

2025 Annual Report



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ANNUAL MEETING AGENDA

Welcome and Call to Order	Linda Havlicek, President
Reading of the Purpose of this Church (Constitution)	Leadership Board
Opening Prayer	Rev. Tyler Rasmussen
Approval of Previous Minutes from February 9, 2025	Mike Marciniak, Secretary
Financial Report, 2024 Final and 2025 Update	Joe Di Giacinto, Treasurer
Annual Report Highlights	Teams, Ministries, Staff
2024-2025 Celebration Slideshow	Rev. Tyler Rasmussen
Bioretention Basin Update	Douglas Johnson
Sanctuary Accessibility	Leadership Board
Daycare Rental Update	Leadership Board
Thank Those Going Off Leadership Board	Rev. Tyler Rasmussen
Completing their Terms: Dave Nelson, Abby Sumiec	
Leadership Board Elections	Nominating Committee
Nominated for a First Term:	
Installation of New Board Members	Rev. Tyler Rasmussen
Other Business and Announcements	Floor
Lord's Prayer	Rev. Tyler Rasmussen
Reading of Mission and Vision, and Dismissal	Rev. Tyler Rasmussen

WELCOME FROM THE BOARD PRESIDENT

I'd like to welcome you to the 2025 Annual Meeting of Mt Zion Lutheran Church!

This year we began Triangle Dinners to help people in the congregation get to know one another. Pastor Tyler created a whole confirmation program for our youth! We hosted film screenings and discussions on peace and justice. And we welcomed so many new members. We continued traditions and look forward to the new ways to reach out into the neighborhood.

Linda Havlicek, Leadership Board President

STATEMENT OF PURPOSE

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

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

To fulfill these purposes, this congregation shall:

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



PREVIOUS MEETING MINUTES

Annual Meeting

June 2, 2024 10:40 am

Welcome and Call to Order
48 in attendance

Linda Havlicek, President

Opening Prayer Rev. Tyler Rasmussen

Approval of Previous Minutes from January 28, 2024 Mike Marciniak, Secretary
Moved by second by Eileen Steinke. Approved unanimously

2024 Ministry Goals, Update Mavis Roesch, VP

Planting Faith

Small Group Ministry

Exploring ideas. For example, one idea currently being explored is a cooperative faith group with the other Tosa Lutheran congregations for adults with developmental needs.

(Re)New(ed) Member Connections

A mailing targetting inactive members was sent to invite them to Easter worship.

New Community Connections

One-time mailings being sent to new homeowners in a 5-zip-code radius. These mailings include both information about Mt Zion and information about how our ministry can benefit them (such as Tosa Cares, anonymous services, scouts, and pastoral care).

A new Community Team is being organized to focus on this effort. They may have a booth at the Tosa Community Fair on June 15.

Healing and Other Worship Services

In the fall, opportunity to come up for healing prayer was provided.
New Easter Vigil service!

Growing Disciples

Gift Training

A spiritual gifts workshop was provided in Faith Forum in the fall of 2023.
Pastor is preparing a spiritual gifts lesson for confirmation for the fall of 2024.

Gift Tracking

In progress.

Gift Opportunities

In progress.

Nurturing Our Soil

Staff Care and Inflation

All staff were given a 2% raise.

Tuckpointing

Due to budget shortfalls, this had to be put on hold again. But it is a priority soon to save us more costly expenses down the road.

Balancing Our Budget

The ELCA Mission Investment Fund is returning our budget payments to normal levels within the year (gradually increasing each quarter).

The Leadership Board has been working hard on finding alternate solutions to our budget challenges, exploring with an open mind options ranging from bringing in new renters, sharing staff between congregations, and moving locations, and will be reporting to the congregation at the Annual Meeting on their findings.

Financial Report, 2024 Final and 2024 Update Mike Marciniak, Treasurer

Budget is on pace. Which is only OK as the budget was planned with a negative budget. Asked the congregation who may be behind on pledged donations to follow through on those donations if able.

Major Property Projects Update Douglas Johnson

Water retention basin: Construction to begin in Sept/Oct. Cost is \$0 and will result in a \$2500 savings on Mt. Zion's water bill.

Solar Panel project: 40Kw on the flat roofs of Mt. Zion. Electric Saving expected to be \$6K per year. Mt. Zion will pay the installation cost for the first 6 years. After that, the savings will go to Mt. Zion. You can donate directly to the project, donate by buying bonds from legacy solar, or donate through buying bonds through Mt. Zion.

Scheduled to be constructed in fall and connected.

Interest rate at 4%

Actual cost is \$115K. Grant from solar for good is \$10K; Inflation reduction at \$31K; \$5K grant from focus on energy. The rest is financed through

Annual Report Highlights Teams, Ministries, Staff

2023-2024 Celebration Slideshow Rev. Tyler Rasmussen

Exploring Future Options Leadership Board

Presented potential options for the future of Mt. Zion

Host a preschool or Child Daycare

Host a teen or community center

Host an Adult Daycare

Host additional congregations

Enter into a Parish agreement with another congregation
Selling to a nursing home and rent back the chapel
Sell the facility and move locations.

Thank Those Going Off Leadership Board Rev. Tyler Rasmussen

Completing their Terms: Mavis Roesch, Katie Frederick, Janet McCarthy, Sherry Downs

Leadership Board Elections Nominating Committee

Nominated for a First Term: Joe Di Giacinto, Anna Kissel
Moved by Leadership Board. Approved Unanimously.

Installation of New Board Members Rev. Tyler Rasmussen

Other Business and Announcements Floor

Looking to update the church constitution at the Jan. 2025 meeting.
We will try communion at the rail on the 4th Sunday of June, July, August
Will try VBS 2nd or 3rd full weeks in August. Looking for volunteers

Need to vote on changes to the Mt. Zion constitution regarding the Endowment.
Vote to approve the language change approved unanimously.

Bill Luedtke: Chairman of the Stewardship Committee. Charged the stewardship committee with filling the \$55K shortfall. Made an emotional appeal in January. It hit people's heart, but didn't really result in additional funds.

Douglas moved to adjourn. Tony second
Lord's Prayer Rev. Tyler Rasmussen

Regular Congregation Meeting

February 9, 2025 10:40 am

Meeting Minutes

Call to Order Linda Havlicek, President

Opening Prayer Rev. Tyler Rasmussen, Pastor

Motion to Suspend Bylaw S1.11. Linda Havlicek, President
Bylaw S1.11. states this meeting is to be held in January.

The motion was approved unanimously.

Approval of Agenda Mike Marciniak, Secretary

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

Approval of Minutes from June 2, 2024 Mike Marciniak, Secretary

Ellen Steinke motioned to approve the minutes, Irene McCarthy second the motion. The motion was approved unanimously.

Approval of Minutes from Sept. 15, 2024 Emergency Congregation Meeting Mike Marciniak,
Secretary

Joe Di Giacinto motioned to approve the minutes, Irene McCarthy second the motion. The motion was approved unanimously.

Revised Welcome Statements Outreach Committee

Joe Di Giacinto motioned to approve the changes, Deb Kleppek second the motion. The motion was approved unanimously.

Conversation about Communion at the Rail Rev. Tyler Rasmussen, Pastor

Print Directory Discussion / Online Dir. Video Rev. Tyler Rasmussen, Pastor

GMSynod Thank You Video Rev. Tyler Rasmussen, Pastor

Stewardship Campaign Report Stewardship Committee

Approval of Budget for 2025 (2/3rds vote) Joe Di Giacinto, Treasurer

Irene McCarthy motioned to approve the budget, Nancy Di Giacinto second the motion. The motion was approved unanimously.

Election of 2025 Nominating Committee Dave Nelson, Vice President

Mavis Roesch, Nancy Di Giacinto volunteered to be on the nominating committee.

Joe Di Giacinto motioned to approve the nominations, Mike Marciniak second the motion. The motion was approved unanimously.

Appointment of Lay Voting Members to Synod Assembly Dave Nelson, Vice President
on Friday, May 30 (5p) through Saturday, May 31, 2025

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

Shauna Johnson and Mavis Roesch volunteered to represent Mt. Zion at the synod assembly. Irene McCarthy motioned to approve the nominations, Joe Di Giacinto second the motion. The motion was approved unanimously.

Leasing Updates Rev. Tyler Rasmussen, Pastor

Property Updates Property Committee
Solar Panels, Bioretention Basin

Thank Yous and Announcements Open to All

Deb Kleppek - Request for new Festal Décor volunteers. Please contact Deb to volunteer.

Anna Kissel - Triangle Dinners – These are dinners hosted by different families within the congregation. People who are interested will be paired up and take turns hosting dinners. Anna had seen this done at her previous congregation and sees it as a way to bring us closer together. Please contact Anna if interested.

Adjourn

Linda Havlicek, President

Irene McCarthy motioned to adjourn, Linda Ertel second the motion. The motion was approved unanimously.

Benediction and Lord's Prayer Rev. Tyler Rasmussen, Pastor

Pastor's Report

This year has gone by so fast - y'all have kept me very busy! With your support, I've been working on finding a new renter, writing a new confirmation curriculum, leading the joint youth group without pastoral support from our partner congregation while they're in a time of transition, serving as dean of our conference, and now temporarily (hopefully!) chairing the synod's RIC Ministry Team - and all of that in addition to the normal duties and ministries at Mt Zion. I love being busy, but wow! How did a year fly by already?

I think my favorite memory from this past year was the times of service with the youth - organizing hospital scrubs for shipment across the world in Chicago and running the showers at Mr. Bob's Under the Bridge. Why is it that serving others leaves such a deep impression on the mind? And I'm so looking forward to taking the teens to Pineridge this year to visit the Lakota people; one of my favorite memories in all of life was an immersion with the Pueblo people in New Mexico. My saddest memory was missing Holy Week with you all, having to lay at home with pneumonia. My biggest joy has been the children's sermons - we had so many kids this year that I felt like I was running a circus in the middle of worship! And a personal side project has been learning how to post shorts of the sermons on YouTube - we're regularly getting over 1000 viewers on most of the shorts that are posted, which is totally awesome.

More than all of that, however, is how my relationship with each of you has deepened and we've shared times of faith - both joy and sadness - together. I look forward to and hope for many days of sharing the journey, with all its questions and struggles and unknowns - with each of you. If you ever want to talk - even if I'm busy - I will find a way to make time for you. Because that's what the ministry really is: It's walking with you, with our neighbors and friends, with everyone we meet as we journey into discovering God's love and grace in our lives.

Blessings on the year ahead!
~Pastor Tyler

Congregation Statistics and Pastoral Acts in 2024

Total baptized membership: 413

Total active participants in the life of Mt Zion: 231

Average weekly worship attendance*: 89

Baptisms: Teagan Ann Lalley and Ellie Michelle Williams

Confirmations: None

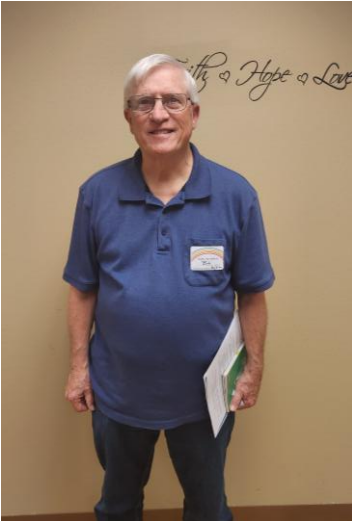
New Members: Olivia Juel, Domonique Gordon, Jen Johnston, Andy Johnston, Jack Johnston, Arlo Johnston, Talula Johnston, Robert Young, Morgan Rud, Jessica Monahan, Brendan Monahan, Clara Monahan, Michelle Mackai, Scott Brimeyer, Chastity Brimeyer, Charlotte Brimeyer, Grace Brimeyer, Judy Graf, Susan Kenny, Lilly Snow, Ellie Williams, Jill Ausloos, Thomas Ausloos

Weddings: None

Funerals: James Matsen, Barbara Pipia, Norma Hollander, Ellie Yellick, Lucy Fischer

*Includes in-person and streaming attendance

Leadership Board Nominees



Bob Young

I was born Dec 1948 in Quakertown, PA., graduated from Neshaminy High School, earned a B.A. from Muhlenberg College, and a Masters in Theology.

For two-thirds of my work life I held leadership roles in non-profits. The last third, I worked as a customer service representative in companies with a technical product. My last employer, twelve years before retirement, was GE Healthcare where I served as a sales support rep for a department that built and supported anesthesia machines. I cured orders submitted, followed the build time for the machines ordered, managed change orders, and did troubleshooting when an order broke down.

I write pulp fiction with ten books self-published on Amazon.com, the eleventh to be published later this summer, and a new murder mystery on the way for 2026.

I'm an athlete (varsity football in college), running two miles a day, four to five days a week plus playing senior men's softball in the summer.

My wife and I cheerlead four children, five grandchildren, their numerous fur-babies, and a toy poodle of our own.



Andy Johnston

Hello Mt Zion community! I'm a proud parent of three children with my wife Jennifer, and a lifelong Wauwatosa resident. I'm currently employed in Wisconsin's dairy industry and have enjoyed an eclectic career. I feel grounded in nature, and am often found wandering the Milwaukee County Grounds lost in my thoughts. Since returning to Mt Zion I've been fortunate to spend time learning from our Outreach Committee, and Community Team, as well as work with Tosa Cares. Some of my core principles reside in service and inclusion. The numerous ways this congregation lives its faith in service to the community inspires me, and makes me proud to be a member! I'm excited to have an opportunity to help Mt Zion continue the good work being done

LEADERSHIP, STAFF, TEAMS, AND MINISTRIES

2024-2025 Leadership Board

Linda Havlicek, President
Dave Nelson, Vice President
Mike Marciniak, Secretary
Joe Di Giacinto, Treasurer
Abby Sumiec, Kevin Burke, Anna Kissel

Staff

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

Teams

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

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

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

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

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

Ministries

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



Our Weekly Worship Volunteers!

Altar Care

Edie Di Giacinto
Nancy Di Giacinto
Joe Di Giacinto
Dom Gordon
Liv Juel
Linda Havlicek
Andy Johnston
Jen Johnston
Talula Johnston
Debbie Kleppek
Mavis Roesch
Jess Monahan

Assisting Ministers

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

Lectors

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

Ushers

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

Ushers

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

Audio/Visual

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



Acolytes

Gwen Anderson
Jack Johnston
Mari Di Giacinto
Emmett Johnson
Francesca Riccaboni
Gabriella Riccaboni
Isabella Riccaboni

Greeters

Keith and Liz Anderson
Jenny Hawes
Dick Hollander
Irene McCarthy
Erin McDougal
Bob and Nancy Schrap
Kent and Margie Spicer
Karl and Karen Engelhardt
Edie Di Giacinto
Nancy and Joe Di Giacinto

Communion Assistants

Gwen Anderson
Joe and Nancy Di Giacinto
Tom and Linda Ertel
Jenny Hawes
John and Lynda Yanny
Lora Marheine
Janet McCarthy
Erik Peterson
Mavis Roesch
Gabriella Riccaboni
Jess Monahan

Offering Stewards

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

Greater Milwaukee Synod Assembly – Annual Report for June 2024

Our synod met on 5/17-18 at the Italian Community Center, and Mt Zion was represented by Pastor Tyler, Mary Johnson, and Douglas Johnson. Together with representatives of all the ELCA churches in southeastern Wisconsin, we accomplished the annual business of the synod, including:

- Provided comments on the draft social statement on Civic Life and Faith. This is the same statement that we discussed in adult forums at Mt Zion last fall. The task force will continue to accept feedback through September 2024, and then they will submit the result for vote at the ELCA churchwide assembly in 2025.
- Debated and approved a budget for the next fiscal year. Despite making numerous cuts in areas typically supported by GMS (especially campus ministry and support provided to the ELCA), the final budget still had a deficit of about \$8k. These cuts and deficit were necessitated by the fact that member congregations have been reducing contributions to the GMS in recent years.
- Accepted nominations and elected people to several GMS committees, most notably selecting the people who will represent GMS at the next ELCA churchwide assembly (7/28-8/2/2025 in Phoenix, AZ).
- Approved five resolutions, including two that were submitted by Pastor Tyler's committee: to develop a social statement on children and vulnerable youth, and to increase continuing education commitments for our rostered ministers.
- Met in a unique and meaningful worship service led by members of the Lutheran Church of the Great Spirit, a new Milwaukee congregation of Native American Lutherans.



HIGHLIGHTS FROM 2024 - 2025

- **All-Year-Round**

- Joint MZY (Mt Zion Youth) Nights with Martin Luther Church

- **June**

- Pride parade and RIC Worship service
- Table at Tosa Community Fair

- **July**

- Sunday School kids acknowledged Pastor Tyler's 40th birthday
- Youth Trip to Chicago

- **August**

- Pet Blessing
- Leana Gedemer joined as Choir accompanist

- **September**

- Tabernacle of Praise began renting worship space
- God's Work. Our Hands. Day of service
- Film screening: Undivide Us

- **October**

RenFormation Faire

- **November**

- Hosted Elections in the Fellowship Hall
- Ukrainian Women's Group rented Fellowship Hall kitchen to cook perogi's as fundraiser for war relief

- **December**

- Solar Panels installed
- Children's Nativity Play

- **January**

- Board game night
- Implemented Triangle Dinners
- Prayer for Safe Schools
- Mark Rice, Transformational Justice Campaign presented the Faith Forum

- **February**

- Forgiveness Project special presentation

- **March**

- Mardi Gras party
- Bonhoeffer Lenten Series

- **April**

- Pastor Tyler home sick with pneumonia for Holy Week; former pastor, Rev. Stephen Samuelson returns to Mt Zion for Maundy Thursday and Good Friday
- Faith formation sets off the fire alarm while using a fog machine for the Easter egg hunt – causing the fire department to come.

- **May**

- Conversation on Peace and Justice in Israel and Palestine
- May the 4th Star Wars day celebrated with a pool noodle lightsaber fight among the youth



STRENGTHENING FAITH PROGRAM

Pastor Tyler's big project of the year was writing a new confirmation curriculum he calls the "Strengthening Faith Program", modelled on a secular program he loves called the "Strengthening Families Program". Let's take a moment and find out what this curriculum is all about.

Why did you need to write your own curriculum?

Pastor: Honestly, there's nothing good out there, particularly that's based in Lutheran theology (months after starting I found out the Presbyterians have something similar to what I've been making, but it was still missing key elements). I've been writing and rewriting my own curriculum every year I've taught confirmation because I don't like what's out there, and I've gotten tired of the need to constantly write something new because I found everything I did the previous time had so many gaps.

What makes this curriculum different?

Pastor: So many things! Let me name a few highlights in brief.

1. It's not organized around the Small Catechism. It includes everything in the Catechism, of course, but that's not the focus. The focus is on preparing the youth to make the promises of confirmation, such as trusting God, living in unity with others, living as a Christian daily, serving others, and striving for justice and peace. The hope is not simply that they'll know the Lord's Prayer like traditional confirmation programs, but that they'll be equipped to live out their faith.
2. Parents are required to attend. Every study in the last 25 years has said we can't raise youth of faith if we don't raise adults of faith. Some things we do together, and some things we do apart. As the youth learn to live out their faith, the parents learn how to support them and guide them in faith.
3. It assumes that we need to start from square one, because youth enter confirmation from many different places. The first few weeks we ask basic questions like "What is faith?", "Who is God?", and "Who am I?" Traditional catechism programs usually assume youth already know those things. This program tries not to assume the youth know anything about faith (or that what they do know may not match what Christians believe). Starting with the basics, the SFP hopes to build up youth who have a clear and firm understanding of our faith.

What's it been like writing this curriculum?

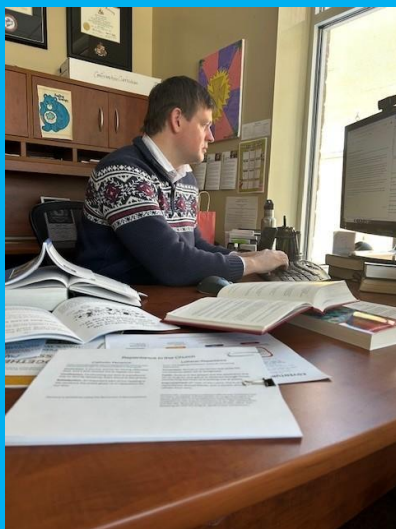
Pastor: So challenging! It's made me recognize more gaps in what I've previously taught than I've ever realized. It's forced me to ask basic questions about faith. Everything for the adult portion of the program is brand new and the most challenging to create. And, honestly, even though 75% of the topics are things not found in a traditional confirmation curriculum, I'm finding I have way too much content compared to time, and figuring out what to trim when I feel these things are important and central to training faithful disciples has been impossible.

What's been your favorite part?

Pastor: I was surprised partway through when I realized I was writing a systematic theology. I hated systematic theology class. But if you walk through this program from start to finish, I think it tells you everything of importance you need to know, learn how to do, and believe as a Christian.

Anything else you'd like to share?

Pastor: Thank you, Mt Zion, for giving me the time to write this program. I know I have had to step back from some other activities in order to make it happen, and I appreciate you giving me the permission to do so. It's far from done (I need more time! Please and thank you!), but it has been a project of passion and I look forward to being able to share the finished product with others.



Pastor Tyler at his desk developing the Strengthening Faith Program on a chilly winter day.

Teams, Committees, and Groups Highlights

Splash Ministry

We have three children in the birth - 3 age group.

Two are in the 13-24 months category and one in the 25-36 months category.

The 25-36 months child will age out in less than 3 months.

Knit One, Pray Too

Knit One, Pray Too is the prayer shawl ministry at Mt Zion. Our prayer shawl ministry has given over 400 shawls to loved ones over the years. Since the group's inception, our shawls have been distributed around the world, to every continent except Antarctica.

Nancy Schrap, Anna Kissel, Mary Johnson, Shauna Johnson and Lora Marheine work hard making prayer shawls for you to give to people who are in need of a warm hug and a reminder of God's love, but sometimes they get together for an evening of fun and food, like this tea party!

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

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

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



Festal Décor

We are almost upon Ordinary Time and Festal Decor can finally breathe after a busy season. Our group consists of Anna Kissell, Edie DiGiacinto and myself, Debbie Kleppek. We are always looking for people that like to be the 'behind the scenes' of the church and want to help out. If you don't feel you have decorating ideas, don't worry, there is always someone on our team that has ideas to apply our new vision. We are happy to say that we loved the feedback after the Christmas season and how the church looked so cozy and festive, and inviting. Feedback is always welcome, that makes us work harder to present the Sanctuary in the most beautiful way we can.





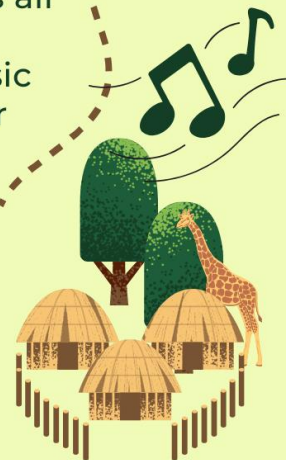
A JOURNEY INTO THE UNKNOWN



This year in music at Mt. Zion, we bravely journeyed into the great unknown... of syncopation. Our Mt Zion musicians were thrown headfirst into contemporary and gospel styles of music on several occasions, navigating tricky rhythms with equal parts courage and caffeine. The bell choir even teamed up with Dave on guitar for a genre-bending collaboration. We also had amazing guest stars to add some saxophone and brass into the mix.

We wrapped up the year with a joyful celebration and a huge thank-you to everyone who helped make music happen at Mt. Zion: our guest musicians, the ever-faithful choir and bell ringers, the brave new members who jumped in headfirst, and the congregation who clapped in rhythm (mostly) and supported us all the way.

And if you've ever considered making music with us- whether you're a trained musician or just really enthusiastic during karaoke- we'd love to have you next year. If you've got the spirit, there's a place for you here.



Traditional Music Highlights

Mt Zion has a beautiful pipe organ. It is in fairly good shape for being 65 years old. I am excited playing it and showing off its various sounds and colors during worship.

I noticed I was losing agility in my right hand over a year ago. I then was disheartened and planned on retiring this August. Last fall I was diagnosed with Parkinson's Disease. Medication has helped my hands regain strength. I will keep playing at Mt Zion as long as I am able. God is good.

This past year we had a bass player on Reformation Sunday, a harp player on the First Sunday of Christmas. A thank you to Douglas Johnson and Steve Downs for playing trombones on Easter Sunday. If you have a musical gift and would like to share it during worship, please let me know.

Mark Schroeter



Triangle Dinners

In March, Anna Kissel began the Triangle Dinners program. A Triangle Dinner is when three families or groups gather together to have a meal. Triangles are randomly assigned and the groups coordinate when they will have their meal. Previous groups have had a Cinco de Mayo-themed dinner or a delightful Sunday brunch. Every three months, new triangles are assigned.

The goal of this program is to get to know fellow Mt. Zion members in a more comfortable setting. There was a similar program in the church that Anna grew up in, and she wanted to replicate it here at Mt. Zion. All ages & group sizes and types are welcome!



Outreach Committee

Throughout the year the committee promoted the Mission of the Month, including providing speakers from each organization for Adult Forums.

- Reformation partnership continued through congregation's donations to SONshine Pantry, support of the SALT Summer Youth Program and Well Mothers/Well Babies. In addition to monetary support, volunteers from Mt. Zion also supported the programming. The Faith Fellowship Dinners continued and now include St. Matthew's in addition to Reformation, Mount Carmel and Mt. Zion.
- Prison Ministry highlights include helping to facilitate Mt. Zion as a Community Service Site for Breaking the Chains Ministry. The men participating in community service have completed many projects at Mt. Zion and Tosa Cares. In addition, they enjoy a homemade lunch and fellowship with members. Hosted the annual Christmas gift bag assembly with volunteers from many churches in the Greater Milwaukee Synod.
- The Good Samaritan fund was active throughout the year providing utility payment assistance, rent assistance, bus fare, food via Tosa Cares and other financial assistance for people as needed.
- MICAH membership continues with Jerry Roesch participating in leadership in MICAH and MZ Outreach Committee.
- Tom Ertel continues to participate in the ELCA Youth/Youth Adult Ministry Committee and MZ Outreach Committee.
- Organized the annual ELCA church-wide God's Work Our Hands event on September 7, 2024. 12 volunteers from the congregation assembled 100 personal care kits for Courage House MKE, made and delivered gifts to 17 homebound members, assembled food boxes for Tosa Cares, and worked alongside Reformation members to clean up the park across the street from their church. Preparation for the 2025 event on September 20 has begun.
- Organized and hosted Christmas Has a Heart on December 8, 2024. A total of \$3345 was raised for five organizations.
- Continued to promote and encourage the congregation's participation in the work of Tosa Cares.
- Continues to investigate and promote other opportunities to get Mt. Zion members involved in the community outside of our walls.

Andrea Cockerham



MZY

Who loves playing hide-and-seek EVERY. SINGLE. TIME. WE. GET. TOGETHER.?
The Mt Zion (and Martin Luther) youth!

If any of you remember the Pandemic, then you'll understand what I mean when I say: This year it's beginning to feel like the youth group is finally building the deep bonds again. The high schoolers text each other when someone doesn't show up, saying, "Where are you?" They want to see each other and enjoy one another's presence. That's huge. And these kids love serving. We simply cannot provide them enough opportunities to serve.

A highlight of the year was taking 4 youth to Chicago. It was a small group due to many hiccups in planning, especially including the unexpected departure of the pastor from Martin Luther. But those who went enthusiastically served at a community garden and a medical redistribution center that provides free supplies to countries in need. Their couple days of volunteering made a big difference in the lives of many. This summer we are taking a bigger group to the Pineridge Reservation, located within the lands of the Lakota people. It won't be service in the traditional sense, but these youth will come home changed people from this experience.

I'm so excited to see what the youth do next (as long as it's not hide-and seek)!!!

Public Theology

Pub(lic) Theology is always one of the best events of the month. It's a chance for open conversation around a faith topic. And we covered some great topics this past year.

- Is religion a force for good?
- What the difference between Christian morals/ethics and America's morals/ethics?
- Holy Communion – What the point?
- What I believe (even if it may not all be strictly Christian).
- Does religion have any place in politics?
- Grab-bag of faith questions from social media.
 - If Paul wrote a letter to the Church in America, what would he say?
 - Is it ok for Christians to celebrate Halloween?
 - If there is no salvation, is Christianity worth it?
 - Is going to church necessary for a Christian?
 - What is the role of fear in religion?
- When did you feel most spiritually alive in your life?
- How does technology shape us?
- When is it appropriate to judge someone?

If these topics interest you or you have faith questions like these that you'd love to engage in with a group of people, feel free to join us at the next Pub(lic) Theology.

Property Highlights

In addition to our regular tasks of maintaining the building and grounds, we have undertaken several significant projects since last June:

- Parking lot repairs: patched large pothole in center of main parking lot, seal-coated the front parking lot, improved handicapped parking signs, and repainted all yellow lines.
- Expanded vegetable garden (harvested produce is donated to Tosa Cares).
- Worked with a crew from Breaking the Chains to apply sealant to the window wells outside the Sanctuary walls, which significantly reduced rainwater leakage in the storage areas of the Fellowship Hall.
- Removed some bushes from around sign out front and re-establishing grass.
- Replaced dead LED sign out front with permanent metal sign.
- Improved lighting in the Kitchen
- Upgraded to brighter LED bulbs in the Sanctuary that use less power.
- Earned a 2024 Energy Star ranking for our energy efficiency improvements.
- Installed a drinking fountain on the 2nd floor of the Education Wing.
- Installed 40kW of solar panels in December, which are expected to provide 1/3 to 1/2 of our electricity needs each year.
- Began upgrading the AV capabilities of the Stage in the Fellowship Hall.
- Monitoring progress of planned stormwater retention system, which needed to be re-designed following discovery of higher-than-expected groundwater levels. Construction is now expected to occur in 2026.



Douglas Johnson, Property Committee chair

Worship Volunteer Highlights

I'd like to first remember our late volunteers. Barb Pipia and Norma Hollander were wonderful greeters who always had smiles on their faces every time they greeted. These members will all be missed!

Now let's welcome some of our new and recent members who have become volunteers.

- Bob Young has joined the MZ choir and has become a reader on Sunday mornings.
- Shauna Johnson has joined the Hospitality group, for one. There are too many to mention here. She is a creative baker and is becoming a master baker with gluten free ingredients. It seems as though every week she is bringing a new bakery item. Every week she is bringing something new. Yum!
- The Johnston Family and Liv & Dom have joined our Altar Care group.
- Ray is making a new door for the reading box on the corner of 120th and W. North Avenue.

We have two new positions. Thank you, Grace, for becoming a junior Acolyte! Thank you, Niko, for becoming a junior Usher! We will try to have a schedule for them this fall so that they have a youth/adult partner to show them the ropes.

Thank you to Suzy Morgan for always being available to cover in the case of an usher not being available at the last minute.

There are many more, too many to name. Thank all of you for everything you all do to make the church run smoothly.

Nancy & Janet





Celebrating our New Members

Olivia Juel and Domonique Gordon

Jen, Andy, Jack, Arlo, and Talula Johnston

Robert Young

Morgan Rud

Jessica, Brendan, and Clara Monahan

Michelle Mackai

Scott, Chastity, Charlotte, and Grace Brimeyer

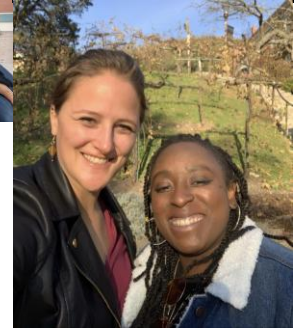
Judy Graf

Susan Kenny

Lilly Snow

Ellie Williams

Jill and Thomas Ausloos



In Memorium

Remembering the members
we lost this year



James Matsen



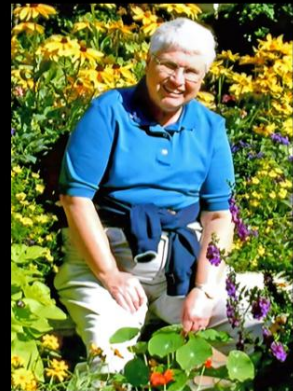
Lucy Fischer



Ellie Yellick



Barbara Pipia



Norma Hollander

THANK YOU!



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

Anna Kissel

Anna's wisdom, skills, and passions have been invaluable to Mt Zion this past year. People are loving the new Triangle Dinners she's been organizing, and they are giving our congregation a chance to grow closer together and get to know each other better than we have in years. Anna's also been a big help and guide in moving forward with a potential new large renter and all the challenges that come with that project. Thank you, Anna, for all the support you provide this ministry!

Bob Young and Jenny Hawes

Tosa Cares is our favorite ministry! And it's always wonderful when we see new people get connected with Tosa Cares and feel a passion for serving more than once every few months or years but volunteering to serve regularly at our food pantry and clothing closet. Bob and Jenny have become integral volunteers at Tosa Cares, making the difference in the lives of many every week. Thank you for sharing the love of God and serving those in need!

Jessica Monahan

If you want to talk above and beyond, please give a round of applause for our administrator. So much is put on Jessica's plate, and she brings her best to it all. She is the combination of a secretary, a media production team, an accountant, a caregiver, a friend, and more. This church is blessed to have Jessica at it. Thank you, Jess!

Joe Di Giacinto, Dave Fohr, and Jim Goetzinger

Financials are the language that even math majors don't like to speak, and the time and care these three men took in doing a review of our financial records this year is greatly appreciated. Each of them deserve much gratitude for doing what most of us look at as a mysterious hodgepodge of numbers. Thank you.

Every year there are always so many thank you's to give, but we only have room to say a few. We always miss many who really need to be thanked, but many thanks, even if your name is not on this list.

2024 FINANCIAL REPORTS

Fund Activity Summary

Fund Activity Summary
for the period of 01/01/2024 to 12/31/2024

Fund	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
Net Assets without Donor Restrictions							
General Fund	(\$41,288)	\$440,159	\$382,953	\$57,207	\$0	\$57,207	\$15,919
Mt Zion Endowment Fund	\$143,321	(\$36,655)	\$0	(\$36,655)	\$0	(\$36,655)	\$106,666
Fixed Assets	\$2,090,579	\$181,244	\$42,482	\$138,762	(\$99,702)	\$39,060	\$2,129,639
Total Net Assets without Donor Restrictions	\$2,192,612	\$584,748	\$425,435	\$159,314	(\$99,702)	\$59,612	\$2,252,224
Net Assets with Donor Restrictions							
Building	\$21,149	(\$18,445)	\$0	(\$18,445)	\$0	(\$18,445)	\$2,704
Mortgage	\$3,599	\$1,800	\$0	\$1,800	\$0	\$1,800	\$5,400
Youth	\$2,061	\$2,753	\$0	\$2,753	\$0	\$2,753	\$4,814
Sunday School	\$1,392	\$35	\$0	\$35	\$0	\$35	\$1,427
Endowment	\$677	\$374	\$0	\$374	\$0	\$374	\$1,051
Good Samaritan	\$2,997	(\$1,251)	\$0	(\$1,251)	\$0	(\$1,251)	\$1,746
Total Net Assets with Donor Restrictions	\$31,875	(\$14,733)	\$0	(\$14,733)	\$0	(\$14,733)	\$17,142
Net Assets with Donor Restrictions (with Subfunds)							
Mission Support	\$15,011	(\$10,890)	\$0	(\$10,890)	\$0	(\$10,890)	\$4,121
Special Appeals	\$201	(\$201)	\$0	(\$201)	\$0	(\$201)	\$0
Other Restrictions	\$16,826	(\$111,260)	\$0	(\$111,260)	\$99,702	(\$11,558)	\$5,268
Total Net Assets with Donor Restrictions (with Subfunds)	\$32,038	(\$122,351)	\$0	(\$122,351)	\$99,702	(\$22,649)	\$9,390
Total	\$2,256,525	\$447,665	\$425,435	\$22,230	\$0	\$22,230	\$2,278,755



Statement of Cash Flows

Statement of Cash Flows

<u>Account Number</u>	<u>Account Name</u>	<u>Actual Year Ended 12/31/2023 Amount</u>	<u>Actual Year Ended 12/31/2024 Amount</u>
<u>Operating Activities</u>			
	Net Income	\$34,164	\$22,230
Adjustments to reconcile Net Income to Net Cash provided by operations:			
1440	Solar Panels		(\$116,944)
2100	Accounts Payable	(\$1,733)	\$6,919
2211	Portico Benefits		\$846
	Net cash provided by operating activities	\$32,432	(\$86,948)
<u>Investing Activities</u>			
1220	ELCA Endowment Pooled Trust - Fund A	(\$5,807)	\$36,655
1230	ELCA MIF Term Investment	(\$4)	(\$5)
1291	Cuna (PJ Boylan)	(\$179)	\$3,494
3000	General Fund	(\$150)	\$0
	Net cash provided by investing activities	(\$6,141)	\$40,143
<u>Financing Activities</u>			
2510	MIF Building Addition Mortgage	(\$26,813)	(\$21,818)
2531	Legacy Solar Bridge Loan	\$0	\$99,702
	Net cash provided by Financing activities	(\$26,813)	\$77,884
<u>Summary</u>			
	Net cash increase for period	(\$522)	\$31,079
	Cash at beginning of period	\$26,387	\$25,865
	Cash at end of period	\$25,865	\$56,944

Income Statement

Income Statement

Account Number	Account Name	Actual	Actual	Budget
		Year Ended 12/31/2023	Year Ended 12/31/2024	Year Ended 12/31/2024
		Amount	Amount	Amount
<u>Income</u>				
4110	Regular Worship	\$248,524	\$243,729	\$229,769
4120	Tithe.ly	\$96,731	\$105,010	\$100,000
4130	Other Sources	\$467	\$2,443	\$2,000
4210	Holidays and Special Services	\$3,098	\$4,817	\$1,500
4260	Memorials, Honorariums, and Bequests	\$23,493	\$2,890	\$2,500
4280	Fundraisers and Freewill Donations	\$739	\$0	
4290	Restricted Giving	\$32,578	\$12,729	\$0
4310	Mission of the Month	\$6,167	\$9,304	\$0
4390	Other Benevolence	\$5,307	\$1,781	\$0
4410	Fees and Registrations	\$250	\$1,711	\$0
4420	Rent	\$18,547	\$23,156	\$18,500
4430	Interest and Dividends	(\$1,273)	\$2,519	\$10
4440	Grants and Trusts	\$5,290	\$25,490	\$0
4910	Transaction Processing Fees	(\$1,534)	(\$1,797)	(\$1,300)
4930	Gain (Loss) on Investment	\$20,392	\$13,884	\$0
4960	Net Assets Transferred between Unrestricted Funds (1)			(\$69,840)
Total Income		\$458,775	\$447,665	\$283,139
<u>Expense</u>				
5120	Worship	\$9,764	\$4,440	\$6,414
5130	Faith Formation	\$1,107	\$950	\$1,033
5140	Congregational Enrichment	\$5,955	\$6,321	\$2,481
5150	Events	\$1,543	\$2,526	\$1,538
5110	Partnerships	\$6,525	\$3,200	\$1,200
5190	Benevolence	\$14,836	\$24,110	\$0
5210	Supplies	\$8,521	\$7,173	\$7,518
5220	Equipment	\$10,362	\$7,159	\$6,278
5240	Advertising	\$109	\$333	\$0
5290	Fees	\$790	\$450	\$600

5310	Pastor	\$92,769	\$96,272	\$97,211
5320	Employees	\$93,729	\$91,002	\$86,853
5340	Contracted Supply Services	\$1,086	\$797	\$1,200
5390	Other Personnel Expenses	\$10,940	\$8,067	\$8,550
5410	Property Insurance	\$11,568	\$17,157	\$11,718
5420	Utilities and Services	\$65,793	\$52,476	\$68,255
5430	Regular Maintenance & Repairs	\$10,945	\$11,104	\$11,033
5440	Occasional Maintenance & Repairs	\$17,996	\$22,436	\$24,800
5450	Capital Improvements (2)	\$9,100	\$26,979	\$0
5490	Interest Expense (1)	\$51,174	\$42,482	\$0
	Total Expense	\$424,611	\$425,435	\$336,682
	Net Income (Loss)	\$34,164	\$22,230	(\$53,543)
	Principal Payments on Debt (1)	(\$26,813)	(\$21,818)	
	Noncash Gift in Kind - Solar Panels		(\$10,490)	
	Net Income Minus Principal Payments on Debt and Noncash Income	\$7,351	(\$10,078)	(\$53,543)

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

(2) \$23,920 of the capital improvements expensed in 2024 was for new glass block windows in Fellowship Hall fully funded with restricted donations. Normally Generally Accepted Accounting Principles would require this amount to be capitalized, however it was expensed instead due to the smaller amount and fact that it was fully funded with restricted contributions.

\$116,944 spent on the new solar project in 2024 was capitalized as required by Generally Accepted Accounting Principals. The \$116,944 was financed with \$99,702 of debt and \$17,242 of grants and contributions. Approximately \$45K of the solar project debt is expected to be repaid in 2025 from a \$40K federal tax credit and additional restricted donations.

The solar project was completed and fully operational at the end of 2024. The final \$5,495 spent on the project was funded with a rebate received from WE Energies under the Focus on Energy Program in early 2025. As a result no debt in addition to the \$99,702 will be incurred and it should be reduced to about \$54K by the second half of 2025 after the federal tax credit is received.

Balance Sheet

Balance Sheet

Account Number	Account Name	As of 12/31/2023 Amount	As of 12/31/2024 Amount
Assets			
Cash and Cash Equivalents			
1110	Chase Checking Primary	\$25,254	\$56,048
1111	Chase Checking Secondary (Debit)	\$77	\$310
1112	Chase Savings	\$204	\$204
1120	ELCA MIF Demand Checking	\$326	\$378
1190	Petty Cash	\$4	\$4
Total Cash and Cash Equivalents		\$25,865	\$56,944
Investments			
1210	eTrade	\$31	\$31
1220	ELCA Endowment Pooled Trust - Fund A	\$143,301	\$106,646
1230	ELCA MIF Term Investment	\$124	\$130
1290	Life Insurance	\$3,494	
Total Investments		\$146,950	\$106,806
Property			
1410	Building & Grounds	\$3,118,011	\$3,118,011
1420	Furniture & Fixtures	\$15,657	\$15,657
1430	Office Equipment & Electronics	\$23,381	\$23,381
1440	Solar Panels	\$0	\$116,944
Total Property		\$3,157,049	\$3,273,993
Total Assets		\$3,329,864	\$3,437,744
Liabilities			
Payables			
2100	Accounts Payable	\$6,869	\$13,788
2200	Payroll Withholdings	\$0	\$846
Total Payables		\$6,869	\$14,634
Loans and Mortgages			
2510	MIF Building Addition Mortgage	\$1,066,470	\$1,044,652
2531	Legacy Solar Bridge Loan	\$0	\$99,702
Total Loans and Mortgages		\$1,066,470	\$1,144,354
Total Liabilities		\$1,073,339	\$1,158,988
Equity			
Net Assets without Donor Restrictions			
3000	General Fund	(\$41,288)	\$15,919
3010	Mt Zion Endowment Fund	\$143,321	\$106,666
3020	Fixed Assets	\$2,090,579	\$2,129,639
Total Net Assets without Donor Restrictions		\$2,192,612	\$2,252,224
Net Assets with Donor Restrictions			
3100	Building	\$21,149	\$2,704
3110	Mortgage	\$3,599	\$5,400
3200	Youth	\$2,061	\$4,814
3210	Sunday School	\$1,392	\$1,427
3300	Endowment	\$677	\$1,051
3400	Good Samaritan	\$2,997	\$1,746
Total Net Assets with Donor Restrictions		\$31,875	\$17,142
Net Assets with Donor Restrictions (with Subfunds)			
3410	Mission Support	\$15,011	\$4,121
3800	Special Appeals	\$201	
3900	Other Restrictions	\$16,826	\$5,268
Total Net Assets with Donor Restrictions (with Subfunds)		\$32,038	\$9,390
Total Equity		\$2,256,525	\$2,278,755
Total Liabilities + Total Equity		\$3,329,864	\$3,437,744

Comparative Report

Comparative Benevolence and Partnership Expense (1)

<u>Account Number</u>	<u>Charity Name</u>	<u>Actual Year Ended 12/31/2023 Amount</u>	<u>Actual Year Ended 12/31/2024 Amount</u>
	<u>Partnerships</u>		
5111	ELCA Greater Milwaukee Synod	\$5,400	\$2,600
5112	MICAH	\$1,125	\$600
5110	Total Partnership Expense	<u>\$6,525</u>	<u>\$3,200</u>
	<u>Benevolence</u>		
5191	Tosa Cares	<u>\$800</u>	<u>\$7,894</u>
5192	<u>MKE Based Ministries (ELCA):</u>		
	Outreach for Hope (CHAH)	\$980	\$473
	Reformation Lutheran Church (CHAH)	\$1,778	\$3,574
	Lutheran Social Services (Mission Support)	\$474	\$1,105
	Church of the Great Spirit (Mission Support)		\$201
	Reformation Lutheran Church (Mission Support)		\$999
	Greater Milwaukee Synod (Mission Support)		\$500
	Reformation Lutheran Church (SALT Lunches)	\$256	\$103
5192	Subtotal - MKE Based Ministries (ELCA):	<u>\$3,488</u>	<u>\$6,954</u>
5193	<u>MKE Based Ministries (Non-ELCA):</u>		
	Kids Matter (CHAH)	\$1,358	\$623
	Courage MKE (CHAH)	\$1,295	\$1,030
	Project Return (CHAH)	\$1,215	\$785
	MICAH (Mission Support)	\$1,000	\$2,766
	Courage MKE (Mission Support)	\$275	\$441
	Mr. Bob's Under the Bridge (Mission Support)	\$0	\$328
	ERAS Senior Network (Mission Support)	\$945	\$669
5193	Subtotal - MKE Based Ministries (Non-ELCA)	<u>\$6,088</u>	<u>\$6,642</u>
5194	<u>Nonlocal Ministries (ELCA):</u>		
	ELCA World Hunger (Mission Support)	\$1,500	\$495
	Lutheran Disaster Response (Mission Support)	\$200	\$0
5194	Subtotal - Nonlocal Ministries (ELCA)	<u>\$1,700</u>	<u>\$495</u>

5195	<u>Nonlocal Ministries (Non-ELCA):</u>		
	Children's World Foundation (Mission Support)	\$260	\$0
	Bread for the World (Mission Support)	\$200	\$0
5195	Subtotal - Nonlocal Ministries (Non-ELCA)	\$460	\$0
5199	Good Samaritan	\$2,300	\$2,125
5190	Total Benevolence Expense	\$14,836	\$24,110

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

2024 Benevolence expense was significantly higher than Benevolence income due to catch up payments resulting from payments inadvertently missed in the past that needed to be paid. These payments were in part funded with a withdrawal from the Mt. Zion Endowment Fund. Benevolence payments were current as of year-end 12/31/24 with any amounts still owed from Christmas Has a Heart paid to the respective charities in early 2025.





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.



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



Evangelical
Lutheran Church
in America

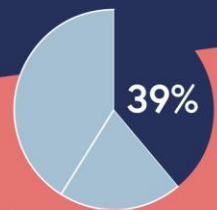


MISSION SUPPORT A DEEP DIVE

We believe that the ELCA's members, congregations, synods and churchwide organization are called to be church together. Every year around \$1.6 billion is shared as regular offerings to ELCA congregations and worshipping communities. Over 5% of that generosity is shared with our 65 synods, a portion of which is then shared with the churchwide organization. We call this Mission Support. Whether utilized locally, regionally, nationally or internationally, Mission Support enables us to have a greater impact in communities — working together to share God's abundant grace with others.

Your Mission Support funds a variety of churchwide ministries.

39% builds Christian communities in the United States by:



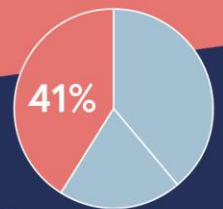
- Planting and supporting hundreds of worshipping communities.
- Revitalizing congregational ministries and reaching out to their surrounding communities.
- Promoting leadership opportunities, discernment and education through leadership initiatives.
- Supporting the work of seven ELCA seminaries and 26 ELCA colleges and universities.
- Hosting events and leadership opportunities for youth and young adults.
- Supporting regional work through directors for evangelical mission as well as candidacy and leadership managers.
- Preparing and implementing a system for recruiting and assigning rostered ministers.

Another 20% grows the global Lutheran church and addresses issues around the world by:



- Accompanying new Lutheran churches, expanding ministries, and training leaders and evangelists.
- Sending missionaries to accompany communities around the world.
- Addressing social issues and working for justice.
- Cultivating and maintaining relationships with 149 other churches through the Lutheran World Federation to strengthen the church and its global work.
- Fostering relationships between ELCA synods and 65 companion churches, for a total of 127 official relationships.
- Working with leaders and members of our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latiné communities.

Finally, 41% strengthens and sustains the ministry and mission of the whole church by:



- Offering ministry resources and opportunities to lay leaders for networking.
- Coordinating and supporting churchwide ministries.
- Developing social messages of the ELCA as topical documents — called for by ELCA churchwide assemblies and adopted by the ELCA Church Council — to focus attention and action on timely, pressing matters of social concern to the church and society.
- Providing governance, including maintenance of rostered leadership records and support for the ELCA Church Council and triennial ELCA churchwide assemblies.
- Sustaining ecumenical and interfaith relations.
- Partnering with congregations and ministries across the church as they explore new, innovative ways of being church in a constantly changing world.
- Investing in technology and communications.
- Growing and sustaining financial resources.
- Engaging in research and strategic planning.
- Creating and sharing resources for faith, discipleship, prayer, stewardship and worship.

Thank you for your ongoing support and faithful partnership! For stories of your impact, visit LivingLutheran.org/SOFIA. To find additional Mission Support resources, visit ELCA.org/SOFIA.

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.

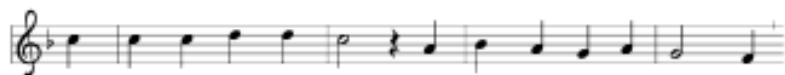
Send us in your love and mercy,

that the world may know you and praise you.

Now Thank We All Our God



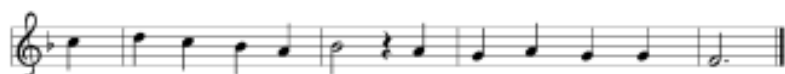
1 Now thank we all our God with hearts and hands and voice - es,
2 Oh, may this boun-teous God through all our life be near us,
3 All praise and thanks to God the Fa-ther now be giv-en,



who won-drous things has done, in whom this world re-joice-es;
with ev-er joy-ful hearts and bless-ed peace to cheer us,
the Son, and Spir-it blest, who reign in high-est heav-en,



who, from our moth-ers' arms, has blest us on our way
and keep us all in grace, and guide us when per-plexed,
the one e-ter-nal God, whom earth and heav'n a-dore;



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 ev-er-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.

Closing Litany

At Mt Zion, we are joyfully growing disciples in Christ.

So that everyone we meet comes to know themselves as a reflection of God's image, worthy of life and love.

We thank you, Lord God, for all the joy you have given us this past year.

And we celebrate all the people who have found themselves loved and valued here at Mt Zion.

Send us your blessings again this coming year, that we may know your joy more fully.

And fill our hearts to overflowing with your grace, mercy, compassion, and forgiveness, that more and more people may discover here at Mt Zion that they are worthy of life and love.

We ask this in the name of Jesus Christ, the Savior of the World.

Amen and amen!

Go in joy. Proclaim the Good News!

Thanks be to God.



FINAL THANK YOU

Sunday volunteers

Our regular givers

Gave a memorial or honorarium

Active participants in our ministries

Thank You

Those who gave by a special means

Everyone who prayed

Guest presenters

All the leaders of the church



Joyfully Growing Disciples in Christ