

Agenda – Voters Meeting, April 25, 2021

Call to Order – Bill Kohn

Opening Prayer - Pastor Menz

Secretary's Report - Megan Keyser (pg. 1-3)

·Motion to approve minutes from September 26th, 2020

Treasurer's Report – Cindy Pajot (pg. 4-7)

·Motion to approve the treasurer's report.

Board of Elders' Report – Bill Kohn (pg. 8)

Membership Additions

Baptisms:

Oliver David Doman -September 20th, 2020; Gabriel Alvin Reiss- October 11th, 2020; Kenneth Gary Sieg- October 17th, 2020 Madelyn Marie Hawkins- October 27, 2020;

By transfer from LC-MS congregation:

Kathy Feinauer- Grace Lutheran Church, Auburn

By Confirmation:

Aubry Palmer, Edward Hearn

By Affirmation of faith:

Rachel Sue Stanford, daughters Jacquelyn Sue Stanford, Joslyn Ray Stanford

Members Removed

By Transfer to other LCMS Congregation:

Joe, Kristy, Kylee, & Mallory Miller to St. Peter's Lutheran Hemlock, MI; John Behmlander – St. Peter Lutheran, Kinde, MI; Rick and Cheryl Behmlander – St. Peter Lutheran, Kinde, MI; Logan and Rachel Lightfoot – St. Paul's Lutheran Frankenlust, MI.

By Release to other Denominations:

Ken, Julie, Mellissa, and Vanessa Selle.

By Death:

Donald Richard Gehringer – November 12, 2020

Dennis Allen Lynch – November 12, 2020

Mary Ellen Hart – December 7, 2020

Kenneth R. Hoenicke- December 27, 2020

Alfred Sauer – January 26th, 2021

Nancy Lee Howe- January 30th, 2021

LeeAnn Fritz- February 18th, 2021

Roy Krieger- March 17th, 2021

·Motion to approve the membership changes.

Board of Trustees' Report – Alan Brandt (pg. 8)

Valley Lutheran Report – Cherie Whalen (pg. 9)

Board of Parish Education Report – Emily McMenemy NA

Board of Youth Report – Pastor Menz (pg. 9)

Board of Christian Day School Report – Colett Dominowski (pg. 10)

School Administrator's Report – Colett Dominowski (pg. 10)

Pastors' Report – Pastor Menz (pg. 11)

Old Business –

- PPP forgiveness update

New Business –

- Proposed Constitutional Change of Election Cycle (pg. 12)

Closing Prayer – Pastor Menz

Church Council Meeting Minutes
September 26th, 2020

The meeting was called to order by Dean Gray. Pastor Menz opened the meeting with Prayer. There were approximately 55 voters present. Attendance was not taken due to the pandemic and social distancing recommendations.

Secretary Report – Megan Keyser

9.26.20.A a motion was made, supported and carried to approve the meeting minutes from March 8th, 2020.

Treasurer Report – Jodi Kukla

9.26.20.B A motion was made, supported and carried to approve the treasurer's report.

Board of Elders – Bill Kohn

Membership Changes: New Accessions

By Baptism – *Will Scott Morrisette May 17th, 2020 son of Scott and Sarah Morrisette.*

Knox Allen Kohn July 26th, 2020 son of Chad and Adrienne Kohn

Nolan Rae Gary August 2nd, 2020 daughter of Nathan and Amber Gary

By transfer from LC-MS congregation - *Dinah Pomaville from Faith Lutheran Church Bay City*

By Confirmation – *Victoria Rose Campfield, Andrew William Diener, Gracee Lee Amelia King, John Henry Riker IV, Michael Christian Stark, and Lilly Campbell Steelmon.*

Members Removed

By release to other denominations - *Joshua Brandt*

By transfer to other LC-MS Congregation – *Marjorie Lynn Kaiser (Noykos) to St John Lutheran, Houghton Lake MI.*

By Death – *Earl Vogtmann March 3rd, 2020*

Bonnie Marsh March 3rd, 2020

Rev. Leroy Westphal April 18th, 2020

9.26.20.C A motion was made, supported and carried to approve the membership changes.

Board of Trustees – Terry Wegener

The Cemetery Committee has updated the rules. The updated rules will be discussed and there will be a motion to accept them today.

We are in the process of getting cost estimates for items on the top ten list.

We have an estimate to replace the church parking lot of \$100,000. The existing asphalt is not in good enough condition put a new layer over top. We could have it seal coated and relined; this would improve the appearance until we can replace it. We have two estimates for seal coating and relining, Smith line striping the company that resealed the school parking lot has quoted \$9000 to fill cracks, sealcoat and reline. And from Asphalt Repair Maintenance (ARM) \$9100 to patch holes, fill cracks, seal coat, and reline, or patch holes, not fill the cracks, seal coat and reline for \$5670.

Top Ten List

Repair small roof area over the church south east entrance door. 2020

Repair roof leak on pavilion. 2020

Power wash exterior of gym and school where needed. 2020

Reseal / waterproof the bell tower on the church. 2020

Classroom exterior walls and windows and utility room window. 2021

Epoxy paint kitchen floor in pavilion. 2021

Install fence in front of pavilion and to protect AC units west side of school. 2021

Resurface tennis court and repaint the fencing. 2021

Church exterior cleaning. 2022

Replace Church parking lot. 2025 \$100,000

Future Items to do: Replace weather stripping on south school doors, continue replacing lights in the school and church to energy saving LED bulbs, install risers on the school septic tanks, repair tile west of playground.

Board of Christian Day School: Jerry Diener

Board of Christian Day School had an informal meeting in July to discuss plans and communications for returning to school. School has started. Our first day was August 24th, 2020. Colett & staff are following Michigan's Roadmap & Rules for Phase 4 of the COVID19 pandemic government mandate.

Zion has 78 students enrolled for the school year. Roughly 13 students have dropped enrollment due to a move or opting to homeschool for the start of the school year due to the pandemic.

A special board meeting will be called if our region is moved back to Phase 3 to decide if Zion will return to virtual education or if school will continue face-to-face.

Aftercare will be suspended until further notice

Board of Parish Education: Emily McMenemy

Unfortunately, we had to cancel Vacation Bible School this summer. We hope to have it again this coming summer. We will not be able to have the Reformation party this year. As of now, we will not be having meals for the Advent services.

Sunday School is back in session after taking time off during Covid. Emily McMenemy is the preschool and kindergarten teacher. Sarah Diener is the 1st- 3rd grade teacher. Julie and Christ List are the 4th- 6th grade teachers. Emily Menz teaches the 7th grade – high school Girls Bible study.

Board of Youth – Jen Trevillian

The Easter Breakfast was unfortunately cancelled this year. The High School and Junior High Youth Gatherings were also cancelled this summer. We have a Youth Group meeting on Sunday from 4:30 - 6 p.m. in the pavilion. We will be brainstorming ideas for creative events for the year.

School Staff Report – Colett Dominowski.

What a year this has been! On March 12th with one announcement, our education world changed dramatically. Even today, going to school face-to-face has an entirely new look with a whole new roadmap of mandates we need to follow to remain open. By no surprise, our staff and students have adjusted well, and we are thrilled to be back in the school to teach and learn.

My summer was spent attending Zoom calls, conferences, listening to our Governor's pandemic updates, and taking all of that information to create three different scenarios of what back-to-school would look like for 2020-2021. We are blessed to have Travis Grulke, the Superintendent, and leader at the LCMS Michigan district. He worked closely with the Michigan Association of Non-Public Schools and all of the Michigan Lutheran Principals to get the answers we needed to allow our schools to reopen safely.

Here at Zion, we continue to follow the "Return to School Roadmap" with safety and personal protective equipment mandates given to us by the Governor. We appreciate your patience and understanding of the limited access to the school building so we can remain open. At this time, we are not holding any school events open to the public, athletics, or having volunteers in the building. As much as we miss these activities and people, we also know it is for the safety of our staff, students, and families.

We have a total of 98 students in Preschool - 8th grade. We did lose some students for COVID-19 reasons. The families that left made the best and safest choice for their families during this school year. The majority of those that left said they would be back and not forget them during registration for next year.

I am sad to announce we cannot have our apple pie fundraiser this year, due to current COVID-19 mandates. I know I will miss my pie as much as you will, but we ask that you still consider donating to

sponsor a student in our Apple Walk-a-Thon. We know it's not the same as the Dutch apple sweetness you enjoyed in the past, but your pledge and sponsorship will make a sweet impact on our school and the students here. More information on how you can support our school and make a pledge to come. The staff and I will continue to brainstorm and create fun new ways to fulfill those normal school activities and ways to involve our congregation. We are so blessed for your love, support, and prayers. The staff, students, and I will definitely need them during this school year as we navigate through this new look.

Pastor's Report – Pastor Hemme/Pastor Menz

-It is wonderful to have our school filled with children again. A big thanks to the immense effort from our administrator, Colett Dominowski, to assure that we would be able to provide face to face education for the children of Zion.

-Facebook Morning prayers as well as Daily Prayer and devotion at 11 will continue for the foreseeable future.

-Pastors are enjoying both the public school and the Zion school confirmation classes, rotating teaching responsibilities.

-Shut-in visits for those in their own homes or apartments has gone well over the last few months. The pastors have been in contact with some of the nursing homes and look to visit some of our members in those facilities this month.

-Pastor Hemme performed a wedding on August 22nd at his previous parish in Eastpointe, Michigan.

-Pastor Hemme has Jury Duty the month of October in Midland County.

-Both pastors appreciate the patience of the congregation as we continue to walk together as God's people through these different and difficult times.

Old Business – Payroll Protection Plan: Zion applied for and received funds from the CARES Act Paycheck Protection Program. The funds were used to pay staff and maintain daily operations at Zion. The funds received are considered a loan, although they are expected to be forgiven by the Federal Government before repayment has begun.

Ratification of Cemetery Rules: The updated Cemetery Rules were presented at the Voters meeting on March 3rd, 2020.

9.26.20.D A motion was made, supported and carried to accept the Cemetery Rules as written.

New Business –

9.26.20.E A motion was made supported and carried regarding continuation of the current budget.

In response to the virus pandemic, and government regulations, Zion Lutheran Church will operate the 2020-2021 budget with the same numbers approved for the 2019-2020 year with the exception of annual payroll adjustments based on years of experience effective October 1st, 2020.

9.26.20.F A motion was made, supported and carried regarding the election of church officers.

In response to the virus pandemic and government regulations and anticipating Zion Lutheran Church being unable to gather, a one-year exception to the constitution to postpone nominations and election of the new officers from December 2020 until April to June 2021. The officers have agreed to the proposed extension of service.

9.26.20.G A motion was made, supported and carried to transition Cindy Pajot to position of Treasurer and Jodi Kukla to the position of Co-Treasurer. The transition will take place immediately.

9.26.20.H A motion was made, supported and carried to adjourn the meeting.

Pastor Hemme closed the meeting with prayer.

In His service,

Megan Keyser

ZION LUTHERAN CHURCH

Income & Expenses - General Fund - March 2021

INCOME	March	Fiscal YTD
4030 · BUDGETED OFFERINGS		
4040 · ENVELOPE OFFERINGS	35,924.00	443,038.94
4050 · LOOSE OFFERINGS	1,778.00	16,050.39
4051 · THRIVENT CHOICE	1,607.00	5,442.00
4055-Kindrid Giving Online	6,168.83	6,168.83
4061 · TITHE OFFERINGS	0.00	97.64
4066 · SCHOOL RENTAL	0.00	0.00
4067 · PAVILION RENTAL	0.00	0.00
Total 4030 · BUDGETED OFFERINGS	<u>45,477.83</u>	<u>470,797.80</u>
4070 · NON BUDGET OFFERINGS		
4053 · AFTER SCHOOL CARE	0.00	-373.10
4054 · SUMMER CARE	0.00	0.00
4069 · PART TIME TEACHER WAGES	0.00	358.80
4071 · MISSION NON BUDGET	0.00	1.00
4074 · MISCELLANEOUS	0.00	778.62
4075 · HOT LUNCH	3,211.43	19,777.59
4076 · PRESCHOOL TUITION	6,018.00	35,324.53
4079 · K-8 TUITION	9,921.96	55,302.47
Total 4070 · NON BUDGET OFFERINGS	<u>19,151.39</u>	<u>111,169.91</u>
TOTAL INCOME	<u>64,629.22</u>	<u>581,967.71</u>
EXPENSES		
5001 · BUDGETED PAYROLL EXPENSES		
5023 · ORGANISTS	1,200.00	7,125.00
5060 · JANITORIAL SERVICES - SCHOOL	1,185.48	9,115.20
5002/8 · PASTORS WAGES AND HOUSING	10,252.50	92,127.60
5003/5 · TEACHERS WAGES AND HOUSING	18,782.35	154,146.69
5004 · SECRETARIAL WAGES	2,033.52	16,238.18
5010 · SCHOOL ADMINISTRATION	3,470.48	31,180.02
5013 · AFTER SCHOOL WAGES	0.00	0.00
5014 · SUMMER CARE WAGES	0.00	3,570.00
5020 · AUTO MILEAGE REIMBURSEMENT	1,203.48	3,592.39
5025 · SUBSTITUTE TEACHER	0.00	0.00
5030 · FICA-EMPLOYEES	1,878.90	14,903.30
5032 · HEALTH INSURANCE	4,827.19	47,793.44
5033 · RETIREMENT PLAN	1,971.18	17,383.89
5034 · DISABILITY INSURANCE	634.27	5,434.20
5102 · WAGES-LUNCH SERVERS	1,115.11	7,241.51
5103/5012 · PRESCHOOL PAYROLL EXPENSES	3,862.54	24,371.31
Total 5001 · BUDGETED PAYROLL EXPENSES	<u>3,862.54</u>	<u>24,371.31</u>

5050 · OTHER BUDGETED EXPENSES	March	Fiscal YTD
5051 · MISSION	3,643.20	43,986.33
5052 · ELECTRICITY & GAS	2,637.00	18,388.82
5053 · COMMUNICATIONS	309.88	2,743.91
5054 · WATER	0.00	875.24
5056 · GENERAL MAINTENANCE	591.78	9,975.72
5057 · OFFICE MAINTENANCE	606.69	6,127.57
5058 · CHURCH SUPPLIES	505.92	3,111.83
5059 · CHURCH & SCHOOL OFFICE SUPPLIES	102.62	2,408.18
5060 · JANITORIAL SERVICES - CHURCH	0.00	1,120.00
5061 · JANITORIAL SUPPLIES	0.00	3,215.59
5062 · VALLEY LUTH. HIGH SCHOOL	781.25	7,031.25
5063 · POSTAGE	113.31	1,475.51
5064 · ADVERTISING	0.00	0.00
5065 · INSURANCE	4,703.00	11,189.50
5066 · LAWN MOWING/SNOW REMOVAL SERVICE	2,304.00	6,456.00
5067 · MEMBERSHIP, DUES, CONVENTION	250.00	994.42
5068 · VACATION BIBLE SCHOOL	0.00	0.00
5069 · TRASH REMOVAL	432.44	1,942.60
5071 · SUNDAY SCHOOL/ADULT ED.	0.00	615.52
5080 · LICENSES & COPYRIGHTS	269.00	543.00
5082 · FAMILY MINISTRIES	13.92	819.55
5083 · HOT LUNCH	650.45	16,143.76
5084 · PRESCHOOL & EXT. CARE SUPPLIES	0.00	1,081.94
5101 · MISCELLANEOUS	17.44	742.59
Total 5050 · OTHER BUDGETED EXPENSES	17,931.90	140,988.83
5100 · NON BUDGET EXPENSES		
8011 · MISSION - NON BUDGET	0.00	1.00
Total 5100 · NON BUDGET EXPENSES	0.00	1.00
TOTAL EXPENSES	70,348.90	575,212.56
TOTAL INCOME EXCEEDS EXPENSES	(5,719.68)	6,755.15
Average weekly giving March	9,425.50	
Average weekly giving Fiscal YTD	11,771.52	
Average weekly needed per budget	11,734.62	

ZION LUTHERAN CHURCH
Income & Expenses - Special Funds

	March	Fiscal
<i>INCOME</i>	March	Year to Date
4028: Harold Endline Memorial	0.00	69.42
4029: Sanctuary Exterior Cleaning	305.00	2,572.33
4031: Organ Fund	60.00	106.99
4032: Dorothy Stieve Student Aid	50.00	114.99
4033: Food Pantry	0.00	1,033.35
4034: Music Ministry	0.00	18.22
4036: Pastor Teacher College	0.00	376.87
4038: Major Maintenance	186.22	9,418.74
<i>Total Income</i>	601.22	13,710.91
<i>EXPENSE</i>		
5255: Food Pantry	183.20	2,335.55
5260: Organ Fund	0.00	331.00
5265: Dorothy Stieve Student Aid	0.00	0.00
5270: Music Ministry	0.00	0.00
5275: Maintenance Fund	0.00	4,438.69
5280: Pastor Teacher College	0.00	0.00
5305: Harold Endline Fund	859.79	800.00
<i>Total Expenses</i>	1,042.99	7,905.24
TOTAL INCOME EXCEEDED EXPENSES	(441.77)	5,805.67

ZION LUTHERAN CHURCH
Cash Flow Statement
For July 1, 2020 -March 31, 2021

	Balance 7/1/2020	Cash Received	Cash Disbursed	Balance 3/31/2021
General Fund	73,372.09	517,338.49	504,863.66	85,846.92
Major Maintenance	11,599.87	9,418.74	4,438.69	16,579.92
Dorothy Stieve Student Aid	5,446.85	114.99	0.00	5,561.84
Food Pantry	13,163.44	1,033.35	2,335.55	11,861.24
Music Ministry	3,671.81	18.22	0.00	3,690.03
Organ	7,424.96	106.99	331.00	7,200.95
Pastor Teacher College	5,120.82	376.87	0.00	5,497.69
Sanctuary Exterior Cleaning	11,701.21	2,572.33	0.00	14,238.02
Harold Endline Memorial	14,377.87	69.42	800.00	13,647.29
				78,276.98

**ZION LUTHERAN CHURCH
BALANCE SHEET
03/31/2021**

ASSETS:		
Current Assets:		
CHECKING ACCOUNTS:		
General Fund Checking	91,668.60	
1111-Cash Holding	-11,361.79	
403B Account	300.00	
TOTAL CHECKING ACCOUNTS	80,606.81	
SAVINGS ACCOUNTS: CHURCH EXT.		92,538.96
Major Maintenance	16,766.14	
Dorothy Stieve Student Aid	5,611.84	
Food Pantry	11,861.24	
Music Ministry Fund	3,690.03	
Organ Fund	7,260.95	
Pastor Teacher College Fund	5,497.69	
Sanctuary Exterior Cleaning	14,543.02	
Harold Endline Memorial	13,647.29	
TOTAL SAVINGS ACCTS - CHURCH EXT.	78,878.20	
TOTAL CURRENT ASSETS	159,485.01	
Fixed Assets:		
Church	1,870,000.00	
School	3,631,000.00	
Pavilion	82,000.00	
TOTAL FIXED ASSETS	5,583,000.00	
TOTAL ASSETS	5,742,485.01	
LIABILITIES:		
Short-Term Liabilities		1,187.04
Payroll liabilities		
Long-Term Liabilities:		
Paycheck Protection Program Loan		91,351.92
TOTAL LIABILITIES		92,538.96
EQUITY:		
Opening Balance Equity		4,847,824.13
Retained Earnings		837,581.50
Net Income (Calendar YTD):		
General Fund		(33,280.52)
Special Funds - Church Ext.		(2,179.06)
Total Net Income		(35,459.58)
TOTAL EQUITY	5,649,946.05	
TOTAL LIABILITIES & EQUITY	5,742,485.01	

Elders' Report

The Elders would like to thank the Pastors for their continued work and direction during this pandemic and also in the use of "Facebook" for services, daily prayers devotions and the added drive-thru communion services and in other outreach to help feed the Word to our congregation and others.

Outside Sat. Services will begin after the Confirmation weekend in May, weather permitting!

For Christ's Love,

Chairman of the Elders - Bill Kohn

Trustees' Report

April 25, 2021

Awarded Lawn Mowing bid to Mark Ivan - \$6,000 for 2021 season.

Planning a grounds clean up day for Saturday, May 1 at 10:00 am. Will be in the bulletin.

Gym Floor Resurfacing to be done during summer break.

Top Ten List

1. Repair and restore deteriorating limestone, cracked mortar joints & brick, steeple repair and maintenance per MIHM Enterprise's recommendation.
2. Reseal/waterproof the bell tower on the church 2021.
3. Repair plaster and wallpaper in steeple archway after #1 and #2 are completed 2021.
4. Power wash exterior of gym and school where needed 2021.
5. Classroom exterior wall and windows and utility room window 2021.
6. Epoxy paint kitchen floor in pavilion 2021.
7. Install fence in front of pavilion and to protect a/c units – westside of school 2021.
8. Resurface tennis court and repaint the fence 2021.
9. Church exterior cleaning 2022.
10. Replace church parking lot 2025/\$100,000.

Future Items to complete:

Replace weather stripping on south school doors.

Continue LED light replacements, as needed.

Install risers on the school septic tanks.

Repair tile west of playground.

Allan Brandt

Chairman

Valley Lutheran Report

The VLHS Board of Directors met last week. We would like to share that with the adjustments to the new MDHSS orders planning of events for the remainder of the school year have been started.

Music Festival recording for symphonic band occurred for remote judging.

There are plans underway for a Sporting Clay Club with teachers, Ben Cooper and Jen Blake as the faculty advisors.

Also, whenever possible and appropriate, VLHS is extending opportunities for visits, shadowing with students, information nights, and many other recruitment activities to students younger than 8th grade.

Registration is open for the 2021/22 school year. Reach out to Admissions Counselor, Amy Cooper at acooper@vlhs.com or 989-790-1676, ext. 40 with any questions.

Valley will be distributing VLHS t-shirts to all the students and staff of our school.

Barb Doyle, Kevin Streeter, and Dr. Petzold will be leading Summer Institute sessions at Concordia, Ann Arbor this summer. VLHS is providing 3 of the 13 instructors for the Institute.

The symphonic band received the highest rating possible (1) at the music festival!

Doug Guenther is the 2021 Michigan District High School Teacher of the Year!

-Cherie Whalen

Board of Youth

We had our fall kick-off meeting in the pavilion on September 27th. 9 youth attended.

A Hayride/Bonfire was held on October 24th. Thank you to the Putnams for hosting.

The Youth Group decorated the church for Christmas on Sunday, November 29th and took down the decorations Sunday, January 10th. Thanks to all of the volunteers.

In December and April, the Youth group and parents assisted with assembling boxes of food for the food distribution at Hope Lutheran in Rhodes. The coordinator was extremely grateful for the assistance. They receive a food distribution truck monthly and indicated they would be happy for us to help anytime we would like.

The Easter Breakfast was unfortunately cancelled again this year. The Michigan District Junior High Youth Gathering was also cancelled this coming summer. Once the weather is warmer, we hope to have some outside youth activities.

Jen Trevillian

BCDS & School Staff Report

We have done a great job keeping the school year as normal as possible with the Covid mandates. Students have had lots of special occasions throughout the year, with special events, treats, virtual field trips, and just being able to be face-to-face for learning. That has been a true blessing for the staff and students.

We sold 250 Little Caesars Pizza kits making over \$1500 for our 7th & 8th-grade class trip. Thank you to all who ordered.

Our Book Fair was a huge success, with \$3,297.72 in sales. That means we have a lot of kids with books in their hands. These sales also earned us \$1500 in books for our school classroom libraries. We want to also thank the Derusha family for their generous donation to our Book Fair in memory of David's uncle Andre and in honor of David a former student of Zion. Their donation provided many new books for our school.

Registration is going well for the 2021/2022 school year. We currently have 78 students with confirmed paid registrations for Kindergarten-Eighth-grade, which is up from the 76 we have this year. Preschool is full with 20 students; 10 of those students are all-day students. We will continue to gauge enrollment based on COVID-19 guidelines and mandates from the state.

It is our intention to have in-person Preschool graduation on Saturday, May 15th following the 5:30pm outdoor service. We are also planning to have the 8th-grade graduation on May 22nd also following the 5:30pm service. We look forward to celebrating these milestones. We also ask for your patience and understanding that these events are tentative and may change.

Please watch Facebook Live on Tuesday, May 18th around 1:45pm to see a live concert performed by our very own band students and music classes. They have been practicing hard and we are excited.

The last day of school is May 27.

In His Service,
Colett Dominowski

Pastors' Report

"Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you." These are Paul's words from 1 Thessalonians 5:16-18. Over the last several months as we have walked together through this pandemic the pastors continue to rejoice for face to face education for both Zion and Public School confirmation students. They are also thankful for the privilege of serving alongside a truly gifted and devoted school staff. They pray God would continue to bless and sustain his people at Zion during these difficult times.

Confirmation will be held this year on Sunday, May 2nd at a special 10:30 service. There will be 5 confirmands. Questioning will be held after the Saturday service on May 1st.

Join the pastors for Bible Study on Sunday mornings after service. They are going through a study called *Death, Heaven, Resurrection, and the New Creation*.

Morning Prayers as well as Daily Prayers and Devotion at 11 continue Monday through Friday.

Shut-in visits for those in their own homes or apartments continue to go well. The pastors have been in contact with some of the nursing homes and have been able to visit some of our members in those facilities.

Both pastors are looking forward to the summer months and the outside services on Saturday evenings.

Zion Lutheran Church

By-Laws

Article II – Officers, Boards, and Committees

3. The term of office for all officers and board members is the ~~calendar fiscal year except for the Board of Christian Day School. The members of this board shall be elected with the other officers and board members, but their active term shall be from June 1st of the year following their election to May 31st three years later.~~

Article VIII – Board of Christian Day School

2. The Membership

a. The Board of Christian Day School shall be composed of the following: five laypersons elected from the Voters' Assembly, one or two each year for a three-year term. ~~The term of office is further detailed in Article II of these By-Laws. During the time between installation of the new members and the official beginning of their term, they shall be invited to attend meetings of the Board and participate in discussion, but they will not have a vote until their term officially begins.~~

Article XI – Nominating Committee

2. In ~~September~~ **the ninth month of the fiscal year**, a list of officers, with brief job descriptions, will be presented to the congregation for volunteer nominations in at least two weekly worship services. Self-nomination is permitted.
6. A slate shall be presented to the congregation for a vote at the last Voters' Assembly Meeting of the **fiscal year**.

Article XII – Finance Board

6. Treasurer

e. Ensures books of account are properly reviewed at the close of the **fiscal year** and submit review reports of all financials to the appropriate congregation boards.

l. At each Voters' Assembly or other special required meetings submits a detailed report of all total receipts and disbursements for the past month and the financial status for the **fiscal year**.

m. ~~Maintains congregation fiscal year in accordance with the calendar year and closes the books on December 31st of each year.~~