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# Annual Report 2020



## HIGHLIGHTS

- Parochial Report— pg. 3
- Pastors' Report— pg. 4-5
- President's Report—pg. 5
- 2020 Candidate Bios—pg. 6-7
- Committee Reports— pg. 7-14
- Treasurer's Report—pg. 15
- 2020 Proposed Budget— pg. 16-21
- Dedicated Funds— pg. 23
- Synod Report—pg. 22
- Message from the ELCA Presiding Bishop—pg. 24

Zion Lutheran Church  
815 East 16th Street  
Loveland, Colorado 80538



# ANNUAL MEETING AGENDA JANUARY 31, 2021

The meeting begins with opening devotion by Pastor

Acceptance of the 2020 Semi-Annual Meeting Minutes

2020 Treasurer's Report

Pastors' Report

President's Report

2021 Budget Proposal

Acceptance of the 2021 Budget

Acceptance of the Spending of the Surplus

Motion to approve spending the 2020 Surplus of \$11,004 by giving \$1100 to Kids Pak and \$1100 to HNS Auto Repair Fund, and saving \$1800 for Sabbatical, \$2000 for Internship, and \$5004 for Emergency Reserves.

## Elections

Vice President, Council  
Treasurer, Council  
Member at Large, Council

Youth Council Member  
Endowment Committee  
Finance Committee

## Leadership Development

Long Range Planning  
Synod Assembly

## Audit Committee

Erin Bachman  
Alexis Smith  
Steve Courts  
Jessica Kuhns (2<sup>nd</sup> Term)  
Beilynn Geiss  
Randy Davis (2<sup>nd</sup> Term)  
Tyrell Hirschert (2<sup>nd</sup> Term)  
Amy Black  
Susan Schairer  
**Open Spot (complete a term)**  
Joel Brauner  
Pam and George Stevens  
**Open Spot**

Conclude Meeting with Prayer and Blessing

## 2020 ZION STAFF

Pastor Joel Pancoast  
Pastor Sonja Pancoast  
Madeline Fairfax, Faith Formation Coordinator  
Keenan Boswell, Director of Music and Worship  
Noelle Bauman-Stucky, Director of Children's Music  
Thomas Chen, Director of Bells and Chimes  
Lindsey Walter, Office Manager  
Stig Oresjo, Worship Technology Coordinator  
Linda Sterner, "Eye on Zion" Editor  
Scott Sprain & Eileen Huddle, Financial Secretary  
John Sterner, Bookkeeper  
Ronda Buck, Custodian  
Rae Bowker, Nursery Supervisor



The meeting began with opening litany by Pastor Sonja Pancoast.

Motion: To accept the 2019 Semi-Annual Meeting minutes.  
Elliott Pancoast moved, Mike Sloan seconded: Motion passed.

“WHEREAS the Zion Lutheran Church (“Ministry”) proposes to borrow the sum of \$450,000 from the Mission Investment Fund of the Evangelical Lutheran Church in America under the following conditions:

The loan proceeds are to be used for the purpose of completing repairs and renovations,  
The loan is to be secured by a first mortgage, or first lien deed of trust or other security instrument, on the real property of the Ministry, specifically the church buildings and grounds as well as the personal property of the Ministry,  
The loan will be for a term of 25 years at an interest rate to be adjusted every 5 years, and it is

RESOLVED that (a) the Ministry is authorized to borrow the sum of \$450,000 from the Mission Investment Fund of the Evangelical Lutheran Church in America, to be used to the foregoing purpose and to be secured by real property of the Ministry as set forth above; (b) the President and/or any Vice President of the Ministry are authorized to execute the promissory note and mortgage, or deed of trust or other security instrument, to evidence said borrowing, with such changes in those documents as such officers of the Ministry may approve, (c) those officers are also authorized to take all further actions and execute all such further documents as may be necessary to carry out the foregoing borrowing; and (d) those officers are also authorized to agree to any extensions in the payment dates or due dates under that promissory note as are acceptable to the Fund.”  
Debbie Joncas moved, Marthann Dahlen seconded: Motion passed.

#### 2019 Treasurer’s Report

Terri Sloan gave an update of the 2019 Treasurer’s Report, covered the highlights of member giving being substantially lower in 2019 with the expenses also being lower.

Brendan Peach moved, Mike Sloan seconded: Motion passed.

#### 2020 Budget Proposal

Joel Brauner presented the 2020 budget of \$547,667. This budget includes a 1.5% increase for staff. The intern fund will be moved to the reserve fund to cover the salary increases. Total giving has increased over the last five years.

Motion: To accept the 2020 budget as presented.

George Stevens moved, Mike Sloan seconded: Motion passed.

Motion to move the funds from the intern fund to fund the 2020 budget

Elliot Pancoast moved, Mike Sloan seconded: Motion passed.

Jack Allen presented a faith statement.

#### Elections

President, Council:	Cindy Warren
Secretary, Council:	Jack Allen
Members-at-Large, Council:	Chas Farasyn
	Tom Robinson
	Maddie Elder
Long Range Planning:	Don Mai
	Erin Bachman
Personnel Committee:	Cindy Vosberg (2 <sup>nd</sup> Term)
Leadership Development Committee:	Don Roney
Endowment Committee:	MarthAnn Dahlen
	Kyle Knutson (2 <sup>nd</sup> Term)
Synod Assembly Voting Members:	Alison Stone
	Amy Moore

Motion: To elect all the persons on the ballot to the stated positions.

Elliott Pancoast moved, Bob Majeski seconded: Motion passed.

#### Recognition of Outgoing Members

Joel Brauner – President, Council  
Joyce Robinson - Secretary  
Elaine Nichols – Member at Large, Council  
Bailey Vrem – Member at Large, Council  
Rich Marquardt – Member at Large, Council  
Gene Elder – Long Range Planning  
Chrissy Wolfe – Long Range Planning  
JD Anderson – Endowment Committee  
Bill & Cindy Kurtz – Synod Assembly

Council report, Joel Brauner thanked the congregation for all their support. Two big items were our intern and the building project. Pastor Joel Pancoast talked about the future of the congregation and that in a cycle of order and chaos, Zion is in chaos with all the changes. How is God moving us from chaos to order and what is next?

Pastor Joel Pancoast concluded the meeting with a prayer and blessing.

Attendance: 77 people

The meeting adjourned at 1:18 p.m.





## YOUR CANDIDATES FOR ELECTED POSITIONS IN 2021

Secretary: Amy Brauner  
Treasurer: Alexis Smith

Council Members at Large:  
Beilynn Geiss  
Steve Courts  
Jessica Kuhns

Endowment Committee:  
Lynsey Weimer (2nd term)  
Randy Davis (2nd term)

Leadership Development:  
Amy Black  
Susan Schairer

Long Range Planning:  
Joel Brauner

Finance:  
Tyrell Hirschert (2nd Term)

Synod Assembly Voting Members:  
Pam and George Stevens

## THANK YOU TO OUR OUTGOING LEADERS

Treasurer: Teri Sloan  
Vice President: Janie Lichtfuss  
Council Member at Large:  
Maddie Elder, Linda Juergensen,  
Kristi Peach, Don Roney  
Synod Voting Members: Alison Stone and Amy Moore

## July 26, 2020 Semi-Annual Meeting minutes *Respectfully submitted by Amy Brauner*

The meeting was called to order at 10:42 a.m. and opened with prayer by Pastor Sonja Pancoast.

**Approve the 2020 Annual Meeting Minutes** - passed by unanimous consent

### Treasurer's Report – Terri Sloan

Member Giving Through June – we started out less than previous years, but in April – June the members have been supporting the church with more giving  
Church Council put a freeze on the programs/budgetary expenses. The council has been approving expenses.  
We have a surplus of \$38,547 – due to increased giving through the first of the year and

### PPP Update- Terri Sloan

Loan application submitted in early April for the amount of \$60,644 to cover payroll expenses and utilities for a two month period of time  
The loan was approved for \$49,200 – covered 8 weeks of payroll (not utilities or any other payroll benefits)  
Once final June payroll was completed, a loan usage report was submitted to lender on June 23 (as part of the loan requirements and guidelines)  
We are currently waiting to hear if the loan was forgiven from our bank (it is our assumption that it will be forgiven, but if not we are holding the loan amount in the budget)

### Member Assistance Information – Pastor Joel

Congregational members have donated \$12,100 to help other members during this time of Covid – thank you for the generosity because this money is given outside of the budget  
So far we have given a small amount  
The pastors are in touch with those who are struggling – and they foresee that it looks like we will have to give more in future when bills stop being deferred and continued unemployment

### Building Update – Video Tour & Capital Campaign Update – Pastor Joel & Terri

Pastor Joel presented the last walkthrough video of the new addition of the church  
Pledge Status  
Total Pledges - \$1,053,795  
The congregation was given options how to pay their pledge (lump sum, or over three years)  
Funds Received - \$978,109; Outstanding Pledges - \$91,141  
Loan Status  
Total Project Cost (pending the final invoice) - \$1,456,436  
Total Needed to Fund Remaining Costs - \$478,327  
MIF Mortgage Loan Amt - \$450,000 – this is a different loan that we can pay more towards the principle it will lower our monthly payments  
Estimated loan payment is \$2355  
Mortgage payments are covered for 2020 by a donor

### Regathering Update – Pastor Joel

Purpose – ultimate priority for health and safety and the protocols and timing for regathering  
The resources the Regathering Team are using – CDC, State and Health Departments, Church Mutual Insurance, and the ELCA Churchwide/Rocky Mountain Synod Office  
Regathering at Zion Stipulations – cleaning (disinfecting and sanitizing), temperature checks for staff, physical distancing of 6 feet (further for singers), masks required  
Current Regathering Options – Building tours, outdoor worship, support small groups (10 or less scheduled through the office), help set up meeting through Zoom or integrated in-person/zoom

Meeting was adjourned at 11:27 a.m. The meeting concluded with a closing prayer and blessing.

Attendance: 125



## PAROCHIAL REPORT

### 2020 Membership Information:

Baptized Membership as of

12/31/2020: 682

Members removed due to Death, transfer or inactivity: 10

Number of Households as of 12/31/2020: 460

### Attendance Information:

Average Weekly Worship

Attendance: 232

Total Easter Zoom Worship: 370

Christmas Eve Services

Attendance: 391

Drive In Worship: 112

Zoom Worship: 247

Candles and Carols Worship: 32

## PASTORAL ACTS

### CELEBRATION OF BAPTISM

Brielle Goetsch  
Rhett Kanzler  
Flynn Wacholz  
Nash Wacholz  
Jade Christensen

### FIRST COMMUNION

Jacob DePumpo  
Cooper DePumpo  
Shyla Moore  
Cassey Vrem  
Aison Dimmitt  
Ariston Dimmitt

### NEW MEMBERS

Bruce, Janine, Sheyda, Teagan Johnson  
John, Jenny, Matt, Will Pickett  
Kathy Hume  
Jody Rinehart

### FUNERALS AND DEATHS

Don Barnes  
Robin Barrett  
Elaine Devenney  
Gary Flack  
Melvin Haack  
Kathleen Hopkins  
Ann Knobloch  
Bob Majeski  
Tucker Ochs  
Jennifer Schlagel  
Glenn Sterkel  
Dan Stone

### CONFIRMATION 10/25/2020

Payton Peach  
Anna Schlagel  
Alex Prazan





## PASTORS' REPORT– PASTOR JOEL AND PASTOR SONJA PANCOAST

*For surely I know the plans I have for you, says the LORD, plans for your welfare and not for harm, to give you a future with hope. — Jeremiah 29:11*

2020 was the year when all the great plans each of us had made individually and the plans that Zion has made a community made came crashing down around us. Nothing went as planned and yet we still have a future and a future with hope with God leading and guiding us along the way. The year 2020 has been a year of firsts for many of us, and we hope it is a year of lasts. On March 13, the coronavirus pandemic that we had been watching from a distance had come to us when we were notified that Colorado was under stay-at-home orders for the health and safety of everyone. We had just started the Lenten season, and though our customary Lenten midweek activities of soup supper and small groups spread throughout the building were already limited because of the building addition and remodel, the pandemic further limited how many people could gather at one time together.

One of the “silver lining” learnings in this year was to put to the test the teaching that the church is not the building, but the church is the people of God, gathered and sent. What we learned was that, in spite of any challenge or limitation, the church was never closed. Of course, our gathering would look different, but thanks to technology available in 2020, and thanks to the work of an incredible staff, Zion has never missed a day of worship, whether on Sunday or Lenten midweek. On March 15, only two days after we received notice that we would not be able to gather in person, we began offering worship by livestream, broadcasting across the internet on an online platform called Zoom.

Staff, council, and volunteers acted quickly, creatively, and with love and patience to make sure everyone was safe and cared for, and if necessary, to teach people how to access worship online. For those unable to join online, sermons and prayers have been sent by mail every week. Some who receive those mailings have told us they wait each week with anticipation for their envelope from Zion to come in the mail on Tuesday or Wednesday so they can still feel connected in whatever way possible.



For a Christian church community that lives into the blessing and promise of incarnation, God-with-us in flesh, participating in worship online is not ideal. Physical presence is important for the feeling of true community. The halls of the building are far too silent. The sound of greetings and laughter and the sight of people shaking hands and hugging are missing. Yet, we have learned in this time that even distance and isolation cannot tear apart the body of Christ. God is still bringing us a future with hope.

### **“Building Community by Sharing God’s Light”**

We had great plans for our new building in 2020. In last year’s report, we shared that the capital improvement and expansion project was well underway, but at that point we were still surrounded by noise, dust, mess, and chaos. By early summer, with a few minor exceptions, the project was complete, and though we weren’t able to gather in large groups, we were able to offer many small group tours of the building, during which time the congregation also offered prayers of blessing for the new space, those who would use it, and for God’s mission as we will use it.

It has been unfortunate that we have not been able to gather as a congregation in the new space. We have yet to truly “test” the kitchen, and at minimum we have missed the Palm Sunday breakfast, Bella Notte dinner, and many other opportunities for us to gather in the larger fellowship hall serviced by a beautiful, commercial kitchen and washroom. God still had a future with hope. The new space has not gone unused. Early in the pandemic when we were not gathering indoors at all for worship, we were able to safely gather people in the



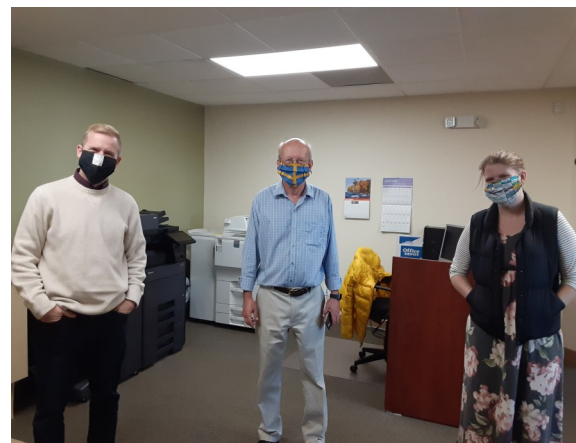
new outdoor worship and gathering space. Addiction and support groups have been able to meet safely with distancing and masks. Monroe Elementary School used our building as a drop-off and collection site for Christmas gifts for children in need. Zion’s own small groups have been able to meet both inside and out because of the space we are afforded. Perhaps most exciting, Zion has become the host to a brand-new youth orchestra!

Of course, we look forward to the day when we can finally gather in the building for one huge celebration together. We hope that will be sometime in 2021. For now, we are grateful for the opportunities the space has given us in this difficult time, and the opportunities to share our space with the community.

### Reliant Staff and Staffing Changes

We had great plans for 2020 for our staff as we looked forward to the gifts our newly hired music director would bring. Instead, God had plans for all of our staff to grow in new ways. What has come to light in this last year is the truly amazing staff with which Zion has been blessed. The staff shifted their current ministry descriptions in ways one never expected. This included Lindsey becoming video and sound operator, Noelle playing multiple instruments and being present much more in worship, Stig learning MUCH more about live streaming technology, Madeline monitoring Zoom each Sunday during worship and finding ways to connect people in creative ways, and Keenan digitally mixing individual voice recordings into one production. Each staff person willingly stepped forward and offered their gifts. Truly our whole Zion community is enriched by their dedication, love, resilience, and care for Zion's community.

At the end of 2020, we received Dr. Keenan Boswell's resignation as Zion's director of music and worship. After only about 13 months, this came too soon, and was quite unexpected. We will miss Keenan's incredible gifts for music at the organ, piano, and with his own voice. We will miss the ways he inspired volunteer musicians to lift up their voices and instruments for worship, and even create and write new music. We have been blessed in the short time to work with Keenan, but he was feeling called out of church ministry, so we had to wish him farewell and Godspeed. Since it has been a short time since we called Keenan, we are relatively prepared to move forward. The Personnel Committee has approved the ministry descriptions and interim process, and a search team has been formed to begin their work so that we can have our music ministries fully staffed soon.



### Moving into 2021

In many ways 2020 has been a difficult year. Nothing went as planned, and yet God was there. God had plans for our welfare and has given us a year of hope as we have grown in new and unexpected ways, following God's lead. This year has shown us that God's Spirit continues to call, gather, enlighten, and sanctify the church, as we have continued to worship and be blessed, and in turn serve and bless the community. We are grateful for the creativity, openness, support, and patience of this church community. As we look to 2021, we know that God will continue to lead and guide us in new and unexpected ways. We have plans, but we also know that the Lord has plans for us, plans for our welfare and not for harm, plans that lead us into a future with hope.

## YEAR END PRESIDENT'S REPORT—CINDY WARREN

To say this year at Zion was unlike any other year ever for our Church community (and our world) would be a major understatement! The COVID-19 pandemic that arrived in mid-March changed many things about how we functioned as a church community, in the community at large and within our own families. January and most of February 2020 were relatively the calmest months. As a council, February was our only in person meeting, as all of the rest of our meetings, just as the majority of our church services, have been on Zoom due to trying to ensure everyone's safety.

We all have learned new ways to work together to meet ongoing and new needs in our congregation. Staff and council, wonderful committee members and volunteers from our congregation all pulled together to accomplish familiar and implement new ideas. Forming calling groups to regularly touch base with members on the phone as we were asked to stay in our homes for long periods of times, deliver needed supplies to those who were unable to leave their homes, support our staff through application and submission to the Payroll Protection Plan (PPP), and ongoing monitoring and support of the Building Community Project resulting in the completion of the building renovations and addition in midsummer. (July 2020)

Continuing to be the best possible stewards of our financial resources and monitoring the expenditures to achieve a balanced and healthy financial position, was fueled by our generous and giving community and diligent competent staff members! Thank you to everyone who worked so hard in this unusual year to support our community of Zion Lutheran Church Loveland in every way possible! I want to especially acknowledge the hard work, above and beyond diligence and sharing of their incredible talents from each of our staff members. Again, we are blessed to have them and our talented, awesome, relevant, inspiring, and forward thinking leaders, Pastor Joel and Pastor Sonja Pancoast!



## 2020 CANDIDATE BIOGRAPHIES

*We asked our candidates these 5 questions:*

*Tell us about your family*

*How long have you been a member of Zion*

*Tell us an interesting fact about yourself that other may not know*

*What are you excited about in Zion's ministry, and*

*What are you hoping to bring to your elected position.....*



### **Erin Bachman (Vice –President)**

My name is Erin Bachman, and I live in Loveland with my daughter, Annaliese, who is 10 and in fifth grade. We have two cats, Violet and Delilah. We've been attending Zion for almost 12 years. An interesting fact about myself (although most people know this) is I am a huge fan of the Colorado Rockies, and love a good baseball conversation. I'm really excited about Zion's continued mission for cross-generational ministry, as well as our role in the greater Loveland community. I am really looking forward to serving in church leadership, and especially as part of the personnel committee, and hope that I can use my experiences in a way that will be of benefit and service to Zion.

### **Amy Brauner (Secretary)**

Hello! My name is Amy Brauner and I have been a member of Zion since 2010. I've been married to Joel for 13 years and we have two sons, Eli and Nolan. Along with crochet, I enjoy attending musicals with my mom and I have a joy for all things Jane Austen, Star Wars, and Lord of the Rings. I'm excited to serve Zion as council secretary this year. The pandemic has helped us to connect with people in creative and new methods without being in person. I look forward to helping continue to keep Zion connected and serving our community as best we can.



### **Joel Brauner (Leadership Development)**

My wife Amy and I have been at Zion for 10 years. We have two sons, Eli and Nolan. Eli is in 4th grade and Nolan is in 1st grade. Something people may not know about me is that I enjoyed collecting baseball cards and have a collection of about 10,000 cards. I'm most excited about the new possibilities that will open up for our church. Our world has been in a period of huge change. It will continue to change as vaccines are distributed and we emerge from the pandemic. Change always brings new opportunities and I'm excited that I can help envision how Zion can serve the world and spread the love of Jesus as a member of Long Range.

### **Amy Black (Leadership Development)**

I live in Fort Collins with my wonderful husband of 21+ years, Todd, and our son Ryan, who is a sophomore at Fossil Ridge High School. Our daughter Ellie started her first year of college at University of Portland in January 2021. I have been a member of Zion for almost my whole life. My parents, John and Debbie Boose, joined Zion when I was 2 years old. Todd and I became members when we moved back to Colorado from California in 2000. An interesting fact about me is that I met Governor Polis and President Obama at the White House in 2016 when the Broncos were honored for winning Super Bowl 50. Since I've been a member of Zion for so many years, it's exciting for me to see the growth and changes in our congregation. I love seeing new, young families joining us. I hope that I can bring an open mind and good ideas to the Leadership Development committee to help Zion continue on a forward path.



### **Steve Courts (Member at Large)**

I've been married to Stephanie for 38 years. We have no children and two cats. Steph and I have moved 6 times since we've been married, most recently moving to Johnstown, CO three years ago. My parents have both passed away. I have a brother (who passed away in 2018), a step sister and two half sisters...we are a very happy blend and love each other very much. Steph and I joined in spring of 2018.

An interesting fact about myself is, my picture appeared in TIME Magazine in 2006 (I have it if nobody believes me). I'm excited about our outreach ministry and bringing our church outside our church walls. We are a congregation that wants to make a difference in not just ourselves but our community. I really like that! While I have a history of serving on Boards and Committees, including a stint on a different church council, I think my best assets are a youthful enthusiasm to serve and a sense of humor. Laughter and having fun go hand in hand with hard work. I enjoy being around other people and feed off of their positive energy...and I hope I'll create positive energy that others can feed off of as well.



### **Alexis Smith (Treasurer)**

Alexis and her family have been members of Zion for about 20 years. She has lived in Loveland since 1997. Alexis has previously served on Zion's finance committee, and just finished a term on the council as member at large. She has also previously enjoyed helping with the Movie room along with her mother, Dawn Arzuolaitis, during Sunday School rotations. Alexis feels her previous work experience with the county and department budgets will be an asset in the treasurer position.



### **Beilynn Geiss (Youth Representative)**

I have a very close, loving family! My mom, Judy, is a math teacher at Ferguson High School and my dad, Roy, is a research scientist at CSU. I am blessed to be able to spend a lot of time with my grandparents also! They support me in everything that I do, and I am lucky to have them. I have been a member of Zion my whole life and it feels like home. One interesting fact about myself is that I have a black belt in Tae Kwon Do! I am excited about the expansion of L2F2 (Loveland Lutheran Faith Formation)! I love the idea of bringing both churches and multiple generations together in fellowship! I hope to bring a unique perspective to my elected position as a young person in the church today. It is important for youth to be active and involved in the direction of the church.



### **Pam and George Stevens (Synod Assembly Voting Members)**

Our family includes myself, my wife Pam and two adult sons; Charlie and Kwanza. Kwanza lives in Denver and Charlie lives in Bethlehem, PA with his wife Megan and our granddaughter Maddie. Pam and I have moved about the country given my life as a professor and business school dean. We lived in Kent, Ohio until 2013 where I taught at Kent State. Upon our retirement that year we moved to Loveland, searched for a church home but kept coming back to Zion. Happily, we have been at Zion from 2013 on. I have been involved with Scouting, BSA a long time as an Eagle Scout, Distinguished Eagle Scout and member of Longs Peak Council Board of Directors. Pam worked as a programmer/analysis writing code for COBOL back in the day when computers were big and located in very cold rooms. I am pleased to be a part of this church given its commitment to serving others, the willingness to work together to accomplish good things for others, our strong congregation, and the leadership we receive from our pastors and staff. Pam serves on the worship planning team and plays handbells, and helps with children's choir. It is our hope to look, listen, learn, and share. This is a first-time experience in this setting for me and Pam is excited too.

## **AUDIT COMMITTEE—GAIL HERRMANN, RANDY DAVIS, STIG ORESJO**

Zion's Constitution mandates an Audit Committee be in place, and in 2018 this committee was formed. In 2019, we finalized the understanding of the existing financial procedures and processes of how all funds are gathered, saved, and spent. Our conclusion is that Zion has strong financial procedures and processes in place. The primary role for the Audit Committee now is to verify that those procedures and processes are followed. We will do that on a sampling basis several times per year.

In 2020 the sampling tests were completed and we found that the process was followed, and no areas of concern were found. The results were provided to the council.

## **BUILDING AND GROUNDS—BILL KURTZ & LINDSEY WALTER**

Zion's building has been busy, despite the pandemic. We finished our building addition and remodel this summer. This has provided much needed space and improved renovations. We are blessed to have the new space and remodel. We have had several maintenance and upkeep items for the old building. Parking lot cracks filled, minor roof repairs, air conditioning and heating unit replacement, split tech units serviced, downstairs bathroom renovations, boiler upkeep, and regular electrical and plumbing fixes. We would like to thank Jim Vosberg, Elliott Pancoast, Chas Farasyn, Ron Christensen, Paul Tunesvick and Ronda Buck for all the time they have volunteered to help with the projects around the church. We would also like to thank Scott and Ruth Sprain for the lovely photos and watercolors for the new bathrooms. Zion is grateful for their skillset and generosity to share your gifts. We look forward to a new year of gathering in our new space and utilizing the new kitchen. Blessings to all in 2021.





## MUSIC MINISTRY— NOELLE BAUMAN-STUCKY

It is difficult to remember a time before this pandemic. We have all learned and changed while approaching this change with some cooperation and some resistance. In the small amount of time the music staff has managed this new way of life as it looms with no clear end, we have experienced many steps that deserve celebration. We also remember the times we shared before the pandemic, because (I know it is hard to believe) we spent a few beautiful months creating music and worshipping with friends, family, children, and colleagues.

In late January through Early March, the Children's Choir met on Tuesdays with help from our volunteers, Pam Stevens, Kathy Pancoast, Judie Wass and Esther Lucero. There were so many new faces from Monroe Elementary, along with Monroe students who joined in 2017, and Zion children who joined the in 2016. This group was able to share their gifts in our worship services twice before March. The children were not the only ones who made connections through our church, but the parents of these children also felt welcomed and connected to Zion.

With the wonderful help of Jane Andrews and her volunteers at King of Glory, host families at King of Glory and our extremely accommodating and generous host families from Zion, we made a joint effort to host the Watoto Children's Chorus at the end of January. This was an eye-opening experience for many as we basked in the moving show provided by Watoto.

As my memory takes me past February 2019, I cannot fathom having more gratitude for the staff at Zion, and the immense support provided by our congregation. Our Sunday and Midweek worships were only made possible by everyone learning new technologies. I was incredibly impressed when Joey Klammer, Sophia Pancoast, and Hannah Pancoast recorded themselves playing "As The Green Blade Rises" to then have the recordings combined and presented at our Easter service.

My studies never prepared me for a virtual music camp, we held one over the summer of 2020 and it was so fun! With the changing technology we were able to include kids and adults from across the country. After one week of rehearsing over Zoom, the participants visually and audibly recorded themselves and were part of a video collage presented during Sunday worship singing "Mungu ni Mwema with God is so Good."

An enormous blessing came when Deborah Price arranged to purchase tables for our Orff instruments. This allowed CMM to welcome a small group of kids to play our set of Orff instruments. The kids definitely worked hard and learned a lot through this process, but the best part was seeing their excitement interacting with others kids face-to-face. I am thankful the weather was beautiful through September and October so we could all safely gather outside for all but one rehearsal. We all rang in the New Year with a new music director, pianist, organist and leader at Zion. Dr. Keenan Boswell started in late November 2019, jumping straight into the Advent and Christmas Season. Though Keenan has resigned his position, there were many celebrations spanning his time with us.

The Chancel Choir held rehearsals every Wednesday and shared their gifts of singing during our Traditional service through March 2020. They spent a lot of time singing favorite anthems and enjoying the coaching and healing approach Keenan used in rehearsals. The consequence of time forced the choir to lose and gain members throughout the year. For some former members, conversations and celebrations are still shared with the choir. For others we hold the memories of them close to our hearts and think of them as we sing. We celebrate the new members who bring smile, laughter, and beautiful singing to the choir.

Once the choir was forced to stop rehearsing in-person for the safety of everyone, they transitioned to Zoom rehearsals. During these rehearsals they would focus on using their voices correctly, prepare music to record, and continue checking in on each other. With some trial and error, the choir found a way to record their voices. Keenan would then sync the recordings and share the final recording in services. Many anthems, including "Still, Still, Still" on Christmas Eve, were a deeply appreciated.



## Music Ministry Continued

In preparation for the virtual Advent devotional, some choir members recorded songs as a quartet to music performed by Exquisite Brass. Thanks to Stig Oresjo, we had audio recordings to sync with visual recordings for the advent videos and the brass quintet videos, which were shown during the Christmas Eve services.

The Zion Praise Band had quite a full year even with challenges brought by the pandemic. They gained members throughout the early part of the year and started producing moving music for our worship services. When they could not gather, Keenan facilitated the writing of an original song, "Alive in Christ" written by Erin Bachman, Keenan Boswell, Nita Star and Dave Wolfe.

Through the summer months Praise Band members were able to gather, at a distance, and share in the Contemporary Worship, which was through Zoom. During this time the group and the staff solved balance problems and spacing problems so the music could enhance the worship experience of people listening through their computer speakers.

In March, as the staff brainstormed ways to keep connections throughout the church and provide opportunities for worship without putting volunteers in harm's way, we used Wednesday evenings for special music. We continued Holden Evening Prayer for weeks past the Lenten season. After, Keenan and myself began planning for Exhale in hopes that the mini concerts envisioned would provide some with joy as they listened. Eventually we were able to have a few choir and praise band members share their gifts of singing and playing piano, and we were able to have a few professionals perform virtually.

## CONNECTING HEARTS—PASTOR SONJA PANCOAST

Connecting Hearts is a wonderful umbrella of groups in our congregation who provide care for each other inside the congregation and out. These include Helping Hands – fixing homes for members and through Habitat, Homebound Communion Ministers, Meals to Heal, Parish Nurses, Prayer Shawl, Quilt Tiers and Stephen Ministries. Each of these ministries has had to adjust to the new regulations during the pandemic and still we are able to provide care. Helping Home and Habitat were still able to have people work on homes outside when the weather permitted. Homebound Communion Ministry expanded to all of us as we all are homebound and unable to join in worship. During this time we have shifted to having communion once a month in worship to all of us who are homebound.

Meals to Heal ministry expanded as more people were in need of meals for surgeries, deaths, births, and COVID. In previous years meals may have been provided by others who could come from out of town and stay. With the travel restrictions we came together as a community to provide meals for those who were in need.

Parish Nurses were not able to do blood pressure clinics but were still able to check on members or take them to the doctor.

Prayer Shawl was not able to meet in person but they were very busy crocheting in their homes. The need for prayers shawls increased as they are a safe way to provide care and connection in these times. Many who were sick, lonely, or in various need received prayer shawls.

Quilt Tiers was not able to gather in person to tie quilts but many of the tiers changed their ministry to making masks to help keep others safe.

Stephen Ministry moved their monthly meetings to Zoom and their one on one caregiver relationship to telephone conversations.

A new ministry of phone calling was added in 2020 and a faithful group stepped up to give people a call weekly throughout March, April, and May. As the summer months approached we realized that many were able to get out more and connect with loved ones so the team was reduced and the focus moved to monthly calls to those who are not able to get out very often. These calls have continued for the remainder of 2020. As we look to 2021 we can't wait to see what God will do with this new ministry.

Thank you to each one of you who cares for each other. You truly share God's love in so many and various ways.





## FAMILY PROMISE (FORMERLY IHN)—RUTH SPRAIN



Family Promise provides needy families with housing, food, and support. The name Family Promise changed from Interfaith Hospitality Network to reflect the organizing body of which Angel House and Zion are a part.

During 2020, COVID-19 affected the ministry of Family Promise dramatically. Because of state and local regulations, Family Promise was either not accepting families or housed families in motels. Zion was not able to house families in our facility due to construction in the spring, then due to COVID regulations.

During November 15-22, 2020, Zion hosted two families in motels. Volunteers brought dinners on three evenings, plus over \$800 was donated to provide gift cards for groceries and meals from restaurants. Additional funds were donated and provided by Zion for motel rooms. The cost of a motel room for one family is about \$55. That means the cost for one family for a week is about \$385. Clearly, the cost of hosting families is much more expensive with motel hosting and paying for restaurants versus housing families at our church and cooking meals. Therefore, we are extremely grateful to volunteers who donated to our hosting week!

Zion plans to host four weeks for Family Promise in 2021. Depending on whether Zion can host families in our church, both help and monetary gifts will be needed during those weeks. Since many Zion members attend worship on-line, communicating the need for donations and help is more challenging. Zion's Family Promise coordinators will call volunteers directly as well as use announcements in newsletters and emails. Please give generously! Homeless family assistance is needed more than ever because of job loss and COVID restrictions.

We are grateful to the Church at Loveland who partners with Zion to host on Friday and Saturday during Zion's Family Promise weeks. In November, Church of Loveland provided part of the funding for motel rooms and food to assist families in the program.

If you have interest in the Family Promise ministry, you can contact Rich Marquardt, Fran Rivers, or Ruth Sprain who are Zion's coordinators. Thank you for your support of this valuable ministry!

## PERSONNEL COMMITTEE—JANIE LICHTFUSS

Like so many things, the work of the Personnel Committee moves in waves. Sometimes we are very busy and other times things are much slower. A lot has happened in 2020. We hired Keenan Boswell to serve as organist, Director of Music, choir director, and Director of the Praise Band. No sooner did he begin, Covid-19 hit and we are all virtually out of the church building. It is good to note, however, that Keenan has continued to serve us well and has been very creative in offering music for the congregation. The Personnel Committee thanks him, and all the Staff, for their wonderful work to make Zion an alive and worshipful place. The Personnel Committee updated all the job descriptions and the Personnel Handbook and we met personally with staff members to discuss goals for the coming year—so we have kept busy. Eventually things will return to a “new normal” and the congregation can once again come together as a congregation worshipping together in the sanctuary at Zion. Meanwhile, stay safe and stay well! Blessings.



## FAITH FORMATION—MADELINE FAIRFAX

2020 has been both an exciting and a challenging year in Faith Formation at Zion. Prior to the pandemic we had a strong start to the year with a new Mardi Gras pancake dinner, a series of monthly youth-planned high school events, L2F2 Confirmation field trips to help apply faith to everyday life, a summer service trip to Idaho planned, Vacation Bible School with a cross-generational theme in the works, weeks at Sky Ranch scheduled for 1<sup>st</sup>-12<sup>th</sup> graders, a brand new small group ministry pilot project called Nourish, all ages monthly events and service projects planned, and more. But in the middle of our Lenten wilderness theme in mid-March, we found ourselves enduring a true sense of wilderness. The annual events, gatherings, shared food, and traditions that many participants of all ages look forward to each year suddenly needed to be adapted, postponed, or swapped entirely for new traditions and experiments. While we still wait with anticipation to celebrate these milestones of faith in their fullness at some point in the future, at all age levels we've also found lots of new ways to gather and share our growing faith creatively.

From Confirmation classes meeting via Zoom, preschoolers gathering for virtual story time, third through fifth graders forming an online book club, adults navigating new technology to register for events remotely, high school youth organizing a dance on the new patio, families recording Christmas program video clips, and lots of drive through events and porch drop-offs to help distribute supplies, I've admired everyone's resilience and creativity to celebrate and grow in faith, particularly in the last 10 months of ministry.

Several other highlights for the year included First Communion for six children, Affirmation of Baptism for three youth, Faith Formation Fridays, Sierra's Race Largest Team award, Unraveled Summer Faith at Home prayer stations and activities, Advent kits for families with young children, KidsPak volunteer opportunities, celebrating 2020 graduates, online Sunday School led by Sky Ranch summer staff, outdoor movie events, young adult small groups through the ELCA, and an additional partnership with Trinity Lutheran joining Zion and King of Glory for Confirmation ministry.





Thank you to everyone who has led, volunteered with, and participated in each of the ministries and events that have been able to take place. Even when we are not able to gather in-person, you have shown your commitment to faith formation and building community. In August, we were still able to begin a new ministry called Nourish. Led by Joel Brauner, with the intention of nourishing participants' minds, bodies, and souls, the initial plans for gathering around food have been temporarily adapted from their original plans. However, the ability to share in connection and mutual prayer support has been much needed during a time when many families feel isolated.

In the year ahead, we look forward to returning to some of our time-honored faith formation traditions, but we will also remember the unique opportunities we have had to try new things and adapt. We are grateful for the lessons learned and for the hope the new year brings. No matter what happens, we trust that the Holy Spirit will continue to move through the community at Zion to help us form our faith and our understanding of God's presence in our lives.



## MONROE ELEMENTARY OUTREACH—PASTOR SONJA PANCOAST



During the first three months of 2020 we were blessed to have our regular volunteers in place helping to support the kids and families at Monroe through weekly volunteering in the classroom, playground, and library. At Spring Break the school district let out and did not return back to in person learning until late September. We are so thankful for each of the volunteers who gave of their time in the classroom to touch the lives of children and to let them experience first hand our love and care for each one of them.

When school went back in the fall, we were still able to partner with Monroe but in a more limited fashion. Noelle lead a Children's Orff Choir in September and October. We kept kids warm with 30 coats, 7 pair of boots, and 5 pairs of gloves, hats and scarves in October. We helped families celebrate the holidays with 30 Thanksgiving bags in November and 57 gifts for Christmas for students and staff in December.





## STEWARDSHIP—PASTOR SONJA PANCOAST

2020 is a year like none other. One of the things that we stand out as we reflect on this year is the amazing generosity of each of the members of Zion. When the pandemic hit and the council began to reflect if we would be able to afford to keep all our staff, before they were even able to make a decision the congregation has responded with increased generosity and support for God's mission and ministry at Zion. This generosity has continued throughout the year and truly we cannot say thank you enough for your generosity and support.

As we look to 2021 the Stewardship Committee partnered with the Rocky Mountain Synod for Stewardship for All Seasons Refresher. Starting in September and continuing until March 2021 the Stewardship team meets monthly with other congregations in the synod to learn deepen our stewardship of all our resources.

This fall we focused on how we can deepen our *Community and Connection* for 2021. We focused on four areas:

*Building Community* – In 2020 our building was complete and as we look forward to 2021 we begin see how the building can be a place to build community.

*Virtual Connection* – In 2020 we had to quickly pivot worship to online platform. As we look to 2021 we look to how we can improve our online worship as well other virtual gatherings that will help us stay connected in this new world that we find ourselves in

*Community Care* – In 2020 we found the need to care for our brothers and sisters in our immediate community and around the world more deeply. In 2021 we seek to increase our benevolence and mission support to care for those beyond our walls.

*Ministry Excellence* – In 2020 we were blessed that our staff stepped up in new and different ways to share their gifts and talents. As we look to 2021 we will invest in our staff as they have invested in us.

Letters and informational mailers were sent to the congregation and each week a different video highlighted the above ministry areas. We culminated the Community and Connection focus with a Community and Connection Commitment Sunday on November 15. On this Sunday we received commitments for God's Mission at Zion in 2021 through a Drive Through Celebration following each worship service and electronically during service. We give thanks that so many have made a commitment to God's mission at Zion in 2021.

We give thanks for the work on the Stewardship team including Eileen Huddle, Larry Huddle, DJ Juergensen, Stig Orejso, and Marty Schultz. We rejoice at the generosity of each of the members of Zion who support God's mission here through financial gifts, time, and talents. We look forward to 2021 as we grow in Community and Connection.





## ENDOWMENT FUNDS— LYNSEY WEIMER

Beginning Balance	325,427
2020 Gifts Great Gift Away	2,244
Established Columbarium Fund	14,022

Sprenger Scholarship (Tate, Klammer, Bartelson, Tate)	(7,500)
Therp Scholarship (Vrem)	(1,000)
Peterson Scholarship	(4,000)
Boose Memorial	(500)
Mission Outreach	(950)

Preliminary Fees 2020	(2,801)
2020 Ending Balance	344,032



## CAPITAL CAMPAIGN—SCOTT SPRAIN

Total Pledged : \$1,053,974.62

Total Income from Pledges received by December 31, 2020: \$1,013,049.62

Total Anticipated Income to Still Come from Pledges to the Capital Campaign: \$40,925

Total Given by Pledgers to the Capital Campaign as of December 31, 2020: \$1,013,049.62

Giving to the Capital Campaign in addition to the pledges as of December 31, 2020: \$8295

Total Given to the Capital Campaign: \$1,021,344.62

## TECHNOLOGY—STIG ORESJO & LINDSEY WALTER

2020 has been an interesting year for Sound and Projection. We would have never imagined we would be live streaming worship due to a worldwide pandemic! Zion has been blessed with an adaptive congregation. The staff and members at Zion didn't miss a beat, when the obstacle presented itself to move from in-person worship to online. We are grateful that we had many of the hurdles already in place, and could make a smoother transition than most. We are blessed to be able to livestream our worship services while many other churches pre-record worship. Zion's staff has stayed healthy, while the team is here every Sunday (and some Wednesdays) to make sure worship continues to run seamlessly. The team looks forward to the new technology we plan to

implement, and keep live streaming, even when we are able to regather again. During 2020 we installed new TV's, a new projector, and an very large screen that comes out of the ceiling for our meetings. We also assembled outdoor speakers and sound for worship under the pergola. There were many other technological projects that kept us busy with the new building and COVID. The pandemic has presented challenges, but amongst it, it has brought us blessings of connecting with people that are homebound and around the world. God has given us a silver lining, to reach others "online", that we may have never recognized the need before. We are grateful to thrive during this time.



## LIBRARY—JANIE LICHTFUSS

Bookworm here—

Oh my! When I wrote to you a year ago, little did I know the events that would come to us in 2020. Because of Covid-19 and all the restrictions that came with it, I have seen few of you at Zion and in the library. I miss all of you so much but I certainly understand. Eventually things will return to a “new normal” and when that happens, I hope to see many of you back in the library—reading, reading, reading! —Meanwhile, stay safe and stay well. Blessings.



## 2020 Treasurers Report

Zion 2020 Unified Fund			
2020 Year End			
	2020 <u>Budget</u>	2020 <u>Actual</u>	Over/(Under) <u>Budget</u>
Unified Income			
Member Giving	546,867	542,242	(4,626)
Other Income	800	419	(381)
Total Unified Income	547,667	542,661	(5,007)
Expenses	547,667	531,656	(16,011)
Surplus/(Deficit) **	0	11,004	11,004

### Comments:

\*\* This does not include the Payroll Protection Program loan amount of \$49,200

**Income:** Member Giving fell short of what was budgeted although overall giving in other designated areas reflected increases

**Expense:** Overall expenses experienced a large savings in 2020 due to COVID-19 which contributed to ending the year with a surplus

## Key Changes in 2021 Budget

Key Budget Areas	2020 Budget	2021 Proposed Budget	Net Change from 2020 Budget	Comment
ELCA Synod Mission Support, Benevolence	\$54,770	\$62,471	\$7,701	Increased ELCA Synod Mission Support from 9% to 10%
Outreach	\$3,250	\$3,950	\$700	
Programs	\$32,050	\$22,475	(\$9,575)	Reductions were taken in several Faith Formation areas and Music which can be funded using dedicated accounts if necessary
Administration & Property Maintenance	\$74,530	\$81,596	\$7,066	The net increase included our MIF Mortgage payment along with Insurance increase.
Ministry Excellence				
Staff Compensation & Payroll Expenses	\$383,067	\$392,224	\$9,157	Salary increase recommendations were made by the Personnel committee & accepted by Council
Total proposed 2021 Budget	\$547,667	\$562,716	\$15,049	2.7% Increase



# 2021 COUNCIL APPROVED BUDGET

	2020 Actuals	2020 Budget	2021 Proposed Budget
Other Income	419	800	800
Unified Offerings	542,242	546,867	561,916
<b>Total UNIFIED INCOME</b>	<b>\$542,661</b>	<b>\$547,667</b>	<b>562,716</b>

<b>BENEVOLENCE &amp; OUTREACH/SERVICE</b>			
<b>BENEVOLENCE</b>			
Community Kitchen	1,500	1,500	1,500
ELCA/Rocky Mtn Synod	48,258	48,670	56,271
Lutheran Campus Ministry	1,200	1,200	1,200
Sky Ranch	2,200	2,200	2,300
House of Neighborly Service	1,200	1,200	1,200
<b>Total BENEVOLENCE</b>	<b>54,358</b>	<b>54,770</b>	<b>62,471</b>
<b>OUTREACH/SERVICE</b>			
Community Outreach	152	450	400
Fair Trade Coffee	-	500	250
IHN (Family Promise)	897	300	1,800
Monroe Ministry	519	2,000	1,500
<b>Total OUTREACH/SERVICE</b>	<b>\$1,568</b>	<b>\$3,250</b>	<b>\$3,950</b>

<b>Total BENEVELOENCE &amp; OUTREACH/SERVICE</b>	<b>55,926</b>	<b>58,020</b>	<b>\$66,421</b>
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<b>PROGRAMS</b>			
<b>FAITH FORMATION</b>			
Adult Education	45	350	250
Elementary Youth (Children/family)	955	2,000	1,200
Confirmation/Middle School	1,172	3,500	1,200
High School Youth	872	3,750	1,200
Library	-	400	400
Milestone Ministry	690	1,000	550
New Member Class	101	650	500
Nursery Supplies & Curriculum	-	150	-
Sky Ranch Support	1,000	1,000	1,000
Sunday School	707	1,000	700
Teacher Recognition	-	250	75
VBS	37	1,000	750
Women's Ministry	25	1,000	500
Young Adult	751	750	650
Youth Scholarships	-	500	-
<b>Total FAITH FORMATION</b>	<b>6,355</b>	<b>\$17,300</b>	<b>\$8,975</b>
<b>WORSHIP</b>			
Busy Bags	-	200	200
Pulpit Supply	100	750	750
Sound/Video System	1,055	250	500
Worship Decorations	976	1,250	1,250
Worship Supplies	2,209	2,000	2,000
<b>Total WORSHIP</b>	<b>4,341</b>	<b>\$4,450</b>	<b>\$4,700</b>
<b>MUSIC</b>			
Music/Children's	205	800	600
Music/Bell	282	350	350
Music/General	1,118	2,500	2,000
Music/Subs	1,150	3,300	2,500
<b>Total MUSIC</b>	<b>2,755</b>	<b>\$6,950</b>	<b>\$5,450</b>

	<b>CARE</b>				
		Connecting Hearts	255	400	400
	<b>Total CARE</b>		<b>\$255</b>	<b>\$400</b>	<b>\$400</b>
	<b>STEWARDSHIP</b>				
		Offering Envelopes	1,717	1,750	1,750
		Stewardship Program	1,192	1,200	1,200
	<b>Total STEWARDSHIP</b>		<b>\$2,909</b>	<b>\$2,950</b>	<b>\$2,950</b>

<b>Total PROGRAMS</b>	<b>\$16,614</b>	<b>\$32,050</b>		<b>\$22,475</b>
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<b>PROGRAMS, BENEVOLENCE &amp; OUTREACH/ SERVICE</b>	<b>\$72,540</b>	<b>\$90,070</b>		<b>\$88,896</b>
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<b>ADMINISTRATION</b>					
		Background checks	102	100	100
		Childcare	84	1,000	500
		Comm Advertising	814	700	700
		Computer/Tech Support	7,565	7,000	7,000
		Copiers	16,100	12,000	14,000
		Council	30	700	500
		Devotions Publications	1,105	700	1,000
		Leadership Development	115	500	400
		Long Range Planning	650	700	650
		Marketing	-	750	750
		Office Supplies	2,651	4,500	4,500
		Postage	2,447	2,000	2,500
		Synod Conferences	1,061	3,700	2,000
		Volunteer Appreciation	798	1,450	1,200
	<b>Total ADMINISTRATION</b>		<b>\$33,521</b>	<b>\$35,800</b>	<b>35,800</b>

<b>PROPERTY MAINTENANCE</b>					
		Contract Labor	5,067	4,600	-
		Maintenance/Repair	3,660	3,000	100
		MIF Mortgage Pmts	-	-	12,396
		Gas	4,120	5,000	4,500
		Total Insurance	13,129	10,645	13,000
		Security System	1,396	400	400
		Supplies (Custodial, etc.)	6,013	2,000	2,000
		Telephone	3,500	3,000	3,600
		Trash	2,689	2,700	2,400
		Water/Electric	8,311	7,384	7,400
	<b>Total PROPERTY MAINTENANCE</b>		<b>\$47,885</b>	<b>\$38,729</b>	<b>\$45,796</b>

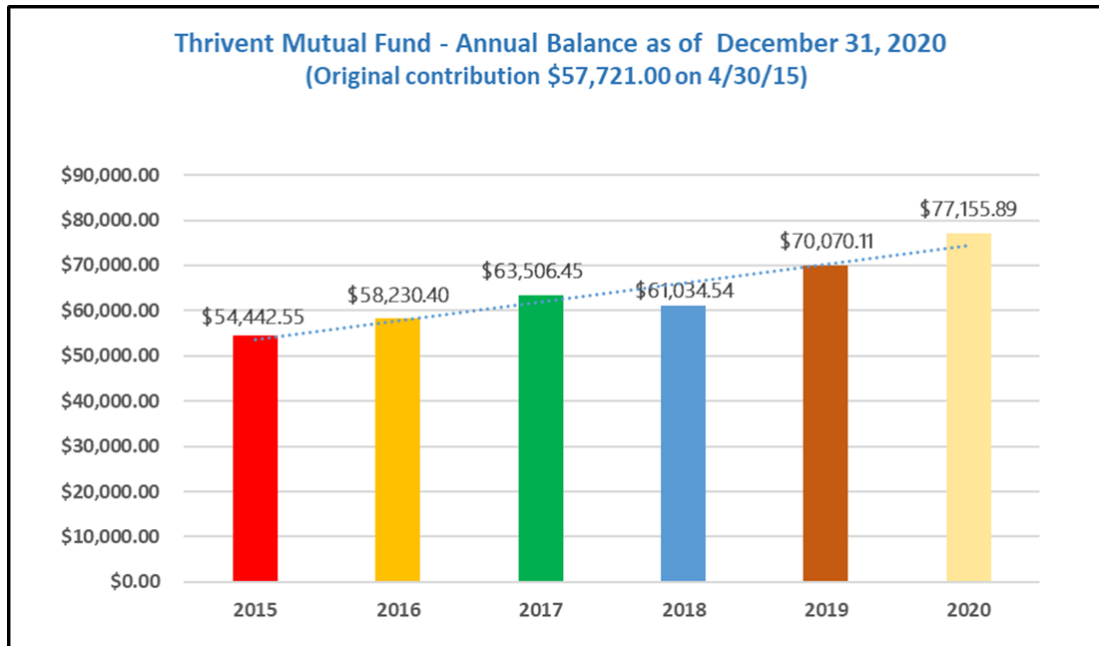
<b>ADMINISTRATION &amp; PROPERTY MAINTENANCE</b>	<b>\$81,406</b>	<b>\$74,529</b>		<b>\$81,596</b>
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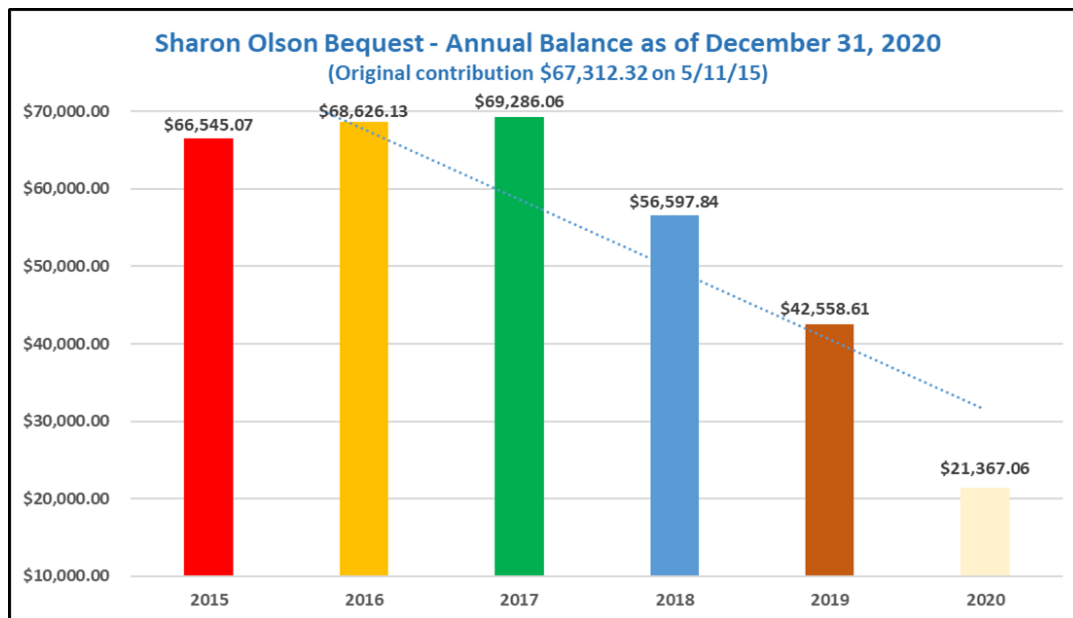
SALARIES & BENEFITS					
<b>MISC STAFF SALARIES</b>					
	Bookkeeper	5,018	5,018		5,018
	Custodian	11,781	11,781		12,134
	Nursery Staff	3,150	5,300		2,200
	Technology Coordinator	10,237	10,237		14,568
<b>Total MISC STAFF SALARIES</b>		<b>\$30,186</b>	<b>\$32,336</b>		<b>33,920</b>
<b>MUSIC DIRECTORS SALARIES</b>					
	Choir Director, Contemporary Worship, & Worship Coord. & Organist	45,000	45,000		45,000
	Asst Dir, Children's Music	18,394	19,194		19,770
	Bell & Chimes	3,694	3,667		3,777
<b>Total MUSIC DIRECTORS SALARIES</b>		<b>\$67,089</b>	<b>\$67,861</b>		<b>68,547</b>
<b>OFFICE STAFF SALARIES/BENEFITS</b>					
	Faith Formation Director Salary	40,205	40,205		49,052
	Faith Formation Insurance	8,706	8,847		5280*
	Faith Formation Pension & Other Benefit				3296*
	Office Manager Salary	45,208	45,208		46,564
	Office Mgr Pension & Other Benefits	3,865	4,023		3,818
<b>Total OFFICE STAFF SALARIES/BENEFITS</b>		<b>\$97,984</b>	<b>\$98,283</b>		<b>\$99,434</b>
<b>PASTORAL SALARY &amp; BENEFITS</b>					
	Pastor Joel Pancoast Salary	76,163	76,171		78,456
	Pastor Joel/Pastor Sonja Pension & Other Benefits	39,818	39,760		10,356
	Pastor Joel Insurance				14,952
	Pastor Sonja Pancoast Salary	37,857	37,857		38,993
	Pastor Sonja Pension & Other Benefits				5,147
	Pastor Sonja Insurance				10,818
<b>Total PASTORAL SALARIES/BENEFITS</b>		<b>\$153,838</b>	<b>\$153,788</b>		<b>\$158,722</b>
<b>CONTINUING ED</b>					
	Continuing Education Music	-	500		500
	Continuing Education Youth (FF)	694	1,000		1,000
	Pastor Joel Continuing Education	460	1,000		1,000
	Pastor Sonja Continuing Education	-	1,000		1,000
<b>Total CONTINUING ED</b>		<b>\$1,154</b>	<b>\$3,500</b>		<b>\$3,500</b>
<b>PROFESSIONAL EXPENSES</b>					
	Pastor Joel Books	-	250		250
	Pastor Joel Expense	4,200	4,200		4,200
	Pastor Sonja Books	72	250		250
	Pastor Sonja Expense	2,700	2,700		2,700
	Faith Formation Expense	750	1,500		1,500
<b>Total PROFESSIONAL EXPENSES</b>		<b>\$7,722</b>	<b>\$8,900</b>		<b>\$8,900</b>
<b>TAXES &amp; PAYROLL EXPENSES</b>					
	Payroll Expenses	16,621	15,000		16,000
	Workers Compensation	3,118	3,400		3,200
<b>Total TAXES &amp; PAYROLL EXPENSES</b>		<b>\$19,739</b>	<b>\$18,400</b>		<b>\$19,200</b>
<b>Total SALARIES &amp; BENEFITS</b>		<b>\$377,712</b>	<b>\$383,068</b>		<b>\$392,224</b>
		<b>\$531,657</b>	<b>\$547,667</b>		<b>\$562,716</b>
		<b>\$11,004</b>	<b>\$0</b>		<b>\$0</b>

The PPP loan, \$49,200, is not included in the above 2020 actual/budget numbers

## ZION INVESTMENT STATUS



	2015	2016	2017	2018	2019	2020
Annual Rate of Return	-6.02%	6.96%	9.06%	-3.89%	14.80%	10.11%
Return Since Inception	-6.02%	8.75%	9.11%	5.43%	5.97%	5.29%



	2015	2016	2017	2018	2019	2020
Annual Rate of Return	-1.15%	2.02%	2.06%	-1.86%	1.61%	4.11%
Return Since Inception	-1.15%	1.94%	2.82%	2.00%	3.33%	7.48%

+One Distribution totaling \$23,000 was made from the Sharon Olson Investment Account during 2020

+Hospitality – New kitchen appliances      \$23,000      6/01/2020

+Remaining funds of \$21,367.06 is to be used for Community Outreach



# DEDICATED ACCOUNTS

		12/31/19 DEDICATED Balance	DEDICATED Income	Funds xfer in	DEDICATED Expense	Funds xfer out	12/31/20 DEDICATED Balance
ACTIVITY ACCOUNTS							
Adult Education		-45.14		45.14			0.00
Altar Guild		0.00					0.00
Boy Scout Scholarships		742.82			64.67		678.15
Brewing Conversations		2,970.00	148.93		297.87		2,821.06
Childrens Music Ministry		1,178.39	7.00		248.97		936.42
Fair Trade Coffee Fund		1,785.06	1,085.40		1,822.10		1,048.36
Funeral Lunches		697.53			189.40		508.13
Girl Talk		13.83					13.83
Intern Program		1,170.31					1,170.31
Intern Program #2		9,181.00					9,181.00
Invite/Welcome/Integrate		131.06					131.06
Library Fund		72.00	44.60				116.60
Lutheran Men of Song		973.55					973.55
Marketing		500.00					500.00
Music Activity Fund		150.00		500.00	500.00		150.00
New Ministries		0.00					0.00
	New Ministries - Thrivent invest- ment earnings	12,349.11	7,085.38				19,434.49
Outdoor sound system		18.00					18.00
Prayer Shawl Ministry		188.00					188.00
Sabbatical		10,758.19					10,758.19
Sky Ranch Campership		3,684.55	2,514.00	25.00	1,500.00		4,723.55
Sky Ranch Gifts		0.00	150.00		100.00		50.00
Technology		1,451.72					1,451.72
Theoprobe		10,420.53	15,437.46	244.73	26,102.72		0.00
Thomspon Valley PreSchool		4,461.88	6,104.12		3,682.29		6,883.71
Via De Cristo		1,053.44					1,053.44
<b>Womens Retreat Fund</b>		210.10	280.00		420.00		70.10
Womens Support		2,449.28					2,449.28
Women-to -Women		0.00					0.00
Young Adult Ministry		401.70			43.95		357.75
Total ACTIVITY ACCOUNTS		54,617.80	25,771.51	525.00	34,971.97	0.00	45,942.34
BUILDING FUND							
Building Funds		46,807.20	17,391.36	0.00	16,969.69	6,705.34	40,523.53
Kitchen Remodel		-33,247.35		62,867.40	9,394.54	20,225.51	0.00
Capital Campaign		536,117.79	849,406.31	22,342.51	1,333,594.18	66,162.06	8,110.37
Mortgage Payment		0.00	6,550.00	10,000.00	13,709.80		2,840.20
Total BUILDING FUND		549,677.64	873,347.67	95,209.91	1,373,668.21	93,092.91	51,474.10
CLEARING							
Competetive Stewards		730.00	213.00		220.00	200.00	523.00
Columnbarium		0.00	4,000.00	10,022.00	199.00		13,823.00
Confirmation		141.03					141.03
Council		49.42					49.42
directory Photos		17.00					17.00
Endowment		0.03	8,697.00	346,950.87	10,125.00	338,271.92	7,250.98
Faster Pastors		1,836.00	2,995.00		4,831.00		0.00
Flower Clearing Acct		142.50	178.00		74.99		245.51
Funeral Clearing		0.00	875.00		875.00		0.00
King Soopers		0.00	2,550.01		1,588.58	961.43	0.00
Member Assistance		10,005.68	15,500.00	180.00	9,392.60		16,293.08
Name Tags		18.50					18.50
PPP Loan		0.00	49,200.00			0.00	49,200.00
Special Appeal/Boiler		1,151.33					1,151.33
Safe Haven		750.00					750.00
Stephen Ministry		4,048.71			1,177.73		2,870.98
Thrivent Choice Dollars		2,453.00	1,900.00				4,353.00
Total CLEARING		21,343.20	86,108.01	357,152.87	28,483.90	339,433.35	96,686.83

EXTRA BENEVOLENCE							
Community Kitchen		235.00	1,805.00	375.00	2,415.00		0.00
Global Mission Funds		8,068.46			1,220.00		6,848.46
Maadagascar		0.00					0.00
Great Gift Away		5,608.32	1,852.00		3,366.00	1,122.00	2,972.32
Habitat for Humanity		0.00	735.00	78.39	813.39		0.00
HNS		0.00	6,574.00	991.40	7,639.13		-73.73
Larimer Cty Food Bank		0.00					0.00
IHN		336.11	1,370.00		595.00		1,111.11
Local Benevolence		700.00	4,905.29		843.71	4,278.25	483.33
	Pastors Fund	207.83		1,693.43			1,901.26
	Special Projects	1,339.09	332.00	1,593.42	757.00		2,507.51
Lutheran World Relief		0.00	100.00		100.00		0.00
Monroe Elementary		1,585.91	270.00		20.00		1,835.91
One Community		0.00					0.00
World Hunger		0.00	1,069.00	961.43	1,730.43		300.00
Total EXTRA BENEVOLENCE		18,080.72	19,012.29	5,693.07	19,499.66	5,400.25	17,886.17
MEMORIALS							
Memorials		10,738.48	2,585.00		714.60	875.00	11,733.88
Total MEMORIALS		10,738.48	2,585.00	0.00	714.60	875.00	11,733.88
YOUTH							
Sky Ranch Registration Fees		1,025.00	705.00		380.00		1,350.00
Sunday School Fund		2,649.09			1,254.93		1,394.16
Sunday School Offering		113.18			0.00		113.18
VBS		-263.14	200.00	200.00	400.00		-263.14
Youth Fundraisers		9,606.33	4,881.30		25.91		14,461.72
Youth Registration		5,277.00	3,211.95		4,804.12	100.00	3,584.83
Donuts		1,289.31	292.65		428.78		1,153.18
Youth Scholarship Fund		1,893.89	100.00				1,993.89
Total YOUTH		21,590.66	9,390.90	0.00	7,293.74	100.00	23,587.82
Total DEDICATED FUNDS		718,720.58	1,016,215.38	458,580.85	1,464,632.08	438,901.51	247,311.14
OFFERINGS SAVED							
Emergency Reserve Fund		1,973.96	10,000.00	11,249.94			23,223.90
Total OFFERINGS SAVED		1,973.96	10,000.00	11,249.94	0.00	0.00	23,223.90
Grand Total		720,694.54	1,026,215.38	484,170.48	1,464,632.08	453,354.70	270,421.54



# ROCKY MOUNTAIN SYNOD

## The Church Becoming

When we introduced **Church Becoming** in late 2019 in anticipation of our 2020 Synod Assembly, we had absolutely no idea how fitting this theme would be. Church Becoming was intended as an invitation for all of us to step together into a space of **renewal and transformation** – to more fully become the church the Spirit is calling us to be for the life of the world. Three short months into 2020 our journey of becoming moved into turbo speed! Overnight we became a church meeting primarily online for worship; we became a church who gathered via ZOOM over hundreds of hours to brainstorm, lament, share resources, pray, plan, support, and be together.

Having witnessed the violence against George Floyd and other siblings of color, we became a church who engaged the collective work of anti-racism and dismantling white supremacy with greater energy and intention. In the midst of economic hardship, we became a church whose buildings suddenly served as food distribution centers, a church whose people mobilized to ensure for the basic needs of those most vulnerable during the pandemic.

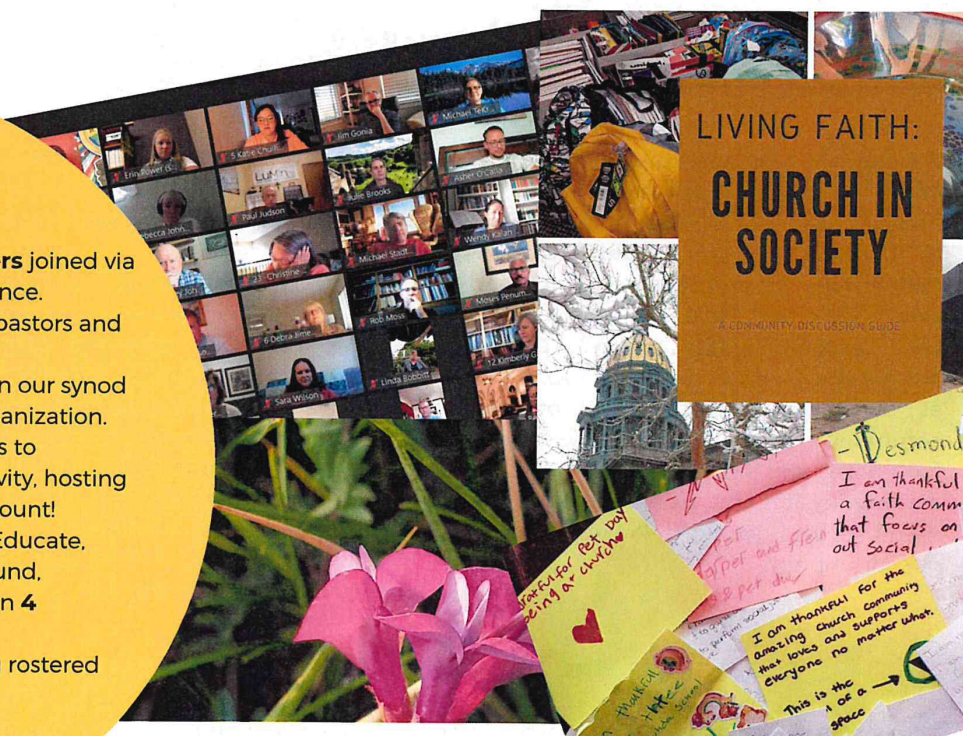
There is no doubt we are a different church than we were last year. We aren't the same people of faith we used to be. And while it's not yet clear how this current chapter will finally shape our becoming, we know that the way forward does not lie behind us. As we move into the Spirit's promised future, **we claim our continued call to proclaim God's unconditional, cross-shaped love for the sake of world.**

We proclaim and embody God's love through our weekly worship and learning, through digital ordinations and installations, through the work of our Synod Council and our Candidacy Committee, through advocacy and outdoor ministries, through empowering leaders and growing in generosity, through our engagement on the border and our care of neighbors. We proclaim and embody God's unconditional, cross-shaped love as Church Together, through the people, congregations, and ministries of our Rocky Mountain Synod. **Thanks be to God for YOU!**

In Faith,  
Bishop Jim Gonia

## 2020 Highlights

- **155 pastors, deacons, and lay leaders** joined via zoom for our fall Theological Conference.
- **23 installations & 6 ordinations** of pastors and deacons.
- **47.5% of mission support** received in our synod was shared with our Churchwide Organization.
- **Added 3 additional ZOOM** accounts to accommodate synod-wide connectivity, hosting more ZOOM meetings than we can count!
- Nearly **\$25,000** given away through Educate, Equip, Enact Ministerial Excellence Fund.
- **43 Congregations** are participating in **4 generosity programs** through 3E.
- **62 candidates** are currently pursuing rostered ministry.





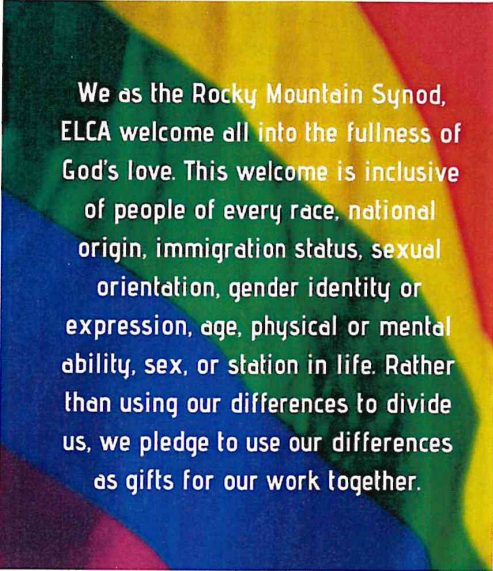
# OUR LIFE TOGETHER

## COMMUNITY REFLECTION

### RMS Welcome Statement

2021 marks the 5th anniversary of the welcome statement adopted by the voting members of the 2016 Synod Assembly. This welcome statement is part of the Reconciling in Christ process but also includes our commitment to inclusion and equity beyond sexual orientation and gender identity. As we continue living into our call to be a church becoming, reflect individually and as a community:

1. What do you notice about this statement? What do you wonder?
2. What is challenging or unexpected about this statement?
3. How is your community embodying this welcome? What tangible expressions have you noticed?
4. What are areas of growth for your community?



We as the Rocky Mountain Synod, ELCA welcome all into the fullness of God's love. This welcome is inclusive of people of every race, national origin, immigration status, sexual orientation, gender identity or expression, age, physical or mental ability, sex, or station in life. Rather than using our differences to divide us, we pledge to use our differences as gifts for our work together.

## MINISTRY SPOTLIGHT

### Living the Gospel Outside our Walls

Rev. Rose Mary Sanchez-Guzman, Cristo Rey, El Paso, TX

We may not have services eye to eye, but we are living the gospel in serving many families and homeless people in El Paso. Thanks to the COVID-19 Churchwide grant, other donations, and partnerships we are distributing 142 food-boxes every week and have supported people with basic needs during this pandemic. Through other partnerships, we can distribute 100 hot meals to all our elderly members and others in the community. Every Wednesday, we pick up 72 food-boxes and distribute them to people in our community. It is how we are connecting with our members and getting to know other families in our community.

As an elder shared, "Pastora, I am thankful to God and the Church because since the Pandemic started, I am eating better than before".

We are not closed! We have so much ministry outside our four walls. We have met all kinds of people. One man was sitting outside his old apartment with his head down. He cried when we gave him the box of food. He said he had not eaten that day. My youngest daughter Allexa was with us that day. She said, "I love to see you guys helping people".



ELPASO STRONG





## A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

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

*"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16*

In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form "one body." Paul was aware that they had done well and commended them for their faith and love.

The word "one" appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the "unity of Christ." He wanted to note that, although many of the church members came from far off, there is "one Lord, one faith, one baptism." This oneness reflects God's gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to "bear with one another in love." This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to "maintain unity of the Spirit in the bond of peace."

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by "speaking the truth in love," each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God's work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God's glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into "unity in Christ." We come from many places and work in many contexts, and yet we recognize "one Lord, one faith, one baptism."

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

**LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.**



# mission support

*(n) the portion of offering shared to support the collective ministries of the church*

## WHAT IS MISSION SUPPORT?

Financial Mission Support is given to the synod by our 160 congregations. Each year, your congregation designates a portion of the congregational budget to send to the Rocky Mountain Synod to support our synodical, churchwide, and global ministries.

## HOW IS THE SYNODICAL BUDGET SET?

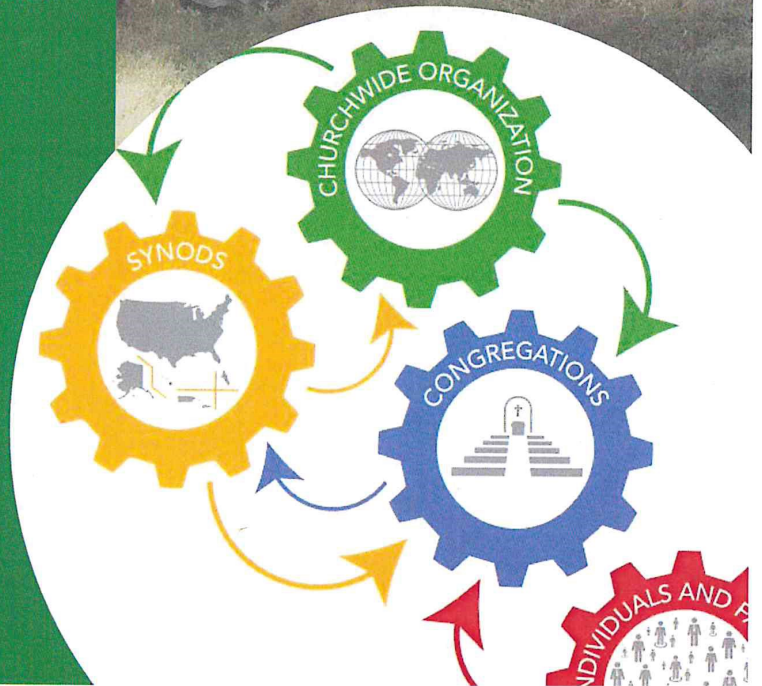
The synod treasurer and finance committee, on behalf of the synod council, present a proposed budget to the voting members of the synod assembly. The synod budget is set by vote of the synod assembly.

## HOW ARE MISSION SUPPORT DOLLARS USED?

As Lutherans we believe that God works through multiple expressions of the church: the congregation, the synod, the churchwide organization of the ELCA, and Lutheran institutions here and around the globe. We are a connected and inter-dependent church. In 2020, 47.5% of synodical mission support was shared with our churchwide organization.

## WHAT LOCAL IMPACT DOES MISSION SUPPORT HAVE?

Mission support allows for staff to accompany congregations in transition and supported and equipped leaders through digital gatherings throughout the pandemic. A portion of the budget is given to our 3 outdoor ministries, critical partners in faith formation of youth and young adults. Your commitment to being the church together provides for our work in local and state public policy. We are Christ's Church, Better Together!





## ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

### LITANY

L. O God of all power and love ...

**C. ... we give thanks for your unfailing presence.**

L. O God of all power and love, we give thanks ...

**C. ... for the hope you provide in times of uncertainty and loss.**

L. O God of all power and love ...

**C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.**

L. O God of all power and love, we ask you ...

**C. ... to revive us to live as Christ's body in the world.**

L. O God of all power and love, we ask to be ...

**C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.**

L. O God of all power and love, we ask you to be with us ...

**C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.**

#### Build Us Up, Lord

1 Build us up, Lord, build us up; set in  
2 Build us up, Lord, build us up; let our

us a strong foun - da - tion. Lead us to do your  
lives re - flect your glo - ry. Cast a - way all our

ho - ly will; form and shape your new cre - a - tion.  
doubts and fears; help us tell the world your sto - ry.

Build us up, Lord, build us up; as we  
Build us up, Lord, build us up; help us

guide and teach each oth - er, help us to share your love with the  
bear good fruit for you, Lord, give us vi - sion and keep us

world: ev - 'ry sis - ter, ev - 'ry broth - er.  
sure. Grant us faith that's stead - fast and true.

*Refrain*

Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in

faith what's be - gun! Lord, set in our hearts the pow'r of your

word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952  
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