

Zion Lutheran Church Phillipsburg, Kansas

2024 Annual Congregation Report for 2025 Annual Congregation Meeting

January 19, 2025, at 12:30 pm

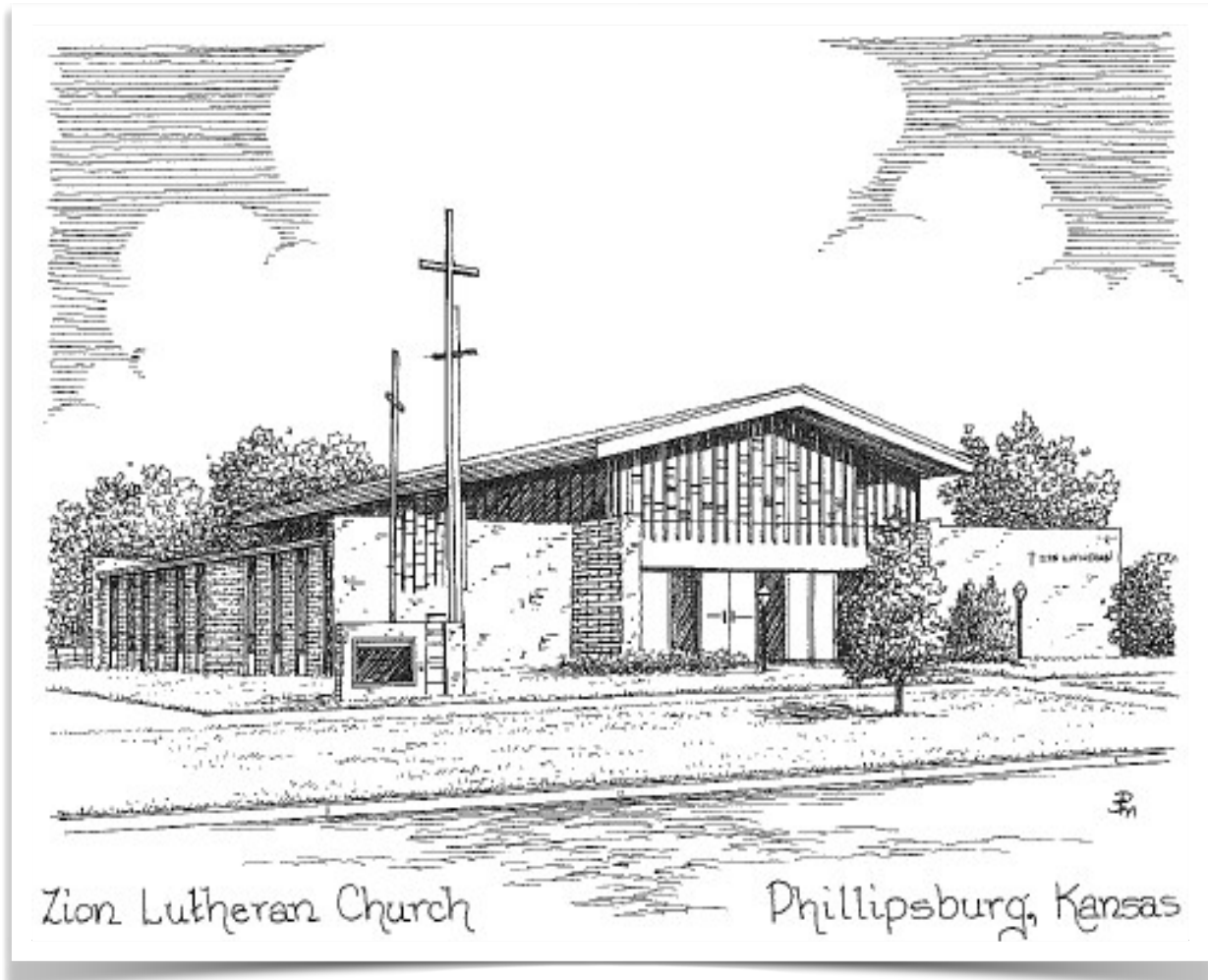


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MISSION STATEMENT
(Revised 10/20/01)

Zion Lutheran Church is a community of faith
where God's grace, shared through Word and Sacrament,
is the foundation of all we do.

Guided by the will of God,
we welcome all people to a positive
and caring environment.

We encourage spiritual, personal and educational growth
to strengthen our faith and commitment to God.

Called by God's grace to serve, we bear witness
to our faith by sharing our resources
with our local and global community.



**2025 Zion Lutheran Church
Annual Congregation Meeting Agenda
January 19, 2025, at 12:30 pm**

- I. Gathering
 - a. Call to Order – President Steven Rust
 - b. Certification of a quorum
 - c. Opening Liturgy
- II. Approval of 2024 Annual Meeting Minutes
- III. Unfinished Business
 - a.
 - b.
- IV. Reports
 - a. Parochial Report
 - b. Report from Presiding Bishop Elizabeth Eaton
 - c. Report from the Congregation Council
 - d. Reports from the Congregation Treasurer
 - i. All Accounts
 - ii. Income Report
 - iii. Now Account Totals
 - e. Educational Ministry Committee Report
 - f. Property Team Report
 - g. Trust Fund Committee Report
 - h. Worship & Music Committee Report
 - i. Affiliated Organizations

- i. Women of the ELCA Report
- ii. WELCA Financial report
- iii. 2024 Actual Expenditures and 2025 Proposed Budget
- iv. 2024 Disciples of the Plains Council Report
- v. 2024 Disciples of the Plains Parish Treasurer Report
- vi. 2025 Disciples of the Plains Parish Budget

V. New Business

- a. Resolution One of Financial Goals – 2025
- b. 2025 Mission Focus
- c. Resolution of thanksgiving for all who served.
- d. Resolution two of remembrance for those who have gone before.
- e. Amendments to Zion Constitution & Bylaws - 2/3 approval needed
 - i. Required constitution amendments per the latest ELCA Model Constitution.
 - ii. Other constitution amendments
 - iii. Amendments to Zion bylaws.
 - iv. Amendments to Zion Continuing Resolutions.

VI. Elections of New Council Members

VII. Closing Prayer

- a. Prayer
- b. Benediction

Zion Lutheran Church

January 21, 2024

2024 Annual Minutes

The Annual Meeting of Zion Lutheran Church was called to order by Council President Steven Rust at 12:27pm on January 21, 2024. A total of 21 members signed the attendance roster, which was certified as a quorum. Pastor Lee led the group in devotions. The minutes from the prior year's meeting were reviewed. Sue Kipp made one correction to change LeAnn Driggs to Leanna Driggs in the old business section. Benny Bennight moved to approve the prior year minutes as corrected. Nathaniel Grote seconded the motion, and it carried.

Pastor Lee presented his annual report, which includes the parochial report. Pastor Lee reminded the congregation that we *are* the church, we don't just go to church. There were no changes in membership in 2023. Pastor Lee reported that his health is improving, and he thanked the congregation for their patience and understanding. Community outreach is an area of strength for Zion, thanks to members' involvement in the food pantry, vacation bible school, and youth events such as confirmation camp and the youth gathering. Prayer is an area that we have improved on. Improvement can still be made in the areas of studying scripture and parish-wide events.

Steven Rust presented the report for the congregational council. He thanked everyone who has contributed to the church in any way.

Dennis Keesee, treasurer, presented the treasurer's report for 2023. He noted that the Luther League account includes some funds from Emmanuel. These are being kept in one account for ELCA Youth Gathering expenses. The congregational council audits all bank accounts, including the Luther League account, monthly. Benny Bennight moved, seconded by Marci Rust, to approve the Pastor's report, the congregational council report, and the treasurer's report. Motion carried.

Committee reports were given for Educational Ministry, Property, Trust Fund, and Worship & Music. The Property Committee could potentially be looking into options for cooling/heating systems in the kitchen and fellowship hall in the next year. Thank you to all who serve on these committees.

Reports were reviewed from the following affiliated organizations: WELCA, Disciples of the Plains (DOTP) Parish Council, DOTP Parish Treasurer and 2024 Budget, Zion 2024 Budget, and Phillips County Ministerial Alliance. On the Zion proposed budget, secretary expense was increased by \$1,440 to cover expenses charged by Emmanuel for using their secretary. Old Business – The Living Lutheran print magazine has been discontinued and transitioned to an online version. The group designated to research new carpet in the sanctuary contacted Kelly Link in January 2023, and he put Zion on his list, but estimated it would be about two years

before he could install carpet. An outlet for the Clavinova will have to be installed prior to carpet installation.

New Business

Karin Patton made a motion to cast a unanimous ballot to elect Christina Driggs and Shellie Lare (second term) as congregational council members. Marci Rust seconded the motion, and it carried.

Dennis Keesee made a motion to elect Doug Zillinger as the at-large representative for Zion on the Parish Council. Andrea Keesee seconded the motion, and it carried.

Nathaniel Grote and Kadence Grote volunteered to represent Zion at the 2024 Synod Assembly, June 6-8 in Olathe. Sue Kipp made a motion to approve them as representatives. Howard King seconded, and the motion carried.

Nathaniel Grote made a motion to approve Resolution No. 1 – Adoption of Proposed Financial Goal. Sue Kipp seconded the motion, and it carried.

Benny Bennight made a motion to adopt the required constitutional amendments per the latest ELCA model constitution. Janet McCall seconded. Motion carried.

Benny Bennight made a motion to adopt other constitutional amendments. Dennis Keesee seconded. Motion carried with a majority vote. These amendments will be voted on again at the 2025 annual meeting and must be approved by a two-thirds majority.

Janet McCall made a motion to adopt the amendments to Zion's bylaws. Andrea Keesee seconded. Motion carried. There are no amendments to Zion's continuing resolutions this year.

Other Business: Benny Bennight suggested the congregational council look into an Errors & Omissions insurance policy to protect the church if a council member, pastor, etc. is sued.

Benny Bennight made a motion to approve Resolution No. 2 – Thanksgiving. Janet McCall seconded. The motion passed unanimously with a round of applause.

Benny Bennight made a motion to adjourn the annual meeting. Nathaniel Grote seconded, and the motion carried. The meeting was adjourned with The Lord's Prayer.

Respectfully submitted,

Christina Dettmer
Acting Secretary

ZION LUTHERAN CHURCH

Phillipsburg, KS

2024 Parochial Report

	BAPTIZED	CONFIRMED
Membership as of 01/01/2024	148	118

Accessions:

Baptisms:

- 4/13/2024 – Kori Faye Wagner 2
- 5/11/2024 – Letti Shields

By Affirmation of Faith / Confirmation: - 2

- 4/14/2024 – Carter Grote
- 4/14/2024 – Jacob Driggs

Discharges:

By Death: <2> <2>

- 1/15/2024 – Jean Dettmer
- 4/30/2024 – Roger Kampfe, II

By Request: <5> <3>

Membership as of 12/31/2024 143 115

Inactive Baptized / Confirmed Members: <52>

TOTAL ELIGIBLE VOTING MEMBERS: 63

QUORUM NEEDED FOR ANNUAL MEETING: 6

Constitution Defined Quorum is 10% of voting members:

First Communion: Hayden Dettmer - 11/3/2024

Marriages: None

MEMBERSHIP TREND

	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u> *	<u>2024</u> ***
Baptized	213	209	211	211	222	219	218	219	220	149	143
Confirmed	175	171	174	175	179	178	179	178	179	118	115

*Membership records were updated and entered into new software.

*** The 2024 data was entered by members who lack experience with the Breeze system. Please note that minor discrepancies may exist.

SUNDAY WORSHIP ATTENDANCE TREND

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u> *	<u>2021</u> *	<u>2022</u>	<u>2023</u>	<u>2024</u> ***
Total Sunday Attendance	2445	2006	2009	1934	1936	960	1409	1454	1320	1040
Average per Sunday	47	40	40	39	39	28	29	31	26	20
% of Baptized Worshiping	22%	19%	19%	18%	18%	13%	13%	14%	17%	14%

*Due to Covid-19, Zion only worshiped in-person for 34 weeks in 2020. These numbers do not include the number of people who participated via streaming.

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2024 Presiding Bishop Eaton Statement

Dear friends in Christ,

All around us, we see signs of God’s love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ’s love. In Psalm 93, we read: “More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore” (4-5).

God’s love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God’s love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church’s ability to share the message of God’s love to people who are longing for it. Through your financial resources, your time volunteering and accompanying others, and your voices, you’ve helped carry this message of God’s majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God’s promises, sure of God’s love and goodness.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

More majestic than the thunders of mighty
waters, more majestic than the waves of
the sea, majestic on high is the Lord!
Your decrees are very sure; holiness
befits your house, O Lord, forevermore.
—Psalm 93:4-5

2024 Congregational Council Report

The Zion Lutheran Church Council met monthly throughout 2024, with a few exceptions. Members included Steven Rust, Shellie Lare, Dennis Kesee, Howard King, Christie Driggs, Nathaniel Grote, and Pastor Lee.

Thank you to all those who serve in our congregation:

To Pastor Lee and Pastor Kathy: We offer our sincere prayers and support. Thank you for your past and future contributions to the success of our congregation.

To Andrea Keesee: We commend you for your continued studies in the Pastoral Ministry Associate Program. Your leadership and ministry have already significantly benefited our church and we are so grateful for your willingness to lead worship.

To Marci Rust, President, and the women of Zion: Thank you for your efforts in organizing events, preparing meals, and engaging in mission work.

To Melvin Grau, Bob Lamp, Jeff Griffey, and Sheila Solida: We appreciate your ongoing commitment to maintaining the church lawn and cemetery.

To Jeff Griffey: Thank you for your service as Chair of the Zion Trust Fund.

To Howard King and all those who assisted him this past year: Thank you for your work in maintaining our church property.

To Jean Ann Wagner: We are grateful for your continued dedication to providing our music.

To altar guild, ushers, lectors, acolytes, media team, and all other volunteers: We appreciate your invaluable contributions.

To Benny Bennight and other volunteers: Thank you for your service at the Phillips County Food Pantry.

To Dennis and Andrea Keesee: Thank you for your dedicated service as janitors.

To Karin Patton and Deena Lamp: Thank you for your diligent work in processing Sunday offerings and statements.

To all members and volunteers: Thank you for your service to our congregation.

Respectfully submitted,

Steven Rust

2024 Zion Lutheran Treasurer's Reports

Dear Members of Zion: At the beginning of 2024, the account balances in the Zion Lutheran Church Accounts were as follows.

Date:	January 1, 2024
General Fund Checking	\$13,866.96
Now Account Checking	\$27,973.19
Zion Trust Fund Checking	\$6,863.54
Luther League	\$10,897.32
Certificate # 40145 HV	\$3,000.00
Certificate #40524 LM	\$7,070.63
Certificate #16078 KL	\$12,424.54
Parsonage Certificate #21124	\$78,167.33
Total:	\$160,263.51

The year-end totals for 2024 are as follows.

Date:	December 31, 2024
General Fund Checking	\$8,632.98
Now Account Checking	\$44,350.97
Zion Trust Fund Checking	\$5,719.47
Luther League	\$1,004.84
Pack 3231	\$2070.11
Certificate # 40145 HV	\$3,000.00
Certificate #40524 LM	\$7,070.63
Certificate #16078 KL	\$12,984.27
Parsonage Certificate #21124	\$84,582.91
Total:	\$169,416.18

Expenditures of \$67,102.76 were distributed from the General Fund Checking account. Of this amount, we had expenditures of \$2522.14 through the pre-paid expense accounts.

Zion Lutheran Church
Phillipsburg, KS
2024 Income Report

Current	\$62,447.00
Lent	\$403.00
Advent	\$100.00
Christmas	\$100.00
Initial	\$59.00
2024 Total Income	\$63,109.00

Notes: We had \$2522.14 of Prepaid Income also run through the general checking account. Zion had a NET revenue \$-5819.02 run through the general checking account. * - I have deposited \$9000 in the NOW Account for excess current to use in 2025 if needed.

2024 Now Account Totals

Zion Lutheran Church - Now Account

Account QuickReport

All Dates

DATE	ACCOUNT	AMOUNT	BALANCE
1028-Undesignated Gifts		\$2,732.52	
1029-Library		\$758.53	
1051-Armstrong Foundation Gift		\$5,145.67	
1081-Special Maintenance		\$1,688.48	
1083-Money Market Interest		\$763.94	
1098-Cemetery Maintenance		\$2,001.35	
1116-Lizzie Miller 40524		\$392.10	
1137-Harold Beckman Memorial		\$1,695.52	
1138-Howard & Marie Vogel		\$3,196.65	
1141-Bob Lamp Sr. Memorial		\$863.00	
1193-Kinter Land Sale		\$2,878.72	
1208 - Thrivent Funds		\$636.74	
1209 - Excess Current		\$9,000.00	
1211 - Andy Zillinger Memorial		\$1,350.00	
1217- Midweek Zion Meal		\$342.75	
1224- Laverne Merklein Memorial		\$1,470.00	
1225 - Burnell Goll Memorial		\$1,850.00	
1226 - Larry Ott Memorial		\$485.00	
1227 - Dettmer Memorial		\$300.00	
1228 - Charitable Gifts		\$6,800.00	
TOTAL		\$44,350.97	

Respectfully submitted,
Dennis Keese, Treasurer

2024 Zion Education Committee

It is my understanding that this committee has previously been overseen solely by Pastor Lee. We welcome volunteers to assist with the 2025 education program.

2024 Highlights:

Carter Grote and Jacob Driggs from Zion confirmed their baptism in 2024.

Eight students began their Old Testament Year in September 2024. Two Zion students, Drayden Simpson and Emerson Grote, are currently in confirmation and will have the opportunity to be confirmed this year.

No confirmation students attended Camp Tomah Shinga in 2024.

ELCA Youth Gathering: Four youth and three adults attended the 2024 ELCA Youth Gathering in New Orleans from July 16th to 20th. Youth from Zion included Kadence Grote, Carter Grote, and Jacob Driggs. Adult leaders from Zion were Nathaniel Grote and Christina Driggs.

Vacation Bible School (VBS): Zion and Emmanuel churches jointly hosted VBS from May 22nd to May 24th, 2024 at Zion. VBS will not be held in 2025.

2025 Plans:

Confirmation classes have resumed with the assistance of Andrea, parents, and volunteers. Volunteers are still needed and encouraged to contact a council member to sign up to assist with leading class.

Confirmation is scheduled for April 27th, with the service led by Pastor Kathy.

Bible Studies and Adult Forums: No studies or forums are currently scheduled. Please share any ideas or requests with a council member.

Children's Education: No plans are currently in place for younger children's educational opportunities.

Daily Lectio: Unless a volunteer leads, there will be no Daily Lectio on the parish-sponsored Facebook page in 2025.

Live streaming: Church services will continue to be live-streamed in 2025 with the support of the Media team.

Respectfully submitted,

Steven Rust

2024 Property Team Report

I must apologize to the congregation for my absence during most of the 2024 year. I don't have a lot to say on behalf of the Property Committee except thank you to those who gave of their time and talents. I can't even acknowledge those who did the work but I know that is was done. The grass is green and mowed and thanks to those who made it happen. No one complained about the cemetery so I assume it was taken care of as in the past by those who always take care of it. I know that Jeff and Ricky blew out the sprinkler system to prepare it for winter. I will forget to mention a lot things that happened because of my absence and I want to personally thank those that made it happen.

A new year is upon us and my health is continuing to improve each and every day. I do know that I have been on a lot of prayer lists and I thank everyone for those prayers. There are plenty of items that need attention around our church home: bell tower, sign, finish painting windows behind the sacristy, two panels on the south side of the church. The carpeting in the chapel is scheduled to be completed in January.

I know that I will forget to mention someone who has donated toward the upkeep of our church home, but it is unintentional.

Sincerely,

Howard D. King

ZION LUTHERAN CHURCH

2024 Trust Fund Report

ZION LUTHERAN CHURCH TRUST FUND 2024 ANNUAL REPORT

Dear Members of Zion,

I am pleased to present to you the 2024 Annual Report for the Zion Lutheran Church Trust Fund. This past year has been a successful one for the trust, and I am grateful to have had the opportunity to serve on the committee alongside Dennis Deschner, Christina Dettmer, and Dennis Keesee, with guidance from Pastor Lee who served as a non-voting member and advisor.

Throughout the year, our committee convened regularly to review grant applications and assess the financial status of the trust. I am delighted to report that the Trust Fund experienced a positive return of +3.05%, a testament to the effective management and investment of assets by First National Bank and Trust, especially in the face of the challenging economic climate.

In terms of financial performance, the Trust Fund had a carryover balance of \$6,797 from 2023 and distributed a substantial \$9,788 in 2024, leaving the Trust Fund with \$16,151 to allocate towards 2024 projects. After accounting for project expenses, the remaining balance of \$5,651 will be carried over to FY 2025.

In 2024, the committee approved the following grants:

- Zion College scholarships (4 students) - \$4,800
 - Lutheran Disaster Response (Hurricane) - \$1,000
 - Oaks Indian Mission (- \$1,000
 - Sanctuary Carpet (\$3,200)
 - Phillips County Food Bank - \$1,000
- Total: \$11,000

We are proud to have been able to support these worthy causes and extend our sincere thanks to the members of Zion for their continued support.

Looking ahead, we remain committed to our mission of stewardship and service, and we are optimistic about the future of the Trust Fund. I would like to express my gratitude to everyone involved in making the past year a success and look forward to another year of meaningful contributions and positive impact.

Sincerely,
Jeff Griffey

2024 Worship and Music Committee Report

Zion's Worship and Music Committee members are Jean Ann Wagner, Shellie Lare, Marci Rust, Janet McCall, Andrea Keese, and Pastor Lee. The committee meets to choose the hymns for each Sunday and to evaluate different liturgies.

Our worship services are enriched with the music provided by Jean Ann Wagner and we would like to thank her for sharing her musical gifts with us. We would also like to thank those who have provided special music this past year.

We continue to stream our worship services. We know that some of our shut-in members rely on this ministry.

We continue to have joint services with Emmanuel on the 5th Sunday of the month, alternating locations.

The parish held their Mission Festival service at Emmanuel with Bishop Susan Candea joining us. Disciples of the Plains Lutheran Ministry celebrated its 10th anniversary that day as well.

Thank you to all who have contributed to the worship life at Zion.

Respectfully submitted,

Marci Rust

ZION LUTHERAN CHURCH 2024 WELCA Report

The women of Zion met in the spring to discuss Lutheran World Relief projects. It was decided that we would once again work to assemble baby layette, personal health, and school kits. Many items were donated and others purchased with funds provided by the 2023 fall fundraiser. We assembled 50 school kits, 15 baby layettes, and 16 personal health kits. This year the kits were picked up and transported to Hays by members of American Lutheran.

We donated a \$200 assorted box of pork and beef to be auctioned at the annual hospice fundraiser which was auctioned for \$300.

Our fall fundraiser held on November 10th was a great success! The menu for our drive-thru dinner included pulled pork sandwiches, baked beans, party potatoes, and cookies. We want to thank the youth who ran the dinners from the kitchen to the waiting cars and the men who directed traffic. We couldn't have done it without you!

In December we met after worship service to make decisions about our Christmas gifts. We gave to Oaks Indian Mission, Phillips County Food Pantry, Lutheran World Relief, and Pastor Lee.

Marci Rust, President

2024 WELCA Financial Report

January 1, 2024 - December 31, 2024

Checking Account

Beginning Balance:		\$658.12
Deposits:	“Thank you” Deposits	\$300.00
	LWR Gifts	\$250.00
	Fall Fundraiser	\$1,500.00
	Total Deposits:	\$2,050.00
Disbursements:	Funeral Fund	\$120.50
	Confirmation Cakes	\$52.73
	Check and deposit slip order from FNB	\$58.85
	LWR Kit Items	\$319.86
	Hospice Meat Donation	\$200.00
	Oaks Indian Mission	\$200.00
	Gifts to Others	\$400.00
	LWR Donation	\$500.00
	Total Disbursements:	\$1,851.94
Balance as of 12/31/24		\$856.18

Savings Account

Beginning Balance:		\$1,594.79
Deposits:	Interest	\$1.20
	Total Deposits:	\$1.20
Disbursements:	None	0.00
	Total Disbursements:	0.00
Balance as of 12/31/24		\$1,595.99

Submitted by Ceshalyn Rust

2025 Zion Lutheran Church Annual Elections

CURRENT PARISH / CONGREGATION COUNCIL MEMBERS

- President Steven Rust: Elected 2022 (Completed 2nd Term)
- Vice President Nathaniel Grote: Elected 2023 (2nd Term)
- Secretary Shellie Lare: Elected 2021 (2nd Term)
- Treasurer Dennis Keese: Elected 2022 (Completed 1st Term)
- Howard King: Elected 2023 (2nd Term)
- Christi Driggs: Elected 2024 (1st Term)
- Parish Council Representative At Large: Doug Zillinger: Elected 2022 (2nd term - two year terms)
- Mutual Ministry Committee: Andrea Keese & Tamra Griffey (Ongoing terms)

POSITIONS THAT NEED TO BE FILLED

I. Zion Council Position:

- a. Steven Rust
- b.
- c.

II. Zion Council Position:

- a. Dennis Keese (incumbent)
- b.
- c.

2024 Actual Expenditures and 2025 Proposed Budget

	2024 Budget	2024 Actual	2025 Budget
CHURCH & HOME			
5551-Church Water	\$1,050.00	\$994.05	\$1,050.00
5552-Telephone	\$550.00	\$526.88	\$550.00
5553-Church Gas	\$2,000.00	\$1,181.00	\$1,500.00
5554-Church Electric	\$1,800.00	\$1,717.05	\$1,800.00
5555-Custodian	\$5,700.00	\$5,300.00	\$5,700.00
5556-Custodial Supplies	\$300.00	\$231.64	\$300.00
5557-Church Insurance	\$5,100.00	\$5,792.25	\$6,500.00
5567-Church Pest Control	\$800.00	\$720.00	\$800.00
5558-Church Maintenance	\$500.00	\$273.60	\$500.00
5568-Internet	\$863.40	\$978.95	\$900.00
5569-Website	\$205.00	\$192.00	\$205.00
5570-Lawn	\$-00	\$411.25	\$750.00
5571-Surveillance	\$-00	\$1,218.00	\$1,218.00
<u>CHURCH TOTAL</u>	<u>\$18,868.40</u>	<u>\$19,536.67</u>	<u>\$21,773.00</u>
CONGREGATIONAL LIFE			
5231-Lutheran Publications	\$300.00	\$230.40	\$300.00
5234-Congregational Life	\$100.00	\$119.81	\$100.00
5275-Fellowship Meals	\$100.00	\$-00	\$100.00
<u>CONGREGATIONAL LIFE TOTAL</u>	<u>\$500.00</u>	<u>\$350.21</u>	<u>\$500.00</u>
MISC EXPENSES			
5331-Synod Assembly Expense	\$750.00	\$818.88	\$825.00
5332-Synod Assembly Offering	\$75.00	\$75.00	\$75.00
5335-Safety Deposit Box Rent	\$12.50	\$12.50	\$12.50
5337-Miscellaneous Expense	\$100.00	\$190.93	\$100.00
<u>MISC EXPENSES TOTAL</u>	<u>\$937.50</u>	<u>\$1,097.31</u>	<u>\$1,012.50</u>
OFFICE EXPENSE			
5251-Secretary	\$1,440.00	\$1,514.60	\$750.00
5252-Office Equip Purchase	\$100.00	\$-00	\$100.00
5253-Office Supplies	\$1,000.00	\$659.44	\$750.00
5254-Postage	\$100.00	\$81.60	\$100.00
5255-Computer Software	\$-00	\$220.00	\$420.00
5256- Maintenance (Copier)	\$500.00	\$983.88	\$500.00
<u>OFFICE EXPENSE TOTAL</u>	<u>\$3,140.00</u>	<u>\$3,459.52</u>	<u>\$2,620.00</u>
OUR MISSION TO OTHERS			
5276- Compassion International	\$516.00	\$516.00	\$516.00

5011-Central States Benevolence	\$8,100.00	\$4,829.28	\$8,100.00
5237-Emergency Outreach	\$500.00	\$242.00	\$500.00
5236-Missions & Memberships	\$200.00	\$-00	\$200.00
<u>OUR MISSION TO OTHERS TOTAL</u>	<u>\$9,316.00</u>	<u>\$5,587.28</u>	<u>\$9,316.00</u>
PARISH EDUCATION			
5272-Vacation Bible School	\$300.00	\$221.32	\$300.00
5273-Confirmation & First Communion	\$350.00	\$167.95	\$250.00
5274-Adult Education	\$200.00	\$70.62	\$200.00
<u>PARISH EDUCATION TOTAL</u>	<u>\$850.00</u>	<u>\$459.89</u>	<u>\$750.00</u>
STEWARDSHIP			
5311-Offering Envelopes	\$135.00	\$145.38	\$150.00
5312 - Membership Software	\$924.00	\$360.00	\$432.00
<u>STEWARDSHIP TOTAL</u>	<u>\$1,059.00</u>	<u>\$505.38</u>	<u>\$582.00</u>
WORSHIP AND MUSIC			
5210-Worship Materials	\$500.00	\$66.79	\$500.00
5212-Festival & Religious Occasions	\$100.00	\$92.85	\$100.00
5214-Piano And Organ Maint.	\$300.00	\$0.00	\$300.00
5215- Organist	\$650.00	\$650.00	\$650.00
<u>WORSHIP AND MUSIC TOTAL</u>	<u>\$1,550.00</u>	<u>\$809.64</u>	<u>\$1,550.00</u>
DISCIPLES OF THE PLAINS			
5000- Disciples of the Plains	\$37,122.12	\$37,122.12	\$36,057.60
<u>DISCIPLES OF THE PLAINS TOTAL</u>	<u>\$37,122.12</u>	<u>\$37,122.12</u>	<u>\$36,057.60</u>
Total Expenses	\$73,343.02	\$68,928.02	\$74,161.10

2024 Disciples of the Plains Parish Council Report

As the parish council conducted our business in 2024, we have attempted to make decisions which will serve this parish over the long term. Unfortunately, much of our discussions this year have had to be focused on the short term, specifically related to our finances and our pastoral staff.

With the beginning of 2025, we hold Pastor Lee in our prayers, as he continues to search for solutions for his healthcare concerns. At the same time, we want to keep Pastor Kathy in our prayers as she continues to provide pastoral leadership to the parish, while caring for and being concerned for her husband.

It is of the utmost importance that as the Parish Council moves toward solutions to our current concerns, we maintain all of the necessary lines of communication needed to keep all of our individual congregation members informed. It is one of the Parish Council's highest duties, to make sure all of our congregations and their members are all on the same page as we search for these solutions.

Last year, we celebrated our 10 year anniversary as an organization. It will be the goal of the Disciples of the Plains Parish Council to work toward the next 10 years succeeding as did the first 10 years!

In Christ

John Terrill

2024 Disciples of the Plains Parish Treasurer Report

Beginning Balance **\$ 10,512.74**

Income

American	\$ 48,287.88
Emmanuel	\$ 46,348.44
St. John	\$ 56,535.12
Zion	\$ 37,122.12
Other Income	\$ 1,118.30

Total **\$ 189,411.86**

Expenses

Pastor Lee Salary	\$ 45,290.32
Pastor Kathy Salary	\$ 38,833.44
FICA	\$ 8,780.40
Pension	\$ 16,263.12
Pretax Pension	\$ 4,525.28
Health Insurance	\$ 43,219.39
FSA (Flexible Spending Acct.)	\$ 6,100.00
Life Insurance	\$ 522.72
Other Medical (Vision)	\$ 198.72
Mileage	\$ 15,790.76
Phone	\$ 960.00
Insurance	\$ 1,729.00
Utilities	\$ 3,899.72
Continuing Ed	\$ 2,705.65
General Op.	\$ 3,375.37
Mission Festival Offering	\$ 790.00
Synod Assembly	\$ 818.95
Bishop Convocation	\$ 400.00
Pulpit Supply	\$ 2,170.00
Youth Events	\$ -

Total **\$ 196,372.84**

Ending Balance **\$ 3,551.76**

Note: Other income consists of a \$328.30 reimbursement from St. John, and American's portion of the Mission Festival offering of \$790.00.

2025 Disciples of the Plains Proposed Budget

To figure monthly payment: Half of the total budget is shared equally, and the other half is figured based on the percentage of total attendance

	Pastor Lee	Pastor Kathy	Total
Pastor Salary	\$ 50,054.00	\$ 45,416.00	\$ 95,470.00
FICA	\$ 4,581.06	\$ 4,199.11	\$ 8,780.17
Pension	\$ 8,523.12	\$ 7,740.00	\$ 16,263.12
Health	\$ 17,941.20	\$ 18,672.72	\$ 36,613.92
Continuing Ed	\$ 1,600.00	\$ 1,600.00	\$ 3,200.00
Phone	\$ 480.00	\$ 480.00	\$ 960.00
Utilities			\$ 4,800.00
Mileage			\$ 16,000.00
Synod Assembly			\$ 1,000.00
Bishop Convocation			\$ 1,000.00
Pulpit Supply			\$ 2,000.00
Insurance			\$ 1,800.00
Youth Events			\$ 400.00
Gen. Operations			\$ 3,000.00
Total			\$ 191,287.21
1/2 of total			\$ 95,643.61

	American	Emmanuel	St. John	Zion	Total
Avg. attendance	49	46	70	24	189
% of total attend.	25.93%	24.34%	37.03%	12.70%	

	American	Emmanuel	St. John	Zion
Monthly Pmt	\$ 4,059.27	\$ 3,932.55	\$ 4,943.98	\$ 3,004.80

To figure monthly payment: Half of the total budget is shared equally, and the other half is figured based on the percentage of total attendance.

Resolution No. 1 - Adoption of Proposed Financial Goal

Whereas, the proposed financial goal for Zion Lutheran Church for 2025 has been assembled by the Congregational Council, taking into account all the pertinent and available data and information, and

Whereas, the proposed financial goal for 2025 is an accurate representation of the funds deemed necessary to adequately carry out the mission of Zion Evangelical Lutheran Church outside our walls and to provide for the care and upkeep for the buildings and grounds of the congregation during the coming year, and

Whereas, the proposed financial goal has been made available to the membership of Zion Evangelical Lutheran Church for review and study through publication in the 2025 Annual Report booklet; therefore,

Be It Resolved, that the voting membership of Zion Evangelical Lutheran Church, assembled in the regular Annual Meeting on January 19, 2025, adopts the proposed financial goal for 2025 as printed or with properly added amendments as to be noted and published in the minutes of this meeting.

Resolution No. 2 - Thanksgiving

Whereas, so many members and friends of Zion Evangelical Lutheran Church, Phillipsburg, Kansas have labored with great dedication to fulfill the mission and ministry of this congregation during the past year by serving in many capacities, and

Whereas, Steven Rust has faithfully completed two three year terms on the Congregational Council, and Dennis Keesee has faithfully completed one three-year term on the Congregational Council.

Be It Resolved, that we give all those who have served in any capacity a tremendous vote of thanks and gratefully acknowledge that every contribution of time, talent, or treasure, whether large or small, is important to the life of this congregation, and

Be It Further Resolved, that those forgotten be assured that this seeming neglect is unintentional. Although human eyes and memories are imperfect, God knows the service you have rendered in God's name and will bless your efforts on behalf of the Kingdom of God.

"And whatever you do in word or deed,
do it all in the name of the Lord Jesus,
giving thanks to God the Father through Him"
Colossians 3:17