



ANNUAL CONGREGATIONAL MEETING

Jan 26th, 2025

for the 2024 Year

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Zoar Lutheran Church
Annual Congregational Meeting for the Year 2024
Agenda

Sunday, January 26, 2025
12:15 p.m.

1. Call to Order and Adoption of the Proposed Agenda- Steve Hill
2. Opening Prayer – Pastor Paul Reichert
3. Secretary’s Report – Minutes of the 2024 Annual Congregational Meeting
4. President’s Report – Steve Hill
5. Treasurers Report – Steve Hill for Angela Thomas
6. Pastor’s Reports – Pastor Paul Reichert & Pastor Melanie Forrey
7. Foundation Fund Report – Glenn Abke
8. Report on Abundant Life I and Abundant Life II – Jenn Polter
9. Old Business:
 - A. _____
10. New Business:
 - A. Affirmation and Installation of:
 - 2025 Council officers
 - 2025 New Council Members at Large
 - 2025 Appointed Committee Chairs and Members
 - B. Presentation of the 2025 President Derek Meyer
 - C. Presentation of the Zoar Welcome Statement – Pastor Melanie
 - D. Presentation of Budget for 2025 – Derek Meyer for Dave O’Brien
11. Close of Meeting – Derek Meyer
12. Benediction – Pastor Melanie Forrey

2024 ANNUAL REPORT

Previous Year's Minutes

Zoar Lutheran Church

2023 Annual Congregational Meeting

Sunday, January 28, 2024

12:15 p.m. and on Zoom Platform

Attendance - 66 members in person

Called to order at 12:15 p.m. by Paul Dodge, Council President

Adoption of Proposed Agenda

No additions or corrects. Approved.

Pastor Paul did an opening prayer.

Approval of 2022 minutes – no corrections. Chris Cooper motioned to approve; Ken Widdel seconded. Minutes were adopted.

President's Report – Paul Dodge

Paul indicated that Zoar had a very positive year last year. The church is now fully staffed. Paul is very proud of the staff and all that they have done. The parking lot at the South/East corner of Sandusky and 5th street was sold. The property sold for more than the asking price. It was approved at last year's congregational meeting to take funds from that sale and put them towards improvements of the rental properties. That was done and the improvements are now visible. Rent has also been increased to closer to market price which allows Zoar to have increased revenue to put toward future improvements.

Pastor Paul's 30-year ordination anniversary was celebrated in July. The restoration of a stained-glass window was dedicated in his honor. A plaque will be placed at the window in Pastor Paul's honor.

The Family Life Center celebrated its 25th anniversary. The Heritage Committee did a good job on the celebration which included a catered meal and entertainment.

Lynn Cooper has done an amazing job on the stained-glass window project. The Stained-Glass Committee has held events, flashlight tours and a musical concert to draw attention to and raise funds for this project.

Treasurer's Report – Dave Creps

Dave indicated that it was a good year for Zoar's finances. Zoar is in a better spot than it was last year. At the end of last year, Zoar was committed to the repayment of the loan balances of which \$36,000 is going back plus an additional \$20,000 out of the rental proceeds. With the payments made, the pay downs the new monthly payments due are reduced by \$1,447.00 reducing total monthly payments by \$2,000.

Senior Pastor's Report – Pastor Paul Reichert

Pastor Paul indicated that having a full staff who can not only take up some of the work that was not getting done but to interface with all of you who are doing so much. It is a joy and a credit to the congregation. The congregation stepped out and looked forward to the ministry that is a head of us. Amazing step in faith and already baren fruit. The number of folks who are visiting is rising. That hope and looking to the future. Grateful for all of you for taking that step. So full of hope and excitement for the next 3 years. Looking at how Zoar is going to position itself into the future. The world is changing, and we need to adapt to those changes.

Associate Pastor's Report - Melanie Forrey

Pastor Melanie's year of 2023 started right after voting on December 3rd and she hit the ground running on December 4.

It has been a whirlwind since then. Sometimes she feels overwhelmed, but it feels good. Such a wonderful full of a rich history of generosity and grace and God is at work right now. Full report can be found online and if you want to talk about it come and find her.

Pastor Melanie requested the NW synod assembly which will take place June 1, 2024, at St. Mark's in Bowling Green. Zoar gets to take 4 delegates, at least one of them being a young adult.

A motion was made to have the 2024 delegates for the NW Synod be Donna Laird, Lola Nelson, Ken Meincke and Tom Iserman. Heidi Meyer moved, and Ryan Compler seconded. The motion was approved.

Foundation Fund Report Dave Stuckey

Dave indicated if you are interested in finding out more about the foundation go to the church's website. The website was revised last year to be more user friendly. Derek Meyer will be joining the foundation committee as the church council liaison.

Abundant Life 1 and Life II – Scott Heslup

Zoar should be proud of the fact that we have this facility available. It is a good asset for the community. Scott took time to thank the Board of Trustees, volunteers, Zoar and Zoar youth for supporting the residents throughout the year.

Old Business:

Rental Properties Update:

Last year at the congregational meeting it was decided to sell the parking lot and use the proceeds towards the rentals. The parking lot sold for more than the asking price. The proceeds were used for major updates that needed to be done to the rental properties including upgrading of electric, foundation work done, water heaters, roofing etc. Paul Dodge thanked the property committee who worked endless hours on this project.

Affirmation and installation of Officers for 2024 President and Council.

A motion as made to accept the slate of nominees (as listed on page 22 of the annual meeting report) by Doug Cook moved and Ken Widdel seconded. The motion as approved.

Presentation of the 2024 President – Steve Hill

Steve is looking forward to a great year. First and foremost, he thanked the 2023 president as well as he committee members. Zoar is blessed with a full staff and with the prospect of a wonderful year to come. Success will require the staff, council, committees and members of Zoar. Zoar needs to reach their giving goals. Zoar needs to continue the outreach in the community to continue to grow.

Presentation of Budget for 2024 – Angela Whaley

Angela indicated that Zoar will be using our own musicians in 2024 and that that the church will no longer be printing newsletters.

2024 budget has been published.

A motion was made to approve the 2024 budget. Larry Karnes moved, and Heidi Meyer seconded. The motion was approved.

A motion was made to close the 2023 Annual meeting. Don Artz moved, and Brian Tomko seconded.

Respectfully Submitted,



Kathie L. Kleinfelt

PRESIDENT'S REPORT – Steve Hill

2024 has been a very active year. There have been many challenges, opportunities, and successes. I want to thank the Council and all Committees for their dedication and assistance in administering the work of Zoar Lutheran Church. It is an honor to have served with such a great group.

The Pastor Paul and Pastor Melanie have been very active in their ministries. There has been continued progress since COVID in many programs of Zoar's ministries. Their support of each other and the congregation is a very taxing duty. This was aided during the summer with our abridged service schedule, serving the Church family while providing them an opportunity rest and reflect on the upcoming busy fall and Christmas seasons.

Our Music Ministry is in great hands with Jacob and all the opportunities he has presented such as the Pop-up Choirs, the Bell choir, and his excellent offerings each Sunday.

Corrin is growing our youth Ministry in both numbers and activities. There have been trips, events, and many opportunities for involving the youth in service to the church and community.

Nicole is providing excellent communications to the congregation through Eblasts, fliers, and all the communication she creates, maintains, and distributes to the Congregation.

The Property committee is continuing to manage and maintain our facility, providing both skilled service and hours of volunteer workers to do the monumental tasks that are required in maintaining the Zoar campus. They work with the outside contractors to facilitate repairs and upgrades to the church. They have completed a 10 year needs assessments, which is a spending requirements guide for the future.

Angela and Dave have had a very busy year starting with the information breach and all the work that was required to recover from that incident. They worked diligently on providing a budget for 2025, it is a very aggressive budget requiring each member of our congregation to meet the challenge. The challenge is: if the congregation is receptive to the growth of the ministry, they must financially support Zoar.

Tracy is continuing to update the policies and procedures of Zoar. She has completed substantial work in refining the financial reporting to better reflect the finances of Zoar.

Zoar continues to be a gathering place for the Community providing Pickle ball, Pickup Basketball, quilting, blood mobiles. and all the groups that meet during the week. Also of note are all the meals, and assistance provided through the year, to those who are in need.

It has been a great opportunity to serve as President of the Congregation and I know that Derek and his Council will have a great 2025.

TREASURER'S REPORT – Angela Thomas

It was a decent year for the church's finances. We had a strong December for income which helped close some gaps from earlier in the year. That is a typical trend with Christmas and other year-end giving in the month of December.

Donations continue to recover from the pandemic days. However, we are starting to see that become more stagnant rather than an ongoing increase as needed for our increasing expenses. For most of the year, we maintained a trend of spending less than we received.

Waterford Bank Checking and Money Market Combined Balances:

Started 2024 with \$420,382.58

Ended 2024 with \$409,203.40 a decrease of \$11,179.19

Ameritas Investment Account Balance:

Started 2024 with \$845,359

Ended 2024 with \$945,274 an increase of \$99,915

Waterford Bank Outstanding Lines of Credit (Loans):

Line of Credit #288 \$119,703 Monthly Payment Due \$ 789.00

Line of Credit #609 \$227,948 Monthly Payment Due \$1,787.00

Total \$347,65 Total \$2,576.00 (Debt Balance at the end of 2023 was \$418,181)

We made a Principal Payment of \$56,802.60 which reduced the term of the #609 LOC. That additional Principal Payment came from the June 2023 sale of the parking lot at the southwest corner of Fifth and Sandusky Streets. We were also able to use a portion of those proceeds to make necessary repairs/updates to the 2 rental properties, which were complete in 2024. Additional income from the rental properties will continue to be used to pay down the loan balance.

Final Summary for 2024:

Total Revenues for 2024: \$895,821.64
 Total Expenditures for 2024: \$867,414.31
 Operating Net for 2024: \$28,407.33

FINANCIAL POSITION

ACCOUNT	RATE	12/31/2023	12/31/2024
Waterford Checking Account		\$ 307,127	\$ 311,687
Money Market Account w Waterford	2.31%	\$ 110,054	\$ 103,468
CASH IN BANK		\$ 417,181	\$ 415,155
DEDICATED FUNDS			
DED Cap Asset / Building Funds		\$ (190,306)	\$ (137,240)
Stained Glass		\$ (114,664)	\$ (116,689)
Grant Funds		\$ (37,414)	\$ (106,584)
Misc Ded Funds		\$ (62,615)	\$ (52,161)
COUNCIL DESIGNATED FUNDS			
DES Rental Funds		\$ (73,681)	\$ (15,000)
DES Rental Tax Funds (for Property Taxes)		\$ (11,000)	\$ (11,436)
DES Memorial Fund		\$ (5,100)	\$ (16,628)
RESTRICTED FUNDS		\$ (494,780)	\$ (455,738)
CASH POSITION		\$ (77,599)	\$ (40,583)
ASSETS			
Ameritas Investment Account Value		\$ 845,359	\$ 945,274
Midland National Life Ins (Surrender Value)	0-6.5%	\$ 345,930	\$ 345,216
LIABILITIES			
Rental Deposits		\$ 2,500	\$ (1,550)
Waterford LOC 288 Loan (Apr2022 -2028)	3.75%	\$ (124,513)	\$ (119,703)
Waterford LOC 609 Loan (Apr2022 -2028)	3.75%	\$ (1,787)	\$ (227,948)
NET		\$ 1,067,489	\$ 900,706

Zoar Lutheran Church
Treasurer Rpt YTD
Finance year 2024, December

<u>Book 01: Fund 01</u>	Budget	Actual	Budget	Actual
	as of 12/31/2024	as of 12/31/2024	as of 12/31/2023	as of 12/31/2023

Income

10 - General Fund Receipts	886,105.00	875,408.34	861,800.00	806,281.40
30 - Mission Support	24,000.00	18,057.95	24,000.00	14,862.38
32 - Investment & Other Income	0.00	2,355.35	0.00	774.92
Income:	910,105.00	895,821.64	885,800.00	821,918.70

Expense

20 - Compensation	546,499.00	528,605.21	492,575.00	426,123.51
30 - Mission Support	101,550.00	106,169.50	106,500.00	105,053.00
31 - Worship	5,570.00	3,173.92	4,700.00	4,558.26
32 - Music	7,800.00	6,140.55	12,500.00	6,658.01
33 - Communications	11,699.84	6,255.74	14,450.00	8,821.72
34 - Stewardship	5,600.04	4,800.65	4,900.00	5,991.33
35 - Social Ministry	14,700.00	14,044.32	14,000.00	14,053.12
36 - LLL PreK - 4	1,550.04	444.46	5,350.00	2,008.43
37 - YaYA 5-12	0.00	0.00	1,000.00	805.19
38 - Heritage	0.00	0.00	0.00	0.00
41 - Administration	78,586.00	77,077.11	52,700.00	88,072.75
43 - Property	135,000.00	120,702.85	132,400.00	133,481.72
Expense:	908,554.92	867,414.31	841,075.00	795,627.04

Summary, Book 01: Fund 01

	Budget	Actual	Budget	Actual
	as of 12/31/2024	as of 12/31/2024	as of 12/31/2023	as of 12/31/2023
Income:	910,105.00	895,821.64	885,800.00	821,918.70
- Expense:	908,554.92	867,414.31	841,075.00	795,627.04
Net Income:	1,550.08	28,407.33	44,725.00	26,291.66

Bank account balances

	Beginning balance	Change through	Current balance as of
	as of 1/1/2024	12/31/2024	as of 12/31/2024
011-00-80-11 Waterford Bank Checking	319,269.22	-13,534.54	305,734.68
011-00-80-12 Waterford Bank Money Mkt	101,113.37	2,355.35	103,468.72
Totals:	420,382.59	-11,179.19	409,203.40

PASTOR'S REPORTS

Pastor Paul Reichert

“When (the Magi) saw that the star had stopped, they were overwhelmed with joy” Matthew 2:10

Reading this passage alone, one could think that the journey was over, but finally finding Jesus after more than a year of anticipating that day was not the end. It was an important moment and one worth celebrating, but in just two verses, they are on the way again. It makes me think about this year in Zoar's life, 175 years of ministry in Perrysburg. It is a great milestone, worth celebrating, and not the end of the journey of Zoar's ministry in the Gospel.

Before continuing, let me say thank you to Zoar for supporting our family through Beth's surgery in the spring. Your cards, prayers, and caring made a scary situation more tolerable and reminded us of the wondrous blessing of ministry shared together. Thanks also to Zoar's staff for all their work over the past year: Custodian-Paul Cannon, Director of Church operations-Tracy Jahns, Secretary - Jodi Calkins, Communications coordinator-Nicole Downey, Director of Music -Jacob Henry, Youth Director -Corryn Short, and Pastor Melanie Forrey.

Over this past year, We shared many familiar ministries: Worship, Sunday School, Vacation Bible School, Feed our Families, Kitchen of Hope, partnership with Redeemer Lutheran in Toledo, and as you know this list could take up pages! Zoar's ongoing ministries continue to make a difference in our congregation, our community, and our world.

We participated in new ministries and new to us. Thanks to the amazing work of Pastor Melanie, Zoar was able to be a principal supporter among the 30 faith communities including more than 300 participants who joined together in a caring witness through Better Together. We participated in a -new to many in the congregation- Sew Hope Food packing event creating thousands of meals for those in need. And in a newish to us moment, Zoar was able to welcome and sponsor the Scouts of Pack and Troop #110 as we continue to find new ways to be welcoming and utilizing the AmaZing gift of Zoar's building.

We tried some things that weren't exactly new, but we hadn't tried before: a shared Thanksgiving Eve service with Lutheran Church of the Master, a Blessing of the animals service with cats, dogs, and one very nervous Guinea Pig, and combining Sunday worship services through the summer. And as much as they were, “We haven't done it that way before” moments, we were blessed in trying new things.

Through the coming year, as we celebrate 175 years of ministry together, there will be many wonderful moments of looking back, sometimes WAY back, and while we look back, let us remember that those were often forward-looking ministries in the past. So let us also be inspired to look ahead as we continue the journey of ministry together. Peace, Pastor Paul

Pastor Melanie Forrey

⁵ May the God of steadfastness and encouragement grant you to live in harmony with one another, in accordance with Christ Jesus, ⁶ so that together you may with one voice glorify the God and Father of our Lord Jesus Christ. ⁷ Welcome one another, therefore, just as Christ has welcomed you, for the glory of God.

-Romans 15:5-7

Beloveds,

It has been quite a year. When I began my official ordained ministry at Zoar last January, after beginning my call December of 2023, I shared my hopes and wonderings about what new things God was up to here in this place. Looking back, it is incredible to me all that we have experienced in such a short time together. It has been a

tremendous year of gospel and growth with you all, and I am thankful to serve God alongside you as we practice inclusion, justice, mercy, grace, and hospitality together.

One of the joys of my year came from our work together to better live out the inclusive love and welcome that we receive from Jesus. There have been countless moments of celebration, several of challenge, and some even of hurt and frustration, and we have navigated them together. We celebrated Toledo Pride together with the collaboration *Better Together: Faith Communities United for Pride*, where more than 300 people, from more than 30 different faith communities, across 9 different denominations and traditions, came together to model our shared value of inclusion. Zoar marched in the parade, shared a booth with other inclusive ELCA congregations from the area, and professed a powerful message of love and belonging together with our neighbors.

I had the great privilege of working with the Social Ministry committee, in collaboration with Zoar's many ministry committees, to craft a statement of welcome that will be shared during the Annual Meeting for congregational adoption. This statement reflects what we believe about the expansive love of God through Jesus, the work we have been doing to be welcoming to all people, and our promise to continue learning and growing to better be and love God's people and creation together. I am proud of the ways Zoar leans into the challenge of change, extending welcome through intentional messages, celebrations, continued education, accessible meals and programming, and engaging difficult conversations.

People of all ages at Zoar reflect Christ in amazing ways. It has been an honor to be in ministry with you, to travel with you, to learn from you, and to accompany you through the highs and lows of this life we share - God with us in every moment. I am excited for another year of service alongside you all, and hopeful about God's work we will do together as we continue to gather and grow in faith, sharing God's abundance generously with our neighbors.

Peace and love to you all,
Pastor Melanie

STAFF REPORTS

DIRECTOR OF CHURCH OPERATIONS – Tracy Jahns

Another year has come and again with the ups and downs of life. The administrative tasks at Zoar are many and necessary, although not always everyone's favorite part. I thank you all for the privilege to share my gifts at Zoar.

Facilities Management – 2024 added a lot more users of the building which is very exciting as new members of the community will become familiar with Zoar. The Driving school, the Scouts of America Troop 110 as well as Pack110, and more pickleball groups were added and new in 2025 a children's soccer group will walk through our doors.

The list of tasks base on inspections was completed at the rental properties this past year and things are running smoothly with the Property Management company now in place. These properties continue to be an excellent source of income now for Zoar and can help sustain many ministries in the years to come.

Staff/HR – We have had a full staff for a year now and the difference has been felt across all ministries. A major update to the Employee Handbook was worked through with staff and the Personnel Committee this past year and many policies were updated to our current practices. I would like to thank everyone for the MANY hours put into this task.

Finances – Again this year I want to thank the Finance Committee, as we jointly worked to be the best stewards of Zoar’s financial resources and obligations. Our team has met several times this year to improve our financial management systems. Moving into 2025, I am excited to know things will be running much more efficiently, and smoothly as systemic updates continue to improve.

In 2025, I look forward to continuing to be AmaZed by God, and growing with Zoar Lutheran Church!

MUSIC DIRECTOR – Jacob Henry

It’s hard to believe another year has come and gone! Highlights from the last year included our “Windows and Story” hymn festival with the stained glass campaign, another wonderful choir season, and the collaboration of many talented musicians.

We are continuing to build a flexible and collaborative music program, open to musicians of all age and ability. Creating a music program that works with people’s busy schedules continues to be a fun challenge, one that is certainly bearing fruit. Over the coming years, we hope to expand opportunities that allow people to contribute musically on occasion and work with busy schedules.

We also hope to find creative ways to celebrate Zoar’s rich musical history during this year – our 175th anniversary of ministry. So stay tuned!

Lastly, please know that our music program is for all musical abilities. Whether you are a beginner or a professional, there’s something here for you. Our goal in church music isn’t perfection (that doesn’t exist anyways). Our goal isn’t even to get all the right notes.

Instead, we strive to worship, to inspire others, to deepen our connections to each other, to deepen our faith, and to express ourselves musically. So sometimes we’ll hit the wrong notes. But when we join in a joyful song, we can achieve some truly beautiful things.

Jacob Henry

YOUTH DIRECTOR – Corryn Short

Dear Friends,

It has been an amaZing first full year served as your Director of Youth Ministry here at Zoar. The support I continue to receive from this congregation has been so appreciated as I work alongside Pastor Melanie and Pastor Paul and the members of Lifelong Learning (LLL) and Youth and Young Adult (YAYA) committees to build the faith-formation programs that are so vital to our congregation’s youngest members.

In January of 2024 I was blessed to attend my first Extravaganza conference for youth ministry leaders of the ELCA. The conference was held in New Orleans, Louisiana, so I was able to get a sneak peek of the city and all its offerings before attending the ELCA Youth Gathering in July. It was an amazing opportunity for education and fellowship and for renewal and networking. I am excited to travel to Louisville, KY for this year’s E! in just a few weeks.

Throughout the winter and spring months of 2024, we offered many events for youth of all ages in addition to our weekly Sunday School and monthly Confirmation classes. The youth group were able to work through an escape room and go bowling. The high school students created their own youth committee known as ZAC (Zoar Activities Council). Nineteen of our elementary-aged youth learned that ALL are welcome at God’s table as they completed Communion Education in March. Kids of all ages learned all about the incredible Eclipse at our congregational celebration. In May, five of our eighth graders completed their Confirmation education and Affirmed their Baptisms, welcoming God into their lives as they grow into adulthood.

In June, we traveled under the sea for Scuba VBS! We had over 50 participants from PreK thru 5th grade, and over 20 incredible volunteers who provided dinner each night, lead games, crafts, and lessons, and learned all about the amazing gifts God has given each of us!

In July, we took five middle school students to Hopewood Pines for the Northwest Ohio Middle School retreat! Over this three-day event, students learned all about the importance of REST and had a ton of fun in between! We also headed to New Orleans for the first ELCA Youth Gathering in six years! 14 youth and 5 adults spent 6

days in NOLA, where we walked thousands of steps, sang in the rain, and grew in our faith and our friendships. In September we kicked off the Sunday School year by packing hygiene and school kits for Lutheran World Relief and bounce house and swim parties for the youth! Sunday School has been well attended, with an average of 30 youth attending weekly. We do need additional adult volunteers, so please email me if you are interested! Everything is pre-planned-you just need to show up and be ready to share God's love with our kids!

Our 7th and 8th graders have been meeting monthly as part of their Confirmation education. In addition to learning about the Old and New Testament, we have started adding off-site experiences this year to increase their understanding of others in our world and to challenge them to think about their own faith and beliefs. In October we visited the Buddhist Temple in Toledo, where we learned about mindfulness and meditation and shared a delicious meal together at Sidon. In January we were able to visit the Islamic Society of Northwest Ohio, where we were welcomed with a yummy lunch, a tour of their worship space, and the opportunity to attend their weekly sermon and prayer time. In 2025 we plan to attend the MLK Celebration at Glenwood Lutheran in January and travel to Hopewood Pines for a Confirmation Retreat with several other NWOS congregations and attend Shabbat at Temple Shomer Emunim in February. Affirmation of Baptism for our eight grade students is scheduled for May of this coming year.

The youth group has gone on several adventures including a trip to Cedar Point and Frankenmuth Michigan. They are also in the process of preparing for their summer 2025 trip to NYC that will be filled with cultural experiences and a day of service. They are working hard to fundraise so that we can bring a generous donation to the Good Shepherd Food Pantry in Brooklyn, NY as part of our service. They have served at Food for Thought and Vision Kitchen and used Thrivent grants to donate gifts to Feed Our Families for their Christmas event. We thank the congregation for their generous support of our gift wrapping and Parent's Night Off fundraisers! At our All-Saints celebration in November, the youth and the congregation were invited to stay after worship for lunch to learn about All Saints traditions from around the world!

The kids of Zoar made a joyful noise as part of the Perrysburg Holiday Parade in December! The older youth met up for a Christmas extravaganza filled with pizza, games, and fun as well.

During our Advent workshop in December, 44 Fresh Change kits were prepared to send to Global Refuge so that refugees who arrive in the US can have a "fresh change" of clothing after their travels.

2024 culminated with the Youth Worship Service and Christmas pageant, where our older youth served as ushers, readers, communion assistants, and acolytes and our younger youth performed "The Mysterious Animal," where the lowly animals of the barn are some of the first creatures to learn about the birth of the Messiah!

Over the next few months, we will be continuing our Sunday School and Confirmation programs and offering more opportunities for service and fellowship for youth of all ages. Communion education will begin soon for our elementary students! Our eighth grade Catechism students will be Confirmed in May, and we will celebrate our high school graduates around that time as well. VBS will be held June 8th-12th and will have a camping theme. Many of our junior high and high school youth will be traveling to NYC at the end of June. The Northwest Ohio Synod is teaming up with the other two Ohio Synods for the first ever All-Ohio Youth Retreat at Hopewood Pines in July, and I was honored to be nominated to the planning team for this retreat by Pastor Sarah Schaaf from the Bishop's office.

I could not be more grateful for the opportunity to serve this congregation as its Director of Youth Ministry. I am so thankful for the support and encouragement I have received since starting in this role. I look forward to continuing to grow and learn and to work with the members of Zoar to teach and lead our youth in Christ-centered living. I plan to continue to work with the pastors, council, YAYA and LLL on strengthening our youth safety policies and procedures and intentionally including youth of all ages, identities, and abilities as fully and authentically as possible into their roles as vital members of our congregation.

Peace and Blessings,

Corryn Short

Director of Youth Ministry and Christian Education

COMMUNICATIONS DIRECTOR – Nicole Downey

See Communication Committee Report

ABUNDANT LIFE OF PERRYSBURG I and II ANNUAL ZOAR REPORT – Jenn Polter, Manager

The residents of Abundant Life of Perrysburg #1 and #2 have been blessed with another year of living “*abundantly*.” The Staff is grateful for the Zoar Lutheran Church community for their support and prayers for our residents and staff. The Board of Trustees comprising of Scott Heslup, President, Brian Tomko, Vice President, Lynn Gordon, Treasurer, Carole Welling, Secretary along with Larry Karnes, Beth Krolak, and Bob Obrock. Our staff said “good-bye” to Tom Trimble in November 2024 and welcome new Board Members, John Laird and Dale Nordahl. The Board of Trustees are very much appreciated for their time and support.

Zoar has supported Abundant Life #1 and #2 in the following ways:

Monthly worship services for our residents

Kitchen of Hope luncheon

Church Council provided a Sunday night picnic in the Fall of 2024

Rachel Circle kicked off the Holiday Season with Christmas treats before the December worship service at Abundant Life #2

Abundant Life welcome Jason Chandler as the new maintenance tech following the retirement of Norm McGhee in August 2024.

Abundant Life continues to provide for our residents’ monthly events and activities. We appreciated the services and education provided by the Ohio State University extension office, monthly wellness checks provided by Sam Christy, RN with ABC Healthcare, onsite podiatric services by Dr. Ted Bowlus, Pizza and Crafts provided by The Manor of Perrysburg, and The Way Public Library introducing “Color Me Calm,” Interactive Jeopardy and VR Expeditions all over the world for the residents in 2024. In addition to these outside service providers Abundant Life is able to provide a weekly grocery service, exercise classes, lunch outings and parties/events to celebrate holidays and special occasions.

Improvements and major changes to Abundant Life in 2024:

Abundant Life #1 – completed installation of all 108 apartment doors, installed automatic handicap doors at the dumpster exit of each building, K Kern painted the exterior of all the buildings, executed a preventative maintenance contract with Pugh Heating for the new units installed in 2020, and main office received a make-over (full paint and new carpet).

Abundant Life #2 – all gutters and downspouts were replaced, and 10 out of 50 HVAC unit replacements remaining.

All interior lighting changed to energy efficient LED fixtures at both communities.

It is the goal of Abundant Life to provide quality housing to low-income seniors in our community and we are blessed everyday to be able to achieve that goal.

On behalf of the staff and residents of Abundant Life, we would like to thank the Zoar Church community for the opportunity to serve in this capacity.

Sincerely,
Jenn Polter, Manager

COMMITTEE REPORTS

COMMUNICATIONS COMMITTEE REPORT – Nicole Downey & Cynthia Sternberg

Communications at Zoar had an exciting year that included outreach, growth, and engagement. Nicole Downey held the part time position of Communications Director throughout the year. The Communications Committee members for 2024 included Cynthia Sternberg (chair), Ann Evans (council liaison), Pastor Melanie Forrey (pastoral representative), Corryn Short (youth staff), Nicole Downey (communications staff), Jamie Ellis (congregation member), and Sue Todt (congregation member). The committee met monthly at Zoar to review communication materials and outline strategy for upcoming events. The Committee and department worked hard to collaborate with council and staff so that the full congregation and the community could be knowledgeable about and included in the AmaZing things happening at Zoar!

Some highlights from the entire year include:

- We worked hard to implement a successful communication strategy regarding holiday worship schedules and Special events (ie: Ordination, Lent/Easter, Pre-Eclipse Party, Z'limed, Toledo Pride, Rally Sunday, Rise Against Hunger, Pet Blessing and more!).
- We were able to coordinate Zoar's participation in community events such as the Better Together collaborative at Toledo Pride, Octoboofest, and the Perrysburg holiday parade.
- We were able to coordinate and host a large-scale community event at Zoar in honor of the 2024 Total Solar Eclipse. We provided branded glasses, educational lessons, fun activities, and a meal so that the community and our members could grow together and celebrate God's magnificent creation! Zoar's Pre-Eclipse Party was very well received by participants and the media. It was a wonderful opportunity to engage all the leadership committees throughout the church and work in collaboration towards a common goal.
- We worked to support Youth programming through development of take-home flyers as needed and worked in collaboration with the Youth Director on an as needed basis.
- Zoar is a very active congregation, so the department worked to be available to membership and volunteers in support of the congregation's various events & initiatives.
- We were able to support the ECLA's Year of Rest theme and communicate our congregation's revised worship schedule with signage throughout the church, social media updates, and an update of outdoor signage.
- The department created and/or oversaw congregational mailings such as breach related communication, informational postcards, and the stewardship mailing.
- We worked hard to maintain a press-release strategy. This allowed Zoar to be highlighted on several occasions in print and televised media.
- The committee and department coordinated the creation of a new member resource guide that can be used in various capacities to help members and potential members learn about the many ways to grow in faith and action at Zoar.
- Communications at Zoar monitored and created content for social media and web marketing.
- The Committee and department worked together to launch a new website for the congregation after an unforeseen loss to our former webpage. We engaged advisors, reviewed options, moved forward with the Wix platform, and built a new site from scratch.

As we look forward to 2025, we are excited to welcome new members to the committee. We plan to continue to work in partnership with the congregation and the staff to ensure that we maintain a clear and creative approach to communication. We desire to implement strategies that help members old and new feel included in the opportunities that exist within our faith community. We strive to help others grow in their connection to God and the abundant hope, joy, peace, and love that only God can provide through all that takes place at Zoar.

HERITAGE COMMITTEE REPORT – Kathie Kleinfelt

Committee Members: Larry Karnes- Chairman, Kathie Kleinfelt-Council Liaison/Secretary, Sue Kazamier, Lynn Cooper, Judy Lurky, Pastor Paul, and Pastor Melanie

It was a packed year for the Heritage Committee as we were gearing up to celebrate 175 years of Zoar. All our meetings were centered around planning events for the upcoming year and planning on doing a new photo directory for 2025. I would like to thank the committee members for all your hard work throughout the year. We are a small committee but mighty.

Here are some of our plans for the upcoming year:

1. Photo Directory: Hagemeyer Photography from Bowling Green will be taking the pictures. More information to come in the coming months.
2. 175th Anniversary Festivities:
 - January 12, 2025 – German Meal (after 10:00 service)
 - March 4, 2025 – Mardi Gras inspired dinner.
 - July 6, 2025 – Summer Picnic/Potluck
 - November there will be a reception to open and refill/seal the time capsule.
3. Pastor Paul is reaching out to Brothers and Sisters of Zoar to preach. Ann Marshall will be preaching the weekend of January 11 and January 12. The hope is to have guest pastors throughout 2025.
4. The committee is in talks about how to digitize the archived records in the coming years. This may not happen in 2025 but hope to have it going soon.

LIFELONG LEARNING COMMITTEE REPORT – Heidi Meyer

Annual LLL Ministry Report 2024

Chair of Life Long Learning - Heidi Meyer

It was our first full year with Corryn Short as our leader of the Zoar Youth ministry. A lot of great events were organized and executed by Corryn, the LLL committee, and many volunteers from the Zoar community. We want to thank everyone for helping to make 2024 a great success!

We were able to host the following events:

- First Communion celebration
- Easter Flat Stanley Activity for families
- Sunday School - continue to use station rotations
 - Corryn leading the charge with planning, etc
- End of Year SS Celebration - pancake breakfast & z-lime event
- VBS - led by Corryn, super successful
- Family Game Night have been quarterly and fun
- Community Service Project with Salem Lutheran Church
 - Community Baby Shower
- Connecting with Norfend group via Salem Lutheran
 - Barb Moorman is our representative
- Rally Day Celebration
- Sunday School appreciation meal at Sidelines

- All Saints Celebration
- Family Fall Retreat - led by Sara Ellis and the committee and held at Maumee Bay State Park Resort. 24 families attended with over half new to the event, had a great time bonding and growing in their relationship with Christ.
- Fall Furniture Clean Out to a local ministry
- Advent Workshop - packed clothing bags for refugees
- Christmas Program - singing, acting, and fun had by all

SOCIAL MINISTRY COMMITTEE REPORT – Karen Charles

Elected Members:

Karen Charles (chair), Tracy Rickman, Lois Staber, Shar Cook (secretary), Roger Shofner (Council Rep), Sue Gogel, Rhonda Jones, Ellen Williams, Leigh Ann Meinecke

Additional active member:

Judy Cooper, Leigh Ann Meinecke

Primary Focus: The primary goal for 2024 was continuing to assist local families needing assistance . In addition, to work on behalf of our global community.

LOCAL:

Feed Our Families: With leadership from the FOF team, we were able to serve twenty six families throughout the summer months. Two men and a truck generously delivered monthly our palates of staples to Zoar for the families to grocery shop.

In December, Christmas Feed Our Families provided twenty six families the opportunity to shop for each other because of the generosity of the congregation and others who donated toys and items. The week prior to this event was spent freshening up these items for shoppers.

Perrysburg Churches United: We supported a monthly collection of specific grocery items as they were announced in the Church Bulletin. These items stock PCU” pantry for those in need

Redeemer: After the FOF shopping event at Zoar, remaining items (7 Car Loads) were delivered to Redeemer for their members Christmas.

St. Paul’s Community Center: Zoar provided lunch each fifth Saturday in 2024 for 50-75 people.

Judy Cooper, Ellen Williams and Lois Staber led this ministry for us. In addition, because of Zoar congregation’s generous participation, a Thrivent grant and Lois’ smart shopping, the following items were delivered to St. Paul’s Community Center: 89 coats, 60 Hats, 48 pairs of gloves, 25 scarves

2 pair of woman’s boots

Zoar Social Ministry Committee is no longer providing volunteers for the ARC blood drives as the Red Cross states they have plenty of their own volunteers.

Isaiah 117 House : This is a unique ministry offering a place for children between the time they are taken from their home by Children’s Services and placement in foster care. This gives a buffer zone so the children can be fed, cleaned, calmed before showing up at a foster care placement. Finding placement in foster care can take a few days and children sometimes end up sleeping on the floor at Childrens’ Services. GenAcross has donated land for this hose to be built. At this time they are in a fundraiser mode in an attempt to build the first Isaiah 117 house in Ohio. A significant monetary amount is required before construction can start.

This is a ministry of Zoar’s Social Ministry Committee.

GLOBAL:

Lutheran World Relief: The following were made and shipped to Lutheran World Relief

206 Quilts made by Zoar’s Quilters	8 Fabric Kits
71 Personal Care Kits	136 School Kits

97 Baby Kits

Welcoming Statement: In October this committee was asked to revise Zoar's welcoming statement. At this time we are waiting the review of the revised statement.

Global Refuge: Information Weekend: October 4/5 A Foundation grant was approved for a Global Refuge speaker to come to Zoar for a temple talk at each church service, adult Sunday School Hour and light lunch after 11:00 worship service.

KIVA: The Social Ministry Committee collected \$389 to invest in KIVA loans. We were able to provide 168 new loans of \$25 each .

Global Refuge: This ministry continues and earlier in the summer/fall a speaker came to Zoar to speak to the congregation.

SewHope food packing event was held September 7. Just short of 10000 meals were packed and are on their way to Guatemala.

St. Paul's Homeless Shelter: Zoar's Social Ministry Ad Hoc committee delivered Coats, jackets,sweaters ,winter vests, scarves, hats,gloves,socks on November 29th.

Bomba socks were delivered to Lucas County Children Services, Woodlane Residential Services, Sunshine Childrens Home, Bittersweet Farms, Redeemer Lutheran Church, St. Paul's Homeless Shelter, Feed Our Families program, child size shorts and dresses were donated to orphan Grain Train.

The generosity of the people of Zoar and this committee is amazing.

Karen Charles (chair)

STEWARDSHIP COMMITTEE REPORT -

Following the annual planning retreat in February 2024, the stewardship committee challenged itself by reviewing our charter duties and asking the following questions: 1) What is our constitutional duty? and 2) What does stewardship mean to you? A brainstorming session led to some interesting responses. To be sure giving was one of the first items mentioned but some other answers were just as prominent. The following words grabbed our attention: Charity, Time, Sharing, Outreach, Gifts and Talents, Worship, Invitation, Joyful Service and Thanksgiving. As a result of this brainstorming session the committee decided to change the annual campaign focus for 2024. In place of the annual letter of intent which focuses on how much each member planned to give for the following year, the committee chose to solicit some different responses.

Certainly, the committee hoped to increase participation throughout the various ministries supported by Zoar Lutheran Church. In order to better understand what a treasure Zoar is to our community and has been for almost 175 years, the committee changed the fall campaign focus from money to thankfulness and service. With the campaign letter the committee sent two colorful cards with the following questions: 1) Why have you chosen to be a part of this community of worship and service? And 2) What do you do or want to do to support this ministry? Thanks to the communications committee a colorful tree was posted at the top of the steps leading into the sanctuary from the south entrance. All the responses were posted on the tree as they were received; the total number received was a tribute to the love members feel for Zoar. Brenda Fontaine, secretary for the stewardship committee, collated all the responses and these were posted on the Zoar website. The stewardship committee recommends you review these responses to see how much love and appreciation there is for the ministries here at Zoar. The committee is hopeful this approach will lead to further increased participation and giving.

Respectfully submitted,
The Stewardship Committee

PROPERTY COMMITTEE REPORT – Doug Williams

The Zoar Property Committee is responsible for the physical building (1916, 1950, & 1999) and surrounding grounds, as well as three rental properties. Members are appointed by Council for two-year terms and members may be re-appointed twice for a total of 6 years. The members serving in 2024 were Don Artz, Dale Brown, Jim Lynch, John Henline, Terry Jones, Mike Kleinfelt, Matt Obrock-Liaison and Doug Williams-chair. Tom Trimble & Daniel Forrey served as at-large advisors. Tracy Jahns is our staff advisor and Paul Cannon, church custodian, both play a vital role in maintaining the church proper. Paul Dodge continues as the mowing crew coordinator scheduling a group of 18 volunteers mowing the grounds 34 times between April and December. Numerous other volunteers assisted with clean-up projects, minor maintenance issues, Nativity set-up and take-down and many other projects. Thank you to all those unnamed volunteers who put your time and skills into keeping Zoar the Welcome place we are.

The budget for Property is a major expense to the congregation. The church's utilities, insurances, inspections, service contracts, and maintenance fall under our budget line. This year we asked Gem Industrial to perform a Risk Assessment on our HVAC Equipment. This came back with a 10-year capital plan of \$514,600 to maintain our HVAC System. As a reminder in 2021, we replaced the boilers and the cooling chiller along with replacing the BAS (building automation system) as part of the HVAC system upgrade, but did not address the control valves, pumps, motors, air handlers, blowers or package units for the FLC and office. Most this equipment has a 15-year or less life expectancy.

Additionally, there are other expenses associated with any facility which need to be budgeted. Items such as: carpet & tile floor replacements, painting, roof repairs and replacement, water heaters, restroom renovations, exterior painting and tuckpoint/ block maintenance, mowing equipment, kitchen equipment, window replacements, exterior signage, ongoing plaster repairs in sanctuary, parking lot replacements/ repairs, etc. Committee has assembled a 10-year budget which is an additional \$554,000. These anticipated expenses of \$1.1 million were brought to council and the Finance committee and are working on a funding solution.

Expenses under \$2,500 are charged against the budget lines for the HVAC repairs and general maintenance. These expenses for the HVAC \$4,785 (Budget \$8,000) & general maintenance \$14,405 (Budget \$15,000) Expenses over \$2,500 get applied to the Dedicated Building Fund. 2024, these expenses were \$52,644.

Breakdown of these Major expenses in 2024:

- February- Gem Industrial Heating pump replacement \$5,579
- June- Holt Roofing, removed and patched roof of old boiler vent, labor for warranty work on OC supplied material for Ridge Cap repair \$7,480
- June- Holt Roofing replace roofs on Bell Tower and Stairway to balcony \$28,251
- August- Gem Industrial replaced bearings on failing AHU-1 motor (Sanctuary) \$8,258
- September- Holt roofing added snow bars to FLC Steel roof \$3,076

The sanctuary is having the stained-glass windows refurbished. There is a taskforce lead by Lynn Cooper coordinating this project and an additional report is included elsewhere in the annual report.

Rentals- as stated Zoar has 3 rental homes which are adjacent to the east of the FLC and the parking lot. The income and expenses are separate from the church's financing. These homes are being managed by Danberry Realty for an 8% fee. All 3 units are rented and averaging a positive cash flow of \$ 2,500 per month (rent - managing fee-real - estate taxes - minor repairs)

Using the Erie Shores Inspection report from March 2023, the committee determine what was left on the

inspection report and addressed those outstanding issues:

- Trimmed Tree's \$1,000 Danberry performed
- Windows at 335 E Fifth and 326 E Indiana Ave- Thermo-Twin \$21,950
- Driveway 335 E Fifth and approach at 326 E Indiana Ave Jennite \$8,160
- Power washed 326 E Indiana Superior Deck & Power Wash \$395
- McCartney- punch list work- Low Window wells. Rotten trim, slab issues \$2,500
- Yoder Contracting graded and seeded 335 E Fifth \$1,235

The committee made the following recommendation to council and finance regarding rental funds: Bi-Annually, committee determines if any upcoming anticipated major expenses which will need to be considered from a financing need to hold as additional reserves. Committee is using \$5,000 per unit as a base reserve (\$15,000) to maintain for the unexpected repairs to a rental. Funds in excess is recommended to be transferred to the Dedicated Building Fund to offset some of the anticipated expenses for maintaining the church proper.

As the chairman of the property committee, I appreciate all the volunteers who come forth to help with projects as they come up at Zoar. This great facility is being used by so many groups, organizations and individuals outside the traditional worship and Sunday Schools which adds additional maintenance issues to the building. Our committee is quickly approaching limitations on what we can and should be doing due to our ages and health. We need younger energized committee members. A term is two years, and our committee meetings are the first Monday of the month at 5:30 pm. Here, we discuss maintenance issues that arise, what we need to consider for preventative maintenance issues, plan repairs and review contractors and contracts for maintenance projects and make recommendations to council for approvals and actions of contracts and projects. Please contact the church office if this calling is for you.

If the two-year committee commitment is not available to you at this time, but you have a specific trade or talent Zoar and the committee could use or want to help when a specific project is posted, please reach out to the church office so we can include you when the need arises for projects.

Thank you again as many volunteers keep Zoar the "The Welcome Place."

Doug Williams (Chairperson)

WORSHIP & MUSIC COMMITTEE REPORT - Karen Lundholm

The duties of the Worship & Music Committee include assisting and supporting our pastors and Director of Music in maintaining Zoar's history of traditional Lutheran liturgy while expanding a worship and music ministry that will meet the needs of multiple generations and reach beyond the church doors.

The committee continues to work on a goal set last year to encourage Zoar members to participate more actively in worship. A variety of ways for members to sign up to serve as lectors, ushers, greeters, and communion assistants were tried with limited success although there is promise with including our youth in this effort. Paper sign-up sheets are currently available at each worship service. Conversation around this goal will continue in the new year.

Director of Music Jacob Henry has reinvigorated choir participation with the return of former members and the inclusion of several new singers. The handbell choir membership is also growing. Practice is on Sunday mornings at the Sunday School hour which makes it easier for members to fit it into busy schedules. In addition to these two choirs, Jacob has found and invited a number of instrumentalists from Zoar's membership and from the community to share their skills to enhance the worship experience. During the summer months pop-up vocal and bell choirs rehearsed before services and were then included during the prelude or offertory. All were invited to participate.

The change in our summer schedule to one service at 10:00am was understandably not met with 100% approval; however, the overall response was positive. Members reported that a fuller sanctuary added energy to worship with an opportunity to mix with members who worship at different times. As of this writing, a decision has not been made regarding the summer schedule for 2025.

A number of special events during the year provided opportunities to invite the community to our church. Among them were the solar eclipse presentations led by Pastor Paul and member John Laird and a concert to support the stained glass window restoration project. In addition, combined services with Lutheran Church of the Master on All Saints Day and Thanksgiving Eve brought the two congregations together for worship and fellowship.

The Worship & Music Committee has been working to continue to offer funding for Zoar's junior and senior high school students to attend the Lutheran Summer Music Academy and Festival at Valparaiso University. In the process we are discovering that summer jobs, family vacation plans, sports camps, and summer classes are competing for the attention of our potential eligible population here at Zoar. A proposal was submitted to the Zoar Foundation trustees asking them to consider allowing us to reach out to students from outside the Zoar family who would benefit from this outstanding summer music experience. Their response will determine how we proceed.

Committee Members: Pastor Paul Reichert, Pastor Melanie Forrey, Director of Music Jacob Henry, Karen Lundholm (Chair), Susan Bolanis (Scribe), Carl Ruetz (Council Liaison), Nadine Johnson (Altar Guild,) Paula Motzel, Scott Geffe, Lee Rupert, Tom Iserman, Jackie Taylor

YOUTH AND YOUNG ADULTS COMMITTEE REPORT – Kristen Scasny

Thank you to everyone that has helped with the Youth and Young Adult program over the last year.

Over the past year, YAYA was able to contribute to the following:

- Members of YAYA continue to teach Sunday School to grades 5th-12th. We continue to hope for 5th-12th to grow and for there to be a need to split these grades into multiple classes on an ongoing basis.
- YAYA continues to aide with confirmation as needed and planned the confirmation celebration in May 2024.
- YAYA has helped form the ZAC (Zoar Activity Council) comprised of Zoar High School students. This committee meets monthly and aides YAYA with program planning.
- 9 Zoar and Church of the Master youth and 5 adults travelled to New Orleans, in July, for the 2024 ELCA Youth Gathering.
- YAYA planned a Rally Sunday 2024 pool party event.
- YAYA has helped facilitate multiple youth and young adult outings this 2024-2025 school year including a Cedar Point trip, Christmas Party Game Night and shopping for Feed our Families, Frankenmuth trip, Ice Cream outing, Bowling, and Escape Room.
- YAYA has provided youth volunteers, to assist property committee, on multiple occasions.
- YAYA has provided our youth and young adults with the opportunity to provide community service and outreach by serving at Food for Thought and Vision Kitchen.
- YAYA completed three successful fundraisers to contribute to the upcoming trip to NYC, a childcare night, wrapping Christmas presents for donations, and assisting with the heritage luncheon.
- YAYA has planned a community service and sightseeing trip to NYC for June 2025. The group of kids and adults going on the trip meet monthly in preparation.
- YAYA will be recruiting youth and young adult to assist with our upcoming VBS.

YAYA is looking forward to a bright future growing our 5th-12th involvement at Zoar.

Kristin Scasny

ZOAR FOUNDATION REPORT – Glenn Abke

The Foundation's purpose is to "be an effective instrument by which members of Zoar Lutheran Church create lasting legacies in support of their congregation and its ministries; and be a major resource complementing and expanding Zoar Lutheran Church's Christian witness and service to its members, its community and beyond". In 2024, the Foundation Board oversaw the investment of Foundation assets and in consultation with the Zoar Church Council, awarded several grants. A summary follows:

From the General Endowment Fund- 18 grants totaling about \$129,000

- 9% to various groups in the community to assist with hunger and shelter programs
- 16% to groups that assist those in need in developing countries and refugee services
- 14% to support Zoar activities designed to bring members together and more awareness of Zoar to community members.
- 11.5% to maintain and modernize Zoar's facilities and computer systems.
- 4% to the ELCA Leadership fund.
- 4.5% for Better Together activities
- 4% for Zoar staff continuing education
- 37% for Zoar's 175th Anniversary Celebrations in 2025

From the Kurfis Youth Fund - 19 grants totaling about \$112,000

- 16% Zoar Sunday School, VBS, Rally Sunday, Snacks, Misc. events
- 37% Other Youth Events -Retreats, Trips, Education Activities
- 2% Youth Advisor Educational Experience
- 45% Youth Trip to NYC in 2025

From the Foundation's Zoar Operating Fund - \$2,643 was given to the Zoar Church Council.

These grants are the earnings from gifts entrusted to the Foundation by current and former members of the congregation. We are grateful for your trust and pleased that grant recipients used them to expand and enhance the ministries of Zoar congregation.

THANK YOU for including the Zoar Foundation in your giving and estate plans.

Members of the Zoar Foundation Board of Directors:

Glenn Abke, Dustin Brown, Paul Dodge, Pastor Melanie Forrey, Derrick Meyer, ,Holly Newcomer, Pastor Paul Reichert, Lisa Richard, Branch Springer, Dave Stuckey, and Scott Williams.

STAINED GLASS WINDOW TASK FORCE REPORT – Lynn Cooper

2024 was a terrific year for Zoar's windows!

We have tried to engage our congregation by hanging informative posters in the Gathering Space. That will change in 2025! We will be adding a small monthly announcement about the windows in the bulletin and will have monthly entries in the Z-blast.

We held a few fun events for both younger and older congregation members. In May, we offered Z'limed for the youth. They got slimed while learning about our stained glass windows. In November, we held another musical event in the sanctuary and were able to have the windows lit up at night by Great Lakes Sound.

At the time of Zoar's Annual Congregational meeting, we will have completed restoration of 10 windows. All of the windows that were deemed "red" by Bigelow Glass have been restored and we are almost done with the restoration of the windows deemed "yellow". The next set of windows to go to Findlay for restoration (on Jan. 24th) are the four windows up in the bell tower and the window of 12-year old Jesus at the temple (close to the pulpit). Once those are done, our attention will be on the large window of Jesus Blessing the Children. That will most likely come out late Spring/early Summer 2025.

Including the money collected for Pastor Paul's 30th Ordination Anniversary, the total amount paid by Zoar to Bigelow Glass of Findlay for 10 windows is \$90,984. This includes a payment of \$6,666 which will be due by Jan. 24th.

In order to finish the restoration/repair of our windows, it will cost us \$116,620.00

As of January 13, 2025, our current fund balance is \$131,116.

We are so fortunate to be a part of a congregation that has given so generously to help restore/repair our windows!

Affirmation of Council and Committee Members for 2024



2025 AFFIRMATION OF COUNCIL AND COMMITTEE MEMBERS

<i>President</i>	<i>Derek Meyer (Affirmed 2024)</i>
Vice President of Council	Tom Easterwood
Secretary	Carol Easterwood
<i>Treasurer</i>	<i>Dave O'Brien (Affirmed 2024)</i>
Financial Secretary	_____
Council at Large	Karen Heslup
Youth Council representative	_____

ELECTED COMMITTEE MEMBERS (2 year terms unless otherwise noted)

Communications	Angela Stuck, Melissa Kocis
Nominating Committee	Donald Clark, Shane Strelczyk, Angela Stuck, Steve Hill, Carl Reutz
Social Ministry	Shar Cook, Karen Schlatter, Margaret Searle
Worship & Music	Sondra Alexander
Zoar Foundation Board (6yr terms)	Jeff Abke

Statement of Welcome for Zoar Lutheran Church

Beloved, welcome to Zoar! We are glad you are here. Whether you are new, attend worship regularly, are just passing through, or haven't been here in years, you belong - you are wanted - you are loved, just as you are. You and all people are wonderfully made by God, created in goodness for goodness, and are a part of one vibrant Divine tapestry with all of creation.

At Zoar Lutheran Church, all are welcome, and all means all. We celebrate diversity and embrace people of all ethnicities, cultures, and colors, all gender identities and expressions, all sexual orientations, all abilities, all ages, and folks from all walks of life. We desire wellness, wholeness, and hopefulness for all people, and will not turn away from anyone in their time of need, whatever that looks like.

We are committed to advocating for justice, seeking equity, encouraging curiosity, and caring for the most vulnerable. We condemn racism, discrimination, and other forces, words, and actions that oppress, exclude, and harm. While we know that we still have a lot to learn, we endeavor to be accountable when we make mistakes. We will continue to grow in ways that help us take better care of each other and the planet.

With our whole hearts, we strive to share the abundant love of God, practice the unexpected and generous hospitality of Jesus, and be moved by the Holy Spirit toward meaningful change and a stronger relationship with our Creator, our neighbors, and all the earth. No matter where you are in your faith journey, you are welcome here at Zoar!

Approved by the church council and presented to the congregation for adoption.

ZOAR LUTHERAN PROPOSED 2025 BUDGET

2025 BUDGET SUMMARY

	Actual 2023	Actual 2024	Budget 2024	PROPOSED BUDGET 2025	NOTES
INCOME		878,106	886,105	922,809	Contributions NEEDED
		18,058	24,000	13,000	Mission Income Expected
		2,355	-	6,000	Driving School / Facility Use Income etc
				39,639	<i>Kurtis Income</i>
		898,519	910,105	981,448	INCOME
		867,415	910,105	981,448	EXPENSE
EXPENSES					
20, Compensation	426,124	528,605	546,499	569,153	
30, Mission Support	105,053	106,170	101,550	103,550	
31, Worship	5,229	3,174	6,070	6,450	
32, Music	6,658	6,141	7,800	7,800	
33, Communications	11,475	6,256	12,750	17,200	
34, Stewardship	5,991	4,801	5,600	5,000	
35, Social Ministry	14,053	14,044	14,700	14,800	
36, Life Long Learning	2,008	444	1,550	28,555	
37, Youth and Young Adults	2,128	-	-	11,084	\$39,639
41, Administration	89,118	77,077	78,586	78,341	
43, Property	133,482	120,703	135,000	139,515	