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Annual Congregational Meeting

Zion's annual congregational meeting will be held on **Sunday November 21, 2021**.

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

We will review the proposed 2022 budget. A copy of the proposed budget is contained within this newsletter.

We will also need to select a new representative for Administration and Finance (1), new Council members (3), new nominating committee members (6), new Synod assembly representatives (3) and members to perform our audit of 2021 (3).

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

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

For those still wishing to attend the meeting virtually, we will set up a Zoom invitation.



2022 Pledges Exceed Proposed Budget Needs

Congratulations Zion! Your 2022 Current and Benevolence pledges have successfully funded our proposed 2022 budget. At this writing we had 52 pledges from our membership totaling \$150,102.00. A copy of the proposed 2022 budget appears in this newsletter (please note: Council has not yet approved this budget for final approval by the congregation, so changes could be made prior to the annual meeting.)

Your generous commitment has ensured that we will have a balanced budget for 2022.

While we have received the necessary pledged support to fund the proposed 2022 budget, our budget is not where it needs to be if we are wish to expand our ministry at Zion.

If we are committed to Zion's ministry, we need ALL of us to work together toward that goal.

A few data points to consider:

Of the 174 families listed as members of Zion, we received pledges for **52** families. That represents **29.5%** of our membership families.

In 2019 we received contributions from **107** member families. (61.4%)

In 2020, the number of families contributing totaled **91**. (52.3%)

Of the 174 families we have listed on our roles, **114** families responded to our 2021 census form. (65.5%)

As you can see there is plenty of opportunity to provide a more robust ministry at Zion, if we can increase the number of contributing families in 2022.

Those of you who have yet to send in you 2022 pledges are still encouraged to do so. We both welcome and need your support to allow Zion's ministry to continue and grow.

Zion Announces Holiday Worship Schedule for 2021

With Advent and Christmas fast approaching, Zion's Worship and Music Committee has begun planning our in-person worship opportunities for Advent and Christmas. After we lost in-person worship in 2020, due to the pandemic, our hope is that we can rekindle Zion's worship traditions in 2021.

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

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

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

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

Committee Reports Needed for Annual Report

If you haven't yet submitted your 2021 committee report, it must be submitted no later than Monday November 15, 2021 to have it included in Zion's 2021 annual report.

Please be sure to get those reports submitted!

Nominees for Zion Council Announced

Nominating committee chairperson, Bob Shively, has submitted our nominees for the three open seats on Zion's church council. They are:

Pernell Bowersox Sheri Bowersox Anna Marie Clark Sue Dickson
Shirley Horner Kristiana Shearer Rik Wissinger Sharon O'Keiff

We will also be accepting nominations from the floor at the annual meeting for council as well as for the following leadership spots:

Administration and Finance – We need to select one person for a three year term

Audit committee – We need to select three people to perform the 2021 audit

Nominating committee – We need to select up to six people to serve a one year term

Synod Assembly – we need to select three people to attend Synod Assembly as voting representatives from Zion

If you would like to serve in any of these capacities, please contact Bob Shively, by **November 15, 2021** so that your name can be published on the ballot.

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

<u>Service Dates</u>	<u>Saturday</u>	<u>Sunday</u>	<u>On-Line Viewing</u>
October 2 and 3	22	31	132
October 9 and 10	13	33	87
October 16 and 17	19	22	100
October 23 and 24	15	27	91

DECEMBER MEETINGS & EVENTS

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

STAFF & VOLUNTEER LUNCHEON

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

SNOW BIRDS

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

Staff Bonuses – A Great Way To Say Thank You

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

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

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

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

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

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

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

We grieve with the family of Ruth Nelson. Ruth passed away on Tuesday, October 12, 2021.

GIVING REPORT: MONTH OF OCTOBER

Needed for October operating budget:	\$ 13,470.83
Received in October:	<u>\$ 8,399.00</u>
Amount Still Due for October:	\$ 5,071.83

Does not include the end of the month giving

HAPPY BIRTHDAY

NOVEMBER BIRTHDAYS

Neil Balcerak
Rebecca Slade

Lauren Hotchkiss

Jasmine Blank
Dory Campbell
Nancy Ellenberger

Janice Frain

Alex Budris

Ray St. Clair

Stephen Campbell

Peggy Moss
Gerrit Grafton

Anna Grafton

Marion St. Clair

Lynn Kennedy
Natalie Rose Akers

Bea Ruth

Peggy Houck
Kevin McCreary



**16th ANNUAL FILM FESTIVAL
Friday, November 5, 2021**

**7 - 9 PM (Show starts promptly at 7)
Zion Social Hall**

**Enjoy classic 16mm movies on the
Social Hall's new screen with FREE
popcorn and pop!**

***Your donations help the Zion Food
Pantry.***



MINUTES OF THE CONGREGATIONAL COUNCIL

September 13, 2021—Revised

i-Call to order

A. Opening Prayer

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

ii- Devotions- R. Wissinger- October- K. Balcerak

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

iv- Communications- Caroline Anderson sent a note donating books for the Pastor's office.

A. Pastor's Report- Pr. Tedd- Catechism is going well. Confirmation on Saturday, October 30th.

V. Review of Financial Report (August 2021)- The first payment to the ELCA foundation was made in the amount of \$35,695.53. Income is 2.94% ahead of anticipated for the year. A discussion was had about the budget for next year. We received 32 responses for the budget questionnaire out of 171 sent. A total of around \$104,000 was pledged. Some people sent a check for 2022, and it will be put towards 2022, but will be included towards each person's 2021 donation. Annual congregational Meeting Nov 21st. Starting at 4pm with a pot luck dinner after. Parish Ed 2022 budget request is the same as 2021; Property needs to submit their budget.

vi- Committee Reports

Standing committees

Administration and Finance- K. Huston – Birthday list is not exactly correct. Birthdays are generated in Shepard's Staff if they are up to date. People are encouraged to call Bev if they don't see their birthday in the newsletter. We will follow up with people who haven't updated their card with current information. Undesignated monies in O2 account, possibly move it to the ELCA foundation, bequests undesignated. Maybe put portion into fund to increase the return on the money. Will be presented to the Congregation to make a decision at meeting.

Staff Support- R. Wissinger- Jerry's has a detailed list of his duties, Bev is preparing her list of duties. Jerry is planning on retiring in 2022, August or December. We would like 2 months notice to interview someone, and for them to be mentored by Jerry for about a month. Rik is also compiling a list of things that need done for Weddings and Funerals.

Constitution Compliance- B. Slade- Old Audit paperwork has been destroyed. Nominating committee. Bob Shivley, only person on committee, supposed to have 6. Create a sample ballot. Put something in next newsletter looking for volunteers.

Evangelism/ Stewardship- K. Balcerak- Queen Esther 21 people, need 32-36 for a bus. Tickets \$84 without the bus. \$171 per person, bus tickets, meal after. October 20th Boscov's fundraiser. Dory Campbell contacted Kim about a Christmas parade float. Participated in parade and handed out pens while they were walking. Dory wants to try again. November 19th this year, gauging the interest of participating again. Council has no objection.

MINUTES OF THE CONGREGATIONAL COUNCIL—cont

September 13, 2021

Parish Education- G. Sechrist- 2 kids for Sunday School. Asked about acquiring rugs from Ollies, Kevin asked for parish ed to work up estimate and Property would discuss it. Distance Ed plan, Indie Pod Proposal plan Motion. D. Keith, K. Balcerak. Motion passed.

Property- D. Keith- Parking lot sealed, shed demolition will begin this week.

Capital Improvement Projects-

ZARP- Committee on “Green Space”- Joe the landscaper, had a couple of ideas, but nothing that could be done before winter. Pikes Peak had some good ideas suggested doing some things on the hill, they will make a trip to Mussers nursery this week to look for more ideas.

Rec & Fellowship- K. Gaylor.

Food Pantry- 8 Families last month, another coming up this weekend. Tossing around moving it indoors; or donating the food to another pantry if there isn't more interest. Unemployment incentives have expired, traffic may increase because of that.

Octoberfest- Ready to shop, decorate and cook. Entertainment is being worked on.

Social Ministry- K. Gaylor- None

Trinity 3-2-1- R. Wissinger- Nothing to report. May have to schedule another meeting of the advisory board to discuss Advent and Christmas season scheduling.

Worship and Music- Pr. Tedd- Upcoming meeting, busy Christmas Season; Christmas Eve is Friday, Christmas Saturday, 1st Sunday after Christmas is next, packed schedule, look at service times to coordinate with Luther Chapel. Look at an early service, and a late service. Will come back with a recommendation. Looking for volunteers to assist with parts of the services. Looking at laptop and sound to improve online livestream; the Wi-Fi will need to be upgraded if online services are to continue to be broadcast.

vii. Old Business- none

viii. New Business- K. Huston- Helen Myers memorial fund revision, underwriting special events. Underwrite scholarships for musical, old version was specific towards organists, the new one will help with scholarships geared towards high school and IUP students to augment the choir. They will also be available for special holidays. R. Wissinger motion, K. Balcerak, 2nd. Tyson Ellenberger contacted us to use social hall for a birthday party for their daughter on October 23rd, it was approved, no objections.

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

Submitted by Brian Mehus 9/18/2021.

ADMINISTRATION AND FINANCE COMMITTEE MINUTES

October 6, 2021

Attendance- K. Huston, D. Seagren, D. Seagren, B. Mehus, S. Dickson, G. Sechrist, Pr. Tedd, R. Wissinger
Absent- K. Balcerak

- I. September 21 minutes-** Approved w/ change of Jerry resigning to retiring from resigning- motion Don Seagren, 2nd R. Wissinger
- II. August financial report-** Was reviewed; \$793.21 for fire extinguisher checks; make a line item for next year. K. Huston presented a new financial sheet for members of the committee to review. We need to look at creating a dedicated account to call an additional part-time pastor. Also think of ways to make money work for us; possibly invest funds that aren't spoken for so they earn interest. Possibly move Steinway piano restoration funds & use it towards the organ. Restoration of the Steinway would cost at a minimum of \$75,000; a new Steinway costs nearly \$500,000. Approve for audit S. Dickson 2nd Don Seagren.
- III. 2022 Budget**
Review status of 2022 pledges- 174 pledge cards sent out 50 have been returned. \$149,160 pledged. A suggestion was made by R. Wissinger that quarterly events be held similar to the Octoberfest. Advent gathering at Luther Chapel? Maybe have 2 events at Zion, and 2 hosted by Luther Chapel. K. Huston suggested increasing the budget for events.
- IV. Ongoing Congregational Issues**
- A. Procedure handbook-** R. Wissinger-Beverly's duties are going into the manual. Funeral procedures- Pr. Tedd- Nothing yet; it depends on the circumstances of the way that the funeral is to be held. More complicated than having one way to do it. Procedure for accidents that happen on our property. Instructions for how to fill out accident reports and required paperwork.
- B. On-Going projects-** None
- C. Worship attendance-** Still seeing consistent numbers. How do we improve attendance? Is a lot of it related to pandemic?
- D. Zion On-Line-** Work is progressing. Got some recommendations and equipment.
- E. Congregation contact information-** Contact people who haven't sent back cards back.
- V. Old business-** none
- VI. New business-** Annual reports. Move parish ED office upstairs- approved. Clean up office, move. Pr. Tedd won't be at council meeting on Monday. R. Wissinger- Make an announcement in newsletter for Christmas bonuses as well as a luncheon for the staff. A question was asked about using real flowers or go with what we have. A consensus was made to go with what we have. Jerry-healthcare- window for getting in and out of programs. Medicare or secondary plan. Portico, hold the line on what he's been getting. Jerry is happy with coverage. Motion to maintain his insurance. Motion Don Seagren, 2nd S. Dickson and send to council. R. Wissinger- There have been a couple of accidents in the nave and on the steps. Will spell out the procedure. Notice of Injury + accident report. Procedure with go in the book.

Motion to adjourn Don. Seagren, 2nd S. Dickson.

Submitted by Brian Mehus 10/8/2021.

WORSHIP & MUSIC COMMITTEE MINUTES

October 12, 2021

Members Present: Christine Clewell, Kathy Huston, Kevin Huston, Rik Wissinger, Pastor Tedd Cogar

Topics Discussed:

1. The committee discussed how to address the declining membership of our assisting ministers.
 - a. Options include having the choir assist for the parts needing cantors.
 - b. This would allow those who prefer not to sing the solo parts of the service to volunteer as assisting ministers
1. The committee selected hymns for the Sundays in November.
2. The Service schedule for Advent will be:
 - a. We will celebrate Advent 2021 with in-person Wednesday night services on Wednesday December 1, 2021. The services will beginning at 7:00 PM.
 - b. The committee selected hymns for the Sundays in Advent
1. The committee heard from council on their recommendation to have our Christmas Eve candlelight service at 8:00 PM
 - a. Those who wish to attend a later service are invited to attend at our sister congregation at Luther Chapel.
 - b. Our Christmas Eve service will follow the 2019 format that we are familiar with.
 - c. We will be singing some hymns from the Service Book and Hymnal (the old red book) on Christmas Eve. These will be printed in the bulletin for the congregation's convenience.

Date of NEXT Meeting: Tuesday November 23, 2021 at 7:30 PM.

Formal recommendations to council:

Respectfully submitted,

Kevin Huston

PARISH ED COMMITTEE MINUTES

September 29, 2021

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

Absent: Dory Campbell, Pastor Tedd Cogar, and Beth Wheeler

VACATION BIBLE SCHOOL:

Date: August 13, 2022 at Blue Spruce Park

CATECHISM:

No update

Confirmation Gift: A gratitude journal and necklace will be ordered for confirmation gifts.

SUNDAY SCHOOL:

Sunday School Rooms: Jess Baum Mehus

The renovated Sunday School space is continuing to be organized. A “parents” space will remain in the Sunday School annex.

Area rug sizes will be determined and priced. The proposal will be submitted to the Property Committee when it is completed.

The DEC office will be moved into the current Catechism room. The Catechism classroom will be moved into one of the renovated classrooms.

Sunday School Teachers/Volunteers: Jess Baum Mehus

We have not received contact from anyone interested in helping teach or volunteer.

Jenn has not received any response for requests for volunteers for the Advent Gala.

Sunday School Calendar: Jess Baum Mehus

Jess and Jenn will continue to alternate Sunday teaching dates. They will re-evaluate the Sunday School schedule as needed.

Sunday School COVID Plan: Jess Baum Mehus

Masking plan was approved by Council.

Distance Ed plan approved by Council.

PARISH ED COMMITTEE MINUTES—cont

September 29, 2021

Reformation Sunday: Committee

Oct. 31 - Activity planned for children to do during Sunday School

Advent Gala: Jenn Rising

We will not hold an Advent Gala on Saturday, Nov. 27 due to lack of volunteers. An intergenerational event may be held on Nov. 28 during Sunday School. If anyone would like to attend, they will be asked to RSVP by Nov. 21 to Jess Baum Mehus at ParishEd.Zion@comcast.net.

Easter Event – Committee

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

BUDGET:

No new business.

NEW BUSINESS:

A request for people to serve on Parish Ed will be put in the bulletin and newsletter.

SUNDAY SCHOOL ATTENDANCE:

September 12, 2021 (Rally Day): 2 children

September 19, 2021: 5 children

September 29, 2021: 6 children

October 3, 2021: 4 children

October 10, 2021: 2 children

November 2021

Date	Lay Reader	Altar Guild	Ushers	Assist. Min.	Tellers
Nov 6/7	5:30-Jerry Ruffner 9:30-Jenn Rising	Sat-5:30-AM&PM-Kathy Huston Sun-Kathy Huston	5:30-Walt & Jan Cikowski 9:30-Pernell Bowersox, Jim Slade	5:30-Kim Balcerak 9:30-Kevin Huston	Kim Balcerak
Nov 13/14	5:30-Jim Chapman 9:30-Claudia Ditch	Sat-AM&PM-Jan Cikowski Sun-Sue Dickson	5:30-Shirley Horner, Chuck Rodnicki 9:30-Don & Dawn Seagren	5:30-Jenn Rising 9:30-Beth Grafton	Kim Balcerak
Nov 20/21	5:30-Karen Gresh 9:30-Darla Mechling	Sat-AM&PM-Sharon O'Keiff Sun-Kathy Huston	5:30-Rik & Bev Wissinger 9:30-Gary & Tyson Ellenberger	5:30-Kevin Huston 9:30-Rik Wissinger	Kim Balcerak
Oct 27/28	5:30-Dante Adamson 9:30-Tyson Ellenberger	Sat-AM-Sue Dickson; PM-Shirley Horner Sun-Becky Slade	5:30-Dave & Linda Malin 9:30-Pernell Bowersox, Jim Slade	5:30-Rik Wissinger 9:30-Jenn Rising	Kim Balcerak
	Jenn Rising 724-762-1146	Kathy Huston 724-349-4208	5:30 Dave Malin 724-349-3996 9:30 Dave Keith 349-4583 Pernell Boxwersox 349-5639	Kim Balcerak 724-388-2341	

<i>Sunday</i>	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>	<i>Saturday</i>
	1	2	3 7:00 Adm/Finance	4	5 7-9 Film Festival Zion office closed	6 3:00 Dylan Brown Recital 5:30 Liturgy
7 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice Sunday School	8 6:30 Council	9	10	11	12 Zion office closed	13 5:30 Liturgy
14 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice Sunday School	15	16 7 Property	17	18	19 Zion office closed	20 10-12 Food Pantry 5:30 Liturgy
21 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice Sunday School 4:00 Annual Meeting w/Pot Luck Dinner	22	23 7:30 Worship & Music	24 Newsletter Mailed 7 Parish Ed	25 HAPPY THANKSGIVING Zion office closed 	26 Zion office closed	27 5:30 Liturgy
28 8:30 Choir Practice 9:30 Liturgy 10:45 Choir Practice Sunday School	29	30				

2022 BUDGET Income

INCOME	2021 Monthly			2022 Monthly			2021 Annual			2022 Annual		
	Budget	Budget	Variance	Budget	Budget	Variance	Budget	Budget	Variance	Budget	Budget	Variance
Current and Benevolence	\$ 13,333.33	\$ 12,508.50	\$ (824.83)	\$ 160,000.00	\$ 150,102.00	\$ (9,898.00)						
Initial Offering	\$ 20.83	\$ 10.75	\$ (10.08)	\$ 250.00	\$ 129.00	\$ (121.00)						
Loose Offering	\$ 33.33	\$ 19.42	\$ (13.92)	\$ 400.00	\$ 233.00	\$ (167.00)						
Sunday Church School	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Vacation Bible School	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Christmas Offering	\$ 41.67	\$ 4.17	\$ (37.50)	\$ 500.00	\$ 50.00	\$ (450.00)						
Mid Week Advent Offering	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Easter Offering	\$ 41.67	\$ 166.67	\$ 125.00	\$ 500.00	\$ 2,000.00	\$ 1,500.00						
Mid Week Lenten Offering	\$ 33.33	\$ 60.25	\$ 26.92	\$ 400.00	\$ 723.00	\$ 323.00						
Building Use	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Interest- Savings	\$ 16.67	\$ 19.75	\$ 3.08	\$ 200.00	\$ 237.00	\$ 37.00						
Altar Flowers	\$ 16.67	\$ -	\$ (16.67)	\$ 200.00	\$ -	\$ (200.00)						
Interest Income - Checking	\$ 25.00	\$ 43.42	\$ 18.42	\$ 300.00	\$ 521.00	\$ 221.00						
Dinners	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Other Flowers and Candles	\$ 16.67	\$ -	\$ (16.67)	\$ 200.00	\$ -	\$ (200.00)						
Transfer from cash reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Bequests	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Workers' Compensation Reimbursement	\$ -	\$ 62.06	\$ 62.06	\$ -	\$ 744.72	\$ 744.72						
Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Thrivent Choice Deposits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Sanctuary Lamp Reimbursement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Bulletin Memorials	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Wine/Host Reimbursement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
Fund Raising Income	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -						
INCOME TOTALS	\$ 13,579.17	\$ 12,894.98	\$ (684.19)	\$ 162,950.00	\$ 154,739.72	\$ (8,210.28)						
EXPENSE TOTALS	\$ 15,085.46	\$ 12,271.10	\$ (2,814.35)	\$ 181,025.46	\$ 147,253.24	\$ (33,772.22)						
VARIANCE	\$ (1,506.29)	\$ 623.87	\$ 2,130.16	\$ (18,075.46)	\$ 7,486.48	\$ 25,561.94						

2022 BUDGET EXPENSES

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Benevolence						
Synod Benevolence	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 24,000.00	\$ 24,000.00	\$ -
Lutheran Campus Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Seminary Support	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Local - Fire Department	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 24,000.00	\$ 24,000.00	\$ -

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Staff Salaries and Benefits						
Trinity 3-2-1 Shared Ministry	\$ 4,199.50	\$ 1,247.67	\$ (2,951.83)	\$ 50,394.00	\$ 14,972.00	\$ (35,422.00)
Administrative Assistant Salary	\$ 1,098.38	\$ 1,120.76	\$ 22.38	\$ 13,180.50	\$ 13,449.10	\$ 268.60
Admin Asst Soc Sec (employer 7.65%)	\$ 84.03	\$ 85.71	\$ 1.67	\$ 1,008.37	\$ 1,028.46	\$ 20.09
Custodian Salary	\$ 1,603.91	\$ 1,635.95	\$ 32.04	\$ 19,246.90	\$ 19,631.34	\$ 384.44
Custodian Pension	\$ 160.38	\$ 160.38	\$ -	\$ 1,924.59	\$ 1,924.59	\$ -
Custodian Insurance	\$ 973.74	\$ 416.29	\$ (557.45)	\$ 11,684.82	\$ 4,995.48	\$ (6,689.34)
Custodian Social Security (employer 7.65%)	\$ 122.69	\$ 125.15	\$ 2.46	\$ 1,472.33	\$ 1,501.83	\$ 29.50
Director of Music Salary	\$ 844.17	\$ 861.00	\$ 16.83	\$ 10,130.00	\$ 10,332.00	\$ 202.00
Director of Music Empl SS	\$ 64.58	\$ 65.87	\$ 1.29	\$ 774.95	\$ 790.44	\$ 15.49
Vacation Organist wages	\$ 20.83	\$ 83.33	\$ 62.50	\$ 250.00	\$ 1,000.00	\$ 750.00
Worker's Compensation	\$ 35.42	\$ 112.58	\$ 77.17	\$ 425.00	\$ 1,351.00	\$ 926.00
Supply Pastors	\$ -	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00
Security Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Custodian Car Allowance	\$ 5.00	\$ 5.00	\$ -	\$ 60.00	\$ 60.00	\$ -
Custodian Snow Shoveling	\$ 8.33	\$ 8.33	\$ -	\$ 100.00	\$ 100.00	\$ -
TOTALS	\$ 9,220.96	\$ 5,969.69	\$ (3,251.27)	\$ 110,651.46	\$ 71,636.24	\$ (39,015.22)

	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Worship and Music						
Altar Flowers	\$ 50.00	\$ 16.67	\$ (33.33)	\$ 600.00	\$ 200.00	\$ (400.00)
Altar Candles/Communion Supplies	\$ 66.67	\$ 25.00	\$ (41.67)	\$ 800.00	\$ 300.00	\$ (500.00)
Devotional Materials	\$ 41.67	\$ 25.00	\$ (16.67)	\$ 500.00	\$ 300.00	\$ (200.00)
On-Line Service Expense	\$ -	\$ 135.83	\$ 135.83	\$ -	\$ 1,630.00	\$ 1,630.00
Worship Planning Resources	\$ 25.00	\$ 16.67	\$ (8.33)	\$ 300.00	\$ 200.00	\$ (100.00)
Keyboard and Instrument Repair	\$ 20.83	\$ 58.33	\$ 37.50	\$ 250.00	\$ 700.00	\$ 450.00
Organ Repair and Maintenance	\$ 83.33	\$ 141.67	\$ 58.33	\$ 1,000.00	\$ 1,700.00	\$ 700.00
Annual License with Podcasting	\$ 25.00	\$ 25.00	\$ -	\$ 300.00	\$ 300.00	\$ -
TOTALS	\$ 312.50	\$ 444.17	\$ 131.67	\$ 3,750.00	\$ 5,330.00	\$ 1,580.00

2022 BUDGET EXPENSES

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

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

	2021 Monthly Budget	2022 Monthly Budget	Monthly Variance	2021 Annual Budget	2022 Annual Budget	Annual Variance
Parish Education						
SCS Curricula	\$ 25.00	\$ 25.00	\$ -	\$ 300.00	\$ 300.00	\$ -
SCS Supplies	\$ 25.00	\$ 25.00	\$ -	\$ 300.00	\$ 300.00	\$ -
Catechism Class	\$ 8.33	\$ 8.33	\$ -	\$ 100.00	\$ 100.00	\$ -
Bibles	\$ 8.33	\$ 8.33	\$ -	\$ 100.00	\$ 100.00	\$ -
Vacation Bible School	\$ 41.67	\$ 41.67	\$ -	\$ 500.00	\$ 500.00	\$ -
TOTALS	\$ 108.33	\$ 108.33	\$ -	\$ 1,300.00	\$ 1,300.00	\$ -

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

2022 BUDGET EXPENSES

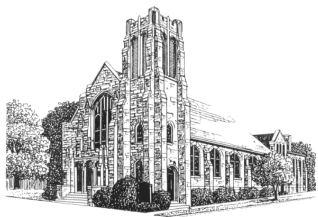
	2021 Monthly Budget	2022 Monthly Budget	Monthly Variance	2021 Annual Budget	2022 Annual Budget	Annual Variance
Property						
Maintenance and Supplies	\$ 216.67	\$ 250.00	\$ 33.33	\$ 2,600.00	\$ 3,000.00	\$ 400.00
Gas (Church)	\$ 666.67	\$ 725.00	\$ 58.33	\$ 8,000.00	\$ 8,700.00	\$ 700.00
Electric (Church)	\$ 458.33	\$ 400.00	\$ (58.33)	\$ 5,500.00	\$ 4,800.00	\$ (700.00)
Water/Sewer (Church)	\$ 100.00	\$ 83.33	\$ (16.67)	\$ 1,200.00	\$ 1,000.00	\$ (200.00)
Trash/Recycling	\$ 60.00	\$ 71.25	\$ 11.25	\$ 720.00	\$ 855.00	\$ 135.00
Property Insurance	\$ 623.08	\$ 625.00	\$ 1.92	\$ 7,477.00	\$ 7,500.00	\$ 23.00
Repairs/Church	\$ 83.33	\$ 291.67	\$ 208.33	\$ 1,000.00	\$ 3,500.00	\$ 2,500.00
Kitchen and Building Fire Supression	\$ -	\$ 66.67	\$ 66.67	\$ -	\$ 800.00	\$ 800.00
Security Alarm	\$ 18.67	\$ 18.75	\$ 0.08	\$ 224.00	\$ 225.00	\$ 1.00
Snow Removal (Contract)	\$ 125.00	\$ 125.00	\$ -	\$ 1,500.00	\$ 1,500.00	\$ -
Elevator Expense	\$ 166.67	\$ 166.67	\$ -	\$ 2,000.00	\$ 2,000.00	\$ -
TOTALS	\$ 2,518.42	\$ 2,823.33	\$ 304.92	\$ 30,221.00	\$ 33,880.00	\$ 3,659.00

	2021 Monthly Budget	2022 Monthly Budget	Monthly Variance	2021 Annual Budget	2022 Annual Budget	Annual Variance
Evangelism						
New Members	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Web Page	\$ 35.42	\$ 18.75	\$ (16.67)	\$ 425.00	\$ 225.00	\$ (200.00)
TOTALS	\$ 35.42	\$ 18.75	\$ (16.67)	\$ 425.00	\$ 225.00	\$ (200.00)

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

2022 BUDGET EXPENSE SUMMARY BY COMMITTEE

Committee Totals	2021 Monthly	2022 Monthly	Monthly	2021 Annual	2022 Annual	Annual
	Budget	Budget	Variance	Budget	Budget	Variance
Benevolence	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 24,000.00	\$ 24,000.00	\$ -
Staff Salaries and Benefits	\$ 9,220.96	\$ 5,969.69	\$ (3,251.27)	\$ 110,651.46	\$ 71,636.24	\$ (39,015.22)
Worship and Music	\$ 312.50	\$ 444.17	\$ 131.67	\$ 3,750.00	\$ 5,330.00	\$ 1,580.00
Recreation and Fellowship	\$ 68.17	\$ 102.67	\$ 34.50	\$ 818.00	\$ 1,232.00	\$ 414.00
Stewardship	\$ 41.67	\$ 58.33	\$ 16.67	\$ 500.00	\$ 700.00	\$ 200.00
Parish Education	\$ 108.33	\$ 108.33	\$ -	\$ 1,300.00	\$ 1,300.00	\$ -
Administration and Finance	\$ 780.00	\$ 745.83	\$ (34.17)	\$ 9,360.00	\$ 8,950.00	\$ (410.00)
Property	\$ 2,518.42	\$ 2,823.33	\$ 304.92	\$ 30,221.00	\$ 33,880.00	\$ 3,659.00
Evangelism	\$ 35.42	\$ 18.75	\$ (16.67)	\$ 425.00	\$ 225.00	\$ (200.00)
Youth Ministry	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ 15,085.46	\$ 12,271.10	\$ (2,814.35)	\$ 181,025.46	\$ 147,253.24	\$ (33,772.22)



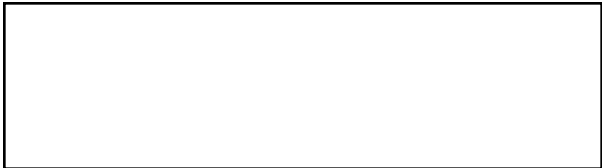
ZION LUTHERAN CHURCH
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 Email: zion.lutheran@comcast.net
 On the web @www.zionindianapa.org
 (New Website)

Date Mailed: October 27, 2021

NON-PROFIT ORG.
 U.S. POSTAGE
 PAID
 Indiana, PA 15701
 PERMIT #196

CHANGE SERVICE
 REQUESTED



PASTOR/PASTORAL CARE

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

ZION STAFF

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

TRINITY 3-2-1 MINISTRY REPRESENTATIVES

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

ZION COUNCIL MEMBERS

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

NEXT NEWSLETTER MAILED — November 24; Deadline: November 12, 2021

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