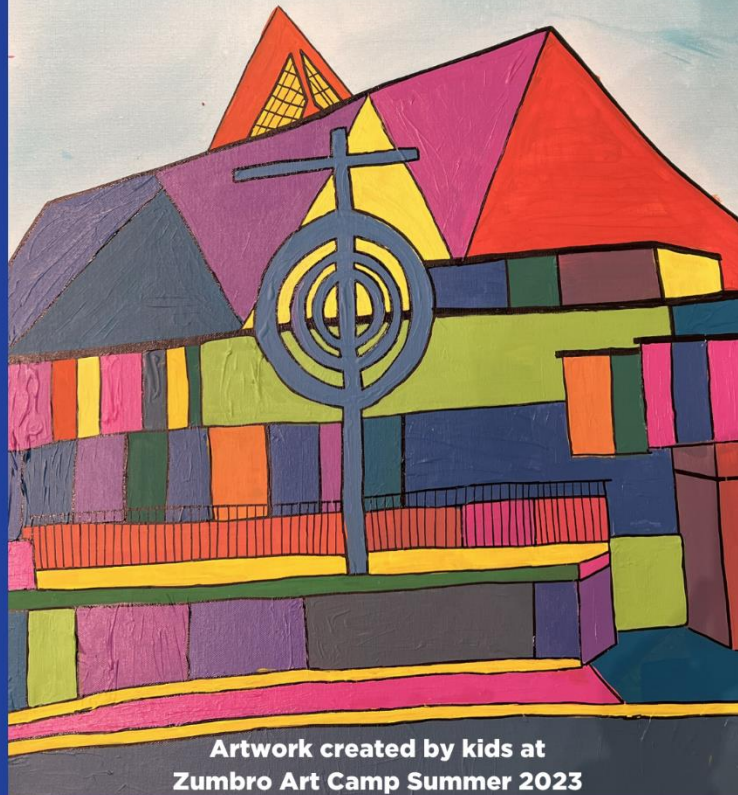


Zumbro is...
Building bridges
Reaching out
Sharing hope



2023 ANNUAL REPORT

Annual Meeting - February 4, 2024

**Print #4, February 2024. Financials may be updated in versions
between now and Annual Meeting*



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2023 CHURCH COUNCIL, CORE TEAMS, AND STAFF

CHURCH COUNCIL	PRESIDENT	MARNE GADE
	VICE PRESIDENT	DIANE KINNEBERG
	SECRETARY	TERESA MCCORMACK
	TREASURER	SCOTT SCHWARTZ
	MEMBER-AT-LARGE	JOE AHRENS
	MEMBER-AT-LARGE	ANNE CLARKSON
	MEMBER-AT-LARGE	MELANIE HUNTINGTON SCHMIDT
	MEMBER-AT-LARGE	JEFF LELAND
	MEMBER-AT-LARGE	ANDY VIG

CORE TEAMS AND CO-CHAIRPERSONS	FINANCE	SCOTT SCHWARTZ
	GIFTS AND MEMORIALS	CHUCK BEATTY
	MISSION AND OUTREACH	JAN VETTER, TIM ROTMAN
	PERSONNEL	ROB NESSE
	WORSHIP	MATT GENDER, CELIA COX, JOSH DASCHER

STAFF AS OF DEC. 31, 2023

DIRECTING PASTOR	ROB ZAHN
PASTOR	SHELLEY CUNNINGHAM
PASTOR	TIM ROTMAN
INTERIM PASTOR, CYF MINISTRY	ANNA FERRO
FIRST IMPRESSIONS COORDINATOR	JANETTE DAVIS
DINKA LAY EVANGELIST	WILLIAM DENG
DIRECTOR OF WORSHIP ARTS	MATT GENDER
COMMUNICATIONS DIRECTOR	JULIE KNOWLTON
DIRECTOR OF MISSION/BUSINESS MANAGER	SARAH LICHTY
OFFICE MANAGER	KARI MACIVER
NURSERY COORDINATOR	JULIE PERROTTI
FACILITIES MANAGER	TRACY SCHAR
MUSIC ASSISTANT	RALPH SCHORNACK
SOUND AND LIVESTREAM TECH	AVERY STORTZ
DIRECTOR OF WORSHIP TECHNOLOGY/ EVENING FACILITIES MANAGER	JEREMY STORTZ

ADDITIONAL STAFF IN 2023

CHOIR DIRECTOR/MUSIC ASSOCIATE	BOB GIERE (JAN - SEPT)
MUSIC MINISTER	KRISTY GIERE (JAN - SEPT)
MAINTENANCE LEAD	JESSE GRANT (JAN - JUNE)
YOUTH AND YOUNG ADULT MINISTER	JEN GRUENDLER (JAN - FEB)
RECEPTIONIST	GLENNA KALAHAR (JAN - JULY)
NURSERY COORDINATOR	ASHLEY STORTZ (JAN - MAY)

**ZUMBRO LUTHERAN CHURCH OF ROCHESTER, MINNESOTA
ANNUAL MEETING AGENDA**

FEBRUARY 4, 2024

9:35AM, HYBRID

CALL TO ORDER	PRESIDENT MARNE GADE
DEVOTIONS	PASTOR TIM ROTMAN
ESTABLISHMENT OF A QUORUM	PARLIAMENTARIAN JANE CALLAHAN
APPROVAL OF THE FEBRUARY 5, 2023, ANNUAL MEETING MINUTES	PRESIDENT MARNE GADE
BISHOP'S COMMITTEE PROCESS	BISHOP REGINA HASSANALLY
TREASURER REPORT FROM 2023	TREASURER SCOTT SCHWARTZ
PRESENTATION OF THE 2024 BUDGET	TREASURER SCOTT SCHWARTZ
VOTE ON THE 2024 BUDGET	PRESIDENT MARNE GADE
ELECTIONS	PRESIDENT MARNE GADE

**VOTE FOR 2024 ZUMBRO LUTHERAN
CHURCH COUNCIL MEMBERS-AT-LARGE,
PRESIDENT, VICE PRESIDENT**

**VOTE FOR 2025 ZUMBRO LUTHERAN CHURCH
NOMINATING COMMITTEE**

STATE OF THE CHURCH	PASTOR ROB ZAHN
UNFINISHED BUSINESS	PRESIDENT MARNE GADE
NEW BUSINESS	PRESIDENT MARNE GADE
PRAYER AND BLESSING	PASTOR TIM ROTMAN
ADJOURNMENT	PRESIDENT MARNE GADE

**ZUMBRO LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING
FEBRUARY 5, 2023 / ZOOM**

CALL TO ORDER –Joe Ahrens

President Joe Ahrens called the meeting to order and reviewed the annual meeting agenda.

DEVOTIONS—Pastor Shelley Cunningham

ESTABLISHMENT OF A QUORUM—Jane Callahan

Jane shared that we have at least 50 in person attendees, establishing a quorum according to the By Laws of ZLC.

APPROVAL OF THE FEBRUARY 6, 2022 ANNUAL MEETING MINUTES

Motion and second from the floor. No discussion. Congregation voted. Motion was unanimously approved.

APPROVAL OF THE DECEMBER 2022 SPECIAL CONGREGATIONAL MEETING MINUTES

Motion and second from the floor. No discussion. Congregation voted. Motion was unanimously approved.

TREASURER’S REPORT-Council Treasurer Jim Peterson

Net income

Actual giving (\$1.343M) was 2% higher than budget (\$1.316M) and 4% higher than 2021 (\$1.29M).

Net income was negative \$76,178 derived from actual income (\$1.756M) vs. actual expense (\$1.822).

Net income included non-sustainable sources chiefly: unexpected gift of \$48.5K, \$147,000 IRS rebate, and \$113K from capital campaign.

Expenses

ZLC met its budgeted benevolence (\$80K) to ELCA Southeast MN Synod. Largest expenses included personnel (64%), and mortgage (16%) of budget. Capital campaign receipts total \$2.8M to date. Expenses to date include \$5.6M with \$50K remaining in estimated expenditures for organ and other misc. costs.

Discussion:

Question from the floor regarding clarification of the nature of the \$48.5K large gift. Jim shared that he did not recall the specifics.

PRESENTATION OF THE 2023 BUDGET- Council Treasurer Jim Peterson

Proposed income

Budgeted income and expenses are \$1.8M for 2023 (balanced budget). Anticipated congregational giving is \$1.3M with \$214K in other giving. Council and finance team planned for \$288K in other income including additional \$186K from Capital Campaign (\$300K instead of \$113K original budgeted); \$50K in unused designated funds, and \$50K in saving or other revenue.

Proposed expenses

\$1.1M personnel (6.5% increase over 2022 including targeted staff salary increase).

\$561K in fixed cost (19.8% over 2022 budgeted, including increased mortgage payments and inflation).

Summary of recent income sources.

Recent unsustainable income sources included: PPP Loan forgiveness \$148K, IRS grant \$147K, large gift \$48.5K, and capital campaign contribution toward mortgage (\$113K).

VOTE ON THE 2023 BUDGET

President Joe Ahrens entertained motion to adopt the 2023 budget as proposed.

Rich Vetter motioned to approve. Second from the floor.

Discussion:

Zoom question: how does endowment affect our budget?

Answer: Jim clarified that we have a \$1.1M endowment that provides \$40K toward operating expenses.

Question from the floor: question about membership in the past few years.

Answer: Pastor Shelley shared that details can be found in the annual report but that membership has been relatively steady during that period.

Question from Dan van Dyke: How many years remain on the mortgage?

Answer: Joe shared that we have 24 years left on our refinanced 25-year mortgage (\$3.4M at 4.25%).

Question from the floor: Has the use of the north lot been incorporated into thoughts about how to deal with budget deficit.

Answer: Jim shared that this has been very much at the center of conversation at council.

Answer: Joe shared that reforming the north lot committee in 2023 is a priority and that all options remain on the table.

No further discussion. Congregation voted. Motion was unanimously approved.

RECOGNITION OF THE 2023 NOMINATING COMMITTEE

President Joe Ahrens recognized members of the 2022 nominating committee: Sue Schwartz, Al Johnsrud, Nick Schambureck.

ELECTIONS

ZLC Council Officers

Nominations from Nominating committee (do not require a second)

No further nominations from the floor.

President -Marne Gade elected by unanimous consent.

Vice President - Diane Kinneberg elected by unanimous consent.

ZLC Council Members at large

New: Anne Clarkson, Scott Schwartz, Andy Vig

Returning: Joe Ahrens, Jeff Leland, Melanie Huntington Schmidt

No further nominations from the floor.

All members-at-large were elected by unanimous consent.

ELECTION OF ZLC 2024 NOMINATING COMMITTEE

Mary Schoenbeck

Noel Peterson

Nick Schambureck

No further nominations from the floor.

All members elected by unanimous consent.

STATE OF THE CHURCH—Pastor Rob

Pastor Rob shared that Zumbro is a very generous community and that Zumbro remains extremely strong. He also spoke to being in a position where we are ripe for possibility. He offered the metaphor of the evolution of video game consoles and the value of doing things differently rather than just better and faster might be a model of how we can re-image how we “do church” going forward to reach new members of our community.

PRAYER AND BLESSING—Pastor Rob

ADJOURNMENT—PRESIDENT-ELECT Marne Gade

Motion and second the floor. Adjourned by unanimous consent.

Respectfully submitted,

Ben Clarkson, Council Secretary ZLC Church Council

ZUMBRO LUTHERAN CHURCH STATISTICS

Year	Baptism	Members Received	Members Transfer	Member Deaths	Regular Giving	Giving to Synod
2015	25	86	26	24	\$1,275,891	\$90,000
2016	25	27	53	26	\$1,297,259	\$90,000
2017	14	33	38	28	\$1,245,579	\$88,500
2018	18	25	12	46	\$1,359,702	\$90,000
2019	23	34	15	20	\$1,308,302	\$90,000
2020	13	35	15	21	\$1,295,724	\$90,000
2021	9	15	5	37	\$1,289,400	\$80,000
2022	7	21	14	37	\$1,332,600	\$80,000
2023	11	32	17	30	\$1,324,506	\$80,000

December 31, 2023: Baptized members - 2238 Confirmed members - 2119

Average Weekly Attendance: On Site - 345; Online Unique URLs - 1006

Average Weekly Attendance Sudanese Dinka Community: 80

Average Monthly Senior Worship Facilities Attendance: 130

CHURCH COUNCIL PRESIDENT MARNE GADE

As anticipated, 2023 was a year of continued change and challenge for Zumbro Lutheran Church. More staffing changes. Continued financial challenges.

Midst that change and challenge, the Zumbro Lutheran Church Council focused its energy on several key areas within their responsibilities, including:

- Lead the congregation in stating its mission, do long-range planning, set goals and priorities and evaluate its activities in light of its mission and goals.
- Oversight of all paid staff positions.
- Maintain and protect the financial and property matters of the congregation.
- Emphasize support of the synod and churchwide organization of the ELCA as well as cooperation with other congregations.

In keeping with those responsibilities, the church council adopted the following priorities:

1. Grow and expand the reach of Zumbro Lutheran
 - Develop a membership recruitment and growth plan
 - Sustain and grow a strong children/youth/family ministry
 - Ensure that current, new and potential members feel welcomed, engaged and inspired to participate in the life of the congregation
 - Sustain support of Zumbro's missional outreach in the community and beyond
2. Refine and implement a sustainable long-term financial plan
3. Support and strengthen staff and congregational leadership
4. Embrace Zumbro's values, culture and traditions while building new ways to thrive amidst change

The council and pastors have worked hard and made considerable progress in 2023.

As Zumbro Lutheran replaced roles vacated by Jen Gruendler, Kristy and Bob Giere, the council partnered with pastoral staff to define the evolved job descriptions and provided oversight of the hiring process, and provided input and approval of their replacement roles. As Matt Gender and Pastor Anna Ferro joined the staff and staff members Janette Davis, Sarah Lichty and Tracy Schar transitioned into new roles, the council ensured Zumbro's personnel expenses stayed within approved budget. We appreciate all of the staff's dedication and flexibility to support the congregation, as well as the Personnel Team for their assistance with these changes.

As the church council and pastors closely monitored financial performance, the council and pastors formulated and successfully implemented a plan to ensure Zumbro Lutheran met its financial performance targets. A skilled Stewardship Team, advised by a consulting group, led this year's pledge campaign, *Planting Seeds*, urging all Zumbro Lutheran Church members to consider pledging in 2024, and members who routinely pledge to consider increasing their pledge. The Mission & Outreach Team and Gifts & Memorials Team continued to lead efforts to support Zumbro Lutheran's mission work, as well as support our mission partners and the ECLA.

The council approved a recommendation for restructuring space rental contracts that offer discounts to renters who fit our mission while charging market rates to others based on market rate data provided by the administrative staff. This action sets the stage for increased revenue as rental contracts come due for renegotiation.

To sustain and grow a strong children/youth/family ministry, the council took action, deciding to call an interim synod pastor to serve our children, youth and families until we can complete the call process for a permanent pastor or deacon. Working with the SE Minnesota synod, Zumbro Lutheran hired Pastor Anna Ferro to serve as interim pastor for children, youth and family through summer. To focus on a permanent staff member in this area, the council convened a Children, Youth and Family Call Committee to work in collaboration with the synod to discern the primary needs and characteristics of a person to fulfill this ministry, identify and interview candidates, and recommend a final candidate to the council before a congregational vote to call an individual. Thank you to the members of the committee for this vital work.

The council formed a working group to restart discussing options for the "North Lot" parking areas owned by Zumbro Lutheran, just north and across the street from the church/primary parking lot. The workgroup began with a series of meetings to update information gathered prior to the pandemic. They met with representatives from Mayo Clinic, Destination Medical Center, City of Rochester and a local developer. The council has requested the Finance Team develop a financial effect analysis (FEA) to answer the question, "how will selling or long-term leasing part/all the 'North Lot' properties impact the financial performance of Zumbro Lutheran?" Plans are developing to allow for the congregation to participate in listening sessions to gather your feedback around the possibilities. The workgroup will formulate any recommendations related to the "North Lot" properties and the congregation will ultimately decide whether to sell or lease, all or part of these properties.

The council continued efforts to restart and bolster committees that stopped meeting during the pandemic by adding new members to some committees and restarting a Worship Committee. As 2024 budget discussions began, committee members and the council met to gather input to increase collaboration and communication among Finance, Personnel, Gifts & Memorials, and Mission & Outreach.

In the midst of change and challenge, all of us should continue to be inspired by our members daily acts of living out our mission both inside and outside the walls of our building:

*Our journey of faith leads us to build bridges of understanding and peace,
to reach out with compassion and to share the hope of Jesus.*

The challenges continue in 2024, along with abundant hope. Zumbro Lutheran's culture, values and traditions help this community of faith weather times of change well. Our history shows we are firm in our faith and willing to step up, as we have done this year, to work hard and do what it takes to keep moving forward.

On behalf of the entire council, thank you to the staff and pastors, and to everyone that served on a committee or volunteered in a myriad of activities that offered support to others this year. Special thanks to those of you who support us with your prayers as well.

Thank you for the privilege to serve as Zumbro Lutheran Church's council president. It has been a true honor and blessing.

Marne Gade
Church Council President

DIRECTING PASTOR ROB ZAHN

Early in January, I wrote a letter to the congregation lifting up an encounter I had while in the meat aisle at HyVee. Someone approached me and, after establishing I was a pastor at Zumbro, she proceeded to let me know how meaningful she found the Christmas Eve Service at Zumbro. She and her family don't really go to church except at Christmas and Easter and happened to find us for the first time. She said it was the best Christmas Eve she had been to...ever. The conversation drew a small crowd at HyVee.

Just a week or so after that, Pastor Anna told the staff the following story. Here are her words:

While I was out for lunch at Pho Chau, catching up with a couple from my internship congregation who happened to be in town, a gentleman came up to us. I did not recognize him, but he came up to our table and asked me, "Are you a pastor at the church over there?" He pointed towards Zumbro Lutheran Church. I asked, "You mean Zumbro Lutheran?" He replied yes and I replied yes, slightly confused because I have only been here a month. He told me, "I was there for Christmas Eve. I hadn't been there before, but I really enjoyed the Candlelight Service. I just wanted to let you know." I said thank you to him and he walked back to his table. - Pastor Anna

It is one thing for me to list the metrics of our very successful 2023 (which it was!). However, it is quite another to tell a story or two that begins to show what is at the heart of those numbers. And in this case, what is at the heart of one of the better giving years in a decade and a year with healthy New Member Orientation registrations is the impact *you* and this *staff* make here in this community and around the world. Despite the transition and challenges, some of which we knew was coming in 2023, these stories happen because of the culture of the staff and the members of Zumbro.

"Culture eats strategy for breakfast." - Peter Drucker

In short, this means that the culture of our community is far more powerful than any strategic plan we may or may not assemble.

Zumbro's culture is a welcoming culture of grace, mercy, forgiveness, and love *all* in the name of Jesus...and *that* is powerful stuff!

* * *

When it comes to ‘what is next’ in the coming months and years, I think a bit about what gives energy to a swing, a swing at a playground.

What do you have to do to make a swing work? You must do two opposite things. You must give energy in two directions. You lean *back* and kick *forward*.

Back, *and* forward...at the same time...and then reverse it by leaning *forward* then kicking *back*.

Leaning Back:

We still talk about COVID and transition. I know I do. To be sure, these events and realities are important and impactful to every organization and every person. Let’s be honest. Things get messy in transition, for everyone in every organization. They just do. So how do we move beyond the messiness? How do we find our footing again?

Lean back into the things that got us here.

Recently we have reinstated a new Worship Team, which is up and running. We are on the cusp of revitalizing a new Children, Youth, and Family Team. There are likely other teams that need to be re-formed, other practices that need to be returned to. The message?

There is truth that part of our path *forward* is leaning into our past. We are doing that!

Kicking Forward:

This means we need to do new things. Take some risks. Tweak our patterns. This is what I preached about recently. We need to take seriously that the Holy Spirit grants us gifts and changes us for the sake of other human beings. The Spirit grants us the ability to speak new languages and use new skills so others can hear and experience the Gospel.

...and this is *a/ways* uncomfortable.

This could take many forms: new worship styles and times, new ministries, new methods, and practices of the ministries we’ve engaged in for a long time.

There have been some examples of ‘kicking forward’ tossed around in various conversations, such as a campaign to reduce the mortgage and engaging in

conversations about the North Lot, just to name a few. The Staff Administration Team has asked if we can consider kicking forward with “more Staff Development and Team Building opportunities, or an additional staff person to assist with all kinds of office needs, or support getting one additional team member certified to check the boiler.” The Gifts and Memorials Team hopes to “grow member awareness for ways to make planned gifts to Zumbro Lutheran Church in order to sustain its mission and ministries.”

From where I sit, in 2024 we need to ‘kick forward’ in three major areas:

1. Worship: Since that team is almost fully staffed, we need to round out the team with our Worship Band Leader. Then we will have the margin to be continually creative and provide a wide range of worship experiences for all kinds of people who speak different musical languages.
2. Children, Youth, and Family: With Pastor Anna on board as our Bridge Pastor and an active Call Committee formed, we are finally ready to fully engage in ministry with the younger families of our congregation, as well as plan ministries that might engage those who are not yet here.
3. Financial: Giving has been *incredibly strong!* However, the remodel has doubled our mortgage and the cost of doing business has also increased. We need to aggressively engage in a mix of both increasing our revenue and lowering our expenses (likely focused on debt management), so that the ministries we are called to will be sustainable into God’s future.

* * *

As I began this report, I pointed out that Zumbro makes a real impact. *God* uses this congregation to impact the lives of people in this community and around the world. *That* is the message that I hope we remember. *God* is at work through this place. *God* is at work through this staff. *God* is at work through...*you*.

In 2024 and beyond, let us be an example of what it means to follow Jesus. Let us be the ultimate example of grace, mercy, forgiveness, and love - first within our own walls and then out in the world. If we can’t be *radical* examples of grace, mercy, forgiveness, and love...then, as that quote reveals, our strategy and vision are meaningless. Let us continue our *culture* of grace, mercy, forgiveness, and love...all in the name of Jesus.

THANK YOU, people of Zumbro!

Pastor Rob Zahn

2022 ZUMBRO STAFF



2023 STAFF REPORTS

Administration

Pastor Tim Rotman, Sarah Lichty, Kari MacIver, Tracy Schar, Julie Knowlton

1. Successful transition to new virtual accounting company Belay including the sharing and transitioning of responsibilities from Tracy Schar to Sarah Lichty
2. Clear Onboarding and Offboarding procedures created and implemented
3. Updating Emergency Procedures – including new cameras and security on doors 2 and 8
4. Successful contracting and relationship with *C to Shining C* cleaning services and our wonderful Teresa who keeps this building meticulously clean!
5. Implementing weekly admin meetings that improve team performance and allow us all to stay on top of the calendar as well as work on long range planning around facility needs and procedures
6. New maps and signage around the building
7. Printed ENews for those without email and for senior worship participants

Care Conference

Pastor Tim Rotman, Pastor Shelley Cunningham, Kari MacIver, Janette Davis

Zumbro is a congregation blessed with people who care, and there have been many opportunities for that care to take place over the past year.

Each week pastors and staff review hospitalizations, deaths, and other care needs of the congregation and work to make sure that people are cared for, prayed for, and communicated with. Sometimes the hardest part of this ministry is getting informed of different needs. Don't hesitate to reach out to any of the pastors if you are ever in need of care, a visit, or prayer.

Our Care Ministers continue to provide wonderful support, prayer, and in home communion to many of our members. In 2024 we hope to expand and increase communication about this important ministry. If you know someone who would be open to having a Care Minister, or if you would like to learn how to become a Care Minister, please contact Pastor Tim.

Currently Zumbro offers worship services at eight different Senior Living facilities each month. These are attended by a mix of Zumbro members and

residents from a wide variety of churches and faith backgrounds. Everyone is always welcome at our services, so if you know someone who lives at Samaritan Bethany, Arbor Terrace, Shorewood, Real Life, Homestead, Gramercy, The Waters, The Ponds, Charter House, or Madonna Meadows please let them know they are welcome. Worship times can be found in our monthly printed ENews.

Children, Youth and Family

Pastor Anna Ferro, Pastor Rob Zahn, Janette Davis

Children, Youth and Family Ministry has been a bit of a rollercoaster in 2023! There were more highs and excitement than painful jerks and bumps, that is for sure. But it certainly has been a bit of a wild ride! With Jen Gruendler's departure in February and Janette's partial transition to other tasks, Pastor Rob stepped in and had an incredibly positive impact on ministry with middle school students and our Confirmation program. The long-awaited arrival of Pastor Anna in December has capped off the year in a positive, encouraging way.

Here are some highlights:

- 1) The Young Families group jump-started their gatherings with a delightful sleigh ride at Ironwood Springs in January. This event was followed by monthly potlucks at church and in family's backyards.
- 2) Minecraft Club returned and filled a unique niche for some elementary and middle school youth. This super fun gathering at church centered around a similar passion for video games! Pastor Anna (a gamer herself) is excited to continue these gatherings in 2024!
- 3) In June, a small group of high school students made a trip to Washington DC to learn and serve together. The group was led by Jason Jadin, Sara Smith, Melinda Thomas, and Jeremy Stortz (our Director of Worship Tech). In July, Pastor Rob and his wife, Brenda, led a group of middle school students on a mission trip to Milwaukee, WI. They had an amazing week of service and relationship building, the benefits of which are obvious this Fall in Confirmation! We had very successful Art Camp and VBS weeks during the summer as well. I can't thank Tiffany Erie, Stacy Freimuth, Nicole and John Pittenger and ALL the other volunteers that make these weeks possible! It takes a village, and we have a great one here at Zumbro!

- 4) This Fall, THE absolute highlight has been the creation of Club Z and the Edge Confirmation program on Wednesday nights. Music, games, learning, pizza and community building are so real in the Youth Room!
- 5) Both parents and kids alike loved the 2023 Christmas Program and Christmas Eve 2:00 service. There were opportunities for kids to be kids in worship and to have an active role in the worship space. It was also a great time for Pastor Anna to be thrown in the deep end of our CYF ministry. She did an amazing job!

Worship and Music

Pastor Rob Zahn, Matt Gender, Janette Davis, Jeremy Stortz

Director of Worship Arts – *submitted by Matt Gender*

Greetings Zumbro Council and Leadership! I'm thrilled to be writing my first annual report to you all, detailing nearly everything I've learned and experienced here at Zumbro, and in Rochester! Outside of the church I've been slowly integrating and exploring, using my connections with the local music groups to further expand my reach and experiences. I played handbells with the Rochester Symphony for Christmas, played carillon at the Mayo Clinic, became a private pilot, and found several new favorite restaurants and grocery stores!!

Inside Zumbro, I've found a new home, a new way of worshipping, and a new style of worship planning, and I'd love to detail the things that I have experienced and lived during my short tenure here. I asked Pastor Rob Zahn what should go into this report and he thoroughly and systematically reminded me of all the good, cool things that have happened to me these short couple months, and all the great people that I've interacted with that have a hand in making the Music Ministry here what it is.

At Trinity Lutheran, several of the ministry areas that I directly managed myself are, at Zumbro, managed by other people. Janette Davis was my first major contact; as First Impressions Coordinator, she had a hand in helping me to plan and lead worship in our worship space. Part of my ministry concerns the artistic and musical happenings during worship events, and Janette has allowed me to program interesting things and given advice on which things would be interesting and accessible for the congregation to participate in.

Jeremy Stortz has proven an indispensable, invaluable resource with A/V, another part of my ministry that I was directly responsible for at Trinity. With his kindhearted, gentle, and positive attitude towards his own ministry here as

well as his expertise, he's become an integral part of my own music ministry, freeing up my brain to do random musical things instead of trying to find fresh batteries for wireless microphones! I can't tell you how liberating it is to free up that section of time to focus more on making music. I'm also extremely glad to be able to step in and provide knowledge and my own resources to further benefit their ministry. In the future, I wish to be able to explore Jeremys' audio and especially visual interests, and further increasing our digital self. I'd like to provide more high-quality, professional-level video installments, advertisements, and recordings, and make them available to the wider public to push our digital presence into the next level. This will require updating some of our audio and visual equipment offerings, as well as utilizing my own personal experience and equipment stores. I absolutely can't wait to get started on this.

I've been consistently amazed with the work of Julie Knowlton; her artistic skill with visual representation during worship services has regularly elevated our wholly encompassing worship style, and provided great visual inspiration for what I do musically. Again, this was another part of my ministry at Trinity Lutheran that has now been freed to focus on musical things.

Ralph Schornack is another invaluable member of the music team. His excellence with accompanying has freed up my hands to do more conducting and more "hands-on" leadership during choir practices and Sunday services. He is an excellent musician and wonderful colleague, and consistently wows me with his improvisatory skill.

Working with the Zumbro music ensembles has been very inspiring as well. The Zumbro Choir seems to be receptive to my coming, as well as some of my more esoteric musical experiments. The handbell ensemble is strong and eager, and I'm extremely thankful that our new members seem to be sticking it out for the long haul. I've begun the long process of updating our older pieces of equipment and hope to be able to expand our instrument collection to offer more slots for people to play and experience handbells in the future. The Woodwinds have provided excellent musical leadership with their highly skilled instrumentalists, and the Brass Ensemble and Worship band have also been very receptive to my coming.

I'm extremely grateful that the worship band has been receptive to my interim leadership, and hope that soon in the future we will have a specialist who can lead them more effectively than I.

Christmas and Advent went very well; I was very pleased with how everything sounded, and very thankful for all of the volunteers and staff people that made all of that happen.

It is hard to say what the future holds here currently, but I do have several ideas/goals:

- I will be providing regular, full-length organ recitals on the organ, one of Zumbro's most valuable and important musical resources.
- I'd love to be able to do lectures on electro-acoustic music and introduce Zumbro and the Rochester communities to something completely outside of their regular circle of artistic experience.
- I will be strengthening our connections with statewide musical ensembles, including Rochester Area Handbells, Cantus, Luther College, Wartburg College, and others.
- I will be hosting regular hymn festivals, that showcase high-quality traditional liturgy with modern messages and meaningful music.
- I will seek to expand the choir numbers, while growing the current members' skills and knowledge.
- I will update our handbell ensemble's equipment and expand the number of instruments we use to further open more slots to allow more people to join us.
- I will continue to provide high-quality traditional worship liturgies with updated messages, meaningful hymns, and open minded themes, while holding to tradition and utilizing Zumbro's musical centerpieces.

First Impressions Coordinator – *submitted by Janette Davis*

With Pastor Anna's arrival in December of the year, my long-anticipated transition to this new role began in earnest. The job of First Impressions Coordinator is a work in progress. Pastor Rob describes it something like this: The goal of this position is to create the most welcoming and Spirit-filled experience possible for everyone who comes to Zumbro Lutheran from "park to drive". In other words... from the moment someone parks in our lot, to the moment they get back in their car to drive home, their impression of Zumbro should be positive, engaging, welcoming, and inspiring. If this is true, then I have done my job.

In practical terms, what does this mean? In a nutshell, I influence or am responsible for:

- the aesthetics of the space
- hospitality to individuals and groups (in collaboration with Kari Maclver, our Office Manager)
- resources that tell people more about Zumbro (in collaboration with our Director of Communications, Julie Knowlton)
- volunteers that assist with worship and other events

- visual resources for worship such as screens and bulletins (in collaboration with the Worship Team)
- signage so visitors know where things are (in collaboration with the Admin Team)
- Eventually, I will work to support Pastor Tim and our Zumbro Care Ministers as well.

I can't do all this alone, it is a position that requires a lot of teamwork.

In all these areas, I will draw on my decades of experience at Zumbro and my excitement and passion for trying new things. I'm beyond ready to dive in and see what we can do together! 2024 will be a year of letting go and new discoveries...and I am very excited for it!

Thanks, as always, for your support and for letting me stick around for so long! Zumbro is my home and all of you are the biggest and most beautiful family imaginable!

Here we go... together!!

CHILDREN/YOUTH/FAMILY CALL COMMITTEE REPORT

Call Committee

Members: Jason Jadin (Chair), Megan Beatty (Co-Secretary), Steph Murray (Co-Secretary), Anne Clarkson (Council Representative), Aiden Jones, Angela Kinneberg, and Megan Thorvilson

The Children, Youth, and Family Call Committee are charged with task of calling a pastor focused on birth to 6th grade youth ministry. The committee established the following timeline:

- Jan - Feb 2024: Collect congregational feedback for ministry site profile
- March - April 2024: Post job listing; Review candidates
- May - June 2024: Conduct interviews; Make offer to be filled in September 2024

2023 TEAM REPORTS



FINANCE TEAM

Members: Pastor Tim Rotman (Co-Chair), Scott Schwartz (Co-Chair), Mike Neumann, Mike Holmes, Rebecca Nesse, Sarah Lichty, Mitch Gade, Kari Jadin, Bill Horlitz

Post pandemic 2023 was a year of renewed regular meetings, transition to a new accountant, and developing simplified and easy to comprehend accounting reports. As part of this we have taken a hard look at our dedicated funds with an intent to expand on future possibilities for growth and mission. Many of our regular operations have been supported by dedicated funds in the past, and it is our goal to have our actual operational expenses reflected in the 2024 budget. For example, in the past ZWELCA provided coffee, supplies and volunteers to host a Sunday Fellowship hour. Those costs are now transferred to the operating budget increasing our hospitality costs.

Last year, the congregation approved a budget with a \$405,000 deficit planned to be funded by a combination of reserves and cost savings. Thanks to generous contributions, cuts to staff, and assistance from Mission & Outreach and Gifts & Memorials reserves, instead of the budgeted \$300,000 from Capital Campaign reserves we spent \$247,576.

Our mortgage balance at the end of 2023 was \$3,716,425.52. It is a 7-year adjustable loan with a 4.25% interest rate. Moving forward the \$121,473 remainder in Capital Campaign reserves will be divided between 2024 and 2025 for mortgage assistance. Building a sustainable operational budget that includes these costs remains the goal.

Overall, we managed our expenses well, including – completion of the organ restoration, the Giere’s retirement events, an extensive hiring process, new coffee machines in the gathering space kitchen, repairs to the Rainbow School Steps, and repairs to the HVAC pipes that shifted due to settling after construction.

GIFTS AND MEMORIALS TEAM

MANAGEMENT TEAM OF THE ZUMBRO ENDOWMENT

Members: Chuck Beatty (Chair), Ben Clarkson, Josh Dascher, Mary Hansen, Jane Ryan, Bob Schoen, Mike Willard, Pastor Rob Zahn

The Gifts and Memorials Team oversees the Zumbro Lutheran Endowment Fund (Mission Growth Fund) and makes recommendations for disbursement of fund income to Council. The team also oversees the legacy and memorial gifts to the congregation. They acknowledge gifts received and suggest and approve projects in remembrance of loved ones.

Highlights:

- Endowment income to distribute in 2023 \$40,125
Distributions:
 - 1) ZLC HS Senior College Scholarships \$5,000
 - 2) Lutheran Social Service \$6,500
 - 3) Good Earth Village \$10,000
 - 4) Family Promise Rochester \$2,000
 - 5) ZLC Synod Commitment support \$16,625

- Memorial and Legacy Gifts initial balance \$144,535
Distributions:
 - 1) Upgraded Sanctuary Audio/Video \$14,518
 - 2) Commissioned Giere Choral Piece \$4,000

***See ELCA Endowment Addendum, page 45*

MISSION AND OUTREACH (M&O) TEAMS

Members: Sarah Lichty, Bob Jenkins, Kirsten Lincoln, Anne Clarkson, Lori Windhorst, Jason Jadin, Jan Vetter (Co-Chair), Pastor Tim Rotman (Co-Chair)

Mission Funds Distributed: \$25,790

Distributions:

- Rochester PRIDE 2023 \$150
- Gifts Cards for ALC Resource Room \$300
- Rochester Public Schools Office of Family Engagement \$300
- Lutheran Social Service/LSS Youth Resource Center staff and client support \$2300
- Reconciling Works \$500
- SE MN Synod Support from Mission Funds \$13,500
- Block Party \$440
- Lutheran World Relief \$2000 Tithe*
- Mini Pantry \$1500 allocated from Tithe*
- Dinka Pastor for sacraments \$4800 allocated from Tithe*

*(*Tithe in these instance sis the Our Church Our Future Capital Campaign Mission Tithe.)*

2023 highlights:

- Introduced new team members – Anne Clarkson, Lori Windhorst and Jason Jadin
- May 20th participation at Rochester Pride at Soldiers Field was successful, even though the weather was hot.
- Sunday, September 20th was the God’s Work Our Hands (GWOH) Block Party. GWOH uplifted our primary mission partners at booths providing

printed information, games, quizzes to learn more about each partner and how Zumbro is involved in their support. An outdoor worship was the highlight, with communion served, music enjoyed. Donuts, food, and prizes were part of the day. Worshipers were invited to bring a food product as the focus was how Zumbro was involved in addressing food insecurities. Scouts helped unload the grocery carts and get donations into the church basement. What a collection of food items!

- SEMN Synod Benevolence pledge 2023 was \$80,000. Zumbro had several budget discussions of how to pay the total pledge. August discussion and vote at M&O meeting ended with a unanimous vote to take \$10,000 from our restricted funds. At the November meeting action was taken to direct the remaining M&O general funds of \$3,500 to the Synod pledge.
- Year end gifts focused on Rochester Public School student support projects. Gift cards were purchased for Family Engagement and Area Learning Center Resource Center (ALC), each being allotted \$300 for staff to distribute to meet needs.
- Continuing to explore and respond to what it means to be a downtown church. Keeping the mini pantry filled was a challenge some weeks. A new system of keeping 5-7 bags of food for the week, putting out a bag each day, using food from the Scout food drive and GWOH's food collection. Two breakfast cereal collections, as well as a Thursday night meal, were provided for the Landing.

OPEN TABLE 2023: Sarah Lichty, Kirsten Lincoln, Dan Cozine, Mike Temple, Jan Vetter (Chair), Maddie Eppard

Open Table Income = \$14,140.55

Open Table Expenses = \$18,696.54

Reserve/Balance = \$46,739.65 - includes truck reserve

- We continue to provide food for SE Marion Road guests as well as Francis House, LSS Youth Resource Center, Cronin Home, and occasionally the Landing. We also partnered with the Rochester Fire Fighters.
- Our wonderful paid Coordinator Maddie Eppard continued this year. We added KC Hinz and Christie Atwell as drivers with Josh Dascher taking over truck maintenance duties from Rich Vetter. David Atwell functioned as de facto youth leadership. NICU crew continues to sustain us. We

want to call out Zumbro volunteers Deb Rasmussen, Gary Austin and Debby Jacobsen, as well as community volunteers Mary Beth Magyar and Kyle Hafar who are faithful kitchen folks. Century High School honors program sent us some volunteers (as well as faithful Zumbro volunteer Sam Freimuth) so we continue to make good cross-community connections amongst our volunteers.

- Had our very first volunteer appreciation event at Little Thistle so that various folks such as cookie dough mixers and drivers could appreciate each other.
- Excited to continue our partnerships with Boy Scouts via Dan Cozine for food donation drives.
- We received a SE MN Synod Food grant to hire a Somali translator to help us improve trust and connections with our Eastridge guests resulting in a better understanding of how we can best meet their needs.
- We continue to go out every Thursday (with holiday and a few weather exceptions) serving about 200 - 250 burritos and around 150 MCK meals. As of Total expenses were around \$18,696 for all materials and truck maintenance, so that works out to be about \$1.50 per burrito thanks to generous Zumbro and community donations.

TANZANIA TEAM 2023: Julie (Chair) and Mike Neumann, Bob and Sue Jenkins, Jan Vetter, Bob Hoel, Sarah Lichty, Kathy Chatelaine (Assistant to the Bishop for Global Ministry, SEMN Synod), Pastor Rob Zahn

Pharmaceuticals = \$3000

Radiographer Salary = \$2700

Electronic Health System = \$6350

Team highlights:

- April:
 - Communication with Central Diocese of Tanzania and ZLC team to discern needs of Iambi Lutheran Hospital (ILH) and agree on a forward course for the partnership and use of remaining funds raised in celebration of the 10-year anniversary.
 - Computers and training are completed for implementation of the Health Information System
 - Funds sent for ILH through the Central Diocese for pharmaceutical supplies; radiographer salary and fuel for car so ILH staff can go out into villages to share about ILH.

- July:
 - Bob and Sue visit ILH and learn about equipment issues and greater needs and concerns of ILH.
- September:
 - Letter sent to Bishop of Central Diocese from the ZLC team and the SEMN Synod Bishop to inform them of the withholding of funds for the hospital until they send more information about the situation at ILH.
- October:
 - Bob and Sue Jenkins provide ZED Talk at Zumbro and share the current state of our mission work.
- December:
 - No response yet to letter so a subgroup of Tanzania team met with SEMN Synod Bishop to discuss next steps. The outcome was to request a phone call in January with the Central Diocese Bishop and the same subgroup from the ZLC team with the purpose of understanding of what the goals are for ILH.

Looking to 2024:

As stated so well by SEMN Synod Bishop Regina Hassanally, “The work of God is the work of God, and it always stands. The vessels may not always be perfect. Our work forward is to pray whether we are being called to steward God’s work in a different way.”

ADVOCACY TEAM – Sarah Lichty, Ann Peterson, Joan Hernandez Lindeman, Lois Lackore, Darcy Kelsch, Kathy Peterson, Earlene Wickre

- Hosted our first book study ‘The God Who Sees’
- Border Servant Corps letter writing campaign
- Revisited our Intercultural Development
- Learned more about the Farm Bill and encouraged learning and advocating for nutrition programs for GWOH
- Increasing connection and involvement with Isaiah
- Summer Retreat - identified goals 1) build bridges through conversation and 2) improve communication within Zumbro 2023-2024
- Embarked on training in Courageous Conversations

LSS YOUTH RESOURCE CENTER – Sarah Lichty, Tammy Moses (LSS), Erica Kline (LSS)

- We continue to have regular monthly meetings for open communication, upcoming events, facility and program needs and opportunities for connection.
- Members connect with Independent Living Skills classes, teaching skills like budgeting , cooking, and mental health wellness.
- Invited youth to our annual block party providing food vouchers.
- We hosted our 2nd Thanksgiving Meal in the Resource Center.
- Zumbro Staff and LSS Staff shared lunches for familiarity, connection and learning together.
- Collaborated for improved emergency procedures and communication around incidents.
- Annual Christmas Giving Tree supported the annual Christmas Party including gift bags for kids and many gifts donated for youth.

LUTHER COLLEGE – Sarah Lichty, Angela Cramer, Deb Rasmussen

We continue to enjoy this wonderful partnership with Luther!

- Well Elder class is a wonderful opportunity for Nursing Students to connect with our seniors.
- Deb Rasmussen and Angela Cramer have done an amazing job coordinating the monthly meals at the ROTH building. Students are so appreciative and bring to-go containers to extend the meal into the week!
- New Student Life staff at ROTH has been a great connection helping us to coordinate timing of meals and activities for students encouraging fellowship and connection between students and volunteers.
- Finals week gives a wonderful opportunity to practice hospitality. Snacks all week and lunch on Tuesday fueled students through their exams thanks to a Thrivent Action Team grant.

NORTH LOT WORKING GROUP

Members: Jeff Leland (Chair), Joe Ahrens, Bob Freimuth, Kirk Gill, Mike Holmes, Bill Horlitz, Dan Kelly, Dave Kinneberg, Teresa McCormack, Lyle Solem, Steve Sperling

In late 2023, the Zumbro Lutheran Church (ZLC) council asked for volunteers to participate in the North Lot workgroup. The purpose of the workgroup is to consider options for the parking areas just north and across the street from

the church. Over the past months, the workgroup has spent time understanding the information gathered by the previous ZLC workgroup as well as the boundaries, city zoning and preliminary market value of the parcels. Members of the team have also met with key representatives from Mayo Clinic, Destination Medical Center, the City of Rochester and a local developer, to better understand future plans and discuss potential opportunities for collaboration. In addition, the ZLC council has requested the ZLC Finance Team develop a financial effect analysis (FEA) to answer the question, “how will selling or long-term leasing part/all the ‘North Lot’ properties impact the financial performance of ZLC?”

We look forward to engaging with members of the congregation at listening sessions and gathering your feedback in the very near future. The workgroup will develop recommendations to the ZLC council and ultimately to the congregation for final considerations and decisions.

PERSONNEL TEAM

Members: Bruce Horazdovsky, Rob Nesse (Co-Chair), Melanie Tschida, Dan Cozine, Roger Harms, Sue Schwartz, Pastor Robert Zahn (Co-Chair), Diane Kinneberg (Church Council Liaison)

The ZLC Personnel Committee had a challenging and busy year. The Personnel Committee is charged to support and assist the Directing Pastor to formulate all personnel policies, approve all planned employment actions, review staff performance, and set compensation for our staff. In addition to these formal responsibilities, the Personnel Committee works to support our staff as they respond to the needs of the congregation and share the hope of Jesus.

In 2023 the congregation said goodbye to longtime core staff members Kristy Giere and Bob Giere. The Personnel Committee organized congregational focus groups and formed a search committee to assist the Directing Pastor in recruiting Matt Gender as our new Director of Worship Arts.

There were significant changes in the work assignments of existing staff. We assisted the Directing Pastor in updating job descriptions and moved existing staff to different positions. Sarah Lichty replaced Tracy Schar as our Business Manager. Tracy Schar is now the Facilities Manager. Janette Davis is now our First Impressions Coordinator. We also reviewed changes in our custodial staff and supported the use of contracted custodial services to supplement the excellent work of Jeremy Stortz and Tracy Schar.

Staff performance reviews are conducted by the Directing Pastor. The Personnel Committee was asked by Pastor Rob to conduct private

confidential interviews with each staff member. The results were encouraging. All the staff felt that their working relationship with colleagues was strong and they felt supported by supervisors and the Pastors. They all accepted extra duties during staff transitions and are true servant leaders.

In 2024 the Personnel Committee looks forward to supporting the Directing Pastor and Director of Worship Arts as we recruit a new music leader for contemporary worship.

The Personnel Committee reviewed the performance of our staff and recommended to the church council that a cost-of-living adjustment be awarded to the staff for 2024. Also, based on recommendation from the Finance Committee and with the support of the Directing Pastor, we will work to acquire benchmarks of total compensation to ensure that our staff are “in range” and fairly compensated going forward.

STEWARDSHIP TEAM

Members: Joe Ahrens, Mary Dahlen, Josh Dascher, Chris Gade, Julie Knowlton, Emily McLaughlin, Tracy Will, Pastor Shelley Cunningham

Recognizing that we had both significant financial ground to make up (due to the end of COVID-related government grants and the conclusion of the Our Church. Our Future capital campaign) and tremendous opportunity (to inspire people to continue their legacy of strong and generous financial support of Zumbro’s mission and ministry), the stewardship team set three goals for 2023: increase stated intents to give; develop materials educating on ways to give; foster a culture of gratitude and grace. We did this by:

- Offering a ZED Talk on Giving Beyond the Offering Plate, with newly-created flyers reflecting different ways to financially support Zumbro and expanding Zumbro’s website to increase visibility and simplicity of online giving.
- Working with Sarah Lichty, in her new role as Business Manager, to develop an improved process for tracking and recording gifts, confirming accuracy in automated giving, and directly and indirectly thanking members as they give.
- Enlisting external stewardship expertise via GSB consulting, with emphasis on connecting with other large churches.
- Conducting a fall stewardship campaign under the theme “Planting Seeds,” casting vision of ways Zumbro members might invest in children, youth, and families by calling an ordained CYF pastor; expand our mission by constructing a secure in-house food and supply pantry;

and sustain ministry excellence by supporting the increased mortgage that resulted from the conclusion of the capital campaign. Highlights of the campaign included video and print stories of why Zumbro members support our church; a targeted ask for 2024 intended support; a thorough review of our membership database to ensure we are communicating accurately; and lots and lots of thank-yous.

Focus for 2024: Continue work with stewardship consultant, with particular emphasis on cultivating estate and long-term planning gifts. Expand ways we tell the stories of generosity. Trust that “God gives the growth” (1 Cor 3:7b, our fall theme verse) as we all share what we have – passion, time, money, and love of Jesus.

WORSHIP AND MUSIC

The newly re-formed Worship Team has been assembled and is up and running!! The members beginning in 2024 are: Matt Gender (Director of Worship Arts), Josh Dascher (Co-Chair), Celia Cox (Co-Chair), Dennis Dahlen, Lizzy Cozine, Kjirsten Zahn, Leah Holmes, Jolene Hansen, Alan Hansen, Erik St. Louis, Nicole Pittenger, June Warren.

There isn't much to 'report' from 2023 because at the time of writing this report, we are only about a month and a half old! However, there are some goals and priorities that have already been discussed.

As we set out to reimagine the role of this team in the life of the church, we do so with three goals at the outset:

1. Support the DWA (Director of Worship Arts) in their work at Zumbro Lutheran Church.
2. Vision and Strategize worship to be relevant in a changing world.
3. Be a sounding board and give input for practical matters regarding worship (schedules for Lent-Advent, etc.).

If there is a slogan that might sum-up how we are to think of worship at Zumbro, it is “Park to Drive”. Reading that short phrase you may ask a good, Lutheran question, “What does that mean?” Well, it means that people's experience of worship, their experience of our congregation, doesn't start and end with the Prelude and Postlude. It starts when they park their car and ends when they drive away - Park to Drive.

We look forward to engaging the worship needs of Zumbro as well as the needs of those whom are not here yet!

ZUMBRO WOMEN OF THE ELCA (ZWELCA)

Members: Kari Jadin, Jan Brooks, Lois Radke, Evy Baker, Angie Johnson, Teresa McCormack

ZWELCA sponsored a variety of mission and spiritual opportunities in 2023:

- Monthly Action Projects supported local and global agencies through kit and supply donations. Gifts were made possible by donations from Zumbro members and Thrivent grants.
- ZWELCA Circles met for monthly meetings.
- Mission groups served at funerals and also knitted, quilted, and donated quilts, shawls, and blankets. Care packages were assembled and distributed to Zumbro college students and Luther students.
- A Mini Bazaar was held in December. Many Zumbro and community members volunteered at and attended the Craft, Attic Treasures, and Bake Sales. The event celebrated Zumbro tradition and generated funds for donation.
- ZWELCA used Mini Bazaar income and existing treasury funds to allocate \$10,000 to Zumbro and community agencies.

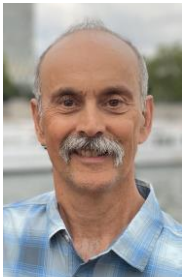
CHURCH COUNCIL COMMITTEE AND NOMINEES

ONGOING CHURCH COUNCIL MEMBERS: Anne Clarkson, Marne Gade, Melanie Huntington-Schmidt, Diane Kinneberg, Jeff Leland, Scott Schwartz, Andy Vig

CHURCH COUNCIL NOMINATIONS:

NOMINEES: Marne Gade – President (one-year term), Diane Kinneberg – Vice President (one-year term), Mike Holmes – Member-at-large (two-year term), Teresa McCormack – Member-at-large (two-year term)

MIKE HOLMES – MEMBER-AT-LARGE (TWO-YEAR TERM)



Mike and his wife Leah have been members of Zumbro Lutheran Church since 1996. Their two daughters, Ann and Sara, were both baptized and confirmed at Zumbro. In 2022 Mike retired from Mayo Clinic. His career was in research, starting as a technologist then in later years as a Program Manager. He is a past member of the Stewardship team, currently volunteers as a Zumbro Radio Announcer (15+ years), a member of the ZED talk team and Finance Committee. He has served as president of three nonprofit boards in Rochester. He currently chairs the finance committee for the Rochester Active Sports Club, volunteers as a Nordic Ski coach, and maintains/grooms ski trails at Quarry Hill. In addition to skiing, his interests include anything that involves his family, getting together with friends, cycling, and being outdoors.

2025 Nominating Committee (One-year term)

Noel Peterson

Nick Schambureck

Mary Schoenbeck

Southeastern Minnesota Synod ELCA **2023 Ministry Report**



As another year has drawn to a close, we give thanks for what has been and look forward with anticipation and hope.

In 2023, the ministry of the Southeastern Minnesota Synod continued in earnest. Sixty-two congregations engaged in the call process even as some continue their call process into the new year. We were delighted to welcome 21 new rostered ministers into various settings within the synod.

For the first time in several years, we hosted a visit from a global companion synod. Bishop Atahualpa Hernandez of the Evangelical Lutheran Church of Colombia (IELCO) spent a week visiting our synod's leaders, members, and ministries. It was a joy to spend time with him and learn from IELCO's excellent diaconal ministry among the most vulnerable in Colombia.

Our 2023 Synod Assembly, held in May, welcomed Dr. Susan Brower as the keynote speaker. Dr. Brower helped us understand demographic trends across the state and our communities. In May of 2024, we will use this information as a springboard for the focus of our next Synod Assembly. We will welcome Dr. Matt Bloom to share as we consider how each of us can impact our congregations and communities.

As I consider the ministry of the synod in 2024, I am drawn to the phrase *every congregation connected*. In 2023, congregations took advantage of the connections we have with each other; this was especially evident in the continued increase of collaborations between individual congregations. Throughout the synod, congregations have strengthened ministry through partnering with neighboring congregations.

As we draw on the strength of our internal connections, we have an opportunity to engage afresh with the communities our congregations are already a part of. What opportunities are there to be the church for the community beyond our buildings? What is already happening that we can come alongside? What needs of our neighbors currently need to be met?

One of the gifts of being a congregation of the Southeastern Minnesota Synod is that no congregation must go it alone. We are part of a network with congregations and connections that strengthen us and multiply the impact we have in the communities to which we are called.

May the Spirit open our hearts and minds to all the ways God continues to invite us to participate in God's good work in the world!

In Christ,

Bishop Regina Hassanally

semnsynod.org

Good Earth Village gratefully acknowledges the many faithful investments from our congregational members and partners. From your financial contributions, to volunteer hours, to providing program leadership, to hosting our staff, to your prayers and other service,
you all make the Village.

Congregational financial support was offered in monthly, annual, and special gifts/grants.

- **58** congregations made a financial, missional investment in this outdoor ministry through unrestricted donations, event sponsorships, and grants totaling \$102,047.73.
- **43** WELCA partners made combined contributions of \$ \$11,450.89.
- **19** congregations held retreats at Good Earth Village

Around 70% of annual financial needs are met by donations from individuals, congregations, WELCA groups, conferences, and businesses. The work of Good Earth Village would not be possible without the partnerships with our member congregations and the non-member ministry partners.

Your support is vital to fulfill the promise of keeping outdoor ministry affordable for every family and individual. Thank you!

Programming Highlights

Summer Camp 2023

1. Fifteen young adult leaders, including three international staff from Colombia.
2. We served 654 campers onsite representing 134 congregations.
3. We provided 8 off-site day camps at congregations.
4. We delivered a new confirmation camp curriculum written for and taught to campers from multiple congregations, rather than the traditional confirmation camp taught by campers' pastors. The intention was to allow pastors a reprieve from summer teaching, and to allow campers from smaller congregations or congregations where their pastor was on sabbatical to attend confirmation camp.
5. Offered Staff-in-training program to high school students at no cost to them.
6. Provided financial assistance to 90% of campers.

Lunch and Learn

Offered seven programs in 2023 that included themes of nature, travel, family, and music.

Women's Day

Our topic was Compassion, with breakout groups:

- Compassion for Self
- Compassionate Caregiving
- Compassion for Community

The closing worship was led by summer staff leaders.
More than 18 congregations were represented by 33 women.

Community Sing Events

Beer & Hymns – July 2023 co-sponsored with First Lutheran Church, Albert Lea
Beer & Carols – November 2023 co-sponsored with First Lutheran Church, Albert Lea
Beer & Carols – December 2023 co-sponsored with People of Hope, ELCA, Rochester and Rochester Civic Theatre
Beer & Carols – December 2023 co-sponsored with Chatfield Center for the Arts

Work Days

We hosted two public work days and received help from members of six member congregations.

Mission

To EXPLORE God in creation, GROW faith in community, and ENGAGE the world as followers of Jesus.

Purpose

To be a place for Christ-centered retreat and community.

Values

Community, Faith, Friendship, Fun, Openness, Peace, Service

Join us for our **Annual Meeting** March 3, 2024.
Registration will begin at 2:00 and the meeting will begin at 2:30.
www.goodearthvillage.org for more information

Good Earth Village is committed to being an effective ministry partner and welcomes your ideas. Please look for new and continued ways to lift up outdoor ministry to make faith formation stronger together. When we partner, our youth and families benefit by growing stronger in their faith and relationships.

Good Earth Village Staff are available to worship with you and/or present portions of your worship service. Please contact us at 507-346-2494 to arrange any of the following,

- Congregational or Special Music
- Pulpit Supply/Preaching
- Scripture Readings
- Youth Engagement/Children's Message
- A full GEV Service
- Outdoor Church Service at GEV

RAINBOW SCHOOL ANNUAL REPORT January 2024

Rainbow School is a licensed Christian preschool located in Zumbro Lutheran Church and serves children ages 3 to 5 years old.

Our Mission: To provide a Christian preschool where children develop skills for a life of faith and learning.

<p><u>Preschool Classes Offered:</u> T TH Preschool 9am–12pm MWF Preschool 12pm–3pm MWF Full Day 9am-3pm -Pre-K Literacy -Pre-K Math -Spanish/Science -Lunch -Afternoon Preschool</p>	<p><u>2022-2023 Staff:</u> Cat Thisius–Director, Lead Teacher T/TH am, MWF am Pre-K enrichments Stacy Freimuth–Lead Teacher MWF am/pm Preschool Tracy Tollefson- Lead Teacher MWF am/pm and T/TH am Preschool Micki Miles/Katie Schouten/Jen Stephenson-Substitute teachers Teri Joyner-Treasurer/Admin Assistant MWF Parent volunteers</p>
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The 2023-2024 school year started Sept. 2023 with a variety of class offerings and families eager for their children to attend preschool. We have been blessed with parent volunteers to give lunch breaks to teachers during the MWF morning classes.

2023-2024 Enrollment January 2024

January enrollment: 11 children MWF am, 2 children MWF pm, 10 children in T/Th am, 10 children MWF full day. Enrollment numbers are similar to last year.

2024-2025 Enrollment (as of 1/16/24)

Registration began Jan. 3rd for current/past families and Jan. 8th for new families.

We currently have 3 enrolled in M/W/F morning; M/W/F afternoon 0 enrolled, T/Th morning has 6 enrolled, MWF full day 9 enrolled.

Enrollment numbers are higher than this time last year. We are scheduling tours weekly for new families.

Fundraisers/Funding

We received monetary funds from Good Shepherd, Thrivent Choice, First Children's Finance and private donations. We did a Fun Run Fundraiser for Rainbow School families in the Fall and held a Drop N Shop fundraiser in December and will hold a Friends and Fun event in February.

Grants/Classroom Improvements

We applied for a grant through First Children's Finance and received \$12,997 to replace the floor tiles in the Preschool classroom which is 2,100 sq ft. The tiles were cracking from water damage over the last decade.

Thank you to Zumbro Lutheran, Good Shepherd Lutheran, Mt. Olive Lutheran, and Our Savior's Lutheran congregations for your continued ministry of Rainbow School.

(507) 261-0586 www.rainbowschoolmn.org Facebook: Rainbow Christian Preschool

ZUMBRO LUTHERAN CHURCH FINANCIAL REPORT - Updated Jan 30, 2024

	2023 Budget	2023 Actual	2024 Budget	
INCOME				
Congregational Giving	\$1,319,515	\$1,337,048	\$1,385,797	<i>3% increase over 2023 Actual</i>
Other Income	\$105,200	\$125,213	\$136,160	
Total Income	\$1,424,715	\$1,462,261	\$1,521,957	
EXPENSES				
Fixed Costs				
Finance	\$336,260	\$335,748	\$343,880	
Communications	\$6,300	\$1,559	\$2,000	
Technology	\$9,200	\$27,485	\$28,000	
Facilities	\$199,800	\$202,310	\$189,000	<i>6th St. assmnt ended</i>
Total Fixed Costs	\$561,560	\$567,102	\$562,880	
Personnel	\$1,116,681	\$914,823	\$981,700	<i>Elimination of 2.5 FTE</i>
Program				
Worship	\$22,125	\$17,742	\$17,100	
Fellowship	\$14,300	\$13,854	\$10,000	
Adult Ministries	\$7,105	\$4,963	\$5,800	
CYF	\$10,700	\$4,356	\$5,250	
Youth Ministries	\$7,390	\$2,709	\$8,100	
Stewardship & Council	\$2,100	\$3,903	\$3,300	
Total Program	\$63,720	\$47,527	\$49,550	
Benevolence and Mission	\$85,000	\$52,753	\$85,000	<i>2023 pd full 80K w/help of G&M, ZWELCA, & M&O</i>
Total Expenses	\$1,826,961	\$1,582,205	\$1,679,130	<i>9% reduction from 2023 budget</i>
Difference Income & Expense	\$(402,246)	\$(119,944)	\$(157,173)	
TRANSFERS				
Cost Reductions	\$102,246	\$0	\$14,084	<i>aspirational cost savings</i>
Capital Campaign Reserves	\$300,000	\$246,891	\$53,089	<i>*save \$53,063 for 2025</i>
G&M Undesignated	\$0	\$16,625	\$60,000	
Mission Funds to Synod	\$0	\$13,500	\$30,000	
ZWELCA Funds to Synod	\$0	\$2,000	\$0	
Total Transfers	\$402,246	\$279,016	\$157,173	
Total Receipts + Transfers	\$1,826,961	\$1,741,277	\$1,679,130	
Total Expenses	\$1,826,961	\$1,582,205	\$1,679,130	
NET INCOME	\$0	\$159,072	\$0	

ZUMBRO LUTHERAN CHURCH FINANCIAL REPORT

***numbers may change in later versions*

DEDICATED FUNDS

Capital Campaign Reserves	\$106,553.15
Capital Replacement Funds	\$36,074.95
ZLC Columbarium	\$14,269.40
ZLC Endowment Interest	\$42,438.60
Gifts and Memorials Undesignated	\$133,877.25
Youth Mission Fund	\$6,044.67
Good Samaritan Fund	\$12,732.02
Open Table	\$36,622.01
Following in Faith (OT Truck Fund)	\$9,774.80
OCOF Mission Tithe	\$107,186.90
Tanzania - Iambi Hospital	\$42,080.93
LSS Youth Resource Center	\$38,026.66
Other Mission Funds	\$17,973.89
Other Dedicated Funds	\$17,630.97
TOTAL	\$628,534.16

Dedicated Funds Closing and rolling into the budget:

- Radio
- Fine Arts
- Funeral

Other Inactive Funds rolled into budget = \$2833.35

ZUMBRO LUTHERAN CHURCH BALANCE SHEET

***numbers may change in later versions*

	As of Dec 31, 2023	As of Dec 31, 2022 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1040 Checking-Premier	\$543,828.64	\$806,222.47
1041 Premier - Petty Cash Checking	\$55.30	\$192.78
1042 Premier-TZ 1347	\$142.01	\$254.24
1045 Premier-Checking 9765 (GM Estate)	\$70,184.94	\$70,114.78
1400 Stifel Nicolaus	\$0.00	\$0.00
1402 Investments	\$0.00	\$5,000.00
Total 1400 Stifel Nicolaus	\$0.00	\$5,000.00
Total Bank Accounts	\$614,210.89	\$881,784.27
Accounts Receivable		
11000 Accounts Receivable	\$0.00	\$715.00
Total Accounts Receivable	\$0.00	\$715.00
Other Current Assets		
106616 Bremer Bank CD # *8503	\$42,990.67	\$42,288.49
1067 Premier Bank CD's		
106715 CD-3601 (deleted)	\$0.00	\$75,289.33
3602 Premier Bank CD-3602	\$0.00	\$76,649.08
9001 Premier Bank CD-9001	\$75,315.10	
9002 Premier Bank CD-9002	\$76,788.36	
Total 1067 Premier Bank CD's	\$152,103.46	\$151,938.41
1068 Mission Investment CD	\$42,320.03	
Total Other Current Assets	\$237,414.16	\$194,226.90
Total Current Assets	\$851,625.05	11,076,726.17

Fixed Assets		
1300 Church and Property	\$10,325,000.16	\$10,325,000.16
1301 Organ & Furnishings	\$640,000.00	\$640,000.00
1305 Columbarium	\$250,180.44	\$250,180.44
Total Fixed Assets	\$11,215,180.60	\$11,215,180.60
TOTAL ASSETS	\$12,066,805.65	\$12,291,906.77
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable	\$4,720.60	\$42,761.46
Total Accounts Payable	\$4,720.60	\$42,761.46
Credit Cards		
Divvy CC	\$428.15	
Total Credit Cards	\$428.15	\$0.00
Other Current Liabilities		
2150 Insurance Deductible	\$5,000.00	\$5,000.00
2199 P/R Liabilities		
2200 FICA Payable	\$0.00	\$3,348.06
2201 Federal W/h Payable	\$0.00	\$2,055.00
2202 MN State W/H Payable	\$0.00	\$986.00
2225 403(b) Pension Payable-ELCA	\$436.81	\$70.30
2228 Supplemental Term Life Ins	\$0.00	-\$98.39
2229 Health Insurance Withheld	\$3.34	-\$37.22
Total 2199 P/R Liabilities	\$440.15	\$6,323.75
Total Other Current Liabilities	\$5,440.15	\$11,323.75
Total Current Liabilities	\$10,588.90	\$54,085.21
Long-Term Liabilities		
2310 Mission Investment Fd Mortgage	\$3,815,860.20	\$3,815,860.20
2311 Mission Inv Fd Mtg-Princ Paid	-\$99,434.68	\$0.00

Total 2310 Mission Investment Fd Mortgage	\$3,716,425.52	\$3,815,860.20
Total Long-Term Liabilities	\$3,716,425.52	\$3,815,860.20
Total Liabilities	\$3,727,014.42	\$3,869,945.41
Equity		
3000 Opening Bal Equity	\$6,161,203.61	\$5,170,671.13
3001 Restricted Fund Equity	\$600, 627.68	\$536,373.72
3111 Misson Inv Fd Mtg Princ Pd	\$99,434.68	\$0.00
3900 Retained Earnings	\$602,850.38	\$1,792,092.29
Net Income	\$875,674.88	\$922,824.22
Total Equity	\$8,339,791.23	\$8,421,961.36
TOTAL LIABILITIES AND EQUITY	\$12,066,805.65	\$12,291,906.77



ELCA ENDOWMENT FUND POOLED TRUST
01/01/2023 Through 12/31/2023

Account Number: E271953
Account Name: ZUMBRO LUTHERAN CHURCH ENDOWMENT ROCHESTER, MN

ZUMBRO LUTHERAN CHURCH
624 3RD AVE SW
ROCHESTER, MINNESOTA 55902-3318

ELCA Endowment Fund
8765 West Higgins Road
Chicago, IL 60631
Phone 800-638-3522 x2291

PORTFOLIO SUMMARY

<u>Asset Description</u>	<u>Market Value</u>
Ministry Growth Fund	\$1,086,003.77
	<u>\$1,086,003.77</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$990,693.30
Additions	0.00
Transfers In	0.00
Withdrawals	0.00
Transfers Out	0.00
Change in Market Value	95,310.47
Ending Balance	<u>\$1,086,003.77</u>

ASSET DETAILS

<u>Asset Description</u>	<u>Units</u>	<u>Market Price</u>	<u>Market Value</u>
Ministry Growth Fund	759.252004	1,430.36	\$1,086,003.77
		Grand Total	<u>\$1,086,003.77</u>

INCOME DISTRIBUTIONS

<u>Description</u>	<u>Date</u>	<u>Amount</u>
R011906_01_Zumbro Lutheran Church 757 (Rochester, MN)	03/31/2023	(10,425.20)
R011906_01_Zumbro Lutheran Church 757 (Rochester, MN)	06/30/2023	(10,425.20)
R011906_01_Zumbro Lutheran Church 757 (Rochester, MN)	09/30/2023	(10,425.20)
R011906_01_Zumbro Lutheran Church 757 (Rochester, MN)	12/31/2023	(10,425.20)
	Total Income Distributions	<u>\$(41,700.80)</u>

ADDITIONS AND WITHDRAWALS

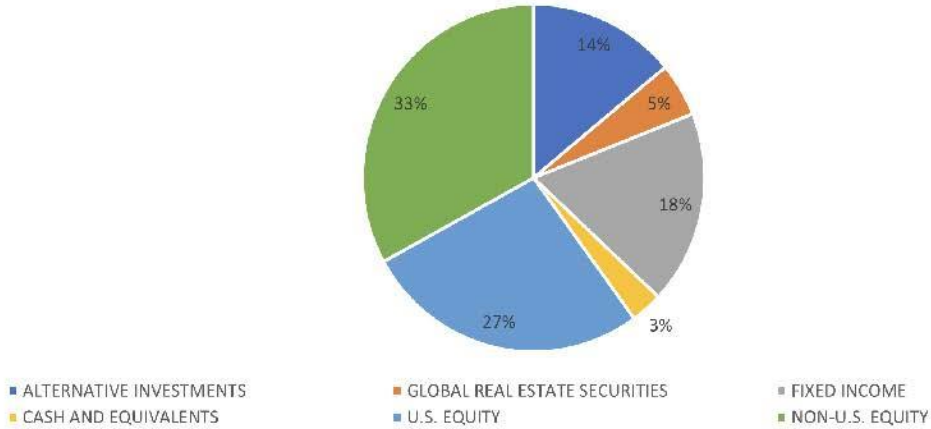


ELCA ENDOWMENT FUND POOLED TRUST
01/01/2023 Through 12/31/2023

Account Number: E271953
Account Name: ZUMBRO LUTHERAN CHURCH ENDOWMENT ROCHESTER, MN

INVESTMENT POOL TRANSFERS

Ministry Growth Fund Asset Allocation



NOTES

Effective November 1, 2021 the fund's name was changed from "Fund A" to "Ministry Growth Fund".

Annual distribution amount (paid quarterly) for 2022 was \$55,078 per unit. The annual distribution amount for 2023 is \$54,923. Both represent 4.0% of the average market value of the five previous year ends. All purchases, including reinvestments, are made at the previous month end unit value. For example, all March additions and reinvestments were purchased at the February month end unit value. Accounting for the Endowment Fund Pooled Trust is on a market value basis.

The management fee is based on the Ministry Growth Fund's net asset value and is paid monthly to the trustee on the last business day of each month. The management fee is an administrative fee of 60 bps and an expense ratio of approximately 49 bps. Please refer to the current Disclosure Statement for a full description of the Fund's fees and expenses.

Please contact your Regional Gift Planner with any questions regarding your statement. Contact information for your Regional Gift Planner can be found at <https://elca.org/Give/ELCA-Foundation/Contact-Us>.

DINKACONGREGATION CHURCH AT ZUMBRO END OF YEAR REPORT

Submitted by William Deng, Lay Evangelist, Dinka Worshipping Community

BEGINNING BALANCE: \$6883.67

INCOME - Money that comes from:

Regular attenders \$3844.33

Memberships \$3450

Gifts from outside the church \$ 500

TOTAL INCOME: \$7,794.33

EXPENSES -

Benevolence - Gifts of money to needy people \$800.00

Leadership Development - Classes, courses, seminars to improve the leaders of the church \$600.00

Creative Arts - the Sunday worship team (singers, musicians) \$0

Hospitality-Dinka Sunday school - juice, snacks, Coffee \$1174.19

Outreach - for reaching nonchurch people \$500.00

Stewardship - Costs for checkbook, and bank fees \$0

Celebrate -thanksgivings, Christmas, and New Year \$3559.58

Missions - Money given to missionaries or organizations \$750.00

TOTAL EXPENSES: \$7,383.77

ENDING BALANCE: \$7,294.23



ZUMBRO

LUTHERAN CHURCH

(507) 288-2649 | zumbrolutheran.org
624 Third Ave SW, Rochester, MN 55902