

# 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

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# **ANNUAL MEETING AGENDA**

## ***Zion Lutheran Church– February 22nd, 2026***

- I. Call to Order & Greeting– Joe Stenvold
- II. Introduction to Hybrid Meeting
  - a. Practice Poll
  - b. Yes/No Button
  - c. Asking Questions
- III. Verify Quorum
- IV. Opening Devotions—Pastor Elaine Sveet
- V. Secretary’s Minutes
  - a. Approval of 2024 Annual Meeting minutes on Feb. 2nd 2024
- VI. Elections– Joe Stenvold
  - a. Presentation of nominees
  - b. Floor open to additional nominations
  - c. Motion to accept ballot as presented
  - d. Voting
- VII. Pastor Report
- VIII. Education & Family Ministry Reports and Other Committee/Team Reports
- IX. Council President’s Report
- X. Financial Statement and approval of the 2025 budget— Pastor Elaine Sveet and Finance Team
- XI. Voting Results
  - a. Elections
- XII. Closing Prayer
- XIII. Adjournment

## **ANNUAL MEETING MINUTES—FEBRUARY 2ND, 2025**

Zion Lutheran Church, Minot  
Annual Meeting  
February 02, 2025

- After verifying that we had a quorum in attendance (more than 50 voting members), the Annual Meeting was called to order by President Rich Jensen at 11:10 am.
- Pastor Elaine Sveet led us in prayer.
- President Jensen called for a motion to accept the minutes from the 2024 Annual Meeting. Luke Schaefer made a motion to accept the 2024 minutes, which was seconded by Harry Summers. Motion carried.
  
- Discussion went to Elections. There are two open spots on the Church Council needing to be filled. We have 4 people on the ballot for the Trust Committee and only 3 spots need to be filled at this time. There was a suggestion made to call those 4 individuals and ask them if one of them would consider serving on Council or the Nominations Committee (which needs to fill one spot) rather than Trust. Kortni Plorin volunteered to make those phone calls. We also need one Youth Council Member.
  
- While Kortni was making those calls, President Jensen asked the congregation to look to their annual report packets for review. He asked if there was anyone wishing to speak to the annual report. There was no response. Bruce McLean made a motion to accept the annual report. Myrna DeMers seconded the motion. Motion carried.

## **ANNUAL MEETING MINUTES CONT. —FEBRUARY 2ND 2025**

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Discussion moved to the Financial Report. President Jensen shared that a draft budget was in the packet, while a new draft budget with a list of amendments was presented on the screen for viewing. Copies were also made for congregation members after a request was made for paper copies for better viewing. President Jensen reviewed the amended items, which totaled a \$30,558.00 decrease in spending, bringing the deficit down to \$28,930.48 (the carryover loss amount of \$19,602.17 bringing the total amount of deficit going into the 2025 fiscal year to \$48,532.65).

- President Jensen shared that there had been a dramatic drop in giving from what was anticipated for November and December, 2024 (a loss of almost \$20,000). For the year, we are looking at approximately a \$60,000 deficit in expected giving. We are hoping for an increase in giving in the first quarter of 2025, but that is not usually the strongest quarter for giving in the church. If there are no increases in giving, cuts will need to be made to the budget, most likely in programming and/or staffing.
- A question was asked wondering if our staff salaries are comparable to other churches in town. The reply from President Jensen was that, Yes, our staff salaries are comparable to other churches in town.
- At this time, Council, staff, and the congregation took time to celebrate Eric Burckhard for 10 years of service to Zion with a gift and round of applause.
- President Jensen opened the floor to questions regarding the budget.
- A question was asked about where the additional rent in the amendments is coming from. President Jensen shared that it is coming from a 10% increase in rent from the Preschool starting in April, 2025, as well as projected monies from hosting a convention and renting out the building for other groups and events during the year.
- President Jensen shared that we have two options at this time: 1.) accept the budget for this year in draft form at this time or 2.) continue to run on last year's budget and meet again soon to go over and pass a new budget.
- A question was asked about the decreases in staff salaries in the amendments. President Jensen shared that these decreases are coming from decreases in continuing education and a cut in the part time custodial staff which comes in to help Eric.
- A question was asked if staff contracts allow for continuing education at a certain level. President Jensen shared that staff contracts do allow for continuing education, but not a specific level or amount.
- A question was asked about the addition of fees for church school and confirmation. President Jensen shared that Council discussed this and felt that with the deficit budget, we needed to reinstate collecting fees for these programs and needed supplies.
- A question was asked about the possibility of scholarships for families that may not be able to pay those church school/confirmation fees. President Jensen said that Yes, we are hoping to have scholarships available through the help of the Trust Committee if they feel that is something they can fund.
- A question was asked wondering if it would benefit council to wait on a budget or if council would have any more ideas/knowledge on how to draft a better budget if we waited. President Jensen shared that with new council members coming on board, it would be beneficial to pass the budget today.
- A question was asked wondering if we approve the budget today with a large deficit, what that means going forward with having to pay staff and pay bills. President Jensen shared that this budget is not sustainable for the church and difficult decisions will have to be made, likely to cuts in programming and staff

## **ANNUAL MEETING MINUTES CONT. —FEBRUARY 2ND 2025**

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- A question was asked about cutting part time custodial staff and wondering if we need to bring in an outside source for that, won't it cost more. President Jensen shared that we won't be paying for outside sources to help with that. We are hoping for help from volunteers within the church to take that on.
- A question was asked wondering if we pass a budget today, if we can pass a new budget again in the near future and not have to wait until next year. President Jensen shared that it is possible to call a congregational meeting in order to revisit the budget; we don't have to wait until next year. However, if the Synod gets involved due to the possible cutting of any staff, that could be a lengthy process.
- A question was asked wondering if we could pass the budget today and complete pledge cards again, hoping the congregation would think about increasing their giving now that they know the state of the budget. President Jensen shared that there wasn't a reason we couldn't do pledge cards again; however, Amanda Babcock, Office Manager, shared that she didn't feel it would change much as she only received about 120 pledge cards from the roughly 500 members, so they are already overestimating giving from members based on the number of pledge cards returned.
- John Gruenberg spoke to the difficulty of figuring out a budget and shared that when we look at eliminating positions, he hopes the congregation will take a hard look at those families affected. He shared that Zion has had an associate pastor for a very long time and he feels that our Associate Pastor has been here for Zion and he hopes we will all take that into consideration.
- President Jensen shared that following his discussion with the Synod he cannot speak to that (the topic John Gruenberg was speaking to). He directed the focus back to the budget.
- A question was asked wondering if we pass the budget today, and if there are cuts in staffing, if those will come back to the congregation for consideration. President Jensen shared that it could be the case, that some of those matters could be brought back to the congregation.
- Harry Summers made a motion to approve the budget today, the way it is (and then try to fix it). Motion was seconded by Pat White.
- Before the motion was voted on, some comments were made regarding the by-laws, the Synod being involved in any staffing adjustments, and how different problems would be created if we try to solve a budget problem by cutting staff.
- Luke Schaefer then asked for clarification ~ if the motion to approve the budget was intended for the amended budget ~ and YES, Harry Summers indicated that it was.
- John Gruenberg wanted to provide the congregation with a piece of information and shared that Council recently purchased a \$50,000 CD at First Western Bank & Trust which could be cashed in and used. Even with any penalties assessed, he felt that could help going forward.
- President Jensen asked if there was any further discussion regarding the budget. There was none. He then asked for a vote. Those IN FAVOR of passing the budget ~ 43 members present and 15 members present via Zoom. OPPOSED ~ 14 present members. Motion passed with a vote of 58 to 14.
- President Jensen brought everyone's attention back to the Ballot/Elections. It was announced that Rondi Deaver, previously on the Ballot for the Trust Committee, agreed to move to a 2 year Council position.
- Harry Summers nominated Rich Jensen, outgoing Council president, to another term. Rich declined due to other ongoing commitments at this time.
- There were no other nominations for the one year council position at this time
- The floor was now opened up for nominations for the Council Youth Member.
- Amy Edwards nominated Kinley Gruenberg for the Youth Council seat. Kinley accepted.
- There continues to be an opening on the Nominations Committee.

## **ANNUAL MEETING MINUTES CONT. —FEBRUARY 2ND 2025**

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- The three nominations for Church Council are now: Harry Summers, Nicole Martin, and Rondi Deaver. Kinley Gruenberg is the nominee for Youth Council Member. Cindy Nordquist made a motion to accept the nominations for Church Council. Trisha Schaefer seconded the motion. Motion carried.
- The three nominations for the Trust Committee are: Zach Aller, Julie Huettl, and Doug Tiedman. Myrna DeMers made a motion to accept the nominations for Trust. Seconded by Jason Sundbakken. Motion carried.
- The two nominations for the Nominations Committee are: Jackie Smith and Kim Tiedman. A motion was made by Trisha Schaefer to accept the nominations for the Nominations Committee. Seconded by Joanne Hendrickson. Motion carried.
- Nominees for the following: Metigoshe Ministries Meeting Representatives ~ Katie Sundbakken and Kristin Sundbakken; WND Synod Assembly Reps ~ none at this time; MSU LCM Reps ~ Diana Stephens and Brooke Plorin. Bruce McLean made a motion to accept all nominees. Seconded by Harry Summers. Motion carried.
- President Jensen pointed out four outgoing members of Council: Melissa Helgeson, Gary Leslie, John Gruenberg, and Matt Stephens. President Jensen is also an outgoing member.
- Pastor Natasha led us in prayer.
- President Jensen adjourned the annual meeting at 1:01pm.

Submitted by Sherry Broderick  
Church Council Secretary  
Zion Lutheran Church

# REPORT FROM THE COUNCIL PRESIDENT

## Joe Stenvold

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Greetings. Here at Zion Lutheran Church, we love to help the young, the middle age, and the older folks to grow their personal relationship with Jesus Christ in their daily walk with him.

First off, I would like to say thank you to the congregation for all of your support with your attendance either physically or virtually at our services and events; your volunteering at our events; your input for the present and future needs of our church; your support and gratitude towards our wonderful staff, council and committees; and your support of the financial needs of our church.

Yes, the staff of Zion. We have talented, beautiful staff here at Zion. Pastor Elaine Sweet (3 years), Chris Torgeson (18 years) as Director of Education and Family Ministry, Amanda Babcock (2 years) as Office Manager and Eric Burkhard (11 years) as Facility Manager. They give their all day in and day out. Thank you for that.

Church Council, what a super group of talented individuals that give up a lot of time to make sure we meet the wants and needs, to make sure we keep our church in a most positive direction and vision for the present and future of our church. Thank you to Amanda Winkles, V.P; Sherry Broderick, Secretary (a big job that she does so well); Mike Uran, Treasurer (a sharp pencil he has); Rondi Deaver, Nicole Martin, Harry Summers, and Matt Sundahl.

Zion has very smart and super talented folks that run the finance team, Trust Committee, Personnel Committee, Building and Grounds Committee and many more committees here at Zion. Read deeply who's on this publication, thank them AND join them. We need you to join a committee, volunteer at events, help in any way you can to enrich yourself and your church.

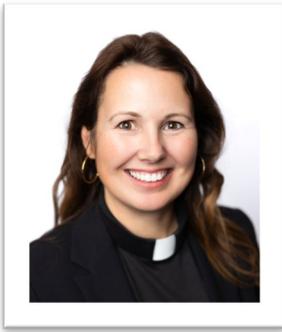
Your church is in a very good financial situation, it is growing in membership, and in committees for you to participate in. You should see the youth of our church! Come to a Wednesday evening Food, Faith and Family service. It will amaze you with the great food, church service and then how all of the rooms get filled up with our wonderful kids and volunteer guides. It's truly an eye opener!

Further projects here at Zion are: 1. carpet replacement in the hallway, Fellowship Hall and Sanctuary. 2. Softer chairs in the Fellowship area. 3. South Side of church garden enhancements. 4. New sign on Hiawatha. (PS. I will wait for your call to chair that project.) and 5. Hosting a Christian Book Fair and Vendor Show.

I believe we do a good job here at Zion Lutheran in serving our community, with our 3 wonderful services each week, along with our baptisms, funerals, and weddings. We also have Church school events thru-out the city. And don't forget about our Time and Talent Auction, Lutefisk supper, Fish Fry, Cub Scouts and many other events throughout the year.

Join us! Come walk with us in your faith and journey with our Lord and Savior, Jesus Christ.

Joe Stenvold



## LEAD PASTOR Elaine Sweet

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*1 Peter 4:10* God has given each of you some special abilities; be sure to use them to help each other, passing on to others God's many kinds of blessings.

In this year's annual report I'd love to share about **new endeavors, changes**, and ways you can **pray and act to strengthen** the awesome ministry entrusted to us all. Zion is such a strong and vibrant congregation. In 2025 we had a total of 23,822 worshippers! Our worship attendance is beautifully strong and our online worship continues to see growth. This is one of the vibrant parts of the life of Zion worth celebrating. 2025 saw the launching of some **new activities and ministries**. *Chair Yoga* was offered last winter for the first time with a wonderful response. *Prayer Circle* began last year; a new evolution of the former Prayer Chain. A March *Fish Fry* was offered and was a great success. This past summer we had our first ever *Mini Camps* featuring; soccer, hockey, crochet, and baking. We also started *CYAZ 'Connecting Young Adults with Zion'* group this fall. We are always open to new ways of doing ministry; connecting and reaching out.

2025 was also a year of transition and **change** for Zion. Two full-time staff who had served with Zion for seven years each departed for new adventures. Zion remains grateful for the impact of Pastor Natasha Kolles and Kortni Plorin's ministry among us. Like many churches and organizations the departure of staff is a challenge as there is a shortage of good people available to replace. Our Synod has a large number of pastor vacancies. The filling of these positions often come in the form of lay people who are stepping forward to receive training and fulfill requirements to become Synodically Authorized Ministers; SAMs. We are grateful for the new staff who have joined our team allowing us to serve in our continued diverse and robust ministries. Pastor Rachel Simonson (preaches and teaches confirmation one week a month), Blake Vetter (a congregation member teaches confirmation once a month), Amanda Babcock (stepped in as Youth group Leader and musician), and Kasie Vetter (Kitchen Manager for Wed. Food, Faith, and Family Meals). Then in the beginning months of 2026 we also welcomed Pastor Daren Erisman (who preaches monthly), Katie Sundbakken (Youth Group leader and musician), Celeste Martin (Administrative Assistant, 15/hrs week during school year), Floyd Burckhard (part-time custodian (10 hrs/week) replacing newly retired Jody Goetz. We have been so blessed by who God has been leading to answer a call to join our ministry team.

In the coming year Zion will be exploring its current mission statement and values, and discerning what Zion's identity and unique expression of faith will be in future years. We live in a time of rapid change in society. The church seeks to adapt, lead, and respond to changing needs. It is essential for churches to adapt to shifting cultural contexts for a church's survival and relevance. Carey Nieuwhof, a prominent church leadership expert notes, "*If the change inside the church isn't equal to or greater than the change outside our walls, greater irrelevance is inevitable*". While this can sound daunting, the opportunities for experimentation and pivoting abound. We prayerfully seek to discern together where God's lead may be tugging our great congregation. You can be part of this as you join in praying for our great church and helping us discern God's dreams for Zion.

Here are some areas for which we can **pray about the life of our church**. 1) *Pray for the equipping of good worship leaders and assistants*. (Preachers, Scripture readers, communion servers, ushers, musicians, and altar guild servants are vital worship roles in our church. We love welcoming new worship assistants to display the diversity of our congregation in worship.) 2) *Pray that your church warmly reaches inward and outward*. (Zion is creating new intentional ways to welcome and invite people into the wonderful ministry here. We are also actively exploring ways we can respond and support community needs.) 3) *Pray for the future financial strength and health of Zion*. (In these changing times, churches are being challenged to find new avenues of sustainable income. Hold in your prayers Zion's Church Council, Trust and staff as we discern and experiment with wise ways to steward our resources for the benefit of generations to come.) 4) *Pray for members of Zion; those we see frequently and those we do not*. 5) *Lastly, pray that every person who crosses the doors of Zion, everyone visited by staff or a Zion member, feels the joy and peace of God*. We are blessed to share this ministry together. We thank God for each of you. God bless Zion in it's 128th year!

In love and peace, Pastor Elaine Sweet

Friends in Christ,

Grace and peace to you in the name of Jesus.



**Western  
North Dakota  
Synod**

Evangelical  
Lutheran  
Church in America

“I pray that, according to the riches of his glory, he may grant that you be strengthened in your inner being with power through his Spirit, and that Christ may dwell in your hearts through faith, *as you are being rooted and grounded in love.*” (Ephesians 3:16–17)

These ancient words from the Apostle Paul gave shape to our 2025 Synod Assembly that was held in Minot in early June. They have continued to shape our shared ministry and mission throughout the year. They remind us that everything we do — from worship and service to leadership and mission — begins with God’s deep, steady love.

As we look back on 2025 across the Western North Dakota Synod, I thank you for the ways we have witnessed together the love of Christ Jesus at work among and through you. People of God, called and sent by God, with faith, courage, and generosity — in small town cafes and office buildings that stand tall along city streets; in communities of learning like our schools and church school classrooms; in holy moments of Christ’s healing touch in local food pantries or at a hospital bedside.



We continue to celebrate the growth of synod-authorized ministry across our synod, where gifted lay leaders are helping congregations thrive as witnesses of Christ’s love in their communities.



This year also brought continued investment in lay formation, faith-in-daily-life conversations, and tools that help congregations deepen discipleship and embrace their callings. Through your congregation’s mission support, our synod supports leaders in transition, strengthens local and global partnerships, and creates spaces of healing, learning, and renewal for people of faith across western North Dakota.

In every corner of Western North Dakota, we see congregations stepping into God’s future with hope — feeding neighbors, welcoming newcomers, walking with the grieving, preparing the newly baptized, accompanying youth, and proclaiming good news in word and deed. These everyday ministries matter. They are changing lives.

Thank you for your faithfulness, your generosity, and your trust. Thank you for being rooted and grounded in Christ’s love — and for embodying that love in your communities.



May the Holy Spirit continue to strengthen you in the year to come. And may the peace of Christ guard your hearts and minds as you live out the gospel with courage and joy.

Serving in Christ together,

+The Rev. Craig A. Schweitzer  
Bishop, Western North Dakota Synod, ELCA

## 2026 General Fund Revenues & Expenses Statement

	PROPOSED 2026 BUDGET	2025 ACTUAL	2025 BUDGET
<b>REVENUES:</b>			
Regular Offering	\$ 464,000.00	\$ 478,931.25	\$ 470,000.00
Initial Offering	200.00	290.00	200.00
Loose Offering	13,000.00	13,425.68	13,500.00
Youth Ministries	4,800.00	8,977.48	4,500.00
Food Faith & Family Meals (in/out)		7,183.56	
ELCA Global Mission (in/out)		1,607.00	
Thrivent Choice Dollars	3,000.00	3,526.00	2,000.00
Faith Formation	100.00	56.00	400.00
Community Outreach (in/out)		2,988.50	
Fundraisers	26,500.00	27,630.51	20,000.00
Miscellaneous- Interest, Directory, etc.	2,000.00	3,296.49	6,000.00
Rent-Preschool	4,250.00	2,500.00	4,027.50
Flowers	1,500.00	1,884.99	
Building Fund Contributions/Carpet/Heat	10,000.00	14,721.00	
Transfer In From Building Fund			
Transfer In From Contingency Fund			
Transfer In From Music Enhancement Fund	8,000.00	8,550.00	11,400.00
Transfer In from Building Fund Earnings	50,000.00	32,499.06	60,800.00
Trust Income for Bookkeeping	4,000.00	8,000.00	4,000.00
Transfer in from Outdoor Enhancement			0.00
<b>TOTAL REVENUES</b>	<b>\$ 591,350.00</b>	<b>616,067.52</b>	<b>592,327.50</b>
<b>EXPENSES:</b>			
Program			
Worship	16,110.00	13,774.75	16,850.00
Faith Formation	11,650.00	18,965.86	9,450.00
Witness	2,450.00	2,228.32	1,550.00
Stewardship	375.00	375.00	500.00
Total Program	<b>\$ 30,585.00</b>	<b>\$ 35,343.93</b>	<b>\$ 35,343.93</b>
Missions (see schedule A)	<b>\$ 10,775.00</b>	<b>\$ 11,485.72</b>	<b>\$ 18,800.00</b>
Operations			
Buildings & Properties	80,600.00	66,916.77	79,400.00
Office/Administration	22,925.00	21,590.92	19,307.00
Fundraising Expenses	11,100.00	12,504.02	
Total Operations	<b>\$ 114,625.00</b>	<b>\$ 101,011.71</b>	<b>\$ 98,707.00</b>
Staff Salaries/Wages/Benefits			
Pastors Salaries & Housing Allowance	157,902.44	148,772.86	263,046.89
Staff Salaries	197,688.60	186,711.36	198,710.32
Benefits, Taxes & Other	78,322.03	115,302.34	145,990.45
Total Salaries/Wages/Benefits	<b>\$ 433,913.07</b>	<b>\$ 450,786.56</b>	<b>\$ 607,747.66</b>
<b>TOTAL EXPENSES</b>	<b>\$ 589,898.07</b>	<b>\$ 598,627.92</b>	<b>\$ 760,598.59</b>
<b>Revenues Over/(Under) Expenses</b>	<b>\$ 1,451.93</b>	<b>\$ 17,439.60</b>	<b>\$ (168,271.09)</b>

## REVENUES & EXPENSES BY FUND STATEMENT

	<u>BAL - 1/1/25</u>	<u>REVENUE</u>	<u>EXPENSES</u>	<u>BAL - 12/31/25</u>
<b>GENERAL</b>	\$ 90,107.17	\$ 608,067.52	\$ 598,627.92	\$ 88,677.38
<b>PHASE II</b>	\$ 14,216.15			
<b>BUILDING</b>	\$ 1,541,518.26			\$ 1,579,559.45
Donations		\$ 2,325.00		
Transfer to General Fund				
Fees & Transfers				
Change in Value		\$ 38,041.19		
<b>WORSHIP / MUSIC ENHANCEMENT</b>	\$ 161,559.98			\$ 153,716.95
Interest				
Transfer to Music Savings Fund			\$ (11,400.00)	
Fees				
Change in Value			\$ (7,843.03)	
<b>CONTINGENCY</b>	\$ -			\$ -
Transfer to General Fund				
Interest				
<b>YOUTH CONTINGENCY</b>	\$ 2,697.26			
Transfer to Savings (General)2024Trns				
Interest				\$ 4.65
<b>SABBATICAL CONTINGENCY</b>	\$ -			\$ -
Transfer to Savings (General)				
Interest				
<b>CONGREGATIONAL RENEWAL</b>	\$ -			\$ -
Transfer from Sabbatical Contingency				
Interest				
<b>Outdoor Enhancement</b>	\$ 4,839.41			\$ 4,853.62
Interest		\$ 14.21		
<b>COMMUNITY OUTREACH</b>	\$ -	\$ 2,988.50		\$ -
2025 funds disbursement			\$ (2,988.50)	
Interest				

	<u>Proposed 2026 Budget</u>	<u>Actual 2025 Budget</u>	<u>Actual 2024 Budget</u>
Western ND Synod ELCA	\$ 10,000.00	\$ 10,000.00	\$ 18,000.00
MSU Lutheran Campus Ministries	\$0 (Trust)	\$0 (Trust)	\$0 (Trust)
Metigoshe Ministries	\$0 (Trust)	\$0 (Trust)	\$0 (Trust)
ELCA Global Missions	\$0 (Special Offering)	\$0 (Special Offering)	\$0 (Special Offering)
Church School Missions	\$0 (Special Offering)	\$0 (Special Offering)	\$0 (Special Offering)
Zion Community Outreach	\$ 500.00	500.00	1,000.00
<b>TOTAL</b>	<b>\$ 10,500.00</b>	<b>\$ 18,500.00</b>	<b>\$ 19,000.00</b>

# PAYROLL REPORT

## PAYROLL REPORT for Annual Report

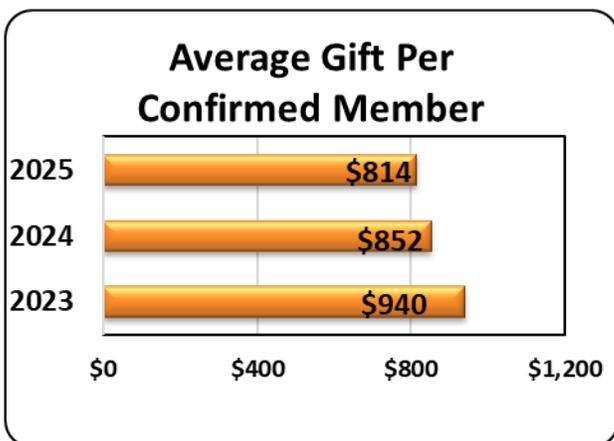
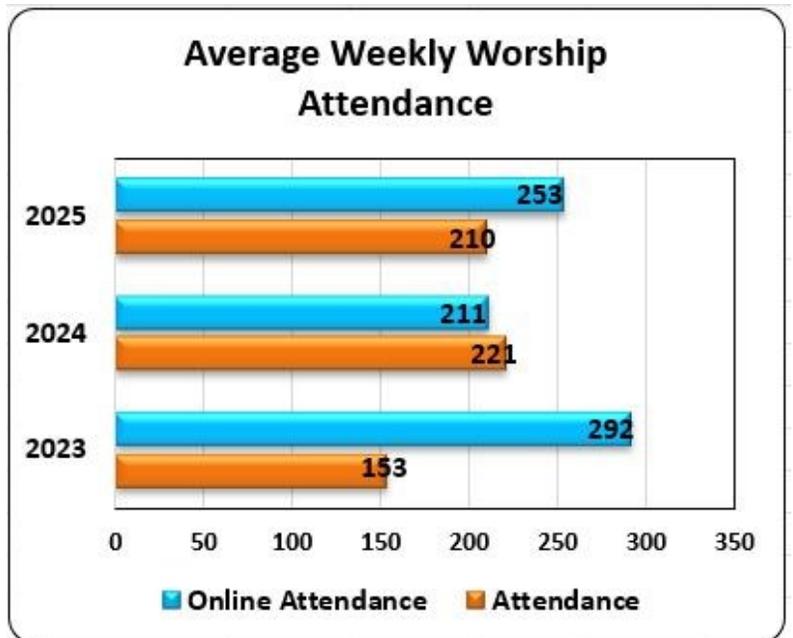
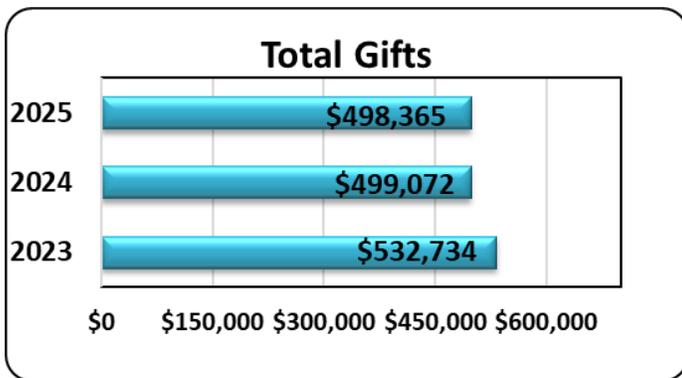
	Budget 2026	Budget 2025
<b><u>PASTORAL STAFF</u></b>		
Lead Pastor		
Salary & Housing 3% raise	\$88,224.44	\$85,654.80
FICA Tax Allowance	\$6,913	\$ 6,552.59
Pension, Med., Dis, Dental + 1.5% pension top up + Reimbursement	<u>\$45,965</u>	<u>\$42,086.87</u>
Total=	\$141,102.44	\$134,294.26
Associate Pastor	\$———	\$128,752.63
Interim Associate Pastor <i>+Confirmation Teaching</i>	\$12,000	
Interim Associate Pastor <i>No Wed.</i>	\$4,800	
Total Pastors Compensation =	\$157,902.44	\$263,046.89
<b><u>STAFF</u></b>		
Director of Education & Family Ministry		
Salary 3% raise	\$61,218.60	59,435.53
Pension, Dis., IRA 3% + Reimbursement	<u>\$ 8,452.32</u>	<u>8,023.79</u>
	\$69,670.92	\$67,459.32
Director of Youth & Family Ministry		
Salary <i>Aug Start Date 30hr/wk</i>	\$12,000	45,985.38
IRA 3%	<u>\$ 360</u>	<u>1,379.56</u>
	\$12,360	\$47,364.94
Facility Manager		
.70 cents/hour + 3% raise	\$47,840.00	44,990.40
IRA 3%	<u>\$ 1,435.20</u>	<u>1,349.71</u>
	\$49,275.20	\$46,340.11
Office Manager		
Salary 3% raise	\$47,753.00	42,598.40
IRA 3%	<u>\$ 1,432.59</u>	<u>1,277.95</u>
	\$49,185.59	\$43,876.35
Musicians	\$9,800	\$11,250
Part-time Custodians	\$6,000	\$ 6,000
Part Time Youth Grp Director	\$ 960	
Part Time Office Assistant	\$9,582	
Kitchen Manager	\$2,215	
Confirmation Teacher	\$ 320	
Payroll Taxes	\$15,219.80	\$15,629.74
Staff Reimbursements; Cell phone, mileage (\$40/mos x4 staff, mileage \$33.40/mos x3 staff)	\$4,400	\$ 4,483.20
Staff Bonuses	\$5,000	
Total Staff Salaries, Taxes and Other=	\$233,988.51	\$242,095.29
<b>Payroll Total</b>	<b>\$391,890.95</b>	<b>\$505,142.18</b>

# 2025 STATISTICAL REPORT

	2025		2024		2023	
Accessions	Baptized	Confirmed	Baptized	Confirmed	Baptized	Confirmed
Received by Baptism	16	n/a	22	n/a	17	n/a
Baptized Members Confirmed	n/a	24	n/a	12	n/a	27
Received by Transfer	1	9	9	15	0	13
By Affirmation of Faith	1	4	1	1	2	0
Return to Active Status	n/a	n/a	n/a	n/a	0	0
<b>Totals</b>	<b>18</b>	<b>37</b>	<b>32</b>	<b>28</b>	<b>12</b>	<b>40</b>

Losses	Baptized	Confirmed	Baptized	Confirmed	Baptized	Confirmed
By Death	n/a	10	n/a	16	n/a	11
By Transfer	0	10	0	2	0	19
Moved to Inactive Status	n/a	n/a	n/a	n/a	0	0
<b>Totals</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>30</b>

Net Increase/Decrease	Baptized	Confirmed	Baptized	Confirmed	Baptized	Confirmed
	18	17	32	10	12	10



Pastoral Acts	2025	2024	2023	2022
Baptisms	16	22	10	14
Confirmations	24	12	26	22
Funerals	22	16	20	20
Weddings	1	3	3	3

# TRUST COMMITTEE REPORT

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*"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." --1 Peter 4:10*

## Zion Lutheran Church 2025 Trust Committee Report

The Zion Lutheran church Trust committee is composed of members elected by the congregation to serve as stewards of the church's restricted bequests, contributions, memorials, and gifts. Through these funds, we aim to provide lasting support for the church's ministry and mission.

### **2025 Mission Highlights**

This past year, the committee directed funding toward several impactful initiatives, including:

Metigoshe Staff Scholarships

Metigoshe Camperships

MSU Lutheran Campus Ministries Pledge

Metigoshe Ministries Pledge

One Food Faith Family Meal

Western ND LYO Gathering Transportation Costs

Worship Enhancement & Art for the Sanctuary

### **Endowment & Restricted Funds**

The committee manages three primary permanently restricted funds, where the principal is preserved to ensure long-term stability while the income supports our work:

1. Lawrence and Hazel Snippen Trust: A donor-created fund dedicated to Zion, currently overseen by Trustee John Huettl.
2. Perpetual Fund: A legacy fund that accepts donations and memorials to support various church activities and programs.
3. ND Tax Credit Endowment Fund: Established in 2014, this fund allows donors to utilize the North Dakota Endowment Income Tax Credit for their contributors.

### **Administration of Funds**

Earnings from the Perpetual and Tax Credit Funds flow quarterly into the ELCA Income Fund, while Snippen Trust earnings are directed to the Disbursement Account. The Trust Committee oversees these distributions according to the Zion Trust Fund bylaws. Additionally, the committee provides oversight for Memorial and gift Funds, which are directed by Pastors and Staff for specific donor-requested purposes.

### **Committee Governance**

The committee consists of fifteen members, each elected for three-year terms. To ensure fresh perspectives and dedicated service, members are limited to two consecutive terms followed by a mandatory one-year hiatus.

- Daniel Boyce

President, Zion Lutheran Church Trust Committee

## TRUST COMMITTEE REPORT - 2025 MEMORIAL & GIFT FUNDS

### Trust Committee Report - 2025 Memorial & Gift Funds

**Building Fund** *(holding acct)*

Balance 01/01/2025	0.00
Receipts	2,325.00
check to edward jones	2,325.00
<b>Balance 12/31/2025</b>	<b><u>0.00</u></b>

**Music Ministry Fund**

Balance 01/01/2025	7,671.04
Receipts	0.00
Disbursements	0.00
<b>Balance 12/31/2025</b>	<b><u>7,671.04</u></b>

**Community Outreach Fund** *(holding acct)*

Balance 01/01/2025	0.00
Receipts	50.00
Transfer to Zion Comm Outreach Fund	50.00
<b>Balance 12/31/2025</b>	<b><u>0.00</u></b>

**Perpetual Trust Fund** *(holding acct)*

Balance 01/01/2025	280.00
Receipts	50.00
Transfer to ELCA Trust Account	0.00
<b>Balance 12/31/2025</b>	<b><u>330.00</u></b>

**Education Fund**

Balance 01/01/2025	4,965.81
Receipts	50.00
Disbursements	0.00
<b>Balance 12/31/2025</b>	<b><u>5,015.81</u></b>

**Undesignated Memorial Fund**

Balance 01/01/2025	28,381.60
Receipts	7,238.00
Disbursements	0.00
<b>Balance 12/31/2025</b>	<b><u>35,619.60</u></b>

**General Fund** *holding acct)*

Balance 01/01/2025	21.03
Receipts	487.50
Transfer to Zion General Fund	508.53
<b>Balance 12/31/2025</b>	<b><u>0.00</u></b>

**TOTAL ALL FUNDS**

Balance 01/01/2025	\$ 51,062.48
Receipts	10,240.50
Disbursements	0.00
Transfers to other accounts	2,883.53
<b>Balance 12/31/25</b>	<b><u>58,419.45</u></b>

**Outdoor Enhancement**

Balance 01/01/2025	9,743.00
Receipts	40.00
Disbursements	0.00
<b>Balance 12/31/2025</b>	<b><u>9,783.00</u></b>

**Zion Lutheran Church Trust**  
**Market Value Fund Balance**  
**January 1, 2025 - December 31, 2025**

	Snippen Trust	ELCA Perpetual Fund	ELCA Tax Credit Endowment Fund	ELCA Income Fund	1st Western Disbursement Account	Total ZLC Trust Funds
MARKET VALUE FUND BALANCE- 1/1/2025	<u>\$170,527.74</u>	<u>\$770,066.66</u>	<u>\$175,534.80</u>	<u>\$224,971.34</u>	<u>\$ 12,299.06</u>	<u>\$1,353,399.60</u>
CONTRIBUTIONS					\$ 2,570.09	
Snippen Fund					\$ 10,975.19	
Income Fund					<u>\$ 5,000.00</u>	
Total Contributions	\$ 8,836.54	\$ -	\$ 5,000.00	\$ -	<u>\$ 18,545.28</u>	\$ 18,545.28
CHANGE IN MARKET VALUE	<u>\$ 9,533.78</u>	<u>\$ 95,281.52</u>	<u>\$ 22,337.84</u>	<u>\$ 70,335.27</u>	<u>\$ -</u>	<u>\$ 197,488.41</u>
ORDINARY NET INCOME						
Interest & Dividends					\$ 53.64	
Overdraft Fees/Fees					\$ -	\$ 53.64
Net Income						
TRANSFERS OF DISTRIBUTABLE FUNDS	<u>\$ (10,975.19)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (10,975.19)</u>
DISTRIBUTIONS						
Metigoshe staff scholarships					\$ (1,000.00)	
Metigoshe camp scholarships					\$ (3,263.00)	
Youth Registration Scholarship					\$ (1,000.00)	
Bookkeeping 2024 & 2025					\$ (8,000.00)	
Mission Pledges					\$ (6,000.00)	
Bibles					\$ (1,656.92)	
Worship Enhancement					\$ (134.96)	
Total Distributions					<u>\$ (21,054.88)</u>	
MARKET VALUE FUND BALANCE- 12/31/2025	<u>\$177,772.87</u>	<u>\$865,348.18</u>	<u>\$202,872.64</u>	<u>\$295,306.61</u>	<u>\$ 9,843.10</u>	<u>\$1,551,143.40</u>



## EDUCATION, CONGREGATIONAL & FAMILY MINISTRIES

**Chris Torgeson, Director of Education & Family Ministry**

*“Let the peace of Christ rule in your hearts... and whatever you do, in word or deed, do everything in the name of the Lord Jesus.” (Colossians 3:15–17)*

As I reflect on this past year, I do so with a grateful heart for a congregation rooted in the peace of Christ and united by God’s love. In moments of joy and in seasons of challenge, Christ’s peace has steadied us, reminding us that we are called together as one body. Through worship, prayer, learning, service, and fellowship, God has been actively at work among us—shaping our faith, strengthening our relationships, and drawing us more deeply into a life of gratitude and praise.

I give sincere thanks for the faithful support of this congregation. Your prayers, generosity, willingness to serve, and encouragement have sustained our ministries and extended Christ’s love beyond our walls. Every act of kindness, every shared meal, every note of music, every conversation, and every moment of service reflects a commitment to live out the love of Jesus in word and deed. It is a true blessing to serve side by side with people who seek to follow Christ with open hearts and willing hands.

As I look to the year ahead, I do so with hope and trust, confident that God will continue to lead and equip us. May the Word of Christ dwell richly among us, guiding our decisions, shaping our actions, and deepening our love for one another and for our neighbors. With thankful hearts, we move forward together—seeking in all things to honor and live fully in the name of the Lord Jesus.

Many Blessings and in God’s Constant Grip of Grace, -Chris

### Church School Ministry



- Three Sessions from which families may choose: Wednesday Evenings 4:30-5:30pm or 7-8pm OR Sunday mornings 9-10am
- Over 90 Students (Preschool-Grade 5) have been attending
- Over 30 Caring Adults serving our young people as Shepherds and Workshop Leaders
- Rotations/Bible Stories we explored in 2025: John the Baptist & Baptism, The Prodigal Son, Easter & Resurrection, The Good Samaritan, The Disciples (That’s Us!) & “Do Not Fear” Christmas



### Day Camp

- Day Camp—we had over 40 students Preschool-5th Grade join us for Day Camp (VBS)
- Staff from Camp Metigoshe came to lead the 1st-5th Graders. A huge thank you to Ava Sveet who also helped the Metigoshe staff for Day Camp.



- Kinley Gruenberg, Kiera Torgeson, Chris Torgeson, all led the preschool/ kindergarten Day Camp sessions. The theme Jonah and The Big Fish. We created an underwater world for the week. A huge thank you to those who helped make that possible:

Lesley Peterson, Karin Unhjem, Kinley Gruenberg, Kiera Torgeson, Owen Peterson, Emma Peterson, & Ava Sveet.



## Wednesday Night Activities

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### Food Faith Family Meal

- We are so thankful for our Wednesday night supper teams! What started as a meal has grown into a time of fellowship, laughter, and connection. We'd love to have more helping hands—whether you're a pro in the kitchen or just happy to jump in. Come serve with us and enjoy the fun (shenanigans included!).
- This year, **Kasie Vetter** has stepped in as our Food Faith Family Coordinator. She's been doing an incredible job working with the teams to plan menus and handle the grocery shopping.
- This fall we continued with our AMAZING FOOD PREP TEAM AND ADDED ONE MORE TO THE ROTATION—**Shar Weltikol, Darla Felber, Donna Schlosser, Sarah Ozment, Kaylin Isenga, & Dick Butts** on Wednesdays at 1 PM to help prepare the main portion of the meal. Their efforts have not only made meal prep more manageable but have also created wonderful opportunities for community building in the kitchen. Thanks to these teams, even our busiest Food Faith Family members can participate! On top of that, they've continued to gift us with a fresh salad bar each week, which has been such a treat for our families.
- Right now, we have 8 teams serving our weekly meals. We're always looking for more. If you have two Wednesday nights from 5-7pm available this year we can use you!

### Wednesday Night Worship

- A big shoutout to everyone who's been leading our music Wednesday nights, including Amanda Babcock, Chris Torgeson, Brooke Plorin and Mikael Trudell, for all their dedication this past year. Wednesday nights have become our biggest weekly worship gathering, and it's so heartwarming to see families embracing this evening as their Sabbath—a time for sharing a meal, worshiping, and growing in faith together.

### Adult Faith Formation

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- **Bible & Book Study Series**—We offered *Animate: Practices* Bible study and *Mary 'Drawn In' Study* for adults to dive into practices of our faith including worship, prayer & giving.
- **Hannah Circle**—Meeting once a month at Zion, this group follows the Bible Study from the *Gather* magazine, a resource from the Women of the ELCA.
- **Men's Group**—Our men's group meets monthly for devotions, breakfast and meaningful time of fellowship.
- **One Good Sermon**—We explored the craft of sermon preparation

### Summer Mini-Camps

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This past summer found several groups gathering for short mini-camp session to learn new skills.

**Crochet Camp** - Several young people learned a new skill thanks to Kristi Asendorf & Sue Cleveland.

**Hockey Skills Camp** - Stick handling skills, shooting, and a fun street hockey game was led by Coach Shaun Brentrup and Oliver Sveet.

**Soccer Skills Camp**—A huge thank you to those who led the soccer camp including Coach Rich Jensen, Tayson Solper, Ava Sveet and MaKella Brekke.

**Cookie Camp** - Our young people enjoyed some time in the kitchen with Myrna DeMers and Marlys Sundbakken



# Congregational Life



**Zion Walkers** continued walking Wednesday mornings enjoying fellowship and moving our bodies during the spring and summer.

## **Thanksgiving Pie Social & Service Event**

This annual event is a time of fellowship following the Thanksgiving Eve Worship. Including packing pieces of pie to deliver to those working on thanksgiving day!

Thank you Kim Tiedman.

**Widows & Widowers** met for its 3rd year. Up to a dozen women and men gather for support and connection. It's a wonderful group of dear people who share their experiences to encourage each other. Widows and Widowers support meets the 1st Wed of every other month at 1pm.

**Prayer Circle** began its 2nd year. Prayer Circle meets the last Wed of each month at 2pm. We discuss and pray over the needs in the church, pray for each member of Zion, discuss issues in our world needing prayer, and share a reading from **"Praying for Strangers" by River Jordan.**

## **OWLS Group (Older Wiser Lutherans)**

continued into their 2nd year. Those 70+ gathered for a Fall Event in October, and in April for a Zion Spring Event. We gathered to talk and created a Blessing Prayer for Zion's 128th Anniversary.



**Leadership Launch and Learn**—Our Council, Personnel Team, Finance Team and Staff gathered for a time of team building, connecting, learning and planning for the upcoming year for Zion.



A HUGE thank you to all who provided non-perishable food for our Trick or Can Food Drive Event. We collected **2,125 lbs** of food for the Lord's Cupboard Pantry. **THIS IS OVER 450lbs MORE FOOD THAN LAST YEAR!**

Through Minot Area Community Foundation grant, we also were able to secure an additional \$2,125 grant to the Lord's Cupboard!

## **Yummy for the Tummy Auction**



This annual event has become an opportunity for the Prayer Shawl Ministry to raise any needed funds as well as support other ministries in need. This year's event went to support the ZLCW and their mission. A huge thank you to those who baked, bought and supported this spectacular event. We were delighted to have Milt Korslien as our esteemed auctioneer!



## **Lutheran Campus Ministry Soup Day!**

We have the joy of serving soup to students and faculty at Minot State at least 2 times per year. It is an honor to serve young adults and those who invest time in their education.



## Congregational Life (cont.)

### 1st Annual Beat the Cold Carnival 2025



### CYAZ-Connecting Young Adults With Zion

Parents in our congregation gathered twice this fall to send “care packages” to young adults who were off on a new adventure this past fall—either military, working away from home or beginning college. We hope to grow this ministry in the coming years!



### Monthly Visitor/Newsletter Assembly



### 1st Annual Camp Out at Zion in Sept.



### Backpack Blessing in August



## Confirmation Ministry

- Our Confirmation Ministry continues to serve students in grades 6-11. We have 125 confirmands currently studying with Zion.
  - 6th-8th graders meet weekly to dive into scripture hearing what God's Word has for each of us as well as studying the Small Catechism. Our 6th-8th graders also experience offsite service learning with amazing community partners such as Men's Winter Refuge, Edgewood Vista, Magic City Discovery Center, Souris Valley Animal Shelter and Prairie Grit,
  - 9th graders meet 9-10 times throughout the year to tackle topics they choose. We learn about social justice issues and why they are important to us as people of faith. Including conversations around Mental Health, Alcohol & Addition, Crime & Violence, Homelessness and Diversity.
  - 10th graders experience our mentor program. They choose an adult from the congregation and meet 6 times during the year to discuss prayer, worship, being part of the body of Christ, serving others and seeing God in everyday life. This program has become one of the student favorite parts of confirmation.
  - 11th graders write their Faith Statement in preparation for the Affirmation of Baptism service which is typically held on Reformation Sunday the end of October. After writing their Faith Statement, the students meet one-on-one with Pastor Elaine or Chris, Director of Education, to discuss their faith statements, hear words of affirmation and ask questions in final preparation for their Confirmation Day.
- Over 45 Caring Adults serve our young people as their Confirmation Guides and Mentors. Thank you to our Confirmation teaching team– Rachel Simonson, Blake Vetter, and Pastor Elaine.



## Middle & High School Ministry

### Youth Ministry 2025 Highlights

- High School Seattle Mission Trip
- Campfires
- Fundraisers
- Caring Pumpkins
- Movie nights
- Western ND LYO weekend in Dickinson
- Bible Studies
- Lots of games



## Middle & High School Ministry Cont.



### Zion Youth Account Financials

Income	YTD
Student Deposits	\$903.21
Petty Cash	
Youth Contingency Fund	
Fundraisers	
Pop Sales	\$431.50
Annual Meeting Coffee	\$128.04
Sweetheart Dinner	\$1,132.22
Silent Auction Baskets	\$1,425.00
Kids Sabbath Bake Sale	
Double Good Popcorn	\$2,102.50
Bake Sale/ Caramel Rolls	\$460.00
Misc. Income	
Oak Park Worship	\$1,150.24
Misc. Donations	\$715.00
Account Interest	\$2.67
<b>Total Income</b>	<b>\$8,450.38</b>

Expenses	YTD
Trip Expenses	\$14,499.06
Petty Cash	
Synod Gathering	\$174.36
Pop Machine	\$254.44
Fundraisers	\$232.22
Misc. Expenses	\$1,628.74
Stamps	\$73.00
<b>Total Expenses</b>	<b>\$16,861.82</b>

	1/1/25	12/31/25
Checking Balance	\$16,266.03	9,218.80
Savings Balance	\$1,726.24	3,730.66
<b>Total Balance</b>	<b>\$17,992.27</b>	<b>\$12,949.46</b>

# Fundraisers

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## Lutefisk and Meatball Dinner

The 2025 Lutefisk and Meatball dinner was a huge success serving around 650 folks. People left happy and with a full tummy. Thank you to all that came out to enjoy the meal. Thank you to all 80+ volunteers who made this event so amazing. Thank you to everyone who donated food and other supplies. A huge thank you to the Lutefisk planning committee for their many hours of meetings and prep. Another thank you to the businesses that sponsored free meals for our neighboring nursing home residents. Thank you to Richard Korslien, Randy Korslien, and their Family & Friends that unpacked, prepped, and cooked the 800+ lbs. of Lutefisk. Lastly, thank you to our wonderful Zion Staff– Amanda, Pastor Elaine, Chris, & Eric for coordinating and promoting this event. As well as getting our facility ready. We look forward to the 2026 “50th” Anniversary edition of this super event!

-Your Lutefisk Committee

Joe Stenvold, Mike Uran, Dick Butts, Renae Korslien, Milt Korslien, Carmen Wheeling, Kinley Gruenberg, Connie Knudson, Dennis Nordquist

Income:	\$17,500.00
<u>Expenses:</u>	<u>\$ 9,065.45</u>
Profit:	\$ 8,434.55

## Fish Fry

We introduced our 1<sup>st</sup> Annual Fish Fry supper on March 7, 2025. We had a great committee that put together a find day of food, fellowship and fun.

We served about 400 folks that 1<sup>st</sup> year and the talk upon leaving was most positive. They loved the food and were hoping we would bring it back again.

And that we are on March 6, 2026. We need you and you and you. And you also! We need you to volunteer that day and evening to again make this a great event. We need you to bring in goods to help us with a positive financial bottom line at the end of the day. Run – don’t walk to the sign-up sheets in our main entrance. Thank you!

-Your Fish Fry Committee

Joe Stenvold, Dick Butts, Mike Uran, Chad Beggs, and Renae Korslien

Income:	\$ 4,786.51
<u>Expenses:</u>	<u>\$ 2,992.21</u>
Profit:	\$ 1,794.30

## Time and Talent Auction

This November event in its third year raised \$5,234 from the goods and services donated by members of the congregation. 57 items were available for auction this year. Plan to attend this enjoyable event this year. Thank you to Auctioneers Kevin Beeter and Bruce McLean and the rest of the time and talent team; Pastor Elaine, Office Manager Amanda, Diane & Lauren McLean and Renae Beeter.

Income:	\$ 5,234.00
<u>Expenses:</u>	<u>\$ 0.00</u>
Profit:	\$ 5,234.00

## **MUSIC REPORT**

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In 2025 Pastor Natasha & Chris jointly worked on coordination Zion's music ministry. This fall Chris and Pastor Elaine began overseeing our music ministry. Music is now chosen for season at a time. We are grateful to the fantastic team of musicians who lead us in praising God in worship. They brought us a lovely 'Global Band' experience twice.

The Core of our music team is : Norm Paskowsky, Julie Huettl, Chris Torgeson, Kayla & Devin Cole. Other regular contributions included: Jared Kolles, Chris Heth, Leah Erickson, Rich Jenson, Brooke Plorin, Mikael Trudell, Kiera Torgeson, Amanda Babcock, Ava Sveet, Katie Sundbakken, and Ian & McAyla Thompson. Special Occasions welcomed: Kari Files, Bruce McLean, Marcy Witteman.

## **PERSONNEL COMMITTEE**

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Personnel Committee spent 2025 working through staffing as Zion determines the best fit for our needs. 2026 will include reviewing and making any necessary recommendations for ensuring happy and healthy staff as well as the right staff members for our future.

Submitted by: Luke Schaefer

Team Members: Carrie Lewis, Dick Butts, Harry Summer (Council Rep), Luke Schaefer (Chair), and Pastor Elaine

## **COMMUNITY OUTREACH TEAM**

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This good team created a new program for community support to those in need of gas. We have a voucher program established where an individual can receive \$20 in fuel from Simonson gas station in Minot at a maximum of once every three months. In 2025 we provided \$380 in gas assistance.

Zion did halt its hotel assistance in 2025 as this presented too much vulnerability to the church and staff in coordinating and executing payment at hotels.

Members: Matt & Diana Stephens, Melody Sundbakken, Pastor Natasha

## **FINANCE TEAM**

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In 2025 Zion added a financial committee to support oversight of Zion's monthly income and expenses, support to our church treasurer, Office Manager's financial role, and coordination with our new Accounting Solutions contract. This team has been invaluable in its recommendations and support to council and ensuring good transparency and informed budgeting, and investing. We are grateful to the dedicated team who gather monthly; Bruce McLean (Chair), Nathan Anderson, Lesley Peterson, Mike Uran (Church Treasurer), Pastor Elaine Sveet, and Amanda Babcock (Office Manager)

# GROUP & COMMITTEE REPORTS

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## Book Club

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Do you enjoy reading?

The Zion Book Club has been meeting for over 20 years and has read a wide variety of books, ranging from murder mystery and autobiography to humor. We meet on the 2nd Tuesday of every month at 6:30pm, except in December and the summer months. Our group has great discussions, and we all bring suggestions for future reading. Some of our members borrow books and some buy. Some like hard copies of books and others prefer audiobooks. Many members say that being in a book club exposed them to books they might have never read otherwise. Feel free to join us for any or all discussions.

Here's our book list for the past year:

January 2025	“The Invisible Life of Addie LaRue” by V.E. Schwab
February 2025	no book
March 2025	“The Deep End of the Ocean” by Jacquelyn Mitchard
April 2025	“Just the Nicest Couple” by Mary Kubica
May 2025	“Lessons in Chemistry” by Bonnie Garmus
September 2025	“Cabin” by Patrick Hutchinson
October 2025	“The House Across the Lake” by Riley Sager
November 2025	“The Perfect Escape” by Leah Konen

-Submitted by Kristi Asendorf

## Quilting Ministry

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The Quilting Group entered a time of transition this year and has since re-gathered with new participants and renewed enthusiasm. Zion is grateful for the many committed quilters who retired this year after many years of faithful service. The group now meets on the second Monday of each month at 6pm, coming together in fellowship and creativity. Their focus is on making quilts for our confirmation students, providing each young person with a handmade gift that reflects the love, care, and prayers of our congregation. The Quilting Group continues to grow and welcomes new members at any time; whether you are an experienced quilter or simply interested in learning, your presence and help would be a valued part of this meaningful ministry.



-Submitted by Zion Staff

## **Prayer Shawl Ministry**

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We tried something new this year. We held a Learn to Crochet class! A couple of young adults and four elementary age members came to explore the craft. Everyone seemed to progress and have fun. If you would like to learn, please join us sometime to see what you think. We will supply practice supplies and advice/links to great beginner videos.

**If you already knit or crochet, we would love to have you join our ministry!** You can work at your own pace whenever and wherever you want (even during worship). The yarn and needles/crochet hooks are supplied. You can pick them up any time the church is open. We also have simple patterns if you would like, or you can use your own. There are no required meetings, but a few of us typically meet the second Tuesday of the month at 5:30 p.m. (September through May, except December) just to connect.

If you know someone who is **seriously ill, grieving or could just use some extra support**, please pick out a prayer shawl from the table in the hallway or the display cabinet and bring love and comfort to them.

Once again, we were able to have our Yummy for the Tummy auction in December. Milt Korslien generously offered his time as the auctioneer this year. Many thanks to the skilled and generous bakers and candy makers who supplied the goodies. We were able to raise over \$2,000 in just over an hour! The Prayer Shawl Ministry did not need any of the income at this time so we decided to donate the money to the ZLCW (Zion Lutheran Church Women).

Thank you for your amazing support, including memorials and individual donations!

Submitted by Kristi Asendorf

### **2025 Financial Report – Prayer Shawl Ministry**

<b>INCOME</b>	<b>EXPENSE</b>	
Total income: \$ 0.00	Yarn	\$411.55
	Postcards	\$40.84
	Total expense:	\$452.39
	<u>1/1/2025</u>	<u>12/31/2025</u>
Checking Balance	\$3,729.70	\$3,277.31

## **BUILDING & GROUNDS COMMITTEE**

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The Building & Grounds team focused this year on the grounds of our church. Progress was made on tree trimming, weeding, & flowers.

The 2nd anniversary appeal raised \$10,821 and allows for a needed exterior sign refurbishment and the beginning of carpet replacement in 2026. We are very grateful to congregation members who took it upon themselves to show up at the church this summer on random days to beautify our grounds. Thank you to Blake & Andrew Vetter, Haren Hennessy, and Janelle Beggs



Members: Korby Seward (Chair) , Chad Beggs, Rod Torgeson

Pastor Elaine Sveet, Eric Burckhard (Facility Manager)

## **MEN'S MONTHLY BREAKFAST**

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For a second year a wonderful group of men gather in our fellowship hall on one Saturday morning a month to enjoy each other's company, a good breakfast, and a devotion. We're grateful for the leadership of Rich Jensen and Dick Butts in organizing this Men's Ministry.



# **Sisterhood Ministry**

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## **2025 Sisterhood Annual Report**

### **Activities:**

February 26 - Food, Faith, and Family meal prep, serve, and clean up  
May 5-16 Donation Drive with Zion's Youth Group  
May 12 Matthew 25 Project Volunteer  
September 8 Matthew 25 Project Volunteer  
September 14 Sisterhood Planning Meeting  
October 5 "Hazel" Movie at Oak Park  
November 7-9 Women's Retreat at Lake Metigoshe Christian Center  
December 14 Christmas cards for the homebound, nursing home, and new members

### **Narrative:**

2025 started out with some cooking. We helped prepare, serve, and clean up a Food, Faith, and Family meal of Cavatapi for our congregation on a Wednesday night. In May, we planned a two week donation drive so members of our church could help offer slightly used items for those in need. Then, we brought the donated items to the Matthew 25 Project and volunteered extra time to unload. We also helped organize shelves, hang up clothes, sort books, and organize miscellaneous items for those in need. We enjoyed this project so much that we volunteered to help out a second time in September.

As the 2025 school year began, we held a Sisterhood planning meeting where we brainstormed projects for the year. One of our ideas included a movie night at Oak Park Theater. We went and saw the movie "Hazel" in October. In November, we took a much needed Women's Retreat to Lake Metigoshe Christian Center. We enjoyed each other's company on walks, playing games, eating food, and visiting. Finally, we got together after church in December and wrote Christmas cards to Zion members that are homebound, living in a nursing home, and new to our congregation. Thank you Zion for the many donations you have given to Sisterhood to make these projects and events possible. We are here to serve the Body of Christ, and we are always looking for new projects. Look for our scheduled events and join us for any or all activities.

### **2025 Financial Report-Sisterhood**

#### **Expenses:**

#1063      \$73    Postage Stamps

#1064      \$100 Gas Vouchers

#### **Checking Balance:**

\$1,176.54

-Submitted by Jen Callahan, Cindy Palen, & Cindy Nordquist

# Zion Lutheran Church Women (ZLCW)

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Zion Lutheran Church Women has a board of three women comprised of Helene Anderson (Vice President), Carolyn Lyon (Treasurer), Sonja Hernes (President),

**Circle:** Hannah Circle meets the 2<sup>nd</sup> Thursday each month.

**They also donated through INSPIRITUS \$300** in December to Domestic Violence, Men's Winter Refuge and Northern Plains Children Advocacy, \$100 to each one

**Funeral Lunches: Total received of \$1,675** from the following funerals:

Jan - Heizelman      \$125	Feb - Allen Sutter      \$150
	Todd Asendorf      \$200
Mar - none	Apr - Leif Synder      \$100
May - Donna Stuck \$200	Jun - Darlene Peters      \$150
M Brodehl      \$150	
July - none	Aug - Loren Boyce      \$200
Sept - Barb Jensen      \$100	Oct - Hazel Ostrom      \$150
Nov - none	Dec - Thomas Beck      \$150

**Donations & Memorials: \$2802.50**

The ZLCW would like to thank the Prayer Shawl Committee for donating the proceeds from the Yummy for your Tummy to the ZLCW group. They raised \$1,957.50. Thank you very much for your contribution.

**Raffle Tickets:**

Held Nov 17 <sup>th</sup> We sold 521 tickets at \$1 plus \$116 donations =	\$ 637.
Less expenses Permit	\$ (25.)
One item ZLCW purchased at Kohls – air fryer	<u>\$(128.99)</u>
<b>Net profit</b>	<b>\$483.01</b>

**Thank Offering:** in Nov & Dec amounts given by congregation **\$1219**

**ZLCW donated the the following charities: \$2832.80**

ELCA CAR	\$150
ELCA W.I.S.E	\$100
ELCA Katies Fund	\$100
Zion Global Missions	\$200

**The following below we donated through INSPIRITUS, which matched our amounts donated in December**

Domestic Violence Center Minot	\$200
Kalix E	\$100
The Lord's Cupboard E	\$150
Lutheran Campus Ministries MSU	\$100
Metigoshe Ministries E	\$100
Minot Area Men's Winter Refuge	\$100
Minot Salvation Army E	\$200
Northern Plains Children Advocacy Center	\$200
Minot Area Homeless Coalition	\$100

**The following below we donated through Twice Blessed, which matched our amounts donated in February**

Anne Carlsen Center	\$300
Great Plains Food Bank	\$300
The God's Child Project	\$200
Habitat for Humanity Northern Lights	\$200
Twice Blessed charge us a processing fee	\$32.80

Respectfully submitted,  
Carolyn Lyon, Treasurer

**Financial Report - Zion Lutheran Church Women (ZLCW)**  
December 31, 2025

Income 2025

see monthly cash receipts sheet

Income	Monthly	Prior YTD	YTD
Book Sales		\$117.00	117.00
Cards		\$7.00	7.00
Circles - Regular Offering	0.00	\$338.00	338.00
Circles - donation to Inspiritus		\$300.00	300.00
Donations/Memorials	1,957.50	\$845.00	2,802.50
Donation reimburse 2024 by circle		\$200.10	200.10
Funerals/Kitchen	150.00	\$1,525.00	1,675.00
Lent Lunch Offering		\$284.00	284.00
Quilts/Baby Blankets or Sweaters		\$40.00	40.00
Raffle Ticket sales		\$637.00	637.00
Raffle Ticket expenses		\$175.00	175.00
Thank Offering	281.00	\$938.00	1,219.00
<b>Total Income:</b>	<b>\$2,388.50</b>	<b>\$5,406.10</b>	<b>\$7,794.60</b>

Yummy for Tummy from Shawl Committee \$1957.50

Expenses	Monthly	Prior YTD	YTD
Cards		0.00	0.00
Circle donation to InSpiritUs	\$ 300.00	0.00	300.00
ELCA Regular Offering	76.50	92.50	169.00
ELCA Thank Offering (ELCA)	1,219.00	0.00	1,219.00
ELCA Cluster dues yearly		15.00	15.00
ELCA Cluster offering(spring&fall)		225.00	225.00
ELCA Cluster registration & gas		80.00	80.00
ELCA Cluster roll call offering		50.00	50.00
Donations		0.00	0.00
Giving Hearts (Yearly Dec & Feb)	1,800.00	1,032.80	2,832.80
Kitchen/Funeral Supplies		0.00	0.00
Mothers & Others Offering		0.00	0.00
Mothers & Others Expenses		0.00	0.00
Misc/Office Supplies (deposit tickets & stamp)		19.15	19.15
Postage/Processing fees/stamp pads		0.00	0.00
Program Expenses(Gather subscription)		0.00	0.00
Quilting		292.53	292.53
Raffle expenses		328.99	328.99
Subscriptions		0.00	0.00
Year End Donations		0.00	0.00
<b>Total Expenses:</b>	<b>\$3,395.50</b>	<b>\$2,135.97</b>	<b>\$5,531.47</b>

Checking Balance - 1st Western	Monthly Totals
Checking Balance 11/30/25	\$4,285.40
Income	2,388.50
Expenses	3,395.50
<b>Checking Balance 12/31/25</b>	<b>\$3,278.40</b>
Difference	<b>\$0.00</b>
<b>Bank Reconciliation - 1st Western</b>	<b>12/31/2025</b>
Bank Statement Balance	\$ 3,278.40
Total Outstanding Deposits	
Total Outstanding Check	\$ -
<b>Total Bank Balance</b>	<b>\$ 3,278.40</b>

Checking Balance - FWB	YTD Totals
Checking Balance 12/31/24	\$1,015.27
Income	7,794.60
Expenses	5,531.47
<b>Checking Balance 12/31/25</b>	<b>\$3,278.40</b>
Difference	\$0.00

(should be \$0)  
OS Check

Annual Report for 2025



Dear Partners in Ministry –

Thank you once again for supporting students at Minot State University through your partnership with Lutheran Campus Ministry! Your gifts, prayers, and encouragement make our call to walk with students in their journeys of faith & love possible.



Move-in day



Signing up for LCM!



Welcome week events



Worship on campus



Chaplaincy



Weekly Brunch & Bible



Monthly events



MSU Angel Tree



Food Pantry (100 visits/month), Tuesday Soup (450 served/week), and free Cold Weather Gear

We hope you enjoy these highlights! We are also busy leading weekly yoga, meditation, speaking with freshmen classes, and collaborating with departments on campus such as Nursing, Social Work, ND Center for Persons with Disabilities, and the Counseling Center. You can email Pastor Rachel if you'd like our quarterly physical or email newsletter for more on what LCM is up to and where God's Spirit continues to lead us: [Rachel.Simonson@MinotStateU.edu](mailto:Rachel.Simonson@MinotStateU.edu)

With Gratitude,  
Pastor Rachel Simonson

# INSURANCE REPORT

## Insurance Report– **REVIEWED BY DALE VAN DE LOO**

As requested by Zion Lutheran Management, I submit the following insurance information review. The numbers below have been approved by Church Mutual underwriting as those which will be part of the policy renewing 4/1/26 with Zion approval.

Package coverage is written with Church Mutual Insurance Company of Merrill, Wi. The policy numbers are **TBD** (common Policy) and **TBD** (Umbrella Liability Policy) once the policy is processed. The policy terms are for 12 months and they will expire on the 1st of April 2027. Policies automatically renew at each anniversary with the policies premiums subject to adjustment at that time. The proposed renewing premiums total **\$15,383, \$13,133 for the package policy and \$2,250 for the Umbrella Liability policy.**

The common policy coverages are as follows:

1. Building (Main Location)	\$4,572,593
2. Business Personal Property	\$685,889
3. General Aggregate Liability	\$3,000,000
4. Products-Completed Operations Liability	\$1,000,000
5. Personal & Advertising Injury Limit	\$1,000,000
6. Pastoral Professional Counseling Liability	\$3,000,000
7. Each Limit (Occurrence)	\$1,000,000
8. Medical Payments– Any one person	\$10,000
9. Forgery or Alteration; Money & Securities (Occurrence)	\$25,000
10. Equipment Breakdown	\$25,000
11. Sexual Misconduct, Abuse Aggregate Liability	\$500,000/1,000,000
12. Employee Theft	\$50,000
Theft of Money & Securities (inside)	\$12,000 (\$250 deductible)
Theft of Money (Outside)	\$12,000 (\$250 deductible)
13. Forgery of Negotiable Instruments	\$25,000
14. Management Protection Liability	\$5,000,000
15. Employment Practices Liability (Aggregate)	\$1,000,000
16. Cyber Liability	\$100,000

Church Members, officers and volunteer workers are covered for liability exposure. These policies do not apply to bodily injury or property damage arising out of or resulting from asbestos or lead in any form. The basic deductible on the main policy is \$5,000 for all perils except wind/hail which is 1% of the building limit and water damage which is \$10,000. The umbrella liability policy includes enhancements which offer additional coverage specially designed for Religious Institutions and carries a \$10,000 deductible. The package policy also includes a number of endorsements which offer specific limited coverage called property enhancements in various areas such as lock replacement and refrigerated foods.

Reviewed By: Dale Van de Loo

Date: 1/6/26

# Metigoshe Ministries



is Adventure Anchored in Christ  
where people experience and celebrate  
the gifts of God in a life together

## 2025 Recap & '26 Plans

**NEW CAMP PROGRAMS!** After the success of our new half-week High School Navigators program, which welcomed 18 campers its first year, we are excited to add another half-week option for 6-7<sup>th</sup> graders with a Pioneers Mini session, as well as offering our youngest campers (all 1st-4<sup>th</sup> grade!) who might not be comfortable staying overnight yet to come for a fun day at camp with one or both parents for and our inaugural offering of Camp Junior!

2024 was a "record setting" year of retreat ministry at the Christian Center! Our usage numbers continue to go up! Church groups and other organizations are recognizing the many options available to them in our space, and we are excited to be hosting the 2025 WND "rostered leaders gathering" as one of a number of conferences that we are now beginning to book.

Camp Metigoshe remains the **ONLY** church-related camp in western ND, and is one of only 5 summer camps in the entire state, to receive accreditation from the American Camp Association. 2026 is an "accreditation visit" year for us and we have already begun to prepare. Camper safety and quality of programming are always at the top of our minds at Camp Metigoshe!

We are happy to be able to keep 2026 camp prices the same as last year. And we are even more excited to be able to continue to "just say YES!" Because of our abundantly generous donors, we are always able to help with the cost of camp: whether it is \$50 or a full tuition "campership" of \$550. We are also thankful that so many of you have "congregational scholarship" programs that also cover part - or even all - of the cost of camp for your youth. Thank you for helping show the importance of camp!

A few important dates to remember!

- **ANNUAL MEETING:** April 19, 3 pm at the Christian Center. "Owner" Churches: *be sure to elect your delegates!*
- **WORK DAY:** June 6 starting at 9 am - help us get camp ready for the year!
- **QUILT AUCTION:** June 27 at 10 am. We raised nearly \$80,000 in 2025 and are looking forward to another great event in 2026! If you can't join us live, viewing & bidding will be online again!



## Congregational Update

Metigoshe Ministries is owned and operated by over 70 ELCA congregations in north central North Dakota—and we have wide participation from non-member churches as well. Camp Metigoshe is **YOUR** Bible camp!

In 2025 Camp Metigoshe welcomed approximately 1,500 youth, families, and adults who experienced "Adventure Anchored in Christ" at Camp Metigoshe on Pelican Lake, and through our day camp program in area congregations.

Did you know...

- Camp Metigoshe serves youth entering first grade to graduated seniors.
- Plus, camping programs are available for families and grandparents.
- And there are year-round retreating options for people of all ages at our Christian Center.

For more details about any of our ministry programs - and to register for a week of summer camp or one of our retreats - make sure you check out our website at [www.metigosheministries.com](http://www.metigosheministries.com)

# 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



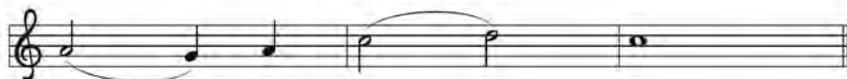
1 Found - ed on faith, the church— a - live by grace—  
2 Your cross, O Christ, re - news our life each day.  
3 E - quipped by prayer, we live the Spir - it's call.  
4 Grow - ing in grace for God's cre - at - ed earth,  
5 Found - ed on faith, called forth, em - pow' red to serve,



pro - claims the gos - pel here and ev - 'ry place.  
Bap - tized in you, we learn and teach and pray.  
Em - pow' red 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

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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://www.elca.org/subscribe).

Read about Mission Support and learn more at [LivingLutheran.org/SOFIA](https://www.livinglutheran.org/SOFIA).