



ANNUAL REPORT

June 2022

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ANNUAL MEETING AGENDA

Welcome and Call to Order

Jeremy Goss, President

Opening Prayer

Rev. Tyler Rasmussen

Approval of Previous Minutes from January 24, 2021

Jeremy Goss, President

Approval of Constitution Amendments

Rev. Tyler Rasmussen

Leadership Board Elections

Nominating Committee

Electing to a First Term:

Abby Sumiec, Dave Nelson

Electing to a Second Term:

2022 Ministry Goals Update

Stewardship

Playground Update

Rev. Tyler Rasmussen

New Flooring Presentation

Deb Kleppek, Tom Morgan

Financial Report

Dave Fohr, Treasurer

Lord's Prayer

Rev. Tyler Rasmussen

WELCOME FROM THE BOARD PRESIDENT

Welcome Mt Zion community and thank you for coming to our semi-annual meeting! Our community has accomplished a lot so far in 2022, and we look forward to what God is bringing us for the second half of the year. There are now more opportunities than ever to serve our community and expand our outreach, both within Mt Zion and out.

Today we will look at our year in review, hear from committee leadership, elect new Leadership Board members, give an update to our 2022 Ministry goals, and vote to update our constitution to conform with the latest ELCA Model Constitution (no policy changes are being made at this time.) So please, grab a seat, listen to the good news, and celebrate our community.

Jeremy Goss

PREVIOUS ANNUAL MEETING MINUTES

FEBRUARY 6, 2022 ~ 9:40 AM

MEETING MINUTES - 52 PEOPLE IN ATTENDANCE.

Call to order: Jeremy Goss, President

Opening prayer: Rev. Tyler Rasmussen, Pastor

Approval of agenda: Janet McCarthy, Secretary

Motion to approve – Lynda Yanny

Second – Dawn Driscoll

Motion passed.

Approval of minutes from June 27, 2021 – Janet McCarthy, Secretary

Motion to approve – Mavis Roesch

Second – Joe Driscoll

Motion passed

Appointment of Lay Voting Members to Synod Assembly May 20 – May 21, 2022

Jean Morack, Joe and Nancy Di Giacinto

Motion to send representatives – Lynda Yanny, Vice President

Second – Wendi Hall

Motion passed

Election of 2022 Nominating Committee

Jeremy Goss, Mike Marciniak, Mavis Roesch - Lynda Yanny, Vice President

Motion to accept nominating committee – Lynda Yanny, Vice President Second – Dawn Driscoll

Motion passed.

Approval of budget for 2022

Dave Fohr, Treasurer

Notes on 2021 Expenditures:

- Installed new boiler

Budget highlights

- Switched to a new insurance company
- Increases in cost of building heating
- Includes staff salary raise of 5%

Motion to accept budget – Joe Di Giacinto

Second – Nancy Schumacher

Motion passed

Notes:

- Thank you to the Covid committee for all of their work for figuring out the policies for this time.
- Thank you to the exec committee for all of their support for Mt. Zion and all that they do.
- Thank you to the LB who worked on the insurance policy and the staff policies.

Lord's Prayer and Benediction

Rev. Tyler Rasmussen, Pastor

Motion to Adjourn – Janet McCarthy, Leadership Board Secretary

Motion passed.



PASTOR'S REPORT

Wow, this has been a year! Though it has been wonderful seeing people in person again, coming back together has been much more challenging than going virtual ever was. We could only get so many things back in place or reenvisioned at a time, and I know it took everyone a whole lot of patience (my least favorite virtue) to get us back to a place where Mt Zion felt like home. Thank you for your patience!

This past year has also been a year of a lot of transition. We said goodbye to some beloved musicians and hello to Danielle Lawson and soon will be saying hello to Mark Schroeter as well. We said goodbye to our janitor, David Ulrichsen, as he found a fulltime job (praise the Lord!) and hello to Jasmine Pruitt. My joy right now is that we are back to a full staff. Let me tell you how exhausting these transitions have been! And praise the Lord – the new additions to our team are wonderful people.

Yet, even though we have faced all these challenges, we have also done a lot. Our Sunday school began practicing service every month. Our outreach through Mission of the Month and the Lenten Giving Cross set record levels of giving this year. In worship, our AV has been upgraded with a second camera and presentation software built specifically for churches (this software has cut our administrator's time working on worship slides in half!). Right now, we are doing a trial run of a playground, and it has been a huge success. Soon we'll be putting in new flooring in the Gathering Space to replace carpet that has seen 17 years of heavy wear-and-tear. And we are continuing work on enlarging the youth room by connected two adjoin rooms together. Now, I won't say everything from this past year has gone smoothly – when facing this many challenges, it was reality that we won't get everything right, and some things had to be put on hold – but I feel blessed to be where we are at this point and will be working hard this next year to address the places we may have fallen short.

Speaking of this next year, I know Stewardship will announce more details during our Fall Appeal, but a little preview of what's coming. This past year Leadership Board and Staff have been spending time every month learning about evangelism. Our new vision is that everyone we meet will come to know themselves as a reflection of God's image, worthy of life and love. But how is that to happen if we aren't meeting anyone? We recognize that Mt Zion needs to become more connected to and invested in our community, and the 2023 Ministry Initiatives are going to primarily focus on us meeting people and showing them God's love. As I asked in a recent children's sermon, "What do you think would happen if everyone in the world knew God's love?" One child said, "Everyone would share." What a wonderful vision! Another child said, "Be realistic. That's never going to happen." And the truth is, that child is right. At least, it'll never happen if Christians aren't sharing God's love. In 2023, Mt Zion is going to focus on sharing God's love, meeting new friends both within the church and out in the world.

Rev. Tyler Rasmussen

Congregation Statistics and Pastoral Acts in 2021

Total baptized membership: 485

Average weekly worship attendance: 110*

Total active participants in the life of Mt Zion: 223

Baptisms: Keston Stelzer, Callie Stelzer, Violet Roberts, Rowan Cross, Elias Cross, James Haefemeyer

Confirmations: Kyle Lewis, Mason Havlicek, Griffin Sneller, Abigail Peterson, Ethan Czervionke, John Setner, Troy Marciniak

New Members: Jo Cross, Janelle and Laura Cross, Jeff and Marja Koenitzer, Kevin and Kira Stelzer

Funerals: Dorothy Brehmer, Booker Roberts, James Nelson, Lorraine Wiegard, Cinda Allen, Deborah Janke, June Fox, Evelyn Schoeneich

*Includes in-person and streaming attendance

Leadership Board Nominees



Abby Sumiec

I have been at Mt Zion since a young kid and it's been an amazing place of worship to be able to grow in my faith. I could bring a younger mind and perspective to the leadership board. Currently involved with the middle and high school group and it's been amazing to help and watch them grow in faith. Mt. Zion have help me so much to help me grow in faith and so much more and being on the leadership board would allow me to help others grow in that faith as well.



Dave Nelson has been a member of Mt Zion since 1997.

LEADERSHIP, STAFF, TEAMS, AND MINISTRIES

2021-2022 Leadership Board

Jeremy Goss, President
Lynda Yanny**, Vice President
Janet McCarthy, Secretary
Dave Fohr, Treasurer
Katie Frederick, Erik Peterson, Mavis Roesch,
Jean Morack*, Mike Marciniak, Joe Driscoll*,
Wendi Hall*, Sherry Downs

*Resigned mid-term

**Concluding their time on Leadership Board this year.

Staff

Rev. Tyler D. Rasmussen, Pastor
Jessica Monahan, Parish Administrator
Nancy Di Giacinto, Worship Volunteer Coordinator
Jasmine Pruitt, Maintenance
Brenda Marciniak, Sunday School Superintendent
Danielle Lawson, Director of Choirs and Contemporary Worship
Pat Campbell, Website
Douglas Johnson, Social Media

Teams

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

Ministries

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

HIGHLIGHTS FROM 2021-2022

Year-Round

- Started Service Sundays in Sunday School –
 - Advent Candles, Helped at Tosa Cares, Wrote Letters for Prison Ministry, Made Poster to Raise Money for Mission of the Month, Made Blankets for Baptism
- Created New GROW Magazine for MZ Ministries
- Transitioned to FaithLife Proclaim Presentation Software

June

- ASP Mission Trip

July

- Patricia Eby retired

August

- Jason Meissner hired as Director of Music
- New boiler installed

September

- 75th Anniversary Worship Service

October

- Halloween Spooktacular
- Confirmed 7 Youth

November

- Knit One, Pray Two resumed after pandemic hiatus
- Switched insurance companies and financial accounting systems

December

- Superhero Christmas Pageant

January

- Janet McCarthy stepped down from and Nancy DiGiacinto stepped up as Volunteer Coordinator

February

- Mission: Joy film screening and discussion

March

- Upgraded AV and switched to FaithLife Proclaim presentation software
- Created New GROW Magazine for MZ Ministries

April

- Danielle Lawson hired as new Director of Contemporary Music and Choirs!!!
- First Post-Covid Holy Week and Easter with MEAL!
- Break-in at Tosa Cares

May

- First joint worship service with New Command since 2019
- Jasmine Pruitt hired as Custodian





ELCA Greater Milwaukee Synod 2022 Synod Assembly

ELECTION RESULTS

BISHOP:

Bishop Paul Erickson
re-elected on the 5th ballot

DISCIPLINE COMMITTEE:

Leigh Anne Muller (she/her)
Jeffrey Kehoe (he/him)
Rev. Heidi Borkenhagen (she/her)
Rev. Sarah Stobie (she/her)

SYNOD COUNCIL:

Rose Dotson (she/her)

PARTICIPANTS

Rostered Voting Members: 146

Lay Voting Members: 222

Non-Voting Participants: 41

TOTAL: 409

RESOLUTION RESULTS

Memorial on Climate Action: PASSED

**A Resolution Supporting Educators and
the Teaching of Information Relating to
Racism and Inclusivity:** PASSED

**Review and Revision of LGBTQ References
in the Social Statement *Human Sexuality:*
*Gift and Trust:*** PASSED

ALSO ADOPTED:

- 2023-2024 Budget (Amended)
- Constitutional & Bylaw Changes

SYNOD ASSEMBLY OFFERING

TOTAL: \$12,358.19 to Lutheran Immigration
and Refugee Service as of 5/25 - open until 6/1
at <https://tinyurl.com/SAoffering>

Thanks to everyone who joined our hybrid Synod Assembly, to our hosts
at the Italian Community Center, and our tech staff from Studio Gear and Lumi!

Event resources available at milwaukeeelcasynd.org/synod-assembly-2022

SAVE THE DATE: 2023 SYNOD ASSEMBLY



June 2 - 3, 2023
Italian Community Center, Milwaukee

2022 MINISTRY INITIATIVES PROGRESS UPDATE

Serve at Mt Zion and Beyond

- **Energize Sunday school and initiate monthly service projects**
 - Held service projects monthly.
- **Help MZ's teens attend the 2022 national Youth Gathering in Minneapolis**
 - Youth gathering was cancelled; beyond MZ's control. Youth are doing various local service projects this summer.
- **Boost the Justice Team to help those in need and advocate for more just systems**
 - Work in progress.
- **Strengthen volunteer partnerships with Tosa Cares, Reformation Lutheran's ministries and Mt Carmel's community dinner**
 - Work in progress. Work unable to begin while the pandemic was in full swing.



Pray Daily and Worship Weekly

- **Support our new music director and the resources they need to lead our worship**
 - New musicians hired!
 - Memorial donation will be getting the bells refurbished
- **Update our nursery so that families with little children feel welcome at Mt Zion**
 - New pack-and-plays replaced unsafe crib
 - Nursery cleaned out and reorganized
 - Memorial donation supported the creation of a playground in the sanctuary
- **Provide music leadership for the Sunday school children**
 - Erik Peterson stepped up as music leader
 - Our musician Danielle is researching new children's music books to purchase before the fall
- **Remind the congregation about our free devotionals and the ongoing Prayer List**
 - Per feedback, changed which devotions we are purchasing and which ones we are not



Study the Bible

- **Provide furniture and shelves for new library, making it user friendly and inviting for all ages**
 - No progress at this time.
- **Invest in Adult Forum resources and opportunities for lively discussions & spiritual growth**
 - No progress at this time.
- **Fully remodel the MZ Youth rooms to meet the faith and community needs of our teens**
 - Remodel work in progress.
 - Researching the cost to install a kitchenette in room 208, both to be used by the teens for meals during youth activities and cleaning dishes, as well as by the Sunday school for cooking classes and cleaning science and art messes.



Give of My Time, Talents and Resources

- **Improve Outreach Team's communication of Mission of the Months, increasing excitement for our partner ministries**
 - Through good communication, we far exceeded our fundraising goals for multiple Mission of the Month campaigns!
- **Rejuvenate our volunteer community, including for front desk, faith formation, and worship**
 - Welcomed Nancy DiGiacinto as new volunteer coordinator!
 - Work in progress.
- **Hire people to staff our nursery**
 - No progress at this time.

Encourage One Another in Faith and Invite Others

- **Make the office reception area more welcoming**
 - Multiple rearrangements made in the reception area, gathering space, and narthex to improve welcoming
- **Improve signage, inside and out, to help guests find the main entrance and follow good directories once inside.**
 - New map of MZ placed at main entrance.
 - Numerous outdoor signs posted to help direct individuals.
 - Unfortunately, it has been determined local law won't allow us to put a banner over the main entrance; looking for alternative options.

REVENUE SUMMARY

| Revenue and Expenses For the Years Ended December 31 | | | |
|---|----------------------|-----------------|------------------------|
| | General Fund 2021 | 2020 | Increase (Decrease) |
| Revenues | | | |
| Regular Worship | 379,705 | 369,179 | 10,526 |
| Special Offerings | 22,960 | 4,028 | 18,932 |
| Mission Support | 19,768 | 16,190 | 3,578 |
| Other Sources | 13,180 | 13,588 | (408) |
| Transaction Fees | (2,108) | (1,921) | (187) |
| PPP Loan Forgiveness from SBA | 41,637 | 0 | 41,637 |
| Other Restricted Funds Released | 47,048 | 0 | 47,048 |
| Total Revenues | 522,190 | 401,064 | 121,126 |
| Expenses | | | |
| Ministries | | | |
| Worship | 11,268 | 5,409 | 5,859 |
| Faith | 1,970 | 1,216 | 754 |
| Enrichment | 6,440 | 2,867 | 3,573 |
| Events | 1,818 | 437 | 1,381 |
| Total Ministries | 21,496 | 9,929 | 11,567 |
| Outreach | | | |
| Partnerships | 6,150 | 5,450 | 700 |
| Benevolence | 8,471 | 9,562 | (1,091) |
| Total Outreach | 14,621 | 15,012 | (391) |
| Administration | | | |
| Supplies | 5,269 | 4,650 | 619 |
| Equipment | 11,585 | 6,981 | 4,604 |
| Advertising | 1,670 | 2,839 | (1,169) |
| Fees | 763 | 240 | 523 |
| Total Administration | 19,287 | 14,710 | 4,577 |
| Personnel | | | |
| Pastor | 84,453 | 82,444 | 2,009 |
| Employees | 100,332 | 97,565 | 2,767 |
| Contract Services | 1,654 | 3,893 | (2,239) |
| Other Expenses | 941 | 600 | 341 |
| Total Personnel | 187,380 | 184,502 | 2,878 |
| Property | | | |
| Insurance | 21,855 | 21,838 | 17 |
| Utilities & Services | 59,638 | 46,814 | 12,824 |
| Repairs & Maintenance | 37,167 | 36,610 | 557 |
| Capital Improvements | 45,096 | 0 | 45,096 |
| Total Property | 163,756 | 105,262 | 58,494 |
| Total Expenses before mortgage | 406,540 | 329,415 | 142,683 |
| Mortgage Mission Investment Fund | | | |
| Interest | 47,304 | 48,503 | (1,199) |
| Principal | 41,397 | 36,610 | 4,787 |
| Total Mortgage | 88,701 | 85,113 | 3,588 |
| Change in Net Assts | 26,949 | (13,464) | |

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

**excludes changes in value of the endowment

BALANCE SHEET

Assets, Liabilities, and Equity As of December 31

| | General Fund | | Change |
|--|------------------|------------------|-----------------|
| | 2021 | 2020 | |
| Assets | | | |
| Cash and Cash Equivalents | | | |
| Chase Checking Account | 56,572 | 61,800 | (5,228) |
| Chase Secondary Account | 1,797 | 2,340 | (543) |
| Chase Savings Account | 1,454 | 1,129 | 325 |
| ELCA MIF Checking Account | 298 | 300 | (2) |
| Petty Cash Fund | 76 | 100 | (24) |
| Total Cash and Cash Equivalents | 60,197 | 65,669 | (5,472) |
| Investments | | | |
| Morgan Stanley ETRADE Account | 31 | 40 | (9) |
| ELCA Endowment Pooled Trust | 181,359 | 171,370 | 9,989 |
| ELCA MIF Term Account | 141 | 112 | 29 |
| Life Insurance Account | 3,002 | 3,002 | 0 |
| Total Investments | 184,533 | 174,524 | 10,009 |
| Property | | | |
| Building and Grounds | 3,118,011 | 3,118,011 | 0 |
| Furniture and Fixtures | 15,657 | 15,657 | 0 |
| Office Equipment and Electronics | 23,381 | 23,381 | 0 |
| Total Property | 3,157,049 | 3,157,049 | 0 |
| Total Assets | 3,401,779 | 3,397,242 | 4,537 |
| Liabilities and Equity | | | |
| Payables | | | |
| Accounts Payable | 9,281 | 763 | 8,518 |
| Payroll Obligations | 1,218 | 9,230 | (8,012) |
| Total Payables | 10,499 | 9,993 | 506 |
| Debt Obligations | | | |
| PPP Loan - Small Business Administration | 0 | 41,637 | (41,637) |
| Mortgage ELCA Mission Investment Fund | 1,130,023 | 1,171,420 | (41,397) |
| Total Debt Obligations | 1,130,023 | 1,213,057 | (91,046) |
| Total Liabilities | 1,140,522 | 1,223,050 | (82,528) |
| Equity | | | |
| Net Asset Without Donor Restrictions | | | |
| General Fund | 20,964 | (5,985) | 26,949 |
| Endowment Fund | 186,862 | 172,216 | 14,646 |
| Fixed Asset Fund | 2,019,634 | 1,988,631 | 31,003 |
| Total Net Asset Without Donor Restrictions | 2,227,460 | 2,154,862 | 72,598 |
| Net Asset With Donor Restrictions | | | |
| Mission Support | 22,961 | 17,032 | 5,929 |
| Other Restrictions | 10,836 | 2,298 | 8,538 |
| Total Net Asset With Donor Restrictions | 33,797 | 19,330 | 14,467 |
| Total Equity | 2,261,257 | 2,174,192 | 87,065 |
| Total Liabilities and Equity | 3,401,779 | 3,397,242 | 4,537 |

PRAYGROUND AND FLOORING

Prayground (Concept)

To help families with younger children feel welcomed and involved during worship by providing “wobble room” and quiet activities under parental supervision.



Flooring Replacement

To update the atmosphere of the existing Gathering Space and replace worn carpeting.



SUMMER @ MT ZION JUNE 5 - SEPT 4

1st Sundays One Service @ 9:30 am

JUNE 5 • JULY 3 • AUGUST 7 • SEPTEMBER 4

Worship together outdoors (weather permitting)

Potluck lunch to follow:
Bring side dish or dessert to share, and a chair.

ALL OTHER SUMMER SUNDAYS

JUNE 12, 19, 26 • JULY 10, 17, 24, 31 • AUGUST 14, 21, 28

Traditional Service

8:30 am

Contemporary Service

10:15 am (summer)

Faith Formation will resume after Labor Day