



Looking Up | Reaching Out

ZION LUTHERAN CHURCH

**The Annual Report
Of
Mission and Ministry
2017**

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Zion Lutheran Church – Kalamazoo www.zionkazoo.org

ADMINISTRATIVE PASTOR

I continue to be blessed to serve such a healthy and loving congregation. Our members are faithful in worship, spiritual growth, and generous in their support for and service in ministry. Our members come from a variety of neighborhoods, backgrounds, ages and occupations but are all committed to the support of our life together. This congregation continues to grow through the addition of new members, the creation of new ministries, and the maintenance and stewardship of current programs and property. We celebrate the past by how we share its lessons and gifts with the future.

This fall is the 500th anniversary of the Reformation, and at the same time we begin a year-long series of events to mark our 150th year as a congregation, with the actual anniversary service being held in August of 2018. Several years ago, our Board of Directors adopted four themes to help us prepare for the anniversary in a unique way:

*“**Remember** the gifts of God, through Zion, to past and present members! **Reflect** on the meaning of those gifts in our lives! **Reconfirm** our faith and the spiritual nature of our mission! **Renew** our commitment to bring those gifts to future generations!”* Soon that celebration begins.

Zion is a regional congregation with an incredibly diverse membership. We are blessed by a growing number of young families and children who continue to add life and energy to our programs of ministry. The past year has not seen significant new changes, but it has been an incredibly busy year. Typically much energy has been expended in revising and strengthening existing programs and creating new goals and directions as the needs and resources arise. A case in point is the work in the sanctuary. When the building renovation was undertaken several years ago, new pews and lighting were removed from the project to keep it at our agreed upon cost. Last year a group of members made anonymous donations to finish that work. New pews, new lighting, and a repaired floor finally finish the renovations that will enable our sanctuary to be a gift for future members of Zion and the community in which God has placed us.

Melissa VanderMeeden (Friends of Jesus Director) and her staff continue to strengthen our preschool ministry. Pastor Brelje continues to embrace our homebound members with his visits and support. DCE Aaron Grube, in addition to being a new father, continues to develop our educational ministries and has expanded his efforts to include college age, young adults, and young families. His “Kindle” training (which is to help him equip members for servant ministry) has become a valuable new gift to the people of Zion. Pastor Couch’s work on campus has emphasized work with international students and Fellowship of Christian athletes, a mentoring ministry in the Edison neighborhood, and this year he will seek to develop a more intentional effort toward Bible study and outreach to Lutheran students. We also are in conversation with the Michigan District as they seek to turn over more control of this ministry to Zion. Helen Fierke continues to lead our vibrant music ministry. Our support staff of Diane Alsvig and Jan Johnson (office), Debbie Kipp (bookkeeper) and Michelle Devine (building manager) coordinate ministry for the entire congregation. Our staff is committed to serving the needs of our congregation.

We continue to add new elements to worship, such as our 1st and 3rd special music support, and the dramas for Advent and Lent that have included many of our members. We are changing the format of our bulletins and weekly announcements to better support the needs of worship. Now that the Prayer Garden is completed, we will be encouraging all of our members to find ways to utilize the Prayer Garden, on the south side of the building, as a peaceful setting for meetings, classes, or simply meditation.

This next year we will seek new ways to fine tune communication within the congregation, whether through printed or electronic media. Our WKZO radio broadcast has been underway for almost 70 years, and based on feedback from many in the community, this continues to be a valuable outreach to much of Southwest Michigan.

One of our anniversary goals is to increase our mission and servant outreach to the community, and you will see many opportunities for such involvement. We continue our commitment to greater support of personal spiritual growth through drama, art, music, retreats, bible study and prayer. Our new photo directory will help many to match up names and faces, and we will attempt to keep it more updated with additional pages for new members as the need arises.

Our Wednesday evening meals will resume in the fall, and we have undertaken a restructuring of those involved which has added many new faces. We sponsored an estate planning seminar this last winter and will seek to continue to offer more practical and helpful workshops such as that as we move forward.

Last year we established new ministry teams for Campus and Friends of Jesus and those structure are serving us well. This year we began a restructuring of our Endowment Ministry, which has distributed the work among a greater number of people. We continue to be blessed in all areas with active and responsible leadership!

Our Board of Directors and members of Property, Finance, Personnel, Endowment, Campus and Preschool teams are wonderful assets and continue to challenge and support the congregation in our desire to be relevant and responsible people of faith.

We continue to seek volunteers in many areas, such as ushers, lectors, greeters, altar guild, library support, office mailings, kitchen, preschool, and many other areas. If you are looking for a place to serve, let us know, or ask for suggestions! And if you have ideas for new ministry, please let us know! As we look forward, we are exploring the staffing needs and opportunities that will naturally become available. In some fashion we will seek to begin a congregational study that will help us plan for the next decade or more. Never wanting to simply mirror the past or rest on present successes, we seek to be challenged by the Holy Spirit and energized for daily ministry that is relevant, best utilizes our gifts and opportunities, and witnesses to our community the joy and peace that comes from the gift of the Gospel.

Blessings and Peace! Pastor Seeber

CAMPUS MINISTRY

Here are the highlights of our campus ministry events this past academic year:

- Bronco Buddy Mentoring
- International Student Dinner Gatherings
- Kalamazoo Refugee Council
- Spring Break Servant Event Trip

This was the 5th year of our Bronco Buddy mentoring program to the students at Tree of Life (TOL) in the Edison neighborhood. There are 50 students enrolled at TOL and 36 of the students were involved in our mentoring program. Each TOL student has a WMU student that serves as a mentor. There were over 40 WMU students that served as a mentor or in a back-up role. Bronco Buddy mentoring gives WMU students a chance to serve the Lord by serving as a Christian role-model for the students at TOL.

On the 4th Friday of each month, Solid Grounds hosts an International Student Dinner Gathering. There are 40-60 international students that attend our gatherings. This past year, there were students

from Malaysia, Indonesia, Sri Lanka, Pakistan, Iraq, Afghanistan, Brazil, Jordan, Germany, India, Tanzania, Kenya, Nigeria, South Africa, Yemen, China, Japan, and Eritrea that attended. The goal of the dinner gatherings is to build friendships and bridges between students from different cultures and religious backgrounds. These gatherings also give Solid Grounds a chance to practice hospitality and the opportunity to share the love of Jesus with them. I want to thank all of the members of Zion who prepared a dish for these events.

For the past two years, I have been a part of a group called the Kalamazoo Refugee Council. There are members from nearly 20 area congregations, along with members from the Congregation of Moses, the Islamic Center, and WMU students and faculty that have come together to help and serve the refugee families and individuals. These refugees have been resettled in the Kalamazoo area through Bethany Christian Services and Samaritas (formerly Lutheran Social Services of Michigan). We have meetings at Solid Grounds every other Friday afternoon. This outreach has given me an opportunity to build connections with WMU faculty and students, many of whom are not Christian, as well as many others in the Kalamazoo area.

During the first week in March, seven WMU students and I traveled to Baton Rouge Louisiana to help with the flood relief effort that is being coordinated through Trinity Lutheran Church in Baton Rouge. Over 170,000 homes were flooded in Baton Rouge area last August. Our work involved painting, installing doors and dry walling.

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 32 "shut-ins" on whom I call.
2. From September through May I teach a weekly, hour-long, Tuesday morning Bible class attended by 15-20 persons. The class includes some non-members.
3. Tuesdays and Fridays are my regular, weekly days to be at Zion and to make calls on members including hospital calls.
4. Since 2009, I am serving as the staff member relating to Friends of Jesus Preschool of Zion. As part of that responsibility I serve on the Administrative Ministry team for the school.
5. I serve as preacher and/or liturgist at funeral services as requested by family members or staff members of Zion.
6. 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.

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 others ways as I am able.

Pastor Larry Brelje

DIRECTOR OF CHRISTIAN EDUCATION

Every year is another year of learning. This year I learned that prepping Confirmation lessons all at once for the entire semester really pays off! My time spent off-site prepping these lessons allowed me time to reflect on our community as well as establish some relationships that wouldn't be possible sitting in the office. Our core group of students has become a little more identifiable and the relationships started in 6th grade Confirmation are finally paying off as the students become freshmen and sophomores.

As we continue across the age groups we continue to see spiritual growth with students of all ages growing closer to God and closer to one another. We had three high school students take ownership at the lock-in this year, leading ice-breakers and the Bible study. They also met quite a bit with me to help plan events and grow as Christ-like servant leaders. This has been an exciting apprenticeship with them! They also sat on a new Youth Ministry Team that was started this year. This group of youth and adults has formed to be a support for me as well as guide and help with the workings of Youth Ministry. We continue to search for more counselors and other chaperones to go on retreats and servant events. If you are interested, please contact someone on the Ministry Team.

Friends of Jesus Preschool has seen a healthy transition in environment. The atmosphere is so positive and upbeat and we have a great staff and director! Christ's love is practiced every day while students learn their ABC's and 123's. I have the privilege of having chapel with these awesome kids every week!

In the Fall I agreed to become a KINDLE coach for the next learning cycle. This has greatly improved my coaching skills as well as instilled the confidence I needed to change the way I do ministry. KINDLE Christ-like servant leadership training has given me a different focus as I help equip and encourage others to share Christ in their daily lives. One of the ways we do this is through clusters. In a cluster, an apprentice is found and is asked to go out and multiply. Soon we will have a 3rd generation apprentice leading a new cluster. This is the way we were meant to share Christ.

As my own family is changing with baby Eliza, I am reminded that ministry is ever changing too. The world around us is hungering for truth...and that truth is only found in the sacrifice of our Savior.

Aaron Grube

PRESIDENT'S REPORT

The mission of the Board of Directors is to have oversight responsibility for strategic planning, the management of resources, the financial soundness of the congregation, the spiritual welfare of the congregation, and the completion of ministry programs.

The Board of Directors for the 2016 – 2017 Fiscal year was comprised of:

- a. President: Ryan Bickel
- b. Past President: Tim Klein
- c. President Elect: Karen Stokes Chapo
- d. Vice President – Property: Todd Schierbeek
- e. Vice President – Personnel: Joni LaPointe
- f. Vice President – Finance: Tim Gumbleton
- g. Directors at Large: Linda Stieve, Dan Buchtrup, Garr Gast, Ken Toy, Peter Asaro, & Debra Jorae

The incoming Board Members for 2017-2018 are:

- a. President Elect: Steve Butt
- b. Vice President – Finance: Stan Leitz
- c. Directors at Large: Lisa Frazier, Jill Hamilton

I would like to share several highlights from this past fiscal year. First, the Board continued to work with the Friends of Jesus Ministry Team to refine the preschool program and ensure that it is on a solid financial footing. Zion is blessed to offer this unique outreach ministry and the Board is committed to helping it succeed. Next, we spent a considerable amount of time working with the Property ministry team to plan sanctuary improvements, including new pews, flooring, and updated lighting. I

appreciate all of the feedback and support that was offered as we embarked on this exciting upgrade. Finally, we initiated a three-year financial pledge to the Lutheran Church-Missouri Synod in honor of the 500 anniversary of the Reformation. As a brief refresher, Martin Luther nailed his 95 theses to the doors on Wittenburg Castle on October 31, 1517, so the official commemoration will take place later this year.

Speaking of anniversaries, our congregation will be celebrating our 150th anniversary next year. The Board had a mini-retreat with the 150th Anniversary Ministry Team to discuss their plans and offer ideas and support. The anniversary celebration will reflect on the past, recognize the present, and look to the future. One of the goals of the anniversary celebration is to create at least one new outreach ministry. Surveys were distributed to the congregation earlier this summer to determine possible outreach focus areas, based on member interests. With the support of Endowment funds, Zion collaborated with the Gilmore Keyboard Festival to host a special children's concert at Zion as a special outreach to the congregation and Kalamazoo community. Please watch for more information about the survey results, children's concert, and other upcoming anniversary events.

Fulfilling the Board's mission is truly a team effort. The Lord has blessed our congregation with numerous gifted and talented people, including our pastors, DCE, support staff, ministry team leaders, and volunteers. I would like to thank everyone for their support and contributions, as they helped us achieve our mission.

Respectfully submitted, Ryan Bickel

ALTAR MINISTRY

This year we added new purificators to our dwindling supply for a total cost of \$281.00, as well as linens and notions for the altar in the amount of \$53.50. Service by Altar Guild members is solid, however we continue to reach out and welcome new members to our roster. Members are encouraged to serve for twelve services during the year. Two members sign up to serve together at each service. Some members like to serve all three services in one weekend, thus having responsibility only four weekends per year. Other members prefer to serve for an individual service on a weekend, and can sign up for the service they typically attend, making our ministry easier for them to participate. This flexibility has been helpful to encourage growth of our membership. We typically have three or four meetings a year. We have an Epiphany Brunch in early January; we meet the Saturday before Palm Sunday to perform our annual cleaning and strip palms. We meet again the following week to decorate for Easter and one other time in September for a business meeting.

Altar Guild is a great way for Zion members to be involved in service to our congregation, especially for those who need the flexibility to choose when they are available to serve. Our ministry is a great way to get to know other members of Zion better as we work together side-by-side serving at the Lord's Table.

Melissa Noseworthy

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. We have had shows from individual artists, groups, and works from our congregation members responding to our requests. We continue to develop various ideas and invite members to join us. We are currently preparing to upgrade our display and lighting in BLENDS and hope that this fall we can begin to utilize this ministry for outreach and spiritual growth. Please contact Pastor Seeber if you have any questions, suggestions or to get involved.

Pastor Seeber

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. The first goal of this 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.

Office Support Staff

ENDOWMENT MINISTRY

Mission

Ensure the proper stewardship of Endowment for Zion Lutheran Church. The endowment is intended to provide Zion Ministries with financial support for line items not included in the annual operating budget. The Endowment will fund the following activities: Start-up and development of new ministries, scholarships for professional church workers, major building maintenance, and church music programs as specified within the Endowment Regulations.

Ministry Highlights & Gifting

- Since 1975, the Endowment Fund has disbursed \$1.1 million in grants/scholarships.
- Year Ending 2016, the Endowment Fund value was \$996,694.
- For the last 27 years, Endowment Investments have been blessed with an annualized return of 6.3%, enabling an annual grant disbursement budget of 6% of the fund's value.
- Endowment Fund Major Gifts
 - The Helm Music Endowment of \$75,000 was gifted in 1997.
 - The Heinz estate bequeathed \$52,100 in 2003.
 - Doris Dinda gifted \$35,000 to Zion's Endowment in 2004.
 - Anonymous Gift of \$10,000 was received in 2015.

Fund Value	Calendar Year	Grants Paid	Zion Ministries	Property Ministry	Outreach Ministries	Scholarships	Music Ministry
	1975-2013	\$1,059,158	\$292,844	\$323,083	\$214,365	\$178,393	\$50,473
\$ 994,872	2014	17,578	5,826	7,128	2,102	-0-	2,522
\$ 947,082	2015	57,929	19,943	34,497	333	-0-	3,156
\$ 996,694	2016	36,244	9,636	19,559	2,799	-0-	4,250
	TOTALS	\$1,170,909	\$328,249	\$384,267	\$219,599	\$178,393	\$60,401
		100.0%	28.0 %	32.8%	18.8%	15.2%	5.2%

Goals for 2017

- Continue investment policies that sustain an Endowment Grant Budget of 6%.
- Meet every 2 months, finalize ministry team reorganization and mature administrative processes.
- Review fund investment strategy with Professional Investment Manager every 4 months.
- Encourage congregation to submit grant applications.
- Encourage and support member legacy gifting to grow the Endowment Fund.

Administration

Applications for grants, church worker and music scholarships can be obtained from the church office.

Endowment grants can be completed for Zion member mission trips, servant events, challenge or matching grants, start-up ministries, mission congregation support, major building maintenance, church music concerts and recitals.

Zion's Endowment can NOT be used for loans or items included in Zion's Annual Budget. Invested principal must be preserved; only earned interest, dividends, and realized investment appreciation can be disbursed for Board approved grants.

Members are encouraged to include the Zion Lutheran Endowment Fund in their wills, estate bequests or memorials, partner in "passing it forward," and become a member of the Zion Lutheran Founders Society.

2016 Investment Summary

Transactions	2016	2015	2014
Beginning Value January 1st	\$947,082	\$991,670	\$947,961
Add: Contributions/Memorials/Stock Splits	(2,057)	3,088	3,520
Add: Interest & Dividends	24,183	24,283	21,943
Less: Wire Transfers – Grant Disbursements	(24,500)	(42,000)	(9,000)
Less: Investment Management Fees	(5,674)	(5,708)	(5,688)
Stock Growth	57,660	(26,510)	32,934
Ending Value December 31st	\$996,694	\$947,082	\$991,670

* 2015 includes an anonymous Gift of \$10,000.

2016 Grant Disbursements

* Ministry Categories: **P**roperty; **Z**ion; **O**utreach; **M**usic

Grants & Scholarships	Cat*	Payments	Balance
Flooring Updates for HS & MS Youth Rooms	P	\$ 12,972	-0-
Kitchen Refrigerator Replacement	P	4,164	146
150 th Capital Project Pledge	Z	3,333	3,334
MI District "Here We Stand Campaign"	Z	3,333	6,667
Band Hymn Chording Charts	M	3,000	-0-
Vacation Bible School	O	1,452	48
WMU Brass Quintet – All Saints Service	M	1,250	-0-
External Water Damage Issues	P	950	1,320
Zion Entry Sign Updating & Refurbishing	P	895	1,275
Family Resource Library	O	551	449
Communion Chalice Repair	Z	526	38
Friends of Jesus Classroom Furniture	P	488	87
Family Ministry Pool Day	O	400	-0-
National Youth Gathering Volunteer	O	396	-0-
Small Group Bible Study #3	Z	295	-0-
150 th Event – 2018 Gilmore Family Concert	Z	-0-	5,000
Mailings – Dresses for Africa #3	O	-0-	599
5 Grant Balances under \$295 – Two Categories 90/839	PZ	929	1,907
Previous Year Sunset Clause Grant 13-12	Z	1,310	-0-
2016 Grant Payments and Balances		\$36,244	\$20,870

01/18/2017

If you have any questions about Zion's Endowment Funds, please contact these Endowment Ministry members: Dave Alsvig, Brian Kiessling, Rhonda Newman, Terry Adlam, Dana Butt, Larry Zerbel, Pastor Seeber, Rollie Preuss (Special Consultant).

Brien Kiessling

FAMILY MINISTRY

What a great second year! In August we held our first Vacation Bible School, and the first in many years at Zion. We saw just over 40 kids and had a great time learning about God and growing closer to one another. Our theme was "Cave Quest" and we even had a guest appearance by Batman. The kids helped bring Batman out of the darkness and into the light of Christ. We are looking forward to our second VBS this coming summer.

Besides VBS, our group came up with four social events to help bring our families at Zion closer together. This year we went to a Kalamazoo Growlers baseball game, rented out the Allegan pool, went to the Planetarium, and had some activities for family fun at the Pig Roast. This is also the first year our Family Resource Library came to be. Thanks to a grant from Endowment we were able to purchase a good foundation of family resources which are in the study at the top of the stairs. Feel free to check it out!

Aaron Grube

FINANCE MINISTRY

At the direction of the Board of Directors, the Finance Ministry Team is responsible for the orderly conduct of the financial business of the congregation, including the implementation of the approved budget, the education and encouragement of the congregation in the stewardship of our financial resources, and the support of all congregational ministries through the proper reception, disbursement, and management of collected funds. The membership of the Finance Ministry Team underwent changes during the year as responsibilities changed in other areas of Zion. Individuals who participated this year were Dave Alsvig, Paul Gilbert, Tim Gumbleton (VP of Finance), Bruce Huston, Brian Kiessling, Debbie Kipp, Kayla Laurin, Dave Newman, Rhonda Newman, Paul Noseworthy, and Rollie Preuss.

For the fiscal year ending May 31, 2017, the following was accomplished: 1) the blessing of strong giving income by the congregation resulted in a positive net income for the year and allowed funding of several accounts in the FY2018 budget to prepare Zion for future expenses and, in addition to the generous donations from families in our congregation, completion of the funding for the sanctuary upgrade; 2) set the 2017/18 budget with a 1% increase in giving and a similar increase in expenses; 3) helped guide Friends of Jesus Preschool through the loss of a number of students just prior to the beginning of the school year and restructured its financial basis to help provide long-term financial stability for this important Zion ministry; 4) made additional payments on the mortgage principal, further reducing the term of the mortgage (total term reduction since loan origination of 5 years, 8 months; current payoff date 10/1/2028); 5) worked with Property Ministry to fund the sanctuary upgrade, including new pews, lighting, and floor repairs; 6) worked to increase congregational knowledge about Zion finances.

Goals for the coming year include the following: 1) responsibly managing the income and expenses to assure Zion can continue to implement its chosen ministries; 2) keeping the congregation well informed regarding the financial state of the church; 3) continuing to solidify Friends of Jesus Preschool finances and to further integrate it into Zion; 4) continuing to plan for the financial support of the activities for Zion's 150th anniversary.

Any congregational member who would like to participate in or support this ministry may contact Stan Leitz through the church office.

Tim Gumbleton

FRIENDS OF JESUS PRESCHOOL

Friends of Jesus Preschool exists to provide high-quality, faith-based education and care that nurtures the preschool-aged child. We provide developmentally appropriate learning in a safe, fun, inclusive environment.

Most of our long term staff continued for another year of teaching at Friends of Jesus Preschool, and this fact is a strong marketing tool. Stephanie Cullimore taught both the 3's class and the 4's class. Melissa VanderMeeden taught the Young 5's class as well as serving as the Director and Administrative Assistant. Angela Bowers continued as our assistant teacher for the 3's class and the 4's class, as well as providing support for the Young 5's and the entire preschool program. We also added Samantha Nunn as an assistant teacher for the lunch bunch and early afternoon wraparound program. The preschool also benefitted from the support of dedicated volunteers, most significantly: Linda Stieve, Sue Ann Coffinger, Helen Fierke, and Jan Prange. Aaron Grube conducted chapel for the 4's and 5's classes each Wednesday. Debbie Kipp, Diane Alsvig and building manager, Michelle Devine, provided important support services for the preschool, as well.

This year our student population was reduced. We began the year with 17 students. We added one student during December, but lost two other students during the school year (December and May) because of parent employment relocation.

Due to personnel and budgetary restraints, it was necessary to eliminate our afternoon classes and wraparound program. This was part of our continuing transition to a half-day, morning only program. Our new schedule was successful and we worked with families to provide the support they needed as we were able.

The Friends of Jesus staff works diligently to ensure that preschool programming is meeting the needs of our students and their families. Small modifications were made to the events calendar in that regard. Friends of Jesus Preschool offered two off-site field trips and, as a new addition, one on site field trip. Special programming also included: bike days, the Fall Family Fest, Family Movie Day, Grandparents' Day, Kids Are Special, Usborne Book Fair, Thankful Hearts, observance of National Lutheran Schools Week, and many others. The preschool also offered educational presenters and special reader guests, holiday parties, school pictures, end of the year picnics and graduation. Our students, their families, Zion congregation members and our staff participated in four main fundraisers this year: mum sale, wreath sale, ButterBraid Pastries, and read-a-thon. Although our enrollment was reduced this year, our fundraisers were very well supported. The Usborne Book Fair provided us with several hundred dollars' worth of new books for the preschool library. The Friends of Jesus Preschool Ministry team also conducted a new fundraiser with the congregation of Zion, called "Building a Bright Future" brick fundraiser. Congregants were asked to select a "brick" with a monetary amount on it (envelope) and place that sum in the envelope and return. This fundraiser was very successful and offered significant assistance in supporting the preschool budget in light of lower enrollment and loss of tuition due to unexpected family moves during the school year.

As we move forward into the 2017-2018 school year, all of our current staff will be continuing with the exception of Mrs. Nunn. A new employee will be hired as an assistant for the Young 5's classroom. Our daily program hours will be condensed to make our program "morning only". One hour of before school and after school wraparound will be offered. Enrollment numbers for the upcoming

school year are higher than last year at this time. The preschool has received approval on an endowment request which will allow for new security measures at the preschool entrance and windows, as well as much needed improvements to the 4's and Young 5's classrooms. The upcoming school year is a licensing year.

If you have any questions about the preschool, need more detailed information about this report, or would like to visit for more information, please see Melissa VanderMeeden or Linda Stieve in person, or call (269) 382-2360.

Melissa VanderMeeden

FUNERAL LUNCHEON

This is a special ministry that has been carried out faithfully for many years and it provides assistance with food and fellowship immediately after a funeral service at Zion.

The church office or Pastor informs us of the family's wishes for a luncheon. We visit with the family, explain our service, make suggestions and discuss the menu. The family is responsible for the cost of any food that needs to be purchased. We have a calling committee and a list of food volunteers who very willingly donate to the menu when called.

We organize, plan, shop and call for food donations. We set up, serve and clean-up. We try to make it as easy and pleasant for the family to help ease pain, concerns and grief.

If anyone would like to serve (when called) or donate foods, please call the church office and leave your name and someone will contact you. It's another way to reach out and serve with Jesus' love.

Leona Van Antwerp & Beverly Snow

GRATEFUL HEARTS THANKFUL HANDS BAZAAR MINISTRY

Mission: to provide an annual fellowship event in which all members of Zion can give of their time and God-given talents and thereby contribute to both Zion's ministries and mission outreach in the community.

The Grateful Hearts Thankful Hands Bazaar ministry was founded in 2009 with a grant from Zion's Endowment as a way to raise funds to help reduce Zion's LURO building debt and provide support for other Zion ministries. The bazaar is held each year on the third Saturday in November. Members are asked to use their talents to create and donate handmade items such as knit wear, jewelry, purses, pottery, doll clothes, baby items, canned and baked goods, etc. which will be sold during the bazaar. Gently used household items, books, games, puzzles, etc. may also be donated. Workshops are sometimes held during the year to both build crafting skills and to make articles to sell. Our goal is to provide quality products at a reasonable cost.

To date, the bazaars have generated over \$56,000 in proceeds with over \$51,000 distributed to various ministries. Since 2012 proceeds from the bazaar have been distributed as follows: Zion's Preschool (30% of the proceeds), The Kalamazoo Deacon's Conference (20%), and Zion's LURO Campaign (50%)

The 2016 Bazaar continued using the theme "From our Hearts to your Hands". Our efforts resulted in sales just over \$6,000. As a further opportunity to be of service within the community, some of our 'leftovers' were picked up by The Deacons Conference and distributed to families in need. The bazaar committee is extremely grateful to those members who so generously participate through

their time, talents and prayers to make each bazaar a success, as well as to the members of our community who attend.

The 2017 Bazaar will be held November 18th from 9am to 2 pm. Please mark this date on your calendars so you will be available to help. Many hands are needed beginning the Wednesday before through the day of the bazaar to help with pricing; display set-up and monitoring; check out and extending a warm welcome to our guests. This is a time for fellowship and building new friendships while serving both Zion and the Community. We urge you to consider joining us.

Our goals for the future are to maintain this ministry and involve as many of Zion's members as possible to spread the fellowship and continue building friendships.

The Bazaar Committee is co-chaired by Janis Dinda and Sharon Preuss. Committee members include: Alice Ferris, Terri Foss, Debra Jorae, Jayne Mayer, Linda Mayer, Marti Nuyen, Amy Nelson, Jeanette Meyer, Peter Tanz, Dee Wentzel and Chris Wilkens. We welcome new members at any time. Watch for our monthly updates in the Harbinger or weekly bulletins for information on how you can help or become involved. Visit our web page at Zionbazaar.com and share it with your friends. To find out more about The Deacon's Conference, visit their web page at kzoodc.org.

Sharon Preuss

HELPING HANDS

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

For the past several years we have helped seven to eight families from the greater Kalamazoo area. The Kalamazoo County Department of Human Services along with the Salvation Army provide the names of community families who are seeking holiday assistance. We help by purchasing gifts for the families 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 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 invite our community members to our Christmas services. This program has been very blessed by all the support and generosity of our Zion members.

Jim Mayer

HELPING OTHERS

Mission statement – We will reach out with Jesus' love and help children and adults in our community. In the Bible it is written that what God gave us is for all. The purpose for Zion is to become involved in helping people in our community by giving them school supplies and health care items.

Each year Zion members have been very generous in supporting our Helping Others Ministry by donating the requested health care items, wash cloths and bath towels, and school supplies. We collect health care items in the spring. Grocery bags full of these items were delivered to Ministry with Community. In July we begin to collect school supplies. This is when the school ads come out so it is a convenient financial time to be involved. In September, these items were delivered to Community In Schools Kalamazoo. This organization provides materials to needy elementary through high school students throughout the year. We also gave school supplies to Friends of Jesus Preschool.

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. Members can become involved by continuing to faithfully donate the requested items.

Jayne Mayer

HIGH SCHOOL MINISTRY

Thirteen students attended the LCMS National Youth Gathering in New Orleans, LA last July. We joined over 30,000 other high school youth in our praise, service, and experience with God. Besides the very memorable experience, the youth (and adults) will never forget their journey home. We got caught in a nationwide airline computer failure. We escaped the New Orleans airport the same day but had to spend a night in a cold Dallas airport. The next morning we flew to Washington DC before arriving back in Chicago, just about 24 hours late. Our rag tag group hit 6 different states in that matter of time!

In our Bible study this year we really bounced around. Our two main topics focused on spiritual themes seen in the "Lord of the Rings" books/movies and a Paul Maier video series on "How we got the Bible." We had our fifth annual lock-in in November and started out at Climb Kalamazoo! Our annual retreat to Springhill also saw its largest number yet with 14 students and 2 new chaperones. Our group had a great time praising God and enjoying the little bit of snow we had this winter.

Aaron Grube

HOME CHARITIES

Zion has always had a discretionary fund for the Pastor called "Home charities." The intent is to help members in need. While the givers and the gifted always remain confidential, it is good for you to know how these gifts do get used. This year we were again able to assist with clothing, food, utility payments, medications, and other such items for families of Zion. Please know if there is an emergency, you can call for help! (Remember, this ministry is confidential!) And, if you want to help, "Home Charities" depends solely on the donations of members. From time to time, when extra funds are available, we assist the Deacon's Conference with similar needs for others in the community. As Jesus said, "When you have done this for the least of one of these you have done it for me". This congregation is special and despite all of its gifts we share, we continue to have a healthy balance as emergencies arise. This is YOUR ministry and it is a powerful way of sharing the love of Jesus when "some of his children are hurting."

Pastor Seeber

LIBRARY MINISTRY

The purpose of the library ministry is to provide resources such as books, periodicals, and DVDs to support the spiritual growth of our congregation. We have a budget to annually add to our resources and support our children and parents. The pew bags, available for children during worship, are part of this ministry. After many years, Pat Kasdorf is turning over this ministry to a new group of volunteers. Pastor Seeber and Aaron are currently working to establish this ministry team. One of our first goals, which Pat had started, is to remove resources that are not being used to make more room for new and more current resources. We will focus specifically on Christian parenting, the faith life of our children, and resources to assist with adult Bible study and spiritual growth. In the past our volunteers have helped to distribute many of our unused resources to the County Jail or Deacons Conference. Any of you who would like to help support this ministry that Pat Kasdorf spent so many years developing are encouraged to call the church office, Aaron, or Pastor Seeber for more information or to volunteer.

Pastor Seeber

LITTLE DRESSES FOR AFRICA

Using donated fabric, pillowcases and trim, we sew simple sundresses that tie onto girls' shoulders, which are distributed to villages in Africa. As of June 2017, Zion members have made and donated more than 7,000 dresses to this ministry, which has distributed more than 100,000 dresses to the poorest nations in Africa and Haiti. Our tireless seamstresses are Helen Reinkensmeyer, Cindy Bierlein, Mary Phillips, Jan Prange and Roxanne Seeber.

We get contributions of completed dresses from many members of the congregation, including Sharon Preuss. We are appreciative of the Portage Central High School National Honors Society's continued assistance through a program founded by Zion member Morgan Freeby.

Several high school students got together once a month to assist us in our ironing, elastic stringing and preparation for dresses. Our Portage Central High School liaison for 2016 was Sarah Schwartz. For 2017, we have been assigned Molly Pozniak.

We are also thankful to our husbands and haulers who carry our supplies and completed dresses in and out of the church on a regular basis. We package the completed dresses and are thankful to Ken Toy and Amy Woznick who drive our boxes to the Detroit area, where they are sorted and prepared for distribution to the children in Africa. They are the only dresses that many of these children will ever have.

We are thankful for the many donations of fabric, trim and pillowcases that we have received from so many of you who have cleaned out their closets, their sewing areas and their parents' houses in order to keep us supplied. We have a drop off box in the workroom, just to the left of the door. Just leave what you have in there and we will turn it into a little girl's only dress!

Roxanne Seeber

LOAVES AND FISHES

Loaves and Fishes was formed to give assistance to those in need of food. Donations from Zion members and friends are collected every week in the two bins by the office. Clean plastic and brown paper bags are also needed. Once a week the goods are taken to Trinity Lutheran Church by us or Carol and Benno Rosin. There the food is sorted and given out by the Trinity volunteers known as *The Pantry Gang*. Each year the need for food donations increases so every item donated at Zion is greatly appreciated, thank you!

Bruce and Dorothy DeDee

LUTHERAN WORLD RELIEF SEWING AND KNITTING

Our L.W.R. Quilt and Baby Care Kits sewing project members meet every Wednesday from 8:30a.m to 12:00p.m. There are currently 14 ladies sewing and knitting. We begin in January and continue until mid-October, when everything that is completed is shipped out.

In 2016 we completed 119 Baby Care Kits and 180 Quilts. We appreciate all the many donations of fabric, bath-size soap, socks, undershirts, towels, 14 x 24 diapers and flannel blankets. Our knitters have very generously supplied us with beautiful sweaters and caps.

Baby Care Kits are welcome gifts to mothers and newborns at hospitals, refugee camps, and villages all around the world. A quilt is very special, it serves as warmth on cold nights, shelter from the sun, a room divider, a bed, backpack and sometimes a home.

We encourage anyone to visit our group on Wednesday mornings, to share our work, and join us. Our goal is to continue doing the Lord's work by reaching and helping the needs of many unfortunate people in the world.

Leona Van Antwerp

MIDDLE SCHOOL YOUTH/CONFIRMATION

With twelve confirmands, Zion saw its biggest 8th grade class in many years. We had a great year too! Total class size was right at 30 and we averaged in the 20's most weeks the entire year. We learned about the Lord's Prayer and the New Testament. As we traveled through the lessons each week we were able to bond as a class with monthly social or servant events and our annual retreat. This year we went to a "Tool Time" at Concordia Ann Arbor. It was not a highlight but we still were able to spend good time together and will make for a good story later on. Our 8th graders spent a dedicated night at Gull Lake Ministries on their class retreat as we talked about our faith journey's and put some good work into our final project. A highlight of the project comes in four drawings which symbolize the journey the students have taken over the last 3 years. Thanks to Ron Masek, students were able to receive a visual reminder of their time in Confirmation class and just another mountain conquered in their journey of faith.

Aaron Grube

MIDWEEK DINNER MINISTRY

Dinners are held on Wednesdays, beginning at 5:15. The purpose of our dinners is to offer the opportunity for Zion's congregation and its family and friends to gather for food and fellowship, prepared for you, making it easy to stay for Bible study, Middle School Confirmation class, High School Youth class or worship services during the Advent and Lenten season. Meals are served from September through April and a donation is asked to cover the cost of the meals. During the last year, we served, on average, 60 people during these dinners.

All meals are prepared by our dedicated volunteers: Sue Ann Coffinger, Anna Nicolen, Lucy and Ted Maxson, Jan Prange and Denise O'Brien. Others who helped serve and/or clean up included Pastor Larry Brelje, Benno and Carol Rosin, Bruce and Dorothy DeDee, Larry Harding and Tom Cooper. We would welcome any members who would be interested in helping with this program in any way. Do you have a dinner idea, want to help once a month, can you provide cookies? There are many ways that you can be a part of this ministry, even if you are not able to be involved every week. If you would like to join us, please call Denise O'Brien at 269-762-0465.

See you on Wednesday evenings, starting in September!

Denise O'Brien

MUSIC MINISTRY

Our organists are serving Zion with dedication. They make the scheduling of Sundays pleasant and efficient and I am blessed to work with them. Gloria Dei Singers has continued to sing for four Sundays a month, two at early and two at late. They have prepared two cantatas again this year and presented them as their gifts of time and talent to our Lord. We have grown close as we pray for each other and share our concerns for each. Bell Choir has rung its praise once a month, as much as possible. They have really grown in skill. This should not be a deterrent to anyone who might be willing to join us. We all help each other! Hymn selection goes on year round, and every effort is made to include hymns that are beloved by the congregation, while ensuring that we follow the liturgical year. Each of these groups continues to do the great opus Dei – God's work. Our "work" is praising our Lord continually.

Helen Fierke

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 staff would have a lot of extra work. One of our volunteers spends several hours a week collating bulletins, another helps compile attendance from the fellowship pads, and other office volunteers help with posting contributions and collating the Harbinger for mailing. At various times volunteers also help answer the phone. If you would like to volunteer in the office, please call Diane or Jan. What a blessing it is to have such faithful volunteers!

Office Support Staff

PASTOR'S SUNDAY BIBLE CLASS

Sundays at 9:15am

This is a great place for someone who has never been in a Bible study, or someone who has been in adult classes their whole life. Young adults, retirees, young parents, couples and singles, brand new Christians and longtime church members will all find enough grist for their mill. Each week brings something for everyone, interesting discussions, and powerful ways to remember how each day is a new beginning! This past year we utilized one of the Sunday lessons, giving background for the text, and then allowing the group to develop the direction of the conversation with their own questions and observations. Not only has this been a wonderful opportunity for all of us, including Pastor Seeber, to grow in our faith, the sharing has allowed us to get to know our fellow members in a more personal way. This fall we will begin a series called "Beginnings" which will use one story from the Book of Genesis each week to show that "the more things change, the more they stay the same". Each week will focus on a different theme of faith, using Genesis as a starting point for that discussion.

The beauty of this class is that each week is a stand-alone discussion, so that whether you are here each week or not, you will always be just as much a part of the discussion as everyone else.

Pastor Seeber

PERSONNEL MINISTRY

The Personnel Ministry is to provide support for the church regarding hiring, firing, nurturing and policies of the congregation's hired personnel. We also support personnel policies relating to the staff joining the congregation through divine calls and work as a team to maintain the human resources of the church. We also continue to support all called and hired staff members, including Friends of Jesus Preschool, by the mission and ministry of Zion's congregation through the administration.

Goals for 2017-18 are to continue our roles of support and enhance the staff procedures to provide them with the quality work environment for the church.

Current members of the Personnel Ministry: Joni LaPointe, Dana Butt, Bob Folck, Barb Reinstein, Mike Schlack, and Mark Schulze.

Please contact Joni LaPointe at 269-382-2360 if interested in joining the Personnel Ministry.

Joni LaPointe

PRAYER MINISTRY

This group of 50 plus dedicated prayer warriors lifts up the needs and thanksgivings of the people of Zion in prayer. This is a good place to request prayers for friends, neighbors, family, friends whose needs are on your mind. Prayers are confidential. Cards handmade with love are sent to all for whom

we are praying and to confirmands, graduates, new members, Board of Directors and others who serve our church.

A goal is to let members know we will stand with them in prayer and to add more members to our group. Requirements are a heart for prayer and a willingness to pray throughout the week for those in need. Cards are sent out by email or mailed around every two weeks or as needed. This ministry is also a good fit for members who have moved away or snow birds who want to keep in touch with the church family, new members, college students, etc.

If you are called to join this ministry, and/or help with making cards, contact the church office or Kathleen Jordan at 269-343-4011 or email kathleen.jordan@yahoo.com.

Kathleen Jordan

PRAYER SHAWL MINISTRY

Prayer shawls are made while the person knitting or crocheting prays, we also take them to church for Sunday school and church services. They can be given out by pastors or other Zion members to give to other church members, shut-ins, or community outreach.

People who receive them have something going on in their lives, be it medical, physical or emotional. The shawls serve as a comforting and loving embrace from our church family and a tangible reminder of God's ever-present love for us as shown through the caring prayers of others.

This year we have given away 13 shawls. The total given away in the last seven years is 89 shawls (recorded).

Our meetings are every 3rd Saturday at Biggby's on Stadium Drive for idea sharing and fellowship. We have between 5 and 11 ladies who attend and welcome anyone who wants to come. Currently, those attending meetings are: Janis Dinda, Cheryl Besser, Melissa Carlson, Vicky Holt, Elsie Autry, Mary Horensky, Barbara Nutsch, Tammy Parat, Shari Dean and June Ver Sluis.

Our group also includes about 6 ladies who aren't members of Zion. This gives us an opportunity to meet others on their journey with Christ, either continuing or learning about Him. If you would like to come to our meetings but need a ride please give me a call (we do car pool). If our meetings don't work for your schedule and you want to learn more, please feel free to contact me and we can find a time that would work better to get you started.

All of the tubs for materials and shawls are in the usher's room in the metal closet. One is filled with yarn, knitting needles, crochet hooks and idea/pattern books. Anyone who would like to make a shawl or lap throw (for men) is welcome to any of the supplies we have. Please remember to return the idea/pattern books when you are done. There are separate tubs for unblessed shawls versus shawls that have been blessed. The tub for blessed shawls also contains the journal to record who is getting the shawl, when it was given, and the reason. Inside the journal are gift tags to attach to the shawl so the recipient knows the shawl came from the Prayer Shawl Ministry at Zion Lutheran Church. They also make nice bookmarks. Thank you, Linda Stieve for making our tags for us. On the shelf next to the tub you will find gift bags and tissue paper for anyone delivering a shawl. The gift bags make presenting the shawl a little more special for both the giver and the receiver.

We also have a rolling cart and another tub filled with more yarn and pattern books that Janis has been keeping in her classroom (lower level overlooking the prayer garden). Please check with her if you're looking for a different color of yarn or books not found upstairs.

If you're making shawls/lap throws please try to have completed ones in the "TO BE BLESSED" tub prior to the fifth Sunday of the month. We make every effort to have them blessed during Zion's healing service.

Our meetings at Biggby's have given us the opportunity to connect with a great cross section of the community. We have met college students, young families, couples, military recruiters, and police officers. Especially now that we have a stock pile of shawls and are working on a new side project, sleeping mats for the homeless.

The sleeping mats are made with Plyarn which are plastic bags (any size) folded, cut and tied into plastic yarn. This Plyarn is then crocheted into a flat mat 3x6 feet with ties and a carrying strap. It takes 500-750 regular grocery bags to make one sleeping mat. It's a very noisy and large project, so you won't see us working on these at church. As you can imagine we get some strange looks and interesting questions about what we are doing and with whom we are affiliated. I love how the ladies in the group take the lead in talking to people about what we do and about Zion. Once we get at least 4-5 of these put together we will be reaching out to connect the mats with those who can benefit from them. These mats are a very strong insulator; creating a barrier between hard or wet ground and the person. Bugs don't like them (a plus) and they can be washed by simply hosing them off and shaking them out to dry.

We continue to keep our ears open for opportunities to send a little bit of God's love out when we can. We welcome others who want to learn to knit or crochet to come to our monthly meetings or to call myself or Janis Dinda for more information. We have supplies, we just need others who want to help us make shawls.

We encourage any and all of you to give a shawl to anyone who needs a little love. You don't need to ask permission, there are no age restrictions (kids/teens I'm talking to you) these shawls are for the congregation, pastors and support staff to give out as needed. All we ask is that you record whom you're giving it to and thank you for helping. It means more when the shawl comes from someone they know than someone totally new.

Cynthia Cosgrove

PROPERTY MINISTRY

My first year as the VP of the Property Ministry team has been a busy but great opportunity. I have been mentored and helped by a great team of individuals that have taught me what it means to be on the Property Ministry team. The Property Ministry team is responsible for the physical resources of Zion and works to maintain, improve, and dispose of all tangible and real property of the congregation in support of its missions and ministries. We presently have nine members on our team, six full-time members and two special project contributors. We work closely with Staff in support of short and long-term needs. And liaise with Michelle DeVine, Zion's Building Manager on daily facility issues and mechanicals.

The following is a highlight of projects and changes made this past year:

Much of the work and planning in our sanctuary project in the past two years has finally come to realization and is in the process of being finished. We decided that going with new pews was more cost effective than refinishing the old pews and a better use of our resources. Our lighting in the sanctuary has been reworked by changing out the pendulum lighting with new, wider and updated pendulums and replacing bulbs in the cloud. Our old carpeting was torn up and our terrazzo floors have been given new life with a face lift. We discussed staining the entire ceiling but, due to cost and time, we decided to just do the columns, up to 10 feet, and they look great. All this is coming

together as I type this report, and it is amazing to see all the pieces finally fitting together. A special thanks goes to Susan Buchtrup and Rick Wordell for their tireless work and persistence on this project.

During the year we have researched numerous ways to improve our phone service. This summer we decided to go with a company called Nuwave, and the new phone system will be implemented in the last part of the summer to early fall. The office has also done research on a new copier, and we are purchasing a Minolta.

Endowment requests totaling \$20,000 were made by Property this year for continuing improvements. These improvements include repainting and gold leafing the exterior signs, providing carpet/flooring for the Middle School room, and updating Friends of Jesus rooms, appliances in the Zion Haus, and hallway/office lighting.

With the 150th Anniversary celebration approaching, and with the sanctuary project almost complete, we are excited to see the culmination of our labors in the finished sanctuary along with the new phone systems and copier.

Todd Schierbeek

SATURDAY MEN'S STUDY

Saturdays at 8am

Pastor Seeber meets "with the guys" on Saturdays (September through April) to support each other's daily faith life and utilize the weekly Epistle reading to discern practical guidance for our daily living. This has been a wonderful opportunity for men to talk about faith, support each other, and seek to become more comfortable in being what Christians are called to become. You don't have to come every week, as each week is a self-contained discussion and theme. The participants truly set the table and lead the discussions, which have been genuine, honest, and helpful for all of us. Most would agree that this has been an enlightening process of learning that guys from various backgrounds, with different vocation and recreational interests, can find a unity in our common faith. This summer we have continued this spiritual support of each other by attempting to keep our discussions going via email discussions.

Pastor Seeber

SMALL GROUP BIBLE STUDY MINISTRY

In our sixth year we currently have 6 small groups serving approximately 80 members of Zion. The greatest growth has been realized in the Buetows' small group of young parents and Linda Stieve's small group. This has been a primary concentration of participants of our program and we are happy to see this taking place. We also know that without the help of the Holy Spirit we would not have seen such growth.

Each small group chooses a meeting day, time, location and topic to be studied. One group has met in a private home and the remaining 5 groups meet at Zion primarily on Sunday mornings or Wednesday evenings. Some groups meet weekly but most meet bi-weekly. Each group is also charged with performing a mission activity at some point during the year, either for the benefit of the Zion family or the community. This year the mission projects have ranged from serving lunch at Ministry with Community, providing lunch for the students at Tree of Life elementary school, and serving as babysitters during the Sunday school hour for the Buetows' small group. Some groups may complete their projects during the summer semester which is more relaxed.

Our goals for 2017-2018 are two-fold: to foster and encourage discipleship to bring about new facilitators as we complete our three-year plan, and to continue to grow in God's word. Aaron

Grube, as our staff person, continues to provide wise advice as we commit to learning about and improving this ministry. We appreciate his contributions at Zion.

Our ministry team generally meets every two weeks at Zion at 6:30 p.m. The day of the week depends on the team members, but we generally meet on Tuesdays. Currently serving on our ministry team are Dave Mayer, Carol O'Connor, Steve Presdorf, Debbie Weber, Judy Adlam, and Carol Daenzer. Anyone interested in joining us may contact Dave Mayer at 375-1241 or Aaron Grube at 382-2360.

Dave Mayer

STATE HOSPITAL

65 years ago, Pastor Grother began a weekly chapel service for the residents of the State Hospital on the campus of WMU. As he moved into retirement, he was joined by pastors from St. Michael's and Immanuel in that endeavor. After his death, Pastor Seeber took over Pastor Brother's role, and now Pastor Couch has picked up that mantle. Every Tuesday, women from Zion take cookies and serve refreshments after the worship. Cindy Cook, who recently died, was instrumental in the organization

of the fellowship time, and that has been continued now by other women of Zion. This has always been a special ministry of outreach and healing by members of Zion.

Pastor Seeber

OUTDOOR BEAUTIFICATION

This ministry involves caring for the grounds around the church, Zion Haus, and the garage/shed. Some of our jobs include leaf removal from the lawn, cleaning the parking lot, trimming shrubs, spreading mulch and general outdoor maintenance.

We work on various Wednesday mornings during the spring, summer and fall from 8:30 to 11:30 a.m. If you are only able to work part of the morning that is perfectly fine. Schedules are located in both the Harbinger and bulletin. If the weather is inclement, the session will be cancelled and you will be called by 8:00 a.m.

If you are interested in helping, just show up on the date listed. Equipment is always 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 at 10:00 to 10:30 for refreshments, devotions, and rest and relaxation. This is a great opportunity to meet and get to know other members of Zion. If you have any questions, please call Jim Mayer at 375-8342.

Jim Mayer

SUNDAY SCHOOL MINISTRY- PRESCHOOL THROUGH 5TH GRADE

If there ever was a typical uneventful year, this would be that year! We saw all of our teachers from last year return as well as music with Mr. Kamphuis. Our biggest highlight came with the Christmas Presentation. Most years this is a big stressor. We have to practice the music, practice the lines, practice the actions, and show up for extra rehearsals. This year we did a "come as you are" type presentation where the only practice we had was the day of the presentation. We dressed in many different costumes and were even able to include a few kids who were visiting that day. We will definitely be doing the Christmas presentation this way again in the coming years!

Aaron Grube

WKZO RADIO MISSION OUTREACH

In 1950, Pastor Grother initiated a radio ministry by broadcasting part of the Sunday worship service on WKZO. This ministry continues and has become an outreach ministry to all of Southwest Michigan through our weekly radio broadcast. It is funded through Zion's "mission" budget. Each Sunday at 9:30am a recorded sermon and meditative music are broadcast on AM 590. We regularly hear from a variety of people from Stevensville to Grand Rapids, and from Jackson to St. Joe. It is interesting how many people of other congregations in the Kalamazoo area have made this part of their weekly devotional life. This is a major mission outreach that we take quite seriously as a way to share the Gospel of Jesus outside the walls of Zion. What began many years ago as a live feed over a phone line and open microphone, continues to go through changes to keep it relevant. We now produce the broadcasts in Neil Segerdahl's studio on KL Avenue. Each week a CD with the show for that week is delivered to the radio station, along with a script for the brief ads that WKZO shares leading up to the weekend. Neil Segerdahl produces the show and Pastor Seeber provides the message. This has been a wonderful way to share the message of a risen Christ with all who will listen.

Pastor Seeber

YOUNG ADULT MINISTRY

Every year we have a number of high school grads who stay in the area. This group has come to be known as the Youth Alumni. These students, along with our other high school grads who have gone off to school but come home in the summer make up this group. This group very rarely meets all together, but usually one or two people at a time. This is such an important age to be reminded that the Church is a family and the Church is there for them. Through many coffee afternoons and finals breakfasts, students are reminded that they are not alone. This group also receives care packages from the high school youth around finals time.

Our second group of Young Adults is the 20somethings. These 'no longer college-students' are very mobile and are pretty ever-changing. The group has been around for 3 years now and has seen well over 50 faces. The group is at a little pause right now, trying to figure out which direction to go. What a great ministry this has been! Please keep the group in your prayers as we figure out our direction for next year.

Aaron Grube

WEEKNIGHT "FAITH and LIFE" CLASS

Wednesdays at 6:15 pm

This has not been a typical "Bible study" class, but uses our Scriptural background to make daily faith "real." For several years we have used this time to discuss how literature explores and wrestles with faith. We have done that by looking at the various styles of writing in Holy Scripture, as well as how contemporary and secular writers seek to discuss and examine faith. Our format has been to have Pastor Seeber lead the discussion in the fall, and others, mainly Jil Larson and Jonathon Barkow provide leadership in the winter. We have used writers such as Kathleen Norris, Marilyn Robinson and Flannery O'Connor as starting point for our discussions about faith. This fall, as we celebrate the 500th anniversary of the Reformation, we will use videos and various other resources to better understand exactly what was "reformed" and why we need to continually be reformed and reshaped by Scripture and Holy Spirit. Just as Luther translated the faith of his ancestors into the language of the people of his day, we need to discuss and explore how the variously "languages" of today (art, music, literature, and works of love) can be reforming gifts of the Holy Spirit. Come as often as you are able ... you will always be welcome.

Pastor Seeber

Annual Congregational Meeting
May 21, 2017

- I. The meeting was opened with prayer by Pastor Tim Seeber.
- II. The congregational meeting was called to order by President Ryan Bickel. He introduced and thanked the Board of Directors for their support and service to the Congregation this past year and especially the outgoing members: Tim Klein, Tim Gumbleton, Linda Stieve, and Dan Buchtrup.
- III. Election of Board of Directors: The following members agreed to stand for election:
President: Steve Butt
Vice President of Finance: Stan Leitz
Directors at Large: John DuBois, Lisa Frazier, Jill Hamilton, Jay Linebaugh, Rita Linenkugel, Mark Meyer, and Joanne Miller-Rehkopf.
There were no additions from the floor and nominations were closed. The congregation voted with the following results:
President: Steve Butt
Vice President of Finance: Stan Leitz
Directors at Large: Lisa Frazier and Jill Hamilton
- IV. Budget FY2017-2018: Paul Noseworthy, Finance Ministry Team Member, presented the proposed budget. He thanked Pastor Seeber, the Board of Directors, Aaron Grube DCE, the Finance Ministry Team: Tim Gumbleton (VP Finance), Dave Newman, Rhonda Newman, Debbie Kipp, Paul Gilbert, Paul Noseworthy, Kayla Laurin, and Dave Alsvig/Brian Kiessling (Endowment), and the Congregation for their support and contributions to the budget process. He reviewed the current year, the budget creation process, the proposed budget, and presented projected budgets estimates for FY18/19 and FY19/20.

Current FY2016-2017 Budget information included:

- Giving was over budget by \$30,500 (0.6% decrease from FY2017 giving)
- Major expense variances: Savings for New Staff, Major Maintenance, Equipment Replacement, Mortgage (Most of this funding will be used in FY2018 to complete sanctuary upgrades)
- Over: Janitorial Supplies, Guest Musicians, Friends of Jesus
- Under: Benefits, Staff Mileage, Computer, Building Maintenance, High School, Family Ministry, Friends of Jesus

- Low enrollment affected budgeted income along with elimination of afternoon wrap-around program resulting in a projected net loss
- Eliminated one staff position and afternoon classes, reduced wrap-around hours, and took other steps to reduce the projected net loss
- Brick Fundraiser brought in about \$8,500 (with thanks to the Congregation)
- Projected reduced net loss of about \$4,000.

Budget FY2017-2018: Process - Board of Directors approved a contribution or giving budget, Budget needs were requested by Ministry Teams, Requests were tabulated, Results were consolidated, adjusted, and the budget balanced. Results:

- Giving budget set at \$690,000 (1% increase over FY17 Budget)
- Most of the Ministry Team requested amounts remain in the budget, spending down to get closer to a 0 budget

- Monthly mortgage payments will continue at an amount larger than required
- Missions budget remains at 10%
 - Solid Grounds reduced from 75% to 65%
 - Friends of Jesus allocated 10%
- Debbie Kipp changed to part time as Bookkeeper only
- Added new office staff member

Friends of Jesus

- Funding sources will include:
 - Tuition - increased over last year, wrap-around, camp, donations,
 - 10% Zion Missions budget
- Expenses based on morning classes only and reduced wrap-around hours
- Result: FOJ estimated to have a net gain of about \$1,500 with early registration numbers

- If needed, Brick Fundraiser will be held again

Solid Grounds: Income for Solid Grounds (\$117,600) includes:

- Zion Missions: \$40,500
- Michigan District: \$32,700
- Other: \$44,400 including
 - Contributions from other churches
 - Room rental, parking spaces, miscellaneous and individual contributions
- Expenses are budgeted at \$117,600 for a net budget of 0

2015-2016 Budget Overview:

Income:	Zion		Solid Grounds
Member Contributions	\$690,000	Zion Missions	\$ 40,500
Other Income	\$ 9,000	Michigan District	\$ 32,700
Friends of Jesus Income	<u>\$ 64,100</u>	Other	<u>\$ 44,400</u>
Total	\$763,100		\$117,600
Expenses:	<u>\$762,000</u>		<u>\$117,600</u>
	\$ 1,100		\$ 0

Challenges Zion faces in achieving the budget include:

- Budgeted giving from congregation is not achieved. There are some contingencies in place but do not want to use them
- Friends of Jesus and/or Solid Grounds does not achieve income budget
- Funding from Michigan District for Solid Grounds is lowered in middle of year
- Funding from other sources for Solid Grounds is lower than expected
- Utility (gas/electric) and/or maintenance costs are significantly higher than budgeted

The projected budgets for FY2019 was developed with estimated a 1% growth in giving. They include no additional staff and 0-2% increase for other expenses. It is presented for informational purposes to see where Zion is headed.

Discussion:

Q: Was the 150th Anniversary Ministry Team included in the budget?

A: The Finance team did not receive a budget request from the 150th.

Q: *Earlier in the year, there was a line item in the Harbinger Finance report that included extra staff. What was this for?*

A: \$50,000 has been set aside for the possibility of new staff. This was established in the event of a future need of new staff.

Q: *If there is a funding gap, would we not make extra principal payment on the mortgage?*

A: Yes. This has happened in the past and then the mortgage payment has been made without extra payment towards the principal. The extra payments have reduced the mortgage by several years.

A motion was made by Deb Jorae with second by Rollie Preuss to call the vote. The budget passed unanimously by voice vote.

VII. The meeting was closed with prayer and adjourned.

Respectfully submitted,
Janis Dinda

DEFINITIONS

Income: Member contributions include regular envelopes, Lenten and Advent envelopes, as well as cash

Expenses:

Staff Support: Includes the salaries, benefits, and taxes to support our Administrative Pastor, Director of Christian Education, Bookkeeper/Office Assistant, and Building Manager. Also included are salaries, benefits, and taxes for our part time positions, including Pastors Brelje and part time office support staff. Other costs include mileage reimbursement, conference & convention expenses, and miscellaneous.

Office Operations: Includes costs to communicate with the congregation including costs of paper, postage, printer ink, computer and copier support, and telephones,

Friends of Jesus Support: Includes the costs for operating the Friends of Jesus Preschool including the cost of salaries, benefits, supplies.

Church Property: Includes the funds to maintain and improve the interior and exterior of our buildings. These activities include grounds maintenance, insurance, cleaning supplies and building maintenance. Also included are the utility costs for heat, cooling and waste disposal.

Education Ministries: Includes the funds to purchase and support the elementary, middle school and high school programs as well as adult Education.

Evangelism/Mission: Includes support of State Hospital and World Relief Sewing.

Public Relations Ministry: Includes advertising in the Gazette and other media.

Worship: Includes communion supplies for weekly services and decoration expenses for festival Sundays.

Social Ministry: Includes the costs of supporting our Sunday morning fellowship, Library and Video ministries, Portals of Prayer, Prayer Ministry, Sewing Ministry and Red Cross Blood Drive.

Music Ministry: Includes costs for our organists and pianists, instrument maintenance, youth music programs, music for the Gloria Dei Singers and Bell Choir and the salary for our part time Director of Music and accompanist. Also included are the costs for special music programs throughout the year.

Finance Ministry: Includes the costs of our loan to the Church Extension Fund (CEF), bank charges, and any miscellaneous costs to support finance operations.

Zion Haus Ministry: Includes the utility and maintenance costs for Zion Haus

Mission Support: Represents the tithing of our yearly income as defined above. Money currently supports Solid Grounds, the Lutheran Church Missouri Synod District Office, Sunday morning radio program, and local ministries such as Deacon's conference and Gospel Mission.

ZION BOARD OF DIRECTORS 2016-17

President Elect: Steve Butt
President: Karen Stokes-Chapo
Past President: Ryan Bickel
Vice President of Property: Todd Schierbeek
Vice President of Personnel: Joni LaPointe
Vice President of Finance: Stan Leitz
Directors: Pete Asaro, Lisa Frazier, Garr Gast, Jill Hamilton, Debra Jorae, Ken Toy,
Janis Dinda (secretary)

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!)

150 th Anniversary Ministry	Family Ministry	Office Volunteers
Acolytes	Fellowship	Outdoor Beautification
Altar Ministry	Finance	Personnel Ministry
Art Ministry	Friends of Jesus Preschool	Pig Roast
Attendance Records	Funeral Luncheons	Prayer Ministry
Baptism	Gloria Dei Singers	Prayer Shawl Ministry
Bell Choir	Grateful Hearts/Thankful Hands	Property Ministry
Birthday Greetings	Greeters	Radio Ministry
Calligraphy	Guest Follow-up	Small Group Ministry
Campus Ministry	Harbinger Volunteers	Sound System
Cantors/Vocalists	Helping Hands	State Hospital Ministry
Christian Art	Helping Others	Summer Camps
Children Educa	Historian	Sunday School Teachers
Church Decorations	Instrumentalists	Symbol in the Window
Church Property	Kitchen Clean-Up	Ushers
Coffee Fellowship	Lectors	Video Library
Confirmation Teachers	Library	World Relief Sewing
Counters	Little Dresses for Africa	Worship Assistants
Dinner Tree	Loaves & Fishes	Young Adults
Easter Breakfast	Memorials	Youth Ministry
Endowment Fund	Mid-Week Dinners	Zion Golf Outing
	Mid-Week Ministry (grades 6-8)	

A sampling of available Community Ministries our members are involved in are:
Deacons Conference, Ministry with Community, Habitat for Humanity, Mentors,
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.

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 6th - 8th 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 8th 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.

First Communion. After appropriate instruction, our 6th graders participate in receiving the sacrament of Holy Communion.

Friends of Jesus 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. 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. Pastors 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.

Small Group Bible Study Ministry. 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 and community resource people. Classes are available on Sundays and various days/times during the week.

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, and praise band with liturgy that is sometimes out of the hymnal and sometimes entirely printed. Solid Grounds on the WMU campus is another worship location, "house church" style worship is Sunday at noon September through April.

Youth Ministry. Our 6th - 8th 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.

