

Zion Lutheran Church

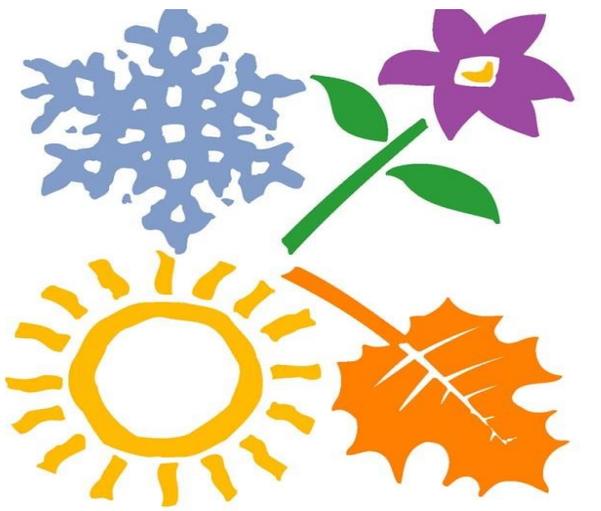
**MESSENGER**



2017

VOLUME 13 ISSUE 1

ZION LUTHERAN CHURCH, ELCA ★ LAKE CRYSTAL, MN ★ 507-726-2849 ★ WWW.ZIONLUTHLAKECRYSTAL.ORG



**ANNUAL MEETING**

January 29 at 10:15 a.m.

**Annual Meeting Timeline**

Jan. 4 Agenda deadline

Jan. 8 Agenda posted

Jan. 10 All report information is due

Jan. 22 Annual Reports Agendas and Budgets are available in the Narthex

Jan. 29 Annual Meeting at 10:15 a.m.

January 2017						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**January 8: Zion Welcomes Guest Preachers**

**Rev. Peter Reuss & Mr. Mathiang Akoi**

South Sudan is the youngest country in the world, and the Southeastern Minnesota Synod has taken a leading role in establishing a new Lutheran body there, the Evangelical Lutheran Church Africa Mission - South Sudan.

Rev. Peter Reuss currently serves as Assistant to the Bishop for our synod. Mr. Mathiang Akoi is the leader of a Sudanese worshipping community in Austin, MN. **During our worship service on January 8, they will introduce us to the important work that our synod is doing in support of this new mission in South Sudan, in partnership with ELGA Global Mission.** They'll also be available after worship for further conversation.

With six vibrant South Sudanese/ Ethiopian worshipping communities in our synod, our tie to South Sudan grows stronger every day. Members of our own congregations have family and friends impacted by these expanding ministries. We have a unique opportunity to accompany these brothers and sisters to make a difference in South Sudan.

The Southeastern Minnesota Synod is helping to create a clinic, worship space, and community center alongside the people of South Sudan. This facility is currently under construction in the capital city of Juba.

Our **Caring Coins** offering on January 8 will help make this facility a reality. You'll also be invited to consider giving a gift to the synod designated for this project.

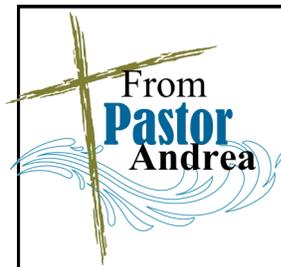
# A Word From the President

## Wrapping up 2016 at Zion

This was what I presented to both services on Sunday, December 18<sup>th</sup>. Due to the cold weather, attendance was somewhat less, and I felt this needed to be seen one more time. Assuming you receive this newsletter before December 31<sup>st</sup>, you would still have time to get any additional dollars to the church before the end of the year.

I have been asked by the Executive Council to talk about the financial situation here at Zion as we approach the end of the year. Even though we are just finishing up with our fall stewardship drive, which has been focusing on increasing your financial support for 2017, we still need to be looking at ending this current year in the black. As for the fall fund drive, I can report that we have received 95 intent cards. Our goal is to have 120 intent cards returned. We had a phone-a-thon two weeks ago with the intent to contact all members of our congregation that had not responded. We received at least 20 more verbal commitments from members that said they intend to return their cards. When all of these are turned in, we will be very close to our goal. Our total of new dollars taken from the 95 cards returned as of today amounts to \$34,384.00. Our goal was \$33,000.00. So, we have reached that goal, which we all can feel good about. These new dollars will be used for the purposes that were explained in the brochures you received during this campaign. Thank you to all who have participated in this campaign.

Now, back to the subject at hand. Zion needs approximately \$20,000.00 yet before the end of the year in order to be in the black this year. A major portion of this \$20,000 needed is for Green Lake & Good Earth Village Bible Camps, Lutheran Social Service, Lutheran Campus Ministry, in addition to regular bills and benevolence to SEMN Synod. The dollars needed are all part of our \$204,000 general budget that was approved at our last annual meeting. I am asking all of you to consider giving an additional amount above your regular offering. You can designate your dollars to the General Fund or to the Non-Benevolence Fund. Both of these funds will go to our budget expenses. You can call it a Christmas offering to Zion or call it a Christmas gift to Zion.



Dear Brothers and Sisters in Christ,

They say, “the devil is in the details.” It’s true for many kinds of projects, and is also apt for the task of updating and revising Zion’s Constitution & Bylaws. Details matter ... a lot!

The Constitution Task Force (Linda Isebrand, Lisa Jacoby, and I) recently completed a thorough review of our governing documents. Zion had fallen behind with incorporating several sets of required changes from the ELCA. We were also asked to reorganize our bylaws for clarity. Along the way we made sure that the documents reflect our current ways of doing ministry.

This kind of project is detailed, fussy work, and sometimes boring. It took us longer than expected. Yet, it was important work to do. These documents have a lot to say about who we are as a congregation and what we believe. They determine how Zion is organized, how we resolve issues, and who is responsible for things like budgeting, hiring, and leading our Sunday School. They are an important tool for ministry.

**On pages 8-11 of this newsletter, you’ll find an “executive summary” of the recommended changes,** as approved by the Congregation Council. Complete versions of the changes are available upon request in the church office, or on our website. Please review this summary and contact Linda, Lisa, or me if you have questions. **We will vote on these amendments at our Annual Meeting on January 29.**

Grace and peace,  
Pastor Andrea Myers

So, please prayerfully consider what I am asking of you. We, as the church council, thank you for your past support, we thank you for your continued support and we thank you for your generous future support.

May God’s peace be with you all!  
Rod Isebrand, President

# Zion Lutheran Church

## January 4

Ruth Circle 6:30 p.m.

Miriam Circle 7:00 p.m.

Hostess: Linda Isebrand

Bible Study: Joyce Johnson

Rebecca Circle 7:00 p.m.

Hostess: Linda Hauge

Bible Study: Diane Sandstrom

## January 17:

ZLCW Board Meeting 6:30 p.m.

## January 24

Bible Study for Leaders 6:30 pm

\* *Martha Circle does not meet in January.*



The 2017 ZLCW Board will hold their first meeting of the year on January 17. Officers are Nikki Lewis (president), Joyce Roberts (president elect), Linda Isebrand (secretary) and Mary Williams (treasurer). Tri-Mission representatives are Kay Carlson and Diane Sandstrom; Luther Memorial Home representatives are Janette Abraham, Linda Isebrand and Joyce Johnson

**We are still in need of a vice president and hope that one of you will come forward to assume this position.** The responsibilities are shared as all members work together as a team.

The three big events of the year are the May Garage Sale, the June Band Social and Picnic and the October Tour of Tables. Circle meetings will continue as in 2016. If you have considered attending the monthly meeting, information can be found in the Messenger and the weekly bulletin. All are welcome!

Our members would like to sincerely thank Jamie Christianson and Kathy Lewis for their service to our women's ministry!

Christmas 'un'decorating will take place after morning worship on Sunday, January 8. If you are able to stay, your help would be greatly appreciated.

## **Simplify Your Life with *Simply Giving!***

Paying your bills electronically is a great way to simplify your financial to-do list. Why not make your church offering electronically, too? Not only will you grow spiritually as you make intentional and regular contributions for God's work in this congregation, you can also skip the inconvenience of bringing envelopes to church! Enrolling in *Simply Giving* is easy for you, and assures the congregation of steady cash-flow to support our ministries!

To sign up, just visit the "Giving" page of the church's website :

**[www.zionluthlakecrystal.org](http://www.zionluthlakecrystal.org)**. All you need is 5 minutes and information you'll

find in your checkbook (or on your credit card). From that page, you can update your scheduled offering at any time, or even make a one-time gift!



# Zion Sunday School News

Each week, children will be given a bible verse to memorize. Please help your child work on this during the week. Many of these verses will be with them for their entire life!

## January

### **1 Christmas break -no class**

### **8 Regular Class**

*Bible Verse:* "Love each other as God loves you." John 13:34

### **15 Regular Class**

*Bible Verse:* Jesus says, "Peace I leave with you; My peace I give to you." John 14:27

### **22 Regular Class**

*Bible Verse:* "If God be for us, who can be against us?" Romans 8:31. **Amazing Grace with bells during morning worship.**

### **29 Regular Class**

**A BIG thank you to all who helped with the Christmas Program this year. The kids did a wonderful job! This could not have happened without these people:**

**Beth Dostal** - Thank you for rewriting the script so that all the students had a speaking part and for taking the time to make the beautiful board to help illustrate the story.

**Jamie Christianson and Danielle Mueller** - Thank you for coordinating all the music, the students did a wonderful job singing!

**Susan Gengler** - Thank you for all your organization and figuring out the logistics, it ran very smoothly. Thanks for everything!

**To all the Sunday School teachers** - Thank you for your dedication to the Sunday School students and all you did to help them prepare.

**To all the kids and families** - You are awesome! Thanks for such a great performance and reminding us what Christmas is really about.

*Bible Verse:* "For you are all children of God through faith in Christ Jesus." Galatians 4:26.

## February

### **5 Regular Class**

*Bible Verse:* "Serve each other with Love." Galatians 5:13

### **12 Regular Class** -Kids sing "I have the Joy, Joy, Joy"

*Bible Verse:* "Give thanks to the Lord, for He is good! His faithful love endures forever." Psalm 107:1

### **19 Regular Class**

*Bible Verse:* I can do all things through Christ who strengthens me." Philippians 4:13

### **26 Regular Class**

*Bible Verse:* "All Scripture is given by inspiration of God." 2 Timothy 3:16

## **Organics Recycling Has Come to Zion!**

Next time you make coffee in Zion's kitchen, please be sure to dump the used coffee grounds in the container provided on the counter.

Instead of going into the trash, the used grounds will be delivered to Lake Crystal's new organics recycling collection site. Thank you to the Cooper family, who has volunteered to make those deliveries for us on a regular basis!

## **Gustavus Academy for Faith, Science & Ethics**

**Who:** Students in grades 9-11

**When:** June 24-30, 2017

**What:** A weeklong program where students will deepen faith and strengthen their leadership capacities while exploring the theme, "Evolution, Cancer, and Reproductive Medicine."

**Applications Due:** January 31, 2017:

[www.gustavus.edu/chaplain/academy](http://www.gustavus.edu/chaplain/academy)

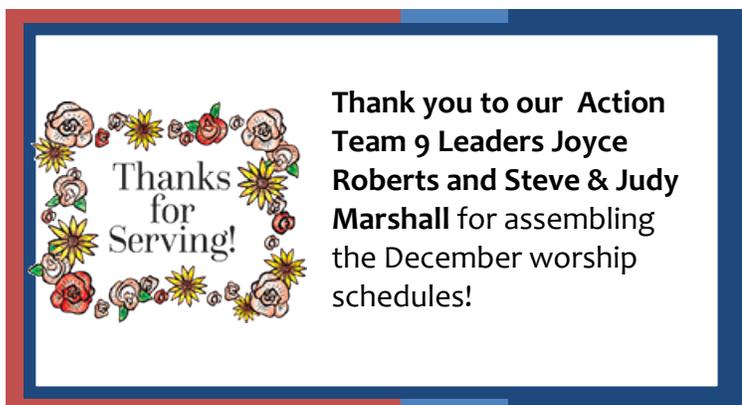
Happy Anniversary to the following Zion members celebrating January anniversaries!



Chad & Shawna Brandts  
David & Patty Lee  
Ronald & Rhonda Teigen

**ATTENTION!**

If you are celebrating an anniversary or birthday and do not see your name on these lists, please provide the information to Mary Gilman in the Office.



## February Newsletter Deadline

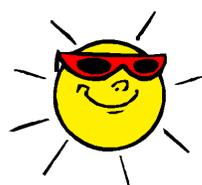
The February newsletter due date is **January 24th at noon**. Please turn your information in before this deadline! Earlier is great! Ministry Teams, we would love to hear what you are working on.

**Bible Quiz Answer:**  
G: (see Matthew 13:24-51)



Happy birthday to the following Zion members celebrating their January birthdays!

- |                         |                      |
|-------------------------|----------------------|
| Pamela Abraham          | Fred Lantz           |
| Philip Bachman          | Jody Maurer          |
| Patrick Baskfield       | Barb McDonald        |
| Jeffrey Becker          | McKenna McDonald     |
| Sandra Beecher          | Charles Menne        |
| Dominic Brandts         | Cindy Miller         |
| Caleb Brockner          | Mya Montgomery       |
| Brittany Burnett        | Tavish Olson         |
| Vicky Chesney           | Mary Pendergast      |
| Lucas Christianson      | Diane Sandstrom      |
| Jamie Christianson      | Andy Schmalzriedt    |
| Lauren Cooper           | Byrene Schmidt       |
| William (Liam) Copeland | McKenzie Schoneck    |
| Philip Fjeldberg        | Hunter Schoneck      |
| Katie Jo Friedrichs     | Myra Storlien        |
| Troy Glaubitz           | Elisabeth Teigen     |
| Pete Goeringer          | Teri Thompson-Hobart |
| Carter Graham           | Anola Thormodsgard   |
| Linda Hoechst           | Emma Winters         |
| Adeline Hoffer          | Faith Winters        |
| Lisa Jacoby             | Grace Winters        |
| Arlen Karau             | Hope Winters         |
| Taylor Kaus             | Dakota Yarger        |
| Brandon Laborde         | Carson Zumwalt       |
| Steve Laborde           |                      |



**Snow Birds:** Please let the office know what dates you expect to depart and return this winter as you head south to the warm country! Doing so will ensure you continue to receive all Zion information and newsletters! Thanks!



## St. Louis Mission Trip Update

Thank you to everyone who donated to our first St. Louis fundraisers in December! You helped us get off to a good start toward our fundraising goal of \$4,281!

We are planning several more fundraisers, so please watch the bulletin for more details.

Our time in St. Louis will give us the opportunity to experience first-hand the complexities of poverty, meet and serve those affected, and learn about local work to address racism and conflict.

## Confirmation News

Hopefully you enjoyed the Christmas break! Regular classes resume on January 4 at 6:00 p.m.

Our next **Mentor Night** is coming up on Wednesday, January 11 in the sanctuary. We'll be exploring the importance of prayer in Christian living.

Mark your calendars: Lent begins with Ash Wednesday on March 1. The youth will serve supper that night. Stay tuned for more information!

## Urban Immersion in August?

Were you interested in a service trip this summer, but didn't sign up for St. Louis? Pastor Andrea is considering a half-week trip to Urban Immersion Minneapolis in August. Would this interest you? Contact Pastor Andrea for more information.

## Weather Reminder:

All evening activities will be cancelled whenever LCWM schools are closed, cancel evening activities, or dismiss early due to inclement weather.

Worship cancellations will be announced on the church Facebook page and on KEYC.



## In Case of Emergency

Life events such as illness, accidents, or death don't happen on a schedule. If you (or a family member) face an emergency and are in need of pastoral care,



please contact Pastor Andrea on her cell phone: 507-402-1114. This number is also included in the church office's voicemail greeting.

Please note that we do not check the office voicemail outside of regular hours, so any message left after 3:30 pm (Monday-Thursday), or on Friday may not be picked up until the next regular office day.

## January Caring Coins

The Social Ministry Team will be collecting Caring Coins on January 8th and has designated January's Caring Coins for The Lutheran Center in South Sudan. The Southeastern Minnesota Synod is helping to create a clinic, worship space, and community center alongside the people of South Sudan. Your gifts will help make this facility a reality.

*"My giving to God's work in South Sudan ensures that the Gospel is proclaimed, health care is provided, and people receive education. I'm thrilled to be part of it."* - Rev. Pete Reuss, Assistant to the Bishop

## Sharing Shelf

Each month a volunteer from Zion delivers this food offering to the First Baptist Church. Thanks to Teri Thompson-Hobart for serving in December. The January volunteer is Linda Isebrand.

**Needs for January include: toilet paper, oatmeal packets, canned chili, canned beef stew, canned fruit, boxed rice and boxed potatoes.**

The Sharing Shelf is located at the First Baptist Church, 312 South Oakland Street. Hours are Wednesday evening from 6:00 - 6:30 PM or by appointment.

## Thank you for the Prayers!

The Visker and Halvorson families would like to thank you for your prayerful support this past year since Jed's diagnosis of Spinal Muscular Atrophy. It's been quite a year and your support has meant much to all of us! The Viskers received word on Christmas Eve from the Muscular Dystrophy Association that a new drug has been approved for use in the treatment of Spinal Muscular Atrophy. What this means for Jed remains to be seen, but he has an appointment with his collaborative physicians on January 12th and we ask for your continued prayers on his behalf.

—Joe, Erin, Silas & Jed Visker  
Jim & Darlene Halvorson

It's not too soon to start thinking about summer camp for your family!

## Planning Ahead:



## Summer Camp!

Green Lake Lutheran Ministries has announced their 2017 summer schedule and theme, "Faith: On Fire!" Throughout the week, campers will focus on the verse, "for by grace you have been saved through faith, and this is not your own doing; it is the gift of God" (Ephesians 2:8)

We're designating July 16-21 as "Zion Week" at Green Lake! Enjoy camp with your Zion friends and take advantage of the various programs available that week! Visit [www.gllm.org](http://www.gllm.org) to view the full



summer camp schedule and begin making plans to attend!

Good Earth Village is another great camp option available to Zion families, located just over 2 hours

## Monday Bible Study

Join us each week for a study that incorporates prayer, silence, and sharing as a way to deepen our understanding of the Gospel lesson for the coming Sunday. We meet at 11:00 a.m. in Classroom 21. Come, dwell in the Word!

### Team 1

#### Leaders:

#### January:

Gus & Marsha Larson

#### Team Members:

James Abbott

Robert & Janet Atkinson

Lorin & Linda Beecher

Corey & Candice Burnett

Donald & Lois Davis

Barb Feder

Kathleen Fleming

Troy Glaubitz

Judy Hanson

Mike & Cheri Herbst

Barry & Cindy Jacques

Travis & Alisha Jordan



Sylva Kubicek

Kathleen Lewis

Dorothy Maurer

Ginny Midthun

Jim & Tracy Nickels

Donna & Ray Roesch

Kim Schmalzriedt

Tim & Melanie Smith

Scott & Donna Spencer

Judi Thiesse

Bruce & Sandy Tibbetts

Howard & Mary Ward

**The Congregation Council hereby notifies the members of Zion Lutheran Church that during our regularly scheduled Annual Meeting on Sunday, January 29, 2017, the following amendments to the Zion Constitution and Bylaws will be considered.**

## **Proposed Changes to the Zion Lutheran Church Constitution and Bylaws**

For consideration at the 2016 Annual Meeting on January 29, 2017

*Prepared by Constitution Task Force (Linda Isebrand, Lisa Jacoby, and Pastor Andrea Myers)*

*and approved by the Zion Congregation Council on December 21, 2016.*

### **REQUIRED AMENDMENTS TO THE CONSTITUTION:**

Congregations of the ELCA adopt constitutions that include required provisions of the *Model Constitution for Congregations*. Updates to the *Model Constitution* are periodically adopted at the ELCA Churchwide Assembly. Three sets of changes (2011, 2013, and 2016) have been adopted since Zion's last constitution update. Adoption of these changes at the 2016 Annual Meeting requires a simple majority. These required provisions may not be amended by the congregation.

### **RECOMMENDED AMENDMENTS TO THE CONSTITUTION:**

The Council is recommending two amendments that will bring our constitution up to date with our current practices and ministry. Once approved at our 2016 Annual Meeting by simple majority, they must then ratified without change at the 2017 Annual Meeting. Changes to these proposed amendments are permitted.

### **RECOMMENDED BYLAWS REVISIONS AND ADDITIONS:**

Zion's current bylaws (last revised in 2012) are formatted as an appendix to the Zion Constitution. The ELCA's *Model Constitution* now requires that related provisions of the constitution and bylaws be grouped together for clarity of use. We propose renumbering our bylaws accordingly so that bylaws can be included with relevant chapters of the constitution. We further recommend the deletion of the bylaws that are clearly redundant to constitutional provisions. Finally, the bylaws have been reviewed and further amended to reflect current practices and ministry. These bylaws may be adopted by a simple majority at the 2016 Annual Meeting. Changes to these proposed bylaws are permitted.

### **ABOUT THIS SUMMARY**

A full copy the Zion Constitution and Bylaws, annotated with proposed amendments and edits, is available from the church office or our church website ([www.zionluthlakecrystal.org](http://www.zionluthlakecrystal.org)). This document offers nearly 40 pages of detailed reading. For the sake of clarity and to better keep our members informed about the changes, we offer the following summary.

## **Summary of Required Amendments to the Constitution**

### Updates regarding Pastoral Call Process, Allegations of Disability, and Issues of Conflict

1. Congregations of the ELCA are required to call ELCA pastors. Additions to \*C6.03. clarify the special circumstances under which a congregation might (with synod approval) call a pastor from another denomination that is in "full communion" with the ELCA.

2. New provisions outline the process for congregations and the synod bishop when there are allegations that a pastor is unable to serve due to physical disability or mental incapacity (temporary or permanent) (\*C9.05.b. and \*C9.05.c.).
3. The synod's bishop now has expanded responsibilities to consult and make recommendations when a conflict arises between pastor and congregation which imperils the effective functioning of the congregation (\*C9.05.d., \*C9.05.e., \*C9.05.f. and \*C9.05.g.).
4. A new provision states that an interim pastor is not available for a regular call to the congregation (\*C9.07.) unless previously approved by the Synod Council.

#### Creation of "Unified Lay Roster" of the ELCA

"Rostered Ministers" is a term used since the formation of the ELCA in 1988 to describe both pastors and those lay professionals previously known as Associates in Ministry or Diaconal Ministers. In 2016, the churchwide assembly created a "unified lay roster" of "Ministers of Word and Service." These ministers will be known by the title "Deacon." To maintain consistency in constitutional terminology, pastors are referred to as "Ministers of Word and Sacrament." These policy changes required significant amendments to the *Model Constitution*. Further amendments specify the duties and responsibilities of the new lay roster, as well as details concerning how these calls may be issued and terminated by congregations. The most significant changes are the addition of \*C9.21 through \*C9.31.

#### Updates to Process of Terminating Affiliation with the ELCA

1. Amendments clarify the process by which this congregation may terminate its relationship with the ELCA (\*C6.05.). This addresses procedures for special congregational meetings and voting. The process of consulting with the bishop of the synod during its deliberations is also described more fully.
2. Amendments clarify that congregations must follow the proper procedure for terminating their relationship with the ELCA in order to maintain title to their property (\*C7.03. and \*C7.04.).

#### Discipline of Members and Adjudication

There are circumstances where the behavior of a congregation member requires discipline or removal of that member (e.g. denial of Christian faith, interference with the ministry of the congregation, or harassment/defamation of other members). Chapter 15 amendments describe a new discipline procedure involving the Congregation Council, a Consultation Committee of the synod, and the synod's Committee on Discipline (\*C15.01.-\*C15.07.). Following a discipline hearing, the member may be suspended for a time or with condition, their congregational membership may be terminated, and/or they may be excluded from the church property and all activities.

#### Revised Congregational Membership Categories

1. Qualifications for voting members (\*C8.02.c.) and associate members (\*C8.02.d.) were clarified.
2. A new membership category called "Seasonal Members" (\*C8.02.e.) was added, which will allow congregations in some synods to grant limited voting rights to seasonal members who retain voting membership at another congregation.
3. A new provision (\*8.03.) states that applications for confirmed membership require the approval of the Congregation Council.

## Other Miscellaneous changes

1. A statement on the ELCA's commitment to Christian unity throughout the world (\*C3.02.) was added.
2. Description of the ELCA's participation in The Lutheran World Federation (\*C3.04.) was added.
3. A new provision states that the synodical bishop can request that the president call a special Council meeting (C10.02.).
4. A new provision allows the congregation to notify members about congregational meetings by electronic means (e.g. email) (C10.03.).
5. The Congregation Council's role with regard to supervising staff is clarified, noting that this supervisory role shall not contradict the constitution's provisions concerning the call or termination of a pastor or other rostered minister (C12.08.).
6. A correction was made to C13.05. so that it agrees with \*C9.01., stating that a call committee will be elected by the Congregation Council.
7. A new provision states that the pastor shall be *ex officio* a member of all committees and boards of the congregation. Per *Roberts Rules of Order*, an *ex officio* member of a committee or board is part of that group by virtue of their office (i.e., the office of pastor) and has full voice and vote on that committee or board.
8. A new provision permits the council and committees of the congregation to hold electronic votes and meetings (C13.13.).
9. The chapters on Amendments (previously Chapter 17) and Bylaws (previously Chapter 16) were re-ordered. There were also changes to the process of notifying the congregation of proposed amendments, the voting procedure, and the congregation's responsibility to submit constitution & bylaws changes for synod approval (\*C16.03. and \*C16.04.).
10. In addition to changes of substance, many corrections to punctuation, formatting, and spelling have been made.

## **Recommended Amendments to the Constitution**

The following amendments are recommended at this time in order to reflect the current practices of the congregation. Their adoption will require two votes by the congregation (approval in January 2017 and ratification in 2018). *Comments from the Constitution Task force are noted in italics.*

- C13.03. "Audit Committee members shall not be members of the Congregation Council. Term of office shall be one year with one member being elected each year. Members shall be eligible for reelection." (*Update to terms and number of members reflects current practice.*)
- C13.04. "A Personnel ~~Ministry~~ Committee shall consist of the Executive Committee and one additional person elected by the Congregation Council from one of the Ministry Teams." (*Correction to name of committee.*)

## **Recommended Bylaw Changes and Additions**

## Re-organized and Re-numbered

As noted above, the new *Model Constitution* from the ELCA requires that bylaws be grouped with the relevant chapters of the constitution. The “Parts” of our existing bylaws often address issues spread across several chapters of the constitution. The new structure and numbering makes the connections clear. Whereas constitutional provisions have a two-part number beginning with a C (C11.01.), the bylaws have three parts and begin with a B. For example, bylaws concerning congregational officers (C11.01.) are numbered B11.01.01., B11.01.02., etc.

## Deletions of redundant bylaws

Once bylaws are grouped with their relevant constitution materials, it becomes clear that some bylaws (such as that only voting members may be elected as officers or other elected leaders) are already covered in the constitution. This applied to 14 current bylaws, and we recommend their deletion.

## Proposed New Bylaws and other changes:

1. “The meeting agenda, reports, and proposed budget shall be available to the congregation prior to the Annual Meeting” (B10.01.03.).
2. “The term of this congregation’s officers shall begin upon adjournment of the meeting at which they are elected” (B11.01.01).
3. “Should an office of the congregation be declared vacant, the Nominating Committee shall nominate a candidate to be elected by the Congregation Council as successor until the next Annual Meeting. Should the unexpired term be one year or less, it shall not be considered in determining eligibility for succession.” (B11.02.01.)
4. “Members of the ministry teams shall be elected at the Annual Meeting of the congregation” (B13.06.02.).
5. “If a vacancy occurs on a ministry team, the Nominating Committee shall ~~fill the vacancy at its next meeting.~~ nominate a candidate to be elected by the Congregation Council as successor until the next Annual Meeting. Should the unexpired term be one year or less, it shall not be considered in determining eligibility for succession.” (B13.06.07.)
6. The Worship, Music and Adult Education team shall, “Oversee the congregation’s library and appoint a librarian as needed.” (B13.07.16.h.)
7. A new section on the Scholarship Team (B13.07.18.) describes the duties and responsibilities of the Scholarship Team and how new members shall be appointed. The responsibility of managing scholarship awards was removed from the list of duties for the Social Ministry Team.

In the process of updating and renumbering the bylaws, many other non-substantive changes were made to formatting, punctuation, and the removal of unnecessary headings. Please review the full text of the proposed bylaws (available from the church office or the church website) for a cross-reference between the old and new numbering system.



# KIDS PAGE

## MASON JAR nightLight

Because Jesus is the light of the world, his followers don't need to fear darkness or life's dark times. Make this nightlight to remind you of Jesus' light and presence.

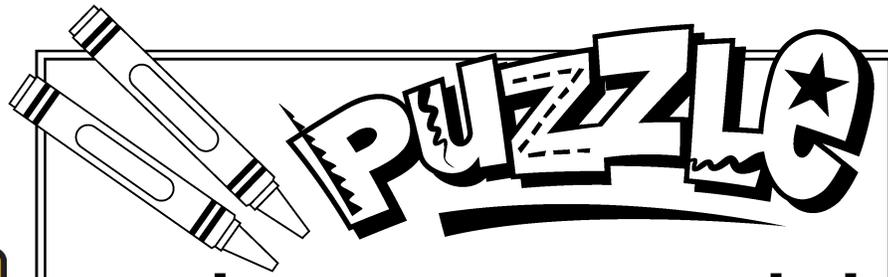


### What you need:

- Work area with good ventilation
- Mason jar
- Clear glue that works on glass
- Paintbrush
- Glass stones
- Tealight candle
- Lighter
- Adult supervision

### What you do:

1. Starting at the top of the jar, brush glue on a small section.
2. Press glass stones onto the glue in rows. Let dry.
3. Continue gluing stones, in small sections, until the entire jar is covered.
4. When dry, place a candle inside. Light with adult help.



# Light OF THE World

In a world full of sin and darkness, how can we find our way?  
Discover Jesus' answer in John 8:12, NIV.

*Directions: Use the key to fill in the missing vowels.  
Then read the completed Bible verse.*

KEY:  **A**  **E**  **I**  **O**

" \_ \_ M TH \_ L \_ GHT \_ F  
TH \_ W \_ RLD. WH \_ \_ V \_ R  
F \_ LL \_ WS M \_ W \_ LL N \_ V \_ R  
W \_ LK \_ N D \_ RKN \_ SS."  
J \_ H N 8:12, NIV

Answer: "I am the light of the world. Whoever follows me will never walk in darkness." John 8:12, NIV

### BIBLE QUIZ

In Matthew 13, to what does Jesus compare the kingdom of heaven?

- A. A farmer sowing seed
- B. A mustard seed
- C. Yeast
- D. Hidden treasure
- E. A merchant who finds a pearl
- F. A fishing net
- G. All of the above

Answer: See Page 5



## Report for: November 2016

<b>Income</b>	<b>November 2016</b>	<b>YTD</b>	<b>Nov 2015</b>	<b>Change (+/-)</b>	<b>A summary of income for all sources, and any change from the previous year.</b>
Offerings	11,930.80	133,311.29	13,913.89	(1,983.09)	
Non-Benevolence	1,960.00	22,097.13	1,845.00	115.00	
Building Fund	2,707.15	42,738.19	6,612.48	(3,905.33)	
Memorial Fund	0.00	290.00	25.00	(25.00)	
Special Projects	367.00	4,566.02	785.00	(418.00)	
Scholarship Fund	0.00	4,495.00	640.00	(640.00)	
<b>Total</b>	<b>16,964.95</b>	<b>207,497.63</b>	<b>23,821.37</b>	<b>(6,856.42)</b>	

### **Ministry Ex-** **penses**

	<b>November 2016</b>	<b>Monthly Budget</b>	<b>Variance (+/1)</b>	<b>YTD</b>	<b>YTD Budget</b>	<b>Variance (+/-)</b>	<b>"How do our ministry expenses compare to what we planned for in the budget?"</b>
Salaries and Related Costs	9,643.79	10,709.33	(1,065.54)	105,448.55	117,802.66	(12,354.11)	
Utilities, Maintenance, Other	1,334.04	2,641.67	(1,307.63)	23,111.39	29,058.33	(5,946.94)	
Education, Mission, Related Costs	0.00	1,250.00	(1,250.00)	6,820.31	13,750.00	(6,929.69)	
Supplies	1,215.03	1,245.83	(30.80)	12,764.94	13,704.17	(939.23)	
Synod Mission Support	967.17	1,042.50	(75.33)	9,612.29	11,467.50	(1,855.21)	
<b>Total</b>	<b>13,160.03</b>	<b>16,889.33</b>	<b>(3,729.30)</b>	<b>157,757.48</b>	<b>185,782.66</b>	<b>(28,025.18)</b>	

### **Budget Cash-** **flow**

	<b>November 2016</b>	<b>YTD</b>	<b>"What is our net cashflow for the year for our ministry expenses?"</b>
Income available	13,890.80	155,408.42 (General Offerings & Non-Benevolence)	
Ministry Expenses	13,160.03	157,757.48	
Net (+/-)	730.77	-2,349.06	

### **Building** **Fund**

	<b>November 2016</b>	<b>YTD</b>	<b>"What is our net cashflow for the year for the Building Fund?"</b>
Income	2,707.15	42,738.19	
Payments	(3,891.00)	(41,480.10)	
Interest	2.16	22.89	
Current Balance	12,083.12		

### **Balances**

	<b>November 2016</b>
General Checking	(686.38)
Memorial Fund	6,040.19
Non-Benevolence	2,174.39
Special Projects	1,236.60
Choir	28.83
Scholarship	6,147.79
Line of Credit	9,100.00
Mortgage Principal (Thrivent)	(482,506.13)

	<b>Attendance</b>		<b>Communion</b>	
<b>November</b>	<b>2015</b>	<b>2016</b>	<b>2015</b>	<b>2016</b>
<b>Week 1</b>	208	142	150	111
<b>Week 2</b>	161	145		
<b>Week 3</b>	130	144	114	105
<b>Week 4</b>	177	143		
<b>Week 5</b>	130	N/A		

## Zion Lutheran Church Council 2016

**Rod Isebrand, President:** Executive, Membership & Outreach, Worship, Music & Adult Education

**Matt Christianson, Vice President:** Executive, Social and Youth

**Mary Hutchens, Secretary:** Executive, Membership

**Jim Halvorson, Treasurer:** Executive, Finance and Stewardship, and Building & Grounds

**Dave Hoffer:** Building and Grounds

**Doug Midthun:** Finance and Stewardship

**Kathy Fleming:** Membership and Outreach

**Linda Isebrand:** Social Ministry

**Sheldon Meyer:** Music & Adult Education

**Becky Sittig:** Youth

### Zion Lutheran Church “To Make Jesus Known to All in Our Words and Actions” November 2016

**PRESENT:** Matt Christianson, Rod Isebrand, Linda Isebrand, Dave Hoffer, Sheldon Meyer, Mary Hutchens, Doug Midthun, Jim Halvorson, Kathy Fleming, Becky Sittig

**GUEST:** Beth Paumen, Steve Marshall, Gary Sandstrom, Lisa Jacoby

1. Opening Devotions: Becky Sittig opened with a reading.
2. Approve Agenda: Youth Ministry - no meeting; New Business: remove 7.a; add New Business, 7.c: Personnel Reviews; Motion to Approve: Sheldon Meyer; Motion Seconded: Linda Isebrand; Motion Passed
3. Thank-You Notes? Rod said thank you to team members for working with Consent Agenda and to everyone for taking turns with devotions and treats.
4. Reports (Consent Agenda Format): Motion to Approve: Sheldon Meyer; Motion Seconded: Becky Sittig; Motion Passed
  - a. Pastor's Report: per Rod, add prayer concerns: Lewie Fleming; Frier family, Mennenga family, Rod's daughter-in-law's extended family. Pastor is attending the Winter Warm-Up

event at Gustavus Adolphus College. December newsletter deadline is November 17; Fall Stewardship Appeal is Sunday, November 20; Lake Crystal Ecumenical Thanksgiving service is November 23 at 7:00 p.m. at Zion, Pastor Salim Kaderbhai (Butternut) will preach; Christmas decorating is December 2; special worship schedules in December and January: December 18, 2 services (8:30 and 10:45) with Sunday School Christmas program at late service; December 24, 5:00 Manger Service and 10:00 Contemporary Candlelight Communion; December 25, 10:00 Christmas Day worship; January 1, 9:00 New Year's Day worship. Special thanks to Temple Talk speakers: Tom & Gina Cooper, Mark Friday, Tony Jacobs. 2017 Southeastern MN Synod Assembly will be held Saturday and Sunday, May 6 & 7, need to make plans for the Sunday worship service. Donna Roesch will join Barb Anderson, Joyce Johnson and Kristi Grindstaff on Scholarship Committee.

- b. Secretary's Minutes: September 21, 2016
- c. Statistical Reports: see handout
- d. Financial Summary: see handout
- e. Finance and Stewardship Ministry Team (\*Doug Midthun, Matt Lantz, Gary Sandstrom): Doug reported that Mary Gilman is working on ordering envelopes.
- f. Social Ministry Team (Dawn Hartman, Carol Dunker, \*Linda Isebrand): Linda noted a correction of 63 (not 54) boxes delivered for Operation Christmas Child, with \$622.35 in donations. Serving dates for 2017 Food for Friends will be March 18 and October 28, with continued use of Thrivent Action Team grants for the meals, but will buy groceries and prepare the meal themselves, encourage youth groups to serve. No Caring Coins in November to focus on stewardship, December Caring Coins will be for Lake Crystal Ministerial Association. Discussion on Prayer Chain Ministry brochure. Little Dresses for Africa will be shipped soon after Christmas. Discussion on Caring Coins schedule and considered supporting Reach Drop-In Center for homeless youth.
- g. Youth Ministry Team (\*Becky Sittig, Kristy Schultz, Jennifer Fleming): no meeting

- h. Membership & Outreach Ministry Team (Beth Paumen, \*Kathy Fleming, Steve Marshall): no meeting; pictorial is in production
- i. Worship, Music & Adult Ed Ministry Team (\*Sheldon Meyer, Phil Bachman, Kristi Grindstaff): Sheldon reported on serving of treats at 7:00 p.m. community Thanksgiving service, looking for people to bake a pan of bars and serve (Linda Isebrand and Janette Abraham volunteered). Narthex Design Committee report: officers were determined (Linda Isebrand / chairperson, Barb Feder / recorder); will serve treats after church in Narthex for a time being; would like to have a librarian identified; discussion on kiosk for displaying information, art work, prayer shawls and Little Dresses for Africa and casual seating and overflow seating. Congregational input is necessary.
- j. Building & Grounds Ministry Team (Brett Streng, \*David Hoffer, Mike Bottin): completing fall tasks including control valve for faucet; will use fill to slope away from foundation for the down spout issue, temporarily, on west side.

\*Ministry Team Chairperson

- 5. Other Reports
  - Finance and Stewardship Ministry Team (see 4.e.): Youth Ministry Team (see 4.g.):
- 6. Old Business
  - a. Constitution Update – Review of proposed changes: Lisa Jacoby & Linda Isebrand reported on previous required and recommended amendment changes that were not updated in Zion’s Constitution or By-laws. By-laws must be imbedded into Constitution. Complete document is available online. Vote for approval will take place at the December 21 Council meeting and then will be presented for approval at the January Annual Meeting. Request to each Team to review the By-Laws section that refers to their Team for accuracy. Give changes to church office by December 14, to be presented at Council meeting.
  - b. Stewardship for All Seasons (turn in intent forms to SAS Team): Ministry Team members and SAS Team members are asked to complete and turn in Intent Cards before Sunday; and lead as an example at the church service. Updates will be shared and contact made to those who did not complete a card. A dedication service will be held December 4.
  - c. 2017 Budget Development: Executive Council and

Finance Team met and started the budget proposal for 2017. Proposed budget will be available for approval at December meeting. Committee reports for annual report are due to church office by January 8.

- 7. NEW BUSINESS
  - a. Scholarship Committee Member: remove from agenda, see Pastor’s report
  - b. December Council Meeting (Potluck): December 21 at 6:00 p.m. All Ministry Team members are invited.
  - c. Personnel Reviews: Executive Council, with Carol Dunker, will conduct reviews the first week of December.
- 8. Treasurer’s Report: General Checking: \$55.16; Memorial Fund: \$6,029.20; Building Fund: \$11,485.96; Non-Benevolence: \$859.22; Special Projects: \$1,054.38; Available to Pay Bills and Payroll: \$914.38; Overdue Bills: 0; Current Bills: \$4,474.28; Line of Credit: \$9,100.00.
- 9. Adjourn at 8:40 p.m.

Closing: The Lord’s Prayer

Respectfully submitted: Mary Hutchens

## Christmas Light Donations Wanted

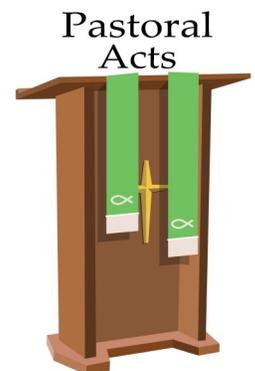


Zion will once again collect unwanted/ burned-out Christmas lights. Donations can be placed in the plastic tote that is available in the narthex (through January 13). All items will be delivered to MRCI for recycling, where they provide much needed work for the clients served by this organization. Lights may be collected from friends and turned in at the church as well. Please contact Linda Isebrand if you have questions.

**December:**

Baptism: Beckham  
Michael-Anthony Ziegler

Funeral: John Mosher



# Zion Lutheran Church

211 E Robinson St.  
P.O. Box 236  
Lake Crystal, MN 56055  
Phone: 507-726-2849  
Fax: 507-726-2119

ADDRESS SERVICE REQUESTED

Presort STD  
US Postage  
PAID  
Permit # 2  
Lake Crystal, MN 56055

zioninfo@zionluthlakecrystal.org

pastor@zionluthlakecrystal.org  
zionluthlakecrystal.org

Office Hours: Monday-Thursday  
8:00 a.m.–3:30 p.m.

The office is closed on Friday.



**Evangelical Lutheran  
Church in America**  
God's work. Our hands.



## 2017

◆ january february march ◆

october november december

april

may

◆ june

september ◆

**A Year of  
Opportunity**

**Sunday Morning**  
9:00 a.m. Worship  
Communion the 1st & 3rd  
Sundays

Miss the Sunday service?  
Sunday worship services  
replay on Channel 7 on  
Wednesday mornings at  
10:00 a.m.

Our Mission Statement



“To Make Jesus Known  
to All in Our Words and  
Actions.”

**Zion Lutheran Church**  
211 East Robinson Street  
Lake Crystal, MN 56055

**Pastor**  
Rev. Andrea Myers

**Office Manager**  
Mary Gilman

**Choir Director**  
Linda Isebrand

**Organist**  
Sheldon Meyer

**Custodians**  
Bob and Barb McDonald

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