

INSIDE THIS ISSUE

<i>Annual Mtg</i>	1-2
<i>Luther Chapel</i>	3
<i>Budget</i>	4-7
<i>Holiday Schedule</i>	8
<i>Blessing Nativity</i>	
<i>Contact Church</i>	
<i>Thanks</i>	
<i>Goodbye Jerry</i>	9
<i>Parish Ed Collect</i>	
<i>Volunteering</i>	
<i>Prayer List</i>	10
<i>Giving Report</i>	
<i>Staff Luncheon</i>	11
<i>Staff Bonus</i>	
<i>Giving Envelopes</i>	
<i>Attendance</i>	
<i>Food Pantry</i>	12
<i>Birthdays</i>	13
<i>Council</i>	14-15
<i>Adm/Fin</i>	16-17
<i>Peoperty</i>	18
<i>W&M</i>	19
<i>Schedule</i>	20
<i>Calendar</i>	21

Zion's Congregation holds its 2022 Annual Meeting

Zion's congregation met at 4:00 PM on Sunday November 20, 2022. The meeting was held in Zion's social hall and a "pot luck" supper followed.

The meeting had 29 members in attendance and was called to order at 4:05 PM. Each member in attendance received a meeting agenda, a copy of Zion's annual report for 2022, a ballot for elected positions and copies of proposed amendments, by-law changes and continuing resolutions addressing needed changes to Zion's constitution (dated 11/1/2020).

Zion's financial position in 2022 is showing a budget surplus of over \$40,000. This is due to increased non-pledge giving and our overall expenses staying within the budget plan. Although some committees are exceeding their budget numbers (this was due to unanticipated property repairs, increased utility costs, and inflationary pressures on needed supplies) our overall expensed are up 6.5% while our income is tracking at 7.5% over budget.

Following an opening prayer, the minutes from Zion's 2021 annual meeting were reviewed and approved. Those attending then heard a report on 2022 detailing the current status of Zion's financial position, the status of several pending property improvement projects and a list of the property improvements made during the year. In addition, the results from the 2023 budget pledge campaign were also outlined.

Nominations for the various elected positions were opened to the floor. The chair received one nomination for the three open council positions, one nomination for the nominating committee, and three nominations to represent Zion at the 2023 Synod Assembly. No nominations were received for the one open position on Administration and Finance. No nominations were needed for the Trinity 321 board as that seat will not be open until 2024. With no other nominations offered, the congregation voted by acclamation to approve the following:

- Dory Campbell – Council
- Don Seagren – Nominating Committee
- Beth Grafton – Synod Assembly Representative
- Sheri Bowersox – Synod Assembly Representative
- Pernell Bowersox – Synod Assembly Representative



The chair encouraged the congregation to review the committee reports contained in the annual report and to direct questions on those reports to any of the committee members listed within the various committees. These names were published in the report. A copy of the annual report will be mailed to all members before the end of the year.

The congregation was given an update on the ZARP project. Progress continues to be made on the green space created by the raising of the parish house. The committee working on the landscaping plan will explore creating a Columbarium in our new green space area. This would be a designated space to allow for a final resting place for ashes. A landscaping architect will need to be engaged and it will be necessary to receive approval from the Indiana Planning Commission for the project to move forward.

The status of the capital projects approved by the congregation during 2022 was discussed. The congregation is still awaiting the legacy gift that will fund the projects. It was reported that a 3% discount was received on the phase one window renovation/replacement project. The kitchen renovation project was ready to proceed pending fund availability. The third project, the Nave roof replacement, may be delayed as necessary repairs to the existing slate roof have been made by Zimmerman Slate Roof and a sealing operation was also performed to provide an additional 5 years of life to the existing roof.

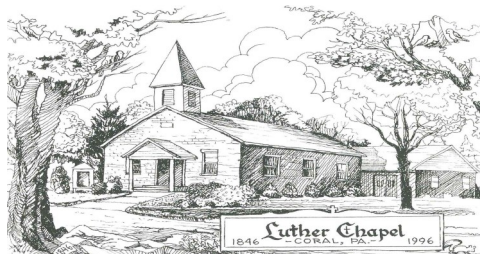
The congregation then discussed new business. The 2023 budget was reviewed. Pledged income for 2023 was projected to be \$133,090 this is \$20,292.00 below the amount pledged in 2022. Projected expenses for 2023 were itemized to be \$154,796 this is an increase of \$11,224 over our 2022 expenses. Increases in utilities, supplies, and anticipated building repairs due to inflation accounted for the bulk of this increase. The budget included salary increases for staff to help offset increased inflation. Expenses were reduced somewhat by the retirement of our Sexton and the appointment of a new Sexton on part-time hours. The remaining budget short fall will be covered by applying monies from our 2022 surplus.

The congregation also voted to empower the council to seek out potential local food banks and distribute the remaining \$16,308.00 in the food bank account to those doing this worthy and needed work within our community. The congregation also asked that the endowment committee meet to distribute the \$4,969 in the Endowment Fund interest account to further aid in helping others in our area who work to aid those in need.

The congregation then received a report on the need for amendments, by-laws and continuing resolution changes that need to be made to our Constitution (dated 11/1/2020). Some of these amendments are clerical in nature correcting minor omissions discovered after our 2022 constitution review. Others address the need to change several operational rules limiting participation on committees and detailing specific numbers needed for certain committees. An overall lack of volunteer and leadership help from the general congregation has created these necessary changes so that the congregation's leadership can continue to function under the constitution on its now limited scale. This was a review only and no action was taken. A special meeting of the congregation will be called in February to vote on adopting these changes.

The congregation also recognized Jerry Ruffner, our retiring Sexton, for his long and dedicated service to the congregation.

No further business was brought before the congregation and a motion to adjourn was called for and approved.



News from Luther Chapel - Part of the 3-2-1 Ministry—December

We are accepting donations to send into the Turkey-thon. Turkey-thon was held last Saturday and every dollar we collect will be sent to them to help feed our neighbors.

We are also collecting nonperishable foods and paper products for our Harvest Home efforts. This collection will run through the month of November and into December if needed. The food will be sent to Hebron Lutheran Church in Blairsville, Pa.

The WELCA Ladies will be meeting on Wednesdays 2:00 to 4:00 to continue making our disaster relief quilts. They are starting to pile up in the Social Hall.

Luther Chapel Council will be meeting on Sunday, November 27, immediately following the Service.

A special Congregational meeting will be held on December 11, 2022 after the Service to discuss the 2023 proposed budget. We also need to vote for council people for the coming year. This is an honor to serve on council please consider serving.

Flower order forms for Christmas can be picked up in the Church.

Good luck to our young people playing sports, in school and Scouting.

Please keep Gary Alsop and wife Linda in your prayers as he recovers.

2023 Budget with Current C&B Pledge Totals						
2023 BUDGET Income						
	2022 Monthly	2023 Monthly		2022 Annual	2023 Annual	
INCOME	Budget	Budget	Variance	Budget	Budget	Variance
Current and Benevolence	\$ 12,781.83	\$ 11,172.50	\$ (1,609.33)	\$ 153,382.00	\$ 134,070.00	\$ (19,312.00)
Initial Offering	\$ 10.75	\$ 7.33	\$ (3.42)	\$ 129.00	\$ 88.00	\$ (41.00)
Loose Offering	\$ 19.42	\$ 111.67	\$ 92.25	\$ 233.00	\$ 1,340.00	\$ 1,107.00
Sunday Church School	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Vacation Bible School	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Christmas Offering	\$ 4.17	\$ 47.92	\$ 43.75	\$ 50.00	\$ 575.00	\$ 525.00
Mid Week Advent Offering	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Easter Offering	\$ 166.67	\$ 79.83	\$ (86.83)	\$ 2,000.00	\$ 958.00	\$ (1,042.00)
Mid Week Lenten Offering	\$ 60.25	\$ 74.25	\$ 14.00	\$ 723.00	\$ 891.00	\$ 168.00
Building Use	\$ -	\$ 40.42	\$ 40.42	\$ -	\$ 485.00	\$ 485.00
Interest- Savings	\$ 19.75	\$ 18.25	\$ (1.50)	\$ 237.00	\$ 219.02	\$ (17.98)
Income - ELCA Foundation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Altar Flowers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interest Income - Checking	\$ 43.42	\$ 25.46	\$ (17.96)	\$ 521.00	\$ 305.50	\$ (215.50)
Dinners	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Flowers and Candles	\$ -	\$ 26.00	\$ 26.00	\$ -	\$ 312.00	\$ 312.00
Transfer from cash reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bequests	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Workers' Compensation Reimbursement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Reimbursements	\$ -	\$ 83.33	\$ 83.33	\$ -	\$ 1,000.00	\$ 1,000.00
Thrivent Choice Deposits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2022 Budget Surplus	\$ -	\$ 1,212.78	\$ 1,212.78	\$ -	\$ 14,553.31	\$ 14,553.31
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Raising Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCOME TOTALS	\$ 13,106.25	\$ 12,899.74	\$ (206.51)	\$ 157,275.00	\$ 154,796.83	\$ (2,478.17)
TOTALS	\$ 11,828.56	\$ 12,899.74	\$ 1,071.17	\$ 143,572.76	\$ 154,796.83	\$ 11,224.07
VARIANCE	\$ 1,277.69	\$ -	\$ (1,277.69)	\$ 13,702.24	\$ (0.00)	\$ (13,702.24)

2023 BUDGET EXPENSES

	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
Benevolence	Budget	Budget	Variance	Budget	Budget	Variance
Synod Benevolence	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 24,000.00	\$ 24,000.00	\$ -
Lutheran Campus Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Seminary Support	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Local - Fire Department	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 24,000.00	\$ 24,000.00	\$ -

	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
Staff Salaries and Benefits	Budget	Budget	Variance	Budget	Budget	Variance
Trinity 3-2-1 Shared Ministry	\$ 884.71	\$ 911.25	\$ 26.54	\$ 10,616.52	\$ 10,935.01	\$ 318.49
Administrative Assistant Salary	\$ 1,120.76	\$ 1,155.22	\$ 34.46	\$ 13,449.10	\$ 13,862.60	\$ 413.50
Admin Asst Soc Sec (employer 7.65%)	\$ 85.71	\$ 88.31	\$ 2.61	\$ 1,028.46	\$ 1,059.72	\$ 31.26
Custodian Salary	\$ 1,635.95	\$ 1,750.00	\$ 114.06	\$ 19,631.34	\$ 21,000.00	\$ 1,368.66
Custodian Pension	\$ 160.38	\$ -	\$ (160.38)	\$ 1,924.59	\$ -	\$ (1,924.59)
Custodian Insurance	\$ 416.29	\$ -	\$ (416.29)	\$ 4,995.48	\$ -	\$ (4,995.48)
Custodian Social Security (employer 7.65%)	\$ 125.15	\$ 133.88	\$ 8.72	\$ 1,501.83	\$ 1,606.50	\$ 104.67
Director of Music Salary	\$ 861.00	\$ 1,130.33	\$ 269.33	\$ 10,332.00	\$ 13,564.00	\$ 3,232.00
Director of Music Empl SS	\$ 65.87	\$ 97.75	\$ 31.88	\$ 790.44	\$ 1,173.00	\$ 382.56
Vacation Organist wages	\$ 83.33	\$ 83.33	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -
Worker's Compensation	\$ 112.58	\$ 112.58	\$ -	\$ 1,351.00	\$ 1,351.00	\$ -
Supply Pastors	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00	\$ -
Additional Ministry Support	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Custodian Car Allowance	\$ 5.00	\$ -	\$ (5.00)	\$ 60.00	\$ -	\$ (60.00)
Custodian Snow Shoveling	\$ 8.33	\$ 8.33	\$ -	\$ 100.00	\$ 100.00	\$ -
TOTALS	\$ 5,606.73	\$ 5,512.65	\$ (94.08)	\$ 67,280.76	\$ 66,151.83	\$ (1,128.93)

	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
Worship and Music	Budget	Budget	Variance	Budget	Budget	Variance
Altar Flowers	\$ 16.67	\$ 29.17	\$ 12.50	\$ 200.00	\$ 350.00	\$ 150.00
Altar Candles/Communion Supplies	\$ 25.00	\$ 72.92	\$ 47.92	\$ 300.00	\$ 875.00	\$ 575.00
Devotional Materials	\$ 25.00	\$ 5.42	\$ (19.58)	\$ 300.00	\$ 65.00	\$ (235.00)
On-Line Service Expense	\$ -	\$ 208.33	\$ 208.33	\$ 1,630.00	\$ 2,500.00	\$ 870.00
Worship Planning Resources	\$ 16.67	\$ 20.83	\$ 4.17	\$ 200.00	\$ 250.00	\$ 50.00
Keyboard and Instrument Repair	\$ 58.33	\$ 75.00	\$ 16.67	\$ 700.00	\$ 900.00	\$ 200.00
Organ Repair and Maintenance	\$ 141.67	\$ 191.67	\$ 50.00	\$ 1,700.00	\$ 2,300.00	\$ 600.00
Annual License with Podcasting	\$ 33.33	\$ 23.08	\$ (10.25)	\$ 400.00	\$ 277.00	\$ (123.00)
TOTALS	\$ 316.67	\$ 626.42	\$ 309.75	\$ 5,430.00	\$ 7,517.00	\$ 2,087.00

2022 BUDGET EXPENSES

	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Recreation and Fellowship						
Hospitality	\$ 70.83	\$ 36.33	\$ (34.50)	\$ 850.00	\$ 436.00	\$ (414.00)
Dept of Agriculture Inspection	\$ 6.83	\$ 7.08	\$ 0.25	\$ 82.00	\$ 85.00	\$ 3.00
Funeral Dinners	\$ 25.00	\$ 25.00	\$ -	\$ 300.00	\$ 300.00	\$ -
TOTALS	\$ 102.67	\$ 68.42	\$ (34.25)	\$ 1,232.00	\$ 821.00	\$ (411.00)
	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Stewardship						
Church Offering Envelopes	\$ 41.67	\$ 45.83	\$ 4.17	\$ 500.00	\$ 550.00	\$ 50.00
Offering Envelope Distribution	\$ 16.67	\$ 16.67	\$ -	\$ 200.00	\$ 200.00	\$ -
TOTALS	\$ 58.33	\$ 62.50	\$ 4.17	\$ 700.00	\$ 750.00	\$ 50.00
	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Parish Education						
SCS Curricula	\$ 25.00	\$ 25.00	\$ -	\$ 300.00	\$ 300.00	\$ -
SCS Supplies	\$ 25.00	\$ 25.00	\$ -	\$ 300.00	\$ 300.00	\$ -
Catechism Class	\$ 8.33	\$ 8.33	\$ -	\$ 100.00	\$ 100.00	\$ -
Bibles	\$ 8.33	\$ 20.83	\$ 12.50	\$ 100.00	\$ 250.00	\$ 150.00
Media Equipment	\$ -	\$ 175.00	\$ 175.00	\$ -	\$ 2,100.00	\$ 2,100.00
Vacation Bible School	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00	\$ -
TOTALS	\$ 108.33	\$ 295.83	\$ 187.50	\$ 1,300.00	\$ 3,550.00	\$ 2,250.00
	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Administration and Finance						
Telephone, Internet, Cell Phone	\$ 333.33	\$ 366.67	\$ 33.33	\$ 4,000.00	\$ 4,400.00	\$ 400.00
Office Supplies	\$ 66.67	\$ 107.50	\$ 40.83	\$ 800.00	\$ 1,290.00	\$ 490.00
Office Equipment	\$ 20.83	\$ 66.67	\$ 45.83	\$ 250.00	\$ 800.00	\$ 550.00
Bookkeeping and Records	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Postage	\$ 175.00	\$ 166.67	\$ (8.33)	\$ 2,100.00	\$ 2,000.00	\$ (100.00)
Synod Delegates	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00	\$ -
Discount Memberships	\$ 4.17	\$ -	\$ (4.17)	\$ 50.00	\$ -	\$ (50.00)
Accounting Fees	\$ 104.17	\$ 104.17	\$ -	\$ 1,250.00	\$ 1,250.00	\$ -
TOTALS	\$ 745.83	\$ 853.33	\$ 107.50	\$ 8,950.00	\$ 10,240.00	\$ 1,290.00

2023 BUDGET EXPENSES						
	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
Property	Budget	Budget	Variance	Budget	Budget	Variance
Maintenance and Supplies	\$ 250.00	\$ 183.33	\$ (66.67)	\$ 3,000.00	\$ 2,200.00	\$ (800.00)
Gas (Church)	\$ 725.00	\$ 750.00	\$ 25.00	\$ 8,700.00	\$ 9,000.00	\$ 300.00
Electric (Church)	\$ 400.00	\$ 579.17	\$ 179.17	\$ 4,800.00	\$ 6,950.00	\$ 2,150.00
Water/Sewer (Church)	\$ 83.33	\$ 100.00	\$ 16.67	\$ 1,000.00	\$ 1,200.00	\$ 200.00
Trash/Recycling	\$ 71.25	\$ 85.00	\$ 13.75	\$ 855.00	\$ 1,020.00	\$ 165.00
Property Insurance	\$ 625.00	\$ 625.00	\$ -	\$ 7,500.00	\$ 7,500.00	\$ -
Repairs/Church	\$ 333.33	\$ 500.00	\$ 166.67	\$ 4,000.00	\$ 6,000.00	\$ 2,000.00
General Maintenance Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kitchen and Building Fire Suppression	\$ 66.67	\$ 102.25	\$ 35.58	\$ 800.00	\$ 1,227.00	\$ 427.00
Security Alarm	\$ 25.00	\$ 18.33	\$ (6.67)	\$ 300.00	\$ 220.00	\$ (80.00)
Snow Removal (Contract)	\$ 125.00	\$ 141.67	\$ 16.67	\$ 1,500.00	\$ 1,700.00	\$ 200.00
Elevator Expense	\$ 166.67	\$ 375.00	\$ 208.33	\$ 2,000.00	\$ 4,500.00	\$ 2,500.00
TOTALS	\$ 2,871.25	\$ 3,459.75	\$ 588.50	\$ 34,455.00	\$ 41,517.00	\$ 7,062.00

	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
Evangelism	Budget	Budget	Variance	Budget	Budget	Variance
New Members	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Web Page	\$ 18.75	\$ 20.83	\$ 2.08	\$ 225.00	\$ 250.00	\$ 25.00
TOTALS	\$ 18.75	\$ 20.83	\$ 2.08	\$ 225.00	\$ 250.00	\$ 25.00

	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
Youth Ministry	Budget	Budget	Variance	Budget	Budget	Variance
Youth Gathering 2021	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

2023 BUDGET EXPENSE SUMMARY BY COMMITTEE

	2022 Monthly	2023 Monthly	Monthly	2022 Annual	2023 Annual	Annual
Committee Totals	Budget	Budget	Variance	Budget	Budget	Variance
Benevolence	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 24,000.00	\$ 24,000.00	\$ -
Staff Salaries and Benefits	\$ 5,606.73	\$ 5,512.65	\$ (94.08)	\$ 67,280.76	\$ 66,151.83	\$ (1,128.93)
Worship and Music	\$ 316.67	\$ 626.42	\$ 309.75	\$ 5,430.00	\$ 7,517.00	\$ 2,087.00
Recreation and Fellowship	\$ 102.67	\$ 68.42	\$ (34.25)	\$ 1,232.00	\$ 821.00	\$ (411.00)
Stewardship	\$ 58.33	\$ 62.50	\$ 4.17	\$ 700.00	\$ 750.00	\$ 50.00
Parish Education	\$ 108.33	\$ 295.83	\$ 187.50	\$ 1,300.00	\$ 3,550.00	\$ 2,250.00
Administration and Finance	\$ 745.83	\$ 853.33	\$ 107.50	\$ 8,950.00	\$ 10,240.00	\$ 1,290.00
Property	\$ 2,871.25	\$ 3,459.75	\$ 588.50	\$ 34,455.00	\$ 41,517.00	\$ 7,062.00
Evangelism	\$ 18.75	\$ 20.83	\$ 2.08	\$ 225.00	\$ 250.00	\$ 25.00
Youth Ministry	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ 11,828.56	\$ 12,899.74	\$ 1,071.17	\$ 143,572.76	\$ 154,796.83	\$ 11,224.07

Zion Announces Advent/Christmas Worship Schedule

Zion Council, at its August meeting finalized service schedules for the upcoming Advent and Christmas season.

Beginning on **Wednesday, November 30, 2022 at 7:00 PM**, Zion will hold the first of four Advent devotions. These devotions will continue each Wednesday through the four weeks of Advent.

****NOTE: Our Wednesday Advent devotions will be held in the Zion office meeting area**

Zion will hold its Christmas Eve service on **Saturday, December 24, 2022 at 7:30 PM**

Zion will hold services on **Christmas Day Sunday, December 25, 2022** at our normal Sunday time of **9:30 AM**

Sheri and Pernell Bowersox will be providing breakfast in the office area at 8:30 AM prior to the Christmas Day service. Many thanks to the Bowersox family.

No services will be held on **Saturday, December 31, 2022**

Zion will hold services as normal on **Sunday, January 1, 2023 at 9:30 AM.**

We will provide additional notice of our worship schedules in future newsletter issues.

Annual Blessing of Nativity Returns

On **Sunday December 4, 2022**, during our regularly scheduled Sunday 9:30 AM service, We will bless our family Nativity displays.

How Do I Let The Church Know I Need Them?

Since 2018, Zion has been in a shared ministry with two other congregations. Our ministry situation is part time. What does this really mean?

We do not have a full time Pastor, ministerial care is not "On Site" at the church office. We currently "share" ministerial care with our other ministry partners, Luther Chapel and the IUP Campus Center.

So we must take that first step to make sure that critical information reaches the church so that ministerial care can be provided when events in our lives require it.

If I need ministerial care what should I do? The first step is to contact the office (724-465-5597) and provide your name, contact information. Detailing where you are, at home or in a care facility, will help us to determine how best to get you the ministerial care you require.

If you need ministerial care and the office is closed, the phone numbers and e-mail addresses of ALL church council members are published in both the newsletter and weekly bulletin. PLEASE, reach out to one of us. We can help.

THANKS to all... the Evangelism Committee would like to thank all who made the Boscov's fundraiser successful. So much fun shopping, especially the second floor of the newly remodeled Johnstown store. The total from the fundraiser was \$75.00. Hopefully, next year we can top that!!!

A Fond Farewell to our valued Friend – Jerry Ruffner

On December 31, 2022, our dear friend and valued staff member, Jerry Ruffner, will be retiring from his duties at Zion. Jerry has been a faithful member of our Zion staff family for many years. He has performed his duties with enthusiasm and thoroughness, always with a smile and a kind word to all.

It has been a pleasure to work with Jerry over the years as he has made the tasks of those of us who volunteer that much easier by his presence on our staff.

We hope that you all will find time to say “thank you” to Jerry for his service to Zion.

We would like to extend our thanks in a more meaningful way through a farewell gift. If you wish to join us in this effort, please send in your gift through your regular offering or through a special donation. Please mark your intended gift “for Jerry” so that we can properly make account of it.

ALSO—a new sexton has been hired to replace Jerry. His name is Jim Laughlin. He will start on January 2, 2023.

PARISH ED/SUNDAY SCHOOL ANNOUNCEMENT

Parish Ed/Sunday School are collecting hats, mittens/gloves and socks to be given to Family Promise and Alice Paul House. Please bring in your donations and put in the back of the Nave. Deadline is December 11.

Volunteer Opportunity:

The Recreation & Fellowship Committee is hoping to find one or two individuals willing to work together to transition to take the lead in making sure kitchen functions happen! A vital part of Zion's family ministry, this would include such things as calling together a crew to cook or provide desserts, set up/clean up the dining room for the occasional dinner, event, or funeral luncheon, and help to keep the storage room supplied and organized. Benefits include: learning techniques and shortcuts from fellow kitchen crew members, building and strengthening bonds and friendships, enjoying fellowship with each other and guests, and much more. You'll be provided with accumulated info from all past events, recipes, and other ins-and-outs we've learned through the years. *Only if requested*, I would be happy to continue with behind-the-scenes work, i.e. planning events with hosts, arranging menus, providing recipes and hints, researching, shopping, etc. An endless supply of moral support and prayers will come your way! And last, but certainly not least, having fun has always been a kitchen requirement!

If one or two of you are moved to take on this part of Zion's ministry, please get in touch with me to talk about it. kathygaylor6@gmail.com or 724-422-6761. And thank you!

PRAY for those who suffer oppression, death, and tragedy. Please pray for those who travel. Please pray for those who serve in the armed forces and for their families. Pray for peace for all peoples.

We especially pray for especially Katrina Albright, Ron Anderson, Liesl Andrie, Jessica Badowski, Tamie Blank, Becky Bono, Peter Broad, Tom Brown, Susan & Bob Butchkoski, Jim Chapman, Adam Chilenski, Lonnie Cogar, Jeff Davis, Paul Davis, Donald Dustin, Akou Ester, Beth Ford, Harry Ford, Heidi Good, the Guella family, Gene Hartzell, Chris Howard, Dan Howard, Diana Howard, Michael Kowchuck, Richard Lamberski, Ronda Leasure, Bishop Michael Lozano, Prisca Maier, Karl & Dorrinna Martini, Judy Matsko, Marvin McClure, Darla Mechling, Paula Miller, Dave Nycum, Shawn Otto, Fred Park, Loretta Piper, Scott Potterask, Bob Reifsteck, Jason Roney, Christian Santos, Coleen Seagren, Aurora Shultz, Deborah Stephens, Denny Swanson Jr., Bob Tierney, Brett Tyger, Kristine Volpatti, Jane Williams, Dominic Yensi.

We pray for all those currently serving in the military especially, Zachery Horner, Mark Collins, Chad Beighley and Nicole Beighley, Matthew McEldowney, Corey Feretti and Franklin Feretti, and Stephen Davis.

We also pray for comfort and peace for our homebound including Geraldine Shatzer, Marietta (Mo) Foltz, Marie Campbell, Royce Walters, John Carloni, and Bea Ruth.

Prayers for our family and friends is a cooperative effort

We at Zion, are privileged to pray for you and your loved ones and friends. Please be sure to let us know of your prayer requests. And it would help us so much if you could update us on the status of those on our prayer list.

We want to continue praying for those who are in need, to give thanks to God for those who have been healed and to pray for any family if they lost a loved one. That can only happen if YOU keep in touch with Zion's office and update us regularly.

You can speak to Beverly Monday through Thursday from 9AM until 2 PM or email her at zionlutheran@comcast.net.

Thank you in advance for your partnership in this prayer venture.

NOTE: Zion council discussed our prayer list management at their recent monthly meeting. Council has suggested that a quarterly review be conducted on the prayer list. With that in mind we need your help in verifying that ALL who continue to need our prayer support remain on the list.

GIVING REPORT: MONTH OF NOVEMBER

Needed for November operating budget:	\$ 13,106.25
Received in November:	<u>\$ 12,033.30</u>
Amount Still Due for November:	\$ 1,072.95

STAFF & VOLUNTEER LUNCHEON

The annual staff and volunteer Christmas Luncheon will be held at 11:30 AM on Thursday, December 8, in the Social Hall. This is for anyone who has ever volunteered (past-present-future). A sign-up sheet is in the office directly under the clock. Please join us! Parking will be available at Graystone Presbyterian Church (next door).

Holiday Staff Bonus is a great way for us to say “THANKS!”

Our staff, though small, is a blessing to our congregation. Our staff works behind the scenes to make sure that our building is ready for worship and meetings and the day to day operations necessary for our congregation to function are performed, Most of us never see the amount of effort that is expended to make everything at Zion happen.

We have an opportunity at holiday time to say “Thank You!” to these dedicated individuals through our annual Staff Bonus gifts.

We hope that you consider giving generously to this effort.

2023 Giving Envelopes

Giving envelopes for the calendar year 2023 are now available.

The envelopes will be available for pick up at the rear of the nave until December 31, 2022.

We will mail any unclaimed envelopes to members the first week in January.

To save the cost of postage, we urge you to make arrangements to pick up your envelopes before the New Year. We also ask that you pick up envelopes for someone you know who may be unable to pick up their envelopes personally.

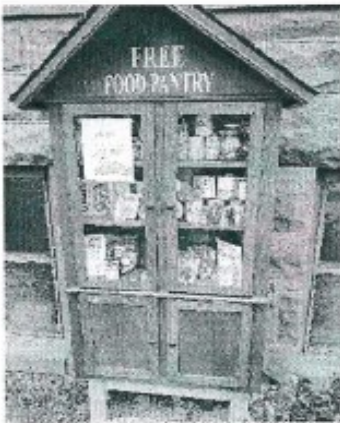
The Stewardship Committee thanks you all in advance for your help and cooperation.

In-Person Worship Attendance and On-line Viewing Last Month

<u>Service Dates</u>	<u>Saturday</u>	<u>Sunday</u>	<u>On-Line Viewing</u>
October 29 and 30	9	36	0
November 5 and 6	17	33	0
November 12 and 13	12	27	76
November 19 and 20	14	39	55
November 26 and 27	20	20	75

Food Pantry News from Calvary Presbyterian

Food insecurity numbers for Indiana County are alarming. The county's food insecurity rate is 12.6% (10,650 total), 0.8% higher than national average. The annual food budget shortfall to meet the needs is \$5,678,000. Also note the average cost per meal is \$3.31*. The Greater Pittsburgh Community Food Bank estimates that Indiana County's 2021 child insecurity rate was 17.9%.



To be part of the solution Calvary Presbyterian Church set up a food cupboard outside the office entrance at 695 School Street. This food is available to all, no forms to complete, no income guidelines, just the honor system to take only what you need. It is stocked with donations from generous individuals and families. We invite you to be a part of this ministry to feed our neighbors in need. Some donation ideas include canned goods, soups, boxed meal kits, peanut butter, jelly, pasta, baking supplies, cereals, crackers, tuna, pasta sauce, dessert mixes, cold beverage mixes, tea & coffee or monetary contributions. **There is a red donation box outside the School Street entrance to Calvary for your non-perishable food gifts.**

We hope this endeavor will be a unifying ministry among our congregations. Call Dory Campbell at 724.463.9197 if you would like more information.

*Stacker.com

HAPPY BIRTHDAY

DECEMBER BIRTHDAYS

Barry Widdowson
Beth Grafton
Betty Wingard
Bruce Johnson
Carol Donahue
Charles Clark
Charles Richburg
Claudia Ditch
Crosby Campbell
Daniel Budris
Dante Adamson
Diana Metzger
Eugene Ferg
Gia Adamson
Gretchen Barbor
Hannah Rising
Kalise Dugan

Karen Gresh
Kathryn Anderson
Kathy McKelvey
Kristian Dugan
Lily Grafton
Martha Higgins
Matthew Black
Pastor Arlene Schweitzer
Pastor Tedd Cogar
Paul Myers
Robert Jarvis Jr
Royce Walters
Ruth Nelson
Sherene Hess
Steve Higgins
Tamie Blank

MINUTES OF THE CONGREGATIONAL COUNCIL

October 10, 2022

I. Call to order and opening prayer- 6:30 pm

Attendance: Kevin Huston, Rik Wissinger, Kim Balcerak, Dave Keith, Kimberly McCullough, Gail Sechrist, Sue Dickson, Sheri Bowersox.

Absent: Shirley Horner (medical), Pastor Tedd Cogar

II. Devotions- Becky Slade

III. Approval of September Minutes:

Gail's name correction, other minor changes. Motion to approve- Gail, 2nd Kim.

IV. Communications:

Pastors Report – none

Facebook/Web site – nothing for FB

V. Review of Financial Report (September 2022)

As planned, 30k was moved from checking account to savings account.

Income received in September was above budget by about \$500.

YTD income is at 96% budget and YTD expenses are at 82% of budget.

Some expenses are up in September due to furnace maintenance, repair of ceiling tiles 6th St. entrance, and also a down payment to the Zimmerman Roofing Company for the roof repair. Electricity expense has gone up. There was also budgeted maintenance done on the organ and piano.

Motion for the financial report to be sent to audit by – Becky, second Kim

VI. Committee Reports –

A. Administration and Finance- Kevin Huston

2023 Budget versions- One using current pledges, and one with our Goal of \$192,000 for pledges.

We do not have the pledges (only 35) to meet our goal amount, so we would be forced to cut 3 main items if using the Current Pledge Budget.

\$35,000 from the Staff and Salaries budget category for additional ministerial support through engaging and intern from our seminary.

\$2,000 deleted from the Property Budget for normal building repair expense.

\$10,000 deleted from the Property Budget to develop a more robust building maintenance program.

We are trying to avoid a “Budget of Hopeful Giving”.

Kevin asked that the council look the two budgets over and he will send the council a copy of the letter to be put in the newsletter showing the cuts that may be needed.

Annual Reports- Reports are due Oct 30.

Annual Meeting- Nov 20, 2022 at 4 pm. Meeting followed by a pot-luck dinner.

B. Staff support- Rik Wissinger

Jerry has found someone that he knows that may be interested in the custodian position. Rik and Jerry will be doing an interview with him next week. There was also another option in the works for cleaning assistance by two people. Both these things are going to be looked into. Jerry has been checking into Landscaping services for grass and snow removal.

C. Nominating Committee – Sharon O'Keiff – no report

D. Evangelism/Stewardship – Kim Balcerak

Boscov Days- Friends Helping Friends, next Tuesday Oct 18.

Nativity blessing – Dec 3 and 4. Information will put in the newsletter.

E. Parish Education – Gail Sechrist

Intergenerational event on Sat Oct 29. Not sure of time. Sheri asked to contact Jen to post on FB.

F. Property – Dave Keith

Slate Roof repair (\$5,100). Looking into sealing of the roof also (additional \$2,100).

MINUTES OF THE CONGREGATIONAL COUNCIL—cont

G. Rec and Fellowship – Shirley Horner

Octoberfest went well with approximately 43 people in attendance. Plenty of good food and fellowship. Luther Chapel present along with 3 IUP students from the Campus Center.

H. Social Ministry – Sue Dickson

The Social Ministry committee presented a plan for distribution of the remaining Food Pantry funds.

The Food Pantry account has a little over \$16,000 balance.

The committee is requesting:

\$1,000 used to purchase food store gift cards for the Pastor's Discretionary Fund.

\$1,000 donated to Chevy Chase community Food Pantry.

Balance of \$14,000 to be deposited into Zion Lutheran Church's Endowment Fund.

Positive response from the council, but this will need to be presented and voted at the Annual meeting in November because of the amount.

Sue will check with Bob to see if any of that money is grant money and stipulations on use.

Sue requested that the balance of \$542.69 in the O2 Katie's closet account be moved to the Back to School Bash O2 account. Motion- Sue, 2nd Kim

I. Trinity 3-2-1 – Rik Wissinger

First Year Seminary Experience- Rik has been investigating through the Synod a means of increasing our ministerial support by having a seminarian do a rotation through Trinity 3-2-1 and also Hope in Homer City. He is still waiting for feedback from Luther Chapel. They will have more discussion at the next Trinity 3-2-1 meeting. There is hope that if this seminarian does this rotation that it may lead to a future Internship with Trinity 3-2-1. Any of these events would need support financially from the congregations.

J. Worship & Music – Pastor Tedd

Nativity Blessing – December 3rd and 4th. Nativities can be brought in after Thanksgiving.

Jim Chapman requests – Jim has suggested he do some "Moments with Martin" talks before some services. More plans possible for this after the first of the year.

Status of On-line Worship – Rik will be able to do some installation starting next week.

1st Communion Class – Curriculum has been ordered. Classes planned for in the spring.

Catechism Classes – Two possible students but because of scheduling they only have Thursdays free.

Because this conflicts with Pastor's schedule we are looking for someone to teach this.

VII. Old Business –

Mardelle Fish estate – Marshal Chriswell is petitioning the AG of Pa for early disbursement of funds. Still ongoing situation.

VIII. New Business – none

Closing Prayers and Adjournment at – 7:45 pm.

Submitted by Susan Dickson October 11, 2022

ADMINISTRATION AND FINANCE COMMITTEE MINUTES

November 9, 2022

- I. Call to Order at 7:07 pm.
 - A. Attendance-
Kevin Huston, Gail Sechrist, Don Seagren, Pastor Tedd Cogar,
Kim Balcerack, Pernell Bowersox, Sue Dickson
 - B. October Minutes-
Motion to approve October minutes by Kim, and second by Pernell. Motion Passed.
- II. Financial Report
 - A. October Financials- October income was above budget.
Expenses are running just about what is budgeted.
Expenses this month include payment to the roofing company who are here doing repairs.
Motion to move October financials to audit by Gail and second by Kim. Motion passed.
- III. Old Business
 - A. 2023 Budget submit to council
Discussion on salary increase in the budget for Director of Music. Rik not present to clarify salary discussions. Reasons may need to be explained to those attending annual meeting.
A discussion on how to set salary increases. Pernell made a suggestion that we should tie the salary increase to the cost of living increases. A possible plan for future budgets.
Discussion on other budget items.
 - B. Fish Estate - No update
 - C. On Line Project - No update
- IV. New Business
 - A. Congregational Meeting – Will be November 20, 4-pm
 - B. Annual Reports -
Constitution – Amendments, By-Laws, Continuing Resolutions
 - C. The changes council worked on back in the spring will be presented at the annual meeting on Nov 20th. Since these changes are actually amendments to the constitution we would need to call a special meeting in January to vote on these changes.
 - D. Don made a suggestion that we go back to publishing our time of services in the Church section of the Gazette. Important to get our name out and we are open. Also upcoming Advent and Christmas service times should be published.

ADMINISTRATION AND FINANCE COMMITTEE MINUTES—cont

E. Food pantry – The Social Ministry Committee submitted a suggestion for use of remaining Food Pantry funds. This will need to be presented at the annual meeting. The committee suggested that the remaining \$14,000 be put into the endowment fund. Comments were made that maybe we should put this into something that the money was donated for. Such as local food pantries. Or put into fund for advance ministerial and seminary support? Once the money is put into the endowment fund there are restrictions for use of the principal per our constitution. This will be presented at the annual meeting and open for discussion and motions from the floor.

Motion to adjourn made by Don, and second by Kim.

Submitted by Susan Dickson 11/13/22

PROPERTY COMMITTEE MINUTES

November 15, 2022

Members Present: Jerry Ruffner, Kevin Huston, Dave Keith, Don Seagren

Committee issues discussed:

Completed Projects

- 1.10/24/2022 – Eastern Elevator performed quarterly maintenance on the elevator
- 2.10/25/2022 – Environmental Pest Control performed monthly pest treatment (\$45.00)
- 3.11/9/2022 – Zimmerman Slate Roof completed repairs to the Nave slate roof and sealed the roof. This will add five years of life.(\$7,200.00)
- 4.11/15/2022 – Pardee Electric was in to replace the outside lighting fixture above the Church Street glass door.
- 5.11/15/2022 – New lightbulb was placed in the lighting fixture above the Church Street red door

On Going Projects:

- 1.Mid November – Russ Crane Masonry will re-plaster the walls in the Nave vestibule that were damaged by our ongoing water leak problem. (\$3,650.00) – The committee praised Jerry Ruffner for his diligence with the on-going water leaks that have been plaguing the Sixth Street Nave entrance. Several heavy rains have occurred throughout the summer without additional inside water damage, providing hope to the committee that this long standing problem has been resolved.
- 2.The stone steps at the Church Street “red door” entrance will be repaired in November 2022.
- 3.All materials have finally arrived for the new on-line ministry program. Contractors will now be scheduled to run the necessary fiber optic cable and installation of the new audio and video equipment will begin.
- 4.Kitchen renovations, approved by the congregation, will commence once funds are received from our legacy benefactor.
- 5.Window replacement operations, approved by the congregation, will commence once the funds are received from our legacy benefactor.
- 6.The Nave roof replacement project, approved by the congregation, may be revisited in 2023 after successful repairs and sealing were performed this past month.

2023 Projects

- 1.The committee is researching for a vendor to address our ongoing bat infestation problem.
- 2.The organ loft stairwell on the pulpit side of the nave needs to be re-plastered. This is the final piece of repair work required after our nave entrance leak was repaired.
- 3.The committee will explore creating a Columbarium in our new green space area. This would be a designated space to allow for a final resting place for ashes.

Available Funds for Projects

Capital Improvement Account Balance: \$ 21,913.27

ZARP Account Balance: \$ 8,876.58 (reserved for green space)

The Committee’s next meeting will be Tuesday, January 17, 2023 at 7:00 PM

Formal recommendations to council: NONE

WORSHIP & MUSIC COMMITTEE MINUTES

November 29, 2022

Members Present: Kathy Huston, Kevin Huston, Rik Wissinger, Pastor Tedd Cogar, Jan Cikowski

Topics Discussed:

The committee finalized plans for Christmas Eve service.

The committee finalized plans for Christmas Day service.

The committee planned relocation of the the Wednesday evening Advent devotions from the main Nave to the office meeting area. This will provide a more intimate setting for the devotions and alleviate the need for lighting and heating the Nave for this service.

The committee is planning to move the Saturday night (5:30 PM) service to the church office area during the months of January and February.

The committee selected hymns for the Advent Season.

Organist Schedule for December and January:

12/4/2022 – Christine Clewell

1/1/2023 – TBA

12/11/2023 – Sarah Hosterman-Kirsch

1/8/2023 – Sarah Hosterman-Kirsch

12/18/2022 – TBA

1/15/2023 - TBA

12/24/2022 – TBA

1/22/2023 - TBA

12/25/2022 – Christine Clewell

1/29/2023 - TBA

Recommendation to Council: The committee proposes to have services on alternate Saturdays and Sundays during the months of January and February. We would hold SATURDAY services at 5:30 PM on 1/7/2023, 1/21/2023, 2/4/2023 and 2/18/2023. There would be NO Sunday services on 1/8/2023, 1/22/2023, 2/5/2023, or 2/19/2023.

We would hold SUNDAY at 9:30 AM services on 1/15/2023, 1/29/2023, 2/12/2023, 2/26/2023. There would be NO Saturday services on 1/14/2023, 1/28/2023, 2/11/2023, and 2/25/2023.

Date of next Meeting: Tuesday January 24, 2023 at 6:30 PM

Respectfully submitted,

Kevin Huston

December 2022

Date	Lay Reader	Altar Guild	Ushers	Assist. Min.	Tellers
Dec 3/4	5:30-Kami Dugan 9:30-Don Seagren	Sat-AM Kathy Huston, PM-Shirley Horner Sun-Sue Dickson	5:30-Rik & Bev Wissinger 9:30-Dirk Grafton	5:30-Kim Balcerak 9:30-Kevin Huston	Kim Balcerak
Dec 10/11	5:30-Jerry Ruffner 9:30-Dawn Seagren	Sat-AM&PM-Sharon O'Keiff Sun-Sue Dickson	5:30-Shirley Horner, Chuck Rodnicki 9:30-Tyson Ellenberger	5:30-Rik Wissinger 9:30-Jenn Rising	Kim Balcerak
Dec 17/18	5:30-Sue Dickson 9:30-Beth Grafton	Sat AM&PM-Louise Bu- chanan Sun-Becky Slade	5:30-Dave & Linda Ma- lin 9:30-Pernell Bowersox	5:30-Kim Balcerak 9:30-Beth Grafton	Kim Balcerak
Dec 24/25	7:30-Beth Grafton 9:30-Jenn Rising	Sat-Kathy Huston Sun-Kathy Huston	7:30- 9:30-Jim Slade	7:30-Kevin Huston 9:30-Jenn Rising	Kim Balcerak
Dec 31/Jan 1	5:30-No Service 9:30-Jenn Rising	Sat-No Service Sun-Kathy Huston	5:30-No Service 9:30-Don & Dawn Seagren	5:30-No Service 9:30-Jenn Rising	Kim Balcerak
	Jenn Rising 724-762-1146	Kathy Huston 724-349-4208	5:30 Dave Malin 724-349-3996 9:30 Dave Keith 349-4583 Pernell Boxwersox 349-5639	Kim Balcerak 724-388-2341	

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Narcotics Anonymous meetings Sunday evenings	Alcoholics Anonymous meetings Wednesday evening			1	2 Zion office closed	3 5:30 Liturgy
4 9:30 Liturgy 8:30 Choir Practice 10:40 Choir Practice Sunday School	5	6	7 Jerry Off 6-Adm/Finance (Special Time) 7-Advent Mid-Week Service	8 11:30—Staff/Volunteer Lunch	9 Zion office closed	12 5:30 Liturgy
11 9:30 Liturgy 8:30 Choir Practice 10:40 Choir Practice No Sunday School	12 6:30-Council	13	14 7-Advent Mid-Week Service	15	16 Zion office closed	19 5:30 Liturgy
18 9:30 Liturgy 8:30-Choir Practice 10:40-Choir Practice Sunday School	19	20	21 7-Advent Mid-Week Service	22	23 Zion office closed Jerry Off	24 7:30-Christmas Eve Service
25 8:30 Breakfast 9:30 Liturgy 8:30-Choir Practice 	26 Office Open Jerry Off	27	28 Newsletter Mailed 7-Parish Ed	29	30 Zion office closed Jerry's Last Work Day	31 NO SERVICE



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PASTOR/PASTORAL CARE

Pastor Tedd Cogar 724-422-4676 tcogar@iup.edu

ZION STAFF

Dir. of Christian Ed	Jennifer Rising
Administrative Assistant	Beverly Swatsworth
Sexton	Jerry Ruffner
Director of Music	Christine Clewell

TRINITY 3-2-1 MINISTRY REPRESENTATIVES

Rik Wissinger
 Barry Widdowson

ZION COUNCIL MEMBERS

Kevin Huston (Pres)
 Rik Wissinger (Vice Pres)
 Sue Dickson (Sec)
 Gail Sechrist (Treas)
 Kim Balcerak (Fin Sec)
 Becky Slade
 Dory Campbell
 Kim McCullough
 Sheri Bowersox
 Shirley Horner
 Pastor Tedd Cogar

NEXT NEWSLETTER MAILED — December 28, 2022: Deadline: December 15, 2022

THERE IS NOW A LINK ON THE ZION WEBSITE TO ACCESS THE TRUMPET