

ZION LUTHERAN CHURCH
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February 7, 2021

A G E N D A

- I. Call to Order
- II. Prayer
- III. Reading of the Minutes
- IV. Reports [See Table of Contents]
- V. Old Business
- VI. New Business
- VII. Adjournment

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Pastor Tina Mackie's Report

2020 In Review

Report from the Pastor 2020

I joined Zion in August as an interim pastor to help you in your journey toward finding a new pastor. What a crazy time to join Zion! There were significant changes in staff and of course there is COVID-19. I have gotten to know some of you through phone calls, zoom meetings, those who worship in person, and just seeing you around the church. I look forward to a time when I can look out on a full congregation!

Zion's Staff

There were several changes in personnel:

Pastor Paul Townsend retired at the end of June after eleven years of service. It was difficult for Zion and for Paul as a goodbye gathering couldn't happen because of COVID. I started as the interim pastor on August 3, 2020.

George Herbert, organist and music director, retired on June 30. Lori Hoshaw stated as the organist and music director on July 1.

For a period at the beginning of 2020 the Church Administrator position was vacant, and Pastor Paul took on the essential work. Later this position was covered on a temporary basis by Diane Sakal and Amy Kirk. Thank you both for your hours of work and your commitment to Zion. Caroline Joseph started as the Church Administrator on November 16.

Dan Bauman, Jack Florio, and Shawn Rogers continued to serve the congregation above and beyond the call of duty.

COVID-19

Of course, our biggest challenge in 2020 was the pandemic.

Thorough Safety procedures were developed, social distancing markers were added throughout the building, and cleaning protocols were established. Thank you to everyone who helped make this happen and in a timely fashion. These procedures meant that much of the ministries could continue but in new and creative ways.

Zion School quickly put into place a protocol for cleaning the school, procedures for how the classroom could continue and keep the children safe and procedures for shutting the school down as necessary. The school kept our staff and children safe and continued to operate through much of this difficult time. The school is critical for the families they serve. Dawn Platchek and staff have done an amazing job in exceedingly difficult times. Thank you!

New systems for communicating were quickly put into place. Zoom is used extensively for meetings. Worship started using zoom for the Sunday morning services which has some advantages but also several disadvantages. Tony Mandick put together a remarkable system that allows Zion to stream our worship services. Tony has been critical to the technical upgrades that were done at Zion. Thank you Tony for serving countless hours and providing a solid strategy for our technology ministry.

Leadership. Thank you to those who have served as leaders in conditions they could not have anticipated when they said “yes” they would serve. We finished the year with the following Council officers: President Paul Condrack; Vice President Shawn Rogers; Secretary Mindy Swartley, Treasurer Diane Sakal. Jack Florio served as Financial Secretary and tech support for the office.

Christian Education continued their ministries in creative ways; please see the Christian Education report for more detail. Thank you Shawn and her incredible group of volunteers!

Likewise, Social Ministry continued many of their ministries, again see the Social Ministry report for more information. Thank you Susan Davis!

And thank you Steve Moore and Dan Bauman and the Property team who keep Zion’s facilities in exceptional shape. Ron Hoinowski and the Music and Worship Team have creatively met the challenges COVID brought. Thank you!

Mindy Swartley has been researching stewardship strategies and has begun a new approach to stewardship. Thank you!

Thank you Jane Detwiler for leading the Welcoming team. Given all the new development in the area, this team will be critical to the growth and well-being of Zion. The tasks of this ministry are expanding, and we need leadership and workers. Please consider stepping up to serve.

On Founders Day the **Richard G. Nelson Service Award** was given to Susan Nelson David. I hope that you have weathered these last 10 months well. It has been a trying time for all. I am available should you need to talk. We also have a Zion emergency fund if you need help.

I look forward to seeing you soon.

Grace and Peace,
Pastor Tina Mackie

Statistics of 2020

Annual Data		
	Active members 2019	288
	Active members 2020	283
Pastoral Acts 2020		
Baptisms- 2		
	<i>Name</i>	<i>Parents</i>
1	Jackson Ronald Bean	Thomas Bean Jr & Jessica Clark-Bean
2	Avery Lorraine Johnson	Andrew & Kerri Johnson
Deaths - 7 Members		
1	Shaner, Don	
2	Emrey, Gladys	
3	Donohue, Donald	
4	Vammen, Gladys	
5	Potopa, Grace	
6	Brickhart, Christian	
7	Emswiler, Virgil C	
1st Communion -4		Confirmations -2
1	Delaney Bauman	Andrew Ballard
2	Steve Batten	Christopher Kirk
3	Patrick PJ Dolan	
4	Zander Cummins	

Attendance

Average weekly in person – 24 persons

Average weekly online – 116 views

Christmas online service (prerecorded)- 451 views

Based on records/council reports available from July 2020 to December 2020.

Financial Report for 2020
Zion Lutheran Church - Income

		Income Totals
Funds Obtained from Offerings and Other Sources – 1/1/2020 through 12/31/2020:		
Member's Envelopes:		
Current	\$132,117.00	
Benevolence	\$7,771.50	
Improvement	<u>\$9,184.50</u>	\$149,073.00
Plate Offerings (Members & Visitors)		\$950.50
Youth Activities:		
SCS-1st Sunday/month	\$5.00	
Sunday School Offerings	\$24.14	
Vacation Bible School - Project	\$284.29	
Youth Trip - ELCA	\$87.00	
Youth Trip - Harvey Cedars	\$0.00	
Youth Trip - Other	\$0.00	
Youth Ministry	<u>\$560.00</u>	\$960.43
Change-4-Change Contributions		\$480.00
Altar Flower Sponsors		\$565.97
Bulletin Sponsors		\$270.00
Lenten Folder Contributions		\$505.00
Spring Ford Pantry Contributions		\$695.00
Use of Facilities:		
Fellowship Hall Rental Income	\$1,555.00	
Parsonage Rental	\$18,600.00	
Zion School Contribution	<u>\$35,750.00</u>	\$55,905.00
Interest/Dividend Income:		
Income/Dividends from Other Investments	\$6,228.79	
Winters Mission Investment Income	<u>\$101.26</u>	\$6,330.05
Memorial Fund Contributions:		
Bickhart, Tina	\$100.00	
Donohue, Donald	\$925.00	
Emery, Gladys	\$50.00	
Popota, Grace	\$150.00	
Shaner Sr., Donald H.	\$200.00	
Vammen, Gladys	<u>\$100.00</u>	\$1,525.00
Bequest Funds		\$20,000.00
Non-Budgeted Benevolence		\$150.00
 <i>Miscellaneous Contributions and Income :</i>		
Considered as Current for Financial Reports:		
Cat's Meow	\$20.00	
Christ in Our Home	\$130.00	
InFaith Community (Bean Foundation)	\$2,000.00	
Pastor Delaware Service	<u>\$230.00</u>	\$2,380.00
Considered as Benevolence for Financial Reports:		
Interest/Dividends (20%)	\$1,557.20	
Adopt-A-Family	\$108.00	
American Heart Association	\$100.00	
CROP Walk	\$135.00	
Epilepsy Foundation	\$50.00	
Lenten Project	\$222.30	
Meals on Wheels	\$550.00	
Souper Bowl	\$242.80	
St. Mary's Shelter	\$800.00	
Zion Emergency Fund	<u>\$200.00</u>	\$3,965.30

		Income Totals
Capital Campaign:		\$14,244.00
Paycheck Protection Program		\$50,000.00
Flow-Through Account:		
Cemetery Paving	<u>\$2,215.00</u>	\$2,215.00
Reimbursement of Non-Church Expenses:		
Insurance (School)	\$998.72	
Synod Assembly Fees - Refund	<u>\$690.00</u>	\$1,688.72
	Total 2020 Gross Receipts	\$311,902.97
Bank Funds (Phoenixville Federal Bank) – 1/1/2020 to 12/31/2020		
Electronic Giving Fees		(\$1,147.34)
Other Funds credited or Fees charged to checking account		\$0.00
Total to balance with Treasurer		\$310,755.63
	<u>Total 2020 Net Receipts</u>	\$310,755.63

The COVID-19 pandemic and its unprecedented impact on many of us both personally and financially has also led to financial challenges for Zion as well. We moved quickly to virtual Sunday worship services in early 2020 and periods of limited in-person attendance throughout the remainder of the year. Overall, this resulted in our yearly income being lower than expected. However, it was offset by lower expenses during this period as well due to the limited use of the church and associated services. The net impact on our finances was surprisingly better than originally feared during the first half of 2020 as we ended the year at a lower deficit number than what was approved in our 2020 budget.

Total Net Receipts for 2020 exceeded our planned budget amount of \$249,620 representing a 24% increase. However, this was mostly due to non-budgeted contributions to our Capital Campaign fund and Bequest fund. It also included \$50,000 that we received from the SBA's Paycheck Protection Program which was recorded as income upon receipt, but is really a liability (i.e. loan) until loan forgiveness can be approved (pending process for 2021).

The Current Fund, which is used to run the daily operations of our church (e.g. payroll, benefits, insurance, utilities, etc.), ended the year with a \$28,417 deficit. This was \$11,345 lower than the \$39,762 deficit that was projected for the Current Fund and reflects the strong support from our congregation during the year given the unusual circumstances. Envelope contributions within the Current Fund were \$10,755 lower than last year and \$9,883 lower than budgeted. Envelope income for Benevolence decreased YoY by \$6,269 and for Improvement decreased YoY by \$3,777. Additionally, Plate contributions also decreased YoY by \$3,525.

Our church congregation also continued to provide strong support for various benevolence initiatives such as CROP Walk, Lenten Project, Adopt-A-Family, Meals on Wheels, St. Mary's Shelter, Epilepsy Foundation and American Heart Association. This continues to greatly reflect our continued passion and faith as Lutherans to help others in need both broadly and in our local communities. Separately, contributions to the Capital Campaign totaled \$12,244 as this campaign came to an end in 2020.

Looking forward to 2021, it is anticipated that the first half of 2021 will still be impacted due to ongoing COVID-19 restrictions, but we are hopeful that conditions will continue to improve. Please help keep Zion strong by finding new ways to participate, volunteer, and provide financial support to our church during these challenging times and throughout the year. We continue to focus on reducing costs and improving our overall financial position as we continue to look at the future growth of our congregation together. I gratefully thank you for your ongoing support and commitment to Zion.

Jack Florio
Financial Secretary

Zion Lutheran Church
2020 Budget vs. Actuals
(as of 12/31/2020)

INCOME SUMMARY	2020 Budget	2020 Actuals	YTD Budget %	Curr Month Actuals	Curr Month Budget %
PLATE OFFERINGS	\$ 4,800.00	\$ 748.50	16%	\$ 52.00	1%
ENVELOPES	\$ 142,000.00	\$ 132,117.00	93%	\$ 16,389.00	12%
ZION LUTHERAN SCHOOL	\$ 33,300.00	\$ 35,750.00	107%	\$ 2,750.00	8%
PARSONAGE RENT	\$ 18,600.00	\$ 18,600.00	100%	\$ 1,550.00	8%
USE OF BUILDING	\$ 2,500.00	\$ 1,555.00	62%	\$ 100.00	4%
INTEREST/DIVIDENDS	\$ 7,700.00	\$ 6,228.79	81%	\$ 37.94	0%
REPAYS	\$ 8,200.00	\$ 1,688.72	21%	\$ -	0%
FLOWERS / BULLETINS	\$ 3,120.00	\$ 835.97	27%	\$ 140.00	4%
SCS / VCS	\$ 600.00	\$ 308.43	51%	\$ -	0%
FUND RAISING	\$ -	\$ -	0%	\$ -	0%
MISCELLANEOUS INCOME	\$ 2,500.00	\$ 1,792.66	72%	\$ (63.43)	-3%
TOTAL CURRENT FUND	\$ 223,320.00	\$ 199,625.07	89%	\$ 20,955.51	9%
TOTAL BENEVOLENCE FUND	\$ 14,600.00	\$ 10,735.70	74%	\$ 827.49	6%
TOTAL MISCELLANEOUS	\$ 500.00	\$ 90,730.36	18146%	\$ 20,625.30	4125%
TOTAL PROPERTY / IMPROVEMENT	\$ 10,500.00	\$ 9,184.50	87%	\$ 1,744.00	17%
TOTAL CHANGE-4-CHANGE	\$ 700.00	\$ 480.00	69%	\$ 40.00	6%
TOTAL INCOME	\$ 249,620.00	\$ 310,755.63	124%	\$ 44,192.30	18%
EXPENSE SUMMARY					
MINISTRY	\$ 165,987.00	\$ 154,137.64	93%	\$ 14,858.04	9%
MUSIC & WORSHIP	\$ 4,645.00	\$ 3,217.55	69%	\$ -	0%
STEWARDSHIP	\$ 425.00	\$ 359.09	84%	\$ -	0%
PROPERTY	\$ 73,175.00	\$ 55,258.61	76%	\$ 3,302.22	5%
ADMINISTRATION	\$ 11,450.00	\$ 13,150.88	115%	\$ 509.98	4%
EDUCATION	\$ 5,400.00	\$ 1,291.35	24%	\$ -	0%
OTHER COMMITTEES	\$ 2,000.00	\$ 627.38	31%	\$ -	0%
TOTAL CURRENT FUND	\$ 263,082.00	\$ 228,042.50	87%	\$ 18,670.24	7%
TOTAL BENEVOLENCE	\$ 14,600.00	\$ 11,263.91	77%	\$ 958.68	7%
TOTAL MISCELLANEOUS	\$ 500.00	\$ 32,813.09	6563%	\$ 2,600.00	520%
TOTAL PROPERTY / IMPROVEMENT	\$ 10,500.00	\$ 8,000.31	76%	\$ 232.50	2%
TOTAL CHANGE-4-CHANGE	\$ 700.00	\$ -	0%	\$ -	0%
TOTAL EXPENSES	\$ 289,382.00	\$ 280,119.81	97%	\$ 22,461.42	8%

NOTES:

1. Plate offerings ended the year significantly lower than expected at 16% of budget mainly due to the limited number of onsite service attendees for most of 2020.
2. YTD envelope offerings were lower than budget expectations at EOY at 93% of initial budget as was building use at 62%.
3. Property/Improvement income was 87% of budget, but expenses were only 76% of budget so we ended ahead for the year.
4. At EOY, 71% of planned 2020 Current Fund Deficit was realized which closed the planned budget gap by 29%.

-\$39,762 = 2020 Planned Current Fund Deficit
71% = Current Fund YTD Deficit - Percent of Plan
-\$28,417 = Current Fund YTD - Amount

-\$39,762 = 2020 Planned Overall Budget Deficit
0% = Overall YTD Deficit - Percent of Plan
\$30,636 = Overall YTD - Amount

8.3% = Approximate 1 Month Percentage of Year
100.0% = Budget Year Completed To Date

**Statement of Income and Expenses
Zion Lutheran Church
December 2020**

	Begin Balance 12/1/2020		December Income		December Expenses		Ending Balance 12/31/2020
PFS Checking	\$ 121,200.07	\$	44,192.30	\$	22,461.42	\$	142,930.95
Money Market	\$ 4,148.68	\$	-	\$	-	\$	4,148.68
ELCA MIF CDs (3)	\$ 163,943.12	\$	-	\$	-	\$	163,943.12
Total Funds	\$ 289,291.87	\$	44,192.30	\$	22,461.42	\$	311,022.75
Current	\$ (30,702.70)	\$	20,955.51	\$	18,670.24	\$	(28,417.43)
Benevolence	\$ 958.68	\$	777.49	\$	958.68	\$	777.49
Improvement	\$ (3,456.37)	\$	1,744.00	\$	232.50	\$	(1,944.87)
Adopt-A-Family	\$ 812.68	\$	-	\$	600.00	\$	212.68
American Heart Assoc.	\$ -	\$	100.00	\$	-	\$	100.00
Bequest	\$ 103,552.24	\$	20,000.00	\$	2,000.00	\$	121,552.24
Camp Scholarship	\$ 819.34	\$	-	\$	-	\$	819.34
Capital Campaign	\$ 69,881.74	\$	380.00	\$	-	\$	70,261.74
Change-4-Change	\$ 3,351.15	\$	40.00	\$	-	\$	3,391.15
Confirmation Project	\$ 230.00	\$	-	\$	-	\$	230.00
ELCA Conferences	\$ 175.00	\$	-	\$	-	\$	175.00
Epilepsy Foundation	\$ 50.00	\$	-	\$	-	\$	50.00
Lenten Project	\$ 222.30	\$	-	\$	-	\$	222.30
Meals on Wheels	\$ 250.00	\$	-	\$	-	\$	250.00
Memorials	\$ 33,716.14	\$	-	\$	-	\$	33,716.14
Non-Budget Benev	\$ 3,475.00	\$	-	\$	-	\$	3,475.00
Old Organ	\$ 9,552.00	\$	-	\$	-	\$	9,552.00
Parsonage Escrow	\$ 1,350.00	\$	-	\$	-	\$	1,350.00
Paycheck Protection Program	\$ 50,000.00	\$	-	\$	-	\$	50,000.00
Project Promise	\$ 105.00	\$	-	\$	-	\$	105.00
Soles-4-Souls	\$ 35.00	\$	-	\$	-	\$	35.00
Souper Bowl	\$ -	\$	-	\$	-	\$	-
Spring Ford Project Outreach	\$ 100.00	\$	50.00	\$	-	\$	150.00
St. Mary's Shelter	\$ 300.00	\$	-	\$	-	\$	300.00
VBS Project	\$ 600.00	\$	-	\$	-	\$	600.00
WinSchol-Interest	\$ 330.20	\$	-	\$	-	\$	330.20
WinSchol-PVT	\$ -	\$	-	\$	-	\$	-
Winters Mission	\$ 1,621.13	\$	8.30	\$	-	\$	1,629.43
Youth Fund (BSA)	\$ 7,170.66	\$	-	\$	-	\$	7,170.66
Youth Trip - ELCA	\$ 1,149.00	\$	87.00	\$	-	\$	1,236.00
Youth Trip - Other	\$ 120.88	\$	-	\$	-	\$	120.88
Zion Emergency Fund	\$ 12,253.25	\$	-	\$	-	\$	12,253.25
Total Allocated	\$ 268,022.32	\$	44,142.30	\$	22,461.42	\$	289,703.20
Flow-Through	\$ 150.00	\$	50.00	\$	-	\$	200.00
Reserve	\$ 21,119.55	\$	-	\$	-	\$	21,119.55

Notes:

1. The Current Fund deficit decreased by \$2,285 ending the month and year with a \$28,417 deficit. Finance Committee will recommend to Council how to zero this deficit out as we enter fiscal 2021.
2. The largest Current Fund monthly expenses other than payroll were Heating Oil (\$1,253), Electric (\$456), Septic Timer (\$455) and Annual Septic Maint. Contract (\$400).
3. Improvement Fund deficit decreased by \$1,512 ending the month with a \$1,945 deficit which will carry into fiscal 2021.
4. The Capital Campaign Fund had contributions of \$380.
5. Adopt-A-Family expense was for gifts being purchased for adopted families for the holidays.
6. Bequest of \$20,000 was received from the estate of Don Donohue. A portion of the funds have been desinated to replace the glass wind breaker outside the church front doors. A deposit of \$2,000 has been issued to the vendor who will be doing the work.

Completed by Jack Florio

Zion Lutheran Church Asset Portfolio - 2020 Year End

Cash Holdings	Duration	% Rate	Principal
ELCA Mission CD	12/19 - 12/21	2.13	\$85,586.51
ELCA Mission CD	1/20 - 1/22	2.13	\$47,352.96
ELCA Mission CD	4/20 - 4/21	1.39	\$32,364.22
Phoenixville Federal		0.10	\$148,648.62
Oppenheimer Money Market		0.10	\$4,177.07
		Total:	\$318,129.38
Winters Scholarship			
ELCA Mission CD	10/20 - 10/21	1.00	\$26,641.62
Pvt contributions to principal	-	-	-

Stock Holdings	# Shares	Value Per Share	\$ Value EOY 2020
BP	787	20.52	\$16,149.24
Lumen Technologies	33	9.75	\$321.75
Exelon	164	42.22	\$6,924.08
PNC	966	149.00	\$143,934.00
PPL	1,164	28.20	\$32,824.80
Wells Fargo (Winters Mission)	83	30.18	\$2,504.94
			\$202,658.81

Although not considered actual assets, the church does also have a couple of perpetual insurance policies to provide some assistance in the event of a disaster. The maximum benefit amount for these policies has been listed below for informational purposes only.

Insurance			Max. Benefit
Perpetual Ins - Property			\$25,000.00
Perpetual Ins - Fire			\$37,500.00

FINANCE COMMITTEE

The Finance Committee met monthly throughout 2020 discussing the church finances and reviewing our monthly financial reports. Obviously, this was quite a different year with the COVID-19 pandemic being the focus for much of the year and worship services being conducted virtually or with limited attendance. This did have an impact on our financial position throughout the year, but overall, there was strong support from much of the congregation.

There were other changes going on throughout the year involving retirements, new hires, and some ongoing church repairs. These all had an impact on our finances in some way both positively and negatively and needed to be tracked much closer this year than in prior years. The Finance Committee was able to follow the church finances and trends on a monthly basis prior to updates being reported to Council each month. The committee also spent several weeks in the Fall preparing the 2021 budget plan.

Earlier in the year, we also reduced some of our larger recurring expenses during the year by switching our insurance provider for both property and workman's compensation insurance. Additionally, we contracted with a new local trash hauler which provided some significant savings over the national hauler that we were using previously.

For 2021, the committee will again be keeping a close eye on income and expenses especially as our current COVID-19 situation continues with restrictions. We continue to operate under a budget deficit which will continue to be a challenge, but we can learn from our experiences over the past year to position us better financially in 2021. To do this, we will need to find ways to grow our congregation while also continuing to provide strong financial support to Zion throughout the year. Given that worship service attendance will continue to be limited at least for some part of 2021, I encourage you to consider leveraging one of our electronic giving options as a convenient and timely way to provide your offering support.

The Finance Committee is also looking for ways to improve investment returns given our fiduciary responsibility to preserve capital. Interest rates have been slowly rising so we will continue to look for our best options for investments throughout the year while reviewing our current portfolio. We currently have a strong and dedicated team in place (a special thank you to the committee members), but we can always use some new ideas and creative thinking. With that said, we welcome and encourage the congregation to share any ideas that you may have throughout the year that may help strengthen Zion financially.

Respectfully submitted,

Finance Committee: *George Detwiler, Michelle Favara, Jack Florio, Joy Moyer, Diane Sakal, and Pastor Tina Mackie*

CHRISTIAN EDUCATION COMMITTEE

Even though 2020 was a year we never would have imagine, but the Christian Education Committee did the best that they could to keep us active during the Pandemic of 2020. From January to mid March we were able to have our normal activities and then COVID hit, church closed, so we had to be creative and think outside the box. We know film Sunday School and send out the video every week. We record the Children's Sermon to use during Children's Time during Church Service.

Pre COVID

- January –February 2nd - Super Bowl food collection
- January 5th – Youth Group Annual Christmas Party
- January 19th- Zion Birthday Party Hosted by Christian Ed Committee
- January 26th – SCS and Youth Group Annual Ice Skating in Oaks
- February 9th – Zion Preschool invited to Sunday School
- February 26th – April 12th - The Lenten Project
- February 23rd – Bowling
- March 6th -7th – Youth Group Sleepover/Pastor Paul had his last sleepover event with Youth Group before retirement

COVID

- March 22nd – June 7th - Pre record Sunday School Lesson
- June 7th – Sunday School Recognition by Zoom
- July 5th – Two of our youth were confirmed- Andrew Ballard and Christopher Kirk
- July 17th – Youth Group In Person Scavenger Hunt Outside/ July 31st – Youth Group Bingo Outside
- August 28th – Youth Group Movie Night Outside
- September 13th - Rally Day – went to houses and Socially Distant Rally Day
- September 20th – Teacher Installment/ September 27th – 3rd Graders receive Bibles
- September 11th – Youth Group Outside/ September 18th- Introducing 6th Graders to Youth Group Outside
- October 25th – Drive Thru Trick or Treat
- November – First Communion Classes were held.
- November 6th - Youth Group
- December 6th – Four children received their first communion – Zander Cummins, Delaney Bauman, Steven Batten, III, PJ Dolan
- December – For 12 days some of our youth reminded us of the true meaning of Christmas. Even though we may not have had our annual Christmas Play but we pre recorded some of our youth help us remember the true meaning of Christmas. With last years (2019) funds we still have enough donations left that we were able to adopt two families this Christmas. We also collected for 12 days necessary items that people are in need of.

Miss Maggie and Shawn M. Rogers are teaching Confirmation Class.

The Christian Education Committee would like to thank everyone who helped in 2020 and would love to see more creative ideas in 2021 during our unusual time and to think outside of the box to be more creative with our youth and adults here at Zion! Please bring your ideas and join the Christian Education Committee meeting on the 3rd Thursday of every month at 7:00pm.

Look for more creative ideas in 2021.

Thank you.
Christian Education Committee

Shawn M. Rogers, Christian Education Director , Jodi Cannon, Elaine Weinstein, Amber Statzell, Amy Kirk, Angela Moore, Andra Mastrangelo, Megan Shaw, Lori Hoshaw, Penny Fatula and Jena Dietrich.

TRANSITION TEAM REPORT - 2020/2021

We organized on **October 22nd** at 7:00PM.

Reviewed the Heritage Survey that would be required to be completed by the congregation to turn into synod.

Discussed the need for a congregational survey in order to collect the Data that needs to be entered into the Heritage survey.

October 29th at 7:00pm - Began drafting survey questions, drafted an introductory letter to the congregation and a return card for the preference in receiving the survey.

November 8th - 10:00 am - finalize the intro letter to the congregation and finalize the return card. Discussed possible letter of introduction from each of us that could be used in parish post to give a back ground of who WE are.

November 15th - 10:00 am – finalized the return cards. Will not meet the month of December, but will work on getting the letters printed, cards printed and address labels printed for a mass mailing the end of December.

Did not meet formally the entire month of December, but a LOT was happening Via E-mail:
Via E-mail 12/8 & 9 – committee approved final wording of the intro letter to be sent to the congregation.

Via E-mail 12/18-19. Placed an order for the return Post cards online through PsPrint by Delux. \$70.98 total cost and can have them delivered by Dec 29th giving us time to hit our End of December mail deadline.

Via E-mail 12/22. 200 letters were printed off on Church Letter head. Church Office also printed off the mailing labels (and return Mailing Labels). Angela Moore picked all these up from the church, and she and her family, folded, labeled and stuffed the letters.

Via E-mail 12/29. Post cards were received this evening. Envelopes were stamped with postage (remember we couldn't use bulk rate mailing due to not enough volume). Letters will be mailed tomorrow 12/30/2020.

Letters to the congregation were mailed on December 30th with a request for them to complete the enclosed cards and return them by January 15th. Did not want to give them too much time to misplace or procrastinate.

WORSHIP & MUSIC COMMITTEE REPORT - 2020

“The gift of language combined with the gift of song was only given to man to let him know that he should praise God with both word and music ...” Martin Luther

The goal of the worship & Music Committee is to support and enhance the worship experience and opportunities for worship and celebration.

The year began with Founders’ Day celebration in February. Then the coming of the Covid-19 pandemic quickly transformed 2020 into a year like no other that we have experienced.

Concerns for the health of Zion’s staff and members brought about the movement from inperson to online services. After more was learned about the covid virus and health department guidelines, limited attendance inperson services began. First with 2 services, then one at 10 AM, and later one at 9AM.

Easter was celebrated with a restricted inperson attendance and Christmas was observed with prerecorded online services.

In June further changes impacted Zion. After over ten years of service to Zion, Pastor Paul Townsend retired. George Herbert retired as Music Director at this time also.

Fortunately, Zion was able to enlist the services of Pastor Tina Mackie as our Interim Pastor and Lori Hoshaw as our Music Director.

Exceptional times require exceptional efforts. The Worship and Music committee thanks all those who have helped Zion to transition into the new reality.

Thanks to the volunteers who:

- serve as worship assistances and altar guild,
- produce children’s lessons,
- perform special music presentations,
- record, mix, and present online services.

We thank Lori Hoshaw for her flexibility in working with the many singers and instrumentalists to present special music during the services. Her work with the Bell Choir, and her frequent featuring of the Tannenberg organ during services have enhanced our worship.

We thank Tony Mandik for his work in establishing our Sunday services with an online presence. He is commended for his weekly efforts to make Zion’s services available to more people.

Worship and Music committee recognizes the need to continue to enhance presentation of the worship service both online and in the sanctuary. We need and we encourage the participation of congregation members to serve Zion in whatever area they possess talents.

Another challenging year lies ahead. Zion’s ministry is not the work of a few, but rather the work of all of us together creating something far greater.

Worship & Music Committee: Brian Mickiewicz, Peg Hoinowski, Ron Hoinowski, Lori Hoshaw, Pastor Tina Mackie, Diane Sakal, & Beverly Tyson

“As long as we live there will never be enough music.” Martin Luther

Stewardship 2020 Report

Committee Members: Mindy Swartley, Chairperson,
Diane Sakal

In 2020 the stewardship committee started a campaign to reach out to the congregation on a regular basis. The theme was gratitude with articles and videos being shared through the bulletin and the Parish Post. The goal of the committee is to come up with creative ideas to generate consistent giving so the church can meet its financial obligations each and every year. The committee is in need of volunteers to help create and execute a campaign that will foster the church's financial well-being. If you have a talent in this area please consider helping even if it's just sharing an idea.

Thank you and blessings,
Mindy Swartley

Zion Property Committee 2020 Year End Review

Members : Steven Moore, Ron & Peg Hoinowski, Shawn Rogers (Sexton), and Dan Baumen (Maintenance Manager). Meetings every 4th Tuesday of the month.

2020 was for the most part uneventful as far as any updates to the building. Unfortunately during the summer storms, it appears we had a power surge effecting the air conditioning unit for the sanctuary as well as the refrigerator for the parsonage. On top of that, the storms took down many trees on the property, 3 of which had to be removed from around and inside the playground. All others were around the Barbara Wilder area which were cleaned up by volunteers when possible. Regular maintenance was kept up by Dan and Shawn had been very busy keeping the facility clean meeting all requirements put forth by the CDC.

Maintenance items included the UV system for water, boiler maintenance for both the church and the parsonage, septic mound repair, septic timer replacement, and replacement of fans below the church. We have had contractors out to give quotes for updating the lighting around the outside of the property, as well as getting quotes for replacing the wind break at the entrance of the church. Still waiting for lighting quotes, however the wind break project slated to begin in the early months of 2021. We are all looking forward to 2021 and hoping that we can be together to serve the Lord.

Steven Moore

ZION LUTHERAN PRESCHOOL

The Preschool opened its doors on January 2, 1981 with two teachers and one child and just celebrated its **40th year** as an outreach mission of our church. The Preschool is dedicated to providing an excellent educational program for young children two to five years of age, enabling them to develop and grow in a loving and nurturing Christian environment. In addition to the regular preschool program, summer camp was again held from July through early-August and offered a wide variety of developmentally appropriate activities (summer camp season was shortened this year due to the mandated COVID closures).

Under the thoughtful and experienced leadership of Director Dawn Platchek, the Preschool had another outstanding year in which all aspects of its mission were successful, despite the unprecedented ramifications of the global pandemic. The warm and talented teaching and support staff worked hard to provide a caring and positive learning experience for every child. Prior to his retirement, Pastor Paul visited classrooms on a regular basis to help the children learn about values and the church. Since his departure, Pastor Tina and our Christian Education Director, Shawn Rogers, have hosted story time when visiting the classrooms.

The Preschool employed 28 total staff members in 2020 which included teachers, assistant teachers, and the administrative and support staff. The total regular enrollment for the preschool was 161 students and there were 67 children who participated in the summer camp.

Zion Preschool closed on March 13, 2020 due to COVID-19 and reopened for summer camp on July 6, 2020. The staff has embraced new health and safety protocols to align the school's program with health department and CDC guidelines.

Our Tuition Assistance Program continued to help several families within the Preschool. In addition, the Preschool was able to financially contribute toward several improvement projects in 2020 which included improvements to the playground, clearing a pathway and repairing the outdoor chapel, and a donation to the Capital Campaign.

Kelly Beaver and Jena Weaver Dietrich, Co-Presidents, serve alongside the other members of the Board's Executive Committee: Joann Randolph, Vice President; and Kathy Holmberg, Board Secretary. This year Elaine Weinsteiniger and Amy Kirk were warmly welcomed back as returning board members. Sincere gratitude is extended to all Board members for their dedication and commitment to the Preschool.

The Preschool's activities are highlighted on its Facebook page, website and also in the Parish Post. All Zion members are encouraged to check out these sources to see what is happening. The Preschool had a visible, valuable, and important presence in our local community throughout the year.

Respectfully submitted,
Kelly Beaver, School Board Co-President
Jena Weaver Dietrich, School Board Co-President

Zion Lutheran School Board: Shawn Adams, Kelly Beaver (Co-President), Michelle Blanck, Jena Weaver Dietrich (Co-President), Kathy Holmberg (Secretary), Amy Kirk, Joy Moyer, Joann Randolph (Vice President), Shawn Rogers (Christian Education Director), Elaine Weinsteiniger, and Pastor Tina (Interim Pastor)

Preschool Financial Reports

December 2020

Beginning Balance	\$135,327.27
Deposits:	
Church Federal Tax	\$1,721.50
Church Local Tax	\$269.87
Church LST Tax	
Church State Tax	\$352.48
Miscellaneous Credit	
Registration	\$5,200.00
Tuition/Extended Care	\$55,168.30
TOTAL	\$62,712.15
Interest	\$13.38
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Total	\$198,052.80
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Staff Wages (Net)	\$32,925.56
Disbursements	\$20,546.73
Total	\$53,472.29
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Ending Balance	\$144,580.51

Phoenixville Federal Savings Account \$68,723.68	Phoenix Fed Tuition Escrow \$74,811.50	Phoenixville Federal (Fundraisers) \$7,121.80
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Phoenixville Federal Investment Account \$105,141.42

Zion Lutheran School 2020-2021				
Expenses		Start of December	Spent in December	What's Left
Advertising	\$ 150.00	\$ 82.59		\$ 82.59
Christmas (Children's Gifts/staff gifts)	\$ 4,500.00	\$ 4,500.00	\$ 4,600.00	\$ (100.00)
Christmas (Staff Dinner)	\$ 600.00	\$ 600.00		\$ 600.00
Classroom Supplies / Equipment	\$ 8,000.00	\$ 5,870.00	\$ 529.60	\$ 5,340.40
Custodial Supplies	\$ 4,500.00	\$ 3,821.48	\$ 295.65	\$ 3,525.83
ELEA Dues	\$ 335.00	\$ 335.00		\$ 335.00
Fair Share back to church	\$ 33,000.00	\$ 24,750.00	\$ 2,750.00	\$ 22,000.00
Field Trip/Special Events	\$ 300.00	\$ 300.00		\$ 300.00
Insurance - Liability/Workmen's Compensation	\$ 10,000.00	\$ 10,000.00		\$ 10,000.00
Office Supplies / Equipment/Copy Contract	\$ 4,000.00	\$ 3,709.44		\$ 3,709.44
One Call Now	\$ 550.00	\$ 550.00		\$ 550.00
Staff Development (CPR/Trainings)	\$ 3,000.00	\$ 1,615.00		\$ 1,615.00
Staff Reimbursement (Physicals/Clearances)	\$ 500.00	\$ 465.00		\$ 465.00
Staff Appreciation/Service Awards	\$ 2,500.00	\$ 2,307.65		\$ 2,307.65
Staff Wages - gross wages	\$ 369,243.70	\$ 280,179.97	\$ 39,403.70	\$ 240,776.27
SocSec/Medicare-school's portion (9%)	\$ 33,231.93	\$ 26,418.56	\$ 3,014.39	\$ 23,404.17
Telephone (internet)	\$ 1,920.00	\$ 1,203.55		\$ 1,203.55
Tuition Express	\$ 10,000.00	\$ 7,799.87	\$ 900.93	\$ 6,898.94
Website	\$ 400.00	\$ 193.00	\$ 5.00	\$ 188.00
total budgeted expenditures	\$ 486,730.63	\$ 374,701.11	\$ 51,499.27	\$ 323,201.84

Zion Lutheran School 2020-2021		December	
Revenue	2020-21	Monthly Budget	Current Month
Registration	\$ 8,750.00	\$972.22	\$ 5,200.00
Nursery School Tuition			
Regular Sessions	\$ 408,780.00	\$45,420.00	\$ 48,349.00
Annual Tuition			\$ 1,380.00
Science & Technology	\$ 1,000.00	\$111.11	\$ -
Extended Care	\$ 4,000.00	\$444.44	\$ 1,358.00
Before School Care	\$ 1,000.00	\$111.11	\$ 140.00
Lunch Bunch	\$ 5,000.00	\$555.55	\$ 130.00
Summer Camp	\$ 30,000.00		
Discounted Sessions	(\$1,800.00)	(\$200.00)	
Interest Income, checking	\$ 300.00	\$25.00	\$ 13.38
Playball	\$ 1,000.00	\$111.11	\$ -
Late Fees	\$ 1,100.00	\$122.22	\$ 127.00
Total	\$ 459,130.00	\$ 47,672.76	\$ 56,697.38

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