

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

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To be distributed at the Annual Meeting:

- Agenda
- Foundation/Endowment Committee Report
- Foundation/Endowment Financial Statement
- 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,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in cursive script that reads "Elizabeth A. Eaton".

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your scr - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead;
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - omn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

MUSIC: IN BABILONE, Oude en Nieuwe Hollandse Boerenliedjes en Contradansen, 1710;

arr. Julius Röntgen

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Minutes of the
2023 Annual Congregational Meeting of Zion Evangelical Lutheran Church

Sunday, February 12, 2023 at 10:45am

- I. **Welcome:** A note that this is our 140th year as a Congregation.
- II. **Opening Devotion** led by Pastor Jake Czarnik-Neimeyer following the liturgy printed in the annual report
- III. **Call to Order / Approval of Agenda:** Meeting called to order at 11:01 am. Motion to approve the agenda as printed made by Tricia Staedt, seconded by John Gill. Approved without discussion.
- IV. **Approval of Minutes of 2022:** Motion to approve the minutes as written made by John Korzilius, seconded by Karen Luedkte. Approved without discussion.
- V. **Reports:**
 - a. **President Report** presented by Sue Bunkert: Motion to accept by Tricia Staedt, seconded by Deb DuBeau. Accepted without discussion.
 - b. **Pastor Report** presented by Pastor Jake Czarnik-Neimeyer
 - c. **Review Committee Reports:** Motion to accept all committee reports as written made by Gwen Schwandt, seconded by Jim Schley. John Gill said that a correction to the Foundation report will be printed in the upcoming Messenger. Motion passed.
 - d. **Financial Report for 2022 / Questions:**
 - *Questions received in advance read by Deb Reis, followed by answers as prepared by the staff and Council. Additional comments made by representatives from the relevant committee.
 - *Motion to accept the Treasurer's Report as printed made by Gwen Schwandt, seconded by Tricia Staedt. Motion passed without discussion.
- VI. **Approval of the 2023 Budget:** Motion to accept the budget as printed was made by Tricia Staedt and seconded by Deb Reis. Motion passed.
- VII. **Election of Delegates:** Ballot reviewed. Additional nominations from the floor added to the printed ballot. (See names under election results below. Nominations from the printed ballot are marked with an *). As there were no contested positions on the ballot, Gwen Schwandt moved for a voice vote on an unanimous ballot, John Korzilius seconded. Motion passed. The Congregation approved the ballot as follows (please refer to printed ballot for terms/ dates):
 - Council:* Kyle Moseng
 - Nominating Committee:* *Carl Abendroth (as 2024 outgoing Council member)
 - Foundation/ Endowment:* John Gill, Colleen Malchow, Kathy Mogensen, Christine Neumann
 - Zion Place:* Elmer Luedtke, Bob Pautz
 - East Central Synod of Wisconsin Synod Assembly:* Marilyn Hetzler, Diana Staedt
 - East Central Synod Appleton Conference:* *Diana Staedt, *John Gill
 - Crossways Camping Ministries:* Sue Joosten, Tom Joosten
 - Linwood Community - Appleton:* Gwen Schwandt, *Tom Meltz
 - Miravida Living - Oshkosh:* Christine Neumann, Gary Neumann
 - Bethany Home - Waupaca:* Gail Hunter, Wendy Sachs

VIII. **Destruction of Ballots** - unnecessary, as no paper ballots were cast

IX. **Set Annual Meeting for 2024-** The next annual meeting will be set for February 4, 2024 at 10:45am. The 10:45am time is to honor our Congregation's commitment to Fellowship and Christian Education that happens following the service.

X. **Closing Prayer** led by Pastor Mike

XI. **Motion to Adjourn** made by Tricia Staedt, seconded by Tammy Mossholder. Motion passed and the meeting was adjourned at 11:51am.

Respectfully submitted by Stephanie Draheim, Council Secretary. These minutes have not been approved. They will be presented for approval at the 2023 Annual Congregational Meeting.

MINUTES OF SPECIAL CONGREGATIONAL MEETING

SUNDAY, DECEMBER 10, 2023

Meeting called to order by Council President

John Korzilius, chairman of the board at Zion Mutual Homes presented the motion to authorize the replacement of the elevator at Zion Mutual Homes. Motion seconded The present elevator is now nearly 40 years old (was expected to last 25 years). John pointed out that repairs to the present elevator could result in its being out of operation for as long as six months, contingent upon getting replacement parts. Installation of a new elevator would mean only about two weeks of downtime.

Motion carried on voice vote.

John made the second motion to approve accepting the bid of \$87,000. proposed by TK elevator. They can utilize part of the present elevator which kept cost down. Arne Carlson, site manager, had gotten bids and TK was the lowest. Financial arrangement to pay for the elevator will be handled through Zion Mutual Homes and will not impact the budget of Zion Lutheran Church.

Motion carried on voice vote.

Motion made, seconded and approved by voice vote of adjourn.

Meeting adjourned at 11:10 a.m.

Respectfully submitted by Sue Bunkert

ANNUAL REPORT FROM COUNCIL PRESIDENT

Oh, what a year 2023 was for Zion. We saw our congregation revitalized by the pastoral leadership of interim Pastor Jake Czarnik-Neimeyer with the support of Pastor Mike Dismer. Their wonderful unselfish ministry brought laughter, joy and most importantly, the rekindling of hope for our future. The interim time with us is over but the message they left is: "With God all things are possible". Our thanks for their ministry is to move forward in faith into the future God has planned for Zion.

To sustain the day to day operation of our beautiful facility requires many hands. Our office coordinator, Sarah Clarke, left in November but Kimberly Gordon has stepped in the position, making a seamless transition to keeping the office running smoothly. She is assisted in seeing that bulletins, the Messenger, and other office tasks are completed by a group of dedicated volunteers, Lynn Walter, Janice Staedt, Linda Wirtz, Sue Joosten and others, as well as the money counters who tally our weekly offerings, namely Gwen Schwandt and Diana Staedt.

Our maintenance engineer, Elliot Pegel deserves our thanks for keeping our facility running smoothly with the support of our Property Committee, Gary Neumann, Gene Wiese, Gwen Schwandt and Tammy Mossholder. Gary and Gene have often patched and coaxed our aging machinery back to life at great savings. Our lawn in summer and sidewalks and parking lots in winter are kept looking good thanks to the hours of work by Ben Baeten and his son, Nash.

Kandie Wilz has volunteered her time and knowledge to become Zion's Parish Nurse, a position that has been vacant for a number of years. She is a valuable resource for Zion's members.

With no called pastor presently on board, the Council endorsed the hiring of a Church Administrator to keep all of the varied pieces of our church operation in place. Welcome to Karen Farlow, beginning in 2024.

The future of any congregation lies with it's youth. Thanks to Pennie Reis and Jodi Hoesli for stepping forward to revamp our education program into Faith Formation for Sunday School and Confirmation. At the heart of this change is engaging the parents in their childrens' Christian education. We also appreciate both Pastor Mike and Karen for holding Bible and book studies.

Each week our worship is enhanced by beautiful music. Music Coordinator, Heather Watney plans the hymns and special music for each week as well as playing piano. She is helped in making this happen by our volunteer choir director, Cheryl Meyer, and the bell choir director, Paula Staedt. Jim Schley lends his talent by serving frequently as organist while William Surtees (a Lawrence student) brings his talent to us as well. Someone once told me that even the greatest sermon reaches the heart and mind but music touches the soul. Zion has benefited from the great talent of all our musicians.

We often joke that where there are Lutherans, there is food. That is certainly true here at Zion. Our fellowship hall is filled after worship with wonderful treats. Colleen

Malchow, Elmer & Karen Luedtke, Gail Hunter, Tom & Sue Joosten, Diana Staedt and others consistently make this happen and provide these delicious goodies each week. Additionally there were numerous other food-related activities, providing the noon meal to the Habitat for Humanity builders at various Appleton locations. We flipped burgers and brats at Porch Fest held this summer in our historic neighborhood. Lent meant soup suppers for our members which was carried into Advent soup suppers where our neighbors were invited and who responded enthusiastically.

The highlight of the year, of course, was the celebration of Zion's 140th anniversary, It was an overwhelming success, bringing back former pastors, former and distanced members and friends to reconnect and reminisce. Now while we can cherish that heritage, we must realize that to maintain a viable faith community we must look to the future.

Knowing the the Appleton Bilingual School which rents a large portion of our facility will be leaving as of August 31, 2025, we brought Dr. Bonnie Nussbaum on board to help chart our course into the future uses of our large campus while also generating much needed revenue. She has brought in GLCI (Generative Local Community Institute) to assist with the Boldt Company in doing feasibility studies of the potential we have. Discussions have been held here at Zion, with neighborhood residents and community leaders dedicated to making this Affordable Housing initiative. Exciting possibilities.

Unfortunately this also raises the financial situation. Grace VanEyck has been our dedicated Financial Coordinator for more than 10 years and is looking forward to a well-deserved retirement. To that end we have contracted with Lambert Business Solutions to handle our bookkeeping and business matters. This change will actually provide a cost saving. Jon Meyer and the Stewardship Committee and the Finance Committee will continue to work toward raising awareness of the needs for continued regular and generous contributions, while maintaining prudent financial practices.

This report is longer than I had planned, but I felt it necessary to keep open communication and transparency of what Zion is and what it can be. Our church building has the beauty of a cathedral but the church is not a building, it is people, a faith-filled community who spread God's love into the world around them. Remember, "I am the church, you are the church, all who follow Jesus, we are the church together!"

Pastor Jake Czarnik-Neimeyer -- Annual Report 2023

"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 my annual report last year and I think it remains very appropriate for how I would describe the ministry of Zion over the past year. There has been a significant amount of running and moving steadily with humility and discipline. We have done so together, with a common mission and moving in the same direction. As we have continued to build up the Body of Christ at Zion and in the community. Some highlights of how we have done that include:

- New curriculum for Sunday School and Confirmation under the dedicated leadership of Pennie Reis and Jodi Hoesli
- Bible and Book Study groups for adults during Lent and Advent
- Quality music to enhance our worship and prayer experiences under the leadership of Heather Watney, Cheryl Meyer and Pala Staedt
- Ongoing pastoral care with hospital, nursing home and home visits.
- Welcoming eight new members and baptizing six children
- Expanded Outreach with Habitat for Humanity, Columbus School and the Central Historic Neighborhood Association
- Invited neighbors for the Advent and Lent Soup Suppers and Prayer Services
- Addition of new staff to carry out important areas of ministry (Kimberly, Karen, Elliot and Heather)
- Establishment of the Affordable Housing Project with Dr. Bonnie Nussbaum as the project manager

I want to thank Pastor Mike Dismer who has been a very supportive member of the pastoral team and dedicated leader in the Zion community. I also want to thank the staff who have remained diligent in their duties to maintain a functional ministry on a consistent basis. Special thanks to Sue Bunkert, council chair, and the entire church council for their faithful leadership and support through all the transition of the past year. There are too many other dedicated members to thank but, it has been a real team effort to bring new life into the Zion community.

Please keep the Call Committee and staff in your prayers as they work through this time of transition. As the year ends, we welcome Karen Farlow to serve as the new church administrator who will provide consistent leadership as Zion re-imagines how it functions as a faith community.

It has been a privilege and an honor to be your servant leader over the past 14 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,



Report of Pastor Michael Dimer, 2023

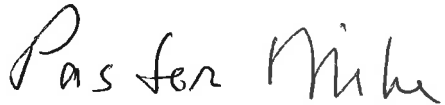
Dear Members and Friends of Zion Lutheran Church, Appleton,
Paul's words to his friends in Thessalonika are my words to and for you.

"Rejoice always, pray constantly, give thanks in all circumstances, for
this is the will of God in Christ Jesus for you."

You are a wonderful people. It has been my privilege and my joy to
be a part of Zion for the past year.

I am very grateful that I could serve with you.

Blessings,

A handwritten signature in cursive script that reads "Pastor Mike". The letters are fluid and connected, with a prominent loop at the end of the word "Mike".

Pastor Mike

Worship and Music Report

The Worship and Music Committee participated in many events this year, along with helping to plan weekly and holiday services.

We started the year with an Epiphany Walk including a catered Brunch after. Thank you to St. Mark's, Neenah for their gift from their endowment.

Ash Wednesday brought a snowstorm and the cancelation of services that night. We had ashes available to those that wanted at the Sunday service.

Our Lent Soup Suppers and services were well attended. Maundy Thursday service included foot washing by Pastor Jake. Good Friday service was an Ecumenical Service held at First English.

Palm Sunday service was led by the children processing into church and followed with a Brunch.

Easter Sunday was a wonderful service with guest musicians to praise the risen Christ.

We had a Christmas in July service and enjoyed singing our favorite Christmas Carols. In August we celebrated with a picnic at Linwood Place, inviting the residents to join us. We were entertained by a Blue Grass Band during the service and enjoyed a pot luck meal after. Bingo was enjoyed by all.

On October 15, we celebrated the 140th Anniversary of Zion. The worship service was well attended by many, including former Pastors of Zion. We enjoyed music by John and Dan Schwandt along with our choirs. After the wonderful service, we continued the day with a German meal and accordion music. What a glorious day for Zion.

We celebrated an Ecumenical Thanksgiving Eve service at First United Methodist.

Advent soup suppers and services were well attended by members and neighborhood residents. We received a grant from Thrivent to pay for the meals. Thank you!

Christmas Eve had two services at 4:00 and 7:00 as we celebrated the Birth of Christ.

As you can see we had an exciting year at Zion, with many more to come. A special thank you to Pastor Jake and Pastor Mike for the guidance they gave not only our committee, but our Congregation.

Music Ministry

The Music Ministry consists of: Heather Watney (music coordinator), Cheryl Meyer (volunteer choir director), Jim Schley (volunteer organist), and Paula Staedt (volunteer bell choir director). As 2023 progressed a variety of musicians were brought on board to serve the community of Zion. This variety of musicians brought an enjoyable diversity of styles and personalities to worship at Zion.

- In January of 2023 the music ministry had the assistance of Colleen Perrine (Prince of Peace Lutheran) and Sondra Joten (Prince of Peace Lutheran) to pick hymns and play for worship.
- In early February 2023 Heather Watney, Music Coordinator, joined staff to work part-time helping program hymns, report copyrights, work with other Zion musicians, and play for Sunday Worship.
- In late February 2023, Pam Keane (St. Bernards Catholic Parish) played for Wednesday evening Lenten services as we meditated on Christ's journey to the cross by singing Holden Evening Prayer by Marty Haugen.
- In March 2023 Lawrence organ student William Surtees joined the roster of organists at Zion, and currently plays for worship periodically as well as accompanies the choir.
- Guest organists John Schwandt (Concert Organist from Ohio) and Dan Schwandt (Lawrence University) played periodically through 2023 for worship. They shared their talents for the Anniversary Celebration, Father's Day, and New Years Eve day worship services.

Zion Choir:

The 14-person choir under the direction of Cheryl Meyer meet 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 six weeks. If you have any questions, contact Paula at 920-810-2225 or the church office.

Zion Picnic Worship, August 20th

The Zion picnic and worship was celebrated at Linwood Community with southern gospel hymns and a Bluegrass band. The band was comprised of several members of the Prince of Peace bluegrass band, Fox Valley Symphony members, and other professional musicians. A sound system was generously provided by Mr. Jon Koenigs (husband of the fiddle player in the group)! It was an exciting and unique service that all seemed to enjoy thoroughly, despite the hot weather!

Anniversary Celebration, October 15th

To celebrate the history of Zion, traditional hymns, many that would have been familiar at the founding of Zion, were played on the organ by John and Dan Schwandt, accompanied by brass musicians from the Lawrence University and the area. Virtuoso preludes, offertory and postludes were a treat to hear. The choir also sang special anthems and liturgical pieces.

Sunday School Pageant, December 17th

In the week before Christmas, Zion was treated to watching its littlest church goers sing and act out the Christmas story under the direction of Pennie Reis. It's always special to hear children talk and sing about Jesus (and wisemen, and shepherds, and the virgin Mary), and we look forward to the next time the Sunday School children can share their voices in song.

Christmas Eve

For the 4:00pm Christmas Eve service, a quartet of Fox Valley Symphony string players performed with hymns, under the direction of Heather Watney. Special accompaniment music for the strings was composed by Heather Watney. Paula Staedt helped play chimes for the sending hymn. At the 7:00pm service, Jim Schley provided beautiful organ music to help us celebrate the birth of Christ.

Instrument Maintenance:

The pianos and organ in the sanctuary were each maintained and tuned once in 2023. The plan is to have them checked for necessary repairs and tuned once in 2024. The keyboard instruments in other areas of the church were not tuned in 2023.

-Heather Watney

Education/ Faith Formation

Sunday School and Confirmation continued after the Christmas break. The children sang in church for our services. In May after many years of devotion to the Sunday School program. Jodi Hoesli, Paula Kuba, Amanda Kuba and Molly Kuba decided to not continue in the fall. Thank you so much for your time given to our Sunday School.

Pastor Jake, Pastor Mike and Jodi Hoesli taught Confirmation. As the new school year began, the decision was made to move Confirmation to Sunday mornings and no longer have Wednesday night classes. The curriculum in focusing on basic topics for Confirmation preparation. Greg Pettigrew has offered to teach Sanctuary Secrets starting in 2024.

Pennie Reis volunteered to be the Sunday School Coordinator. She implemented a new rotational Sunday morning class schedule. Parents and congregation members rotate assisting on Sunday mornings.

On December 17, the Sunday School and Confirmation students participated in the Christmas Pageant. This took place during the morning worship service and was enjoyed by all. On the Friday night before, they had a fun evening with a family pizza party followed by practice for the Sunday Pageant. The Pageant was wonderful! Thank you to all involved.

We were also very fortunate to have Bible/Book studies led by Pastor Mike and Karin Dismer. We look forward to more in the coming year. Thank you to them for this ministry.

Thank you to all who are involved in these important ministries of our church.

HOMEBOUND MINISTRY REPORT

There are currently nineteen members of Zion that are either homebound in their own home or confined to an Assisted Living or Nursing Home facility. The visitation ministry of Zion extends to those who cannot be a part of our worship services. The church comes to them with Holy Communion, prayer and sharing faith stories every 6 to 8 weeks. The volunteers involved with this ministry are: Ellen Gast, Marilyn Hetzler, Sue Joosten, Tom Meltz, Jo Schiedermayer, Gwen Schwandt and Janice Weber.

Zion Mutual Homes Annual Report

2023 was a year of change at Zion Place. Thank you to all the Zion members who voted to upgrade the elevator.

The last three Zion member residents left. The resident management team, Arnie and Barb Carlson, joined Zion in June.

For the first 25 plus years, ZMH operated under a “life lease” program. It was a financial disaster. 10 years ago, Zion place was over \$750,000 in debt. The ZMH Committee voted to change to a rental program for new tenants. Over the years, the debt has decreased. As of 12-31-23 there is a \$10,000 surplus.

The ZMH Committee voted to increase the rents by \$25.00 per month as of 1/1/2024. This is the first change since the rent program started.

Replacing the laundry room floor and painting the second floor gathering space and storage garage were the major improvements.

There are 5 life lease and 23 full units with a 60 plus person waiting list.

-John Korzilius

Zion's Stewardship Committee is made up of members Gail Hunter, Jon Meyer, Diana Staedt, and Grace VanEyck. After a consultation with Pastor Jake, a plan was drawn up to conduct a fall stewardship campaign during the month of November.

The theme chosen was "Faith, Gratitude, and Generosity." Members of the Stewardship Committee spoke at temple talks at the beginning of the service during the month of November. The focus was on three areas of the church's mission, faith formation, worship, and the caring mission to members and community. Pledge cards and time and talent forms were distributed to members so that they might be returned on Stewardship Sunday.

As of December 9th, Zion received 39 pledge cards, with a total pledged at \$115,571.60. This represents a 10.5% increase from 2023. THANK YOU for your 2024 financial commitment. God's wondrous work cannot be done without your hands, hearts, and gifts!

2023 Personnel Report

January – created worship and music assistant job description.

February – filled the worship and music assistance position, conducted performance review with Pastor Jake.

March – created maintenance engineer job description.

April – conducted interview and hired maintenance engineer.

May – created finance coordinator job description, conducted interview for finance coordinator.

June – hired finance coordinator.

July – created communication coordinator job description.

August/September – revised office manager job description to be office coordinator. Conducted interviews and hired communication coordinator.

October – conducted interview and hired office coordinator.

November – conducted interview and hired finance coordinator. Created parish administrator job description.

December – conducted interviews and hired parish administrator. Confirmed proposed 2024 personnel budget.

Submitted by Wendy Sachs

2023 ANNUAL REPORT
PROPERTY COMMITTEE
ZION LUTHERAN CHURCH

The Property Committee is entrusted with the care of the properties of Zion. We have a large facility that needs constant care. Due to the vacancy of a janitor on the staff, we extend our thanks to many volunteers who assist with the day to day care.

Elliot Pegel, Maintenance Engineer, is a great addition to the Staff. He works 10 hours per week. Ben Baeten and his son Nash take care of lawn mowing and snow removal. Greg Pettigrew takes care of cleaning the Sanctuary. The Appleton Area School District, cares for janitorial work throughout the week on the first & second floor, fellowship hall and gym.

Some highlights of minor & major repairs for 2023 are:

- * Bids for roof replacement (\$29,419) over the garage, breeze way & flat roof of Parish House are on file and scheduled for spring completion.
- * WE Energies conducted an energy audit.
- * Concrete work on Commercial St. including both driveway entrances was completed.
- * Engineers from the Boldt Company have been on site to do feasibility studies of our campus.
- * Re-building Together of Fox Valley volunteers came in to paint the Ark (room under gym).
- * The small cupola on the roof of the Sanctuary was removed and roof enclosed. The Peregrine Falcons living in the steeple and were tagged by bird experts for State of WI.
- * August Winter (HVAC Company) representatives reviewed our heating system & future needs.
- * The refurbishing and new lighting for the exterior cross, north side of the building.
- * City of Appleton removed dead trees from the terrace on Oneida St.
- * Worked with representatives of Affordable Housing about future of Zion's buildings.
- * Maintenance of clock works, bells, vertical lifts, and electrical issues have all been done by Gary Neumann & Gene Wiese.
- * The Committee coordinates the building security for extra worship services, funerals & Sunday opening & closing.
- * The Vertical Lift at the main entrance of the church is beyond repair.
- * Crossways Camping Ministry has vacated the Parish House.

Looking ahead to 2024, a long list awaits the Committee for routine maintenance of our facility and managing various tasks with volunteers. It is with an optimistic spirit that we look ahead to what Zion will become. The re-purposing of our large campus is challenging and we invite you to become a part of what lies ahead.

The Committee,

Tammy Mossholder, Gary Neumann, Gwen Schwandt and Gene Wiese

Bethany Home Annual Meeting – Sunday, March 5, 2023

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 32 member churches that support Bethany. There were 31 delegates representing 15 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 2022 annual meeting minutes, the president's report, the administrator's report and the financial report. The president reported the biggest concern is filling current employee openings.

Financial report excerpts:

- Bethany Home, Inc. experienced (\$677,962) loss from operations for fiscal year ending September 30, 2022 with reduction in Covid funding as the major contributor to this.
- Bethany Shadow Woods, Inc. recognized net operating revenues over expenses of \$122,017 for fiscal year ending September 30, 2022. This was slightly lower than the previous year, primarily due to turn over in the duplexes and time required to refurbish the units prior to new occupancy.
- Independent audit conducted by WIPFLI for financials end of September 30, 2022 and 2021 "In our opinion, the combined financial statements referred to above represent fairly, in all material respects, the financial position of Bethany Home, Inc. and Related Organization as of September 30, 2022 and 2021, and the results of its operations and its cash flows for the years then ended in accordance with account principles generally accepted in the United States of America (GAAP)."

Needs shared:

- Revamping Chapel.
- Assisting with the purchase of a new piano for chapel.
- Purchase of a new truck for maintenance department.
- Assist with replacing roof on old part of building, currently the CBRF.
- Ongoing entertainment for residents.
- Volunteers to assist with activities.
- Windows and doors.
- Tub replacement in CBRF.
- Mattresses
- Redo bathrooms in CBRF.
- Updating Call Light System.
- Wireless phone system.
- Tablets/laptops.

Submitted by Wendy Sachs

ZION LUTHERAN CHURCH
Treasurer's Report 2023

CASH BALANCE

General Fund	\$ 21,278.91
Savings	70,237.73
Petty Cash	4,184.68
Scrip	746.92
Special & Memorial MM	173,498.66
Endowment MM	5,394.19
Net Cash	<u>\$ 275,341.09</u>

RECEIPTS

	<u>2023</u>	<u>2022</u>
Contributions	\$ 215,500.88	\$ 203,640.00
Other Income	17,612.17	22,655.00
Building Use	91,927.87	97,536.00
Designated Giving	48,857.46	135,070.74
Bequests	0.00	56,084.54
	<u>\$ 373,898.38</u>	<u>\$ 514,986.28</u>

	<u>2023</u>	<u>2022</u>
Contributions (Proposed)	\$ 204,000.00	\$ 212,000.00

Summary of Receipts & Disbursements

CHANGE IN FINANCIAL POSITION

	<u>2023 Actual</u>	<u>2023 Budget</u>
Operations		
Receipts	\$ 325,085.92	\$ 314,798.00
Disbursements	328,041.61	347,638.00
Operating Excess (Deficiency)	\$ (2,955.69)	\$ (32,840.00)
Designated Giving		
Receipts	\$ 48,857.86	
Disbursements	44,090.56	
Designated Giving Excess (Deficiency)	\$ 4,767.30	
Combined Excess (Deficiency)	<u>\$ 1,811.61</u>	

	<u>2023 Actual</u>	<u>2023 Budget</u>
Operating Disbursements		
Personnel	\$ 144,324.51	\$ 170,153.00
Administrative	60,497.74	52,590.00
Property	100,961.65	94,400.00
Ministry Programs	12,949.71	9,995.00
Total Operating Disbursements	\$ 318,733.61	\$ 327,138.00

**ZION EV LUTHERAN CHURCH
Proposed Ministry Budget - 2024**

INCOME

Contributions	204,000
Total Member Support	204,000
Other Income	
Interest Income	800
Building Use	100,338
Other Income	9,660
Total Other Income	110,798
Total Zion Church Income	314,798

EXPENDITURES

Ministry Operating Costs

Staffing

Wages/Benefits	155,338
Employee Miscellaneous	1,600
Payroll Taxes	10,315
Workers Comp Insurance	2,900
Total Staffing	170,153

Administrative

Office Supplies	1,500
Printing-Postage-Paper	2,000
Telephone-Internet	2,400
Computer/Network Support	3,000
Copier Serv Contracts	2,500
Office Equipment	1,200
Bank Fees	200
Insurance-Property & Liability	27,890
Admin Miscellaneous	900
Synod Assembly & Seminars	500
Accounting Services	10,500
Total Administrative	52,590

Property

Utilities	67,200
Custodial Supplies-Pest Control	2,000
Bldg/Equip Maintenance & Repairs	11,000
Grounds Maint/Repairs	13,500
Property Miscellaneous	700
Total Property	94,400
Total Ministry Operating Costs	317,143

Ministry Program Expenses

Worship & Music

Piano @ Organ Tuning/Rprs	1,000
Communion/Altar Supplies	750
Sr Choir Music & Supplies	200
Devotional Booklets	300
Liturg Music/copyright Exp	750
Handbell Choir	145
Worship Supplies	2,000
Digital Ministry	2,000

Guest Musicians	1,500
Total Worship & Music	8,645
Christian Education:	
Family Ministries	100
Youth Events	100
Confirmation Education	100
CS-Lesson Materials/Suppl	100
Total Family Ministries	400
Stewardship:	
Stewardship	300
Giving Envelopes	50
Total Stewardship	350
Social Concerns:	
Local & Global Mission	100
Total Social Concerns	100
Evangelism:	
Evangelism	100
Fellowship Hour	200
Advertising	200
Total Evangelism	500
Total Ministry Program	9,995
Benevolence:	
ELCA	
Missionary Sponsorship	2,800
Mission Support	11,000
Lutheran World Relief	1,800
Other Benevolence	
Lutheran Social Services	2,800
LEAVEN	1,600
Appleton Conference	500
Total Benevolence	20,500
Total Ministry Costs	347,638
Net Profit (Loss)	-32,840

ZION MUTUAL HOMES
Treasurer's Report 2023

CASH BALANCE

Checking	\$ 5,570.77
Savings	8,351.62
Demand Money Market	158,624.50
Net Cash	<u>\$ 172,546.89</u>

RECEIPTS

	<u>2023</u>	<u>2022</u>
Apartment & Garage Rentals	\$ 175,558.00	\$ 171,675.63
Other Income	2,678.50	1,550.63
	<u>\$ 178,236.50</u>	<u>\$ 173,226.26</u>

Summary of Receipts & Disbursements

CHANGE IN FINANCIAL POSITION

	<u>2023 Actual</u>	<u>2023 Budget</u>
Operations		
Receipts	\$ 178,236.50	\$ 174,260.00
Disbursements	151,044.22	127,013.00
Operating Excess (Deficiency)	\$ 27,192.28	\$ 47,247.00

	<u>2023 Actual</u>	<u>2023 Budget</u>
Operating Disbursements		
Personnel	\$ 32,935.29	\$ 33,890.00
Administrative	4,080.25	3,660.00
Property	109,646.34	85,900.00
Loan Principal & Interest	13,308.00	13,308.00
Total Operating Disbursements	<u>\$ 159,969.88</u>	<u>\$ 136,758.00</u>

**ZION MUTUAL HOMES
Proposed Budget 2024**

Income		
Apartment & Garage Rentals		191,460
Other Income		2,200
	Total Zion Mutual Homes Income	193,660
Expenditures		
Staffing		
Staff Salaries		29,595
Payroll Taxes		2,300
Workers Comp Insurance		2,350
Employee Miscellaneous		1,800
	Total Staffing	36,045
Property		
Insurance		12,000
Utilities		36,100
Building/Equipment Repairs & Maintenance		29,000
Elevator Maint-Inspection		3,000
Landscaping/Snow Removal		7,000
Supplies		1,300
Property Miscellaneous		800
	Total Property	89,200
Administrative		
Office Phone/Internet		1,500
Manager-Cell Phone		360
Administrative Miscellaneous		1,575
	Total Administrative	3,435
Loan Interest Expense		3,800
	Total Interest	3,800
	Total Expenditures	132,480
Projected Income for 2024		61,180
Less Loan Principal for 2024		9,556
Projected Income for 2024 after Loan Principal pd		51,624

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 [ELCA.org/SOFIA](https://elca.org/SOFIA).



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