen, Greg Pettigrew and Christine Neuman. As of the 2024 Annual meeting John Gill's term ended and Jim Schley was elected as his replacement. With Christine's passing, Linda Wirtz was appointed as a new Committee member. In late December, Kathy resigned due to personal reasons. Her position will be filled at the 2025 Annual meeting. We are thankful to all for the commitment and dedication of all who serve on the Committee.

In 1989 at the fund inception and according to the By-Laws 14.03.02 "The purpose of the Zion Lutheran Church Foundation... is to enhance the work of the church by establishing new ministries and stewardship opportunities additional to and apart from the general operation of the congregation". The constitution also mandates the distributions from the earnings above the principal can only be used for religious, charitable or educational ministries.

Most of the Endowment funds are managed by the team at Thrivent with the Mission Investment Fund rounding out the portfolio. We are currently set up as a moderately low risk investment and we meet periodically with the Thrivent Investment team to make sure that our overall portfolio goals are in line with the needs of the congregation.

Along with the seed monies of \$863,772.29 plus additions over the life of the Endowment, the principal has grown to \$931,957.65. With interest, dividends and changes in market value, the 2024 year-end investment total is \$994,687.67. When we add in the value of the two loans, the balance is \$1,136,504.42.

The loan to Zion Lutheran Church remains \$74,500.00, with no repayment parameters set for this loan. (Per Foundation bylaws 14.03.38, the maximum amount the Foundation can loan the church is \$75,000.00). Repayment of the loan is encouraged to increase the amount of money available for distribution back to the congregation and the community at year's end.

The following plan was created and published to the congregation to explain the organ loan: Donations labeled as "Organ Fund" will direct the money to the general maintenance and upkeep of the organ. All donations to reduce the Organ Loan to the Endowment should be made out to "Fidelity" with a memo marked "Foundation- Organ Loan". The Endowment launched a Matching Donation campaign that will continue until loan is paid off with donations matched. This year the loan donations were \$630.00. Add in the matching funds in the amount of \$630.00 to get the new December 31, 2024 balance on the Organ Fund loan of \$67,316.75.

Any other donations given directly to the Zion Endowment Fund or Foundation should now be written to "Fidelity" with a memo marked as "Zion Foundation" for processing at Thrivent.

## 2025 Endowment Distribution (for the 2024 calendar year)

After discussions with the Council and taking into careful consideration our current plans for the Affordable Housing, the Committee has come up with a plan to assist with our new housing ministry. The decision was made to use our normal distribution and divide it into two categories. First, the Endowment will assist the congregation with the monthly benevolences as we have done in the past years. The remainder will be used as needed by the Council and the Financial team that is guiding the Affordable Housing initiative. Noticeably absent from this year's distribution is the actual dollar amount as that is dependent upon the benevolences given by our congregation each month and the amount needed by Affordable Housing. Care will be taken to ensure that the principle of the Endowment is preserved, and all constitutional requirements are met.

### Financial Report

#### Zion Endowment Fund Balances

##### January 1, 2024

|   |                        |
|---|------------------------|
| Thrivent  | \$ 917,685.95          |
| Mission Investment Fund                                   | \$ 5,394.19            |
| <b>Total Investments</b>                                  | <b>\$ 923,080.14</b>   |
| Church Loan   | \$ 74,500.00           |
| Organ Loan  | \$ 68,576.75           |
| <b>Total Value of the Endowment<br/>(including loans)</b> | <b>\$ 1,066,156.89</b> |

##### December 31, 2024

|   |                        |
|---|------------------------|
| Thrivent  | \$ 989,271.86          |
| Mission Investment Fund                                   | \$ 5,415.81            |
| <b>Total Investments</b>                                  | <b>\$ 994,687.67</b>   |
| Church Loan   | \$ 74,500.00           |
| Organ Loan  | \$ 67,316.75           |
| <b>Total Value of the Endowment<br/>(including loans)</b> | <b>\$ 1,136,504.42</b> |

## ZION LUTHERAN CHURCH Treasurer's Report 2024

### CASH BALANCE

|                       |                      |
|-----------------------|----------------------|
| General Fund          | \$ 36,854.72         |
| Savings               | 75889.80             |
| Petty Cash            | 3,758.96             |
| Scrip                 | 1,755.08             |
| Special & Memorial MM | 187,959.59           |
| Affordable Housing    | 20,619.03            |
| Net Cash              | <u>\$ 250,947.38</u> |

### RECEIPTS

|                   | <u>2023</u>          | <u>2024</u>          |
|-------------------|----------------------|----------------------|
| Contributions     | \$ 215,500.88        | \$ 220,800.75        |
| Other Income      | 17,612.17            | 11,010.26            |
| Building Use      | 91,927.87            | 102,877.53           |
| Designated Giving | 48,857.46            | 1,210.00             |
|                   | <u>\$ 373,898.38</u> | <u>\$ 335,898.54</u> |

|                          | <u>2023</u>   | <u>2024</u>   |
|--------------------------|---------------|---------------|
| Contributions (Proposed) | \$ 204,000.00 | \$ 204,000.00 |

### Summary of Receipts & Disbursements

### CHANGE IN FINANCIAL POSITION

|                               | <u>2024 Actual</u> | <u>2024 Budget</u> |
|-------------------------------|--------------------|--------------------|
| <b>Operations</b>             |                    |                    |
| Receipts                      | \$ 335,898.54      | \$ 314,798.00      |
| Disbursements                 | 279,680.03         | 347,638.00         |
| Operating Excess (Deficiency) | \$ 56,218.51       | \$ (32,840.00)     |

|                               | <u>2024 Actual</u> | <u>2024 Budget</u> |
|-------------------------------|--------------------|--------------------|
| Operating Disbursements       |                    |                    |
| Personnel                     | \$ 138,985.59      | \$ 170,153.00      |
| Administrative                | 50,543.41          | 52,590.00          |
| Property                      | 65,475.19          | 94,400.00          |
| Ministry Programs             | 6,421.58           | 9,995.00           |
| Benevolence                   | 18,254.26          | 20,500.00          |
| Total Operating Disbursements | \$ 279,680.03      | \$ 347,638.00      |

**ZION EV LUTHERAN CHURCH**  
**Proposed Ministry Budget - 2025**

**INCOME**

|                                 |                |
|---------------------------------|----------------|
| Contributions                   | 210,000        |
| <b>Total Member Support</b>     | <b>210,000</b> |
| <b>Other Income</b>             |                |
| Interest Income                 | 3,000          |
| Building Use                    | 72,064         |
| ZMH Income                      | 30,000         |
| Other Income                    | 5,000          |
| <b>Total Other Income</b>       | <b>110,064</b> |
| <b>Total Zion Church Income</b> | <b>320,064</b> |

**EXPENDITURES**

**Ministry Operating Costs**

**Staffing**

|                        |                |
|------------------------|----------------|
| Wages/Benefits         | 177,072        |
| Employee Miscellaneous | 5,000          |
| Payroll Taxes          | 13,546         |
| Workers Comp Insurance | 2,500          |
| <b>Total Staffing</b>  | <b>198,118</b> |

**Administrative**

|                                |               |
|--------------------------------|---------------|
| Office Supplies                | 1,500         |
| Printing-Postage-Paper         | 500           |
| Telephone-Internet             | 3,500         |
| Computer/Network Support       | 3,500         |
| Copier Serv Contracts          | 2,388         |
| Office Equipment               | 200           |
| Bank Fees                      | 300           |
| Insurance-Property & Liability | 32,000        |
| Admin Miscellaneous            | 150           |
| Synod Assembly & Seminars      |               |
| Accounting Services            | 10,980        |
| <b>Total Administrative</b>    | <b>55,018</b> |

**Property**

|                                       |                |
|---------------------------------------|----------------|
| Utilities                             | 42,000         |
| Custodial Supplies-Pest Control       | 800            |
| Bldg/Equip Maintenance & Repairs      | 18,000         |
| Grounds Maint/Repairs                 | 6,000          |
| Property Miscellaneous                | 1,000          |
| <b>Total Property</b>                 | <b>67,800</b>  |
| <b>Total Ministry Operating Costs</b> | <b>320,936</b> |

**Ministry Program Expenses**

**Worship & Music**

|                            |       |
|----------------------------|-------|
| Piano @ Organ Tuning/Rprs  | 500   |
| Communion/Altar Supplies   | 200   |
| Sr Choir Music & Supplies  | 200   |
| Devotional Booklets        | 1,200 |
| Liturg Music/copyright Exp | 500   |

|                                  |                |
|----------------------------------|----------------|
| Handbell Choir                   | 600            |
| Worship Supplies                 | 1,000          |
| Digital Ministry                 | 500            |
| Guest Musicians                  | 1,200          |
| <b>Total Worship &amp; Music</b> | <b>5,900</b>   |
| <b>Christian Education:</b>      |                |
| Family Ministries                | 100            |
| Youth Events                     | 100            |
| Confirmation Education           | 100            |
| CS-Lesson Materials/Suppl        | 100            |
| <b>Total Family Ministries</b>   | <b>400</b>     |
| <b>Stewardship:</b>              |                |
| Stewardship                      |                |
| Giving Envelopes                 |                |
| <b>Total Stewardship</b>         | <b>0</b>       |
| <b>Social Concerns:</b>          |                |
| Local & Global Mission           |                |
| <b>Total Social Concerns</b>     | <b>0</b>       |
| <b>Evangelism:</b>               |                |
| Evangelism                       |                |
| Fellowship Hour                  |                |
| Advertising                      |                |
| <b>Total Evangelism</b>          | <b>0</b>       |
| <b>Total Ministry Program</b>    | <b>6,300</b>   |
| <b>Benevolence:</b>              |                |
| ELCA                             |                |
| Missionary Sponsorship           | 3,950          |
| Mission Support                  | 8,400          |
| Lutheran World Relief            | 2,250          |
| Other Benevolence                |                |
| Lutheran Social Services         | 3,950          |
| LEAVEN                           | 2,250          |
| Appleton Conference              | 200            |
| <b>Total Benevolence</b>         | <b>21,000</b>  |
| <b>Total Ministry Costs</b>      | <b>348,236</b> |
| <b>Net Profit (Loss)</b>         | <b>-28,172</b> |

**Zion Mutual Homes**  
**Treasurer Report by Account**  
December, 2024

|  | ZMH              |                   |                   |                    |
|--|------------------|-------------------|-------------------|--------------------|
|  | Dec Actual       | YTD Actual        | Budget            | Remaining          |
| <b>Revenue</b>                         |                  |                   |                   |                    |
| 025-01-00-02 ZMH-Garage Rentals        | 610.00           | 8,640.00          | 8,640.00          | -                  |
| 025-01-00-03 ZMH-Interest Income       | 369.65           | 3,001.51          | 1,500.00          | (1,501.51)         |
| 025-01-00-06 ZMH-Other Income          | 16.00            | 377.68            | 2,200.00          | 1,822.32           |
| 025-02-00-01 ZMH-Maintenance Fees      | 780.00           | 8,385.00          | 11,700.00         | 3,315.00           |
| 025-02-00-02 ZMH-Rental Income         | 12,655.00        | 179,231.95        | 191,460.00        | 12,228.05          |
| 888-88-88-88 Need Classification       | 67.55            | 67.55             | -                 | (67.55)            |
| <b>Total Contributed income</b>        | <b>14,498.20</b> | <b>199,703.69</b> | <b>215,500.00</b> | <b>15,796.31</b>   |
| <b>Total Revenue</b>                   | <b>14,498.20</b> | <b>199,703.69</b> | <b>215,500.00</b> | <b>15,796.31</b>   |
| <b>Gross Profit</b>                    | <b>14,498.20</b> | <b>199,703.69</b> | <b>215,500.00</b> | <b>15,796.31</b>   |
| <b>Net Operating Revenue</b>           | <b>14,498.20</b> | <b>199,703.69</b> | <b>215,500.00</b> | <b>15,796.31</b>   |
| <b>ZMH-00 Zion Mutual Homes</b>        | -                | -                 | -                 | -                  |
| <b>ZMH-01 Operating Costs</b>          | -                | -                 | -                 | -                  |
| <b>14 Personnel</b>                    | -                | -                 | -                 | -                  |
| 026-01-01-00 Salaries - Maintenance    | 2,165.48         | 28,250.18         | 29,595.00         | 1,344.82           |
| 026-01-01-01 Bookkeeping               | 305.00           | 3,745.00          | 2,785.00          | (960.00)           |
| 026-01-01-03 Payroll Taxes             | 165.66           | 2,161.14          | 2,300.00          | 138.86             |
| 026-01-01-14 Employee Miscellaneous    | 773.45           | 773.45            | 1,800.00          | 1,026.55           |
| 026-01-01-22 Workers Comp Insurance    | -                | -                 | 2,350.00          | 2,350.00           |
| <b>Total 14 Personnel</b>              | <b>3,409.59</b>  | <b>34,929.77</b>  | <b>38,830.00</b>  | <b>3,900.23</b>    |
| <b>15 Property</b>                     | -                | -                 | -                 | -                  |
| 026-01-03-00 Insurance                 | -                | 9,345.69          | 12,000.00         | 2,654.31           |
| 026-01-03-01 Electricity               | 1,001.45         | 14,182.74         | 19,500.00         | 5,317.26           |
| 026-01-03-02 Electricity-Vacant Units  | -                | 68.98             | 500.00            | 431.02             |
| 026-01-03-03 Natural Gas               | 77.89            | 1,003.60          | 1,800.00          | 796.40             |
| 026-01-03-04 City Services             | -                | 7,869.36          | 8,500.00          | 630.64             |
| 026-01-03-06 Snow Removal              | -                | 551.99            | 3,000.00          | 2,448.01           |
| 026-01-03-07 Repairs and Maintenance   | 1,178.75         | 20,194.31         | 29,000.00         | 8,805.69           |
| 026-01-03-08 Elevator Maint-Inspection | -                | 51,553.53         | 3,000.00          | (48,553.53)        |
| 026-01-03-09 Landscaping               | -                | 11,836.76         | 4,000.00          | (7,836.76)         |
| 026-01-03-10 Supplies                  | -                | 171.69            | 1,300.00          | 1,128.31           |
| 026-01-03-17 Waste/Recycling           | 979.58           | 7,463.88          | 5,800.00          | (1,663.88)         |
| 026-01-03-19 Property Miscellaneous    | -                | 2,189.21          | 800.00            | (1,389.21)         |
| <b>Total 15 Property</b>               | <b>3,237.67</b>  | <b>126,431.74</b> | <b>89,200.00</b>  | <b>(37,231.74)</b> |
| <b>16 Administrative</b>               | -                | -                 | -                 | -                  |
| 026-01-16-00 Advertising/Marketing     | -                | -                 | -                 | -                  |
| 026-01-16-01 Cell Phone-Mgr            | -                | 270.00            | 360.00            | 90.00              |

**Zion Mutual Homes**  
**Treasurer Report by Account**  
December, 2024

|                                       | ZMH               |                     |                     |                    |
|---------------------------------------|-------------------|---------------------|---------------------|--------------------|
|                                       | Dec Actual        | YTD Actual          | Budget              | Remaining          |
| 026-01-16-02 Phone/Internet           | 151.99            | 1,356.47            | 1,500.00            | 143.53             |
| <b>Total 16 Administrative</b>        | <b>151.99</b>     | <b>1,626.47</b>     | <b>1,860.00</b>     | <b>233.53</b>      |
| 17 Miscellaneous                      |                   | -                   | -                   | -                  |
| 026-01-14-00 Miscellaneous Costs      | -                 | 1,472.12            | 1,575.00            | 102.88             |
| <b>Total 17 Miscellaneous</b>         | <b>-</b>          | <b>1,472.12</b>     | <b>1,575.00</b>     | <b>102.88</b>      |
| <b>Total ZMH-01 Operating Costs</b>   | <b>6,799.25</b>   | <b>164,460.10</b>   | <b>131,465.00</b>   | <b>(32,995.10)</b> |
| ZMH-04 Miscellaneous                  | -                 | -                   | -                   | -                  |
| 18 Interest Expense                   | -                 | -                   | -                   | -                  |
| 026-04-02-00 Loan Interest-Roof       | -                 | 3,458.60            | 3,800.00            | 341.40             |
| <b>Total 18 Interest Expense</b>      | <b>-</b>          | <b>3,458.60</b>     | <b>3,800.00</b>     | <b>341.40</b>      |
| <b>Total ZMH-04 Miscellaneous</b>     | <b>-</b>          | <b>3,458.60</b>     | <b>3,800.00</b>     | <b>341.40</b>      |
| <b>Total ZMH-00 Zion Mutual Homes</b> | <b>6,799.25</b>   | <b>167,918.70</b>   | <b>135,265.00</b>   | <b>(32,653.70)</b> |
| <b>Total Other Expenditures</b>       | <b>6,799.25</b>   | <b>167,918.70</b>   | <b>135,265.00</b>   | <b>(32,653.70)</b> |
| <b>Net Other Revenue</b>              | <b>(6,799.25)</b> | <b>(167,918.70)</b> | <b>(135,265.00)</b> | <b>32,653.70</b>   |
| <b>Net Revenue</b>                    | <b>7,698.95</b>   | <b>31,784.99</b>    | <b>80,235.00</b>    | <b>48,450.01</b>   |

Monday, January 13, 2025 2:15 PM Cash Basis



**ZION MUTUAL HOMES  
Proposed Budget 2025**

|   |  |                    |
|---|--|--------------------|
| <b>Income</b>                                     |  |                    |
| Garage Rentals                                    |  | 8,840              |
| Maintenance Fees                                  |  | 12,000             |
| Rental Income                                     |  | 175,260            |
| Interest Income                                   |  | 1,500              |
| Other Income                                      |  | 700                |
| <b>Total Zion Mutual Homes Income</b>             |  | <b>198,300</b>     |
| <br><b>Expenditures</b>                           |  |                    |
| <b>Staffing</b>                                   |  |                    |
| Maintenance Salaries                              |  | 30,160             |
| Bookkeeping Salary                                |  | 3,660              |
| Payroll Taxes                                     |  | 2,300              |
| Workers Comp Insurance                            |  | 2,350              |
| Employee Miscellaneous                            |  | 1,800              |
| <b>Total Staffing</b>                             |  | <b>40,270</b>      |
| <br><b>Property</b>                               |  |                    |
| Insurance   |  | 18,000             |
| Electricity                                       |  | 19,500             |
| Electricity - Vacant Units                        |  | 500                |
| Natural Gas                                       |  | 1,800              |
| City Services                                     |  | 9,500              |
| Building Repairs/Improvements                     |  | 10,000             |
| Snow Removal                                      |  | 3,500              |
| Repairs and Maintenance                           |  | 19,000             |
| Elevator Maintenance-Inspections                  |  | 3,000              |
| Landscaping                                       |  | 4,000              |
| Waste/Recycling                                   |  | 7,200              |
| Supplies  |  | 1,300              |
| Property Miscellaneous                            |  | 800                |
| <b>Total Property</b>                             |  | <b>98,100</b>      |
| <br><b>Administrative</b>                         |  |                    |
| Office Phone/Internet                             |  | 1,500              |
| Manager-Cell Phone                                |  | 360                |
| Advertising /Marketing                            |  | 100                |
| Administrative Miscellaneous                      |  | 1,400              |
| Contribution to Zion                              |  | 30,000             |
| <b>Total Administrative</b>                       |  | <b>33,360</b>      |
| <br>Loan Interest Expense                         |  | <br>4,000          |
| <b>Total Interest</b>                             |  | <b>4,000</b>       |
| <br><b>Total Expenditures</b>                     |  | <br><b>175,730</b> |
| <br>Projected Income for 2025                     |  | <br>22,570         |
| Less Loan Principal for 2025                      |  | 9,556              |
| Projected Income for 2025 after Loan Principal pd |  | 13,014             |

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [LivingLutheran.org/SOFIA](https://www.lutheran.org/SOFIA).



Evangelical  
Lutheran Church  
in America