



ANNUAL REPORT

June 2023

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ANNUAL MEETING AGENDA

Welcome and Call to Order	Erik Peterson, President
Opening Prayer	Rev. Tyler Rasmussen
Approval of Previous Minutes from January 29, 2023	Katie Frederick, Secretary
Thank Those Going Off Leadership Board	Rev. Tyler Rasmussen
<i>Completing their Terms: Erik Peterson, Dave Fohr, Jeremy Goss</i>	
Leadership Board Elections	Nominating Committee
<i>Nominated for a First Term: Linda Havlicek, Dan Sneller</i>	
<i>Electing to a Second Term: Mike Marciniak</i>	
Installation of New Board Members	Rev. Tyler Rasmussen
2023 Ministry Goals Update	Mavis Roesch, VP
Financial Report, 2022 Final and 2023 Update	Mike Marciniak, Treasurer
Endowment Committee Elections	Erik Peterson, President
Thank Those Going Off Endowment Committee	Rev. Tyler Rasmussen
<i>Completing their Terms: Gail Robinson, Jim McTaggart</i>	
2022-2023 Celebration Slideshow	Rev. Tyler Rasmussen
Annual Report Highlights	Teams, Ministries, Staff
Other Business and Announcements	Floor
Lord's Prayer	Rev. Tyler Rasmussen

WELCOME FROM THE BOARD PRESIDENT

We are a blessed congregation! The leadership board is grateful for all of you and your contributions to our church family. This past year brought us many new members who have helped revitalize our committees with new ideas and energy. Check out the beginnings of a new butterfly and vegetable garden in front of the church as one example. As a result of our outreach to the community, we have found new opportunities to collaborate with others such as hosting the MICAH Gala and Tosa elementary schools reading volunteers. Our new flooring and challenge grant campaign successes give us all an additional source of pride and confidence.

We have much work left to do! Let us remember that we are called to be the hands and feet of Jesus. The mission of our church extends beyond these walls to serving those less fortunate through our food pantry Tosa Cares. Our church is not merely a place we attend; it is a community we actively participate in. Each one of us has unique gifts, talents, and passions that can be harnessed for the sake of the Kingdom. Together, we can create a ripple effect of love, compassion, and hope that extends far beyond what we can imagine.

Showing up is the most important thing you can do! Attend our combined worship this summer. Welcome visitors when you see them in church. Add our BBQ Sundays to your calendar so you can bring a friend to worship and stay for the fellowship. Check out a bible study, try knitting, and come to a workday. Be known not only for what you believe but for how you live out those beliefs. Your actions will inspire and invite others to join us.

God bless you and God bless Mt Zion Lutheran Church.

Erik Peterson, Leadership Board President

PREVIOUS ANNUAL MEETING MINUTES

JANUARY 29, 2023 ~ 9:40 AM

MEETING MINUTES - 33 PEOPLE IN ATTENDANCE.

Call to Order

Opening Prayer

Approval of Agenda

Motion: Tony F Seconded: Mavis R Motion: Passes Unanimously

Erik Peterson, President
Rev. Tyler Rasmussen, Pastor
Katie Frederick, Secretary

Approval of Minutes from June 27, 2022

Motion: Linda Y Seconded: Tony F Motion: Passes Unanimously

Katie Frederick, Secretary

Stewardship Campaign Report

John Y presented. 64 households pledged. 6 new pledges. Increase projection of 18k in 2023. John Y is stepping down from stewardship.

Stewardship Committee

Approval of Budget for 2023

Motion: Bill Seconded: Tony F Motion: Passes Unanimously

Discussion: There will be principal paid to mortgage, but less than prior years. Fixed rate mortgage. Principal is 1.1 million. Membership is around 500 people. Challenge grant of \$7,500 is 2/3 funded. Synod contribution has been flat. Is low but should be closer to 5% or 10% of the budget. No budget for membership (5112). Money in and out in a restricted way. Current membership is only MICAH. Use forum time to brainstorm ideas to bring in more of the community.

Mike Marciniak, Treasurer

Playground Presentation - Continuing. Reevaluation in June

Erik Peterson, President

Election of 2023 Nominating Committee

Nominees - Janet McCarthy, Dave Fohr, Nancy Di Giacinto (Nominated herself)

Motion: Mavis R Seconded: Ian K Motion: Passes Unanimously

Mavis Roesch, Vice President

Appointment of Lay Voting Members to Synod Assembly June 2 - June 3

Mavis Roesch,
Vice President

*Mt Zion may send 2 voting members (ideally not of the same gender)
plus 1 youth or young adult (under 31yo) No volunteers yet*

Launch of 2023 Ministry Initiatives

Already happening in 2023. LB plan to reach into local community and find out how to support and partner. Ways to better welcome guests. Putting together visitor bags.

Rev. Tyler Rasmussen, Pastor

Motion to Adjourn: Linda Y Seconded: Tony F

Lord's Prayer and Benediction

Rev. Tyler Rasmussen, Pastor

PASTOR'S REPORT

Never has normal felt so good! Last year at this time, we were still figuring out how to come back together and we were transitioning multiple staff. This year, we have had a chance to simply be together and settle into a new sense of normal. Not that nothing's happening, but the stress of change has dissipated, and we've been able to enjoy being community together. And that has been wonderful!

Though there are lots of highlights I could share, I'm sure you'll find many of them throughout the annual report. My personal favorite moment of the year was Christmas caroling to the at home members. It was a wonderful experience of working together to share joy with several dear Mt Zion friends. One of our at home members said, "This is the most wonderful thing the church has ever done for me." And the crew that came out caroling filled my heart with warmth too.

A few other moments I'd like to highlight include the Ertel Award Dinner, where a whole group of Mt Zion members showed up to support Linda and Tom. Also, I've been so proud of all the people who have helped with our regular volunteer opportunities at Tosa Cares (we're going to continue to claim a Saturday every 6-week cycle; I hope every single person at Mt Zion will have a chance to physically help at Tosa Cares every year or two). And, all the work that went into the Fellowship Hall to make it wonderful for the MICAHA Gala was truly appreciated; that space is 1000% better than it's been since well before the pandemic. Plus, we've had some fun Children's Sermons this year (the Grinch; the egg crack; the overflowing cup of apple juice).

No year is all joy, however, and we've had our share of heartaches. We've had to say goodbye to some beloved members of our community, a few from death and others from moving. Though we have more children and youth around here than it seems, I know it has felt at times as though there are only a handful of kids; we have work to do to build up the next generation of our ministry!

Yet even for these hardships, I know we have way more to celebrate. Our new members this year have shown me time and time again the life people find at Mt Zion. The youth group has been renewing my energy; we started the year with about three Mt Zion youth joining the youth at Martin Luther, but we ended the year with 8-10 MZYers regularly at our youth nights. Plus, our new Gathering Space has made Mt Zion feel even more welcoming than it already way.

As a side note, I should mention some of the things I'm doing beyond Mt Zion. This past year, I organized the South Central Conference in GMS (first-ring suburb congregations along the I-41 corridor from Tosa then down and over to the lake) to gather regularly for collegiality and learning. I served on the Wauwatosa Human Growth and Development Community Advisory Board. I have been meeting with leaders of the community, including the municipal judge, the city social worker, and the former mayor. I am working to build up a MICAHA task force focused on Wauwatosa issues. This next year I'm hoping to develop a new confirmation curriculum. I'd like to get a Strengthening Families program started, and working with MICAHA we're looking at building a restorative justice program. I'm also planning to reorganize the Wauwatosa Clergy Association, a group that went defunct in about 2018. I know we are seeking to be a church for the community, and I'm also working to be a pastor for the community.

Finally, I want to say a huge thank you to Jessica Monahan and our front desk volunteers. You have no idea how much Jess and this team do to make Mt Zion the wonderful place it is. They are so amazing. Thank you!

I'm looking forward to this next year. I hope, now that we've found a new sense of stability, we will have the energy to grow in our fellowship, in our outreach, and in our love. Thank you for being a part of Mt Zion!

Pastor Tyler

Congregation Statistics and Pastoral Acts in 2022

Total baptized membership: 470

Total active participants in the life of Mt Zion: 234

Average weekly worship attendance: 93*

Baptisms: Harrison Schmitt, William Fohr

Confirmations: Clare Fricke, Jacob Fricke, Devin Townsend

New Members: John and Anna Kissel, Mark Schroeter, Bill and Meg Luedtke, Karen Bertucci, Kelsey Forsberg, Mitch Lalley, Luke, Shauna, and Emmet Johnson

Weddings: Scott Stauder and Eden Werner

Funerals: Elf Eberle, Lorraine Stanke, June Malen, Eloise Knigge, Patricia Grant, Sandra Echols, Kenneth Schmidt, Deb Jasso, Gerhard Fischer, Barbara Giese, Doris Matthiesen, Betty Hintz

*Includes in-person and streaming attendance



Leadership Board Nominees



Linda Havlicek

I'm from Nebraska and moved here in 1972 with my family - my 5 older brothers and me. I married my high school sweetheart in 1983 and have three adult children. My youngest, Joey, has Down syndrome. I have four grandchildren and one step-grandson.

My grandfather was a minister in Missouri Synod and since we practically spent nearly every weekend at our grandparent's home growing up, I spent every Sunday going to church. I attended Mt Olive Lutheran grade school and Martin Luther High School in Milwaukee. Two of my five brothers are ministers, although one is now in heaven and the other is retired.

I retired in 2013, when Joey graduated high school. I worked full-time before then at the Veterans hospital in various jobs, secretarial, administrative, computer help desk, research, and supply.

I love spending time with my grandkids, and I am also involved now volunteering at Lutheran Home and at Mt Zion and before the pandemic I worked in the middle school library. I also like to do Pilates and volunteer as a coach for his Special Olympics.



Dan Sneller

We, my two sons Mason and Griffin, and I have been part of Mt. Zion since 2006. Griffin was baptized, and both boys were confirmed here. We have enjoyed the opportunity to serve and meet fellow members of the congregation by ushering, acolyte, working on the grounds, Tosa Cares, Live Nativity, youth group, and other special.

I grew up in Green Bay and have lived in several Midwest states during my adulthood, the longest being where I am now in Elm Grove. I am an Eagle Scout and love being outside. During college, I was fortunate to have had the opportunity to be a canoeing guide in Ontario. In addition to canoe tripping, I also enjoy camping and hunting. While at college, I earned an accounting degree from UW-Whitewater. I have been in various management positions in several different industries over my work careers. I have enjoyed many years of coaching several different youth sports.

Mason is a senior and Griffin is a sophomore at Brookfield East. Both sons love to play basketball and have played for the high school and AAU teams. We look forward to expanding our faith service through the opportunity on the Leadership Board.

LEADERSHIP, STAFF, TEAMS, AND MINISTRIES

2022-2023 Leadership Board

Erik Peterson**, President
Mavis Roesch, Vice President
Katie Frederick, Secretary
Mike Marciniak, Treasurer
Sherry Downs, Dave Fohr**, **Jeremy Goss***, **Janet McCarthy, Dave Nelson, Abby Sumiec**

*Resigned mid-term

**Concluding their time on Leadership Board this year.

Staff

Rev. Tyler D. Rasmussen, Pastor
Jessica Monahan, Parish Administrator
Nancy Di Giacinto and Janet McCarthy, Worship Volunteer Coordinators
Jasmine Pruitt, Maintenance
Brenda Marciniak, Sunday School Superintendent
Danielle Lawson, Director of Choirs and Contemporary Worship
Mark Schroeter, Director of Traditional Music
Douglas Johnson, Social Media

Teams

Endowment – Gail Robinson, Jim McTaggart
Front Desk – Karen Engelhardt, Mavis Roesch, Linda Havlicek, Janet McCarthy, Nancy Di Giacinto
Hospitality – Lynda Yanny, Shauna Johnson, Mavis Roesch
Justice – Tom Ertel, Nancy Di Giacinto, Mary Johnson
Outreach – Linda Ertel, Tom Ertel, Andrea Cockerham, Karen Engelhart, Carl Engelhart, Sue Jacobson, Jan Rada, Jerry Roesch
Property – Douglas Johnson, Debbie Kleppek, Kurt Kleppek, John Kissel
Stewardship – John Yanny, Chris Kress, Douglas Johnson, Dave Fohr, Lora Marheine

Ministries

Voices of Zion, Festival Bells, Mt Zion Youth (MZY), Sunday School, Festal Décor, Reformation Partnership, Prayer Group, Brown Bag Bible Study, Pub(lic) Theology, Knit One Pray Two, Book Club, Women of Heart, Splash!, and more!



Mark Schroeter started as our Director of Traditional Music in August. We are so glad you are here at Mt Zion! Your music is very much appreciated.

HIGHLIGHTS FROM 2022-2023

- **All-Year-Round**
 - Joint MZY (Mt Zion Youth) Nights with Martin Luther Lutheran
 - Begin regularly volunteering at Tosa Cares, claiming one Saturday every 6-week rotation as Mt Zion's volunteer day
 - Children's Sermons on YouTube take off. Top video has over 100,000 views and nearly 2000 likes!
- **June**
 - Annual Meeting
- **July**
 - 4th of July Cookout
 - Youth Rooms Redesigned
 - Skylights resealed
- **August**
 - Mark Schroeter hired as Director of Traditional Music
 - 10th Anniversary of New Command Korean Church
 - New Flooring in Gathering Space and Narthex installed
 - Partner Congregation Meal with Reformation Lutheran
- **September**
 - Pet Blessing!
 - 11 New Members
 - Ministry Fair
- **October**
- **November**
 - Second Partner Congregation Meal at Reformation Lutheran
- **December**
 - Christmas Caroling to @Home Members
 - Live Nativity with Caroling
 - Grinch Visited Mt Zion
- **January**
- **February**
 - Bells Refurbished
 - Congregation steps up with Champion Challenge Grant
 - New Guest and Visitor bags increase our welcome
- **March**
 - Tosa Cares 15th Birthday!
 - 8 New Members
 - Bold Women of Faith give witness to the faithful women of Mt Zion
- **April**
 - Linda and Tom Ertel recognized as Wauwatosa's Distinguished Citizens
- **May**
 - Hosted MICAH Gala
 - Adult Forum covers the topic "Civic Engagement and Faith"
 - Veggie Garden started to provide fresh food to Tosa Cares



Teams, Committees, and Groups Highlights

Worship Volunteers

- 2 more families were trained in the A/V duties.
- We are always looking for more volunteers so that people only have to serve once a month or even less often!
- Thank you to all of our volunteers. No matter how small your duties might seem, they make a big difference in our community!

Office Volunteers

- Volunteers cleaned and reorganized the work room. The space flows more efficiently and provides much needed space to spread out for projects
- The sacristy was cleaned and organized.
- The hearth room kitchen was cleaned and reorganized.

Knit One, Pray Too

Knit One Pray Too has been busy this year. Shawls were gifted to family and friends in need of God's loving touch. The Zilber Hospice was a grateful recipient of an overflowing basket of beautiful shawls. New knitters and crocheters are invited to join us at our monthly meetings. No experience needed.



Prayer Warriors

- New format of Intercessory Prayers
 - not a huge change...but the new format encourages more engagement among our Prayer Warriors
 - more inviting to individuals to add their own petitions
- New Prayer Wall
 - Placed visibly in church narthex
 - Allows church members to see petitions first hand
 - Allows all to add petitions "on the spot"
 - Continuous vertical prayer lines as a reminder of continuous uplifting of petitions

AT HOME COMMUNION



A special thanks to Erin McDougal, who has stepped up to bring communion to our At Home members.

Did you know we have 18 "At Home" families here at Mt Zion? These are households that are unable to come worship at Mt Zion, so we bring communion along with worship, prayer, and fellowship to them. Pastor Tyler is only able to visit each family every few months, so we rely on Home Communion Assistants to help fill in the gap so that people are visited regularly.

Have you ever thought of being a Home Communion Assistant? If you enjoy conversation and are looking for an opportunity to show love to others, this could be your calling.

MT ZION OUTREACH MINISTRY SUMMARY FOR 2022-2023

OUTREACH MEMBERS:

Andrea Cockerham, Carl Engelhardt, Karen Engelhardt, Linda Ertel, Tom Ertel, Dave Fohr, Sue Jacobson, Jean Morack, Jerry Roesch, Pastor Tyler Rasmussen

- Joyfully Growing in Discipleship through educating, learning, acting, advocating, praying, and building relationships beyond the doors of Mt. Zion.
- The committee works in particular with Reformation, Tosa Cares, MICAH to provide active ways to support and participate with the people of these missions.

July 2022-June 2023 Missions of the Months – God’s Work Our Hands:

- July 2022 – Tosa Cares School Supplies.
- August – Eras.
- September Reformation Partnership.
- October – Prison Ministry/Breaking the Chains.
- November – Lutheran World Relief/ World Hunger.
- December – Christmas Has a Heart and Incarnation Operation Christmas
- January 2023 – Good Samaritan.
- February – MICAH.
- March - Tosa Cares.
- April – Children’s Hospital.
- May - Reformation Summer Work Ministry.
- June – Courage MKE

ELCA God’s Work Our Hands, A Day of Service – September 10, 2022:

Tosa Cares Distribution, Outreach for Hope Walk and Ride, create care bags for Courage MKE, write cards to individuals who are incarcerated and home bound, fall garden clean-up.

Christmas Has a Heart 2022:

Courage MKE, Kid’s Matter, Outreach for Hope, Project Return, Reformation

2023 Lenten Giving Cross:

Lutheran Social Services – Refugee Support

We invite you to join our committee or help in one of the missions that is calling you. Our next meeting will be in person at Mt. Zion on Tuesday, June 20, 2023, 6:30 pm. Please contact Karen at 262-893-9862 or cengelhardt@wi.rr.com for questions or information.



Property Highlights

- Remodeled youth rooms
- Installed new HVAC unit for chapel
- Improvements to the Fellowship Hall to improve heating and prepare for the MICAH Gala
- Added safety bars over windows in preschool room and library
- New flooring in the Gathering Space, Hearth Room, Narthex, and Upper Room
- Ran ethernet cable to the balcony
- Provided gifts bags to contractors around Christmas as a thank you
- Planted a garden to provide food for Tosa Cares



Stewardship Highlights

- Received 82 pledges for 2023 totaling over \$320,000
- Champion Challenge Grant exceeded goal
- Thank John Yanny for his many years of dedicated service & leadership



Leadership Board Highlights

- Hired Mark Schroeter
- Borrowed \$18,900 in funds from the Endowment to sustain the General Fund
- Prepared and passed a balanced budget
- Interviewed key constituents in the neighborhood (school, government, neighboring businesses, etc.)
- Considered participating in the synod's Equipping the Saints campaign; due to various factors decided to hold off and reevaluate next year
- Checked in on members when we noticed changes in participation.



NEW MEMBERS

New Members



Jenny, Brian, Alexis, and
Xavier Hawes



James Matsen



Luke, Shauna, and
Emmett Johnson



Meg and Bill Luedtke



John and Anna Kissel



Bill and Karon Brobst



Kelsey Forsberg and
Mitch Lalley

Welcome to Mt Zion!



THANK YOU!

This year, we would really like to say thank you to:



Pat Campbell.

Pat served as our website manager and graphics designer for many years. She helped create our new website and kept content on it current. She put together the graphics for our stewardship campaigns. She helped create many of the posters you've seen around Mt Zion. A combination of health issues and a tightening budget resulted in her needing to step down from this role (though she will helpfully be able to come back for a few special projects as needed), and we have missed her on staff. Thank you, Pat, for your loving service.



Chris Kress.

Chris was the leader of our Prayer Warriors, putting together our weekly prayer list and sharing out prayer concerns, for many years. Chris has decided it is time for her to hand this task over to someone else. The church always needs to be a praying church, and Chris made this true for Mt Zion. Thank you, Chris; so many prayers have been answered because of your ministry.



John Yanny.

John was the chair of our Stewardship Team as we learned how to implement the Stewardship for All Seasons program. His dedicated work helped us find vision and the financial support we needed to make it through the pandemic. John has decided it's time to step down from this role, and we thank him for all that he did to serve Mt Zion.



Dave Fohr.

Dave has served on the Leadership Board for six years. For most of this time, he took up the role of treasurer. And as treasurer, he not only served on the Leadership Board, but also the Stewardship Team and the Outreach Team, as well as regularly coming to church to help Jess and Pastor Tyler with finances. Dave went far above and beyond the expectations given to him and served this congregation with great joy. Thank you, Dave, for your wisdom and guidance.

Every year there are always so many thank you's to give, but we only have room to say a few. We always miss many who really need to be thanked. If you feel you were left off this list, please know that we appreciate your work and ministry so much. Thank you.

2023 MINISTRY INITIATIVES PROGRESS UPDATE

Make New Friends

- Community Survey
 - Leadership Board has interviewed over a dozen people representing a variety of community groups.
 - In conjunction with MICAH, multiple people are currently interviewing Mt Zion members.
 - Next step: Use the information we've gathered to consider how Mt Zion might engage the community this fall and into the coming year (overlaps with initiatives under Serve Our Neighbors).
- Advertise Mt Zion
 - Multiple facebook ads were placed (Live Nativity, Book Club, Easter Breakfast) that targeted our neighborhood.
 - Next step: Looking at brochures that can be included in new resident packets at local apartment complexes.
- Visitor and New Giver Engagement
 - Created tag line for videos on YouTube encouraging people to like and subscribe.
 - Created gifts bags to provide new visitors. At least 2 dozen have been given out since February.
 - Next step: Improve visitor follow-up
- Reconnecting with Reformation Lutheran
 - Multiple community dinners were held in the fall of 2022 as part of this initiative, but the pastoral transition at Reformation slowed connections.
 - Next step: Reaching out to Reformation to consider additional ways of partnering together.

Renew Old Friendships

- Rebuilding Connections within Mt Zion
 - Multiple social nights were held (game night, family night, game day, wine and cheese) with varying levels of success.
 - Next step: Continue planning events where members can socialize together.
 - Next step: Considering a monthly community dinner particularly for seniors (overlaps with next initiative).
- Engaging Our At-Home Members
 - Christmas Caroling w/ gifts from Sunday School.
 - New home communion assistant trained.
 - Next step: Build a plan for semi-annual care packages.
- Adding a Ministry for Young and Working Adults
 - No progress; hoping to target actions for this fall.
- Learning How to Share Faith
 - Held adult forums on evangelism

Serve Our Neighbors

- Serving Locally
 - Once every 6 weeks is now Mt Zion Volunteer Day at Tosa Cares.
- Serving Broadly
 - No progress; hoping to target actions for this fall.
- Increasing Our Welcome
 - Plan change: Realized we have the only toddler swings in the neighborhood (Tosa school playgrounds don't have swings in general, much less swings for toddlers).
 - Next step: Considering signage that advertises our toddler swings.
 - Next step: Building new benches to replace benches by playground and prayer bench.
- Volunteer Care
 - Hosted an appreciation dinner for lawn mowing volunteers.

Care for Our Gifts

- Celebrating Our New Identity
 - We have Mt Zion stickers!
 - Next step: In the process of putting together new t-shirts.
 - Next step: Paint logo in places around church.
 - Next step: Considering painting basement pillars church colors.
 - Next step: Banners for various locations with Mission, Vision, Core Values, and Marks of Discipleship
- Staff Care and Inflation
 - 2% wage increase.
- Tuckpointing
 - Planned for the summer/early fall.



Looking for a few new people to join the Stewardship Team

What does Stewardship do?

- Prepare our pledge campaigns and special appeals.
- Encourage people to give as they are able.
- Help people consider planned giving.
- Celebrate Mt Zion's ministries.

What gifts and skills could Stewardship use?

- If you're good at encouraging others.
- If you enjoy telling a good story.
- If you are good at data entry.
- If you can throw a good party.
- If you value generosity.
- If you want to see Mt Zion thrive.

If you have any of these gifts or skills, prayerfully consider becoming a part of Stewardship.

Contact Pastor Tyler for more information.

PLANNED GIVING

When is it time to begin thinking about what will happen with all your assets at the end of your life? Today!

One person once said, "I have been supporting my congregation all my life. My church means so much to me. And I want to make sure its ministry continues many years after I'm gone." A planned gift is the way to do this!

As a member of the ELCA, you have a lot of free resources at your fingertips to help you make the plan you want.

- Across the ELCA there are planned givers who will sit down with you FOR FREE to help you work through your giving plan and answer any questions you may have. Cynthia Halverson (773-380-2572; cynthia.halverson@elca.org) is our local planned giver.
- The ELCA (foundation.elca.org/giving-docs) also provides resources to help you create your will, power of attorney, and advanced directives all FOR FREE.
 - Plus the ELCA Foundation's Distribution Agreements will help you distribute your assets to multiple places if you have numerous Lutheran ministries you want support (e.g. Mt Zion, another congregation, World Hunger, and Tosa Cares, etc.)

Another person asked, "Why can't I just leave my estate to my children and have them give a portion to the church?" The answer is simple: Your descendants will have to pay taxes on their inheritance and many other fees might use up large portions of your estate. As a result, the church is unlikely to get as much as you hoped. By designating the church as one of your beneficiaries, you guarantee that they receive what you want to give.

Planned gifts can take many forms:

- Designate Mt Zion as a beneficiary on your IRA, Roth, Life Insurance, or other assets.
- Designate a portion of your estate to go to Mt Zion in your will.
- Create a restricted endowment at Mt Zion through your will to support a specific ministry (if you want to go this route, please talk to the Pastor first to ensure any restrictions will enhance the ministry of the congregation).
- Specify the Mt Zion Endowment in your gifts to ensure your assets will serve Mt Zion for generations.

Your support of Mt Zion is always appreciated. Consider today how your assets might continue to enhance our ministry for generations to come.

REVENUE SUMMARY

	2021	2022	Change
Income			
Regular Offering			
Regular Worship	201,433	195,050	(6,383)
Tithe.ly	113,147	121,822	8,675
Other Sources	61,746	1,769	(59,977)
Total Regular Offering	376,326	318,641	(57,685)
Special Offering			
Holidays and Special Services	2,946	1,548	(1,397)
Memorials, Honorariums, and Beques	20,960	2,731	(18,229)
Total Special Offering	23,906	4,279	(19,626)
Other Receipts			
Fees and Registrations	2,000	450	(1,550)
Rent	13,144	17,153	4,009
Interest and Dividends	36	6	(30)
Total Other Receipts	15,180	17,609	2,429
Other Income (Expenses)			
Transaction Processing Fees	(2,109)	(2,433)	(324)
Gain (Loss) on Sale of Asset	(9)	0	9
Net Assets Released from Restriction	96,111	51,582	(44,529)
Net Assets Transferred between Unre	(76,343)	(68,171)	8,172
Total Other Income (Expenses)	17,650	(19,023)	(36,672)
Total Income	433,061	321,506	(111,555)
Expense			
Ministries			
Worship	11,203	6,703	(4,500)
Faith Formation	1,971	1,310	(661)
Congregational Enrichment	6,440	2,669	(3,770)
Events	1,818	2,162	345
Total Ministries	21,431	12,844	(8,587)
Outreach			
Partnerships	6,150	6,525	375
Benevolence	8,471	17,937	9,466
Total Outreach	14,621	24,462	9,841
Administration			
Supplies	5,419	8,919	3,500
Equipment	11,585	9,858	(1,728)
Advertising	1,670	426	(1,244)
Fees	787	579	(208)
Total Administration	19,462	19,781	320
Personnel			
Pastor	84,453	92,500	8,047
Employees	100,183	80,070	(20,113)
Contracted Supply Services	1,654	7,019	5,365
Other Personnel Expenses	1,090	0	(1,090)
Total Personnel	187,380	179,590	(7,790)
Property			
Property Insurance	21,855	11,721	(10,134)
Utilities and Services	59,638	65,337	5,698
Regular Maintenance & Repairs	13,419	14,586	1,167
Occasional Maintenance & Repairs	23,748	14,203	(9,545)
Capital Improvements	45,096	37,389	(7,707)
Total Property	163,757	143,237	(20,520)
Total Expense	406,650	379,914	(26,736)
Net Income (Loss)	26,411	(58,408)	(84,819)

*does not count as a true expense, but a reduction of a liability

**excludes changes in value of the endowment

BALANCE SHEET

	2021	2022	Change
Assets			
Cash and Cash Equivalents			
Chase Checking Primary	57192	25917	(31276)
Chase Checking Secondary (Debit)	1797	169	(1628)
Chase Savings	1454	204	(1250)
ELCA MIF Demand Checking	298	320	22
Petty Cash	76	121	45
Total Cash and Cash Equivalents	60818	26731	(34087)
Investments			
eTrade	31	31	0
ELCA Endowment Pooled Trust - Func	181359	130826	(50533)
ELCA MIF Term Investment	116	120	4
Life Insurance	3155	3315	160
Total Investments	184661	134292	(50369)
Property			
Building & Grounds	3118011	3118011	
Furniture & Fixtures	15657	15657	
Office Equipment & Electronics	23381	23381	
Total Property	3157049	3157049	
Total Assets	3402527	3318072	(84456)
Liabilities			
Payables			
Accounts Payable	9431	15993	6562
Payroll Withholdings	1218	0	(1218)
Total Payables	10649	15993	5345
Loans and Mortgages			
MIF Building Addition Mortgage	1130023	1089954	(40069)
Total Loans and Mortgages	1130023	1089954	(40069)
Total Liabilities	1140672	1105947	(34725)
Equity			
Net Assets without Donor Restrictions			
General Fund	20410	(37998)	(58408)
Mt Zion Endowment Fund	186861	130846	(56016)
Fixed Assets	2019634	2067095	47461
Total Net Assets without Donor Restrictions	2226906	2159943	(66963)
Net Assets with Donor Restrictions			
Building	4492	1232	(3260)
Mortgage	3155	3420	265
Youth	949	1043	94
Sunday School	1326	1356	30
Endowment	1067	407	(660)
Good Samaritan	5249	3032	(2216)
Total Net Assets with Donor Restrictions	16238	10491	(5747)
Net Assets with Donor Restrictions (with Subfunds)			
Mission Support	17712	17852	140
Other Restrictions	1000	23839	22839
Total Net Assets with Donor Restrictions (with Subfunds)	18712	41691	22979
Total Equity	2261856	2212125	(49731)
Total Liabilities + Total Equity	3402527	3318072	(84456)

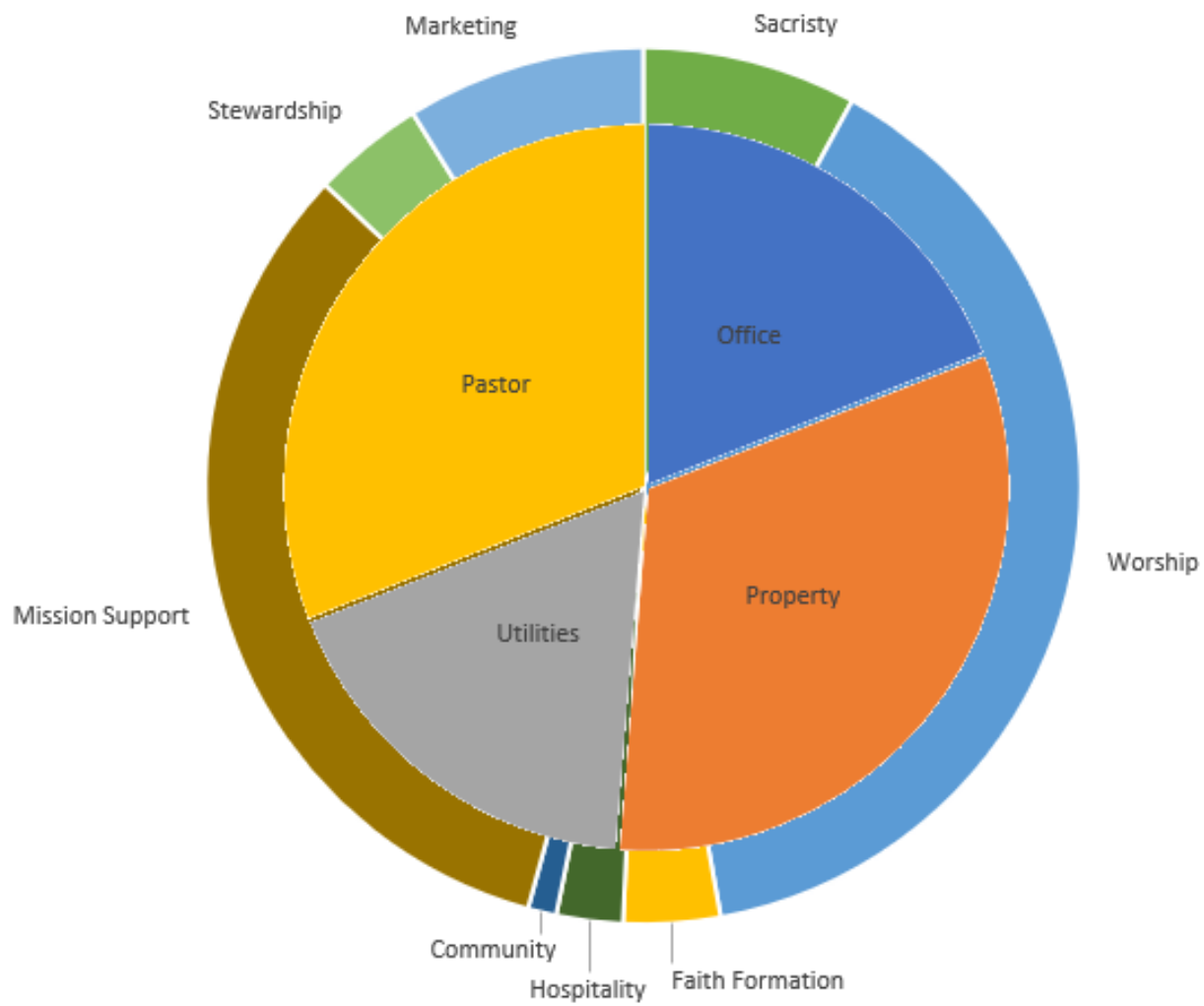
Unrestricted Funds

	Mt Zion Endowment Fund	Fixed Assets
Income		
Regular Offering		
Other Sources	2,641.00	0.00
Total Regular Offering	2,641.00	0.00
Other Receipts		
Interest and Dividends	6,241.66	0.00
Total Other Receipts	6,241.66	0.00
Other Income (Expenses)		
Gain (Loss) on Investment	-50,107.30	0.00
Net Assets Released from Restriction	1,299.38	0.00
Net Assets Transferred between Unrestricted Funds	-27,921.00	96,092.23
Total Other Income (Expenses)	-76,728.92	96,092.23
Total Income	-67,846.26	96,092.23
Expense		
Property		
Interest Expense	0.00	48,631.28
Total Property	0.00	48,631.28
Total Expense	0.00	48,631.28
Net Income (Loss)	-67,846.26	47,460.95

Restricted Funds

	Building	Mortgage	Youth	Sunday School	Endowment	Good Samaritan
Income						
Regular Offering						
Regular Worship	0.00	0.00	0.00	0.00	0.00	0.00
Total Regular Offering	0.00	0.00	0.00	0.00	0.00	0.00
Special Offering						
Holidays and Special Services	0.00	0.00	0.00	0.00	0.00	0.00
Memorials, Honorariums, and Bequests	0.00	0.00	0.00	0.00	0.00	0.00
Fundraisers and Freewill Donations	0.00	0.00	0.00	0.00	0.00	0.00
Restricted Giving	2,460.00	105.00	180.00	70.00	644.00	0.00
Total Special Offering	2,460.00	105.00	180.00	70.00	644.00	0.00
Mission Support						
Mission of the Month	0.00	0.00	0.00	0.00	0.00	470.50
Other Benevolence	0.00	0.00	0.00	0.00	0.00	1,360.00
Total Mission Support	0.00	0.00	0.00	0.00	0.00	1,830.50
Other Receipts						
Interest and Dividends	0.00	134.73	0.00	0.00	0.00	0.00
Total Other Receipts	0.00	134.73	0.00	0.00	0.00	0.00
Other Income (Expenses)						
Transaction Processing Fees	0.00	0.00	-0.55	0.00	-4.90	-0.94
Gain (Loss) on Investment	0.00	25.60	0.00	0.00	0.00	0.00
Net Assets Released from Restriction	-5,719.95	0.00	-85.00	0.00	-1,299.38	-4,045.93
Total Other Income (Expenses)	-5,719.95	25.60	-85.55	-40.18	-1,304.28	-4,046.87
Net Income (Loss)	-3,259.95	265.33	94.45	29.82	-660.28	-2,216.37

By Department



FINAL THANK YOU

