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Zion Annual Meeting Held November 21, 2021

Zion held its annual congregational meeting on Sunday November 21, 2021. The meeting convened at 4:00 PM in the newly renovated social hall. There were 33 voting members in attendance for the meeting.

The minutes from our 2020 congregational meeting were read and approved. The 2021 Annual report was available to all those in attendance.

The congregation elected the following to serve a three year term on church council:

Rik Wissinger, Shirley Horner, Sue Dickson

Kim Balcerak has accepted the Financial Secretary position beginning in January 2022. Kim replaces Anna Grafton, whose six year term has expired.

Sheri Bowersox was elected to fill Kim Bowersox' remaining one year term.

Vice President Kevin Huston expressed the congregation's thanks to **Kathy Gaylor**, whose term had expired.

The Zion council will hold its annual reorganizational meeting on **Monday December 13, 2021 at 6:30 PM.**

Since our new constitution has been approved by the Synod, we will be following it for our 2022 congregational year. New officers will be elected to lead council and the congregation.

Nominations from the floor were asked to fill the remaining elected committee positions:

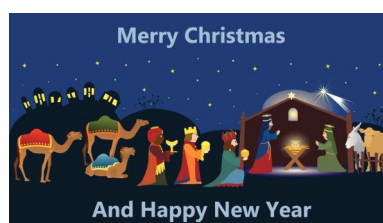
Administration and Finance Committee (one three year term)

Mission Endowment and Memorial Committee (three year terms)

Nominating Committee (One year term)

Synod Assembly (one year term) **Ron Anderson**

It will be left to Council to find congregation members willing to fill the remaining committee seats.



The congregation received an updated report on the ZARP project. This included discussion of future plans for refurbishing the former parish house site into an attractive green space. Private funding was received to allow these plans to move forward to completion and a committee has been working to that end.

The congregation also approved Zion's operating budget for fiscal 2022. The budget shows a surplus of \$11,882.24 thanks in large part to the generous pledge support received from the congregation during our fall budget pledge campaign. The budgets for Property committee (repairs needed in the nave ceiling) and Recreation and Fellowship committee (additional joint congregational gatherings to be planned) were increased. A motion from the floor added \$250.00 to the budget as donation to the Indiana Fire Association. The Budget showed a decrease in staff salaries with the current vacancy in our second part-time pastor position through Trinity 321. As Trinity 321 plans to work with the synod to call a candidate to fill our vacant part-time pastor position, discussion was held concerning a need to increase current and benevolence giving for fiscal 2023 to provide monies to pay for this position when it is filled.

Discussion was also held concerning forming a committee to work on a long term strategic plan for Zion.

In addition, discussion was held on future capital projects being considered by the property committee.

With no further business to discuss, the meeting was adjourned and the congregation enjoyed fellowship with a pot luck dinner.

A HUGE "Thank You" to Luther Chapel for your donation to Boscov's Friends Helping Friends. It's always a great way to start your Christmas shopping and hope all had fun shopping and enjoyed your shopping pass. The Zion Lutheran Evangelism Committee thanks you again for your donation for the shopping pass.

Kim Balcerak



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

Luther Chapel will restart Sunday School on November 7, 2021, beginning at 10:30 in Hank's Hall (the social hall at the rear of the church.) We are beginning with classes for children of all ages.

Luther Chapel will once again be participating in the United Way Turkeython in association with Renda Broadcasting by accepting donations until the cutoff date of November 18, 2021. Council has already pledged to commit a donation of \$50.00 as well as any additional amounts that may come in. Please help your neighbors in need to be able to receive the items for a holiday meal! Luther Chapel council is sponsoring a Harvest Home collection of non-perishable food items and needed paper products such as paper towels and toilet paper from November 7, 2021 through Christ the King Sunday on November 21, 2021.

Darlene Beatty, our Parish Education committee chairperson will be holding an Advent Activity for all ages on Saturday, December 4, 2021, from 3 – 5 p.m. This month's activity will be Rock Painting, and all materials will be provided. For questions or to register, please contact Darlene at 724-541-5168.

Luther Chapel Council is looking for three members to serve with them on the council next year. Please contact any current council member to put your name up for elections in December.

Prayer List:

Gary, Linda, Tyler, Sam, Sue, Tracy, Ben, Ava, Karen, Noah, Bob, Sharon, Ann, Tedd, Randy, Janet, John, Bob, Mike, Judy, Marilyn, Jim, Gail, Ralph, Joshua, Judah, Dale, Robert, Julie, Michael, Pat, Trish, Lois, Jay, Blair, Chuck, Mary, Christine, Donna, Logan, Mary Ann, Myles, Phyllis, Denise, Leora, Larry, Keely, Mia, Paula, Richard, Lisa, Monica, Michael, Arlene, Al, Delsie, Alex, Linda, Trentyn, Cindy, Ellie, Elaine, Rick, Kim, Kaylee, Lilian, Ron, Chuck, Ken, Denise, & Ella

Please remember in prayer the Family & Friends of James E. Jennings who entered Life Eternal on November 9, 2021.

Zion Announces Holiday Worship Schedule for 2021

Advent and Christmas are upon us and Zion's Worship and Music Committee announces our in-person worship opportunities for Advent and Christmas. .

Our Advent season begins on **Saturday/Sunday November 27/28, 2021**. On Advent Sundays this year, we will be singing Hymn #257 "O Come, O Come Emmanuel" as our entrance hymn. This hymn has eight stanzas and we will sing two of the stanzas during the four Advent Sundays. As we light the Advent candle we will sing hymn #240 "Light One Candle". This hymn has four stanzas and we will sing one stanza each week.

In addition to our Saturday/Sunday Advent services, we will gather on Wednesdays during Advent for a spoken service. These services begin on **Wednesday December 1, 2021 at 7:00 PM** and continue through Wednesday December 22, 2021. Please plan to join us for these additional worship opportunities.

Our Christmas Eve candlelight service will be on **Friday December 24, 2021 at 8:00 PM**. We will be using the pre-pandemic 2019 service format with a little twist. Nine of the eleven hymns we will sing on Christmas Eve, will be from the "Service Book and Hymnal". This is the old "red" book hymnal that was in use prior to the adoption of the "green" hymnals in the late 1970's. We will provide these hymns in the bulletin as they are slightly different than our current versions in the ELW.

We will have in-person worship on **Sunday December 26, 2021 at 9:30 AM**. But we will not have a Saturday evening service on Christmas Day December 25, 2021.

We will repeat this schedule the following weekend with in-person worship on **Sunday January 2, 2021 at 9:30 AM**. Again, there will be no worship service on Saturday night January 1, 2021.

Our Saturday services will continue as normal with in-person worship on **Saturday January 8, 2021 at 5:30 PM**.

We hope you will plan to join us for these worship opportunities as we begin the new church year.

A Message from Zion Council Vice-President

Our congregation is one of varied interests. Harnessing these interests into a cohesive ministry can at times be challenging. We are blessed that there are members of our congregation who are dedicated to the continued success of our ministry. We greatly appreciate the faithful and generous financial support we receive. But, it is those who volunteer for the many tasks that need to be performed each week in preparing and supporting the congregation's day to day operation that provide significant impact on Zion's ministry.

Here are a few of Zion's unsung "Volunteer Heroes":

Jan Cikowski: Jan brings many talents to Zion and is an indispensable part of our weekly worship preparation. Jan's sewing talents has led her to make various vestments for our pastors and she often takes responsibility for making sure that the altar is vested with the correct seasonal colors. Jan also keeps inventory of our communion supplies, candles, and other materials needed for worship. When our flower support started to wane, Jan developed a plan to purchase out of season and "on sale" artificial flowers to augment our altar flowers especially at Christmas time with poinsettias. Jan also organizes the altar guild volunteers for decorating the church on holidays.

Sue Dickson: Sue's involvement in Zion is deep and varied. Sue serves on the board of Zion's Pre-School and puts in countless hours to see that staffing and finances are in place for each school year. Sue was the driving force behind our outreach ministry "Katie's Closet" until conditions with the pandemic forced its closure. Sue spent many hours organizing donated clothing and properly displaying it for our shoppers, as well as manning the "Closet" during operating hours. If that is not enough, Sue lends her voice each week to our choir and also serves on Administration and Finance committee and is a faithful member of Altar guild.

Kathy Gaylor: Kathy has served on Zion Council as well as the Social Ministry and Recreation and Fellowship committees. But her true indispensable value to Zion is in our kitchen. Kathy is our go to person for planning food events. From funeral dinners to congregational gatherings, Kathy provides planning and shopping as well as organizing preparation, cooking, and serving volunteers that make each event seamless and delicious. Kathy also works with volunteers for our food pantry, and is lending her talents to help plan for the repurposing of the former parish house site.

Kim Balcerak: Kim oversees the counting and depositing of Zion's contributions each month. In addition she records those contributions so that they can be properly reported back to our membership through our year end giving statements. Kim also organizes the schedule for our assisting ministers each week as well as serving as one of the group. Kim serves on Administration and Finance committee, Zion Council, Worship and Music committee, and has worked with the Evangelism committee, organizing our trips to "Sight and Sound", and our Advent Nativity display night.

These are just a few of Zion's unsung heroes. There are others who faithfully lend their volunteer support to Zion's ministry, filling in the "gaps" when needed. However, our continuing decline in active membership has reduced the numbers available within the congregation from which to draw support. Our current roster of "Volunteers", those who serve on Zion's active committees totals 42. That represents 20% of the 206 members we have based on the returned 2021 census cards. This means that many of those 42 "double up on committee assignments to keep things at Zion operational. And the group continues to get smaller and older.

A Message from Zion Council Vice-President—cont

We are not alone in this as many congregations in our geographic area continue to get smaller and demographically older.

At our recent Annual Congregational meeting we failed to elect members to the following positions: Administration and Finance Committee (1), Mission Endowment Committee (1), Synod Assembly (2), Nominating Committee (6). As I surveyed the room, I understood why this was. Those in attendance (33) were already serving on two, three or sometimes four committees already. It is quite obvious that we could use some help!

We currently list as many as 174 families as members of Zion, but our active membership is significantly smaller. The purpose of our 2021 census was twofold. We needed to ensure that we had the correct data for each of our member families. And we needed to see if our listed member families still considered themselves members of Zion. After two mailed attempts at outreach, we received 124 responses to the census with a total of 206 members within those families responding. That is 71%.

As we begin 2022, I will be proposing that Zion's council establish a committee (yes another one) to specifically focus on a strategic plan for Zion's future. This will involve three goals:

- Strengthening Zion's financial position to ensure continued relevance

- Strengthening Zion's internal ministry through broader volunteer support

- Growing Zion's outreach ministry to provide relevance to our community and opportunity for increased membership.

If you care for Zion as I do and are not now engaged in current activities at Zion, I would welcome your insight into how we could make Zion better. Please contact me or another member of council to express your interest in serving.

2022 Giving Envelopes are Now Available

Giving envelopes for the calendar year 2022 are now available.

We will have the envelopes available for pick up at the annual meeting on November 21, 2021.

Following the annual meeting, the envelopes will be available for pick up at the rear of the nave until December 31, 2021.

We will mail out any unclaimed envelopes to membership 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 their envelopes up 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 30 and 31	27	35	114
November 6 and 7	13	32	110
November 13 and 14	13	29	131
November 20 and 21	21	24	103

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, etc), please let the office know so it can be marked on or taken off the calendar. Thank you

STAFF & VOLUNTEER LUNCHEON

The annual staff & volunteer Christmas Luncheon will be held at 11:30 AM on Thursday, December 9, in the Social Hall. A sign-up sheet is in the office directly under the clock. Please join us! This includes all former volunteers from Katie's Closet, the original bulletin mailing crew and anyone else who has volunteered at the church.

SNOW BIRDS

All Zion members who go "South" during the cold months and would like to have their Newsletter mailed to them, could you give me your name, your winter address and the dates you will be there. The address can be changed prior to mailing the newsletter each month and then you can receive it. Thanks, Bev

Don't Forget Our Staff this Year

Zion's staff has again worked very hard to provide us with the support necessary to keep Zion functioning. The staff has been vital as we all are less present within Zion's walls. The pandemic has not prevented the phones from ringing, the bills from coming, the dust from collecting, the grass from growing, or the snow from falling. We have continued to worship both on line and in-person and the staff has been there throughout the year to provide the support necessary for Zion to function. We greatly appreciate their efforts on our behalf.

Holiday time is a great time for us to remember our staff and their dedication to us and the ministry of Zion. Please consider a generous donation toward this year's staff bonus. It's a great way to say thank you to those who provide so much to Zion.

Film Festival

Jerry's annual Film Festival was a success drawing in 22 people and collecting \$157.00 in donations for Zion's Food Pantry. Special thanks to Sheri and Pernell Bowersox for providing 2 flavors of popcorn this year and adding Juicy Fruit candy for everyone to enjoy with the cold drinks.

News from the Kitchen:

A huge thank you to everyone who helped make our recent Oktoberfest dinner a huge success! It was wonderful to see over 60 members and friends of Trinity 3-2-1 in our social hall enjoying this festive German tradition. It felt good to have our kitchen and social hall back in operation!

Council has approved a dedicated "Kitchen Restoration Fund", in which profits from luncheons, dinners, food sales, or other social functions might be deposited. The goal is to eventually be able to replace the decades-old flooring and ceiling in the kitchen. Of course, anyone inclined to add to this fund may do so by indicating "Kitchen Restoration" in the "other" space on your church envelope.

Again, thank you all for your support and participation. Watch for more good things coming in 2022.

Food Pantry Update:

Beginning in January, the Zion Community Food Pantry will move indoors with a streamlined operation. On the 3rd Saturday of each month from 10 AM to Noon, the Church Street glass door will be open for families to enter the church, walk to the social hall, pick up three bags of groceries, and exit via the red Church Street door, without having to wait in line or complete paperwork. We will simply record the number of families visiting each month. This new process will prevent close contact and keep us all socially distanced and safe.

Anyone interested in helping out in this once-a-month venture may contact Kathy Gaylor, Barb Lockard, or Beverly in the church office. We especially need a few volunteers for January and February. This is truly "God's Work, Our Hands".

Frozen Soup Sale:

The Recreation & Fellowship Committee will hold a **Frozen Soup Sale** the weekend of **December 10-12, 2021**. Choices are Winter Chili, Tuscan Chicken Soup and Carrot & Sweet Potato Soup (vegetarian). \$7.00 per quart, freshly made and already frozen. A great opportunity to stock your freezer for the cold winter! Soup will be available to the public on Friday, December 10 at the glass Church Street Door from 4PM to 7PM. It will also be available after the Saturday service until 7PM, and again after Sunday service until 1PM. Mark your calendars!

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.

Remember all those requesting prayer: Tom Krapsho, Chris Howard, Tom Williams, Deb Cosgrove, Don Seagren, Alice Reed, Pam Laney & Family, Hannah Rising, Rylan Rummel, Donald Dustin, Sharon Twaddle, Marvin, Dick Smith, Pastor Roy Washill, Paul Davis, Jenn Rising, Bishop Lozano, Jessica (Chapman) Badowski, Prisca Maier, Jim Chapman, Sande Shotts, Ruth, Cliff, Karen Holland, Laurie Pate, Loretta Piper, B. Tamski, David Kunkle, Allison Miller, Adam Chilenski, Dennis Turner, Kristine Anderson Volpatti, Ken Campbell, Gene Shotts, Tom Bush (Becky Slade's brother), Dominic Yensi, Dave Malin, Tom Brown, Dave Nycum, Karen Davis, Susan Butchkoski, Lonnie Cogar, Jeannine, Petras Family, George Schulze, Denny Swanson, Jr, Jeannie Park, Martha Chapman, Paolo Schianchi, Ron Anderson, Billie Kurtz-King, Bill Johnston, Liesl Andrie, Peter Broad, Bob Reifsteck, Bob Butchkoski, Nancy, Abby Bowser, Jim Muller, Royce Walters, Rochelle Calvetti, Jacqueline Davis, Judy Matsko, Kim Walls, Katrina Albright, Quinn Santini, Heidi Good, Bill Mechling, Lisa Vavro, Elaine Park Davis, Leonard Black, Noelle Battick, Ronda Leasure, Janice & Rich Olsen, Linda Kanyan, Annah Hill, Gene Hartzell, Guella Family, Betty Nicolette.

For all those serving in the Military and those who have served, especially: Zachery Horner ((grandson of Shirley Horner), Maria Dinuzio, Mark Collins, Stephen Davis, 1st Lt. Chad Beighley (nephew of Dory & Ken Campbell), Matthew McEldowney (grandson of Richard & Shirley Bush), Corey Feretti, Franklin Feretti.

PLEASE REMEMBER THE HOME-BOUND AND MEMBERS IN NURSING HOMES, KEEP THEM IN YOUR PRAYERS.

Roberta Buchanan, Geraldine Shatzer, Marietta (Mo) Foltz, Marie Campbell, Royce Walters, John Carloni, Bea Ruth.

GIVING REPORT: MONTH OF NOVEMBER

Needed for November operating budget:	\$ 13,470.83
Received in November:	<u>\$ 11,904.00</u>
Amount Still Due for November:	\$ 1,566.83

Does not include the end of the month giving

HAPPY BIRTHDAY

DECEMBER BIRTHDAYS

Diana Metzger

Kathy McKelvey

Martha Higgins

Paul Myers

Crosby Campbell

Kalise Dugan

Eugene Ferg

Betty Wingard

Gia Adamson

Hannah Rising

Kathryn Anderson

Matthew Black

Lily Grafton

Robert Jarvis Jr

Pastor Arlene Schweitzer

Beth Grafton

Daniel Budris

Pastor Tedd Cogar

Sherene Hess

Ruth Nelson

Charles Richburg

Barry Widdowson

Carol Donahue

Royce Walters

Tamie Blank

Janet Hill

Claudia Ditch

Bruce Johnson

Kristian Dugan

Gretchen Barbor

Karen Gresh

Charles Clark

Steve Higgins

MINUTES OF THE CONGREGATIONAL COUNCIL

October 11, 2021

i-Call to order

A. Opening Prayer

B. Attendance: K. Huston, K. Balcerak, B. Slade, G. Sechrist, Pr. Tedd, S. Horner, R. Wissinger, B. Mehus, K. McCullough, D. Keith, K. Gaylor (VIA Zoom) Absent- S. Horner (excused), Pr. Tedd (excused)

ii- Devotions- K. Balcerak- November K. Gaylor

iii- Approval of April minutes- M/R. Wissinger, 2nd K. Balcerak

iv- Communications- We received a faith verse and statement from Kalise Dugan for her confirmation on Reformation Sunday. Motion to accept: B. Slade, 2nd K. Balcerak

A. Pastor's Report- none

V. Review of Financial Report (September 2021)- B. Slade asked if the interest rates of checking, savings and ELCA foundation accounts be added on the report; the CD's have interest rates have them. Motion- R. Wissinger, 2nd Kim Balcerak

vi- Committee Reports

Standing committees

Administration and Finance- K. Huston – Proposed budget. Will vote on recommending it at next month's meetings. Annual reports- deadline Nov. 15th

Staff Support- R. Wissinger- Wants to put a reminder in the newsletter and bulletin for Staff Christmas bonuses as well as the staff and volunteer luncheon, we will need to coordinate with Pastor Tedd and pick a date. Real flowers versus what Jan has been doing; continue w/ artificial flower arrangements. If someone wants to donate flowers, they are still able to do so. There have been a few accidents on the church's property. We have not had a procedure; there is a written procedure now, which is in the safe. We discussed putting a few accident forms in the attendance book so they are nearby in case there is an accident during service. It is important to capture the information when an accident happens.

Constitution Compliance- B. Slade- None

Evangelism/ Stewardship- K. Balcerak- Saturday would have been the bus trip to Esther, some families are going on their own.

Zion's Online ministry- K. Huston, Cameras and a laptop have been recommended; the camera will be in the balcony, will have a zoom feature and will be controlled by the laptop. Audio quality with the phone is glitchy; having problems with the headphones; a suggestion was made to move microphone to improve sound quality.

Parish Education- G. Sechrist- The parish ed office is going to be moved upstairs to be closer to the Sunday School rooms. There will be an announcement in the newsletter.

MINUTES OF THE CONGREGATIONAL COUNCIL—cont**October 11, 2021**

Property- D. Keith- The sign board in front of the church has been damaged. Handyman For Hire was contacted; the door will be fixed by end of week. Eagle Air is going to clean the boilers. Dunkle Roofing to do inspection of the roof. We had an estimate by Harvey Paving in Homer City that was lower than the previous bid to repair the driveway near garage. They suggested repaving the driveway with blacktop. To repair upper part, estimate was \$2500, \$4255 for the lower; for a total of \$6755. If we did everything all at once, the quote was \$5995. No objections.

Rec & Fellowship- K. Gaylor. The Oktoberfest event was successful, with no negative comments. The next event is the Potluck dinner after annual meeting; nothing solid planned after that. Still planning on soup sale near beginning of year; selling frozen quarts.

Social Ministry- K. Gaylor- Food pantry. 9 families last month. Barb and Mary will run it in October, as Kathy will be unavailable. It will continue through December.

Trinity 3-2-1- R. Wissinger- There has been a suggestion holding four events between the Lutheran Campus Center, Luther Chapel and Zion throughout the year. Rotating events between sites. Lutheran Campus Center would host their event at Zion. Christmas Eve Service- working on plans; coordinating with Luther Chapel. A suggestion was made to possibly rotate service times from year to year; 8pm and 10:30pm services. No service on Christmas Day as it is on a Saturday this year; one service on Sunday. Next meeting is on November 16th.

Worship and Music- Searching for chairperson. Assisting Ministers are retiring. B. Grafton, Kathy Huston. A suggestion was made to get the choir involved with singing to help Assisting Ministers.

vii. Old Business- none

viii. New Business- The preschool has requested playground fencing. The old shed has been taken down and there is now a gap in the fencing around the playground where it stood. The preschool is willing to pay for it but wanted to ask our permission. Motion D. Keith, 2nd K. Balcerak. B. Slade- Oktoberfest, there were people who could not get inside the building after leaving briefly because they didn't have their FOB. Is there a way to unlock the system? K. Huston- There is a way to unlock it, but it needs to be done in the computer. There was donation bucket at the Oktoberfest? May put one out for future events for people to donate to world hunger.

ix. Closing prayers and adjournment Motion to adjourn K. Gaylor/ 2nd K. Balcerak

Submitted by Brian Mehus 10/13/2021.

ADMINISTRATION AND FINANCE COMMITTEE MINUTES

November 3, 2021

Attendance: K. Huston, Dawn Seagren, B. Mehus, S. Dickson, G. Sechrist, Pr. Tedd, R. Wissinger. Absent: Don Seagren, K. Balcerak

I. Financial Report

A. October Financials were reviewed. There was a \$3,060.96 garage repair. R. Wissinger motion to send for audit, 2nd S. Dickson.

II. 2022 Budget

A. Reviewed status of 2022 pledges

B. Recommend 2022 budget for council- Bump up the budget expenses for Property committee Repairs/Church from \$3500 to \$4000. Also change Worship and Music line item "Annual License with Podcasting" From \$300 to \$400. This year it was \$392. Don't want to spend any money we don't have yet. It is a project amount, not money in the bank. This is based on projected pledges. Will have to replace Jerry, projected \$9000 surplus for 2022. Propose for approval from council for meeting. R. Wissinger, S. Dickson.

C. Recommendations for redirecting Dedicated account monies- \$90,000 in bank. Capital improvement. Invest it as seed money to call a second pastor. ELCA foundation. Piano/Organ preservation fund and also budget reserve. \$28,000 special focus, expected to be \$36,000. Bequest undesignated, gift from congregational member, best used; not specified. Whatever you need. Also have piano repair, redirect money into universal music and instrument repair. Organ is 50 years old, will start to need repair. Talk about it at the meeting for congregational authorization. Talk about long term health of financial stability for church. Look at it from a legacy standpoint. Maybe set up a committee for strategic financial planning. What do we want to do long term. Bring it up at Congregational Meeting. Pr. Tedd had a question about the ZARP dedicated account. \$11,623.25 is designated for beautification of the parsonage lot.

III. On Going Congregational Issues

A. Procedure handbook- A question about documenting basic procedures for funerals; is there a basic procedure and format we can follow? Pr. Tedd, not a generic setup. Maybe have Bev develop an intake questionnaire. Bev's duties and responsibilities are documented. Jerry's documents are in there. The ushers attendance book has an accident form to be filled out as soon as possible after an accident. In February 2022 the emergency planning committee will begin meeting again.

B. Zion On-Line- We will look into getting professional help. Sue Dickson mentioned that the audio for the online stream was malfunctioning during this Sunday's service.

IV, Old Business- Dawn Seagren made some calls, a few people aren't interested in coming to church anymore. Other people did not want their phone number in directory. Some people are still wary of coming due to the pandemic.

V. New Business

A. Congregation's Annual Report- A few committee annual reports are outstanding, they have until Monday the 15th.

B. Congregational meeting- Everything looks good.

C. Staff employment documents. R. Wissinger- Prepared staffing part of budget. Proposed 2% increase in salary for employees. He proposed a change in the language of the position description for Director of Music/Organist. Rik will modify the contract and send it to Council for approval. Motion B. Mehus, 2nd Gail Sechrist.

Motion to adjourn R. Wissinger, 2nd K. Huston.

Submitted Brian Mehus 11/4/21.

PROPERTY COMMITTEE MINUTES

November 16, 2021

Members Present: Jerry Ruffner, Kevin Huston, Dave Keith

Committee issues discussed:

Completed Projects

- 1.10/26/2021 – Environmental Pest Control performed their monthly treatment
- 2.11/6/2021 – Resurfacing of the driveway at the former parish house location was completed

On Going Projects:

- 1.Dunkel Roofing was contacted to perform annual inspection of main roof tiles. With no response coming from the company, the committee will attempt to locate a new contractor.
- 2.Pastor Tedd has asked for a screen door on the Pastor's outside office door to be installed. The committee has taken this under consideration.
- 3.The soap dispenser in the men's ADA bathroom outside the social hall is leaking. A replacement is being procured.

2022 Projects under Consideration

- 1.The committee was asked to seek bids for work to replace both the ceiling and floor in the kitchen.
- 2.The committee will address painting of the pastor's office door and entry door below.
- 3.The committee is seeking additional bids for the window project.
- 4.The committee will address repairing the plaster in the south stairwell to the choir loft
- 5.The committee will address replacement of damaged ceiling tiles in the narthex.

Available Funds for Projects

Capital Improvement Account Balance: \$ 0.00

ZARP Account Balance: \$ 11,623.18

\$ 10,000 earmarked for Parish house site reclamation

The Committee's next meeting will be Tuesday, January 18, 2022 at 7:00 PM

Formal recommendations to council:

PARISH ED COMMITTEE MINUTES

October 27, 2021

Present: Jess Baum Mehus, Pastor Tedd Cogar, Gail Sechrist, and Jenn Rising

Absent: Beth Wheeler and Dory Campbell

CATECHISM: Pastor Tedd Cogar

Confirmation – 10/30/21: Kalise Dugan

Confirmation Gift Update: Gift has been purchased.

Kami's catechism – Dory retiring in May. Jenn Rising may take over for Dory in May. A meeting will be set with Dory to find out where Kami is in the curriculum.

New catechism curriculum: We will begin to research for a curriculum. We will continue with the current curriculum at this time.

Future students: Lily – possible start this summer.

SUNDAY SCHOOL:

Sunday School Rooms:

DCE office will be moved to catechism room. Catechism room will be moved into one of the renovated classrooms.

Sunday School Teachers/Volunteers: No volunteers.

Sunday School Calendar:

The Parish Education Committee revisited the plan for an alternate Sunday School schedule. A trial plan will be sent to Council.

A trial plan for an alternating week plan in the winter months for the parents to be able to attend services while the children are in Sunday School.

Sunday School COVID Plan: Continuing as planned.

PARISH ED COMMITTEE MINUTES—cont

October 27, 2021

Advent Gala: We do not have any volunteers for the Gala. We will do the Advent project Jenn Rising had planned during Sunday School. We will put a notice in the bulletin and newsletter to RSVP if they would like to attend.

Easter Event:

Scavenger hunt – find different pieces that would be in the resurrection eggs. Different groups with different colored clues. Saturday before Palm Sunday (4/9/22).

Budget: No new business

VACATION BIBLE SCHOOL:

No update. Date: August 13, 2022 AT Blue Spruce Park

NEW BUSINESS:

Christmas play/pageant – We will look into a possible date to have a play/pageant for the congregation.

Christmas ornament for kids. We will begin looking into an idea for the ornament.

Trinity 3-2-1 Events: Luther Chapel Spring Tea. Jenn will reach out to Sara Schaffer-Mack to discuss connecting with Coral and having joint activities. Begin considering starting events such as family events, possibly beginning in the spring and summer when events could be held outside.

SUNDAY SCHOOL ATTENDANCE:

October 3, 2021: 4 children

October 10, 2021: 2 children

October 17, 2021: 7 children (two guests included)



October 24, 2021: 2 children

October 31, 2021: 7 children (8 with one guest)

November 7, 2021: 3 children

December 2021

Date	Lay Reader	Altar Guild	Ushers	Assist. Min.	Tellers
Dec 4/5	5:30-Karen Gresh 9:30-Jim Chapman	Sat-5:30-AM&PM-Louise Buchanan Sun-Sue Dickson	5:30-Walt & Jan Cikowski 9:30-Don & Dawn Seagren	5:30-Kim Balcerak 9:30-Rik Wissinger	Kim Balcerak
Dec 11/12	5:30-Dante Adamson 9:30-Dawn Seagren	Sat-AM-Jan Cikowski, PM -Bev Wissinger Sun-Becky Slade	5:30-Shirley Horner, Chuck Rodnicki 9:30-Gary & Tyson Ellenberger	5:30-Rik Wissinger 9:30-Beth Grafton	Kim Balcerak
Dec 18/19	5:30-Josh Widdowson 9:30-Jenn Rising	Sat-AM-Kathy Huston, PM-Shirley Horner Sun-Kathy Huston	5:30-Rik & Bev Wissinger 9:30-Pernell Bowersox, Jim Slade	5:30-Jenn Rising 9:30-Kevin Huston	Kim Balcerak
Dec 24	8:00-Bob Shively	Kathy Huston-Christmas Eve Clean-Up		8:00-Beth Grafton	
Dec 25/26	5:30- <u>NO SERVICE</u> 9:30-Beth Grafton	Sat- <u>NO SERVICE</u> Sun-Sue Dickson	5:30- <u>NO SERVICE</u> 9:30-Don & Dawn Seagren	5:30- <u>NO SERVICE</u> 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 evenings		1 7 Advent Midweek Service	2	3 Zion office closed	4 5:30 Liturgy
5 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice Sunday School	6	7	8 6 Adm/Finance SPECIAL TIME 7 Advent Midweek Service	9 11:30 Staff/Volunteer Holiday Luncheon	10 Soup Sale Zion office closed	11 Soup Sale 5:30 Liturgy
12 Soup Sale 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice Sunday School	13 6:30 Council	14	15 7 Advent Midweek Service	16	17 Zion office closed	18 10-12 Food Pantry 12:30 Mehus Birthday Party 5:30 Liturgy
19 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice Sunday School	20	21	22 7 Advent Midweek Service	23	24 Zion office closed 8 Christmas Eve Service	25 5:30 Liturgy <u>NO SATURDAY SERVICE</u> 
26 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice <u>NO Sunday School</u>	27	28	29 Newsletter Mailed 7 Parish Ed	30	31	Jan 1 <u>NO SATURDAY SERVICE</u> 

2022 BUDGET Income

INCOME	2021 Monthly		2022 Monthly		2021 Annual		2022 Annual	
	Budget		Budget	Variance	Budget	Budget	Variance	
Current and Benevolence	\$ 13,333.33		\$ 12,781.83	\$ (551.50)	\$ 160,000.00	\$ 153,382.00	\$ (6,618.00)	
Initial Offering	\$ 20.83		\$ 10.75	\$ (10.08)	\$ 250.00	\$ 129.00	\$ (121.00)	
Loose Offering	\$ 33.33		\$ 19.42	\$ (13.92)	\$ 400.00	\$ 233.00	\$ (167.00)	
Sunday Church School	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Vacation Bible School	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Christmas Offering	\$ 41.67		\$ 4.17	\$ (37.50)	\$ 500.00	\$ 50.00	\$ (450.00)	
Mid Week Advent Offering	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Easter Offering	\$ 41.67		\$ 166.67	\$ 125.00	\$ 500.00	\$ 2,000.00	\$ 1,500.00	
Mid Week Lenten Offering	\$ 33.33		\$ 60.25	\$ 26.92	\$ 400.00	\$ 723.00	\$ 323.00	
Building Use	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Interest- Savings	\$ 16.67		\$ 19.75	\$ 3.08	\$ 200.00	\$ 237.00	\$ 37.00	
Altar Flowers	\$ 16.67		\$ -	\$ (16.67)	\$ 200.00	\$ -	\$ (200.00)	
Interest Income - Checking	\$ 25.00		\$ 43.42	\$ 18.42	\$ 300.00	\$ 521.00	\$ 221.00	
Dinners	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Other Flowers and Candles	\$ 16.67		\$ -	\$ (16.67)	\$ 200.00	\$ -	\$ (200.00)	
Transfer from cash reserve	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Bequests	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Workers' Compensation Reimbursement	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Reimbursements	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Thrivent Choice Deposits	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Sanctuary Lamp Reimbursement	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Bulletin Memorials	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Wine/Host Reimbursement	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
Fund Raising Income	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	
INCOME TOTALS	\$ 13,579.17		\$ 13,106.25	\$ (472.92)	\$ 162,950.00	\$ 157,275.00	\$ (5,675.00)	
EXPENSE TOTALS	\$ 15,085.46		\$ 12,271.10	\$ (2,814.35)	\$ 181,025.46	\$ 143,572.76	\$ (33,772.22)	
VARIANCE	\$ (1,506.29)		\$ 835.15	\$ 2,341.44	\$ (18,075.46)	\$ 13,702.24	\$ 28,097.22	

2022 BUDGET EXPENSES

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Benevolence						
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	\$ -

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Staff Salaries and Benefits						
Trinity 3-2-1 Shared Ministry	\$ 4,199.50	\$ 884.71	\$ (3,314.79)	\$ 50,394.00	\$ 10,616.52	\$ (39,777.48)
Administrative Assistant Salary	\$ 1,098.38	\$ 1,120.76	\$ 22.38	\$ 13,180.50	\$ 13,449.10	\$ 268.60
Admin Asst Soc Sec (employer 7.65%)	\$ 84.03	\$ 85.71	\$ 1.67	\$ 1,008.37	\$ 1,028.46	\$ 20.09
Custodian Salary	\$ 1,603.91	\$ 1,635.95	\$ 32.04	\$ 19,246.90	\$ 19,631.34	\$ 384.44
Custodian Pension	\$ 160.38	\$ 160.38	\$ -	\$ 1,924.59	\$ 1,924.59	\$ -
Custodian Insurance	\$ 973.74	\$ 416.29	\$ (557.45)	\$ 11,684.82	\$ 4,995.48	\$ (6,689.34)
Custodian Social Security (employer 7.65%)	\$ 122.69	\$ 125.15	\$ 2.46	\$ 1,472.33	\$ 1,501.83	\$ 29.50
Director of Music Salary	\$ 844.17	\$ 861.00	\$ 16.83	\$ 10,130.00	\$ 10,332.00	\$ 202.00
Director of Music Empl SS	\$ 64.58	\$ 65.87	\$ 1.29	\$ 774.95	\$ 790.44	\$ 15.49
Vacation Organist wages	\$ 20.83	\$ 83.33	\$ 62.50	\$ 250.00	\$ 1,000.00	\$ 750.00
Worker's Compensation	\$ 35.42	\$ 112.58	\$ 77.17	\$ 425.00	\$ 1,351.00	\$ 926.00
Supply Pastors	\$ -	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00
Security Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Custodian Car Allowance	\$ 5.00	\$ 5.00	\$ -	\$ 60.00	\$ 60.00	\$ -
Custodian Snow Shoveling	\$ 8.33	\$ 8.33	\$ -	\$ 100.00	\$ 100.00	\$ -
TOTALS	\$ 9,220.96	\$ 5,606.73	\$ (3,614.23)	\$ 110,651.46	\$ 67,280.76	\$ (43,370.70)

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Worship and Music						
Altar Flowers	\$ 50.00	\$ 16.67	\$ (33.33)	\$ 600.00	\$ 200.00	\$ (400.00)
Altar Candles/Communion Supplies	\$ 66.67	\$ 25.00	\$ (41.67)	\$ 800.00	\$ 300.00	\$ (500.00)
Devotional Materials	\$ 41.67	\$ 25.00	\$ (16.67)	\$ 500.00	\$ 300.00	\$ (200.00)
On-Line Service Expense	\$ -	\$ 135.83	\$ 135.83	\$ -	\$ 1,630.00	\$ 1,630.00
Worship Planning Resources	\$ 25.00	\$ 16.67	\$ (8.33)	\$ 300.00	\$ 200.00	\$ (100.00)
Keyboard and Instrument Repair	\$ 20.83	\$ 58.33	\$ 37.50	\$ 250.00	\$ 700.00	\$ 450.00
Organ Repair and Maintenance	\$ 83.33	\$ 141.67	\$ 58.33	\$ 1,000.00	\$ 1,700.00	\$ 700.00
Annual License with Podcasting	\$ 25.00	\$ 33.33	\$ 8.33	\$ 300.00	\$ 400.00	\$ 100.00
TOTALS	\$ 312.50	\$ 452.50	\$ 140.00	\$ 3,750.00	\$ 5,430.00	\$ 1,680.00

2022 BUDGET EXPENSES

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Recreation and Fellowship						
Hospitality	\$ 36.33	\$ 70.83	\$ 34.50	\$ 436.00	\$ 850.00	\$ 414.00
Dept of Agriculture Inspection	\$ 6.83	\$ 6.83	\$ -	\$ 82.00	\$ 82.00	\$ -
Funeral Dinners	\$ 25.00	\$ 25.00	\$ -	\$ 300.00	\$ 300.00	\$ -
TOTALS	\$ 68.17	\$ 102.67	\$ 34.50	\$ 818.00	\$ 1,232.00	\$ 414.00

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Stewardship						
Church Offering Envelopes	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00	\$ -
Offering Envelope Distribution	\$ -	\$ 16.67	\$ 16.67	\$ -	\$ 200.00	\$ 200.00
TOTALS	\$ 41.67	\$ 58.33	\$ 16.67	\$ 500.00	\$ 700.00	\$ 200.00

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 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	\$ 8.33	\$ -	\$ 100.00	\$ 100.00	\$ -
Vacation Bible School	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00	\$ -
TOTALS	\$ 108.33	\$ 108.33	\$ -	\$ 1,300.00	\$ 1,300.00	\$ -

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Administration and Finance						
Telephone, Internet, Cell Phone	\$ 333.33	\$ 333.33	\$ -	\$ 4,000.00	\$ 4,000.00	\$ -
Office Supplies	\$ 100.00	\$ 66.67	\$ (33.33)	\$ 1,200.00	\$ 800.00	\$ (400.00)
Office Equipment	\$ 50.00	\$ 20.83	\$ (29.17)	\$ 600.00	\$ 250.00	\$ (350.00)
Bookkeeping and Records	\$ 41.67	\$ -	\$ -	\$ 500.00	\$ -	\$ -
Postage	\$ 108.33	\$ 175.00	\$ 66.67	\$ 1,300.00	\$ 2,100.00	\$ 800.00
Synod Delegates	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00	\$ -
Discount Memberships	\$ 4.17	\$ 4.17	\$ -	\$ 50.00	\$ 50.00	\$ -
Accounting Fees	\$ 100.83	\$ 104.17	\$ 3.33	\$ 1,210.00	\$ 1,250.00	\$ 40.00
TOTALS	\$ 780.00	\$ 745.83	\$ (34.17)	\$ 9,360.00	\$ 8,950.00	\$ (410.00)

2022 BUDGET EXPENSE SUMMARY BY COMMITTEE

Committee Totals	2021 Monthly Budget	2022 Monthly Budget	Monthly Variance	2021 Annual Budget	2022 Annual Budget	Annual Variance
Benevolence	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 24,000.00	\$ 24,000.00	\$ -
Staff Salaries and Benefits	\$ 9,220.96	\$ 5,606.73	\$ (3,614.23)	\$ 110,651.46	\$ 67,280.76	\$ (43,370.70)
Worship and Music	\$ 312.50	\$ 452.50	\$ 140.00	\$ 3,750.00	\$ 5,430.00	\$ 1,680.00
Recreation and Fellowship	\$ 68.17	\$ 102.67	\$ 34.50	\$ 818.00	\$ 1,232.00	\$ 414.00
Stewardship	\$ 41.67	\$ 58.33	\$ 16.67	\$ 500.00	\$ 700.00	\$ 200.00
Parish Education	\$ 108.33	\$ 108.33	\$ -	\$ 1,300.00	\$ 1,300.00	\$ -
Administration and Finance	\$ 780.00	\$ 745.83	\$ (34.17)	\$ 9,360.00	\$ 8,950.00	\$ (410.00)
Property	\$ 2,518.42	\$ 2,871.25	\$ 352.83	\$ 30,221.00	\$ 34,455.00	\$ 4,234.00
Evangelism	\$ 35.42	\$ 18.75	\$ (16.67)	\$ 425.00	\$ 225.00	\$ (200.00)
Youth Ministry	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ 15,085.46	\$ 11,964.40	\$ (3,121.06)	\$ 181,025.46	\$ 143,572.76	\$ (37,452.70)



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 (New Website)

Date Mailed: November 24, 2021

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CHANGE SERVICE
 REQUESTED



PASTOR/PASTORAL CARE

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

ZION STAFF

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

TRINITY 3-2-1 MINISTRY REPRESENTATIVES

Rik Wissinger 724-840-2335 bevnrik@yahoo.com
 Barry Widdowson 724-599-6433 bpwiddowson@comcast.net

ZION COUNCIL MEMBERS

Kevin Huston (VChair)
 Gail Sechrist (Treas)
 Brian Mehus (Sec)
 Anna Grafton (Fin Sec)
 Kim Balcerak (Asst Fin Sec)
 Becky Slade
 David Keith
 Kathy Gaylor
 Kim McCullough
 Rik Wissinger
 Shirley Horner
 Pastor Tedd Cogar