ZION LUTHERAN CHURCH



November 2022

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2023 Budget Pledge Campaign Falls Short of Goal

As of this writing, our 2023 budget pledge campaign has a pledge total of \$133,090.00 with 43 households providing pledges to our budget. This committed amount is 13% less than our 2022 pledges. And is \$58,910.00 (32%) below our goal for this year's budget. Our 2023 budget campaign lost 12 households (22%) from the 55 who made pledges to our 2022 campaign.

During our 2022 pledge campaign 55 households committed to contribute a total of \$153,382.00 in support of our 2022 budget. We had an additional 23 household who made contributions to our 2022 Current and Benevolence income. These additional contributions helped us to address unforeseen expenses and allowed us to end 2022 with a significant budget surplus. For this we are thankful.

The success of our 2022 budget pledge campaign and the continued support of our Current and Benevolence giving by you all, encouraged our leadership to propose a more aggressive budget for 2023, earmarking money to support expanding our professional ministry and developing a more intentional building maintenance plan.

At our July congregational meeting, both of these issues were raised as necessary programs for Zion's future health. Your council took this to heart in developing the 2023 budget plan. This resulted in a planned 2023 budget supported by \$192,000 in current and benevolence income. With that in mind we looked for a more robust response from you all in pledges to support this plan.

We are reluctant to go back to the "budget of hopeful giving" financial plans we employed in developing past budgets. This process resulted in several years of deficit spending placing our financial health in jeopardy. Our hope was that you all would recognize that spending money we do not have is not good fiscal policy and that you would embrace committing contributions to the additional projects that you felt should be priorities for Zion's future. Frankly, this has not been the case.

Since there is reluctance toward a return to the "budget of hopeful giving" culture we have employed in the past and it is clear that we will not be reaching our \$192,000 budget goal through pledges this year, we are proposing a budget more in line with our expected giving.

A reminder that we are still at the "bare bones" budget level so cutting expenses is nearly impossible if we are to maintain operating as a functioning congregation. It is imperative that we keep much of our 2023 budget expenses in line with our 2022 expenses. But we will need to address anticipated increases in utility costs and adjust some areas of our budget to cover inflationary pressures on supplies and services. In addition, to accomplish a balanced budget for 2023, we will need to dedicate a significant portion of our 2022 budget surplus to fund expenses in 2023.



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Here is a list of our 2023 budget expenses that will see increases:

- \$639.00 added to the Staff and Salaries budget category for salary increases. Our dedicated staff are feeling the same inflationary pressures we all feel. Supporting a small increase in their salaries is necessary for staff stability.
- \$600.00 added to the Worship and Music Budget for anticipated organ repairs.
- \$870.00 added to the Worship and Music Budget to cover additional expenses for our on-line ministry program.
- \$2,100.00 added to the Parish Education Budget for additional media equipment.
- \$1,290.00 added for Internet, phone, office supplies and equipment
- \$ 2,500.00 added to the Property Budget for elevator maintenance.
- \$ 2,515.00 added to the Property Budget for anticipated increases in Electric utility costs.
- \$ 2,000.00 added for church building repairs
- \$ 225.00 cost increases for our Web Page

This represents a 10% increase from our 2022 budget expenses.

We will be forced to omit the following expenses from our 2023 budget:

- \$35,000.00 from the Staff and Salaries budget category for additional ministerial support through engaging an intern from our seminary. **Unsupported.**
- \$2,000.00 deleted from the Property Budget for normal building repair expense. Unsupported.
- \$10,000.00 deleted from the Property Budget to develop a more robust building maintenance program. **Unsupported.**

We are currently in discussion with Bishop Lazzaro on securing additional ministerial support through a seminary intern program. It would be to our advantage to show the Synod that we are serious about expanding our professional ministry and that we have the ability to fund this expansion. This of course is entirely up to you.

We encourage you all to attend our annual meeting on **Sunday November 20, 2022 at 4:00 PM**. Adding your voice to the discussion on our budget and other issues we are currently confronting will be welcome.

	20	23 Budge	et v	vith Curr	en	t C&B Ple	dge	Totals				
2023 BUDGET Income												
		2022		2023				2022		2023		
		Monthly		Monthly				Annual		Annual		
INCOME		Budget		Budget		Variance		Budget		Budget		Variance
Current and Benevolence	\$	12,781.83	\$	11,090.83	\$	(1,691.00)	\$	153,382.00	\$	133,090.00	\$	(20,292.00)
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 Re	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
Reimbursements	\$	-	\$	83.33	\$	83.33	\$	-	\$	1,000.00	\$	1,000.00
Thrivent Choice Deposits	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
2022 Budget Surplus	\$	-	\$	1,441.78	\$	1,441.78	\$	-	\$	17,301.31	\$	17,301.31
Fund Raising Income	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
INCOME TOTALS	\$	13,106.25	\$	13,047.07	\$	(59.18)	\$	157,275.00	\$	156,564.83	\$	(710.17)
TOTALS	\$	11,828.56	\$	13,047.07	\$	1,218.51	\$	143,572.76	\$	156,564.83	\$	12,992.07
VARIANCE	s	1,277.69	s	-	s	(1,277.69)	s	13,702.24	ŝ	(0.00)	s	(13,702.24)

2023 BUDGET EXPENSE	S											
	20:	22 Monthly	20:	22 Monthly		Monthly	20	22 Annual	20	123 Annual		Annual
Benevolence		Budget		Budget	٦	/ariance		Budget	Г	Budget	٦	ariance
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	\$	-
	20	22 Monthly	20:	23 Monthly		Monthly	20	22 Annual	20	123 Annual		Annual
Staff Salaries and Bene		Budget		Budget	١	/ariance		Budget		Budget	1	/ariance
Trinity 3-2-1 Shared Ministry	\$	884.71	\$	911.25	\$	26.54	\$	10,616.52	\$	10,935.01	\$	318.49
Administrative Assistant Sala	\$	1,120.76	\$	1,155.22	\$	34.46	\$	13,449.10	\$	13,862.60	\$	413.50
Admin Asst SS (employer 7.6	\$	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 SS (employer 7.65	\$	125.15	\$	133.88	\$	8.72	\$	1,501.83	\$	1,606.50	\$	104.67
Director of Music Salary	\$	861.00	\$	1,277.67	\$	416.67	\$	10,332.00	\$	15,332.00	\$	5,000.00
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	\$	5,659.99	\$	53.26	\$	67,280.76	\$	67,919.83	\$	639.07
	202	22 Monthly	20:	23 Monthly		Monthly	20	22 Annual	20	123 Annual		Annual
Worship and Music		Budget		Budget	-	/ariance		Budget		Budget	-	/ariance
Altar Flowers	\$	16.67	\$	29.17	\$	12.50	\$	200.00	\$	350.00	\$	150.00
Altar Candles/Communion Sp	\$	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 Re	\$	58.33	\$	75.00	\$	16.67	\$	700.00	\$	900.00	\$	200.00
Organ Repair and Maintenan	\$	141.67	\$	191.67	\$	50.00	\$	1,700.00	\$	2,300.00	\$	600.00
Annual License with Podcas	\$	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 EXPENSE	S											
	20	22 Monthly	20	23 Monthly		Monthly	20	22 Annual	20	23 Annual		Annual
Recreation and Fellows		Budget	Budget		Variance		Budget		Budget		Variance	
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)
	20	22 M LL	20	23 Monthly		W	20	22 4	20	23 Annual		Annual
	20		Łυ		-	Monthly	-		-		-	
Stewardship		Budget		Budget	-	Variance	_	Budget		Budget	_	ariance
Church Offering Envelopes	\$	41.67	\$		\$		\$	500.00	\$	550.00	\$	50.00
Offering Envelope Distribution	_	16.67	\$		\$		\$	200.00	\$	200.00	\$	
TOTALS	\$	58.33	\$	62.50	\$	4.17	\$	700.00	\$	750.00	\$	50.00
	20		2023 Monthly		-	Monthly			2023 Annual			
Parish Education		Budget		Budget	-	Variance		Budget	-	Budget	-	ariance
SCS Curricula	\$	25.00	\$		\$		\$	300.00	\$	300.00	\$	-
SCS Supplies	\$	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
	20	22 Monthly	20	23 Monthly		Monthly	20	22 Annual	20	23 Annual		Annual
Administration and Fina		Budget		Budget	Ŀ	Variance		Budget		Budget	٧	ariance
Telephone, Internet, Cell Pho	\$	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 EXPENS	ES											
	202	22 Monthly	20:	23 Monthly	_	Monthly	20	22 Annual	20	23 Annual		Annual
Property		Budget		Budget	>	ariance		Budget		Budget	٧	ariance
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 & Building Fire Supre	\$	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
	Ė		Ė		Ė		Ė		Ė			.,,
	202	22 Monthly	202	23 Monthly		Monthly	20	22 Annual	20	23 Annual	1	Annual
Evangelism	_	Budget	_	Budget	-	ariance	_	Budget	_	Budget	_	ariance
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
TOTALS	•	10. 13	•	20.03	*	2.00	•	225.00	•	250.00	•	25.00
			ha.		_							
	_		_	23 Monthly	-	Monthly · ·	_		—	23 Annual	_	Annual
Youth Ministry	_	Budget	_	Budget	_	ariance	_	Budget	_	Budget		ariance
Youth Gathering 2021	\$		\$		\$		\$		\$		\$	
TOTALS	\$		\$		\$		\$		\$		\$	-
	20	23 BUDGI	ETI	EXPENSE S	SUI	MMARY BY	C	OMMITTEE	-			
			ha.		_							
Committee Totals	_		-	23 Monthly	-	Monthly	-		-	23 Annual	_	Annual
	_	Budget	_	Budget	_	ariance	_	Budget	_	Budget		ariance
Benevolence	\$	2,000.00	\$	2,000.00	\$.		\$	24,000.00		24,000.00	<u>*</u> _	
Staff Salaries and Bene	_	5,606.73	\$	5,659.99		53.26		67,280.76	\$	67,919.83	\$	639.07
Worship and Music	\$	316.67	\$	626.42	_	309.75	\$	5,430.00	\$	7,517.00	\$	2,087.00
Recreation and Fellows	1	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 Fina	-	745.83	\$	853.33	_	107.50	\$	8,950.00	\$	10,240.00	\$	1,290.00
Property	\$	2,871.25	\$		\$	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	\$	-	\$	- 13,047.07	\$	- 1,218.51	\$	-	\$	-	\$	-



News from Luther Chapel - Part of the 3-2-1 <u>Ministry—November</u>

Hello from Luther Chapel.

Please keep David E. Brown, Gary Alsop, and their families on your prayers as the are having health concerns.

Our property committee reports a new faucet in the restroom and the toilet is fixed thanks go out to Harold Housholder and crew. Harold Housholder 111 has been digging up the gas lines and putting in new supply lines into our building. These take time to organize digging and inspections and parts are always a problem these days. We do have heat in the church.

Darlene Beatty has planned a Halloween Event for this October 22 from 3:00 to 5:00. If you know a child, please invite them to come and wear a costume if they want.

She has activities planned each month.

WELCA women are busy every Wednesday from 2; to 4:00 making quilts and talking over events.

Congratulations to Sarah Mack Shaffer on her nomination to the Woman Volunteer of the Year . She certainly deserves recognition.

Pray for Peace

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**

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.

We will begin accepting your nativity displays for display on Sunday November 20, 2022. We hope you will share your family heirloom Nativity display.

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!!!

Annual Congregational Meeting

Zion's annual congregational meeting will be held on Sunday November 20, 2022.

The business meeting will begin promptly at **4:00 PM**. We will convene in the social hall.

We will review the 2023 budget. We will also allow other business brought forth by the membership to be discussed.

We will also need to select a new representative for:

Administration and Finance (1)

Council members (3)

Nominating committee members (6)

Synod assembly representatives (3)

Trinity 321 Board (1)

The Nominating committee, after making numerous attempts, has yet to secure one member from the congregation to stand for any of the above offices.

Following the business meeting, there will be a "pot luck" dinner. Place settings and beverages will be provided. Please bring a dish to share.

We encourage all Zion members to attend both the meeting and the pot luck dinner. We look forward to re-kindling the fellowship which we have all missed these last eighteen months.

For those still wishing to attend the meeting virtually, we will set up a Zoom invitation. Voting by Zoom will not be allowed. Only those physically attending will be able to vote on matters before the congregation.

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, Leo Ambrisco, Ron Anderson, Liesl Andrie, Jessica Badowski, Noelle Battick, Leonard Black, Tamie Blank, Becky Bono, Abby Bowser, Peter Broad, Tom Brown, Tom Bush, Susan & Bob Butchkoski, Rochelle Calvetti, Jim Chapman, Adam Chilenski, Lonnie Cogar, Elaine Davis, Jacqueline Davis, Jeff Davis, Paul Davis, Donald Dustin, Dale Ebner, Akou Ester, Beth Ford, Harry Ford, Heidi Good, the Guella family, Gene Hartzell, Annah Hill, Shirley Horner, Chris Howard, Dan Howard, Diana Howard, Bill Johnston, Linda Kanyan, Michael Kowchuck, Billie Kurtz-King, Richard Lamberski, Pam Laney & family, Ronda Leasure, Bishop Michael Lozano, Prisca Maier, Karl & Dorrinna Martini, Judy Matsko, Marvin McClure, Tracey McEldowney, Darla Mechling, Paula Miller, Jim Muller, Betty Nicolette, Dave Nycum, Janice & Rick Olsen, Shawn Otto, Fred Park, the Petras family, Loretta Piper, Scott Potterask, Bob Reifsteck, Jason Roney, Quinn Santini, Christian Santos, Paolo Schianchi, George Schulze, Coleen Seagren, Aurora Shultz, Deborah Stephens, Denny Swanson Jr., B. Tamski, Bob Tierney, Brett Tyger, Lisa Vavro, Kristine Volpatti, Kim Walls, Jane Williams, Dominic Yensi, Carl, Cliff, Jeannine, Nancy & Ruth,

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.

GIVING REPORT: MONTH OF OCTOBER

Needed for October operating budget: \$ 13,106.25

Received in October: \$ 9,186.80

Amount Still Due for October: \$ 3,919.45

Does not include end of month giving

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

Service Dates	<u>Saturday</u>	<u>Sunday</u>	On-Line Viewing
October 1 and 2	16	31	64
October 8 and 9	13	28	60
October 15 and 16	14	25	100
October 22 and 23	12	??	0



17th ANNUAL FILM FESTIVAL

Friday, November 4, 2022 7—9 PM Zion Social Hall

Enjoy classic short films shown in 16mm splendor with FREE popcorn and pop!



DECEMBER MEETINGS & EVENTS

With the busy holiday season coming soon, if your committee won't be meeting in the month of December or there is a special event (dinner, youth happening, etc.), please let the office know so it can be marked on or taken off the calendar. Thank you

STAFF & VOLUNTEER LUNCHEON (DATE CORRECTION)

The annual staff and volunteer Christmas Luncheon will be held at 11:30 AM on Thursday, December 8 (incorrect date in the last newsletter), in the Social Hall. A sign-up sheet is in the office directly under the clock. Please join us!

STAFF BONUS ANNOUNCEMENT

Our staff works hard throughout the year to support the Worship Life, Education, and Mission Outreach programs of our congregation. Keeping our facilities clean and ready to support our mission work, providing worship materials, newsletters and other communications for the congregation and preparing and overseeing our educational programs is all work our staff does behind the scenes for us during the year. Now we can show our heartfelt appreciation to our staff by contributing generously toward the Christmas bonus to be distributed to the staff. You can contribute using your weekly envelopes or the envelopes in the pew rack. (Mark the envelope with the amount you wish to contribute to the staff bonus by writing the amount and "Staff Bonus" on the envelope). We will be accepting contributions through Sunday December 4.

2023 Giving Envelopes

Giving envelopes for the calendar year 2023 are now available.

We will have the envelopes available for pick up at the annual meeting of November 20, 2022.

Following the annual meeting, 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.

HAPPY BIRTHDAY

Alex Budris

Anna Grafton

Bea Ruth

Dory Campbell

Gerrit Grafton

Isabel Roof

Janice Frain

Jasmine Blank

Kevin McCreary

Lauren Hotchkiss

Lynn Kennedy

Marion St. Clair

Nancy Ellenberger

Natalie Rose Akers

Neil Balcerak

Peggy Houck

Peggy Moss

Ray St. Clair

Rebecca Slade

Stephen Campbell

Christmas Candles and Funds - 2022

Due to the increased cost, care, clean-up, and disposal of fresh poinsettias and greens the Worship and Music Committee has switched to silk for the Christmas season. Therefore, members may want to consider other options for memorializing or honoring your loved ones.

Instrumental Musicians	
Kelly Jones Lutherlyn Scholarship Fund	
Emergency Fund for Members	
Helen Myers Memorial Musicians	
Candelabra Candles @ \$ 10.00 each	
Processional Torches @ \$ 15.00 each	
Votive Lights (Altar) @ \$ 5.00 each	
Sanctuary Lamp @ \$ 5.00	
In Memory of:	· · · · · · · · · · · · · · · · · · ·
In Honor of:	
Given By:	Envelope #

Please place your order form (with payment) in the offering plate OR return it to the Zion office by December 4, 2022.

MINUTES OF THE CONGREGATIONAL COUNCIL

September 12, 2022

Call to order- 6:30 pm

Opening Prayer

Attendance: K Huston, R. Wissinger, K. Balcerack, B. Slade, G. Seachrist, Pastor Tedd, D. Keith,

S. Bowersox, K. McCullough. Absent: S Horner (medical)

Devotions-

Rik and Kevin read some prayers from the Patriot Day Service on Sept 11, 2022

Approval of August Minutes:

3 corrections. * Motion to approve; R. Wissinger, 2nd K. Balcerack. Passed

Communications:

Pastors Report – Pastor and Jenn Rising are working on arranging a Catechism class. A family that has moved back into the area are interested in having their sons (ages 12 and 14) go through the class. Also there is an IUP student from campus ministry who is interested in possibly joining Zion.

Patriot Day Service – Very nice attendance (39) from the community, Luther Chapel and Zion. Good music, readings and prayers. Organists from the Guild of Organists presented musical selections. Pastor has sent information to Living Lutheran.

Hope Church in Homer City is celebrating their 200th Anniversary. They are inviting us to join in celebrations sometime mid Oct. Date to be published.

Facebook/Web site – Info for Patriot Day service was published on FB. Sheri and Pernell are working to put more information on FB like the upcoming October Fest.

Review of Financial Report (August 2022)

August income \$6000 above budget. If this trend continues we could see a surplus at the end of the fiscal year and be a positive sign for next years planned budget.

Good contributions but still actual attendance numbers are still low.

A suggestion that could we discuss ways to help mitigate our utility costs. Change in number of services? Location Sat service? We have a shortage of people to; Usher, Altar Guild, Assisting Minister, Readers, etc. Keep open to ideas.

Special Focus Envelope money (from 2020) – proposed to put these funds in a special account marked for "additional ministry" for possible Seminary Intern. To be brought up at the annual meeting.

Note that the National Youth Gathering should be 2024 – July 2024. 9-12th grade. Who may be our students then? Start thinking of this for budget.

Motion for the financial report to be sent to audit by - B Slade, and 2nd K Balcerak. Passed

Committee Reports -

Administration and Finance- Kevin Huston

Has directed that \$30,000 from the checking account be moved to our savings account.

2023 Pledges; only 24 pledges returned so far, but pledged \$73,050.

Annual meeting will be Sunday Nov 20, 2022, 4pm. Meeting will be first and then dinner.

Staff support- Rik Wissinger

Admin and finance approved suggestion of a 3% cost of living increase to salary of staff (excluding the Custodian position) for the new budget. The new Custodian position will be PT at 24 hr/week and will remain at posted rate.

Rik is suggesting that the money saved by changing custodian position to PT (no longer have health insurance and pension expense), be put in the budget towards Organist/Director of Music. Change that position to a Salary position. Discussion followed concerning the added responsibilities of that position including Helen Myers scholars' selection and leading. Discussion was in the positive, so this will be further worked on during budget planning.

Rik received 2 emails from custodial cleaning services and will inquire for information.

MINUTES OF THE CONGREGATIONAL COUNCIL—cont

Nominating Committee – Sharon O'Keiff – Sharon and Shirley Horner are planning.

Evangelism/Stewardship - Kim Balcerak

2023 pledge campaign, ongoing, discussed above.

Parish Education - Gail Seachrist

First Sunday School day was Sunday Sept 11.

Property - Dave Keith

Sixth St. Entry ceiling tiles to be replaced soon, and repair to the plaster is scheduled.

Slate roof repair option - A roofing company from Lititz PA was on site recently, and after a visual inspection from the ground, gave an estimate for repair/replacement of approx. 70 slates on the roof. This company also has a maintenance program that could be used. Their estimate of 5 yrs remaining life of roof after repairs. More information to be presented at Annual meeting.

Fobs - got some new ones in. Spread word if anyone needs one.

Rec and Fellowship - Shirley Horner

Patriot Day Service- provided light refreshments.

Octoberfest - Sun Oct 2 at 2 pm. Main course of Brats/Pork/sauerkraut/Mashed potatoes will be provided by the committee. Those attending encouraged to bring pot luck side dishes/desserts.

Social Ministry - Sue Dickson

Food Pantry – Closed and remaining food is going to be donated to IUP food pantry at Campus Center and Chevy Chase food pantry. The committee will present plans for what to do with the remaining money in the Food Pantry account.

Back to School Bash – All stored extra socks and underwear left from previous years have been donated and items cleared from storeroom. Two remaining wooden coat racks are to be donated to Salvation Army for their use during winter coat distributions.

Trinity 3-2-1 - Rik Wissinger

Seminary Internship program was presented at the Trinity 3-2-1 meeting and discussions. Feedback will go to Rik. It is hoped that if all approved the application process can start for this.

Worship & Music- Pastor Tedd

Online worship status- materials/wiring are in. Computer and Camera are in. Rik hopes to install the camera in its place this week. Still waiting for the "treads" to run the wire through. Once they are in the company can then do the hookups and B & M Computers can run the fiber optic wire for the Wi -Fi. To get clear transmission fiber optic must be used because of the long distance.

Nativity blessing- do we want to do one this year? Yes Date- Advent 2 on Dec 3 &4 (People can start bringing them in Nov 20th.)

Old Business -

K McCullough brought up a question about having 1st communion classes. She has a child that is eligible. 2nd grade was the age we used to offer this. Gail mentioned that Jen has already ordered materials and will work with Pastor and interested families for scheduling.

New Business - none

Closing Prayers and Adjournment at 7:40 pm.

Submitted by Susan Dickson 9/13/2022

<u>ADMINISTRATION AND FINANCE COMMITTEE MINUTES</u>

October 5, 2022

I. Call to Order- 7pm

Present: Kevin Huston, Pernell Bowersox, Gail Sechrist, Sue Dickson, Pastor Tedd Cogar, Don Seagren

Absent: Rik Wissinger, Kim Balcerak

II. September Minutes – 3 minor corrections will be made.

Motion to approve: Gail Sechrist, 2nd by Pernell Bowersox

III. Financial Report

A. September Financials -

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

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

Expenses were up in September due to; maintenance on the furnace, repair to ceiling tiles, and also a down payment was sent to the Zimmerman Company for the job to replace 70 roof tiles.

Electricity expense has gone up. There was also maintenance done on the Organ and piano but those lines are still within budget.

Motion to move financials to audit: Don Seagren, 2nd by Gail Sechrist

IV. Old Business

A. 2023 Budget submit to council Budget campaign –

So far still only 35 pledges for 2023 for \$114,430.

Kevin presented 2 versions of the 2023 budget. One using our current pledge totals, and one with our Goal for pledges.

- "Goal Budget" of \$192,000- increase of \$36,816 over 2022 budget.
- "Current Pledge Budget "of \$114,430 –This is a decrease of \$38,952 from our 2022 budget of \$153,382. This would also still be \$37,612 short of our budget expenses. We propose to cover the shortfall using our 2022 budget surplus funds.

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.

Discussion followed. A letter will be put in the next newsletter explaining the cuts that will need to be made without the support from the congregation.

ADMINISTRATION AND FINANCE COMMITTEE MINUTES—cont

- B. Fish Estate No update at this time.
- C. On Line Project All equipment had been received and we are waiting for install.

V. New Business

- A. Congregational Meeting Sunday Nov 20th 4 pm. Notice to be sent to all in congregation, and posted in the bulletins.
- B. Annual Reports They are due by Oct 30.
- C. Sunday School Area use A request by the "Learning pod" to be in the building this Friday due to an IASD in-service day. Was approved.
- D. Social Ministry With the Food Pantry closing, the Social Ministry sent a request for the distribution of remaining funds.
 - \$1,000 used to purchase grocery store gift cards for the Pastor's Discretionary Fund.
 - \$1000 to be donated to Chevy Chase Community Food Bank
 - \$14,000 remaining balance to be deposited in Zion's Endowment fund.

The above will be sent on to council as a recommendation, but the transfer of the \$14,000 to the Endowment fund will need to be brought up at the annual meeting per Zion's Constitution.

Sue brought up about closing the O2 account for Katie's Closet and moving the remaining funds of \$542.69 to Back to School Bash. This will need to be brought up at Council.

Motion to adjourn by Don Seagren and 2nd by Pernell Bowersox.

Submitted by Susan Dickson 10/6/2022

PROPERTY COMMITTEE MINUTES

October 18, 2022

Members Present: Jerry Ruffner, Kevin Huston, Dave Keith

Committee issues discussed:

Completed Projects

- 1.9/21/2022 Environmental Pest Control monthly pest treatment performed
- **2.**9/21/2022 CertaSite will perform an annual inspection on the kitchen's ansul system and inspect all the building's fire extinguishers.
- 3.1-2-3 Locksmith repaired the ladies room ADA restroom door \$ 53.00

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.**Supply chain issues have delayed the installation of the new on-line ministry project. We are waiting for wire covers to protect the fiber optic cable from damage after installation. All other materials are on site and a certified installer for the fiber optic cable has been engaged to do the installation when the final materials are supplied.
- **3.**Jerry Ruffner supplied the committee with a detailed list of all the necessary inspection and maintenance operations that need to be performed in the building. The frequency of those operations was also detailed along with a list of contacts of those companies that perform the work.
- **4.**Jerry Ruffner supplied the committee with several informational charts detailing the electrical system, the heating system and the water system within the building.

Other 2022 Projects

1. The committee is researching for a vendor to address our ongoing bat infestation problem.

Available Funds for Projects

Capital Improvement Account Balance: \$21,983.27

ZARP Account Balance: \$8,869.69 (reserved for green space)

The Committee's next meeting will be Tuesday, November 15, 2022 at 7:00 PM

Formal recommendations to council: NONE

WORSHIP & MUSIC COMMITTEE MINUTES October 25, 2022

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

Topics Discussed:

The committee finalized plans for Reformation services.

The committee finalized plans for All Saints services.

The committee discussed relocating 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.

Pastor Cogar has requested vacation time for the following weekends:

November 5 and 6

November 19 and 20

November 26 and 27

Pastor will provide sermons to be read by the Assisting Ministers and the Assisting Ministers will distribute communion as we have done in the past through the "Lay Distribution of Communion".

The committee selected hymns for the Advent Season.

WORSHIP & MUSIC COMMITTEE MINUTES—cont

Organist Schedule through 1/29/2023

10/30/2022	Christine Clewell or Beth Grafton
11/6/2022	Beth Grafton
11/13/2022	Sarah Hosterman-Kirsch
11/20/2022	Marissa Bruno
11/27/2022	Marissa Bruno
12/4/2022	Christine Clewell
11/13/2022	Sarah Hosterman-Kirsch
11/20/2022	Marissa Bruno
11/27/2022	Marissa Bruno
12/11/2022	Sarah Hosterman-Kirsch
12/18/2022	ТВА
12/24/2022	ТВА
12/25/2022	Christine Clewell
1/1/2023	ТВА
1/8/2023	Sarah Hosterman-Kirsch
1/15/2023	ТВА
1/22/2023	
1, 22, 2020	ТВА

Date of NEXT Meeting: Tuesday November 29, 2022 at 6:30 PM

Respectfully submitted,

Kevin Huston

REC & FELL COMMITTEE MINUTES

September 21, 2022

Members Present: Sue Dickson, Kim Balcerak, Claudia Ditch, Kathy Huston,

Kathy Gaylor

Topics Discussed:

Oktoberfest: The committee discussed the menu and mechanics of hosting a second annual

Trinity 3-2-1 Pot-Luck Oktoberfest Dinner in the church social hall on Sunday, October 2nd at 4:00 PM. We will once again prepare pork and sauerkraut, adding brats to the menu this year, mashed potatoes and applesauce for all, and will provide beverages and rolls. Congregation members and their guests are encouraged bring a German-themed side dish or dessert. BYO beer, if you choose. Entertainment, as always, is in the hands of Kevin Huston. Volunteers to help clean

up afterward will be appreciated.

Update, 10/3/22: In 2021, 60-70 guests attended; this year, 42 guests attended. Disappointing, but next year we will cut back on the volume of food prepared. How-

ever, everyone seemed to have enjoyed themselves.

Congregation Mtg. After the 4:00 PM annual congregation meeting on Sunday, November 20th, a Pot

Luck Dinner will take place in the social hall. Drinks and rolls/butter will be provided. We look forward to the array of delicious food and desserts the congregation

families will bring! As always, kitchen clean up help will be appreciated.

Amount of Expenditure to be taken from Budget Line: Less than \$170.

Respectfully submitted,

Kathleen Gaylor

PARISH EDUCATION COMMITTEE MINUTES September 29, 2022

Attendance: Present - Jenn Rising, Jess Baum Mehus, and Gail Sechrist

Absent: Pastor Tedd Cogar, Beth Wheeler

Oct. 29 intergenerational event – starts at 2:30; movie on Martin Luther and reformation; painting;

Registration by Oct. 19; Text messaged Kathy Gaylor 9/15/2022 and asked for suggestions and if committee would help.

Sunday School – 4 children consistently

1st **communion classes** will begin in the spring 2023; Materials from previous Frist Holy Communion classes were located. Pastor Tedd and Jenn went through materials. Most will be used with updated information and three other topics will be added to make a more rounded experience.

3 interested in catechism – Pastor Tedd is checking with Lutheran Campus Ministries about possibly changing the day they meet to move from Thursday event to Friday to allow catechism classes to be held on Thursday. Otherwise, classes will have to alternate Sunday afternoons.

Christmas Intergenerational event – January, 7th as date; 14th as back-up date; looking for ideas.

Jenn will look into storytellers.

November 2022

Date	Lay Reader	Altar Guild	Ushers	Assist. Min.	Tellers
Nov 5/6	5:30-Claudia Ditch 9:30-Dawn Seagren	Sat-AM Kathy Huston, PM-Shirley Horner Sun-Sue Dickson	5:30-Rik & Bev Wissinger 9:30-Pernell Bowersox	5:30-Kevin Huston 9:30-Rik Wissinger	Kim Balcerak
Nov 12/13	5:30-Karen Gresh 9:30-	Sat-AM&PM-Sharon O'Keiff Sun-Sue Dickson	5:30-Rik & Bev Wissin- ger 9:30-Jim Slade	5:30-Rik Wissinger 9:30-Beth Grafton	Kim Balcerak
Nov 19/20	5:30-Dante Adamson 9:30-Gail Sechrist	Sat AM&PM-Louise Bu- chanan Sun-Becky Slade	5:30-Shirley Horner, Chuck Rodnicki 9:30-Don & Dawn Seagren	5:30-Kim Balcerak 9:30-Beth Grafton	Kim Balcerak
Nov 26/27	5:30-Kalise Dugan 9:30-Tyson Ellenberger	Sat AM-Jan Cikowski, PM-Bev Wissinger Sun-Kathy Huston	5:30-Shirley Horner, Chuch Rodnicki 9:30-Gary Ellenberger	5:30-Kim Balcerak 9:30-Kevin Huston	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	

November 2022 PAGE 25

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		0	JERRY OFF	3	4 7:00—Film Festival	
6 9:30 Liturgy 8:30 Choir Practice 10:40 Choir Practice Sunday School	7	8	9 7-Adm/Finance	10	11 Zion office closed	12 5:30 Liturgy
9:30 Liturgy 8:30 Choir Practice 10:40 Choir Practice No Sunday School	14 6:30-Council	7-Property	16	17	18 Zion office closed	19 5:30 Liturgy
9:30 Liturgy 8:30-Choir Practice 10:40-Choir Practice Sunday School 4:00-Congregational Meeting	21	22	23	OFFICE CLOSED Happy Thanksgiving	25 Zion office closed	26 5:30 Liturgy
9:30 Liturgy 8:30-Choir Practice 10:40-Choir Practice No Sunday School	28	6:30-Worship & Music	30 Newsletter Mailed 7-Parish Ed 7-Midweek Advent Service		Narcotics Anony- mous meetings Sunday evenings	Alcoholics Anonymous meetings Wednesday evening



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Email: zion.lutheran@comcast.net On the web @www.zionindianapa.org Date Mailed: October 27, 2022

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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

David Keith

Kim McCullough

Sheri Bowersox

Shirley Horner

Pastor Tedd Cogar