

ZION LUTHERAN CHURCH 2022



ANNUAL REPORT

OFFICERS FOR THE CONGREGATION

Linda Bennett, Council President
Laurel McCurdy, Vice President
Nancy Thompson, Secretary
Wendy Stevens, Treasurer
Gloria Cifonelli, Financial Secretary

MEMBERS OF THE CHURCH COUNCIL

2020 – 2022

Linda Bennett
Carol Blackburn
Matt LaFave
Michele Lasher

2021 – 2023

Laurel McCurdy
Dan Rodahan
Mark Thompson
Nancy Thompson
Barb Wilson

2022 – 2024

Evon Pinkos
Wendy Stevens

CHURCH STAFF 2022

Sara Silva, Bookkeeper/Office Manager
Megan Free, Technologist
Jennifer Pierce, Housekeeper
Benjamin Silva, Sexton
Richard Bostick, Organist/Music Director

TABLE OF CONTENTS

Officers for the Congregation	2
Members of the Church Council	2
Staff	2
Annual Meeting Agenda	4
Zion’s Mission Statement.....	5
Zion Lutheran Church Annual Meeting Minutes	6
Liaisons.....	9
Office Manager’s Report.....	9
Council President’s Report.....	10
Transition Pastor’s Report	12
2022 Pastoral Acts and Notes from the Parish Register	14
2022 Statistical Report.....	14
2022 Committees.....	15
Committee and Group Reports.....	15
Call Committee.....	15
Christian Education.....	15
Communication Committee.....	15
Finance Committee.....	15
Hospitality Committee	16
Personnel Committee.....	16
Property Committee.....	16
Stewardship Committee.....	17
Task Force Committee.....	17
Technology Committee.....	17
Worship and Music.....	18
Small Group Reports.....	19
WELCA.....	19
Social Ministry Reports.....	20
Angel Tree & Mitten Tree Project	20
Fair Trade Ministry	20
Food Donations.....	21
Missionary.....	21
Outreach to Those Who Cannot Come to Church.....	21
Prayer Fellowship.....	21
World Hunger.....	21
Worship Team.....	22
Your Neighbors.....	22
Zion Food Ministry.....	23
Zion Endowment/Knobloch Fund Committee	23
Zion Endowment Fund.....	23
Zion Knobloch Fund	24
Proposed 2023 Operating Budget.....	25

ANNUAL MEETING AGENDA

January 29, 2023

- Opening Prayer
- Reviewing eligibility for voting and establishing a quorum
- Adoption of Agenda
- Approval of the 2022 Annual Congregational Meeting Minutes
- Nominating Committee Report
 - A. Nominations for open council member seats: Curtis Pulliam, Linda Lambe (one year term)
- Election
- Committee Reports
- Old Business:
 - The Call Process
- New Business
 - A. Abide/Working Groups
 - B. 2023 Budget
 - C. Interim Pastor
- State of the Church
- Adjournment
- The Lord's Prayer
- Benediction

ZION'S MISSION STATEMENT

We the members of Zion Lutheran Church are called and empowered by God's love and the Risen Christ to joyfully welcome all, grow in faith, serve our community, and live in hope of the truths that Jesus taught.



VALUES STATEMENT

Through the power of the Holy Spirit and Jesus, our Savior, our core values, principles, and tenets, that serve as a foundation to guide us as we strive to fulfill our mission, include:

Grace- through our acknowledgment of the Risen Christ.

We believe that we are saved by God's grace through our faith and that all gifts from God are given without condition. God loves and cares for us just as we are, offering forgiveness and reconciliation to all.

Acceptance- through the love and guidance of the Holy Spirit.

All are welcomed and treated with respect and dignity. As our congregation spreads God's love and healing into the world around us, we do our best to understand the experiences of others with sensitivity and respect, suspending judgment, and nurturing their well-being.

Faith- through the empowerment of the Holy Spirit.

We believe in a loving God who cares deeply for each of us and provides for our needs. We practice our faith with optimism, hope, and confidence, trusting that God will provide all we require to minister to His work in the world.

Service- following the example of Jesus, our Savior.

We put our beliefs into practice, bringing God's love and healing to everyone we encounter.

ZION LUTHERAN CHURCH ANNUAL MEETING MINUTES

February 20, 2022

Council Co-Presidents Laurel McCurdy and Mark Thompson welcomed the congregants to the Zoom meeting and called the meeting to order at 10:47. Pastor Rick offered an opening prayer.

Quorum Established: 46 active members of the Zion congregation were in attendance; thus, a quorum was established. (A quorum is at least 10 percent of the approximately 149 active members.)

Agenda Approval: Linda Bennett motioned to approve the agenda. Fran Holzberger seconded. The motion was passed unanimously.

Approval of the 2021 Annual Congregational Meeting Minutes: Carl Schmitt motioned to approve the 2021 Annual Congregational Meeting Minutes. Suzee Rowland seconded. Motion carried unanimously.

Nominating Committee Report: Linda Bennett presented nominations for new congregational council members with a term ending in February 2025: Evon Pinkos and Wendy Stevens. Michele Lasher agreed to continue for one additional year; Mark Thompson agreed to continue for two additional years.

Linda Bennett presented the following nominations for the Endowment Committee: John Blackburn and Bob Lambe.

Committee Reports: Laurel McCurdy indicated that the first set of reports (Council Co-Presidents and Transitional Pastor) were found on pages 9-11 in the

Annual Report. The 2021 Pastoral Acts and Notes from the Parish Register and the 2021 Statistical Report were found on page 12. The Office Manager's Report, YMCA Camp/ Daycare Report, and Nepali Congregation Report were found on page 13. The Committee and Group Reports were found on pages 14-23.

Loretta Berie motioned to accept the Committee Reports as presented in the Annual Report. Kim Ritchie seconded. Motion passed unanimously.

Carole Grove expressed thanks to Zion for allowing the boards of Your Neighbors and the Lutheran Home to meet in the church.

Fran Holzberger thanked all the committee members and council members for their dedication and hard work.

OLD BUSINESS

Call Process: Jack Henke presented the Call Process and responded to questions. Jack thanked the Call Committee for their hard work and dedication.

Retirement of Roof Repair Debt: Wendy informed the congregation that the Roof Repair Debt has been retired in January 2022. Wendy thanked everyone for their donations.

NEW BUSINESS

Interim Pastor: Pastor Rick Klafehn will serve as Zion's Interim Pastor starting January 17, 2022. He will be working 10 hours/week and plans to be in the office on Tuesdays and Thursdays. Pastor Rick will serve as our worship leader twice each month. The agreement with Pastor Rick is for a 6-month time period with the option of continuing beyond that point. We are most grateful to have Pastor Rick with us.

Pastor Rick thanked us for welcoming him to Zion.

Pastor Rick gave us an overview of a new adventure- "Abide." Pastor Lori Kochanski, assistant to the bishop for Upstate New York, will help us with "Abide." "Abide" is an intentional, prayerful, thoughtful four-step process that begins on Sunday, April 3rd.

On April 3rd, Pastor Kochanski will lead worship. After worship, she will lead congregation members in a discussion to identify needs and issues in the congregation and community.

In three subsequent steps, the Council, other leaders, and interested members will develop measurable, actionable steps to address the identified needs. The process will conclude with an action plan in early to mid-May.

2022 Budget: Wendy and Mark responded to questions about the 2022 budget. This is the first balanced budget in a long time due to not having a full-time pastor expense and the continued generosity of this congregation. Depending on how the call process moves forward, if a full-time pastor's compensation expense is included, we will be challenged to have a balanced budget in the future unless something dramatic takes place.

Wendy Stevens thanked Patti Cappelli for all she has done and thanked Sara Silva for taking over Patti's bookkeeping job. Wendy also expressed thanks to many who have helped with the budget preparation and especially acknowledged Jim and Kim Marscher, Gloria Cifonelli, Suzee Rowland, and Council Co-Presidents Laurel McCurdy and Mark Thompson.

Council has already voted to approve the proposed 2022 budget so a motion and second aren't needed.

The congregation voted unanimously to approve the proposed 2022 budget.

Our Continued Response to the COVID-19 Pandemic: Mark Thompson provided details about our continued response to the COVID-19 pandemic.

Recently, NYS Governor Kathy Hochul announced a relaxing of some COVID restrictions including mandatory masking for all public places. Masks are still required in medical facilities and transportation hubs.

At the February 14, 2022, Council meeting, Council members decided to postpone a decision about lifting the masking requirement until they had a chance to hear from the congregation. Ten minutes was set aside to allow congregants to express their thoughts about the masking requirement.

In the end, Council will make a difficult decision on this requirement.

Curtis Pulliam and Kristen Burson thanked Zion for offering virtual services.

Election: Several members of the congregation expressed thanks to Kristen Burson, Jeanne Gymburch, and Kim Ritchie for the time and service they have provided to our Zion congregation. Kristen, Jeanne, and Kim have completed their terms on Council. During their time on Council, each served on the leadership team: Kristen as co-president, Jeanne as vice president, and Kim as secretary.

Vote on Congregational Council Nominees: (Evon Pinkos and Wendy Stevens for a term ending in 2025), Michele Lasher (continuing for one additional year), and Mark Thompson (continuing for two additional years).

Linda Bennett made a motion to approve the nominees. Carl Schmitt seconded. Motion passed unanimously.

Vote on Endowment Committee Positions: Barb Wilson made a motion to approve the nominees, and Carole Grove seconded. Motion passed unanimously.

Gloria Cifonelli is leaving after six years of service on the Endowment Committee. We expressed thanks to Gloria for her dedication and service to Zion.

State of the Church: This has been another challenging year with many positive developments and some issues remaining unresolved. On the positive side, we now have an Interim Pastor who is an asset to our congregation. We began offering in-person worship and are continuing virtual services. We have been blessed with exceptional sermons from our supply pastors. Kelli Watson and Marcus Corasanti have provided outstanding music. We were able to continue with several aspects of Zion's mission to feed the hungry and to reach out to the needy in our community (Angel Tree, Mitten Tree, Souper Bowl). The Your Neighbors program has resumed operations. The Three Churches United in Faith began seeing how Zion, Our Saviour, and Trinity/Herkimer can develop stronger bonds and work more closely together exploring whether there might be a future with an even closer relationship.

We have real issues that need to be addressed. It is important for us to reexamine our mission, our reason for existing. We don't have enough people to carry the weight of congregational responsibilities. Our financial situation is a mixed blessing: we own our church and parsonage free and clear; the Knobloch and Endowment Funds are healthy. But we no longer bring in enough income from our annual pledges to afford a full-time pastor. Congregants continue to be generous with their pledges, but we have lost 22 or more members since 2020.

Several thanked Laurel and Mark for their outstanding leadership, hard work, and dedication to Zion.

Darlene Hill made the motion to adjourn. John Blackburn seconded. Motion passed unanimously.

Laurel McCurdy and Mark Thompson concluded the meeting with the Lord's Prayer.

Pastor Rick Klafehn gave a benediction.

Respectfully submitted,
Linda Bennett
Congregation Secretary

Liaisons

The following is a list of outside groups or others, which are coordinated through a liaison. Should an issue arise, please contact the liaison representing that group. Thank you to all of Zion's liaisons for playing an important role and being the point of contact. Your time and efforts do not go unnoticed.

Al-Anon	Sara Silva
Boy & Girl Scouts	Nancy Thompson
Gates Cole Insurance	Sara Silva
Railroad Group	Sara Silva
Red Cross	Carol Blackburn
Violin Lessons/Tina Ponce	Sara Silva
Your Neighbors	Patsy Glista

2022 Committees

Committee	Chair	Council Liaison
Christian Education		Matthew LaFave
Communications	Sara Silva	Laurel McCurdy
Disabilities Ministry	Dan Rodahan	Dan Rodahan
Endowment/Knobloch	John Blackburn	Matthew LaFave and Michele Lasher
Finance	Wendy Stevens	Mark Thompson
Hospitality	Kim Marscher	Evon Pinkos
Nominating	Mark Thompson	Dan Rodahan, Nancy Thompson, and Barb Wilson
Personnel	Mark Thompson	Nancy Thompson
Property	Jim Schieble	Mark Thompson
Social Ministry	Jeanne Gymburch	Laurel McCurdy
Stewardship	Jim Marscher	Barb Wilson
Technology	Mark Thompson	Matt LaFave
Transportation Ministry	Dan Rodahan	Dan Rodahan
Worship & Music	Jim Marscher	Laurel McCurdy

OFFICE MANAGER'S REPORT

As I approach my fifth year here at Zion, I am grateful for my many friendships here and the work that I've been blessed to do. I cannot express how doing God's work for a living brings me such joy. Zion's council continues to be an example of patience and kindness. My kids also agree; any time I am needed at home or an emergency comes up, it is never an issue, and I cannot thank you enough for that. It's been quite a year, with many transitions; supply pastors, interims, supply musicians and more, but things in the office remain consistent and productive, and I make it a point to keep a positive atmosphere. This year, I assumed the role of bookkeeper, which has its challenges at times with the day-to-day office distractions, but Wendy Stevens and I made it happen and I've learned so much (especially that I am thrilled that I am not, and never will be, an accountant.) Many thanks to Gloria Cifonelli, Laurel McCurdy, and Wendy Stevens for... everything! I am looking forward to seeing what God brings to Zion in 2023.

Sara Silva

COUNCIL PRESIDENT'S REPORT

“I will give thanks to you, O Lord among the peoples.
I will sing praises to you among the nations.
For your steadfast love is as high as the heavens.
Your faithfulness extends to the clouds.”
Psalm 57:9-10

It's been another challenging year for our congregation. We have been without a full-time pastor for nearly three years and are still dealing with COVID 19 despite vaccines and updated boosters. We give thanks and praise to God for congregants who have returned to worship and have generously helped us reach out to our community. In addition, we give thanks for the leadership and guidance of Pastor Rick Klafehn (January- May 2022) and Pastor Bill Preuss (June 2022-February 2023).

Pastor Lori Kochanski's guidance through the Abide process is another reason to give thanks and praise. This process began on April 3, 2022 and is still continuing. I greatly appreciate the large attendance at our September 25th Abide meeting when we decided to continue as a congregation but in a different form that no longer overextends the responsibilities of our leadership.

A special thank you to Pastor Lori Kochanski for returning to Zion on October 30, 2022, for another in-person and Zoom Abide meeting. We participated in self-selected groups to work on possible solutions to how we will continue as Zion Lutheran Church.

After this meeting, Pastor Lori and congregants joined our November 14th Zoom council meeting. Pastor Lori summarized the Abide process and suggested forming working groups that would meet monthly with a specific agenda of discussion and action items to help us move forward. These groups are Building Analysis, Internal Structure, and a group that meets regularly with Trinity/Herkimer to formulate plans for working together that may eventually lead to sharing a pastor. Pastor Lori has graciously agreed to come to Zion on Sunday, January 15, 2023, to help us get started with these groups.

Those who give of their time are greatly appreciated. I want to thank our supply pastors, organists, worship assistants, ushers, greeters, our technologists, our office manager, sexton, housekeepers, committee members and chairs, liaisons, and altar care members who have helped our Sunday worship take place each week.

We greatly rejoice in the hiring of our organist, Richard Bostick, in June. We are blessed with his musical talent and dedication and look forward to having a choir again. In addition, we give thanks for the beautiful harp and harmonica music provided by Joe Schmidt and Mary Margaret Krukons.

I'm also thankful for the successful Ice Cream Social that took place on August 12, 2022. This event was planned by our Marketing and Communications Committee.

I'm thankful for the Joint Council Conversations that have taken place with Trinity/Herkimer. One successful outcome of these conversations was a picnic at the Frankfort Marina Park with friends from Trinity and Our Saviour. We also had a joint cook-in and wellness presentation by Kelli Watson on God's Work Our Hands Sunday, October 16, 2022. A total of 182 meals were packaged and equally divided between Your Neighbors and Feed Our Sheep, Trinity's food ministry.

I give thanks to our Zion family for its generous financial support and faithfulness that has allowed us to continue to fund our mission and community outreach. Many thanks to our treasurer, financial secretary, bookkeeper, the Stewardship Committee, and the Finance Committee for their dedication and hard work.

Another item that is worthy of praise is the Women of Faith Bible studies that have been led by Patsy Glista and Pam Donovan. These have been attended by women from Our Saviour, Trinity, and Zion via Zoom.

We mourn the loss of seven of our family who have died in 2022. On All Saint's Sunday, November 6, 2022, each name was read, a bell was rung, and a candle was lit. We are thankful for the meaningful contributions and wonderful memories of these saints.

I'm thankful for the dedication and faithfulness of our Church Council members, and especially want to thank Carol Blackburn, Matt LaFave, Michele Lasher, and Linda Bennett who have completed their three-year terms of service.

We give thanks for the formation of Faith Alive, an intergenerational approach to growing in faith and learning about Jesus. This program began at Zion on December 11, 2022. A special thank you to Laurel McCurdy, Patsy Glista, and Fran Holzberger for bringing Faith Alive to Zion.

The faithfulness and dedication of Pastor Bill Preuss have been outstanding. Pastor Bill has advised and supported our council officers, has encouraged community outreach, and has presided over numerous worship services. I have appreciated his example as a true ambassador of God's peace when things have been difficult for him and his family. I'm especially thankful that he has agreed to remain with us until the end of February and that he has invited Bishop Miller to visit our congregation on Sunday, February 5, 2023.

God's steadfast love and faithfulness have been with us throughout 2022. I look forward to discovering how His love and faithfulness will lead us in our future.

Respectfully submitted,
Linda Bennett, Church Council President

REPORT OF THE TRANSITION PASTOR

For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope. Jeremiah 29:11

This past year began with Pastor Richard Klafehn as Zion's Intentional Interim Pastor. Pastor Rick left this position at the end of May to attend to family needs. I began to journey with Zion as Transition Pastor on June 1st with a contract to continue through December 31st. This contract was extended until February 28, 2023.

The past year could be remembered as a year during which Zion began to emerge from protocols instituted because of the Corona Virus (Covid). Zion is not alone in realizing the impact this virus has had on what had been "normal" programs. Mission and Ministry in a post-covid age continue to evolve.

In the midst of all that has changed, Zion has been seeking to chart a path into the future. The support of the Upstate New York Synod, specifically with the work of Pastor Lori Kochanski, Assistant to Bishop Miller, continues into 2023. "Abide" conversations, first held on ZOOM, became in-person conversations this past fall. A goal of these conversations is for Zion to arrive at a vision for tomorrow.

During my journey with you, Zion has had regular Services of Worship with the support of supply Pastors, Deacon Patsy Glista, and Synodically Authorized Ministers. I have been available for conversations with members in person, telephone, and via electronic means. I have attended on ZOOM all meetings of the congregational council and the Endowment Committee. At the end of 2022 an initial gathering of families seeking to prepare children to receive the Sacrament of Holy Communion was held, and I expect that this will result in at least some of the young people receiving the Sacrament in the near future.

Over a period of several months, I worked with the Endowment Committee and the Congregational Council to revise by-laws related to the operation of the Endowment Committee. The goal of these meetings was to clearly establish the fiduciary responsibility of the Congregational Council, bringing documents into agreement with the Congregation's Constitution and NYS Law. This was accomplished with the adoption of by-law revisions to the Zion Endowment Fund and the Knobloch Endowment Fund by the Congregational Council on January 9, 2023.

So much more has happened during 2022, much of which is reported elsewhere in this Annual Report! There have been times of great joy and times of challenging grief. In reports, you may encounter the rhythms of congregational life. As you actively participate in the congregation's mission and ministry, you live congregational life.

It is my belief that the coming year will be pivotal as the congregation determines how it will venture into the future. Challenging discussions have been had in meetings during 2022, and I believe that Zion is well positioned to follow God's guidance in renewed mission and ministry during the year that has just dawned and into years that lie ahead. It is certainly with this in mind that I chose the verse from the prophet Jeremiah to begin this report.

I count myself to have been blessed to journey with Zion over the past months. You have supported my family and me during great times of stress in our lives. It has become necessary for me to now step back from responsibilities as Zion's Transition Pastor. This was not an easy decision for me to make. I pray that another Transition Pastor will shortly be found to work with you and that Zion may again engage in the process of calling a new resident Pastor.

Thank you to all the leaders of the congregation! A special “well done good and faithful servants” to Linda Bennett, Carol Blackburn, Michele Lasher, and Matt LaFave, who are completing their terms as Congregational Council members. Zion’s leadership serves in many and various ways, utilizing the gifts of God with which they have been blessed. Thank you, also, to the members of Zion’s staff, who have assisted me in my work as Transition Pastor.

Finally, know that you, Zion, never journey alone. Zion is part of a larger community of faith that is “on the road together” called the Upstate New York Synod. Bishop Lee Miller is scheduled to visit Zion on February 5th! You can rejoice in a great cloud of witnesses in the ELCA and in Lutheran congregations around the globe. You are part of an ecumenical community helping to realize the Lord’s desire “that they may all be one”. You travel in the community of saints of all the years. As faithful stewards of what has been entrusted to you, you look forward to what tomorrow may hold. Thanks be to God!

In Christ’s Service,

Pastor Bill

The Rev. William J. Preuss II, Transition Pastor

2022 PASTORAL ACTS AND NOTES FROM THE PARISH REGISTER

Received into the Church by the Sacrament of Holy Baptism

0

Buried and commended to God’s keeping were:

7

New Members Received into the Church

2

Members Received by Transfer

0

Members Confirmed

0

Weddings

1

These official pastoral acts have been entered into the parish record and updated in the office records.

2022 STATISTICAL REPORT

Membership	2018	2019	2020	2021	2022
Baptized	1382	1383	-	-	-
Confirmed	921	921	-	-	-
Active Participants***	245	238	191	143	107
Average Weekly Worship Attendance****	88	83	65	86	69
10:00 AM Service Weekly Attendance ****	78	75	65	86	35
Church School Enrollment	12	16	-	-	-
Baptisms*	3	0	-	1	-
Weddings	1	2	-	-	1
Funerals**	4	2	2	3	2

**** Indicates members**

***** Indicates church
service, communication
with the church office**

******For 2022 indicates
attendance in-person, via
Zoom, YouTube, and
bulletins via snail mail**

COMMITTEE & GROUP REPORTS

Call Committee

No report needed this year.

Christian Education- Faith Alive

Having heard about **FAITH ALIVE**, an intergenerational new approach to faith formation that was happening at Trinity Lutheran Church in Herkimer, several of our members were excited about introducing a similar program to Zion. After attending Trinity's last session before summer break, we had several planning meetings. At a joint picnic with people from Trinity and Zion and at our churches in September, Ziploc baggies with **FAITH TOOLS TO KEEP YOUR FAITH ALIVE** (Bible verses with back-to-school items as reminders of each verse) were shared.

On the third Sunday in Advent, December 11, 2022, **FAITH ALIVE** debuted at Zion. Sixteen of us gathered to experience JOY by reading the story of Mary's visit with her cousin, Elizabeth, singing, praying, enjoying refreshments, and creating joy Christmas decorations.

In 2023, **FAITH ALIVE** will continue on the 2nd Sunday of each month from 9:00 – 9:45 AM in the Fireside Room. All ages are welcome and encouraged to come to talk about Jesus and their faith.

Communication Committee

The committee planned an ice cream social for August 12th with music provided by Jim Marscher. Stewart's provided the ice cream and etceteras, and Zion members donated everything else. The committee also planned for the Hamilton College students to host a community car wash on August 19th, during which they raised \$284 which was donated to a local food pantry. Sara Silva and Laurel McCurdy plan to meet more often in 2023.

Sara Silva

Finance Committee

At last year's Annual Meeting, the congregation approved a balanced budget for 2022, the first balanced budget in many years. Due to the generosity of Zion's congregation, the actual offerings received exceeded the budgeted amount for 2022 by \$22,500. This unexpected increase in contributions, coupled with careful spending and the continued absence of a full-time pastor, resulted in a net operating surplus of \$26,732 for the year.

The balanced budget proposed for 2023 was approved by the Church Council at their December, 2022 meeting and is presented to the congregation for approval. This budget assumes the continuation of a part-time (10 hours/week) interim pastor and/or supply pastors (rather than a full-time pastor), a similar giving response from our contribution, and anticipated expenses fairly consistent with 2022.

We owe thanks to Wendy Stevens, our Treasurer, Gloria Cifonelli, Sara Silva, and Mark Thompson for their work on creating a balanced budget during these financially challenging times.

Respectfully submitted,
Mark Thompson

Hospitality

Zion's Hospitality Committee is looking forward to hosting more in person events as public health concerns lessen. Members and friends have missed having time to connect and spend in person time with each other. A new coffee pot was purchased for the Fireside Room in December, 2022.

There will be a potluck lunch following worship on Sunday, February 5th, in the Fellowship Hall to welcome Bishop Miller, who will be attending Zion's service that day.

The Women of Faith group made up of women from Trinity, Our Saviour, and Zion met three times in person in 2022 and is planning to meet four times in 2023. Both women and men are welcome and encouraged to attend so we can get to know our Lutheran friends from these congregations. The in-person meetings take place in alternating church buildings with programs organized by members of alternating churches. See Zion's bulletins for upcoming in person events and also for Zoom Bible studies.

Please let Sara Silva or Kim Marscher (315-794-6233 or kmarscher@yahoo.com) know if you have suggestions for programs. Zion members have had many in person events in the past, and we hope to re-build our community of members and friends.

Yours in Christ's Service,
Kim Marscher, chair

Personnel

There were several important personnel changes that took place this year. After Intentional Interim Pastor Rick Klafehn announced his resignation in May, Zion was fortunate that Pastor Bill Preuss agreed to serve through February. Pastor Bill has been such a blessing to our congregation. After Katie Marscher announced her resignation as technologist, Megan Free agreed to serve in the role and joined us in April. Richard Bostick joined the Zion staff as Music Director-Keyboards Specialist on July 1, 2022. We are grateful to Kelli Watson who served as Interim Organist after Mary Senn's retirement. Our Office Manager, Sara Silva, took on the additional role of Bookkeeper when Patti Cappelli resigned from the position. We welcome our newest staff members and express our gratitude for all the staff at Zion, including Sara Silva, our Office Manager, Jennifer Pierce, Housekeeper, and Ben Silva, our Sexton. Thank you all for your service.

Respectfully submitted,
Nancy Thompson

Property

I would like to start by thanking the members of the Property Committee, Chuck Carlson, Bob Lambe, Ben Silva, and Mark Thompson, our Property Committee Liaison. I would also like to thank Jennifer Pierce, our housekeeper. Thank you everyone who worked to keep Zion looking so nice.

Several projects have been completed this year.

- 1- The parking lot was sealed and painted.
- 2- At one time last winter, we were down to one functioning boiler and having trouble getting the parts to repair them with. With all the water in the church, we thought that was not a good position to be in. We created an inventory of parts so that, if this happened again, we would be able to repair them.
- 3- We had three trees removed and the shrubs removed in front of the church.
- 4- The Sanctuary is being repainted, with the work starting on December 26th.

Thank you everyone for all you do for Zion,
Jim Schieble

Stewardship

ATTENTION ALL VOLUNTEERS-WE NEED YOU IN 2023 for the following:

Council, Committees, Ministries, Choir, Special Music, Special Planning, Projects, and Presentations. Help at any level is needed more than ever. See the sign-up sheets in the Narthex. Also, contact Sara (in the office) or any Council member.

The people contributing to Zion are to be commended for their generosity during 2022:

Total Giving exceeded the budgeted amount by more than \$24,000. This is a commendable, if not remarkable, demonstration of financial commitment to the church. The Total Giving for 2022 was \$174,015, a nearly 12% increase over last year's actual of \$155,682, and 16% above what was budgeted for 2022 (\$150,000).

The increase in giving helped overcome the lack of rental income and increase in overall expenses. It also provided monies to perform some much-needed property improvements and repairs without taking from Zion's Savings Account or Mission Investment Fund.

The proposed budget for 2023 is just under \$190,000. It is a balanced budget for the second consecutive year. Thank you to all involved in keeping expenses to a minimum, which lessens the burden on the financial contributor.

The goal is to raise at least \$172,000 though Total Giving. Donations must keep pace. Other revenues are expected to cover the rest.

Pledging helps the church in its planning for the upcoming year. Thank you for doing so! If you still wish to pledge, please contact Gloria Cifonelli, Financial Secretary, through the church office.

Yours in Christ's service,

Gloria Cifonelli, Kim Marscher (Secretary), Jim Marscher (Chair), Suzee Rowland

Task Force

No report needed this year.

Technology Committee

Zion continues to offer Sunday morning services via Zoom technology, along with availability on YouTube. The new technology equipment to broadcast these services was received and installed this year after a long delay due to supply chain issues. The new equipment improved the quality of both the audio and visual components of our virtual broadcasts. A technologist station was established in the balcony, moving it from the previous location in front of the pulpit. This allowed for an unobstructed view of the altar, pulpit, and organist. The new equipment, now positioned at that technologist station, allows for zooming in and out for different views of the minister, worship assistant, organist, and any guest musicians. There remains a vibration in the image on occasion. We are working with John Puleo to have this corrected. Training on the new equipment took place. Megan Free assumed the technologist role in April, replacing Katie Marscher Lockwood.

We are grateful to Megan, Katie, John Puleo, Matt LaFave, and Jim Marscher for their invaluable contributions to make Zion services available virtually to those congregants and guests unable to attend services in-person, or who may be traveling away from home and still want to attend the Zion worship service. We will look to build on our technology resources, and their utilization, in the year(s) to come to extend Zion's presence in the community and to our congregation. We welcome your suggestions for new initiatives using technology resources.

Respectfully submitted,
Mark Thompson

Worship and Music

Zion's Worship and Music Committee thanks Pastor William Preuss for his leadership, guidance, and commitment, as he has been our Interim Pastor for several months, ending in February, 2023. He has stayed longer than he had planned in order to help Zion's mission, and we appreciate all he has done. We pray for good health and happiness for him and his wife, Marilyn, and their family in the future.

Worship and Music is grateful that Richard Bostick is our "new" Organist/ Keyboard Specialist. We appreciate his musical skills and his initiative in re-starting the Choir. Richard is also keeping Zion's carillon functioning and up-to-date.

Worship and Music is also grateful to welcome Zion's newest staff member, as Megan Free seamlessly took over the worship service Zoom and YouTube Technology position. She now works from a station in the balcony and is fine-tuning the new equipment to make our broadcasts even better.

We continue to be thankful for the work Sara Silva, Office Manager, and Ben Silva, Sexton, contribute to Zion in so many ways.

Worship and Music has very committed members who have kept our worship experience meaningful and spiritual. The committee appreciates Zion's volunteers, including those providing music for our services and other events, Worship Assistants, Greeters, Ushers, the Altar Guild, those arranging for flowers and other decorations for special services, and Readers for services during Advent and Lent. Zion thanks you for your time and devotion.

ZION'S SERVICES NEED VOLUNTEERS: Please sign up on the sheets in the Narthex if you are able to help.

As public health conditions improve, we look forward to more opportunities to expand and develop worship at Zion in 2023 and beyond.

Yours in Christ's service,
Jim Marscher, Chair and Kim Marscher, Secretary

SMALL GROUP REPORTS

Women of the ELCA at Zion

We continued to build on lessons and ideas we learned in 2021 so that women from Zion, along with women from Trinity, Herkimer, and Our Saviour, Utica, could gather together to explore and grow our faith through Bible study, prayer, and relationship building. Throughout 2022, we have had an average of 6–10 women participate in each on-line Bible study, and 12–15 women at each in-person gathering. In most cases, there have been members from each of the three congregations at each gathering.

- Several Bible studies were held during the year:
 - We used a three-part study, *Let Us Pray*, from Women of the ELCA. On February 22nd, we looked at how and for what purpose we are called to prayer, on March 29th, the practice of prayer, and on April 19th, the results of prayer.
 - In June, July, and August, we used the Women of the ELCA Gather Magazine summer Bible study series, *Crafted in Christ*. Our studies were led by Patsy Glista
 - October 24th – Pam Donovan from Our Saviour facilitated our study of Hannah’s story from 1 Samuel. This began our focus on women of the Bible for our monthly studies over the next 12 months.
- In-person programs in March, July, and November:
 - Pastor Anita Mohr, Our Saviour, facilitated our March 27th gathering held at Zion. The topic was the ELCA social statement, *Faith, Sexism, and Justice, A Call to Action*, that relies on the Gospel promise of abundance, justice, and new creation in Christ to name the ways the sins of patriarchy and sexism harm all people, particularly women and girls, whatever their age or racial or gender identify.
 - Phillis Becker and Joann Blaise from Trinity, Herkimer, led us in our July 31st gathering. We looked at our *Relationships in Christ Jesus* and what our relationship with Jesus means in our lives. We also gathered ideas from those attending for future programs. Our Saviour’s women provided us with yummy desserts and beverages.
 - On November 13th, we gathered at Trinity, Herkimer for lunch and a program that looked at the new ELCA worship supplement, *All Creation Sings*, led by Fran Holzberger and Patsy Glista. We explored the history and development of this supplement and then gathered for a worship service of the word and prayer using the supplement and singing a number of the hymns. Sue Kubica, music director at Trinity, accompanied us, which was a wonderful help.
- We also facilitated an October cook-in held at Zion that benefited both Your Neighbors, Inc. clients and the Feed My Sheep meal program operated by Trinity, Herkimer.

Mark your calendars now for our next in-person gathering, hosted by and held at Zion on Sunday, February 12th, at noon. Our program will be facilitated by women from Our Saviour. We will gather around noon for bag lunch and the program. Bible studies continue on January 23rd (Ruth), Feb. 27th (Hildegard of Bingen), and March 27th (Mary Magdalene).

We welcome ideas and input from all women. Just reach out to a member of our planning group (Zion - Kim Marscher, Fran Holzberger, Kim Ritchie, Patsy Glista; Trinity – Joann Blaise, Phillis Becker, Ann Maher; Our Saviour – Liz Douglass and Pam Donovan).

Patsy Glista, Convener

SOCIAL MINISTRY REPORTS

Social Ministry is a very active committee and is always looking for new members! Social Ministry encompasses: World Hunger - Fair Trade Ministry - Zion Missionary Outreach - Zion Food Ministry - Angel Tree Project and Mitten Tree - Devotional Booklet Ministry - Christmas Card Outreach - along with a close working relationship with Your Neighbors. Please read on for the individual reports by the committee members who spearhead each outreach and consider joining us!

Respectfully submitted,
Jeanne Gymburch

Angel Tree Project and Mitten Tree

In 2022, the Social Ministry Team was able to continue the tradition of providing gift donations to local agencies in need during the Christmas 2022 season. Two local agencies, The Center (Resource Center for Refugees) and Thea Bowman Center, were the recipients of the Angel and Mitten Tree donations in 2022. The Angel Tree financial contributions went to the Thea Bowman Center. The contributions of \$1,040.00 collected enabled the purchase of 26 \$40 Walmart gift cards that were delivered to Thea Bowman Center for needy families. A total of 128 items (gloves/mittens, hats, scarves) were collected for the Mitten Tree. Children's sizes were delivered to Thea Bowman Center, and the teen and adult sizes were sent to The Center to assist in providing them with warm winter items. Both agencies have expressed their deep appreciation and gratitude for the gifts and outpouring of generosity by Zion Lutheran Church. Thank you to all who donated winter wear and financial contributions to one of Social Ministry's annual Christmas outreach programs.

Respectfully submitted,
Debra Murdock

Fair Trade Ministry

Zion Lutheran Church began partnering with Equal Exchange to help small-scale farmers receive a fair wage on October 26, 2006. Because we have not been having coffee hours after church, Zion's Fair Trade Ministry Hutch has not had as many shoppers as in pre-pandemic years. However, several people continued to order items that were delivered to them, and lovers of Organic Mind, Body and Soul Coffee and Organic Total Eclipse Dark Chocolate Bars, did manage to get into the Fireside Room to procure their favorite items.

To make holiday shopping easier during Advent, a cart displaying fair trade products was wheeled downstairs to the foyer and people were able to purchase items before and after church. Gift bags and tags were available for use. The most popular Christmas gifts were Organic Sisters' Blend Full City Roast, Organic Natural Cashews, Organic Roasted/Salted Cashews, and Organic Green Tea with Ginger.

Total purchases in 2022 came to \$1,739.75. We charge a little more than the cost of each item so that the extra may be contributed to ELCA World Hunger. This year, \$121.78 was donated to WH.

Climate change is wreaking havoc on our farmer partners, and the world-wide pandemic has disrupted supply chains. It is more important than ever that we continue our efforts to assist this important economic justice movement. Zion's Social Ministry Committee is grateful to all who participated in this ministry in 2023.

Respectfully submitted,
Laurel McCurdy

Food Donations and Bottle Returns

Food donations and cans/bottles continue to be donated at Zion. We have faced some challenges since the passing of Ed Grove, who was actively responsible for both ministries. Many thanks to Ted McCarthy for stepping in when we needed help. We want to continue accepting your donations, but we need to know that the delivery of the food items as well as the bottle returns can happen. Please let Jeanne Gymburch, Laurel McCurdy, or Sara Silva know if you are interested in fulfilling this very important community mission.

Sara Silva

Missionary In Zambia

Zion's Social Ministry Team is grateful to the Endowment Fund Committee for granting us \$1,000 in November, 2021 and \$1,200 in November, 2022 to help us support the Rev. Kristin Engstrom, ELCA Facilitator for Leadership Development and Capacity Building in Zambia.

The leaders of the Evangelical Lutheran Church in Zambia and the Rev. Engstrom have decided to work on three areas. The first goal is to empower pastors by offering workshops on Lutheran theology—what it means to be a Lutheran. The second goal is to develop a scholarship program so students may enroll in seminary and become pastors. Some of the money that we give will be earmarked for scholarships. Thirdly, Pastor Kristin meets weekly with the leadership's planning team to create a VISION for the ELCA.

Respectfully submitted,
Laurel McCurdy

Outreach to Those who Cannot Come to Church

The Social Ministry Committee continues to send copies of Hope-Full Living: Daily Devotions for Living Life to the Fullest and Christ In Our Home to nine of our members who are no longer able to come to church regularly. Our goal is to inspire God's seniors with the assurance that "This very day, I have a body, a mind, a spirit and a message—God's rejuvenating Gospel message to and through me—to share with my world, my friends and my Lord." We also continue to mail weekly Bulletins. During the seasons of sending out the booklets, we send a care package including the bulletin, newsletter, and both devotionals.

Respectfully submitted,
Laurel McCurdy

Prayer Fellowship

We are part of Zion's in-reach ministry. We send all occasion cards (birthday cards to those who cannot come to church, get well, and sympathy cards) to members. As we write our cards, we pray for the recipients. Respectfully, Loretta Berie, Carolyn Dzwonkas, Sharon Jeche, Darlene Hill, and Debra Murdock

Respectfully submitted,
Loretta Berie

World Hunger

Thank you for your prayers and the generous donations collected this year. Our local and global communities have benefitted from regular donations of money as well as non-perishable foods. Zion saints raised \$3,524 in 2022 for the ELCA's World Hunger missions.

There were two special World Hunger Campaigns in 2022. The "Holy Cow: The Utter Joy of Giving" money was collected and taken to Synod Assembly in the first week of June. We also donated money to an Advent Appeal in November and December.

Your gifts to the ELCA World Hunger Appeal provide direct hunger relief and combat the systemic sources of hunger with support for education and advocacy. The ELCA World Hunger program is an efficient way to address poverty, as less than 10 cents of every dollar is used for program administration and fundraising. ELCA improves the lives of people in need in the United States and around the world by:

- Providing immediate relief for people affected by hunger and poverty.
- Assisting whole communities through long-term, sustainable development to help alleviate chronic hunger and poverty
- Advocating for justice by changing laws and systems
- Educating members of the ELCA about issues relating to hunger, poverty and justice

Respectfully submitted,
Ellen Smith

Worship Team

Greeters, ushers, and worship assistants are needed weekly; communion assistants were not needed this year, as communion was done while seated. Zion's office manager monitors the service participants and reaches out to people to volunteer when needed. This area of worship is continuous, and service participants are encouraged to sign up regularly. All worship team instructions are available upon request.

Sara Silva
Office Manager

Your Neighbors

In March, 2022, Your Neighbors began slowly to re-open and receive requests once again, but only for meal referrals. Using caution, they do not yet transport clients for medical or grocery shopping rides.

During the first year of reopening, we have sent out 1,341 meals plus 50 meals for the fire victims at the Meadows in June. Also, 601 soups have been delivered. Eleven different churches, restaurants, and organizations have provided these meals.

Thanks to Rabbi Gustavo of Beth El for joining the board; we are once again an interfaith organization. Rabbi is mobilizing his congregation to begin cooking kosher meals so we can now fulfill that need.

It is with deep sadness that we mourn the passing of Karen Ostinett on December 27th. Karen has been a vital member of the board and has served as our treasurer for many years. She will be greatly missed.

We thank Zion for your continued support of Your Neighbors by your provision of meals and for your support through the Endowment Fund.

Respectfully submitted,
Carole Grove

Zion Food Ministry

One basket was delivered for Easter that included a ham, potatoes, vegetables, rolls, eggs, fruit, and pie; Zion funded this basket.

I brought four hams and 15 lbs. of potatoes to the Utica Rescue Mission on December 15th. For Thanksgiving, I delivered two food baskets plus the donated food to the Rescue Mission for Christmas. I spent just under \$250. The Thanksgiving baskets had turkeys, vegetables, pie, and breakfast and lunch items. Funding was provided by Thrivent, and no funding from Zion Lutheran Church was needed.

I delivered two food baskets for Christmas. The baskets contained roast beef, hot dogs, oatmeal, macaroni and cheese, tuna fish, several vegetables, and an apple pie each. Funding was provided by Thrivent. It cost \$120 for the food for the baskets. The rest will go for food to a local charity, such as Veterans Outreach Center or the Rescue Mission of Utica.

Ted McCarthy

Zion Endowment Fund/Knobloch Fund Committee Terms & Nominations

Discussions between Council and the Endowment/Knobloch Committee were held to bring the bylaws of the Endowment and Knobloch Funds into compliance with Zion's constitution and New York State law. The need for this action was brought to our attention by Pastor Rick Klafehn, our former intentional interim pastor.

The Zion Church Council is considered to have full fiduciary duties of all financial aspects of the congregation. The Endowment and Knobloch Funds fall under those responsibilities. The Endowment/Knobloch Committees will continue and will be an advisory body to the Council upon adopted revision of the bylaws. Any future distribution or movement of funds can only be made as a recommendation by the Committee and will need to be approved by the Council. Members of the joint Endowment/Knobloch Committee will be appointed by the Council.

Zion Endowment Fund

Zion's Endowment Fund was established in 1985 for the purpose of enhancing the mission outreach of Zion in the community and the world. Through Fund earnings, monetary gifts and bequests, our hopes are to grow the Fund to enable Zion to expand our mission in the community and the world.

The Zion Endowment Fund assets are fully invested in the Vanguard Wellington Fund-Admiral Shares. This is a low cost, balanced mutual fund consisting of investments of approximately two-third stocks and one-third bonds.

The Fund balance as of December 31, 2021, was \$374,080.10. On November 11, 2022, shares worth \$18,700, or 5% of the Fund balance end-of-year 2021, were sold to fund the 2022 Endowment Fund distribution to community organizations, missions of the ELCA, Zion ministries and Zion capital projects. A check in that amount was sent to Zion for the annual distributions. At the November 9, 2022 meeting, the committee decided to retain the undistributed portion of the 2021 funds (\$5,620 due to lack of requests) in the Fund due to the year-to-date performance of the Fund and market conditions. That money would be available if a specific request for funding was brought to the Committee.

The Fund balance at the close of business on December 30, 2022, was \$302,156.90. A total of \$150 was donated to the Fund in 2022. A long-term capital gain payment of \$16,802.11 and a normal dividend payment of \$2,008.66 was paid to the Fund on December 28, 2022. The distribution amount for 2023 will be \$15,107 (5% of the Fund value at the end of 2022 per the Fund's bylaws).

The following organizations/ministries received distributions from the Endowment Fund in 2022:

Your Neighbors – Delivery of programs and coordination of services

Lutheran Homes Foundation - Chaplaincy Fund

KEYS Program – Children's Music Therapy Program

Zion Social Ministry Committee – Support for ELCA Missionary in Zambia

Zion Property Committee – Funding capital projects (Sanctuary painting and tree removal)

Rebuilding the Village – Support youth and family programs in the Cornhill are of Utica

The Committee is pleased to share that, due to the amount available in the Fund for distribution, all program requests were fully funded in 2022, along with an additional 15% over and above the requested amounts.

Knobloch Fund

The purpose of the Zion Knobloch Fund is to directly support Zion's annual budget, focusing on maintaining our electronic carillon system, supporting the music program and helping pay for the general maintenance of the church. The Fund, created in 1982, originated as an individual bequest and continues to further the mission of Zion.

The Zion Knobloch Fund assets are fully invested in the Vanguard Wellesley Income Fund-Admiral Shares. This is a five star rated, low cost, balanced mutual fund consisting of approximately one-third dividend paying stocks and two-thirds bonds.

The Knobloch Fund balance on January 1, 2021 was \$252,235.36. The Fund provided a distribution to Zion in 2022 of \$10,092, paid in monthly and quarterly payments. That amount is based on 4% of the market value of the Fund at the beginning of 2021 per the Fund bylaws.

On December 16, 2022, \$10,548 worth of shares were sold and placed in Zion's Vanguard money market fund for distribution to Zion. The monthly installment amount to Zion from the Fund will be \$879 in 2023. This is in accordance with the Fund bylaws and is based on 4% of the Fund balance of at the beginning of the previous year (\$263,768.47 on January 1, 2022). The Fund balance on January 1, 2023 was \$229,589.60. This includes a dividend of \$1,999.75 and a long-term capital gain of \$9,810.05 paid on December 19, 2022.

Many thanks to the people who served as members of Zion's Endowment Fund and Knobloch Fund Committee in 2022; Doreen Nicholls, Bob Lambe, Dave Meneses (Recording Secretary), Council representatives Michele Lasher and Matt LaFave, Fund Financial Secretary Curtis Pulliam and “Chairman Emeritus” Fran LaGase.

Respectfully submitted,
John Blackburn- Committee Chairperson

Website

The Church web site (www.zionlutheranNy.org) contains an article describing the Zion Endowment Fund, its purpose, and its history. This article also provides information regarding total gifts given to the Fund since its origination in 1985, and total distributions made from the Fund over this same time period. Instructions for requesting a charitable distribution from the Fund are also contained in the article.

Also on the website, you can find Zion’s monthly newsletters filed in order under the “Newsletter” tab. Calendar events and important announcements are also posted here.

Proposed 2023 Operating Budget

	1/1/22 - 12/31/22	1/1/22 - 12/31/22	Proposed 2023
	Actual	Budget	Budget
Ordinary Income/Expense			
Income			
Miscellaneous			
Knobloch Fund Distribution	9,942.07	10,092.00	10,548.00
Thrivent Financial	295.00	400.00	400.00
Miscellaneous Income	655.04	250.00	300.00
Building Rental / Use	3,295.00	1,500.00	3,500.00
Parsonage Rental			
Residential	2,193.55	3,000.00	0.00
Business	0.00	3,000.00	0.00
Interest Income	440.46	500.00	500.00
Total Miscellaneous	16,821.12	18,742.00	15,248.00
Giving			
Loose Offering	1,602.58	500.00	1,500.00
Seasonal	2,907.00	2,500.00	2,500.00
Envelopes	169,505.94	147,000.00	168,000.00
Total Giving	174,015.52	150,000.00	172,000.00
Program Income			
Transportation	40.00	100.00	100.00
Amazon Smile	139.67	100.00	100.00
Hospitality & Fellowship Income	65.00	0.00	100.00
Evangelism,Marketing,Advertise	0.00	0.00	0.00
Christian Ed / Sunday School	0.00	0.00	0.00
Flower Income	496.75	500.00	500.00
Protocol Supplies Income	0.00	0.00	0.00
Fair Trade Income	1,427.08	1,000.00	1,500.00
Total Program Income	2,168.50	1,700.00	2,300.00
Total Income	193,005.14	170,442.00	189,548.00

Proposed 2023 Operating Budget

	1/1/22 - 12/31/22	1/1/22 - 12/31/22	Proposed 2023
	Actual	Budget	Budget
Ordinary Income/Expense			
Expense			
Wage Compensation			
Pastoral Care			
Interim Stipend	0.00	15,675.00	0.00
Health, Pension & Disability	0.00	0.00	0.00
Housing Allowance	0.00	0.00	0.00
Travel	4,009.13	8,000.00	5,000.00
FICA Reimbursement	0.00	0.00	0.00
Continuing Education	0.00	0.00	0.00
Supply Pastor	22,270.39	7,800.00	26,500.00
Total Pastoral Care	26,279.52	31,475.00	31,500.00
Staff			
Transportation	0.00	200.00	200.00
Technologist	1,484.48	3,000.00	3,150.00
Office Manager	23,645.17	29,453.00	25,000.00
Bookkeeper	5,954.76	2,300.00	5,000.00
Nursery Attendant	0.00	0.00	0.00
Organist/Music Director	10,949.97	7,800.00	15,500.00
Sexton/Housekeepers	16,364.15	17,000.00	21,000.00
Subtotal Staff	58,398.53	59,753.00	69,850.00
Supply Musicians	750.00	0.00	900.00
Staff including Supply	59,148.53	59,753.00	70,750.00
Staff Taxes & Benefits			
Disability/PFI Insurance	101.08	650.00	754.00
FICA	3,403.01	3,700.00	4,331.00
Medicare	795.87	875.00	1,013.00
Workers' Compensation	2,020.96	1,000.00	1,500.00
Unemployment	0.87	0.00	0.00
Total Staff Taxes & Benefits	6,321.79	6,225.00	7,598.00
Total Staff	65,470.32	65,978.00	78,348.00
Total Wage Compensation	91,749.84	97,453.00	109,848.00

Proposed 2023 Operating Budget

	1/1/22 - 12/31/22	1/1/22 - 12/31/22	Proposed 2023
	Actual	Budget	Budget
Synod & Conference Contribution	15,044.00	15,044.00	15,000.00
Programs			
Transportation	0.00	200.00	200.00
Decorating Expense	0.00	0.00	0.00
Special Events Expenses	59.65	250.00	100.00
Fair Trade Expenses	1,464.15	1,200.00	1,200.00
Synod Assembly Fees & Hotel	135.00	0.00	200.00
Flowers Expenses	722.09	1,000.00	1,000.00
Music Supplies	599.00	600.00	1,000.00
Worship Supplies	3,086.74	1,400.00	3,300.00
Christian Education	119.37	100.00	150.00
Stewardship	88.67	250.00	200.00
Social Ministry / Outreach	931.36	200.00	1,000.00
Evangelism-Marketing-Advertise	0.00	100.00	500.00
Protocol Supplies Expenses	0.00	1,000.00	0.00
Hospitality and Fellowship	385.15	250.00	200.00
Total Programs	7,591.18	6,550.00	9,050.00

Facilities

Plumbing Repair	0.00	1,067.00	1,000.00
Building Repairs & Maintenance	532.67	4,685.00	1,000.00
Grounds & Parking Lot Maint.	1,734.52	4,300.00	1,340.00
Cleaning & Repair Supplies	286.71	300.00	345.00
Heating & Cooling Repair	6,483.45	3,000.00	5,000.00
Parsonage Expenses	1,883.96	1,425.00	1,967.00
Elevator Repair & Maintenance	4,199.06	4,000.00	4,120.00
Organ/Piano Repair & Maint	0.00	0.00	500.00
Sewer, Water & Trash	1,887.84	1,500.00	1,955.00

Proposed 2023 Operating Budget

	1/1/22 - 12/31/22	1/1/22 - 12/31/22	Proposed 2023
	Actual	Budget	Budget
Sewer, Water & Trash	1,887.84	1,500.00	1,955.00
Security & Fire Alarms	424.00	450.00	524.00
Gas & Electric	10,151.12	8,543.00	11,850.00
Snow Removal	2,970.00	2,700.00	3,450.00
Total Facilities	30,553.33	31,970.00	33,051.00
Administration			
Office Equip Lease & Maint	4,687.73	5,000.00	5,000.00
Computer Software Subscriptions	801.66	750.00	1,000.00
Computer/Office Equip/Tech Hardware	2,061.50	1,500.00	1,500.00
Professional Services	250.00	500.00	2,249.00
Insurance	8,597.00	6,500.00	8,000.00
Postage	1,054.10	1,325.00	1,000.00
Office Supplies	747.39	1,000.00	1,000.00
Telephone, Internet & Network	2,222.41	2,250.00	2,250.00
Miscellaneous	872.12	600.00	600.00
Administration - Other	41.17		
Total Administration	21,335.08	19,425.00	22,599.00
Total Expense	166,273.43	170,442.00	189,548.00
Net Ordinary Income	26,731.71	0.00	0.00

Proposed 2023 Operating Budget

	1/1/22 - 12/31/22	1/1/22 - 12/31/22	Proposed 2023
	Actual	Budget	Budget

Capital Projects

Capital Projects Income

2019

Roof

90.00

Piano & Capital Music Donation

22.00

Building

Fund

6,080.00

Total Capital Projects Income

6,192.00

Capital Projects Expenses

Grounds and Parking Lot

13,457.00

Total Capital Projects Expenses

13,457.00

Designated Donations 2022 Total

	Zion Related			
		Zion Food Ministry	\$	255.00
		Transportation	\$	40.00
		Endowment Fund	\$	150.00
		Memorial Fund	\$	450.00
		Total Zion Related	\$	895.00
	ELCA			
		World Hunger	\$	3,524.00
		Lutheran Care	\$	55.00
		Missionaries Support	\$	300.00
		Lutheran Disaster Response	\$	260.00
		Total ELCA	\$	4,139.00
	Outside Organizations			
		Your Neighbors	\$	440.00
		St. Margaret's Food Pantry	\$	150.00
		Seeds of Hope Food Pantry	\$	150.00
		Total Outside Organizations	\$	740.00
		Total Designated Donations	\$	5,774.00

Assets and Liabilities				31-Dec-21	31-Dec-22
Assets					
Cash Accounts					
		Checking & Petty Cash		\$ 81,775.13	\$ 93,745.26
		Mission Investment Fund		\$ 74,167.91	\$ 100,573.84
		Total Cash Accounts		\$ 155,943.04	\$ 194,319.10
Designated Funds in Savings Accounts					
		Protocol-COVID		\$ 2,500.00	\$ 2,500.00
		Transportation		\$ 214.00	\$ 254.00
		Zion Decorating Committee		\$ 880.47	\$ 880.47
		Music Donation		\$ 862.00	\$ 862.00
		Building Fund		\$ 22,594.73	\$ 11,655.00
		Building Fund - Playground		\$ 5,000.00	\$ 5,000.00
		Randy Richards Fund		\$ 7,568.64	\$ 7,568.64
		Zion Food Ministry		\$ 5,544.21	\$ 4,023.21
		Youth Group		\$ 1,476.00	\$ 1,476.00
		Christian Education Fund		\$ 729.16	\$ 729.16
		Memorial Fund		\$ 5,707.20	\$ 6,117.20
		Canstruction/Can Food Drive		\$ 70.00	\$ 70.00
		Social Ministry		\$ 1,000.00	\$ 1,150.00
		Interest & Other		\$ 477.23	0
		Total Designated Funds in Savings Account		\$ 54,623.64	\$ 42,285.68
Other Assets					
		ELCA SCU		\$ 2,750.00	\$ 2,750.00
		Vanguard Money Market Fund		\$ 10,172.46	\$ 10,694.13
		Knobloch Fund - Wellesley		\$ 263,768.47	\$ 230,209.69
		Endowment Fund - Wellington		\$ 374,080.10	\$ 302,156.90
		Total Other Assets		\$ 650,771.03	\$ 545,810.72
Liabilities					
		Accounts Payable			
		Accrued Payroll & Related Taxes		\$ 874.05	\$ 2,445.51
		Total Liabilities		\$ 874.05	\$ 2,445.41