



2026

ANNUAL

REPORT

12012 W North Ave
Wauwatosa, WI 53226



ANNUAL REPORT

JUNE 2026

MEETING AGENDA

Welcome and Call to Order	Kevin Burke, VP
Opening Prayer	Rev. David Schoob
Approval of Previous Minutes from February 1, 2026	Kevin Burke, VP
Project Updates	
Daycare Rental	Douglas Johnson
Building Rearrangement	Douglas Johnson
Accessibility Task Force	Bob Young
Annual Report Highlights	Open to the Floor
2025-2026 Celebration Slideshow	Bob Young
Constitution Amendments	Kevin Burke, VP
Financial Report, 2025 Final and 2026 Update	Joe Di Giacinto, Treasurer
Synod Assembly Highlights	Janet Mc. & Kevin C.
Thank Those Going Off Leadership Board	Kevin Burke, VP
Completing their Terms: Linda Havlicek, Mike Marciniak	
Leadership Board Elections	Kevin Burke, VP
Nominated for a First Term:	
Stewardship Nip'n'Tuck Campaign Celebration	Stewardship Team
Other Business and Announcements	Open to the Floor
VBS	DeAnn Burke
Benediction and Lord's Prayer	Rev. David Schoob
Reading of Mission and Vision, and Dismissal	Kevin Burke, VP

WELCOME FROM THE BOARD PRESIDENT

Welcome to the 2026 Annual Meeting of Mt. Zion Lutheran Church!

It is a joy to gather as a community of faith and celebrate the many ways God has been at work among us this past year and also look ahead with hope and purpose. Thank you for offering your time, your talents, and your hearts to this shared ministry. I invite you to explore this year's annual report and see how our church family has been actively engaged within our congregation, the wider faith community, and throughout the Wauwatosa and Milwaukee area.

Anna Kissel, Leadership Board President



STATEMENT OF PURPOSE

The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world. To participate in God's mission, this congregation as a part of the Church shall:

- a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
- c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, standing with the poor and powerless, and committing itself to their needs.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

To fulfill these purposes, this congregation shall:

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.
- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for this congregation's ministry and the ministry of the other expressions of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.



PREVIOUS MEETING MINUTES

Annual Meeting

June 2025

Approval of minutes from the Feb. 9, 2025 minutes: Irene McCarthy motioned to approve the minutes. LeRoy Peterson second the motion. Unanimously approved.

Financial report: Joe Di Giacinto talked through the financial reports contained in the annual report.

Annual report highlights: Pastor discussed the annual report highlights.

Tom Ertel talked about the Tosa Cares ministry and how it continues to expand its reach including serving over 300 families this past year.

Bioretention Basin Update: The company working on it found that the ground water was too high for the original plan. We have a new proposal to install an underground water retention storage. This would not provide the same amount of savings.

Sanctuary Accessibility: Yvonne asked for a visual representation of the plan. The board will put together a plan to share with the congregation.

Additional item to the agenda: Approval to withdraw up to another \$43,000 from the Endowment Fund. Joe proposed the motion. Janet McCarthy second the motion. Motion passed unanimously. Pastor presented a prayer of thanksgiving for those coming off of the board, Abby Sumiec and Dave Nelson.

Mavis nominated Chasity Brimeyer

Pastor motioned to approve the nominees. Janet McCarthy second the motion. The motion was unanimously approved.

Regular Meeting Agenda

February 1, 2026

Call to Order

Anna Kissel, President

Opening Prayer

Rev. Tyler Rasmussen, Pastor

Motion to Suspend Bylaw S1.11.

Anna Kissel, President

Bylaw S1.11. states this meeting is to be held in January.

Ian Koenig motioned to suspend bylaw S1.11. Joe Di Giacinto second the motion. Motion was approved unanimously.

Approval of Agenda

Mike Marciniak, Secretary

Irene McCarthy motioned to approve the agenda. Joe Di Giacinto second the motion. Motion was approved unanimously.

Approval of Minutes from June 22, 2025

Mike Marciniak, Secretary

Ian Koenig motioned to approve the agenda. Joe Di Giacinto second the motion. Motion was approved unanimously.

Revised Welcome Statement

Outreach Committee

Bob Young motioned to approve the revised Welcome Statement as written. Joe Di Giacinto second the motion. Motion was approved unanimously.

Daycare Lease

Rev. Tyler Rasmussen, Pastor

Pastor gave an update regarding the Daycare Lease. The process is moving as fast as possible. The most recent hurdle was a Public Hearing at the Wauwatosa Common Council on January 27th where Anna Kissel and Yolanda from Kidz Care spoke in favor of the conditional use permit for the daycare. There was no one speaking opposed to the permit which was very positive to having an approved permit by the end of February.

Stewardship Campaign Report

Stewardship Committee

Joe Di Giacinto talked about how the stewardship campaign for 2026 turn out. The amount of pledges increased by \$26,000.

"Where Does My Mission Support Go?"

Rev. Tyler Rasmussen, Pastor

Sabbatical Proposal

Rev. Tyler Rasmussen, Pastor

Pastor is looking to take a sabbatical for the most part June-August 2026. He is looking for substitute Pastors during that time.

Sabbatical is to focus on a confirmation program.

Approval of Budget for 2025 (2/3rds vote)

Joe Di Giacinto, Treasurer

Joe presented the proposed 2026 budget.

Joe motioned to approve the budget as proposed. Bob Young second the motion. Motion was approved unanimously.

Mavis motioned to approve the board permission to take out up \$34000 from the Endowment fund only if need. Eric Peterson second the motion. Motion was approved unanimously.

Election of 2025 Nominating Committee

Kevin Burke, Vice President

Eric Peterson, Mike Marciniak, and Linda Havlicek nominated. Motion was approved unanimously.

Appointment of Lay Voting Members to

Kevin Burke, Vice President

Synod Assembly on Friday, May 29 (5p) through Saturday, May 30, 2026

Mt Zion may send 2 voting members (ideally not of the same gender) plus 1 youth (confirmed) or young adult (under 31yo)

No one volunteered. Please reach out to Pastor to be a part of the Synod Assembly.

Property Updates

Property Committee

Douglas shared as part of the property updates how the Solar Panels are performing and how it is helping with Mt. Zion utility bills. More money was saved than the loans on the panels.

Thank Yous and Announcements

Open to All

Adjourn

Anna Kissel, President

Joe Di Giacinto motioned to adjourn. Irene McCarthy second the motion. Motion was approved unanimously.

Benediction and Lord's Prayer

Rev. Tyler Rasmussen, Pastor



Pastor's Report

Everything has changed! That feels like the theme of this past year.

What's changed? Well, first, the location of everything at Mt Zion. There's not a room in this building that hasn't had something added or removed or been completely changed. As we prepared for our new daycare to open on the second floor, every room on that floor had to be cleaned out or fully revamped. Multiple rooms had to be emptied. Other rooms had to be filled. Some had to be organized. And some had to be relocated, relocating other rooms. And if that wasn't enough, now we are preparing for the daycare to acquire some space on our first floor to provide room for infants and toddlers, which has meant other rooms had to be relocated, creating a cascading chain of rearrangements throughout the building. Tosa Cares, offices, renter locations, Festal Decor, choir music, the conference room - everything's been moved, rearranged, and changed! It's been exhausting! But, honestly, 98% of the changes have resulted in major improvements at minimal cost. The building today feels more function, more used, and more joyful.

But that's not the only thing that's changed! We've said goodbye to some longtime members as they moved away, and we've welcomed some beautiful new faces into our community. We've gained new renters, including now hosting 3 additional congregations in this building. We've trained up new home communion ministers. We're hosting our first VBS in over a decade. Tosa Cares is getting new leadership as Tom and Linda Ertel step aside after 18 years. I'm going on my first ever sabbatical this summer. And we are looking forward to having our first balanced budget since the Pandemic!

Plus, as a personal joy, we held our second Easter Vigil this year! Easter becomes Easter for me at the Vigil. I know you all love Easter morning, but Easter Vigil is where it's at. My heart is transformed every time at that service, and I experience the resurrection in my soul. Next year I hope you all join me at the Easter Vigil (and consider being one of the story tellers!).

This year has been full! And it has been beautiful. And I'm looking forward to what Mt Zion will do with all of these blessings next.

~Pastor Tyler

Congregation Statistics and Pastoral Acts in 2025

Congregation Statistics and Pastoral Acts in 2025

Total baptized membership: 358

Total active participants in the life of Mt Zion: 238

Average weekly worship attendance: 71*

***includes in-person and online**

Baptisms: Ellie Michelle Williams

Confirmations: Lilly Snow, Joey Setner, Jack Johnston, Gabby Riccaboni, and Kyle Czervionke

New Members: Kevin, Gloria, Grace, and Vincent Caruana; and Raymond Socolick

Weddings: Jared and Emma Langenohl

Funerals: Barbara Pipia, Norma Hollander, Ellie Yellick, and Don Fox

Leadership Board Nominees

Tina Koplinski



I grew up in an ELCA church in the small town of Oulu, Wisconsin, where the church truly served as the heart of the community. My faith became especially meaningful after my dad passed away, providing me with a deep sense of comfort and grounding during a difficult time. When my mom later moved to Wauwatosa, we searched for a church that aligned with our values, and Mt. Zion immediately felt like home. Over the years, Mt. Zion has continued to be a place of strength for me—offering support during my divorce and ultimately serving as the place where I married my husband, Jim, surrounded by our family and friends.

Today, Mt. Zion remains an essential part of my life and a community I feel connected to—I truly can't imagine worshipping anywhere else. Outside of Mt. Zion, I love spending time with my family and friends, including Jim and our kids, Rilee and Myles. I enjoy being outdoors, especially trail running and hiking, Finnish saunas, and spending time with our dog, Lola. When I'm not outside, you can often find me unwinding with a good book or episode of *Survivor*.



Gloria Caruana

LEADERSHIP, STAFF, TEAMS, AND MINISTRIES

2025-2026 Leadership Board

Anna Kissel, President

Kevin Burke, Vice President

Mike Marciniak, Secretary

Joe Di Giacinto, Treasurer

Chasity Brimeyer, Andy Johnston, Dave Nelson, Linda Havlicek, Bob Young,

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

Liana Gedemer, Choir Accompanist

Douglas Johnson, Social Media

Teams

Front Desk – Karen Engelhardt, Mavis Roesch, Linda Havlicek, Janet McCarthy, Nancy Di Giacinto

Hospitality – Shauna Johnson, Mavis Roesch, Linda Havlicek, Karen Engelhardt

Outreach – Linda Ertel, Tom Ertel, Andrea Cockerham, Karen Engelhart, Carl Engelhart, Jerry Roesch, Dave Fohr, Jenny Hawes

Property – Douglas Johnson, Debbie Kleppek, Kurt Kleppek, Ian Koenig, John Kissel, Erik Peterson

Stewardship – Douglas Johnson, Dave Fohr, Joe Di Giacinto, Shauna Johnson, Erik Peterson

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, Community Dinner, and more!

Our Weekly Worship Volunteers!

Altar Care

Edie Di Giacinto
Joe and Nancy Di Giacinto
Liv and Dom Juel
Linda Havlicek
Andy and Jen Johnston
Talula Johnston
Lilly Snow
Susan Kenny
Debbie Kleppek
Gloria and Kevin Caruana
Mavis Roesch
Jess Monahan

Assisting Ministers

Mavis Roesch
Bob Young
Lynda Yanny
Isabella Riccaboni
Gabriella Riccaboni
Janet McCarthy
Lora Marheine
Jenny Hawes
Tom Ertel
Linda Ertel
Joe and Nancy Di Giacinto
Erik Peterson

Lectors

Gwen Anderson
Liz Anderson
Refilwe Magasa-Bockhorst
Erik Peterson
John Yanny
Lora Marheine
Janet McCarthy
Sherry Downs
Karen Engelhardt
Linda Ertel
Joe Di Giacinto
Nancy Di Giacinto
Gabrielle Riccaboni
Isabella Riccaboni
Mavis Roesch
Bob Young

Ushers

Suzy Morgan
Dave Nelson
Rick Pearson
Angela and James Riccaboni
Joe and Nancy Di Giacinto
Cody Di Giacinto
Carl and Karen Engelhardt
Dave Fohr
Kurt and Debbie Kleppek
Refilwe Magasa-Bockhorst

Audio/Visual

Joe Di Giacinto
Erik Peterson
Abby Sumiec
Gabriella Riccaboni
Angela and Jeremy Goss
Douglas and Mary Johnson
Luke and Shauna Johnson
Mike and Brenda Marciniak
Janet McCarthy
Jack Johnston
Zach Peterson
Lilly Snow

Acolytes

Gwen Anderson
Jack Johnston
Arlo Johnston
Emmett Johnson
Francesca Riccaboni
Gabriella Riccaboni
Isabella Riccaboni
Shae Urbanek

Thank You

to all of our

incredibly dedicated

worship volunteers!

Greeters

Anderson Family
Jenny Hawes
Dick Hollander
Nancy Kohl
Irene McCarthy
Erin McDougal
PJ Boylan
Bob and Nancy Schrap
Kent and Margie Spicer
Karl and Karen Engelhardt
Edie Di Giacinto
Nancy and Joe Di Giacinto

Communion Assistants

Gwen Anderson
Joe and Nancy Di Giacinto
Tom and Linda Ertel
Jenny Hawes
John and Lynda Yanny
Lora Marheine
Refilwe Magasa-Bockhorst
Janet McCarthy
Erik Peterson
Mavis Roesch
Gabriella Riccaboni
Jess Monahan
Erin McDougal
Bob Young

Offering Stewards

Tom Ertel
Jim Goetzinger
Gary Goll
Brad Hext
Tom Morgan
Roy Durrenberg
John Link
Karen and Carl Engelhardt
Ellyn Steinke
Shauna Johnson
Nancy Di Giacinto

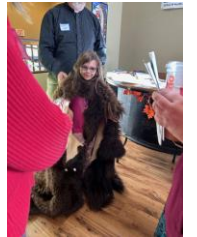
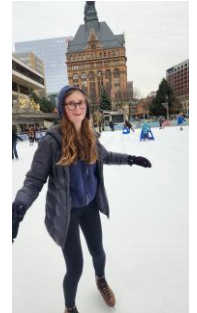
Festal Décor

Edie Di Giacinto
Debbie Kleppek



HIGHLIGHTS FROM 2025 - 2026

- **All-Year-Round**
 - Entire building reorganization to make space for a daycare.
- **June**
 - Pride Parade and RIC Worship service
- **July**
 -
- **August**
 - Youth Trip to Pine Ridge, South Dakota
- **September**
 - Began Children's Sermon series on baptism.
- **October**
 - First Community Dinner
 - Confirmed class of five
- **November**
 - Young(er) Adults group formed
 - Host funeral for teenage suicide in the community
- **December**
 -
 - Dan Johnson from Pine Ridge, SD visits as a guest preacher
 - Joint worship with New Command Korean congregation
 -
 - First ever Local Winter Mission Trip
- **January**
 -
 - Full submersion baptism of Grace Whiting Anderson (most people's first experience of seeing a full submersion baptism)
 - Accessibility Team formed
 - New confirmation class begins
- **February**
- **March**
 - Bishop Erikson visits Mt Zion
 - Daycare rental begins
- **April**
 - Second ever Easter Vigil Service
 - Mt Zion turns 80!
- **May**
 - Launch the Nip n' Tuck Campaign
- **June**
 - First VBS in over a decade
 - Daycare opens





Teams, Committees, and Groups Highlights

Knit One, Pray Too

Knit One, Pray Too is Mt.Zion's prayer shawl ministry. Since the group's inception, our shawls have been distributed around the world, to every continent except Antarctica.

Nancy Schrap, Anna Kissel, Mary Johnson, Shauna Johnson, Gloria Caruana and Lora Marheine work hard making prayer shawls for gifting to people who are in need of a warm hug and a reminder of God's love.

We meet on 2nd Monday of the month from 7-8 pm in the Conference Room. No experience needed, all ages are welcome. Bring a set of size 13 needles, if you have them. Coaching, yarn and fellowship provided.

Knitters (or crocheters) meet to compare notes, ask questions, get knitting help and for prayer. Most of our volunteers also work on the shawls at home or when they are out and about. You might even see someone knitting during the sermon at church! We are always amazed at the variety of colors and patterns that make up these shawls and we feel that each shawl is especially made with God's plan to comfort and encourage someone.

You may participate in this ministry by knitting or crocheting shawls, praying for the people who are doing this work, donating to cover the cost of the yarn, or taking a shawl out of our basket (right next to the prayer corner in the narthex) and giving it to someone who needs it. Add your name to the clipboard list attached and fill out the information, so we know who is receiving a shawl and that we can continue to pray for them.

A MOMENT OF CELEBRATION!

In 2021, as part of our 75th anniversary, the Leadership Board created a document with a variety of dream projects that memorials and honorariums could be used for. Upon reviewing that document for our 80th anniversary, we'd like to note how many of those items have been completed!

- Solar Panels: Done!
- Stormwater Basin: In progress.
- Stage Renovation: Done!
- Youth Room Renovation: Partly Done / No longer necessary.
- New Gathering Room Flooring: Done!
- Replace Fellowship Hall Windows: Done!
- New Outdoor Digital Sign: Alternate Solution Found!
- Second Floor Drinking Fountain: Done!
- Pew Pads: Alternate Solution Found!
- New Outdoor Benches: Partially Replaced!
- Refurbish Handbells: Done!
- New Fellowship Hall Tables: Partially Complete!
- Improve Playground: Being Done by Day Care!
- New Processional Cross: Donation by a Closing Congregation!
- Prayground: Done!
- Stained Glass Window Lights: In progress.
- LED Lights in Parking Lot: Done!

Wow! That's a lot of building improvements and dream projects complete in the past 5 years!

Thank you for helping make this happen.

Festal Décor

This year we had a huge change for the Festal Decor Group, we moved all our belongings from the storage area adjacent to Fellowship Hall to our new space in the South Narthex. We now have all 3 areas on the same floor just off the Sanctuary to make it easy access to decorate during the liturgical season. We as a group love the fact we have to do less stairs when decorating the Sanctuary. We'd like to thank anyone who has helped in decorating Mt Zion's Sanctuary and Narthex.



Splash Ministry

Parents of two children were served this year. (0-3 yrs eligible) This is a major decline over past years. Materials are dated, including an annual music CD. I recommend this program be terminated unless a newer, better and less expensive resource is found.

Sunday School

Our Sunday School program welcomes all children through 5th grade. Because children learn in a multitude of modalities, we cater to all learning styles. Throughout the year, children were taught 5 Biblical lessons through music and drama, movie theatre, cooking, art, and science. Our Bible lessons are taught by a dedicated group of volunteers and congregation members who are passionate about teaching the Bible in fun and creative ways that ignites joy in faith. After each rotation, the children presented what they learned to the congregation, making it a multi-generational experience for everyone. This summer the kids are looking forward to Vacation Bible School (6/22/2026 to 6/26/2026) which will be combined with teachers and children from Mt Carme and Martin Luther. Please give a shout out to our amazing teachers: Kevin, DeAnn, and Emma Burke, Erin McDougal Setner, Susan Kenny, Refilwe Magasa Bockhorst and Angelina Goll, Mary and Douglas Johnson, Ian Koenig, Erik Peterson, and Shauna Johnson. Our Sunday School program would not be possible without our teachers and adult volunteers. If you have a special talent or just enjoy being a part of the Faith development for our Mt Zion children, please consider volunteering for the 2026-2027 school year.

Grounds Crew Committee

- The front garden, previously had sedums and lilac bushes removed and grass was added June of 2025 has made a huge visual impact from North Avenue. This area takes less labor hours from the fewer congregation members to tend to this area, so we aren't pulling and spraying weeds all season.
- Future plantings around the sign will be placed once the final lighting of the sign is completed.
- The triangle space off of the front parking lot is on the project list to make space for future equipment to get access to the grassy area to replace shingles on the roof without driving over the sidewalk.
- Other projects are cleanup for Chapel courtyard and east side of chapel.

Volunteer Coordinator Report

It's been fun working with all of our volunteers!

Thank you to our new confirmands Jack Johnston and Lilly Snow who have already started to make a difference in our worship services! Jack is lecturing and working with the A/V team on Sundays. Lilly is also working with the A/V and as part of Altar Care.

Thank you to our new greeters Ruth McGill and Nancy Kohl. It's nice to see their smiling faces when you come in Mt Zion on Sunday morning. Also, a big thank you to Kent and Margie Spicer who are always happy to step in at the last minute to greet when someone is ill or unable to make their assigned time.

Nice to see some members back in the Lector role including Jean Morack and Karen Engelhardt. Thank you to Sherry Downs stepping in at the last minute to read scriptures!

Thank you new acolytes - Charlotte Brimeyer, Arlo Johnston, Lilly Snow, and Shaelyn Urbanek for serving your church community.

Thank you Edie for all of the front office support you provide including shredding papers!

Janet and Nancy are always looking for volunteers. See us to sign up for your role on the volunteer list!

Traditional Music Highlights

A thank you to Douglas Johnson and Steve Downs for playing trombones on Easter Sunday. If you have a musical gift and would like to share it during worship, please let me know.

Mt Zion has a beautiful pipe organ. I am excited to play it and use its various sounds and colors during worship.

The pipe organ was installed in 1960 and totally revoiced in 1995. The console and pedalboard are original with no work ever being done on them. The pedal board is at the point of needing refurbishing. Berghaus pipe organs did the revoicing work in 1995 and know the organ well. The cost for the pedalboard is \$7,000. They did maintenance and tuning for many years and would give the best service to this beautiful instrument.

Talk to Mark if you are interested in other specific items for the organ that could be contributed as part of a memorial or honorarium.

MEMORIAL AND HONORARIUM IDEAS

Would you like to make a special donation to Mt Zion now or in the future? What projects do we have on the horizon that are beyond our capacity now but could happen through a gift?

*The cost for most of these projects is unknown and needs to be researched.

New Audio System in Sanctuary

Our audio system is somewhat a mess, especially our primary digital compressor that requires a Windows XP computer with a special cable to access. We manage, but the system presents regular challenges. A 2023 estimate put the cost at \$20K-\$40K, depending on the extent of replacement.

Sidewalk from Gathering Space to South Parking Lot

What if people could park in the south parking lot? What if people with accessibility needs could enter the building without using the elevator? What if a casket could enter the building with only needing to go up a couple steps to get to the sanctuary? A sidewalk here could make all that happen.

Pew Chairs

Replace our pews with 300 comfortable pew chairs. New chairs would not only add comfort, but leg room, accessibility, and flexibility to our space. A 2015 estimate put the cost at \$30K-\$60K.

Gathering Space & Hearth Room Sound System

Every time we meet in the Gathering Space, we have to lug out a speaker. It would be nice if there was a built-in speaker system.

Fellowship Hall AV System

Grace Church has put in an excellent sound system on the stage, but it would be helpful to have speakers throughout the ceiling and TV in multiple angles around the hall. This would make our space more attractive for use by large groups, such as synod events.

Replace Education Wing Windows

The education wing was built 60 years ago. The wooden frames are degrading, and many windows have become drafty. Especially with a daycare using this space, it would be a great time to put in new windows that are child safe.

Mortgage Reduction

We have less than \$1M and less than 15 years remaining on our mortgage! But it would be amazing if we didn't have the mortgage at all! Can you image what we could do if we weren't spending \$100K+ per year on mortgage payments?

Outreach Committee

Mt. Zion had the opportunity to learn about, participate in, support and advocate for our neighbors near and far through many ministries during the past year.

Mt. Zion's partnership with Reformation Lutheran Church, a partner for over 30 years, continued through the congregation's donation to support the SONshine pantry, the SALT Summer Youth Program and the overall church ministry. Faith Fellowship Dinners continued during the year. Tosa Cares has existed within Mt. Zion for over 18 years with the support of the congregation by providing the space for this ministry, many volunteer hours, leadership roles, and many financial, food and other item donations.

Highlights from Breaking the Chains ministry from the Felmers Chaney Correctional Center included the 10th Anniversary of this ministry and honoring its founders Joe and Joyce Ellwanger. Mt. Zion is a community service site and men from the center completed many projects at Mt. Zion and at Tosa Cares and shared in meals and fellowship with members. Mt. Zion collected items for the Christmas bags and members continued to write to incarcerated persons under the leadership of Jean Morack. Mt. Zion was the first suburban congregation to join MICAH (Milwaukee Inner City Churches Allied for Hope) in 1997 and continued to support justice issues of education, jobs, health, prison reform issues with leadership from Jerry Roesch and Tom Ertel.

The Good Samaritan fund was active though out the year providing utility payments, rent assistance, food via Tosa Cares, and other financial assistance for people as needed.

As a part of the annual ELCA church wide God's Work Our Hands event in September, the congregation volunteered at the Tosa Green Summit, at Tosa Cares, made and delivered gift baskets for home members and participated in the Outreach for Hope Walk, Run, Bike event with Mt. Zion leadership Andy Johnston.

Other ministries supported by Mt. Zion include Campus Ministry, Lutheran Social Services, Project Return, Father Gene's Help Center, Kids Matter, Pathfinders, Pine Ridge Reconciliation Center, Courage MKE, Outreach for Hope, the GMS Youth Task Force, ELC A World Hunger, totaling over \$17,000 and hours of support for God's work near and far.

We welcome new Outreach members as our team meets monthly on Tuesday evenings. See one of our Outreach Team members – Dave Fohr, Karen and Carl Engelhardt, Andy Johnston, Bob Young, Jerry Roesch, Linda and Tom Ertel, and Pastor Tyler Rasmussen

MZY

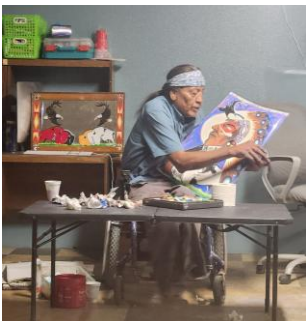
The two big highlights this year were, of course, our summer mission trip to Pine Ridge Reservation in South Dakota and our first ever Local Winter Mission Trip.

At the Pine Ridge Reservation in South Dakota, we met people like:

- **Kevin Poor Bear** created beautiful pieces of art using pastels and paper while sharing hardships about life on the reservation and hope for the future.
- **Basil Brave Heart** welcomed us into the Ceremonial House and spoke with us for 2.5 hours about topics ranging from Lakota traditions to Quantum Physics.
- Oglala Lakota College Archivist **Valerie Janis** brought historical pieces to life with academic explanations and personal stories.
- Staff from **Red Cloud Renewables** gave us a tour of energy efficient houses. The company trains solar panel technicians and has a class that is just for women to be able to get into the field!
- **Virgil** was our guide at Wounded Knee and Wind Cave. He invited us to breath sage and give tobacco at the burial ground. He invited us to step down and feel the wind coming out of the cave.
- **Darren** introduced us to two bison. (Yes, there was a fence between us and the wild animals). Darren had been a teacher and school superintendent on the reservation before he retired.
- **Kim** was our guide from the Reconciliation Center. She took us to Badlands National Park, Oglala Lakota College, Artspace, and the Heritage Center (and Catholic Church) at Red Cloud School. She also gave us insight into a mom's life on the reservation.

For our first ever Local Winter Mission Trip, we unfortunately had to cancel the first day with both Pastor Tyler and Pastor Lynn (the interim pastor of Martin Luther) got sick! But the youth were able to go to Father Gene's Help Center, a clothing closet in West Allis that distributes over 500,000 articles of clothing each year! We helped do first round sorting, where donations are sorted into type (women's shirts, men's pants, kids coats, etc.) or, if the items are unusable, put in a bin to go to the Salvation Army, where they will either be shipped overseas or shredded and recycled. After that, the youth enjoyed an afternoon ice skating.

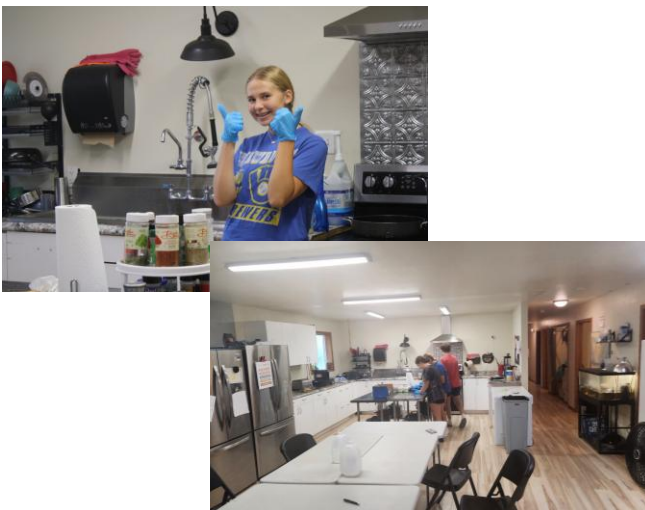
This coming year, we are looking for a few new adults to step up and help lead the Mt Zion Youth. Abby and John, our adult leaders this past year, have both had to step aside due to work and life changes. Do you want to see youth thrive at Mt Zion? Then pray that the Spirit moves new leaders to help make that happen! Who knows, maybe that person will be you!



Community Sunday Dinner

Inspired by the summer mission trip to Pine Ridge, Mt Zion began a monthly community Sunday dinner in October. While at Pine Ridge, we witnessed a handful of dedicated staff members in a relatively small kitchen cook a nightly meal for approximately 30 people. And we thought we could bring that kind of Christ-like hope, camaraderie, and nourishment to the neighborhood right here around Mt Zion. So, we started a monthly Sunday dinner, open to anyone the community.

It took several months to finally get into a rhythm. Maybe October wasn't the best time to start a monthly meal. Snow, ice, and other conflicts during the winter months caused a few of the meals to be cancelled. After Easter, we seemed to hit a stride. Approximately 20 to 30 people began to show up each month – many from the apartments right next door! More volunteers started to lend a hand to cooking the meal, excited to provide food and hope. We look forward to setting more places at more tables in the coming year for more of our neighbors, friends, and those in need.



CHURCH OF THE GREAT SPIRIT

Further inspired by our trip to Pine Ridge, a group of youth and Jess Monahan visited The Lutheran Church of the Great Spirit - a fellow congregation in the Synod. When we arrived, however, we found Great Spirit was worshipping with their neighbors down the street who were celebrating a milestone anniversary. So, we went to that church service...and joined the lunch! When we tried again at Great Spirit were welcomed on the sidewalk by friends we'd met at the lunch the week before. Worship didn't start right on time, and it felt nice to slow down, to be more intentional in a way. The smell of sage filled the air of the small storefront style space. We prayed to the four directions. People came up to present their prayers and it felt like one-part friends chatting over coffee and one-part therapy session. Communion was served in a circle around the altar. No one person was more important than any other. The songs were more repetitive, more meditative.

We were grateful and glad we were able to see how a Milwaukee Lutheran church includes American Indian heritage into its worship. We need to visit them again!

THANK YOU

Every year, we like to take a moment to say some special thank yous to some special people. This year we'd like say THANK YOU to:

Danielle Lawson

We have loved having Danielle as our contemporary musician and choir director for these past few years. She has blessed this community in so many ways, and the choir especially loves her. Danielle brings light into our worship and joy to our choirs. Alas, Danielle is saying farewell to Mt Zion this year. We are not the only ones who recognize her gifts, and her new school has fallen in love with her just as much as we have. In recognizing her talents, they've asked her to take on more and more responsibility, and in doing so, there's no longer time to balance leading both school and church choirs while maintaining self-care. Danielle, we are going to miss you! And we pray the road ahead has as many blessings for you as you've given us.



John and Lynda Yanny

The Yanny's have been a staple here at Mt Zion for a couple decades now. They have shared their voices in our choir, served as assisting ministers, served on various teams - including Lawn Care, Hospitality, Stewardship, and Leadership Board - and set at least one lawn mower on fire! And they have shown the greatness of God's love to their adopted children, David and Grace. They have been a true example of faith here at Mt Zion, and as they move onto their next phase of life at their new home in Caledonia, we'd like to say: Thank you, John and Lynda, for all your love.



Dave Fohr

So many people have helped with the rearrangement of Mt Zion in preparation for the day care, and Dave Fohr is one of the ones who stepped up the most. It seems like every day, Dave's been in the office asking, "What can I do? How can I help?" He's moved desks, cabinets, boxes, and more. He's taken out the trash and recycling, as well as taken over 1000 books home to remove their binding for recycling. He's helped both with Mt Zion's part and Tosa Care's part. He's made what felt like an insurmountable task possible. Thank you, Dave, for all the time and effort you've put into making this massive rearrangement become reality!



Breaking the Chains

If any of you know Mt Zion, you know we have a large building on a big plot of land. It's a lot to take care of. And the men from Breaking the Chains, newly formed as an official congregation of the Greater Milwaukee Synod (yay!!!), a ministry located in the Felmers O. Chaney Correctional Center, have been instrumental in the care and upkeep of our facility. In the past few years, they've stripped and polished all our tile floors, carpet cleaned many rooms, managed most of the rearrangement of the second floor, put a fresh layer of tar in our window wells, tackled our major cobweb problem in various corners of the building, and much more! We have built wonderful relationships with these men, and one of them will even be celebrating his marriage here at Mt Zion this June. :-) Thank you, our siblings in Christ, for all the blessings you have shared with us.

Of course, there's always more thank yous than we can possibly share in our Annual Report. For each and every one of you that have participated in our ministry - from the children who help with the offering to the staff that do so much to the @home member who let's us share Christ's love with them, thank you for being a part of Mt Zion and the ministry God's given to us.





2025 FINANCIAL REPORTS

Treasurer's Report

First, I would like to extend my sincere gratitude to everyone who helped Mt. Zion achieve its ministry goals throughout 2025 and into 2026 through their generous gifts of time, talent, and treasure. These contributions have been instrumental in building a strong foundation for our church's future. Thanks be to God for sharing his blessings with all of us.

2025 Financial Operating Performance

While the church incurred a \$35K operating deficit for 2025, this was better than the forecasted \$54K deficit although higher than an updated deficit of \$13K experienced in 2024.

- 1) Regular and Special Offerings in 2025 totaled \$339K which was down by about \$8K from 2024 due to a few large nonrecurring gifts in 2024 that we knew would not be repeated in 2025, however it was still \$12K better than budget.
- 2) Rental income increased by \$14K to \$39K in 2025 due to the addition of new tenants.
- 3) Recurring grant income of \$15K from the Schmick Foundation continued to be received in 2024 and 2025 helping us to meet our ministry goals. The other grants shown in the income statement were nonrecurring in nature related to the solar project completed in 2024.
- 4) Gains on investments totaling \$14K in 2024 and \$12K in 2025 helped reduce the deficits.
- 5) Total expenses, excluding debt service requirements, decreased by roughly \$10K in 2025.
- 6) Total principal and interest paid on debt increased by \$35K in 2025 to \$99K from \$64K in 2024 and is the primary driving factor behind the increase in the total deficit to \$35K in 2025.
- 7) Overall, while the 2025 operating deficit was higher than 2024: (a) Contributions and other sources of revenue held up well in 2025, (b) Operating expenses were well controlled, and (c) The increase in the deficit was primarily driven by higher debt service requirements. While future debt service requirements will continue to increase due to rising interest rates the Leadership Board has identified additional sources of revenue that we believe will offset these increased costs and return the church to better than break-even operating performance.

2025 Year-End Financial Condition

The church's overall financial condition improved modestly in 2025 despite the \$35K operating deficit, and was satisfactory.

- 1) Total cash and investments increased by \$4K at year end 2025 to \$167K, although the composition changed significantly with a shift from longer term endowment investments to shorter term cash that was needed during the year to meet operating needs.
- 2) Cash was lower for most of the year 2025 but increased significantly in late December due to receipt of \$30K in prepaid pledges and a special \$14K donation where the donor requested that the gift be applied retroactively to a 2023 unmet pledge, but was still available in cash at year-end 2025 for operating needs.
- 3) Debt levels decreased by \$43K in 2025, due to increased payments for the year.
- 4) Equity decreased by about \$16K in 2025 despite the reduction in debt due to the operating deficit and a \$39K non-cash write-off of old furniture and office equipment treated as a prior period adjustment.

Interim Financial Operating Performance through 4/30/26

The church had a \$62K operating surplus for the 4-months ended 4/30/26; significantly better than the \$13K surplus for the comparable 4/30/25 period.

- 1) This is a seasonally strong period due to prepayment of pledges which have been higher than normal in 2026. Performance in the second half of the year is typically less robust.
- 2) Regular and Special Offerings increased by \$28.5K or 18.6% to \$182K for the first 4-months of 2026. Pledges received for all of 2026 were 8.6% above 2025, but as noted here, actual contributions so far in 2026 were 10% higher than that which is a good sign.
- 3) Memorials are up significantly through April as well due to a one-time \$25K contribution; the first time in many years that the church has received a bequest of this magnitude.
- 4) Rent income increased significantly to \$28.3K in early 2026 versus \$13.8K in 2025 with all of the increase due to the Kidz Cave lease. Kidz Cave began making \$7,900 monthly rent payments in March and expects to begin operating at Mt. Zion in June after final state approval is obtained.
- 5) 2026 expenses, excluding debt service, increased by \$36K to \$169K primarily due to higher maintenance and utility expenses and some Kidz Cave lease start-up costs.
- 6) Debt service payments were flat for the first 4-months of 2026 relative to 2025 at \$37K but are expected to increase beginning in June due to an increase in rates. The actual amount is still being finalized with potential for the rate increase to be lower than initially expected.
- 7) 2026 operating results do not yet include income taxes owed on the Kidz Cave income which will be estimated shortly.

2026 Interim Financial Condition

Financial condition as of 4/30/26 continues to improve:

- 1) Cash and investments increased to \$180K as of 4/30/26 versus \$149K at 4/30/25 reflecting improved operating results. This is despite paying \$18.8K of Kidz Cave related lease commissions upfront.
- 2) \$42K Solar Bridge loan was paid off from Federal income tax credit proceeds in March.
- 3) Solar Co-Op loan was paid down to \$45K and is expected to be reduced further to \$40K by end of June due to restricted gifts received for this purpose.
- 4) Mortgage loan paid down to just over \$1 million and will be under \$1 million by end of the summer.

Outlook for Remainder of 2026

- 1) Overall outlook is favorable. Approved budget for 2026 forecasted a \$34K operating deficit after debt service costs, but this was before the \$25K new bequest was received and offerings began to trend over forecast.
- 2) Current best estimate is that 2026, for its entirety, should be at close to break-even after income taxes and debt service costs and not a deficit based on the information noted above. Given this and the church's improved cash position we do not expect to need to borrow from the Endowment in 2026

Overall Observation

In the longer run the church's biggest financial priority needs to be reduction of its \$1 million mortgage which will currently take about 15 years to fully amortize under existing credit terms. Current mortgage debt service costs will be over \$100K per year due to a pending increase, or about 22% of our total pre-tax operating costs including debt service. Pre-payment of a material portion of this debt could free up significant cash flow to help meet future ministry and operating needs. Future fundraising efforts to help accomplish this will need to be considered and implemented over time.

Balance Sheet

Balance Sheet

Account Number	Account Name	As of	As of
		12/31/2024	12/31/2025
		Amount	Amount
Assets			
Cash and Cash Equivalents			
1110	Chase Checking Primary	\$56,048	\$98,755
1111	Chase Checking Secondary (Debit)	\$310	\$965
1112	Chase Savings	\$204	\$204
1120	ELCA MIF Demand Checking	\$378	\$388
1190	Petty Cash	\$4	\$152
Total Cash and Cash Equivalents		\$56,945	\$100,464
Investments			
1210	eTrade	\$31	\$31
1220	ELCA Endowment Pooled Trust - Fund A	\$106,646	\$66,771
1230	ELCA MIF Term Investment	\$130	\$135
Total Investments		\$106,806	\$66,937
Total Cash and Investments		\$163,751	\$167,401
Prepaid and Accrued Assets			
1320	Prepaid Lease Legal Fees	\$0	\$2,550
Property			
1410	Building & Grounds (1)	\$3,118,011	\$3,118,011
1420	Furniture & Fixtures (2)	\$15,657	\$0
1430	Office Equipment & Electronics (2)	\$23,381	\$0
1440	Solar Panels (3)	\$116,944	\$116,317
Total Property		\$3,273,993	\$3,234,328
Total Assets		\$3,437,744	\$3,404,279
Liabilities			
Payables			
2100	Accounts Payable	\$13,807	\$11,608
2200	Payroll Withholdings	\$846	\$0
2300	Lease Deposit	\$0	\$15,000
2400	Prepaid Pledges	\$16,300	\$30,135
Total Payables		\$30,954	\$56,743
Loans and Mortgages			
2510	MIF Building Addition Mortgage (4)	\$1,044,652	\$1,008,781
2530	Legacy Solar Co-op Loan (5)	\$57,702	\$50,564
2531	Legacy Solar Bridge Loan (6)	\$42,000	\$42,000
Total Loans and Mortgages		\$1,144,354	\$1,101,344
Total Liabilities		\$1,175,308	\$1,158,088

Equity

		Net Assets without Donor Restrictions	
3000	General Fund	\$1,113	\$20,084
3010	Mt Zion Endowment Fund	\$106,666	\$65,862
3020	Fixed Assets	\$2,129,639	\$2,133,627
Total Net Assets without Donor Restrictions		\$2,237,417	\$2,219,573
		Net Assets with Donor Restrictions	
3100	Building	\$1,719	\$3,346
3110	Mortgage	\$5,400	\$0
3200	Youth	\$3,525	\$4,724
3210	Sunday School	\$1,228	\$1,258
3300	Endowment	\$1,051	\$1,823
3400	Good Samaritan	\$1,796	\$1,070
Total Net Assets with Donor Restrictions		\$14,719	\$12,221
		Net Assets with Donor Restrictions (with Subfunds)	
3410	Mission Support	\$4,662	\$7,058
3700	Fundraisers	\$0	\$20
3900	Other Restrictions	\$5,638	\$7,320
Total Net Assets with Donor Restrictions (with Subfunds)		\$10,300	\$14,397
Total Equity		\$2,262,436	\$2,246,191
Total Liabilities + Total Equity		\$3,437,744	\$3,404,279

(1) Refer to Statement of Cash Flows footnotes for reason behind lack of Building and Grounds depreciation.

(2) Refer to Statement of Cash Flow footnotes for reason behind furniture and office equipment noncash write-off in 2025.

(3) Solar Panels are being depreciated over 20-years at \$510.16 per month.

(4) Building Mortgage is being amortized on a monthly basis with 15-years remaining. Interest rate adjusts once every 5-years. Current monthly payment \$7,397.71 but will be increasing as of 6/1/26 to an amount still being determined. New interest rate and payment amount should be known by the end of June 2026.

(5) Solar Co-op loan is being amortized over 15-years with monthly payments of \$585.73, but is also being prepaid with special contributions and at the current pace could be repaid within 5 to 7-years or less.

(6) Solar Bridge Loan was paid off in March 2026 from the proceeds of a Federal Solar Income Tax Credit.

Fund Activity Summary

Fund Activity Summary
for the period of 01/01/2025 to 12/31/2025

Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
Net Assets without Donor Restrictions							
General Fund	\$1,113	\$371,298	\$366,629	\$4,669	\$14,303	\$18,972	\$20,084
Mt Zion Endowment Fund	\$106,666	(\$40,804)	\$0	(\$40,804)	\$0	(\$40,804)	\$65,862
Fixed Assets	\$2,129,639	\$105,277	\$62,251	\$43,026	(\$39,038)	\$3,988	\$2,133,627
Total Net Assets without Donor Restrictions	\$2,237,417	\$435,771	\$428,880	\$6,891	(\$24,735)	(\$17,845)	\$2,219,573
Net Assets with Donor Restrictions							
Building	\$1,719	\$1,627	\$0	\$1,627	\$0	\$1,627	\$3,346
Mortgage	\$5,400	(\$5,400)	\$0	(\$5,400)	\$0	(\$5,400)	\$0
Youth	\$3,524	\$1,198	\$0	\$1,198	\$0	\$1,198	\$4,723
Sunday School	\$1,228	\$30	\$0	\$30	\$0	\$30	\$1,258
Endowment	\$1,051	\$772	\$0	\$772	\$0	\$772	\$1,823
Good Samaritan	\$1,796	(\$726)	\$0	(\$726)	\$0	(\$726)	\$1,070
Total Net Assets with Donor Restrictions	\$14,718	(\$2,498)	\$0	(\$2,498)	\$0	(\$2,498)	\$12,220
Net Assets with Donor Restrictions (with Subfunds)							
Mission Support	\$4,662	\$2,396	\$0	\$2,396	\$0	\$2,396	\$7,058
Fund Raisers	\$0	\$20	\$0	\$20	\$0	\$20	\$20
Other Restrictions	\$5,638	\$1,682	\$0	\$1,682	\$0	\$1,682	\$7,320
Total Net Assets with Donor Restrictions (with Subfunds)	\$10,300	\$4,098	\$0	\$4,098	\$0	\$4,098	\$14,397
Total	\$2,262,435	\$437,371	\$428,880	\$8,491	(\$24,735)	(\$16,245)	\$2,246,190

Income Statement

Income Statement

Account Number	Account Name	Actual	Actual	Budget
		Year Ended 12/31/2024	Year Ended 12/31/2025	Year Ended 12/31/2025
		Amount	Amount	Amount
Income				
4110	Regular Worship	\$235,759	\$213,107	\$190,628
4120	Tithe.ly	\$104,857	\$119,999	\$126,796
4130	Other Sources	\$2,721	\$429	\$2,000
4210	Holidays and Special Services	\$5,912	\$5,913	\$10,000
4260	Memorials, Honorariums, and Bequests	\$3,010	\$3,856	\$3,000
4280	Fundraisers and Freewill Donations	\$0	\$788	\$0
4290	Restricted Giving	\$12,653	\$6,799	\$0
4310	Mission of the Month	\$9,654	\$9,752	\$0
4390	Other Benevolence	\$1,881	\$3,823	\$0
4410	Fees and Registrations	\$2,556	\$1,786	\$0
4420	Rent	\$24,937	\$39,054	\$30,265
4430	Interest and Dividends	\$2,519	\$1,427	\$0
4440	Grants and Trusts	\$25,490	\$20,495	\$15,000
4910	Transaction Processing Fees	(\$1,795)	(\$2,070)	(\$1,800)
4930	Gain (Loss) on Investment	\$13,884	\$12,213	\$0
4960	Net Assets Transferred between Unrestricted Funds (1)			(\$86,700)
Total Income		\$444,037	\$437,371	\$289,189
Expense				
5120	Worship	\$4,440	\$6,091	\$4,850
5130	Faith Formation	\$950	\$598	\$1,000
5140	Congregational Enrichment	\$5,821	\$6,760	\$3,000
5150	Events	\$2,520	\$1,917	\$2,275
5110	Partnerships	\$3,200	\$1,800	\$2,100
5190	Benevolence	\$24,110	\$10,953	\$0
5210	Supplies	\$7,173	\$6,802	\$7,300
5220	Equipment	\$7,159	\$8,496	\$6,500
5240	Advertising	\$333	\$821	\$0
5290	Fees	\$450	\$452	\$525
5310	Pastor	\$96,272	\$100,892	\$101,898
5320	Employees	\$91,002	\$95,378	\$93,283
5340	Contracted Supply Services	\$797	\$1,129	\$1,200
5390	Other Personnel Expenses	\$8,067	\$9,610	\$9,087
5410	Property Insurance	\$17,157	\$22,476	\$17,325
5420	Utilities and Services	\$52,476	\$59,263	\$58,105
5430	Regular Maintenance & Repairs	\$11,104	\$14,875	\$13,250
5440	Occasional Maintenance & Repairs	\$22,436	\$21,245	\$21,100
5450	Capital Improvements (2)	\$26,979	(\$2,929)	\$0
5480	Depreciation Expense	\$0	\$6,122	\$0
5490	Interest Expense (1)	\$42,482	\$56,129	\$0

Total Expense	<u>\$424,929</u>	<u>\$428,880</u>	<u>\$342,798</u>
Net Income (Loss)	<u>\$19,108</u>	<u>\$8,491</u>	<u>(\$53,609)</u>
Principal Payments on Debt (1)	(\$21,818)	(\$43,010)	
Noncash Gift in Kind - Solar Panels	(\$10,490)	\$0	
Net Income Minus Principal Payments on Debt and Noncash Income	(\$13,200)	(\$34,519)	(\$53,609)

(1) The church budgets principal and interest payments on its mortgage debt as Net Assets Transferred between Unrestricted Funds instead of budgeting principal and interest separately.

(2) \$23,920 of the capital improvements expensed in 2024 was for new glass block windows in Fellowship Hall fully funded with restricted donations. Normally Generally Accepted Accounting Principles would require this amount to be capitalized, however it was expensed instead due to the fact that they replaced existing windows with similar functionality and did not materially change the value of the property.

Comparative Benevolence and Partnership Expense

Comparative Benevolence and Partnership Expense (1)

Account Number	Charity Name	Actual	Actual
		Year Ended 12/31/2024	Year Ended 12/31/2025
		Amount	Amount
<u>Partnerships</u>			
5111	ELCA Greater Milwaukee Synod	\$2,600	\$1,200
5112	MICAH	\$600	\$600
5110	Total Partnership Expense	<u>\$3,200</u>	<u>\$1,800</u>
<u>Benevolence</u>			
5191	Tosa Cares	<u>\$7,894</u>	<u>\$2,514</u>
5192	<u>MKE Based Ministries (ELCA):</u>		
	Outreach for Hope (CHAH)	\$473	\$713
	Reformation Lutheran Church (CHAH)	\$3,574	\$713
	Lutheran Campus Ministry (CHAH)	\$0	\$780
	Lutheran Social Services (Mission Support)	\$1,105	\$0
	Church of the Great Spirit (Mission Support)	\$201	\$0
	Reformation Lutheran Church (Mission Support)	\$999	\$1,109
	Greater Milwaukee Synod (Mission Support)	\$500	\$0
	Reformation Lutheran Church (SALT Lunches)	\$103	\$0
	Breaking the Chains (Mission Support)	\$0	\$429
	Lutheran Campus Ministry (Mission Support)	\$0	\$465
5192	Subtotal - MKE Based Ministries (ELCA):	<u>\$6,954</u>	<u>\$4,207</u>
5193	<u>MKE Based Ministries (Non-ELCA):</u>		
	Kids Matter (CHAH)	\$623	\$713
	Courage MKE (CHAH)	\$1,030	\$0
	Project Return (CHAH)	\$785	\$840
	MICAH (Mission Support)	\$2,766	\$100
	Courage MKE (Mission Support)	\$441	\$380
	Mr. Bob's Under the Bridge (Mission Support)	\$328	\$0
	ERAS Senior Network (Mission Support)	\$669	\$0
5193	Subtotal - MKE Based Ministries (Non-ELCA)	<u>\$6,642</u>	<u>\$2,032</u>
5194	<u>Nonlocal Ministries (ELCA):</u>		
	ELCA World Hunger (Mission Support)	\$495	\$0
	Pine Ridge Reconciliation Center (Mission Support)	\$0	\$365
5194	Subtotal - Nonlocal Ministries (ELCA)	<u>\$495</u>	<u>\$365</u>
5199	Good Samaritan	<u>\$2,125</u>	<u>\$1,835</u>
5190	Total Benevolence Expense	<u>\$24,110</u>	<u>\$10,953</u>

(1) Partnership expenses are budgeted and funded with general giving while Benevolence expenses are unbudgeted and are funded by Mission of the Month and other Benevolence or special Mission giving.

2024 Benevolence expense was significantly higher than Benevolence income due to catch up payments resulting from payments inadvertently missed in the past that needed to be paid. These payments were in part funded with a withdrawal from the Mt. Zion Endowment Fund. Benevolence payments were current as of year-end 2024 and 2025 with any amounts still owed from Christmas Has a Heart paid to the respective charities in early 2025 and 2026.

Statement of Cash Flows

Statement of Cash Flows

Account Number	Account Name	Actual Year Ended 12/31/2024 Amount	Actual Year Ended 12/31/2025 Amount
Operating Activities			
	Net Income	\$19,108	\$8,491
Adjustments to reconcile Net Income to Net Cash provided by operations:			
1320	Prepaid Lease Legal Fees	\$0	(\$2,550)
1420	Furniture & Fixtures (1)	\$0	\$15,657
1430	Office Equipment & Electronics (1)	\$0	\$23,381
1440	Solar Panels	(\$116,944)	\$627
2100	Accounts Payable	\$6,919	(\$2,199)
2211	Portico Benefits	\$846	(\$846)
2300	Lease Deposit	\$0	\$15,000
2400	Prepaid Pledges	\$3,123	\$13,835
	Net cash provided by operating activities (3)	(\$86,947)	\$71,395
Investing Activities			
1220	ELCA Endowment Pooled Trust - Fund A	\$36,655	\$39,875
1230	ELCA MIF Term Investment	(\$5)	(\$6)
1291	Cuna (PJ Boylan)	\$3,494	\$0
3000	General Fund Prior Period Adjustment (2)	\$0	\$14,303
3020	Fixed Assets Fund Prior Period Adjustment (1)		(\$39,038)
	Net cash provided by investing activities	\$40,143	\$15,134
Financing Activities			
2510	MIF Building Addition Mortgage	(\$21,818)	(\$35,872)
2530	Legacy Solar Co-op Loan	\$57,702	(\$7,138)
2531	Legacy Solar Bridge Loan	\$42,000	\$0
	Net cash provided by Financing activities	\$77,884	(\$43,010)
Summary			
	Net cash increase for period	\$31,080	\$43,520
	Cash at beginning of period	\$25,865	\$56,945
	Cash at end of period	\$56,945	\$100,465

(1) \$39,038 of office furniture, equipment, and electronics acquired over the last two plus decades was not depreciated as it should have been contrary to Generally Accepted Principals and is past its useful life. The same balance sheet values were carried for over 20-years and most new purchases were expensed. Since the items in question have little economic value the decision was made to fully write them off in 2025 as a balance sheet only prior period adjustment to Fixed Asset Equity and as a result a loss was not included in the income statement. The reason for this is that the write-off corrects accounting errors over many years and not the current period. This is a non-cash item with offsetting entries in the Statement of Cash Flows as a Balance Sheet only adjustment so it had no net impact on Balance Sheet cash or net cash flow.

Buildings and Grounds, account # 1410, is not being depreciated since its remaining book value approximates the value of its land only and land is not depreciated under Generally Accepted Accounting Principals. The current buildings on the property are between 60 and 80 years old with no remaining capitalized cost over land value to be depreciated although they are functional and have economic value. Based on a recent review of the property by a commercial real estate broker it could potentially be listed for sale at about \$3.5 million if desired, or about \$400,000 above its current book value. This also serves to help support the current book value of the property which is below market.

(2) A \$14,303 general fund contribution was received in 2025 and was applied retroactively to an unmet pledge made in the year 2023 at the donor's request. This was treated as a prior period adjustment to General Fund Equity and was not included in 2025 net income as a result, however, the cash was received in December 2025, and was on the balance sheet at the 12/31/25 year end available for operating needs in 2026. As a result this \$14,303 transaction was accretive to cash and cash flow.

(3) The church does not have a depreciation module in its accounting software, so as a result it does not treat depreciation and amortization as a noncash expense in its Statement of Cash Flows. This was not relevant until 2025 since before then it was not depreciating or amortizing any assets. However, in 2025 the church began depreciating its solar panels acquired and installed at the end of 2024 and will begin amortizing prepaid lease legal fees as an intangible asset in 2026. Given the relatively low amounts of noncash expense involved, while this is a departure from Generally Accepted Accounting Principals, it is deemed acceptable based on materiality. The expenses are reflected in the Income Statement, just not as add backs to calculate Net Cash provided by operating activities as they normally should be. In the future it may be advisable to add the depreciation module to the church's accounting software depending on how many fixed assets are acquired. It comes down to a cost/benefit decision and so far the church has decided that the costs outweigh the benefits so it has not acquired the software upgrade.

Balance Sheet

Balance Sheet

Account Number	Account Name	As of	As of
		4/30/2025	4/30/2026
		Amount	Amount
Assets			
Cash and Cash Equivalents			
1110	Chase Checking Primary	\$35,843	\$108,141
1111	Chase Checking Secondary (Debit)	\$4,898	\$473
1112	Chase Savings	\$204	\$204
1120	ELCA MIF Demand Checking	\$379	\$389
1190	Petty Cash	\$154	\$152
	Total Cash and Cash Equivalents	\$41,479	\$109,358
Investments			
1210	eTrade	\$31	\$31
1220	ELCA Endowment Pooled Trust - Fund A	\$107,178	\$70,171
1230	ELCA MIF Term Investment	\$131	\$137
	Total Investments	\$107,340	\$70,338
	Total Cash and Investments	\$148,819	\$179,697
Prepaid and Accrued Assets			
1320	Prepaid Lease Legal Fees (1)	\$0	\$2,444
1325	Prepaid Lease Commissions (2)	\$0	\$18,042
	Total Prepaid and Accrued Assets	\$0	\$20,486
Property			
1410	Building & Grounds	\$3,118,011	\$3,118,011
1420	Furniture & Fixtures	\$15,657	\$0
1430	Office Equipment & Electronics	\$23,381	\$0
1440	Solar Panels	\$120,398	\$114,276
	Total Property	\$3,277,447	\$3,232,287
	Total Assets	\$3,426,266	\$3,432,469
Liabilities			
Payables			
2100	Accounts Payable	\$6,662	\$6,213
2200	Payroll Withholdings	\$0	\$153
2300	Lease Deposit	\$0	\$15,000
	Total Payables	\$6,662	\$21,366
Loans and Mortgages			
2510	MIF Building Addition Mortgage	\$1,031,557	\$1,003,759
2530	Legacy Solar Co-op Loan (3)	\$52,561	\$45,525
2531	Legacy Solar Bridge Loan (4)	\$42,000	\$0
	Total Loans and Mortgages	\$1,126,118	\$1,049,285
	Total Liabilities	\$1,132,780	\$1,070,651

Equity			
Net Assets without Donor Restrictions			
3000	General Fund	\$12,841	\$87,782
3010	Mt Zion Endowment Fund	\$107,198	\$69,262
3020	Fixed Assets	\$2,148,986	\$2,180,646
Total Net Assets without Donor Restrictions		\$2,269,026	\$2,337,689
Net Assets with Donor Restrictions			
3100	Building	\$1,965	\$474
3110	Mortgage	\$5,400	\$0
3200	Youth	\$4,075	\$4,724
3210	Sunday School	\$1,258	\$1,258
3300	Endowment	\$1,393	\$1,823
3400	Good Samaritan	\$1,895	\$2,897
Total Net Assets with Donor Restrictions		\$15,986	\$11,176
Net Assets with Donor Restrictions (with Subfunds)			
3410	Mission Support	\$2,532	\$1,233
3600	Grants	\$0	\$504
3700	Fundraisers	\$0	\$20
3900	Other Restrictions	\$5,943	\$11,197
Total Net Assets with Donor Restrictions (with Subfunds)		\$8,474	\$12,953
Total Equity		\$2,293,486	\$2,361,818
Total Liabilities + Total Equity		\$3,426,266	\$3,432,469

(1) Prepaid Lease Legal Fees are being amortized over the 4-year term of the Kidz Cave lease at \$53.12 per month.

(2) Prepaid Lease Commissions are being amortized over the 4-year term of the Kidz Cave lease at \$392.22 per month.

(3) An additional \$4,150 of prepayments on the Solar Co-op loan will be made shortly from restricted gifts received in 2025 reducing the balance owed to about \$40K by 6/30/26.

(4) Solar Bridge Loan was paid in full in March 2026 from the proceeds of a Federal Income Tax credit.

Income Statement

Income Statement

Account Number	Account Name	Actual	Actual
		4-Months Ended 4/30/2025	4-Months Ended 4/30/2026
Amount	Amount		
<u>Income</u>			
4110	Regular Worship	\$109,577	\$137,085
4120	Tithe.ly	\$41,902	\$40,336
4130	Other Sources	\$294	\$374
4210	Holidays and Special Services	\$2,013	\$4,617
4260	Memorials, Honorariums, and Bequests	\$565	\$26,093
4290	Restricted Giving	\$6,198	\$6,951
4310	Mission of the Month	\$1,300	\$5,448
4390	Other Benevolence	\$1,398	\$200
4410	Fees and Registrations	\$0	\$700
4420	Rent (1)	\$13,804	\$28,326
4430	Interest and Dividends	(\$1,013)	\$588
4440	Grants and Trusts (2)	\$5,495	\$15,500
4910	Transaction Processing Fees	(\$738)	\$0
4930	Gain (Loss) on Investment	\$1,547	\$2,814
Total Income		\$182,342	\$269,031
<u>Expense</u>			
5120	Worship	\$2,330	\$2,453
5130	Faith Formation	\$83	\$820
5140	Congregational Enrichment	\$583	\$25
5150	Events	\$561	\$863
5110	Partnerships	\$400	\$450
5190	Benevolence	\$4,923	\$11,175
5210	Supplies	\$1,963	\$2,151
5220	Equipment	\$2,121	\$2,793
5240	Advertising	\$190	\$106
5290	Fees	\$156	\$1,155
5310	Pastor	\$33,042	\$35,025
5320	Employees	\$33,479	\$32,259
5340	Contracted Supply Services	\$504	\$461
5390	Other Personnel Expenses	\$3,534	\$5,952
5410	Property Insurance	\$6,506	\$6,445
5420	Utilities and Services	\$30,534	\$38,019
5430	Regular Maintenance & Repairs	\$5,844	\$2,987
5440	Occasional Maintenance & Repairs	\$7,207	\$23,668
5450	Capital Improvements	(\$2,343)	\$0
5480	Depreciation Expense	\$2,041	\$2,041
5490	Interest Expense	\$17,633	\$26,631
5998	Transaction Processing Fees	\$0	\$718

Total Expense	<u>\$151,292</u>	<u>\$196,200</u>
Net Income (Loss) (3)	<u>\$31,050</u>	<u>\$72,831</u>
Principal Payments on Debt (4)	<u>(\$18,236)</u>	<u>(\$10,335)</u>
Net Income Minus Principal Payments on Debt	\$12,814	\$62,496

(1) Increase in rent due to Kidz Cave lease with rent of \$7,900 per month began in March 2026. Initial lease has a 4-year term.

(2) \$15,000 recurring grant from the Schmick Foundation was received much earlier than normal in 2026 resulting in higher income earlier in the year. \$5,495 grant in early 2025 was a non-recurring Energy for Tomorrow grant received and used to help fund the Solar project that was completed at the end of 2024.

(3) Excludes 2026 federal and state income tax on Kidz Cave lease income yet to be determined. Once it is determined, 2026 net income will be lower than what is shown above. Quarterly income tax installments will begin to be paid shortly, however, just on the Kidz Cave lease income.

(4) Regarding the 2026 Principal Payments on Debt, we have excluded the \$42,000 Solar Bridge loan payoff. Although the loan was paid off in 2026, the repayment was funded by a Federal Solar Tax Credit from the 2024 tax year finally received in 2026; therefore the tax credit is not included in the 2026 Income Statement. Instead, this has been treated as a prior-period balance sheet adjustment to Fixed Asset Equity. The Bridge Loan was always intended to be fully repaid by the tax credit when it was incurred in 2024, but the final payoff did not occur until March 2026, when the IRS paid the outstanding \$42,000 tax credit balance owed to Mt. Zion plus over \$800 of penalty interest due to their late payment. The loan was paid off just before the due date with no additional interest owed since it was all prepaid at inception of the loan.

ANNUAL REPORT 2025



Evangelical
Lutheran Church
in America



A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work

together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



A handwritten signature in black ink, appearing to read 'Yehiel Curry'.

The Rev. Yehiel Curry
Presiding Bishop
Evangelical Lutheran
Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

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

And also with you.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

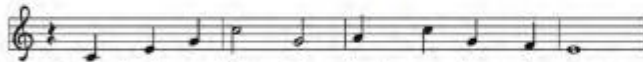
Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

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

Amen.

Founded on Faith



1 Found - ed on faith, the church— a - live by grace—
 2 Your cross, O Christ, re - news our life each day,
 3 E - quipped by prayer, we live the Spir - it's call.
 4 Grow - ing in grace for God's cre - at - ed earth,
 5 Found - ed on faith, called forth, em - pow'ed to serve,



pro - claims the gos - pel here and ev - 'ry place.
 Bap - tized in you, we learn and teach and pray,
 Em - pow'ed to serve with gifts, both great and small,
 we yearn for jus - tice, peace, and hu - man worth;
 we share God's end - less love with - out re - serve,



The word of God re - sounds through time and space:
 Fed by your love, with thank - ful hearts, we say:
 we bring the liv - ing hope of God to all.
 a world re - stored; a faith - ful, car - ing church.
 Then let us shout a - loud the liv - ing Word!



Al - le - lu - ia!

All Creation Sings, 1048
 Text and music © 2017 Paul D. Weber, admin.
 Augsburg Fortress. Reproduced by permission.

THROUGH YOUR GENEROSITY, GOD IS AT WORK ACROSS THE ELCA.

MISSION SUPPORT

A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice.

ELCA WORLD HUNGER

Part of our church's long tradition of meeting human needs, ELCA World Hunger testifies to our hope for and commitment to God's promise of a time when we will hunger and thirst no more. ELCA World Hunger walks alongside communities in more than 60 countries — including the United States — to create unique solutions to hunger and poverty.

LUTHERAN DISASTER RESPONSE

Lutheran Disaster Response shares God's hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

WHERE NEEDED MOST

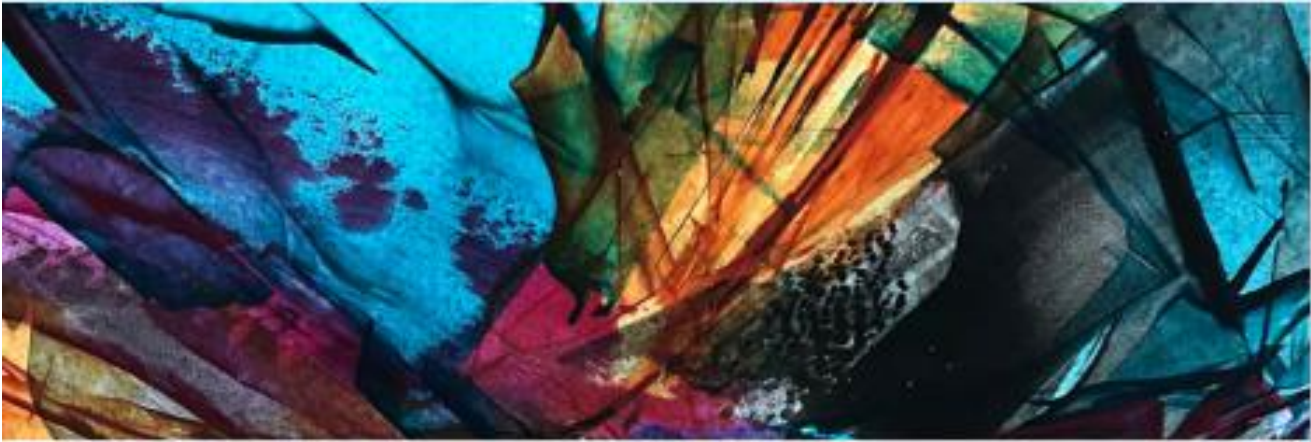
Where Needed Most supports the powerful ways we work together around the world — supporting leaders, inspiring young people, fueling ministries and championing global mission. Gifts to Where Needed Most support and sustain the people, congregations, synods and ministries working around the world to realize the hope-filled future God promises.



Evangelical
Lutheran Church
in America

Sign up to hear more stories of impact from the ELCA churchwide organization at [ELCA.org/subscribe](https://elca.org/subscribe).

Read about Mission Support and learn more at LivingLutheran.org/SOFIA.



Collaboration

God Has Called Us to Work Together



Greater Milwaukee Synod Assembly 2026

May 29 - 30 | Brookfield Conference Center

Our Synod's Shared Generosity & Impact in 2025

We thank you for your generosity and support!

General Mission Support

In fiscal year 2025 (2/1/25-1/31/26),
Congregations in our synod shared
\$1,487,921
in Mission Support!

40% or \$595,169

was shared with ELCA Churchwide ministries

- \$88,915 shared w/Lutheran Campus Ministry
- \$18,772 shared with GMS ministries
- \$56,964 was shared with partner ministries

Designated Support (gifts and grants)

Meru Diocese in Tanzania Partner Ministry	\$208,764
El Salvador Partner Ministry	\$195,336
The Table Worshipping Community	\$195,080
GMS Endowment/Urban Internship Fund	\$86,789
Lutheran Church of the Great Spirit	\$78,925
Equipping the Saints Mission Appeal	\$70,274
GMS Flood/Disaster Relief	\$64,880
ELCA World Hunger & Lutheran World Relief	\$58,840
Mission Partner Churches	\$53,710
ELCA Lutheran Disaster Response	\$34,661
Equipping the Saints - Annual Fund	\$29,150
Breaking the Chains Church	\$25,755
ELCA Missionaries & Good Gifts	\$21,429
Lutheran Camps	\$20,873
Be Still Ministry	\$19,439
Wild Church	\$16,612
Outreach for Hope	\$13,770
Latino Ministry Fund	\$11,177
Lutheran Social Services	\$9,693
Lutheran Campus Ministry	\$8,713
ELCJHL Church-Jordan/Holy Lnd	\$7,107
Tosa Cares	\$3,681
ELCA Lutheran Seminaries	\$3,177
Authentic Diversity	\$2,689

Other Giving \$153,241 *
Total \$1,393,766

* Includes other small funds not listed here. Does not include funds sent by congregations directly to ministries or to the ELCA Churchwide Organization.



Grants \$232,509
Food Drive \$21,676
Coat Drive \$6,069
Emergency \$4,344

Mission support dollars and special gifts provide support for our Synod Authorized Worshipping Communities and Synod Authorized Outreach Ministries. Our newest Outreach Ministry is Milwaukee Wild Church, a nature spirituality community led by the Rev. Larry Harpster. Your mission support dollars continue to support Be Still, a coffee shop ministry led by Tracy Gingrass. Mission support dollars also enable strategic congregations to serve their neighborhoods. Strategic congregations include All Peoples Gathering Lutheran Church, Cross Lutheran, Hephatha Lutheran, and Lutheran Church of the Great Spirit.

Equipping the Saints Annual Fund

Launched in the autumn of 2025, the Equipping the Saints Annual Fund (ETS) invites individuals to share generously with the Greater Milwaukee Synod in three vital ministry areas: Authentic Diversity, Outreach for Hope, and Lutheran Campus Ministries. ETS funds are above and beyond a congregation's mission support.



Visit milwaukee-synod.org/stories for videos and articles to share with your congregation!

MISSION SUPPORT: WHAT DOES MY OFFERING DO?

Greater Milwaukee Synod

Every week, Lutherans across the country gather to worship. Many of us give to our congregation as part of this experience. ELCA members give about \$1.6 billion annually as regular offerings to ELCA congregations and worshiping communities. When you give your offering, most of it stays with your congregation to fund its vital work. A portion — about 5%, on average — becomes Mission Support, given by your congregation to your synod. In FY2025 the Greater Milwaukee Synod shared \$595,168 in Mission Support for ELCA churchwide ministries. Because of Mission Support, our hands can do God's work in more places than any one person or congregation could alone. Together we experience the way of Jesus; discover community, justice and love; and help more people experience the difference God's grace and love in Christ make for all people and creation.



Your **MISSION SUPPORT** funds a variety of churchwide ministries.

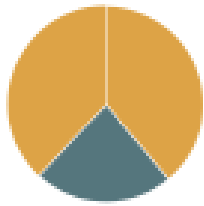


38% BUILDS CHRISTIAN COMMUNITIES in the United States by enabling us to:

Thank you for \$226,164 from the Greater Milwaukee Synod for these ministries!

- Plant and support hundreds of worshiping communities.
- Revitalize congregational ministries and reach out to their surrounding communities.
- Promote leadership opportunities, discernment and education through leadership initiatives.
- Support the work of seven ELCA seminaries and 27 ELCA colleges and universities.
- Host events and leadership opportunities for youth and young adults.
- Support regional work through directors for evangelical mission as well as candidacy and leadership managers.

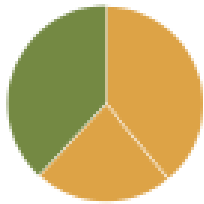




Another **23% GROWS THE GLOBAL LUTHERAN CHURCH** and addresses issues around the world, enabling us to:

Thank you for \$136,889 from the Greater Milwaukee Synod for these ministries!

- Accompany new Lutheran churches, expand ministries and train leaders and evangelists.
- Send missionaries to accompany communities around the world.
- Address social inequities and work for justice.
- Cultivate and maintain relationships with 149 other churches through the Lutheran World Federation to strengthen the church and its global work.
- Foster relationships between ELCA synods and 65 companion churches, for a total of 127 official relationships.
- Work with leaders and members of our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latiné communities.



Finally, **39% STRENGTHENS AND SUSTAINS THE MINISTRY and MISSION** of the whole church, enabling us to:

Thank you for \$232,116 from the Greater Milwaukee Synod for these ministries!

- Offer ministry resources and opportunities to lay leaders for networking.
- Develop social messages of the ELCA as topical documents to focus attention and action on timely, pressing matters of concern to church and society.
- Sustain ecumenical and interfaith relations.
- Partner with congregations and ministries across the church as they explore new, innovative ways of being church in a constantly changing world.
- Invest in technology and communications.
- Engage in research and strategic planning.
- Create and share resources for faith, discipleship, prayer, stewardship and worship.



Thank you for your ongoing support and faithful partnership! For stories of your impact, visit LivingLutheran.org/SOFIA. To find additional Mission Support resources, visit ELCA.org/SOFIA. Scan the QR code to view the new Mission Support video "What Does My Offering Do?"





FINAL THANK YOU

All leaders of the church

Guest presenters and
forum leaders

Regular givers

THANK YOU

Prayer warriors

Yearly pledgers

Those who gave a memorial
or honorarium

Sunday volunteers

Active ministry participants



Joyfully Growing Disciples in Christ