



Evangelical
Lutheran Church
in America



ANNUAL REPORT 2024

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God’s love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ’s love. In Psalm 93, we read: “More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore” (4-5).

God’s love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God’s love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church’s ability to share the message of God’s love to people who are longing for it. Through your

“More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore.”

—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you’ve helped carry this message of God’s majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God’s promises, sure of God’s love and goodness.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

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ANNUAL MEETING AGENDA

Zion Lutheran Church– February 2nd, 2025

- I. Call to Order & Greeting– Rich Jensen
- II. Introduction to Hybrid Meeting
 - a. Practice Poll
 - b. Yes/No Button
 - c. Asking Questions
- III. Verify Quorum
- IV. Opening Devotions—Pastor Elaine Sweet
- V. Secretary’s Minutes
 - a. Approval of 2024 Annual Meeting minutes on Feb. 18th 2024
- VI. Elections– Rich Jensen
 - a. Presentation of nominees
 - b. Floor open to additional nominations
 - c. Motion to accept ballot as presented
 - d. Voting
- VII. Pastors Reports
- 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 Sweet and Rich Jensen
- XI. Voting Results
 - a. Elections
- XII. Closing Prayer

ANNUAL MEETING MINUTES—FEBRUARY 18, 2024

Zion Lutheran Church Minot

Annual Meeting of the Congregation

February 18, 2024

1. The annual meeting of the congregation was called to order by President John Butgereit at 11:18 am.
2. The first order of business was to verify the hybrid meeting with members attending online was working. It was.
3. And then, to ascertain we had the necessary quorum to conduct business. 75 voting members was required, and it was determined we were over that number.
4. We opened with a liturgy as a responsive reading led by Pastor Elaine Sweet.
5. Minutes from the 2023 annual meeting were included in the packet everyone had the opportunity to receive. Luke Schaefer made the motion to approve these minutes. Cindy Nordquist seconded that motion. The motion carried.
6. Elections. The entire slate of nominations was presented by President John Butgereit.

Nominated for Church Council: Matt Stephens, Joe Stenvold, Amanda Mahulum for three years and Gary Leslie for one year. Thank you to John Butgereit, Erica Atkinson, John Thompson, and Kristi Asendorf for your past work.

ANNUAL MEETING MINUTES CONT. —FEBRUARY 18, 2024

Nominated for the Trust Committee: Dan Boyce, Dennis Nordquist, Karen Hennesey, Heather Kippen, and Shelley Cole for three-year terms, and Rondi Deaver for a one-year term. Thank you to outgoing members of Trust: Jamie Haaland, Karla Paurus, and Mike Arlien.

- Nominated for the Nominating Committee: Teresa Berntson-Hynson, Justin Hochhalter, and Hope Nelson for three-year terms, and Matt Shearer for a two-year term. Thank you to the outgoing members Mandy Fiske, Julie Huettl, and Pam Uran.
- Nominated as our representatives to the Metigoshe Ministries Annual Meeting are Amy Thomas and Bill Thomas.
- Nominated as our representative to Minot State University Lutheran Campus Ministries is Dick Butts. There is a second spot open for this role. No nominations were made from the floor.
- And there were no nominations for the Western North Dakota Synod Assembly. No nominations were made from the floor.
- Kayla Cole made a motion to accept the entire slate of nominations as a unanimous ballot. A second to that motion was made by Myrna DeMers. The motion carried.
- Pastors' reports were included in the packet for this meeting. Pastor Elaine and Pastor Natasha both spoke briefly about their reports.
- Other reports. The Education report, the Family Ministry report, and committee reports were included in writing in the meeting packet.
- John Butgereit gave an overview of his past two years as the president of the church, and the positive outlook he sees for Zion.
- Treasurer's Report was given by Erica Atkinson. She went over the results from 2023 and presented the budget for 2024. Erica and some other members of the Council answered some questions. Cindy Nordquist made a motion to approve the 2024 budget as provided. This motion received a second from Ian Thompson. The motion carried.
- Because the elections were passed on a unanimous ballot, there was no need for a report of the vote.
- Pastor Natasha gave a prayer to close the meeting.
- Motion by Chris Edwards, second by Kristi Asendorf to adjourn the meeting. The motion carried. Meeting adjourned.

Submitted by Rich Jensen, Council Secretary

REPORT FROM THE COUNCIL PRESIDENT

Rich Jensen



We find our congregation at the end of another year. Just a little over three years ago, I moved to this town, joined Zion, and got involved immediately. In that short time, I've been witness to an ongoing development of programming and growth, not only in membership, but in faith.

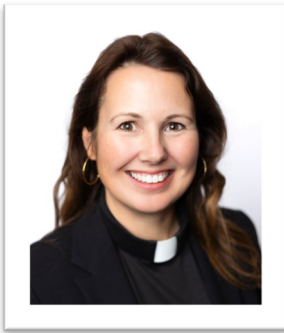
Through the efforts of our wonderful staff and our leadership, we have worked to stay relevant to the needs of this church and our community. We now have a number of functioning committees, and working to launch more. Fundraising has become part of our culture, and we made a big move by bringing back the Lutefisk Dinner in September. It was a huge success. Perhaps the biggest accomplishment of this year was the replacement of our heating and cooling system for the sanctuary.

Thank you to our Lead Pastor Elaine Sveet (since 2023) and our Associate Pastor Natasha Woitzel-Kolles (since 2018) for their leadership in worship and in all our committees and areas of focus. Each brings a unique approach and uses her gifts in a way that benefits our faith family. And, our programming has excelled because of the work of Kortni Plorin (since 2018) and Chris Torgeson (since 2008), and their concentration on youth, confirmation, and Christian education. The whole operation is held together by our amazing Office Manager Amanda Babcock (since 2023). And we all need show our gratitude to the dozens and dozens of volunteers who have committed their time to help us carry out our ministry, particularly Finance, Personnel, Building & Grounds, and all those involved in fundraising, ministry, funerals, and other special events. Lastly, I want to say Thank You to the hard-working members of your Church Council, and their decision making, sometimes difficult, for Zion's present and future.

We are a church in an ever-changing world, and we are finding ways to be authentic to our calling because there is no one-size-fits-all approach. We are open to new perspectives and new technology. Our website says we are committed to bringing hope. Hope for the future. Hope for the better. Hope for progress. Hope in Jesus. As we move forward as a church family, inclusion and belonging remain at the center of who we are as followers of Christ.

I believe our ultimate goal is to make a difference, and to positively impact individual people and our community. And sometimes we might need to shake things up a bit. It might not be our personal preference, but we trust that God may just be working through our church to reach people who can relate to it; and we can all walk on our faith journey, as diverse as it might be, and we can walk it together.

-Rich Jensen



LEAD PASTOR

Elaine Sweet

'God makes everything happen at the right time. Yet none of us can ever fully understand all God has done, and God puts questions in our minds about the past and the future.' Ecclesiastes 3:11 CEV

Zion celebrated its 127th anniversary this year. There is a beautifully long, vibrant history at Zion. There is also an expected beautifully long, vibrant future for Zion. It is amazing to consider how God has been at work, preparing Zion for this current chapter and our good future. This past year, your church Council shared monthly devotions focused on 'Funding Forward', a project through Lu-ther Seminary, based on a book by Grace Duddy Pomroy. This allowed your Council and others in leadership at Zion to have fruitful conversations about our changing world, the anticipated change in income for churches, and the array of options in the future. God has assembled some wonderfully devoted, intelligent and compassionate people in the leadership of your church. They are dedicated to creatively imagining and strategizing for the strong future of Zion. There will be many opportunities to experiment, dream, and adapt to our changing world.

Zion had the joy of welcoming a number of new families and individuals this year. Some transferred from other local churches and others were reactivated in their faith. We are so pleased that God has led these good people to find their church home here with Zion. Many new members have immediately leapt into service within the church and are weekly worshippers. Hurray! Please know, whether you have been with Zion for decades or are a new face among us, you are valued and have an important role to play in the ministry we share with God.

Zion had an exciting year with our young people. 16 teens attended the ELCA National Youth Gathering in New Orleans, LA last summer. 4 junior high students traveled to Duluth, MN to attend a Serve Boldly mission trip, and 30 attended our Western ND LYO weekend in Bismarck. These experiences are very formative for the faith of our youth. We also continue to have a large weekly ministry with our teens and children. Including Church School offered 3 times a week, and a rich 4 year Confirmation program. Our Kids Sabbath worship times four times a year continue to be our largest worship attended services beyond Christmas and Easter. We are grateful for the many adults who volunteer their time supporting our program staff.

Zion continues to expand the many educational and fellowship opportunities provided. New opportunities this year included: OWLS (Older Wiser Lutherans), Yoga, Lutefisk Supper (returned), and Prayer Circle. A new Community Outreach team & Finance team also began this year. We are so grateful for the congregation's participation and leadership. Behind all that we do, your staff and Council anchors and organizes the ministry. When you have the opportunity please encourage and thank them, especially new Office Manager, Amanda Babcock, Associate Pastor for Worship and Congregational Life, Natasha Kolles, Director of Education and Family Ministry, Chris Torgeson, Director of Youth and Family Ministry, Kortni Plorin, Custodian and Audio Visual Technician, Eric Burckhard. Eric just celebrated 10 years of work with Zion. We are so fortunate to have his talents among us.

2024 was a busy and productive year for Zion. Your church is alive, strengthened by each one of us bringing our best, showing up, sharing our time, wisdom, encouragement and resources. I join you in looking forward to 2025 and all the opportunities to grow with God together!

-Pastor Elaine Sweet



ASSOCIATE PASTOR FOR WORSHIP & CONGREGATIONAL LIFE

Pastor Natasha Kolles

In 2023, Zion Lutheran Church engaged in an intentional learning process with LeaderWise church consultants, which helped us identify and articulate our core values: Family, Leadership, and Community Involvement. Throughout 2024, these values have guided our ministries, programs, and outreach, helping us share the love of Christ within and beyond our church walls.

Family

Zion continues to prioritize Family through an active and vibrant youth and family ministry. These programs provide spaces for fellowship, spiritual growth, and support for all ages, strengthening our commitment to live out the love of Jesus.

Leadership

Leadership at Zion is marked by strength, creativity, and collaboration. Our teams and volunteers work tirelessly to envision and implement new ways to enhance worship, and service. For example, our Worship Team, meeting quarterly, brainstorms and refines creative worship ideas. This year, we explored multiple sermon series, introduced global music through our Global Band, and enriched our services with special music from choirs and handbells, led by Chris Torgeson.

Community Involvement

Zion's commitment to Community Involvement is evident in our ongoing ministries and newly established teams.

- **Community Outreach Team:** This newly formed team is discerning how best to engage with and serve our neighbors. As the team grows, we're exploring opportunities like hosting a block party, providing financial assistance to those in need, and dreaming up creative ways to embody Christ's love in our community. We're always seeking new members and ideas to expand this missional work.
- **Reconciling in Christ Team:** This team continues its mission of fostering inclusivity and ensuring Zion is a welcoming church for all people, regardless of background or identity.
- **Holy Listening Ministry:** Meeting monthly during the program year, this ministry invites members of the broader community to share their joys, challenges, and insights. This year, we heard from Christy Miller, Executive Director of United Way, Scott Burligame on mental health, and Donna Bye, a parent of a special needs adult. As Donna Cole, a Zion member, shared, "Holy Listening has been such an eye-opener for me. It has taught me not to judge but to understand. You do not have to be perfect to be amazing."

Celebrating Our Volunteers

A huge thank you to all our volunteers. Life is busy, and it's easy to take for granted the many contributions that make Zion's ministries and missions possible. Whether through music, teaching, leadership, or outreach, your efforts are a witness to the values we hold dear.

As we look forward to 2025, we invite everyone to consider how their gifts and passions align with Zion's core values: Family, Leadership, and Community Involvement. Together, we will continue to grow as a congregation and share the love of Christ in meaningful ways.

4 Now there are varieties of gifts but the same Spirit, 5 and there are varieties of services but the same Lord, 6 and there are varieties of activities, but it is the same God who activates all of them in everyone. 7 To each is given the manifestation of the Spirit for the common good. 1 Corinthians 12:4-7

Respectfully submitted,
Pastor Natasha Woitzel-Kolles



Western North Dakota Synod

Evangelical Lutheran Church in America

God's work. Our hands.

January 2025

Brothers and sisters in Christ,

Grace and peace in the name of our Savior Jesus the Christ!

In this season of Annual Reports, Annual Meetings, and elections of new congregational leadership, I pray that the Spirit walks with you and guides you along the way.



Jesus says, "You are witnesses of these things." (Luke 24:48)

As part of the Western North Dakota synod, you and your congregation are called to be witnesses of the good news of Jesus through the sharing of the God given gifts of your hands, feet, voices, and financial resources.

As the western North Dakota synod, here are a few small examples of the ways we witnessed to good news of Jesus in 2024...

...walking together with God's children in every corner of the world - from Israel & Palestine to the Central African Republic to Crosby, ND.

...supporting 11 seminarians; nearly 100 pastors and deacons; and 36 synod authorized ministers (SAM) who serve alongside us in mission and ministry.

...learning together at events supported by the Growing in Faith to Serve (GIFTS) ministry.

...building new partnerships for new and renewing ministry within congregations, parishes, and non-profit organizations across our synod.

...in church basements and gifted leaders who are carefully listening to the Spirit's voice as we give thanks for all that God has done through our congregations and wonder what God might be calling us into next.



Thank you for being a witness to the good news of Jesus! Simply stated, none of the work God calls us to do as church is possible without you. You are a gift for which I am incredibly thankful. May you and your congregation be filled with all joy and peace in believing throughout 2025!



Serving in Christ together,

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

DRAFT

2025 General Fund Revenues & Expenses Statement

	PROPOSED 2025 BUDGET	2024 ACTUAL	2024 BUDGET
REVENUES:			
Regular Offering	\$ 470,000.00	\$ 471,925.07	\$ 508,000.00
Initial Offering	200.00	115.00	400.00
Loose Offering	13,500.00	13,516.76	13,000.00
Youth Ministries (in/out)		3,803.98	
Food Faith & Family Meals (in/out)		6,898.91	
ELCA Global Mission (in/out)		1,765.00	
Thrivent Choice Dollars	2,000.00	0.00	2,000.00
Adult Faith Formation	400.00	362.10	400.00
Community Outreach (in/out)		2,473.85	
Fundraisers	20,000.00	49,334.94	28,566.62
Miscellaneous	6,000.00	12,666.22	4,000.00
Rent-Preschool and others	4,027.50	6,200.00	5,738.00
Building Fund Contributions/ Heat Pump Fund			
Transfer In From Building Fund (for Heat replacement)		21,774.07	
Transfer In From Contingency Fund (Youth)		5,478.41	
Transfer In From Music Enhancement Fund	11,400.00	9,045.27	12,000.00
Transfer In from Building Fund Earnings	60,800.00	52,327.06	52,600.00
Trust income for Bookkeeping	4,000.00		4,000.00
Transfer In from Outdoor Enhancement		11,491.29	0.00
TOTAL REVENUES	\$ 592,327.50	669,177.93	630,704.62
EXPENSES:			
Program			
Worship	16,850.00	15,454.64	18,150.00
Faith Formation	9,450.00	15,488.15	8,350.00
Witness	1,550.00	1,593.63	1,700.00
Stewardship	500.00	558.44	500.00
Total Program	\$ 28,350.00	\$ 33,094.86	\$ 28,700.00
Missions (see schedule A) & Trust assistance	\$ 18,800.00	\$ 22,688.43	\$ 19,200.00
Operations			
Buildings & Properties + Outdoor Enhancement	79,400.00	114,536.34	71,500.00
Office/Administration + Accounting Service	19,307.00	17,981.01	18,425.00
Fundraising Expenses		11,620.71	
Total Operations	\$ 98,707.00	\$ 144,138.06	\$ 89,925.00
Staff Salaries/Wages/Benefits			
Pastors Salaries & Housing Allowance	161,258.21	157,646.12	157,646.12
Staff Salaries	198,710.32	192,144.73	193,928.40
Benefits, Taxes & Other	145,990.45	139,067.90	141,305.10
Total Salaries/Wages/Benefits	\$ 505,958.98	\$ 488,858.75	\$ 492,879.62
TOTAL EXPENSES	\$ 651,815.98	\$ 688,780.10	\$ 630,704.62
Revenues Over/(Under) Expenses	\$ (59,488.48)	\$ (19,602.17)	\$ 0.00
Previous year's Carryover	(19,602.17)		
Total	(79,433.65)		
			0.00

REVENUES & EXPENSES BY FUND STATEMENT

	BAL - 1/1/24	REVENUE	EXPENSES	BAL - 12/31/24
GENERAL	\$ 87,170.15	\$ 669,177.93	\$ 688,780.10	\$ 90,107.17
PHASE II	\$ 14,216.15			\$ 14,216.15
BUILDING	\$ 1,483,990.91			\$ 1,541,518.26
Donations				
Transfer to General Fund				
Fees & Transfers				
Change in Value		\$ 57,527.35		
WORSHIP / MUSIC ENHANCEMENT	\$ 147,066.75			\$ 161,559.98
Interest				
Transfer to General Fund			\$ (12,000.00)	
Fees				
Change in Value		\$ 26,493.23		
CONTINGENCY	\$ -			\$ -
Transfer to General Fund		\$ -	\$ -	
Interest				
YOUTH CONTINGENCY	\$ 8,175.67			\$ 2,697.26
Transfer to Savings (General)2024Trns		\$ 50.00	\$ (5,478.41)	
Interest				
SABBATICAL CONTINGENCY	\$ -			\$ -
Transfer to Savings (General)		\$ -	\$ -	
Interest				
CONGREGATIONAL RENEWAL	\$ -			\$ -
Transfer from Sabbatical Contingency		\$ -	\$ -	
Interest				
Outdoor Enhancement	\$ 16,330.70		\$ (11,491.29)	\$ 4,839.41
Interest				
COMMUNITY OUTREACH	\$ 1,240.89			\$ -
2024 funds disbursement		\$ 1,181.25	\$ (2,422.14)	
Interest				

	Proposed 2025 Budget	Actual 2024 Budget	Actual 2023 Budget
Western ND Synod ELCA	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
MSU Lutheran Campus Ministries	\$0 (Trust)	\$0 (Trust)	3,350.00
Metigoshe Ministries	\$0 (Trust)	\$0 (Trust)	3,000.00
ELCA Global Missions	\$0 (Special Offering)	\$0 (Special Offering)	3,345.62
Church School Missions	\$0 (Special Offering)	\$0 (Special Offering)	602.81
Zion Community Outreach	500.00	1,000.00	2,418.27
TOTAL	\$ 18,500.00	\$ 19,000.00	\$ 30,716.70

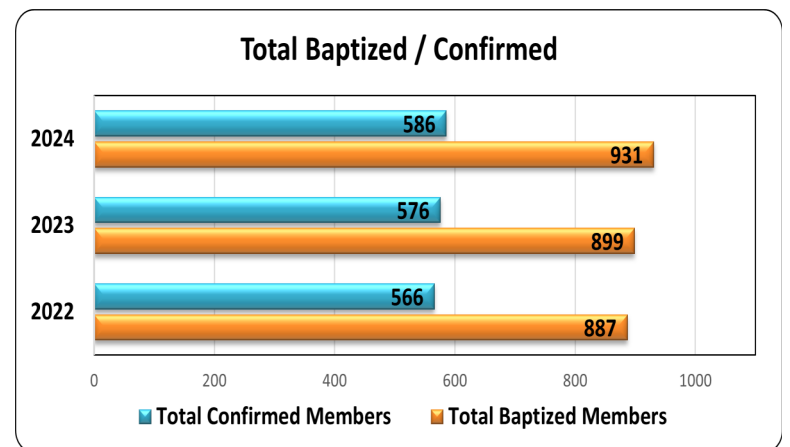
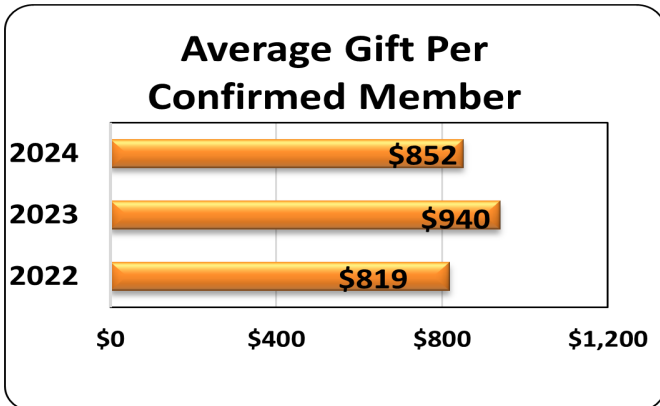
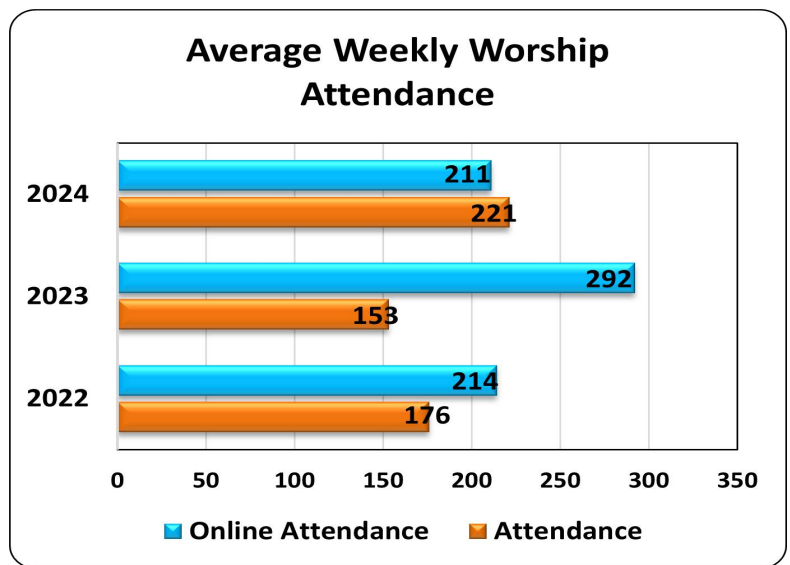
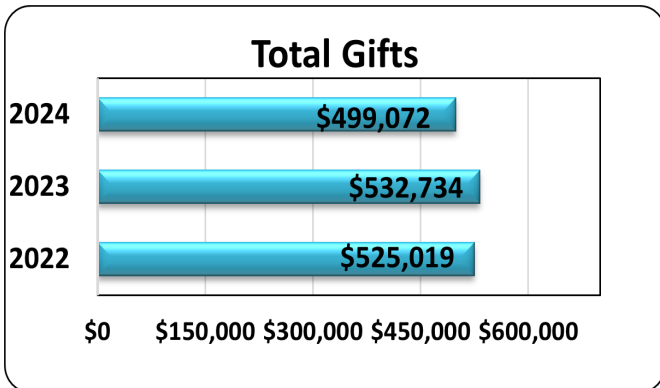
PAYROLL REPORT

PAYROLL REPORT for Annual Report

	Budget 2025	Budget 2024
<u>PASTORAL STAFF</u>		
Lead Pastor		
Salary & Housing 3% raise	85,654.80	83,160.
FICA Tax Allowance	6,552.59	6,361.74
Pension, Med., Dis, Dental + 1.5% pension top up	<u>42,086.87</u>	<u>37,417.48</u>
Total=	\$134,294.26	\$126,939.22
Associate Pastor		
Salary & Housing 1.5% raise	75,603.41	74,486.12
FICA Tax Allowance	5,783.66	5,698.19
Pension, Med, Dis., Dental	<u>47,365.56</u>	<u>45,468.24</u>
Total=	\$128,752.63	\$125,652.55
Total Pastors Compensation =	\$263,046.89	\$252,591.77
<u>STAFF</u>		
Director of Education & Family Ministry		
Salary 3% raise	59,435.53	57,704.40
Pension, Dis., IRA 3%	<u>8,023.79</u>	<u>9,232.70</u>
	\$67,459.32	\$65,205.97
Director of Youth & Family Ministry		
Salary 3% raise	45,985.38	44,646.00
IRA 3%	<u>1,379.56</u>	<u>1,339.38</u>
	\$47,364.94	\$45,985.38
Custodian & AV Director		
Salary 3% raise	44,990.40	43,680.00
IRA 3%	<u>1,349.71</u>	<u>1,310.40</u>
	\$46,340.11	\$44,990.40
Office Manager		
Salary 3% raise	42,299.01	41,067
IRA 3%	<u>1,268.97</u>	<u>1,226.94</u>
	\$43,567.98	\$42,124.94
Musicians	11,250	11,500.
Part-time Custodians	6,000	7,000
Payroll Taxes	15,629.74	14,300.03
Staff Reimbursements; Cell phone, mileage (\$40/mos x6 staff, mileage \$33.40/mos x4 staff)	4,483.20	4,483.20
Total Staff Salaries, Taxes and Other=	242,095.29	224,089.92
Payroll Total	\$505,142.18	\$488,181.69

2024 STATISTICAL REPORT

	2024		2023		2022	
Accessions	Baptized	Confirmed	Baptized	Confirmed	Baptized	Confirmed
Received by Baptism	22	n/a	17	n/a	14	n/a
Baptized Members Confirmed	n/a	12	n/a	27	n/a	22
Received by Transfer	9	15	0	13	29	16
By Affirmation of Faith	1	1	2	0	5	0
Return to Active Status	n/a	n/a	0	0	2	2
Totals	32	28	12	40	50	40
Losses	Baptized	Confirmed	Baptized	Confirmed	Baptized	Confirmed
By Death	n/a	16	n/a	11	6	6
By Transfer	0	2	0	19	15	12
Moved to Inactive Status	n/a	n/a	0	0	39	28
Totals	0	18	0	30	60	46
Net Increase/Decrease	Baptized	Confirmed	Baptized	Confirmed	Baptized	Confirmed
	32	10	12	10	-10	-6



Pastoral Acts	2024	2023	2022	2021
Baptisms	22	10	14	24
Confirmations	12	26	22	20
Funerals	16	20	20	20
Weddings	3	3	3	4

TRUST COMMITTEE REPORT

The Zion Lutheran Church Trust Committee, consisting of members elected by the Congregation, is responsible for administering the permanently and temporarily restricted bequests, contributions, memorials, and gifts given to and for the benefit of Zion Lutheran Church.

Some highlights funded this year were:

- Metigoshe Staff Scholarships
- Metigoshe Camperships
- MSU Lutheran Campus Ministries Pledge
- Metigoshe Ministries Pledge
- Day Camp Scholarships
- One Food Faith Family Meal
- 1/2 of the National Gathering Registration Scholarship
- Ad Spot on Reuseable Bags
- Grief Support Group Leader Guides

The permanently restricted funds are comprised of three separate funds which preserve their principal or corpus but may expend the distributable income, as defined by the fund documents.

- 1) The Lawrence and Hazel Snippen Trust is a donor created fund for the benefit of Zion Lutheran Church. Even though it's under the control of a separate Trustee, it is completely dedicated to the Zion Lutheran Church Trust, and is therefore included herein. John Huettl is the Trustee for this fund.
- 2) The Perpetual Fund accepts bequests, donations and memorials from benefactors and donors wishing to make contributions preserving the principal or corpus while allowing the earnings from those funds to provide support for Zion Lutheran Church's activities, missions, programs and needs at the discretion of the Trust Committee.
- 3) The ND Tax Credit Endowment Fund, established in 2014, accepts donations from donors wishing to claim the North Dakota Endowment Income Tax Credit for their contributions in accordance with the special rules, requirements and restrictions of North Dakota Law and the Fund.

The Perpetual and Tax Credit Funds transfer their distributable income quarterly into the temporarily restricted ELCA Income Fund (established in June 2017), which earns income as well. The Snippen Trust earnings are distributed quarterly into the Disbursement Account. Transfers are made from the Income Fund to the Disbursement Account as needed. The Trust Committee administers the distribution of those earnings in support of Zion Lutheran Church's activities, missions, programs and needs at its discretion per the Zion Trust Fund Bylaws. The activities in these Trust Funds are reported on the first following page.

The Memorial and Gift Funds may be restricted for use per donor specification and may be fully expended for those purposes. Church Pastors, Staff, and Committee Chairs direct the expenditure of these funds under the oversight of the Trust Committee. Those purposes are separately accounted for in individually sub-divided funds. The activities in these Memorial and Gift Funds are reported on the second following page.

The Trust Committee meets regularly and on special occasions to conduct the business of administering the funds under their control. There are fifteen committee members who are elected to serve three-year terms with a third of them being elected each year. Members may be elected to serve two consecutive three-year terms. After completing a second consecutive term, individuals must take a one-year hiatus before they can again serve on the committee.

-Kent Kirkhammer

President, Zion Lutheran Church Trust Committee

TRUST COMMITTEE REPORT - 2024 MEMORIAL & GIFT FUNDS

Trust Committee Report - 2024 Memorial & Gift Funds

Building Fund *(holding acct)*

Balance 01/01/2024	0.00
Receipts	795.00
Transfer to Zion Building Fund	795.00
Balance 12/31/2024	<u>0.00</u>

Music Ministry Fund

Balance 01/01/2024	7,656.04
Receipts	15.00
Disbursements	0.00
Balance 12/31/2024	<u>7,671.04</u>

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

Balance 01/01/2024	0.00
Receipts	0.00
Transfer to Zion Comm Outreach Fund	0.00
Balance 12/31/2024	<u>0.00</u>

Perpetual Trust Fund *(holding acct)*

Balance 01/01/2024	0.00
Receipts	280.00
Transfer to ELCA Trust Account	0.00
Balance 12/31/2024	<u>280.00</u>

Education Fund

Balance 01/01/2024	4,895.81
Receipts	70.00
Disbursements	0.00
Balance 12/31/2024	<u>4,965.81</u>

Undesignated Memorial Fund

Balance 01/01/2024	23,152.45
Receipts	5,229.15
Disbursements	0.00
Balance 12/31/2024	<u>27,831.60</u>

General Fund *holding acct)*

Balance 01/01/2024	0.00
Receipts	270.45
Transfer to Zion General Fund	270.45
Balance 12/31/2024	<u>21.03</u>

TOTAL ALL FUNDS

Balance 01/01/2024	\$ 45,448.33
Receipts	6,679.60
Disbursements	0.00
Transfers to other accounts	1,065.45
Balance 12/31/24	<u>51,062.48</u>

Outdoor Enhancement

Balance 01/01/2024	9,723.00
Receipts	20.00
Disbursements	0.00
Balance 12/31/2024	<u>9,743.00</u>

Zion Lutheran Church Trust
Market Value Fund Balance
January 1, 2024 - December 31, 2024

	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- 1/1/2024	\$167,713.15	\$751,086.58	\$170,801.31	\$143,541.35	\$ 13,836.83	\$1,246,979.22
CONTRIBUTIONS	\$ 9,078.51	\$ 2,143.00		\$ 64,391.30	\$ 8,989.52	
Snippen Fund					\$ 6,488.47	
Income Fund					\$ 17,000.00	
Total Contributions					\$ 32,477.99	\$ 108,090.80
CHANGE IN MARKET VALUE	\$ (1,230.54)	\$ 52,448.20	\$ 12,329.67	\$ 27,038.69	\$ -	\$ 90,586.02
ORDINARY NET INCOME						
Interest & Dividends					\$ 53.36	
Overdraft Fees/Fees					\$ (542.00)	\$ (488.64)
Net Income						
TRANSFERS OF DISTRIBUTABLE FUNDS	\$ (6,460.86)	\$ (35,611.12)	\$ (7,596.18)	\$ (10,000.00)		\$ (59,668.16)
DISTRIBUTIONS						
Metigoshe staff scholarships					\$ (2,500.00)	
Metigoshe camp scholarships					\$ (3,147.00)	
Youth Registration Scholarship					\$ (500.00)	
Youth Synod Gathering					\$ (18,253.76)	
Mission Pledges					\$ (6,000.00)	
Bibles					\$ (2,501.36)	
Ad Spot on reuseable bags					\$ (500.00)	
Grief Lectionary Guides					\$ (125.00)	
Total Distributions					\$ (34,069.12)	\$ (34,069.12)
MARKET VALUE FUND BALANCE- 12/31/2024	\$169,100.26	\$770,066.66	\$175,534.80	\$224,971.34	\$ 12,299.06	\$1,351,972.12



EDUCATION, CONGREGATIONAL & FAMILY MINISTRIES

Chris Torgeson, Director of Education & Family Ministry

Ephesians 5:20 - "Always giving thanks to God the Father for everything, in the name of our Lord Jesus Christ."

As I reflect on this past year, I have been reminded of the importance of gratitude in every aspect of our lives. The apostle Paul's words in Ephesians 5:20 challenge us to give thanks to God not only for the blessings we enjoy but also for the trials that shape us. It is through these moments of both joy and challenge that we see God's faithfulness and provision, guiding us as individuals and as a congregation.

This year, we have witnessed God's hand at work in our church family in countless ways. From the growth of ministries to the deepening of relationships within our community, God's grace has been evident. Even in the challenges we have faced, we have seen God's Spirit moving among us, uniting us in faith and purpose.

As we look ahead, let us carry this spirit of thanksgiving with us into 2025. May we continue to seek God's will, praising in all circumstances. Together, may we move forward with hearts full of gratitude, confident that God who began a good work in us will carry it to completion in Christ Jesus.

My heart is filled with gratitude. This verse from Ephesians reminds us to give thanks in all things, and I am truly thankful for the privilege of walking alongside this church family in ministry. Through seasons of growth and challenges, I have witnessed God's faithfulness in shaping us into a community rooted in His love and truth.

I am especially grateful for the steadfast support and love you have shown me over the years. Your prayers, encouragement, and partnership in the gospel have been a constant source of strength and joy. It is a blessing to serve among people who are committed to living out their faith and sharing God's love in meaningful ways.

As we look to the future, I remain thankful and hopeful for what God will continue to do in and through us. Let us carry this spirit of thanksgiving into the days ahead, trusting God's guidance and celebrating the work God is doing in our lives and in our community. May we always give thanks to God for unending love and faithfulness.

In God's 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 100 Students (Preschool-Grade 5) have been attending
- Over 30 Caring Adults serving our young people as Shepherds and Workshop Leaders
- Our approach to teaching Bible stories is fantastic and incredibly engaging! Using multiple intelligences ensures that every student finds a way to connect with and understand the material in a way that resonates with them personally. The diverse methods—like music, storytelling, acting, and even cooking—make the lessons dynamic and memorable. It's a wonderful way to foster a lifelong love for learning and faith exploration.
- Rotations/Bible Stories we explored in 2024: Holy Week, The Lost Sheep & The Lost Coin, What Does God Say about Wellness, Noah's Ark, and the Christmas Story told through the Angels' perspective and puppetry.

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
- Sarah Hochhalter, Melissa Solper, Lesley Peterson, Kia Torgeson, Ava Sweet, and Pastor Elaine all led the preschool/kindergarten Day Camp sessions. The theme was creation. We used a tent for Bible study time and enjoyed our beautiful outdoor space daily.

Wednesday Night Activities

Food Faith Family Meal

We are so blessed by the many families who have joined our supper teams to help cook and serve meals on Wednesday nights. These gatherings have become a beautiful time of fellowship, connection, and nourishment for everyone who attends. We're always excited to welcome more helping hands in the kitchen! Whether you're a skilled chef or simply enjoy pitching in, there's a spot for you on the team. Come share in the joy (and the shenanigans!) as we serve together!

This year, **Diana McLean** 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 also introduced the AMAZING FOOD PREP TEAM—**Shar Weltikol, Darla Felber, and Donna Schlosser**—who join Diana 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 this team, even our busiest Food Faith Family members can participate! On top of that, they've gifted 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, and we're always looking for more to join the fun. Come be a part of it!

Wednesday Night Worship

- A big shoutout to everyone who's been leading our music Wednesday nights, especially 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

- **Bible & Book Studies Series**—We offered several opportunities for adults to dive into God's Word, including:
 - *Animate: Bible, Animate: Faith, Forgiving What You Can't Forget, and MARY "Drawn In"*
- **Moms on a Mission**—This group of moms meets on Wednesday mornings during the school year for fellowship and encouragement through the joys and challenges of motherhood. This year's studies included the book *Looking for Lovely* by Annie F. Downs.
- **SOUL Sisters**—Meeting in the evenings, this group of women comes together for Bible and book studies throughout the year. One of the highlights was studying *Looking for Lovely* by Annie F. Downs.
- **LIFE Group (Living In Faith Everyday)**—In January and February, small groups gathered in homes to discuss the weekly Bible readings and sermon as part of our LIFE Group series.
- **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.

Congregational Life

Zion's 2nd Annual Time & Talent Auction

Zion's 2nd Annual Time & Talent Auction was a great success. It was held Sunday Nov. 17 at 6pm. This event saw 65 items donated raising **\$16,210** for Zion's general fund. There were no expenses for this event, as everything involved was donated. We are so grateful for the many items, services and resources people donated, and for our generous bidders. Thank you to our amazing Time & Talent Auction planning team: Diana & Bruce McLean, John Thompson, John Gruenberg, Pastor Elaine, and our entertaining & skilled auctioneers Kevin Beeter and Bruce McLean. We look forward to this event next year!



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. We then pack individual pieces of pie to deliver to those who have to work on Thanksgiving Day!

Choirs

Several times throughout this past year, we had choirs of all ages offer the gift of music in worship.



Handbell Choir

A group of all ages joined together to prepare a Christmas piece for one Wednesday night service.



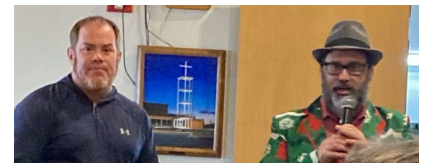
Hot Tots Game

Our Congregation enjoyed a Hot Tot game together, and raised funds for our youth attending the national youth gathering in New Orleans.



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. A huge thank you to those who baked, bought and supported this spectacular event.



Luke Schaefer & John Gruenberg auctioneered again, and we were delighted to have Milt Korslien step in a few times!



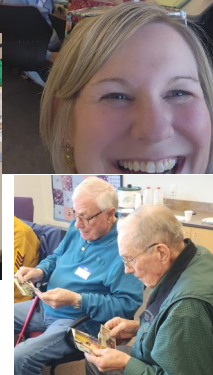
Widows & Widowers met for its 2nd year. Up to a dozen women and men gather for support and connection. It's a wonderful group of dear people who share their experiences to encourage each other. Widows and Widowers support meets the 1st Wed of every other month at 1pm. Led by Pastor Elaine.



Prayer Circle began this year as the old prayer chain group ended. Prayer Circle meets the last Wed of each month at 2pm. We discuss and pray over the needs in the church, discuss issues in our world needing prayer, and share a reading from "Praying for Strangers" by River Jordan. Led by Pastor Elaine.



OWLS Group (Older Wiser Lutherans) began meeting in 2024. Those 70+ gathered for a Homecoming Event in October, and will meet in April for a Zion Blooms Event. Over twenty attended our first OWLS event this fall where we looked over Zion memorabilia, reminisced, wore our school colors, visited, ate and created a Blessing Prayer for Zion's 127th Anniversary. Led by Pastor Elaine & Chris Torgeson.



Outdoor Enhancement Team

- Our Outdoor Enhancement Team continued to make progress in 2024 to beautify the northside of our property. A HUGE thank you to Eric Burckhard to overseeing the main portions of the projects this summer. This summer several projects were completed including:
 - The planting of grass on our two hills (\$1,500—Birdy's Hydroseeding)
 - Fencing was completed on the north and west sides of the property. (\$5,275—2nd half of payment to Legacy Fence)
 - Repairs and improvement to sprinkler lines to ensure our newly seeded hills were well-watered. (\$200—Sprinkler's Plus, LLC)
 - Cross Beams for North Entrance Arch (\$200—Lydia Streccius)
 - Our shed was moved to the concrete pad that was poured in 2023
- 2024 Financial Update:2024
 - Expenses Total: \$7,175
 - Balance of Outdoor Enhancement Funds:
 - 2024 Beginning Balance: \$16,330.70
 - 2024 End Balance \$4,839.41*
 - (There was a discrepancy in the fund balance from 2023 and adjusted through our accountant at Accounting Solutions)

Reconciling in Christ Committee Report

Zion Lutheran Church is proud to have a Reconciling in Christ (RIC) Committee that is committed to help Zion discern if becoming a RIC faith community is in Zion's future. Zion began actively exploring this idea in 2021. We have approximately 10 congregational members leading this exploration team.

RIC recognizes Lutheran churches and programs that welcome and provide a safe space for people of all sexual orientations, gender identities, and gender expressions. Zion's RIC Committee is working with the Church Council to help our congregation explore becoming an RIC partnered congregation. To become an RIC congregation, a Lutheran community must publicly indicate its welcome of all sexual orientations and gender identities. This can be done by passing a welcome statement at a congregational meeting. This will leave nothing unsaid. Our LGBTQIA+, Black, Brown, Indigenous, People of Color (BIPOC) siblings continue to experience exclusion and harm from others.

Some Christian communities who declare "All are welcome" will note that "All" does not include LGBTQIA+, Black, Brown, Indigenous, or People of Color (BIPOC). For this reason, it is valuable for congregations to explore becoming official RIC congregations. This would allow us to explicitly be identified as an inclusive and safe place for all. As a recognized RIC we would express our commitment to work towards becoming a full, welcoming, inclusive church who celebrates and advocates for all.

Engaging in this journey of discernment to become a RIC community deepens and expands the faith-life of Zion and builds lasting relationships. As we participate in dialogue to explore the RIC designation, we practice putting our faith into speech and action, creating a more vibrant spiritual community. Having a welcoming statement printed in our bulletin, in our announcements, read during worship and posted in our social media, serves to remind members who we are and how we have pledged to engage with one another while providing a safe, loving, accepting, inclusive environment truly for all. Our committee and the Church Council have work ahead of us to bring these discussions to you, our church members. We look forward to the upcoming year as we grow and learn as a congregation the direction and readiness Zion is at for these monumental steps. This will be a long journey, but I think you will find the lessons learned, the growth Zion will make and the faith journey we will all be able to experience will be beneficial for all.

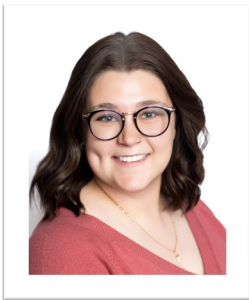
Respectfully Submitted,

Melody Sundbakken RIC Chair

Richard Jensen RIC Vice Chair

Youth Ministry

Youth Ministry Annual Report- Kortni Plorin



"I praise you for I am fearfully and wonderfully made."

-Psalms 139:14 NIV

Throughout 2024, Psalms 139:14 made its way into my life at least once a week. You could say it was my most read scripture verse of 2024 according to GoodReads. You would think that writing an article about this scripture and how it relates to youth ministry would be easy then, right? Well, you would be sorely mistaken. As I try to perfectly articulate how impactful this scripture has been over the year, I'm at a cross roads. Do I talk about the line *"Created to be exactly as God made you to be"* from a song we learned while on our first ever Jr. High Mission trip to Duluth? Dive deeper on how God knew exactly what God was doing when each and everyone of us was created? Acknowledge that we are made in God's own imagine?

Or, I could take the route of describing how I watch the youth of Zion grow into who God created them to be. Some are created to be caretakers by carrying their brothers on their back when their feet were too sore to walk while in New Orleans. Some are created to make others laugh by writing JUMBO-TRON on their t-shirt in the hopes they would be on the big screen. Some are created to comfort others when they are having a panic attack because 17,000 people in one place can be a little nerve wrecking. Some are created to work along side their siblings in ensuring those experiencing houselessness have some sort of normalcies when shopping at a second hand store.

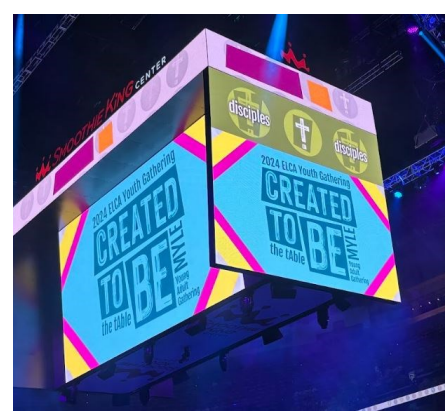
Another route I could take is to share how I feel like I was created to be part of Zion's ministry. From walking along side students in need of a shoulder to cry on, to creating space office space that is open for someone to work on homework. To watching a student's face shift as they realize what they are created to be, walking with them through that. I'm not sure which part will speak more to you, but just know, you, holy you, are created to be exactly how God made you.

Thank you Zion, for your continued support of youth ministry! From our 25 Confirmation Adult Leaders, to those who have supported our ministry financially during our wild fundraising season, and to those that prayed for us on our trips. Youth Ministry would not be possible without you!

Blessings,

Kortni Plorin

Director of Youth and Family Ministry



Youth Ministry 2023-2024 Highlights

- ELCA Youth Gathering in New Orleans
- 1st Jr. High Mission trip to Duluth
- Campfires
- Fundraisers
- Angel Display
- Caring Pumpkins
- Movie nights
- Western ND LYO weekend in Bismarck
- Bible Studies
- Lots of games



Annual Report Financials

Income	YTD
Student Deposits	\$4,175.00
Petty Cash	\$240.00
Youth Contingency Fund	\$5,693.92
Trust	\$18,253.76
Fundraisers	
Pop Sales	\$340.85
Fat Tuesday	\$647.00
Palm Sunday Carnival	\$208.00
Palm Sunday Caramel Rolls	\$1,020.00
Kids Sabbath Bake Sale	\$193.00
Youth Gathering Catalog	
Rummage Sale	\$2,107.13
Hot Tots 50/50	\$2,329.98
Bingo-ween	\$80.00
Yummy for the Tummy	\$1,350.00
Bingobells	\$212.05
Bake Sale/ Caramel Rolls	\$1,480.37
Misc. Income	\$225.00
Memorial Gifts	
Misc. Donations	\$677.07
Account Interest	\$1.75
Total Income	39,234.88

Expenses	YTD
Trip Expenses	\$33,744.44
Petty Cash	\$300.00
Synod Gathering	\$150.00
Pop Machine	
Fundraisers	\$1,125.84
Misc. Expenses	\$300.59
Total Expenses	\$35,620.87

	1/1/24	12/31/24
Checking Balance	\$16,266.03	19,878.29
Savings Balance	\$1,726.24	1,727.99
Total Balance	\$17,992.27	\$21,606.28

Music Report

“Shout for joy to the Lord, All the earth Worship the Lord with gladness; come before God with joyful songs.”
Psalm 100:1

2024 Zion Music Ministry Highlights

- Special Music Choir
- Traditional Worship Saturday and 1st & 3rd Sunday
- Praise Band 2nd and 4th Sunday
- Handbells during a Wednesday night worship in December
- Choir sang a traditional Norwegian song in December
- Christmas Concert
- Wednesday night camp style
- Christmas Eve Brass Band
- Acoustic Band to play on specific days throughout the year
- Special Music during Worship

Thank you to all our music leaders, musicians, musical volunteers, and any who shared their musical talents with us this year. Zion has a rich history of music ministry and we continue this tradition with the help of our staff and volunteers. We continue to explore creative ways to bring music into the life and community at Zion. If you have any ideas for music or would like to share your musical gifts, please share your ideas with one of the staff members.

Personnel Committee

Personnel Committee has been meeting this year to work through and update the Personnel handbook. Many of our handbook policies are very dated and we have been working diligently to bring them up to date with best practices. We have also been reviewing our staff and their roles to ensure that each is in a place where they can carry out the mission of Zion according to their strengths. The Personnel Committee would like to thank Pastor Elaine and all of our Zion staff for their willingness to work with us and to be flexible with the changes that have been occurring.

Submitted by:
Luke Schaefer

COMMUNITY OUTREACH

Zion Outreach Committee Annual Report for 2024

Team Composition: The Outreach Committee is comprised of three dedicated Zion members, one council representative, and is supported by Pastor Natasha.

Mission Statement: The Outreach Committee is committed to serving our community with compassion and wisdom, adapting to changes and challenges as they arise.

2024 Activities and Assistance: This year, the Outreach Committee approved a total of ten assistance requests, extending help in various forms to those in need. Areas of support included:

- Lutheran Social Service of Minnesota
- Hotel stays (now discontinued except for informed exceptions)
- Utility bills
- Rent assistance
- Meals

Hotel Assistance Policy Update: Due to instances of abuse, assistance with hotel stays has been discontinued. However, exceptions can be made at the discretion of Pastor Natasha in collaboration with the committee members.

Gas Stamps: In 2024, we distributed gas stamps to 47 individuals. However, Marketplace Foods has recently discontinued paper gas stamps, transitioning to an app-based system. As of now, the committee has no replacement for the gas stamps, and we are actively exploring alternative options to continue supporting those in need.

Respectfully submitted,

The Outreach Committee

GROUP & COMMITTEE REPORTS

Book Club

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 2024	"Little Mercies" by Heather Gudenkauf
February 2024	Your choice from "Bill O'Reilly's Killing Series"
March 2024	"The Lincoln Highway" by Amor Towles
April 2024	"The Little Liar" by Mitch Albom
May 2024	"The Immortal Life of Henrietta Lacks" by Rebecca Skloot
September 2024	"Leota's Garden" by Francine Rivers
October 2024	"Before I Go To Sleep" by S.J. Watson
November 2024	"The Women" by Kristin Hannah

-Submitted by Kristi Asendorf

Quilting Ministry

At a church service in May 26 seniors who are members of Zion are graduating. They will receive one of our quilts made for them. Congrats to each of them! We meet the 3rd Monday of each month at 9am. We do not meet in the summer or in December. We were in need of more help as we were down to one worker. We put out a plea for help and had 6 new quilters, thank you so much for helping us out!

In Christ,
The Quilters

Prayer Shawl Ministry

HELP WANTED! If you knit or crochet (or would like to learn), we would love to have you join our ministry! You can work at you 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. There are no required meetings, but a few of us typically meet the second Tuesday of the month at 5:30pm (September-May) 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. Luke Schaefer and John Gruenberg generously offered their time to share the auctioneer duties this year. We also had a special appearance by the kind and wonderful original, Milt Korslien! Many thanks to the skilled and generous bakers and candy makers who supplied the goodies. We were able to raise \$2,700 in just over an hour! The Prayer Shawl Ministry did not need any of the income at this time so we decided to let half of the money go toward the youth and half go to the general fund.

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

—The Prayer Shawl Ministry

2024 Financial Report—Prayer Shawl Ministry

INCOME		EXPENSE	
<u>Total income: \$430.00</u>		Yarn	\$292.31
		Fabric for conf.	\$98.60
		Thank you notes	\$5.35
		<u>Total Expense:</u>	<u>\$396.26</u>
Checking Balance	<u>1/1/2024</u>	<u>12/31/2024</u>	
	\$3,695.96	\$3,729.70	

Building & Properties Committee

This year has been another busy year for the building and grounds committee. Some of the activities the team has been focused on were the change to our snow removal contractor. This was our first full year and we have been pleased with the change. We hosted a yard clean up day and discussed different options to spruce up the look and feel of the grounds, including flower beds, rock replacement, and bush trimming and removals. One of the biggest issues that has taken the most time has been the heat pump replacement project. This has been an ongoing topic at each meeting for the last couple of years. From figuring out the problem, coming up with possible solutions, reaching out to professionals, and giving recommendations to come up with the best plan moving forward. This project has finally been completed. We also assisted with new carpet tiles in one of the rooms. The Building and Grounds Committee has also recommended a budget moving forward to establish a more comprehensive facilities plan to use for the future. These are just a few highlights of the past year, and we need to give a huge thank you to our very own Eric Burckhard as he has done much of the heavy lifting on all these items. The Committee has done a lot of great work over the last year, and they are very excited for the opportunity to continue to serve in the coming year.

Members:

Chair: Korby Seward, Chad Beggs, Rod Torgeson, Joe Stenvold (Council rep) Pastor Elaine Sveet (staff rep), Eric Burchard (custodian and staff rep)

Sisterhood Ministry

2024 Sisterhood Annual Report

Activities :

Jan - board/card games and munchies

Feb 19 - Matthew 25 volunteer - some also made donations

April 12-14 - Women's Retreat at Lake Metigoshe Christian Center

April 16 - Culvers and Ordinary Angels movie

May - Youth Rummage Sale and lunch

August 28 - 2nd annual chili/mac & cheese cook off - volunteered to help serve
Entered Mac & cheese this year - 1st place

September - planning meeting

October 12 - Soup Cook Off - Deb's Circle of Friends

*November 18 - Matthew Project volunteer

Dec - Christmas cards for homebound, nursing home, and new members

Dec - Angel Tree - 2 names off the tree

Sisterhood Ministry Cont.

Narrative:

2024 started out with group bonding over games and snacks. In February, several of us volunteered at Matthew 25. We organized shelves, hung up clothes, sorted books, and helped display miscellaneous items for those in need. We also brought some of our own donations. In April, we held a Women's Retreat at Lake Metigoshe Christian Center. We are hoping to get other women of Zion interested in joining us at this retreat. It is a much needed time of reflection, reading, eating, game playing, walking, movie watching, and conversation. We also attended a Culver's Fundraiser and the movie *Ordinary Angels* .

May was our biggest month this year with the Youth Rummage Sale to help our youth attending the National Youth Gathering in New Orleans. Sisterhood prepared and served lunch to help raise money during this rummage sale. We also helped the youth set up, organize rummage items, and run the event. Sisterhood earned \$479.25. When the sale was over, we helped box up the remaining items and brought them to Matthew 25.

August brought about our 2nd Annual Mac & Cheese cook off. Sisterhood volunteered to help with set-up and serving. Our Mac & Cheese even won this year! Thanks to everyone who participated. We look forward to this event again next year. In September we held a planning meeting and decided to participate in "Deb's Circle of Friends" Soup Cook Off. We may not have won any prizes this year, but it was a wonderful event. In November, we volunteered to help at Matthew 25 again. Finally, we 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. Look for our scheduled events and join us for any or all activities.

2024 Financial Report - Sisterhood

Expenses:

#1057 \$25.00 Deb's Circle of Friends - Trinity Cancer Care

#1058 \$40.72 Donna Cole - Chili and Mac & Cheese

#1059 \$41.34 Cindy Palen - Soup

#1060 \$29.20 Cynthia Palen - Stamps for Christmas cards

#1061 \$100.00 Vicki Rovenko - Christmas Angel Tree

Income:

\$12.00 Envelope of cash in mailbox

\$479.25 Deposit from Rummage Sale Luncheon

Checking Balance:

01/01/2024 - 12/31/2024

\$1,194.55 \$1,578.74

Zion Lutheran Church Women (ZLCW)

Zion Lutheran Church Women (ZLCW)

The Zion Lutheran Church Women's board saw the resignation of Mary Ann Stoa this past year, and we welcomed a former treasurer, Carolyn Lyon to join myself and Helene Anderson on this three-person board.

The main event that the board oversaw was the resuming of the Mothers and Others Salad Luncheon the day before Mother's Day. Hannah circle took on all arrangements and the day was a success. Pastor Elaine was our speaker and Jerrod Kolles sang several selections for us. Door prizes were given and we had a wonderful offering for Project Bee in the amount of \$479.

Our other most important contribution was to have given several hundred dollars in charity through the annual Giving Day in February and our end of the year donations in December. All the amounts are in the attached section by our treasurer. We had two in-gatherings for the Thankoffering this year, one in February for the one missed in 2023 and one in November for 2024. Part of our income comes from the funeral lunch serving that many of our women take part in, as well as some men.

Following is our treasurer's report:

Total Thank Offering collected for 2024 is \$2,795.63 (this includes 2023 collected in February 2024)

Memorials/Donation to ZLCW for 2024 is \$1,045.00

Funerals for 2024 is \$1,775.00

Gifs of gifting for 2024 is \$4,429.00 listed below

ZLCW Year End of gift of gifting (contributions)	2024
African (CAR) 2024 NOW	\$ 200.00
Domestic Violence	\$ 300.00
ELCA 2024 Now Katie's designate endowment	\$ 100.00
ELCA 2024 now W.I.S.E. Support women's seminary students	\$ 100.00
Kalix (Minot Vocational Workshop)	\$150
Lord's Cupboard name as of 2024	\$150
Lutheran Campus Ministries	\$200
Men's Winter Refuge Shelter reissue to Inspiritus 12/13/24	\$200
Metigoshe Ministries	\$200
Northern Plains Children Advocacy Center new 2024	\$200
Northern Plains Children Advocacy Center from Circle	\$200
RSI Children's Homes	\$200
Salvation Army	\$300
Second Story	\$150

St Joseph's Foundation/ Area Homeless Coalition now INSPIRTUS	\$200
Zion Global Missions	\$200
Checks Written End Of Year (December)	\$3,050
Anne Carlson School	\$300
Great Plains Food Bank	\$300
Habitat for Humanity Northern Lights	\$300
Project Bee (old YMCA Florence Anderson Shelter)	\$479
Paid in March- Giving hearts	\$1,379
Total Disbursements	\$4,429

Respectfully submitted,
Sonja Hernes, President

Financial Report - Zion Lutheran Church Women (ZLCW)

December 31, 2024

Income	Monthly	Prior YTD	YTD
			0.00
Book Sales		20.00	20.00
Cards		119.00	119.00
Circles - Regular Offering		240.00	240.00
Donations/Memorials		1,045.00	1,045.00
Funerals/Kitchen		1,775.00	1,775.00
Interest Income - Bank		0.00	0.00
Lenten Lunch		329.85	329.85
Mothers & Others Offering		479.00	479.00
Quilts/Baby Blankets or Sweaters		310.00	310.00
Thank Offering	231.00	2,564.63	2,795.63
Total Income:	\$231.00	\$6,882.48	\$7,113.48

Expenses	Monthly	Prior YTD	YTD
Advent Breakfast		0.00	0.00
Advent Offering		0.00	0.00
Cards		82.00	82.00
ELCA Regular Offering	25.50	94.50	120.00
ELCA Thank Offering (ELCA)	1,275.00	2,062.13	3,337.13
ELCA Cluster dues yearly		0.00	0.00
ELCA Cluster offering		124.50	124.50
ELCA Cluster registration & gas		147.00	147.00
ELCA Cluster love offering		25.00	25.00
Donations		250.00	250.00
Giving Hearts (Yearly)	3,050.00	929.55	3,979.55
Kitchen/Funeral Supplies		0.00	0.00
Lenten Lunch		0.00	0.00
Mothers & Others Offering Project Bee		479.00	479.00
Mothers & Others Expenses		161.68	161.68
Misc/Office Supplies (<i>deposit tickets & stamp</i>)		0.00	0.00
Postage/Processing fees/stamp pads	0.00	14.99	14.99
Program Expenses(<i>Gather subscription</i>)	0.00	305.11	305.11
Quilting	\$ -	87.27	87.27
Funeral Supplies		0.00	0.00
Subscriptions		0.00	0.00
Year End Donations		0.00	0.00
Total Expenses:	\$4,350.50	\$4,762.73	\$9,113.23

Checking Balance - 1st Western	Monthly Totals
Checking Balance 11/30/24	\$5,134.77
Income	231.00
Expenses	4,350.50
Checking Balance 12/31/24	\$1,015.27
<i>Difference</i>	-\$1,625.00

Checking Balance - FWB
Checking Balance 12/31/23
Income
Expenses
Checking Balance 12/31/24
<i>Difference</i>

Bank Reconciliation - 1st Western	12/31/2024
Bank Statement Balance	\$ 2,640.27
Total Outstanding Deposits	
Total Outstanding Check	\$ 1,625.00
Total Bank Balance	\$ 4,265.27

(should be \$0)
OS Check

Dear partners in ministry –

First and foremost, THANK YOU so much for all of the ways that you have supported Lutheran Campus Ministry this year! We are grateful for your kind words, prayers, financial gifts, hospitality, food and winter gear donations, serving soup, for serving as current and previous board membership, and for coming out to the Chili Cookoff & Auction. This ministry to the Minot State community is truly one that comes to life through the body of Christ at work throughout our congregations. You all are amazing!



2024 has been a year of strengthening our established ministries and experimenting with ideas that could have an even greater impact in sharing the light and hope of Christ to students.

Our Food Pantry ministry continues to grow to serve the needs of students facing food insecurity. We have begun partnering with the POWER Center on campus, creating a secondary pantry location in the lower level of the Gordon B. Olson Library. Between the two locations we now average around 90 visits each month. We have also partnered with the Social Work Department so that we have up to two students each semester to help organize donations and keep the pantries well stocked for students. Both new partnerships have deepened our relationships within the campus community.

As an extension of the food pantry, the Cold Weather Gear Giveaway was well-used by many grateful students once again this fall. While there are many students at MSU from North Dakota and other colder climates, we also have quite a few from the southern states and Africa who are not prepared for the severity of our winters. Your gently used winter gear helps to give a warm welcome to these students.

We have also expanded our ability to serve soup on Tuesdays with the recent addition of a 9th roaster. We knew we needed to expand our operation when the line of students went out the door and we were out of soup an hour later! Tuesday Soup is also a great time for conversations with students and making connections. We are incredibly grateful for our volunteers – both the leaders of this ministry (we're looking at you Carmen Fricke, Dick Butts, Sue Robb, & Fred Rittel!) as well as all of those who have volunteered during your congregation's week to serve.

Christ-centered conversations are another foundational aspect of our ministry on campus in 2024. These happened both in small groups of students during times we've come together for service projects or Bible studies, as well as during one-on-one conversations.

One new way we were able to reach more students for chaplaincy this year was through our partnership with the POWER Center who created First Fridays. This monthly visit to the POWER Center enabled us to meet students we may not have otherwise connected with.

There were several other opportunities to build relationships this last year, including having a presence at the Western North Dakota Synod's LYO gathering as well as at a young adult retreat at Badlands Ministries, continuing our once-a-semester Church without the Church worship service at Prairie Sky Bread, hosting speaker and musician Rachel Kurtz to support Christians who have too often been pushed out of churches, and guiding yoga events in various churches.

It has been a fruitful year on campus, and we are looking forward to 2025 with eager anticipation as we continue to discern where God is calling us. Thank you again for everything you do to make this ministry happen!

In Christ,



Rachel Simonson
Campus Pastor at Lutheran Campus Ministry at Minot State University
Rachel.Simonson@MinotStateU.edu
www.lcmmsu.com



The secondary food pantry location in the lower level of the Gordon B. Olson Library, in partnership with the POWER Center.



Rachel Kurtz bringing her healing gifts of song and storytelling



A line of students waiting for the start of Tuesday Soup.

AUDITING COMMITTEE REPORT

This year, an audit was not completed as a certified CPA goes through our financials monthly. The CPA ensures that all records are accurate and compliant with current regulations. This ongoing review process helps maintain transparency and accountability in our financial management. Additionally, it allows us to address any discrepancies in real time, avoiding the need for a full annual audit.

INSURANCE REPORT

Insurance Report– PRELIMINARY

As required by the By-Laws of Zion Lutheran Congregation, we submit the following Preliminary insurance information. The numbers below are all preliminary as church mutual will not be able to give us finalized numbers until this spring due to their new policy. 2026 will go back to the old policy.

Package coverage is written with Church Mutual Insurance Company of Merrill, Wi. The policy numbers are **TBD** (common Policy) and **TBD** (Umbrella Liability Policy). The policy terms are for 12 months and they will expire on the 1st of April 2026. Policies automatically renew at each anniversary with the policies premiums subject to adjustment at that time. The current preliminary premium total **\$15,058**

The common policy coverages are as follows:

1. Building (Main Location)	\$5,196,998
2. Business Personal Property	\$779,919
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. Employee Dishonesty– Forgery or Alteration	\$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: *Arnold Babcock*

Date: 1/15/2025

Metigoshe Ministries



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

2024 Recap & '25 Plans

NEW CAMP PROGRAMS! We're excited to be introducing a new half-week High School program in 2025! Navigators camp will have our usual faith-building components, and will focus on water adventures like tubing and water-skiing, sailing, and a canoe adventure on the Mouse River. We have also updated our family camps in exciting ways that will give families more flexibility during their week. We are also really excited to be digging in to the book of JONAH all week for this year's SWAT (Bible Study) & camp theme!

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.

After holding prices steady last year, we did have to make a slight increase to camp costs for the 2025 season. But we are continuing to improve opportunities for financial support. Our "campership" program remains fully funded and application information is available online, in our brochure or by calling the office. We've also added a second "Early Bird Deadline" that includes a higher discount rate of \$50 for those who register early—details can be found on our website.

A few important dates to remember!

- **ANNUAL MEETING:** May 4, 3 pm at the Christian Center. *Be sure to elect your delegates!*
- **WORK DAY:** June 7 starting at 9 am - help us get camp ready for the year!
- **QUILT AUCTION:** June 28 at 10 am. We raised over \$85,000 in 2024 and are looking forward to another great event in 2025! 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 2024 Camp Metigoshe welcomed over 1,650 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 second 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

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks ...

God, we praise you and give you thanks.

You are good, and your mercy endures forever.

You gave us a garden with good food to eat.

We praise you for food that nourishes us.

You rescued your people from slavery.

We praise you for freedom.

You gave us prophets to correct, rebuke and encourage us.

We bless you for your justice and mercy.

You gave us your Son, Jesus, to love, redeem and save us.

We praise you for his death and resurrection.

You gave us your Holy Spirit to be our Advocate and Comforter.

We bless you for the gifts of every tribe and nation.

Strengthen your church with every spiritual gift

and commission us again to be your servant people.

Multiply in us the fruit of the spirit:

love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.

Send us in your love and mercy,

that the world may know you and praise you.

Now Thank We All Our God



1 Now thank we all our God with hearts and hands and voices,
2 Oh, may this bounteous God through all our life be near us,
3 All praise and thanks to God the Father now be given,



who wondrous things has done, in whom this world rejoices;
with ever joyful hearts and blessed peace to cheer us,
the Son, and Spirit blest, who reign in highest heaven,



who, from our mothers' arms, has blest us on our way
and keep us all in grace, and guide us when perplexed,
the one eternal God, whom earth and heav'n adore;



with count-less gifts of love, and still is ours to-day,
and free us from all harm in this world and the next.
for thus it was, is now, and shall be ever - more.

Evangelical Lutheran Worship, 840

Text: Martin Rinkhart, 1586-1649; tr. Cathering Winkworth, 1827-1878

Music: NUN DANKET ALLE GOTT, Johann Crüger, 1598-1662

Let us pray.

Gracious God, you are the giver of every good gift. Bless us with all that we need for ministry in your name, that we might be a blessing to others. In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord.

Amen.

Through your generosity, God is at work across the ELCA. 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. Read stories and learn more at **LivingLutheran.org/SOFIA**.



Evangelical
Lutheran Church
in America