

**The Annual Report of Mission and Ministry 2010**  
Zion Lutheran Church – Kalamazoo    www.zionkazoo.org

**ADMINISTRATIVE PASTOR**

Zion Lutheran Church continues to be a vibrant, loving, and energetic congregation. As Christians, we believe that God's love for the world was so great that He sent his Son to redeem and restore a creation that was devastated by sin. Our future hope in heaven is the gift of Easter. Our present life is not spent simply waiting for the future but in active discipleship. In other words, the Church is not simply people waiting for heaven, but people already living in the glow of that promise through an active life of discipleship.

The "mission" (work of the Church) is laid out by Jesus in Matthew 28:19-20. His instructions for his disciples (including us!) are simple: *"GO therefore and MAKE DISCIPLES of all nations, BAPTIZING them in the name of the Father and of the Son and of the Holy Spirit, TEACHING them to observe all that I have commanded you, and lo, I AM WITH YOU ALWAYS, to the close of the age."*

"How" we carry out this mission is what we call "ministry." This annual report is a review of "how" we are seeking to carry out that mission using our gifts, opportunities, and abilities for the sake of Christ Jesus and His Church.

Goals and strategies might change from year to year, but our mission remains the same! The available resources (people, talent, wealth, and opportunity) might change from time to time, but our mission isn't debatable – it is given to us by Christ Himself. We have abbreviated that mission statement here at Zion as *"Reaching Out With Jesus' Love."*

Zion has always had a strong emphasis on worship, education, family life and servant ministries. Over the past decade we intentionally increased outreach efforts through campus and music. With the renovation and new construction of our physical facilities and the addition of Hilltop Preschool as a ministry of Zion, we have added more avenues and opportunities for that outreach.

As we consider the goals and strategies that seek to pour the saving love of Jesus into parched and thirsty lives, Jesus' parables about planting and growing can be helpful. Sometimes we think that ministry succeeds or fails based on our efforts, but as every farmer knows, one can only do so much, and the rest is up to God. We are blessed with seeds of life, gifts that have the potential for incredible blessings. Our charge is to "plant those seeds" wherever we can, and pray that God will bring about new life and an abundant harvest.

Our call is to go and "plant seeds." Our call is to nurture the living things in the Lord's garden. Our call is to keep the wells fresh and the weeds picked. We need to be practical, transparent, and faithful in our stewardship, remembering always that we are "the Church" — which is different than a club, corporation, or civic organization.

In the following pages, you will read reviews of many of our ministries. Do so with the awareness that our expectation is that EVERY member of Zion will find at least one ministry area in which to serve. The last time I counted, we had over seventy different "ministry areas" in which people were planting seeds! We continue to be blessed by the resources and commitment of our Zion family!

These reports will help you see what others are doing, and thank you for where you are serving. (And maybe even open our eyes to new ministries that are needed, but not yet begun.)

As Pastor, my first responsibilities are preaching, teaching, worship, and pastoral care. I plan weekly and special worship, and typically write liturgies and special formats for Advent and Lent. I teach two or three Bible classes weekly (membership, first communion, Bible studies, and whatever classes are needed and there is time for.) I help with follow up on visitors, do most of the hospital visits, and am on call" for emergencies. I help with funerals, weddings, and do most counseling. I give whatever support to other staff members that is required or requested. I schedule worship leadership for the year (preaching, liturgy, etc.), write many of the newsletter articles (a great teaching and outreach tool), record a majority of sermons for WKZO, and develop the weekly themes for worship. Last summer, with Rachel Licavoli's help we started a High School summer camp. This year, Ellie Hayward and Janis Dinda will help add a Middle School camp as well. This gives me more contact with our youth and allows us to keep them close to each other over the summer months.

An ongoing goal is to develop Zion Haus (and our incredible forest setting) into a “Renewal and Re-Creation Ministry” that will utilize retreats and study for all of us to grow in faith. Each week is different and yet each week is the same - it is all about seeking to be faithful to my call of ministry, discipleship, and servant love.

With the current economic concerns and ripple effects within our congregation and community, there are related issues that can affect ministry at Zion. We must remember that God is always faithful to his promise to love, lead, and support. Fear can sometimes strangle ministry, and if we ever get into a “this is all we can afford” mentality, we can hurt rather than help ministry. We have to be responsible but we also have to allow God to lead us through some of the dark places where we are tempted to rely on our own decisions rather than the boldness of faith. God has never let this congregation down, and we only have to worry if we start living by fear rather than faith.

Thank you for your discipleship, your support, and your prayers. Pastor Seeber

### **CAMPUS MINISTRY**

The goal and purpose of Campus Ministry is to provide ministry services, events, and opportunities for students who are Christian to grow and be strengthened in their faith. They are encouraged and equipped to share their faith and live out their faith in their everyday life on campus. Solid Grounds also seeks to be a place where we practice hospitality and provide a safe and loving environment where students who are not Christian can explore and learn about God's love. Solid Grounds also seeks ways to reach out to students on campus in whatever ways that God leads and guides.

This past year, God opened up doors and opportunities for me and campus ministry to work with and serve a wide variety of students on campus. Beginning 2 years ago, May 2008, I spent hours each day that month in prayer and reflection, asking God to help us to reach out and serve students in whatever ways that He wanted. In January 2009, Terry Nelson, who serves as the team physician for WMU Athletics, introduced me to the two student leaders of Fellowship of Christian Athletes (FCA). They told me that they had been praying for God to provide an adviser/support person for FCA and invited me to join their weekly FCA meetings.

I have been attending FCA meetings since February 2009. There are anywhere from 30-40 student athletes that attend FCA each week. A number of those student athletes did not grow up Christian or have very little knowledge of the Bible. In our weekly meeting, one of the student leaders begins with a devotion and Bible passage, then we split up into 2 discussion groups. My role in the discussion group is to help guide the conversation, as well as listen and offer support and encouragement to students in their faith. FCA initially met in the Reed Fieldhouse. Starting in January 2010, we moved our FCA meetings to Solid Grounds. We will continue meeting in June and July and beginning in September, FCA will meet every Wednesday night at Solid Grounds. I am amazed and overwhelmed at how God answered my prayer to help me and Solid Grounds reach out and serve the needs of students on campus in whatever way that He intended. The connection that began with Dr. Terry Nelson introducing me to the student leaders of FCA was God's doing. Little did I know that God was about to answer prayer again in a new and exciting way.

In late May 2009, 3 students from Kenya came to Solid Grounds. They told me that they had started a Bible study in their apartment and invited fellow Kenyan students on campus. Within a few months, they had between 20-30 students packed into a tiny apartment for Bible Study. They prayed and asked God to provide a venue to meet. Since they had heard about Solid Grounds, the 3 student leaders asked if they could meet at Solid Grounds every other Friday evening for their Bible Study/Fellowship. I told them we would be honored to host their event, which is called Pambazuka. Pambazuka is a Swahili word, which is based on Isaiah 40 and means: "Arise and Shine." One of the interests that God has placed on my heart over the years is cross-cultural work. I asked the 3 students if their group had a pastor or adviser and they said "no." I asked if I could join them for their Bible Study/Fellowship and they said that they would be happy for me to join them. Beginning in June 2009, Pambazuka met at Solid Grounds every other Friday from 7:30-9:30pm. We now meet every Friday at Solid Grounds. The student leaders told me that they wanted this event to be open to anyone on campus, not just students from Kenya. We usually average between 20-30 students each week. Most are from Kenya. There are students also from Nigeria, Tanzania, Malawi, Ghana and other African countries. In addition, there are 4-5 students from Solid Grounds that regularly attend Pambazuka.

The first hour of our time together is spent in fellowship and singing. The second hour is devoted to Bible Study. I typically lead Bible Study twice a month and the student leaders will lead the other 2 times a month. Some of the students that attend Pambazuka grew up in the church back in Africa and some do not

have any church experience. Pambazuka is truly a cross-cultural experience and there is a strong sense of community and fellowship for the students. In addition, there are about 4-5 students from Kenya that attend our Sunday service at Kanley Chapel.

There's a passage in the Bible that says that God can do immeasurably more than we can ask or imagine. God has done immeasurably more than I could have asked or imagined in opening the door for me and our campus ministry to serve the needs of students involved with FCA and Pambazuka.

Our Sunday Service at Kanley Chapel and Lunch at Solid Grounds continues to be an important part of our campus ministry. We average between 25-35 students each week. We have a strong praise and worship team, which enables them to use the musical gifts and talents God has given them to help lead our worship service. Throughout the year, different students will come and worship with us on Sunday's. What I've learned is that for some students, attending once a month, or even once or twice a semester is considered "regularly or actively" involved. Sunday worship and lunch also provides a strong community of faith for those that do attend regularly every Sunday. One of the greatest blessings that the members of Zion can provide for campus ministry is through cooking and providing for our Sunday lunch at Solid Grounds.

Another aspect of campus ministry this year was our combined Winter Servant with the Adult Servant Event group from Zion. Our Servant Event was to Bethlehem Lutheran Church in inner-city St. Louis. We are looking at different ways that students from Solid Grounds and members of Zion can "cross-pollinate" and work together in ministry. In addition to our Winter Servant event to St. Louis, Solid Grounds traveled to southeast Kentucky and worked with Christian Appalachian Project to help rebuild and work on homes of low-income families in the Appalachian region of Kentucky on our Spring Break Servant Event.

This upcoming year, Solid Grounds is hoping to travel to Haiti for one of our major servant events to help with the earthquake relief effort. We also are looking into going to Nashville to help with the flood relief effort. Going into the 2010-2011 academic year, Solid Grounds will have our Sunday worship service at 12 noon at Kanley Chapel, followed by lunch at Solid Grounds. On Wednesday evenings, we will host and I will work with Fellowship of Christian Athletes in their weekly Bible Study and small group discussion time. On Friday evenings, Pambazuka will meet at Solid Grounds, offering a cross-cultural ministry opportunity. My role with Pambazuka is a Bible study leader, spiritual adviser and support for the students.

Having learned and seen how God answered our prayers when we were open to how He would guide and lead us, we will again use the summer time in prayer and reflection and discussion, asking God to help us and lead us to do whatever else He might have in store for our campus ministry this upcoming year.

Pastor Mark Couch

### **ASSISTANT PASTOR (part time)**

The following are my pastoral activities over the past year as part-time, assistant pastor of Zion Lutheran Church:

1. I make monthly, personal visits and bring Holy Communion to "shut-in" members of Zion and a few Lutheran, non-members. Presently there are 33 "shut-ins" on whom I call.
2. From September through May I teach a weekly, hour-long, Tuesday morning Bible class attended by 25-35 persons, including a few non-members.
3. Since the summer of 2006 I am the staff member relating to Stephen Ministry at Zion.
4. Tuesdays and Fridays are my regular, weekly days to be at Zion and to make calls on members including hospital calls.
5. In 2009 I became the staff member relating to Hilltop Preschool of Zion. As part of that responsibility I am serving on the Administrative Ministry Team for Hilltop Preschool.
6. I serve as preacher and/or liturgist at funeral services as requested by family members or staff members of Zion.
7. Other occasional activities at Zion include: preaching, serving as liturgist, teaching Sunday adult classes, new member classes, and aiding Pastor Seeber and other staff members when asked as I can.

My goal for the coming year is to continue to fulfill the above responsibilities and to be of service to the congregation and staff in other ways as I am able.

Pastor Larry Brelje

## **PRESIDENT'S REPORT**

Several years ago, when we committed to the renovation and expansion of our facility, we were also committing a significant percentage of our giving (in the neighborhood of 20%) to pay for these needed improvements. This scenario will likely continue to be the case for quite a few more years. As we move forward, this is the financial reality our Congregation must deal with.

One of the members of our Board of Directors likes to use the phrase "We need to change the culture of Zion." In the past, when we had ministry needs, our response tended to be to Call someone and then expect this new Staff person "to do it all." At this point in time, we are no longer able to follow this model. We need our members to "step up" and take an even more active role in what historically has been done by full time Staff persons. One of the responsibilities of the Board of Directors is to ensure that we are spending our financial resources wisely. Stated Biblically, we need to be responsible stewards. Stated secularly, we need to get the biggest bang for our buck.

According to the results of the 2008 Congregational survey, education was a priority of the Congregation. The Board of Directors has been responsive to that survey. We are committed to supporting a "Cradle to Grave" education ministry. We have established a standing committee which is responsible for working with and supporting all levels of our educational ministries.

Much time this year has been devoted to Strategic Planning: Small Groups, Discipleship, "Coming down off the hill," and "out of the box" thinking for meeting ministry needs with reduced financial resources. The foundation has been laid for moving forward in these exciting directions. As soon to be Past President, I am eager to continue on with the Strategic Planning process. I am grateful for the opportunity to have served Zion as President for this past year.

As one of our former Presidents is fond of saying, "Thanks for who you are and all you do."

Respectfully submitted, John A. Buetow

## **ADULT FAITH AND LIFE MINISTRY**

This ministry is focused on Sunday morning and Wednesday evening adult education at Zion. The main premise of our ministry is to aid adults to grow in their personal faith through the study of historical, cultural, and contemporary issues. We try to do this through a variety of media namely presentation, Bible study, and video.

This past year we met our goal of supporting the Sunday School PALS program by suspending our classes several times so that all adults could participate with the children. Another goal reached was to involve our pastoral staff in our adult education program. Pastor Brelje combined with Dave Mayer on a discussion of Bill Hybel's book, *A Walk Across the Room*. Pastor Grother retold the Christmas story. Pastor Seeber gave a detailed review of the book, *The Shack*. Pastor Couch gave an explanation of the Sunday readings. Pastor Seeber also conducted a year long study of the book of Luke on Wednesday evenings.

Our fall offerings began with a series led by Judy Adlam, Candy Buetow and Linda Stieve on the topic of "Zion's Orchestra." The purpose of this wonderful series was to help Zion members determine which "instrument" they played to help Zion "make a joyful noise unto the Lord" by participating in one of our many ministries.

The music emphasis continued with Dennis Dressler leading two sessions on the Lutheran Liturgy. Helen Fierke gave us "a foretaste of the things to come" with her introduction to the beautiful Christmas Cantata presented by Zion's choir in early December.

Gemechis Roro, a doctoral pharmacy student from Ferris University (staying with the Dresslers this school year), explained his life growing up in Ethiopia. His father was in the first class that graduated from the Lutheran Seminary there and dedicated his life to ministering to over 40 congregations.

After Christmas the major motion picture, "Fireproof" was shown in parts on Sunday mornings and followed by discussion led by members of our ministry team. This film was used as a study guide to strengthen relationships and marriages.

In March, we hosted the second annual day long seminar featuring Dr. Paul Maier. This year's topic was "St. Paul and the Spread of Christianity." We were pleased to see many returnees and new faces with over 200 attending.

John Buetow followed Dr. Maier with a continuation of St. Paul's journeys. This was enhanced with personal pictures taken by John and Candy as they personally visited St. Paul's part of the world.

The goals of Adult Faith and Life for the 2010 -2011 education year include a major emphasis on small group Bible study hopefully involving all members of the congregation. This will be worked on extensively over the summer months with the help of Pastor Seeber. We will continue to support the Sunday school program and to host the third seminar featuring Dr. Paul Maier. The topic for March 12, 2011 is "Christianity – The First Three Centuries."

Our ministry team meets once per month usually on a Tuesday or Thursday, but currently in the afternoons at the convenience of the members. Currently serving in this ministry are Dave Mayer, Linda Stieve, Peter Tanz, Judy Adlam, Candy Buetow, and Nancy Dressler. Anyone interested in becoming involved with this ministry may speak with Dave Mayer at 375-1241.

### **ADULT SERVANT EVENT**

Ministry Purpose: To plan and implement servant events for adult members of Zion to give freely to others of their time and talent. We are driven by Jesus' words to His disciples: "When you feed, cloth, visit, or help the least of my children, you have done it for me!"

Activity: In January of 2010, adult members of Zion traveled to Bethlehem Lutheran Church in St. Louis, MO to provide construction and building help to this congregation. This church is vibrant, effective, and unique in providing a wonderful ministry to inner city families. Predominately African-American in membership, this church has led the charge to totally revitalize their church neighborhood. They have built 38 new homes on four city blocks and own another five city blocks to build on. One block will be turned into a sports complex with ball fields and courts. Their worship is spirit-filled with the church being packed with young families. Our service to the church included renovation of aging portions of their current facility, painting, electrical work, dry walling, and plumbing. We also served a meal to 150 homeless people in the city of St. Louis on the coldest night that St. Louis had had in the last ten years.

Future Goals: Zion will continue to schedule and sponsor adult servant events in the future. Where God will lead us to serve will be shown to us by His leading. Certainly returning to St. Louis is an excellent possibility as the 2010 team had a great experience.

Member Involvement: All adult members of Zion are invited to participate in these servant events. No great skills or experience is required. But a willingness to help and serve is necessary. Watch the Harbinger and Sunday bulletin for future adult servant event details.

Dennis Dressler

### **ALTAR GUILD MINISTRY**

The Zion Altar Guild Ministry is an active organization of about 30 members whose purpose is to prepare the chancel (altar) area for worship and to serve in a supporting role to the pastoral staff. Each member commits to approximately 5 weekends of service each year. Working with a partner, our responsibilities include cleaning the altar area, filling the candles with oil, changing the paraments according to the season and preparing for Communion services and Baptism. Care of the Altar linens and the robes for the pastors and acolytes are also included in our responsibilities.

There are usually 3 business meetings per year plus 1 day dedicated to a major cleaning. The busiest time of the year for this ministry is during the Christmas and Easter seasons with the additional services and decorating of the church. In 2010, we combined the annual cleaning day with our Easter decorating day. The turnout was large and all cleaning and decorating duties were accomplished. In the summer's past, we did not have any air conditioning and communing at the altar became quite hot for both Pastors and members. Therefore, last summer, we switched our summer communion activities from the continuous format to communing at the altar, because the sacristy is now air conditioned. Our future goals include additional member recruitment (families, women, men and young adults) and education.

Preparing the church for worship is an important responsibility. Worship is our response to the eternal God; it is what identifies the church as the church. Service in the Altar Ministry is a privilege of the highest order and an opportunity to give back to Christ for all that he has done for us. Ours is a *great responsibility* but a *joyous and fulfilling* ministry. *Please prayerfully consider joining us.*  
Susan Ahrenholz

### **BRaille**

Zion is fortunate to have many willing workers who produce Braille books, thus we are a part of approximately 5,000 volunteers that are "BRINGING CHRIST TO THOSE IN DARKNESS." All work centers during December 2009 and January 2010 stopped production, giving the home office in California time to make some important changes in their computer system. Three more people have joined our work center making a total of 43 willing workers and there is always room for more. Once again, I thank all who have supported us in ways such as memorials and other donations.  
Tomi Mursch

### **CHRISTIAN ART MINISTRY**

Christian Art Ministry seeks to present the congregation with various forms of visual art, lectures, and workshops to affirm, evaluate, and inspire the spirit. Last summer, a quilt show displayed work by Grace Stiegemeier, Kathy Huston, Monica Slesinski, Bev Snow, Maxine Bushouse, Sharon Preuss, Judy Finnegan, and Nancy Dressler. We've also had shows from Judy Finnegan, Ron Masek, Leona Janke, and Tim Seeber. Currently the Fiber Arts show contains work from several Zion members.

We continue to develop various ideas and invite members to join us. Please contact Joanne Smith, Judy Finnegan, Alice Tomer, or Pastor Seeber to get involved.

### **CHURCH PROPERTY**

This ministry team cares for the entire Zion facility, including the church, all contents, grounds, parsonage, garage/shed and van. This committee has been served by eight members. The following is a list of some of the projects completed during the past year, starting June 1, 2009 through the end of May, 2010.

1. A committee worked throughout the summer and created a guideline for using the Sanctuary, Gathering Place, Blend's Room, kitchen and the hallways.
2. Two new exterior doors were installed near the sanctuary.
3. New lights were installed in the parking lot improving the lights that were installed during the construction project.
4. Room numbers and names have been installed throughout the building.
5. A vinyl shed was installed on the playground for storage of playground equipment.
6. New ceiling lights have been installed throughout the nursery and Pastor Seeber's office.
7. New cabinets and counter top have been installed in the "old youth room."
8. New speakers have been installed in the Gathering Place and the nursery allowing you to be able to hear the services in the sanctuary.
9. Many new tables, table carts, and chair carts were purchased for the Gathering Place and various Sunday School rooms.

With the installation of a new efficient boiler, additional insulation, and removing tremendous amounts of roof heat tapes, we have seen some **significant** savings in our winter gas bills. Keep in mind we are also heating around 10,000 square feet of additional new building.

Many wonderful improvements have taken place at Zion during the past couple of years. We must, at the same time, remember there is still a significant amount of building and contents that are original and will need to be closely maintained or perhaps replaced.

Jim Mayer, Retired Chairman of the Board of Church Property

## CONFIRMATION MINISTRY

The confirmation program here at Zion is a 3 year program and involves 6th-8th graders. The name of our Confirmation Program is Faith Inkubators. The program covers a 3 year cycle. The themes of the program are 1) Living Lutheran, 2) Living Scripture, and 3) Living Faith. This past year, we studied Living Lutheran. The focus of Living Lutheran includes the life and history of Martin Luther and the Reformation, the two Sacrament: Baptism and The Lord's Supper, and the Apostles Creed. Last year, we covered Living Scripture. The focus of Living Scripture are key Bible Stories from both the Old and New Testament and the teachings of Jesus from the Gospels. This upcoming 2010-11 year, we will be studying Living Faith.

Confirmation meets on Wednesday evening from 6:15-7:30PM. The first 45 minutes of class are devoted to teaching the lesson of the day. The final 30 minutes of class are devoted to small group discussion. The goal of the small group discussion is to better understand the lesson that was taught, as well as develop Christian bonds and community within the Confirmation class. The program also encourages confirmands and parents to spend time together at home, talking about their faith and sharing their high's and low's of the day together. I am grateful to Alice Tomer and Ellie Hayward for their help and support with confirmation this year. They were a great blessing to the confirmation program.

Every Fall, we offer a Confirmation Retreat at Geneva Camp in Holland. The Confirmation Retreat helps the confirmation class develop rapport and community and sets the tone for the remainder of the year. The Confirmation Retreat is held the second weekend of October.

Members of Zion can help assist the Confirmation Program, not only with prayers, but for those who enjoy leading and guiding small group discussion, we can use members of the congregation to serve as discussion leaders.

Confirmation Sunday was May 2nd, 2010. There were 7 members of Zion confirmed this year. Laine DeMorrow, Megan Doorlag, Morgan Freeby, Jacob Gumbleton, Catherine Holt, Matthew Huberty, and Ryan Tomer.

## DINNER TREE MINISTRY

The purpose of this ministry is to provide support to families that have a new baby by offering dinners. The ministry members help to prepare 4-5 meals for the family during the first few weeks of bringing the new baby home. It is a nice opportunity for the new parents to meet other families in the congregation. This ministry has also shown to be a great way to reach out to young families that are new members to Zion. Over the past year the ministry has provided meals for 9 families. Forty volunteers are involved in this ministry. Volunteers are usually contacted 2-3 times a year to make a meal for a family.

The first goal of the ministry is to continue to provide this service to our families. The second goal is to have more volunteers to make it easier to offer this service. Families that have had meals made for them are then asked in the future to join the ministry and make meals for others. Most families are more than willing to help, because they appreciated the meals themselves. If you have had a new baby or know someone in the congregation that has a new baby, please let Sue Bickel or the church office know so that we can work on a dinner tree for this family. **We are always looking for new volunteers.** If someone is interested in joining the ministry she/he can contact Sue Bickel at 353-8428 or email [smbickel@att.net](mailto:smbickel@att.net).

## FINANCE MINISTRY

The Finance Ministry is comprised of Keith Dinda, Bruce Huston, Rhonda Newman and Monica Slesinski. The Ministry team is responsible for processing and managing the finances of the congregation. For the fiscal year ending May 31, 2010, the following was accomplished:

- Despite significantly lower giving than was expected, the finances have been essentially balanced for the year.
- The balanced budget for the upcoming year was prepared using an estimated giving budget lower than the budget for the current year.
- The bridge loan for the construction project was paid off.
- The construction loan and the remainder of the existing roof loans were consolidated into one loan with Church Extension Fund at \$1,856,000. As of the end of May 2010, the loan balance was reduced to below \$1,800,000.

- The member contributions to the pledge campaign exceed the total amount of the pledges.
- External and internal audits were performed. There were no significant internal control or management comments from either audit. The main comments included:
  - Recommendations to improve control over cash receipts, reconciliations of liability accounts, control over bank statements, improve the access to the storage of blank checks, and perform a review of canceled checks.
  - Also recommended were better documentation of cash receipts, passwords should be changed more frequently, copy of bank deposit slips attached to the deposit worksheets and all manual reports should be initialed by the person preparing the report.
  - Recommendations from the management report included continuing the financial reports to the congregation, striving to develop a cash contingency fund and clarification of reporting structures and responsibilities within the organization.

***The Zion Financial Overview appears on page 23 of this Annual Report.***

Bruce Huston

### **FUNERAL LUNCHEONS**

The church office informs us of the family's wishes for a luncheon. We visit with the family, explain our services, make suggestions, and discuss the menu. Any purchases made are the family's responsibility and this will be discussed with the committee chairman. Our committee organizes, plans, shops and calls for donations. We set-up, prepare, serve and clean-up afterward. We try to make it as pleasant and easy for the family as possible. We hope to continue this service in a Christian loving manner, helping the families ease their concerns and grief. We welcome anyone's interest and support in becoming involved in the Funeral Luncheon Ministry. If you need more information, please call Leona Van Antwerp.

Leona Van Antwerp

### **GLORIA DEI SINGERS AND BELL CHOIR**

#### 1. What is the purpose of this ministry?

Our purpose remains constant.

The mission of both Gloria Dei Singers and the Bell Choir:

- is to praise God in music,
- add another level of understanding to the message of God's love for us,
- provide a venue of service for members to serve their Lord
- support the mission of Zion, by reaching out with Jesus love with our music

#### 2. Summary of the past 12 months of ministry

Again God has blessed Zion with wonderful people who willingly practice and work and faithfully attend rehearsals so that we may do our very best to praise our Lord. In addition to singing four Sundays a month, Gloria Dei Singers again presented two cantatas this year, *Once Upon a Night*, and *Once Upon a Tree*. These were presented with full orchestra. Additionally, *Once Upon a Night* was presented with Kris Butler's wonderful accompaniment at Friendship Village. Bell Choir was in growth mode this year. One new member was added to the group and is doing very well. The music that we prepared for services this year will compose part of the concert we intend to present in 2011.

#### 3. What goals for the future?

In the year 2010-2011, Gloria Dei Singers shall again present two cantatas, one during Advent and one on Passion Sunday. We look to have many volunteers who will want to participate in these moving presentations of praise. We will continue to sing a variety of both old and new music. Bell Choir is again planning a special Bell Concert in February. For both organizations we continue to invite additional members and plan to involve as many Zion members as possible. We are planning to present them for Friendship Village and also for one Saturday night service. This year will involve activity with Hill Top Preschool, and the opportunity to bring these little ones into our worship services. We continue to encourage Western students to present their recitals at Zion and continue a relationship with the Western Brass Quintet.

#### 4. How can members support or become involved?

Just come!! Do you play an instrument? Do you sing – even if only a little? Do you have a son or daughter or a grandchild who sings or plays, (high school) and might enjoy being a part of this effort. Let us know! Bell Choir meets Tuesday evenings from 7:00 to 8:30 p.m. and Gloria Dei Singers meet on Thursday evenings from 7:30 to 8:30 p.m. – longer when we get close to cantata dates. There is no need to read music for either organization.

5. Who Is the contact person?

Helen Fierke or any member of Gloria Dei Singers and Bell Choir.

### **HEIFER PROJECT**

Mission – Through our donations, we help families here and abroad to be self sufficient and to feel God’s love for them. This school year our Sunday School collected money to purchase 7 pigs. Zion members have honored loved ones with donations also. Our goal is to continue to have Heifer as a Sunday School project. Members can support this project by giving in honor of family/friends on various occasions, such as birthdays, Mother’s/Father’s Day, holidays, etc.

Jayne Mayer

### **HELPING HANDS**

Our Purpose is to share God’s love and resources with families who are economically challenged by providing food and gifts during the Christmas season.

For the past several years we have helped eight families. Some families are members of Zion, while others live in greater Kalamazoo. The Kalamazoo County department of Human Services provides the names of families who are seeking holiday assistance. We help by purchasing gifts for the children and parent(s) along with providing food for their Christmas dinner. Additional food items are also purchased along with other items of necessity.

The program begins during the middle of November and concludes on the night when we deliver all the gifts, just before Christmas. We have a sponsor family at Zion for each family we are helping, and they contact them to find out what kinds of gifts and food items they would like. The gifts are listed on trees and Zion members select the tree(s) of their choice, purchase and return them to church. The sponsor families wrap the gifts, purchase food and various items, and prepare for the delivery. We also give community families mangers and invite them to visit our Christmas Eve Service. This program has been very blessed by all the support and generosity by you, the members of Zion. The organizers of this ministry are Jayne and Jim Mayer.

### **HIGH SCHOOL MINISTRY**

Over the past several decades, Zion had a youth minister on staff who spent about ½ of his time on ministry with High School youth and families. Now that we are in transition without that resource, we have been more dependent on members of Zion to help plan and carry out this ministry. Charles Fierke, Todd and Susie Schierbeek, Renzo Tormen and Jil Larson have been faithfully maintaining this ministry over the past two years. Primary emphasis has been given to the Sunday and Wednesday evening Bible studies. Rachel Licavoli accepted responsibility this year for planning and implementing of monthly fellowship events such as the progressive dinner. Last summer she worked with Pastor Tim in a new weekly summer camp which gave our youth a more relaxed atmosphere for fellowship and spiritual growth. These programs will continue.

Last year also saw the development of a long range ministry plan for our high school youth which outlined the goals of this ministry, such as:

- ✓ To nurture and develop faith and provide tools to support the transition for our youth from high school into adulthood
- ✓ To help our youth to develop a sense of belonging in worship, service, outreach and fellowship as they reach out with Jesus’ love
- ✓ To provide resources and opportunities to parents and families in this area

To grow this ministry, at this time, we are seeking more volunteers to work as mentors for Bible study and servant projects, counselors for fellowship events and retreats, and greater support for staff and youth in this

ministry. Pastor Couch will now serve as an advisor, and is planning a summer servant event to an inner city ministry in St. Louis. Rachel Licavoli will continue as a resource in this ministry. Anyone willing to help in this ministry should feel free to contact any of the people listed in this report.  
Pastor Seeber

### **HILLTOP PRESCHOOL**

1. **Mission Statement:** Provide top-tier Christ-centered education and care that nurtures the mind, body, and spirit in a developmentally appropriate learning environment where each child is celebrated as a unique creation of God.
2. **Year in Review:**
  - September 2009: Added second morning session for both the 3s and 4s classes.
  - September 2009: Continued our second year with Wraparound child care enhanced learning.
  - September 2009: Began providing weekly music class with Helen Fierke.
  - September 2009: Welcomed and provided 39 families with Christ-centered preschool experience.
  - November 2009: Participated for the first time in the Kalamazoo Holiday Parade.
  - November 2009: Provided 12 local families in need with Thanksgiving dinners with the annual Thankful Hearts Community Outreach Project.
  - January 2010: Added “Family Movie Night,” a new family fellowship event, to great accolades.
  - March 2010: Celebrated our second year participating in National Lutheran Schools Week.
  - Spring 2010: Paid off playground loan from Zion.
  - May 2010: One of 10 centers in Kalamazoo County nominated by WMU to participate in the Quality Rating and Improvement System (QRIS).
  - Raised approximately \$8,000 in fundraising.
3. **Goals:**
  - Feasibility study to learn the most effective way to use available space and maximize students within that space.
  - Continue pursuing alternate sources of funding.
  - Grow endowment for strength, longevity, and sustainability of ministry.
  - Distribute Appeal Letter for donations to preschool and camp alumni.
  - Monthly staff faith development meetings with Pastor Tim.
  - Begin the first year of the QRIS two-year process of studying and rating our unique program against nationally recognized tools representing quality care.
4. **Member Support/Involvement:**
  - Increase awareness and donations to the Sally E. Grushon Scholarship Fund in order to help more preschool families with tuition. (Checks payable to: The Kalamazoo Community Foundation and mailed to 151 S Rose St, Suite 332, Kalamazoo, MI 49007.)
  - Increase financial support through donations.
  - Through their time and talent, involve more members of the congregation in the preschool ministry.
5. **Contact Person:** Pam Sward, Director and Lead Teacher.

### **HOLIDAY BAZAAR**

The purpose of the Grateful Hearts and Thankful Hands Bazaar ministry is to provide a fellowship for members of Zion, throughout the age spectrum (preschoolers to seniors) for participating in an event that would help Zion pay off its building debt and also contribute to missions on a larger scale. We knew that there were members of Zion that, because of financial circumstances, were limited in their ability to participate in the Capital Campaign fund. This bazaar would allow all members to give of their time, talent and treasures as they were so moved. Last year over \$7000 was raised and 10% of that went to missions. This year we will give 20% to missions and the remainder to the building debt. We will increase this amount by 10%. At some point, some monies will be put aside so that this can become self-funded. There are 12 members on the committee but countless members of Zion who participated in some way to the Bazaar.  
Marti Nuyen

### **LADIES CANDLELIGHT TEA MINISTRY**

The purpose of this ministry is to reach out to our lady members and their friends at this festive time of year with an evening of relaxation and Christian Fellowship. We enjoy a speaker who conveys a religious message to us. We have had a great turnout with hostesses, servers and attendees. This evening is of no charge to the guests, but as of last year we began collecting a freewill offering to help cover expenses. This is not a budget item for Zion. Our goals will be to continue to have a great inspirational speaker or program, have different people serve as hostesses, and for members to invite more friends from outside of Zion to increase our outreach emphasis.

Members can become involved: by serving as hostesses, by attending the tea, by inviting friends from the community, by suggesting speakers they have heard or volunteer to be the speaker, by volunteering to play the piano or volunteering to sing.

The chair people of this even are Jayne Mayer, Linda Mayer and Katie Monck.

### **LIBRARY MINISTRY**

The purpose of the library ministry is to provide up to date materials for the information and pleasure of the congregation. Our budget was spent for books for all members and related materials for the children's bags for the pews. Due to the location and the fact that the library is never closed when the church is open, there is a lot of activity for a small library. We have 19 bags for the pews that may be carried into the sanctuary at any service and those are not checked out and in. Topics of interest in Bible study classes and special times in the liturgical year are featured on the table in front of the desk and in the contents of the bags for the pews.

The main goal is to have the library once again accessible to the members of the congregation. Despite the fact most of the church is now up and going our library light problem still needs to be addressed. Due to the windows dominating one wall, we lack one of our stacks. Some shelving was restored and updated to fit under the windows. A beautiful new cart for the "bags for the pews" was created by Dick Erdman. He is also creating wood magazine holders and DVD holders.

Goals for the future are to supplement the studies carried on week to week in the classes and provide timely materials for the congregation's use. Members may become involved by facilitating the use of bags for the pews to help children sit quietly through a service. Promoting memorials to Zion's library is a great help. Gift subscriptions to children's magazines are welcome. Help changing the contents for the bags for the pews periodically would be welcome. Staffing the library on Saturday services would be of help. As we now have a door on the library and it is intended to be open whenever the church is open, I need some help to make sure the door is open and the lights on whenever services are held. Anyone interested in supporting or becoming involved may contact me Sunday mornings or Thursday evenings at the church or anytime at my home phone 685-8404.

Pat Kasdorf

### **LITTLE DRESSES FOR AFRICA**

Little Dresses for Africa is a non-profit, Christian based organization which provides relief to the children of Africa. Simple dresses are made out of pillow cases and distributed through the orphanages in Central Africa to plant in the hearts of little girls that they are *worthy!* Knowing the history of the girls in Africa and the difficult road that lay ahead, a small group of ladies returning from a short term mission trip to Malawi began to sew simple little dresses made out of pillow cases to be distributed to young girls through the orphanages in Africa. It continues to grow as groups spring up across America.

Helen Reinkensmeyer and I have been working on dresses and many members of Zion have donated material and pillowcases for this project. In the past year we have managed to mail almost 500 dresses to Africa as part of this ecumenical effort. We hope to continue to involve more people in this simple project that brings smiles to little girls who often have little to smile about. More information can be found at <http://www.littledressesforafrica.org/blog>

Roxanne Seeber

### **LOAVES AND FISHES**

The goal of the Loaves and Fishes ministry is to give assistance to anyone who needs help. They may be the homeless, the jobless poor, or the working poor. Always needed are food, personal items (such as toilet paper, shampoo, soap, toothpaste), and household needs like laundry detergent. Donations from members of Zion are collected all week, and then taken to Trinity Lutheran Church once a week. There the goods are sorted and given out. The volunteers at Trinity are friendly, hardworking, and very thankful for all the items Zion members contribute.

Dorothy and  
Bruce DeDee

### **LURO WRAP UP**

Ministry Purpose: To celebrate the goodness of God in helping Zion and her members exceed the amount pledged to our capital campaign almost four years ago.

Activity: Regular reports were provided to the congregation on campaign progress. In addition, this ministry supported a number of milestone events during the campaign and building/renovation project. These included: the cornerstone laying event, annual observance of our efforts together on the campaign, and finally a celebration at the point at which the campaign came to an end in February of this year. As of May 2010, giving has exceeded the pledged amount by over \$50,000 and giving to the capital fund has continued by our many generous members.

Future Goals: At the proper time, Zion's Board may ask the congregation to engage in another capital campaign to help retire the remaining building/renovation debt. If that does occur, the ministry will need to continue with some of current leaders involved but also with new member participation.

Member Involvement: If Zion chooses to do a second capital campaign, many members of the congregation will be involved in leadership of that effort. Obviously, the entire congregation will be invited to participate in the campaign either as leaders and giving contributors.

Dennis Dressler

### **LUTHERAN WORLD RELIEF MINISTRY**

Mission statement: "Empowered by God's unconditional love, we envision a world in which each person and every generation lives in justice, dignity, and peace." In the Bible it is written that what God gave us is for all. How beautiful it would be if everyone understood this. The purpose for Zion is to become involved in helping people around the world to have school supplies and health supplies.

Each year Zion members have been very generous in donating the requested items for the school and health kits. We begin to collect for the school kits in July when the school ads begin so it is a convenient financial time to be involved. We collect in the spring for the health kits. In October of 2009 we sent out 80 school kits. We are presently collecting items for the health kits with our goal to be 50.

Our goal is to continue this great mission as it is one of the missions that is very visible to ALL Zion members and children can actively participate. It is not necessary to increase our donations as our members are always very generous. Members can become involved: by continuing to donate the requested items, by contributing financially for postage to send items if we lose the truck pick-up at St. Michaels, by helping with packaging up the items collected and by sewing the bags for the school kits.

Jayne Mayer

### **LUTHERAN WORLD RELIEF SEWING AND KNITTING**

The quilt and layette project meets every 3<sup>rd</sup> and 4<sup>th</sup> Wednesday of the month from 8am to 12 noon. In 2009 we completed and shipped 138 layettes, 160 quilts and 9 blankets at our October In-Gathering. A quilt is very special. It brings warmth on a cold night, shelter from the sun, becomes a bed, is a room divider or a back pack and sometimes a home. Layettes are gifts of welcome to mothers and newborns at hospitals, refugee camps and villages all around the world. Many of our fabrics are donated. Our knitters have generously provided us with lovely sweaters. We encourage anyone to visit us, observe our work and join us. We welcome donations, as well as willing hands and hearts. Our goal is to continue doing the Lord's work by helping and meeting the needs of many unfortunate people in the world.

Leona Van Antwerp

### **MEN'S SATURDAY FELLOWSHIP**

From September until May, dads, husbands, and single guys meet for spiritual growth and mutual support. We meet Saturday mornings from 8-9am, and this has become a great way for many of us to get the weekend off to a good start. Pastor Seeber offers some thoughts or a question based on the week's Epistle lesson, and that usually is enough to get the sharing started. This has become a very important time for those who participate, as we have not only grown in faith but get to know each other much better. There are so many ways men of Zion can better support each other, and this is one of the best. We invite men of all ages to join us for this positive and helpful ministry.

### **MIDDLE SCHOOL YOUTH MINISTRY**

Middle School Youth Ministry was led this year by Pastor Mark, with Janis Dinda and Ellie Hayward helping. Janis led all Sunday School activities including Bible Study and filling containers with laundry aids for the Gospel Mission. Ellie accompanied the youth to Youth Quake in January with several parents. She also worked with some classes on Wednesday evenings. Pastor Mark and several parents headed up the confirmation retreat in the fall. Seven eighth graders were confirmed after studying the unit "What it Means to Be a Lutheran," which is the third component in our Middle School series. Social activities were at a minimum this year. Our goal is to re-organize our Middle School Ministry format, with an emphasis on family/home involvement within this ministry. A committee is already making progress in this area with a summer camp experience planned, as well as looking at changes within the Wednesday evening format.

### **MIDWEEK DINNER MINISTRY**

From September 2009 through April 2010 we prepared 25 Wednesday night dinners, with an average of 61 people each night. Snow storms cancelled 2 dinners, including out "1<sup>st</sup> Annual Mardi Gras Celebration." However, 204 meals were served at our Annual Sauerkraut Supper in October, with donations (after paying for food costs) of \$1,114.00 being given to the LURO campaign.

All these meals were prepared by our dedicated volunteers: Anne Cooley, Kathy Huston, Lucy Maxson, Chris Sitkins and Dee Wentzel. Many others helped with serving and clean up.

Chris Sitkins

### **OFFICE VOLUNTEERS**

The definition of a volunteer is someone who chooses freely to do something – to offer or give of one's own free will. Zion is blessed with many members who enjoy volunteering. Without our volunteers who help with various jobs in the office, the secretaries would have a lot of extra work. One of our volunteers spends at least one half a day a week collating bulletins, setting up for coffee fellowship, and getting children's bulletins ready. Other office volunteers help each month with collating the Harbinger and getting it ready for mailing. At various time volunteers help answer the phone. If you would like to volunteer in the office, please call Diane. What a blessing it is to have such faithful volunteers!

Diane  
Goetz

### **PERSONNEL**

This year we welcomed three new members to the Personnel Ministry Team. Kim Dubois, Laura Jenkins and Mike Schlack joined with John Boettcher, Candy Buetow, Mark Schulze and VP Chris Sitkins. A thank you goes to Dick Erdman who was unable to continue serving as a team member.

Annual Performance Reviews were conducted with all staff members, other than the part time staff of our Hilltop Preschool. Each met individually with Pastor Seeber who documented said review and sent it on to the VP of Personnel. Then each staff person meet individually with the VP and 2-3 team members. In each review, staff was able to share their insights, concerns, goals and request any support they required. We plan to include all the Hilltop staff in next years review process.

Due to budget restraints it was not feasible to offer any salary increases to any of Zion's staff. We were able to maintain the same benefit program through Concordia without passing on any increase in costs to our staff.

Chris Sitkins, Vice President of Personnel

### **PRAYER MINISTRY/PRAAYER SHAWL MINISTRY**

The purpose of the prayer ministry is to increase and support the personal and corporate prayer life of the congregation, to highlight the importance of prayer and listening to God, and to lift up our congregational thanksgivings and needs in prayer.

We have around 40 people receiving e-mail prayers once every week or two, and 18 shut-ins receiving the same by US mail. In past years, we have had two prayer vigils and had the church open for prayers of gratitude at the Bazaar, November 15. We intend to do more with the Bazaar in 2010 for prayer.

A prayer shawl ministry was begun over a year ago. People are prayerfully knitting and crocheting beautiful shawls so that our members and friends may be wrapped in God's love during difficult times. Cynthia Cosgrove and Janis Dinda are taking over this ministry and seeking a grant for yarn. Getting together with prayer leaders from the area is a new process to share what we are doing and pray for our community.

Goals for the ministry include:

- Getting more people involved in the e-mail prayers and mailed prayers, (especially new members and shut-ins.)
- Having cards made to send to those we are praying for and for the recipients of prayer shawls.
- Having activities centered around prayer – workshops, retreats, etc.
- All ideas are welcome.
- 

This ministry is open to the whole congregation in any way it fits individual needs.

Kathleen Jordan, 269-349-2534, kzoojord@yahoo.com

### **STEPHEN MINISTRY**

The mission of Zion's Stephen Ministry team is to train, equip, support and supervise lay members in order to help them provide extended distinctively Christian one-on-one care giving to persons in a crisis situation, those experiencing the stress of daily living, or those struggling with faith issues. Stephen Ministers help their care receivers by listening, exploring feelings, praying, sharing Christ's love, maintaining confidentiality, and attending to the care giving process while leaving the results (healing) to God.

Goals for the coming year include:

- Scheduling continuing education sessions to further advance caring skills for active Stephen Ministers and invite congregation members to applicable session.
- Actively recruit care receivers from the congregation; persons who are grieving death, coping with job loss, the terminally ill, getting through life transitional changes, the aging and elderly, or those going through other stressful life situations.
- Expand our distinctively Christian care giving programs for the homebound and institutionalized via personal telephone contacts and care notes.
- Recruit persons for our next Stephen Ministry training class starting in September 2010. Stephen Ministry training can nourish your spiritual life, help you face daily living challenges, and enhance your relationships at home, in the workplace, and the community.
- Train an additional two people to serve as Stephen Ministry Leaders.

Zion members can support Stephen Ministry as follows:

- Pray for our Stephen Ministers and Leaders as they provide Christian care to others.
- Pray for all who are receiving confidential care through Stephen Ministry.
- Refer hurting or persons in crisis situations to the Pastors or Stephen Leaders.
- Openly receive Stephen Ministry care giving when you are going through a crisis.
- Consider taking the training class and serving as a Stephen Minister.

If you have a need for a Stephen Minister to confidentially walk with you in your life, please contact the church office or any of the following Stephen Leaders: Pastor Larry Brelje, Sue Curtiss, Jil Larson, Barb Nutsch, Rollie Preuss, or Sharon Preuss.

### **STRATEGIC PLANNING**

During 2010 Zion's Strategic Planning Team developed a plan that is purposefully simple so manuals are unnecessary and we can all remember the plan.

The team began by discussing needs in Zion's community. Our pastors were asked to request ideas from the congregation for an outreach ministry. Many excellent ideas were received. As the team began discussing

alternatives, a conclusion was reached that we were not being strategic in our planning. The team decided to postpone the ideas and suggestions and pursue a strategy that would include all of Zion's people through a master plan.

### Key Elements

1. Worship: Gently, but frequently invite guests, visitors, friends, neighbors and fellow members to worship with us each week.
2. Bible Study: Gently, but frequently invite everyone to attend Bible classes at Zion.
3. Small Groups: Invite everyone to continue in current small groups and to join other small groups to equip us to expand Zion's efforts to go into the community and world to make disciples as our Lord commanded us to do.
4. Go forth: Intentionally go into our community and world to help others and invite others to join us in our journey to discipleship.

At first glance, this plan appears simple and not very different from what we at Zion currently do. To a large extent this is true. The difference is that Zion now has a written plan and we can compare results to our intentions, make corrections as necessary and continue to move forward toward our goal. Successful implementation of the plan will require a great deal of effort by lay members and staff. The details of the plan are flexible to allow for changes in resources and demographics without a need to change the Strategic Plan.

Richard Rakow

### SUMMER BEAUTIFICATION

This ministry involves caring for the grounds around the church, parsonage, garage and shed. Some of our jobs include trimming shrubs, raking the lawn, cleaning the parking lot, and general outdoor maintenance. The work is sometimes physical, but you can always work at your own pace. We work on various Wednesday morning from 8:30am until 11:30am. Schedules are available from Jim Mayer (375-8342) and dates are listed in both the Harbinger and the bulletin.

If you would like to join this ministry, please contact Jim or just show up. Equipment is available for your use and it is a good idea to bring along a pair of work gloves. We take about a half hour break around 10:00 am for refreshments and devotions. If the weather is inclement, we will either work indoors or the work session will be canceled and you will be called by 8am.

Jim Mayer

### SUNDAY SCHOOL MINISTRY- PRESCHOOL THROUGH 5<sup>TH</sup> GRADE

Mission Statement - The mission of this ministry is to oversee the spiritual and physical nurturing of children, preschool through elementary, in the congregation and in the community, as well as provide leadership in casting and maintaining a vision for the future.

#### Goals

- A. Nurturing children's developing faith
- B. Providing tools to sustain children's faith into adolescence and adulthood
- C. Helping children feel a sense of belonging in worship, service, outreach, and fellowship.
- D. Providing opportunities, resources, and classes to empower Christian parents.
- E. Nurturing the inactive, as well as active
- F. Reaching out into the community with Jesus' love.

Sunday School provides a Bible based education once a week for an hour during the school year. The Sunday School hour provides a time for fellowship and Christian education through small and large group activities, singing and playing of instruments, group memorization, and mission outreach opportunities.

Classes consist of two teachers and parent helpers for each grade level. Fifty-Eight percent of our parents helped during the Sunday School hour. The teaching staff used the "Growing In Christ" curriculum out of Concordia Publishing and taught three forty-five minute lessons a month. On the first Sunday of every month, children and parents gathered for a Family Group Activity, which centered on our Outreach Programs adopted for the year. Our mission outreach projects included the Heifer Project, collections for the Food Pantry, Recycled Crayons for the Boys and Girls Club of Kalamazoo, a Visit to Park Village Pines Nursing Home, and letters to our homebound members .

The Sunday School children participated in worship. The December Christmas Pageant had 68 children in attendance. In April, children passed out palms for the Palm Sunday Service.

A variety of tools were used to communicate with the Church family on a weekly and monthly basis. These communications were delivered through the bulletin, Harbinger, email, and weekly mailings of missed lessons. Zion's members involved themselves in the Sunday School in a variety of ways throughout the year. Volunteers could be seen helping with Rally Day activities, Christmas Pageant, Family Group Activity Days, the Easter Egg Hunt, implementation of our outreach projects, and weekly treats for Fellowship time.

The PALS program (Partners all of us) was held in September. Fifty individuals/couples paired with children preschool - 8th grade for activities to build intergenerational relationships.

Looking ahead to a new year, Zion should focus on defining their educational leadership needs as it relates to those areas of need in the Children's Ministry Model in addition to the following three goals: provide opportunities to build intergenerational relationships, provide more opportunities for children to participate in worship, and concentrate on improving attendance. The average attendance was at 55% this year.

Zion's members can help support the Sunday School by being a part of the creative process in implementing the three goals for the coming year, embracing new ideas that are "outside of the box", and volunteering their time and talents to "Train up a child in the way he should go, so that when he is old he will not depart from it." Proverbs 22:6  
Kimberly Licavoli

### **WKZO RADIO MISSION OUTREACH**

Each Sunday at 9:30am, a recording of the week's sermon, interspersed with hymn settings on the piano by Pete Prochnow is broadcast on the radio. This ministry is over 60 years old and the broadcast is on WKZO, 590 AM. Beginning in May, this weekly outreach from Zion is also simulcast on WYZO, 96.5 FM. This broadcast reaches all of Southwest Michigan, from the state line to Grand Rapids and Battle Creek. This is a wonderful way for us to share the Gospel.

### **ZION HOME CHARITIES**

Through the generosity of our members, the Pastor has funds available to help members of Zion and the community who find themselves in a difficult financial crisis. Gifts to "Zion Home Charities" totaled almost \$5000 this past year (which is double the year before!) During this economic downturn it is amazing to see how loving our members have become to each other. This year we were able to help 15 different families with varying degrees of support. \$2425 was shared for mortgage and rent payments, \$800 supported prescription medicines, \$1600 was used to help with utility payments and another \$100 was for groceries. This fund is a special way to help those in need, especially when emergencies arise. Such help is always kept in the strictest confidence. We appreciate the love and generosity of members of Zion who support this ministry.

### **ZION WEBSITE**

Our website ministry is located at [www.zionkazoo.org](http://www.zionkazoo.org). On our website we share information regarding programs, and our beliefs. Past sermons, Christian art displays, the monthly newsletter, links to Campus and Hilltop, and other information is shared on this site. There are daily devotions and links to The Lutheran Hour and many of the national ministries that we support. The website and our radio ministry are helpful resources you might share with neighbors or friends who might be interested in Zion. They are also helpful for us to catch up on what we might have missed. Please utilize this resource and let us know how we can make it even more usable.

## Zion Lutheran Endowment 2009 Annual Report

Mission Statement: In response to God's love, Zion Lutheran is called to responsible stewardship to develop and utilize this Endowment for the support of local and international outreach ministries, church worker and music scholarships, major building maintenance, church music concerts and recitals, and those ministries which lack alternative funding (not included in church budget).

At December 31, 2009, Zion's Endowment Fund (includes the Helm Music Endowment of \$76,600) has increased in value by \$100,900 (11%) over last year recovering 38% of the \$265,000 market decline that was experienced in 2008.

- At year end, our cumulative return on investments since 1990 from LVM Capital Management was 6.6%.
- A "first fruits" LURO grant of \$19,700 has been paid (\$49,700 to date) towards our five year capital campaign pledge of \$100,000. The basis for this grant was a suspension of the major maintenance portion (33%) of our annual budget.
- Endowment principal can be spent only on an "emergency basis" as approved by the Board of Directors and the Voters Assembly. No Endowment principal has been disbursed to date.
- On June 1, 2009, Endowment Ministry budgeted 5.8% (\$44,500) of our investments (\$766,700) for the 2009/10 fiscal year which reduced our annual LURO pledge from \$20,000 to \$14,800. We plan to complete our "first fruits" LURO pledge over a five to six/seven year period depending on a more stable stock market and an annualized investment return exceeding 6%.

Endowment Ministry has disbursed \$923,000 to date as follows:

Calendar Year	Grants Paid	Zion Ministries	Outreach Ministries	Scholarships	Property Ministry	Music Ministry
1975-2006	\$753,481	\$330,199	\$154,844	\$161,898	\$79,449	\$27,091
	100.0%	43.8%	20.6%	21.5%	10.5	3.6%
2007	62,698	17,331	26,200	2,500	11,200	5,467
2008	57,043	5,021	14,274	4,946	30,000	2,802
2009	49,778	6,900	21,425	-0-	20,000	1,453
<b>TOTALS</b>	<b>\$923,000</b>	<b>\$359,451</b>	<b>\$216,743</b>	<b>\$169,344</b>	<b>\$140,649</b>	<b>\$36,813</b>
	100.0%	39.0 %	23.5%	18.3%	15.2%	4.0%

Grant and Scholarship disbursements for 2009 included the following:

Grants/Scholarships	Cat	Payments	Balance
Hilltop Wraparound Program	<b>Z</b>	\$ 15,000	\$ -0-
Maier One Day Seminar	<b>O</b>	2,000	-0-
Hilltop Remote Parking Lot Door Access	<b>Z</b>	1,650	-0-
Adult Servant Event Transportation #2	<b>O</b>	1,460	-0-
WMU Brass on All Saints Sunday	<b>M</b>	1,250	-0-
Concordia Seminary Financial Assistance Appeal	<b>O</b>	1,000	-0-
Capital Campaign 10% First Fruits Campaign Pledge	<b>P</b>	19,700	4,800
Grateful Hearts /Thankful Hands Bazaar	<b>Z</b>	2,244	756
LURO Celebrations #2/Thank You DVD	<b>Z</b>	2,370	2,398
Solid Grounds Forum Topic/Concert/Recital Events	<b>O</b>	1,150	1,050
Grant Balances (8) under \$500	<b>Z</b>	1,954	1,489
Approved Grants (7) not yet disbursed – All Categories		-0-	15,576
2009 Grant Payments and Balances		\$49,778	\$26,069

Accomplishments for the year include the following:

- Initiated a “Covered Call” Option by our investment Consultant, LVM Capital Management, and approved by the Board of Directors that resulted in a net increase in interest income of \$6,000.
- Documented a Board of Directors Emergency Endowment Grant Approval process.
- In September, Endowment Ministry started receiving the monthly interest on our Church Extension Fund investments to reduce the cash flow needed for grant disbursements.

Endowment’s goals for 2010-2011 include the following:

- Complete Zion Lutheran Founders Society Mission Statement and Objectives.
- Offer estate and financial planning seminars.

Endowment grants can be made for member church worker and music scholarships; mission trips; challenge or matching grants, new ministry start-ups, mission congregation support, major building maintenance, church music concerts and recitals. Applications for grants, music and church worker scholarships can be obtained from the church office. Zion’s Endowment can not be used for loans or items included in the congregation’s operating budget. Invested principal must be preserved; only earned interest, dividends, and investment appreciation can be disbursed. Members are encouraged to include the Zion Lutheran Endowment in their wills, estate bequests or memorials, and become a member of the Zion Lutheran Founders Society. Major gifts to the Endowment Fund include the following:

- The Helm Music Endowment was established in 1997.
- The Heinz estate bequeathed \$52,100 in 2003.
- Doris Dinda gifted \$35,000 to Zion’s Endowment in 2004.

Endowment Ministry meets quarterly on the second Monday of January, April, July and October to review grant/scholarship applications, fund investment strategy by LVM Capital Management, complete an annual budget and activity report, and plan public relations initiatives. If you have any questions about Zion’s Endowment Funds, please contact any Endowment Ministry member including Troy Cosgrove, Dave Dorman, Glen Kellam, Rollie Preuss, Linda Stieve, Chuck Wendling or Pastor Seeber.

## ZION FINANCIAL OVERVIEW

<u>ZION BUDGET</u>	2010	2010	2011	2012	2013
	<u>Budget</u>	<u>Est. Act.</u>	<u>Budget</u>	<u>Estimate</u> <u>Budget</u>	<u>Estimated</u> <u>Budget</u>
<b>INCOME BUDGET:</b>					
Member Giving	\$ 690,000	\$ 597,000	\$ 620,000	\$ 638,600	\$ 657,758
Other Income-From Savings			\$ 17,200	\$ 1,000	\$ 1,000
Hilltop Tuition	<u>\$ 88,000</u>	<u>\$ 103,968</u>	<u>\$ 106,371</u>	<u>\$ 107,435</u>	<u>\$ 108,509</u>
<b>Total Income:</b>	<u>\$ 778,000</u>	<u>\$ 700,968</u>	<u>\$ 740,871</u>	<u>\$ 747,035</u>	<u>\$ 767,267</u>
<b>EXPENSES</b>					
STAFF SUPPORT (Salaries, Benefits, etc)	\$ 286,431	\$ 258,093	\$ 261,252	\$ 270,027	\$ 339,114
OFFICE OPERATIONS	\$ 26,450	\$ 23,495	\$ 24,300	\$ 24,786	\$ 25,282
HILLTOP OPERATION	\$ 113,800	\$ 116,299	\$ 120,962	\$ 124,513	\$ 128,169
CHURCH PROPERTY	\$ 77,400	\$ 68,236	\$ 73,700	\$ 76,314	\$ 79,037
CHURCH EXTENSION LOANS	\$ 110,000	\$ 111,672	\$ 123,672	\$ 123,672	\$ 123,672
EDUCATION MINISTRIES	\$ 18,570	\$ 11,810	\$ 21,270	\$ 21,593	\$ 21,923
EVANGEL/MISSION	\$ 650	\$ 105	\$ 650	\$ 663	\$ 676
PUBLIC RELATION MINISTRY	\$ 2,400	\$ 705	\$ 2,000	\$ 2,040	\$ 2,081
WORSHIP	\$ 3,370	\$ 2,332	\$ 3,050	\$ 3,111	\$ 3,173
SOCIAL MINISTRY	\$ 5,900	\$ 6,042	\$ 3,900	\$ 3,978	\$ 4,058
MUSIC MINISTRY	\$ 45,529	\$ 38,853	\$ 43,615	\$ 44,487	\$ 45,377
FINANCE MINISTRY	\$ 15,300	\$ 9,569	\$ 0	\$ 0	\$ 0
ZION HAUS MINISTRY	\$ 3,200	\$ 5,333	\$ 3,200	\$ 3,264	\$ 3,329
MISSION SUPPORT	<u>\$ 69,000</u>	<u>\$ 59,911</u>	<u>\$ 62,000</u>	<u>\$ 63,860</u>	<u>\$ 65,776</u>
<b>Total Expense:</b>	<u>\$ 778,000</u>	<u>\$ 708,455</u>	<u>\$ 743,571</u>	<u>\$ 762,308</u>	<u>\$ 841,667</u>
<b>INCOME LESS EXPENSES</b>	\$ 0	\$ (7,487)	\$ -	\$ (15,273)	\$ (74,400)

## ZION BOARD OF DIRECTORS 2010-2011

President Elect: Don Klug  
President: Dennis Dressler  
Past President: John Buetow  
Vice President of Property: Laurel Miner  
Vice President of Personnel: Chris Sitkins  
Vice President of Finance: Bruce Huston  
Directors: Ryan Bickel, Paul Fierke, Phil Schaefer, Nick Sward, Rick Wordell,  
Julie Yunker

### Ministry Teams at Zion

Our expectation is that every member of Zion will be involved in a ministry. Any time 2 or 3 members wish to begin a ministry, they form a ministry team to carry out that ministry. Some are new. Some have been in existence for decades. Here is a listing of the active ministry teams at Zion. (Please accept our apologies for any ministry that may have been inadvertently omitted!)

Acolytes	Finance	Office Volunteers
Adult Faith and Life	Funeral Luncheons	Personnel
Altar Guild	Gloria Dei Singers	Pictorial Directory
Art Ministry	Greeters	Pig Roast
Attendance Records	Guest Follow-up	Prayer Ministry
Baptism	Harbinger Volunteers	Prayer Shawl Ministry
Bell Choir	Heifer Project	Radio Ministry
Blood Drive	Helping Hands	Servant Events
Birthday Greetings	Hilltop Preschool	Small Group Bible Study
Braille Workers	Historian	Sound System
Building Maintenance	Instrumentalists	State Hospital Ministry
Calligraphy	Kitchen Clean-Up	Stephen Ministry
Campus Ministry	Ladies Candlelight Tea	Summer Beautification
Cantors/Vocalists	Lawn Maintenance	Summer Camps
Church Decorations	Lay Ministry	Sunday School Teachers
Church Property	Lectors	Symbol in Window
Coffee Fellowship	Library	Ushers
Confirmation Teachers	Loaves & Fishes	Video Library
Counters	Lutheran World Relief	World Relief Sewing
Dinner Tree	Mary Martha	Worship Assistants
Easter Breakfast	Memorials	Zion Golf Outing
Endowment Fund	Mid-Week Dinners	

A sampling of available Community Ministries our members are involved in are:  
Deacons Conference, Ministry with Community, Habitat for Humanity, Mentors,  
1<sup>st</sup> Presbyterian Health Clinic, Gospel Mission, Loaves and Fishes, Hospital Visitors/Volunteers, Tutoring

### CORE MINISTRIES

*This year we want you to understand how our "core" ministries fit together. This can also serve as a resource to share with neighbors or friends who have no church home. And if you have comments or suggestions*

*concerning any of our ministries, please don't hesitate to share those thoughts or offer your time, talent or energy as part of our family.*

**Adult Faith and Life.** We reject the notion that worship is for adults and education is for kids. Both are for all! We have many opportunities for adults to grow in faith, and more comfortably integrate their lives as Christians into daily living. Check the calendar as we have a variety of classes taught by pastors, members of Zion, Stephen Ministers and community resource people. Classes are available on Sundays and various days/times during the week.

**Baptism.** Call the church office to schedule a Baptism. A pastor will meet with you and help support you as we celebrate that new life in Christ. A baptismal banner and baptismal candle are the congregation's gift to help remind you of God's special gift of grace.

**Birth.** When an infant and mom come home from the hospital, other couples bring meals to help in those first few days. This is an opportunity for support and helping our families to get to know each other. Please call the church office, when you celebrate the birth of a child!

**Campus Ministry.** Pastor Couch is called to serve the Western Michigan University and Kalamazoo College campus communities in a partnership with the Michigan District. Solid Grounds is the location for this ministry on the campus of WMU. Students from that ministry are very involved in the life of Zion and we benefit from their life with us.

**Confirmation Ministry.** Our 6<sup>th</sup> - 8<sup>th</sup> graders participate in a 3 year program on Wednesday evenings from September through May. During this time we review the purpose and plan of the Bible, and the basics of our Christian faith (using Luther's Small Catechism as a guide, but set in a relevant and practical format for today's young people). The first Sunday in May is when our 8<sup>th</sup> graders "affirm their baptismal faith" and are "confirmed" in that faith.

**Counseling.** Our pastors are available to support and be a sounding board and faith resource during difficult times of life. We do a lot of counseling, but when we feel that long term needs would be better met by a full time professional we will help in that referral. Our Stephan Ministers are also an important part of this ministry of support.

**First Communion.** After appropriate instruction, our 6<sup>th</sup> graders participate in receiving the sacrament of Holy Communion.

**Hilltop Preschool.** Zion is in partnership with the preschool, which accepts children ages 3-5 with a day long program. Call the church office for details.

**Funerals.** At the time of death, we celebrate what Baptism began. Pastors work with the family to plan a funeral or memorial service. Women of the congregation provide a fellowship meal after the service as a ministry of support. Stephen Ministers and pastors are available to support the family in the time of transition that follows loss.

**High School Ministry.** Our high school students meet on Sunday mornings and Wednesday evenings for Bible study and discussion that relates to their daily lives. They also have opportunities for fellowship and servant ministry. Each summer they have an opportunity for a major servant trip, or youth gathering. Our high school students are encouraged to be involved in ministry wherever they are comfortable serving.

**Homebound and Nursing Homes.** Pastor Brelje provides ministry to those who are unable to join us for worship and fellowship at Zion. Stephen Ministers and other lay ministers are also available to help in this ministry of encouragement, support, and carrying Holy Communion to those that health prevents them from joining the rest of the worshipping community at Zion.

**Hospitalizations.** Please call the church office when you are facing surgery or confined to the hospital. The pastors visit the hospital daily to pray with patients and offer support for their families.

**Marriage.** Any couple seeking to be married at Zion must meet with one of our pastors before setting a date. If either or both are not active members of Zion they attend a Membership Class. In addition, they go through premarital counseling with one of our pastors. Our pastors are involved in marriage as the worship and spiritual leaders of the couple getting married.

**Middle School Youth Ministry.** The Middle School Youth meet monthly and participate in a variety of activities. During the year there are opportunities for retreats as well. Our goal is to involve them in every aspect of congregational life.

**Nursery Ministry.** We offer a nursery during Sunday School and during our late Sunday worship service. At the same time, we welcome infants and young children in worship, as this is where learning begins. During communion, we encourage young children to be brought along to receive a blessing from the pastor.

**Sunday School.** Children ages 3 through grade 5 meet on Sunday mornings. Our lessons follow the church year and are the same stories we read that day in worship. This allows families more support as parents, children, and grandparents all have the same weekly lessons. Sunday School also has a strong emphasis on mission projects and allowing children to participate in worship and servant ministry projects.

**Worship.** Zion has a variety of worship opportunities each week. All of our services follow a traditional liturgical format, but use different language and musical styles. All are respectful and powerful as God's guidance and blessings are the motivation and power of our worship. Saturday evening at 5:30pm utilizes piano and a variety of guest musicians and musical styles in an informal worship setting. Sunday at 8am is our most traditional, by-the-book format, primarily using the organ for music leadership. Sunday 10:30am is a service where we experience the entire range of our potential. We utilize any and all of our resources including organ, handbells, jazz, praise band with liturgy that is sometimes out of the hymnal and sometimes entirely printed. Kanley Chapel on the WMU campus is another worship location, service is Sunday at noon September through April. Music is led by a praise band and Pastor Couch is the primary worship leader.

**Youth Ministry.** Our 6<sup>th</sup> - 8<sup>th</sup> graders meet on Sunday mornings. Sunday classes seek to make faith relevant in daily situations they encounter. They meet two Sunday afternoons or evenings each month for fellowship and servant opportunities. During the year there are opportunities for retreats as well. Our goal is to involve them in every aspect of congregational life.