



animate
 PRACTICES



This year, Lent at Zion is about exploring faith practices. Each Wednesday we will focus on one way that we can connect our faith with all 168 hours of our week, using core Christian faith practices that date back to Jesus and his disciples (or before!).

Following worship, the conversation continues! Our confirmation students and mentors will stay in the Sanctuary for conversation and prayer. Everyone else is invited to gather at tables in the Fellowship Hall, where simple discussion guides will help us share our ideas, stories, and questions about living with Jesus every day.

Fellowship:

Supper will be served in the Fellowship Hall each Wednesday in Lent from 5:30-6:30 p.m. A free-will offering will be collected each week, and designated as follows:

- March 2:** Zion Youth (Summer Mission Trip)
- March 9:** Choir (General Fund)
- March 16:** Men (Camperships)

Maundy Thursday: March 24

Holy Communion 6:45 p.m.

Good Friday: March 25

Worship 6:45 p.m.

Easter Sunday: March 27

Holy Communion

8:30 a.m. and 10:45 a.m.

Easter breakfast 9:30 - 10:30 a.m.

served by Zion Youth

Zion Youth will be serving rolls, egg bakes, and juice.

A free-will offering will benefit the 2016 Summer Mission Trip and the Youth Fund for future plans.

New Member Sunday

Zion will be receiving new members on April 24. If you are interested in making Zion your church home, please talk with Pastor Andrea!



God works through some unlikely people:

Abraham: an elderly, childless man, yet he is called to be the father of nations.

Rahab: a Gentile prostitute, yet by sheltering the Israelite spies she ensures their victory at Jericho.

David: a youngest son, just a shepherd, yet he becomes Israel's greatest king.

Jonah: the very reluctant prophet, yet his one-sentence sermon leads all of Nineveh to repent.

When Jesus was born, the first people to proclaim the birth of the Messiah were lowly shepherds, men living on the edges of society. The first dignitaries to pay homage to the king were a group of Gentile mystics. Jesus didn't call biblical scholars or spiritual experts to follow him. He called fishermen and tax collectors, the Samaritan woman and Roman Centurion, and those set free from blindness and leprosy.

And finally, on that first Easter morning, the dawn of the new creation, who were the first human messengers to proclaim the resurrection? Women. Who didn't even get counted when Jesus fed 5,000, who wouldn't be allowed to testify in court, and whose report about the empty tomb was dismissed by some as an "idle tale" (Luke 24:11). Nevertheless, these unlikely messengers carried the good news about Jesus' resurrection to the eleven and "all the rest."

God continues to work through unlikely people. **People like us.** The only "qualification" required is one that we received on the day of our baptism. "You have been sealed by the Holy Spirit and marked with the cross of Christ forever. . . . Let your light so shine before others that they may see your good works and give glory to your Father in heaven." (*Evangelical Lutheran Worship*, page 231).

Looking at God's unlikely messengers in scripture, we discover that many of them hesitated. Many of them struggled with doubts and questions. They often felt under-qualified or unworthy. In spite of all of this, God worked through them. I believe that God can and does work through us today, even when we might also hesitate or wrestle with doubts.

At Zion, we are joined together on a mission to *make Jesus known to all in our words and actions*. Unlikely as it may seem, God is working **through you** to accomplish this.

One of the most straight-forward ways to make Jesus known in our community is to simply invite a friend to church. Easter is a perfect time for this.

As you make your Easter plans this year, won't you consider inviting someone to join you? Think of neighbors who may have drifted away from regular worship. Think of friends who've never been involved in a church, but who seem to be searching for a deeper spiritual life.

Then, invite them to worship with you. Be sure to offer them a ride, so they don't arrive alone! Introduce them to others at the Easter Breakfast.

May you be the messenger who carries the good news, this Easter: **The tomb is empty. Jesus is risen!!**

Grace and peace,
Pastor Andrea

Our New-and-Improved Website is Ready!

www.zionluthlakecrystal.org

New features:

- **Mobile friendly** for easy smartphone or tablet reading.
- **News Page** where you can download the latest newsletters, calendar, and more.
- Easy-to-find **Online Giving** information.
- **Great photos** of life at Zion.
- **Easy to update** so the information will always be current.

Take a look today!



Zion Lutheran Church Women



For March Team 9

Leaders:

Jim & Darlene Halvorson
Todd & Rebecca Sittig

Team Members:

Karl & Sarah Anderson
Don & Lois Davis
Eric & Grace Fjeldberg
Phil & Rhonda Fjeldberg
Marvin & Barbara Fleming
Josh & Katie Jo Friedrichs
Seth & Leesa Gilman
Lindsay Gilman
Dustin & Angie Icks
Roger & Carol Jones
B.J. Larson-Kittleson
Daniel & Nikki Lowis
Rick & Char Manke
Ronnie & Amy Montgomery
Verone Nelson
Eli Sandstrom
Brad & Cathy Snow
Andrew & Elisabeth Teigen
Dorothy Yarger
Matt & Jennifer Zumwalt

March 2:

Ruth Circle
Rebecca Circle

Hostess: Mary Hutchens
Bible study: Janet Atkinson

Miriam Circle

Hostess: Darlene Halvorson (at church)
Bible study: Karen Granger

after service
after service



after service

March 3:

Martha Circle

2:00 p.m.

Hostess: Lois Davis (at Crystal Seasons)

2:00 p.m.

Bible study: Ilene Phelps

March 15:

ZLCW Board meeting

6:30 p.m.

March 22:

Bible Study for leaders

6:30 p.m.

ZLCW News

ZLCW is now collecting used cards to send to St. Jude's Ranch for Children. St. Jude's recycles old cards into new to support their programs for homeless and abused children.

If you are interested in donating your used cards (Christmas, Thanksgiving, Easter, Birthday, Sympathy, etc.) please put them in the box in the Narthex used for Box Tops for Education and Campbell soup labels. Get well, birthday and thank you cards are especially needed as they can be used throughout the year.

Save The Date!

The Luther Memorial Home Auxiliary will host its annual Spring Salad Luncheon at Trinity Lutheran Church in Madelia on April 12. Cost of the meal is \$6.00. Raffle tickets can be purchased for a chance to win one of the baskets donated by the ten member congregations. More information will be available in the April newsletter and at the circle meetings.

World Day of Prayer

World Day of Prayer Service will be held Friday, March 4th, 9:30 a.m. at the Cornerstone United Methodist Church, Lake Crystal. This is an ecumenical service with women from the participating churches presenting the program.

The service this year was prepared by the "World Day of Prayer" committee, Church Women United of Cuba. The title is, "Receive Children, Receive Me" (Mark 10: 13-16).

All women and men of the community are invited to attend. Coffee and refreshments will be served at 9:30 with the service beginning at 10:00 a.m.

Zion Sunday School News

Summer Bible Camp Sign-Up Today!

Calling all families! Green Lake Lutheran Ministries will hold another summer of fun camps! Please consider sending your child and take advantage of a partial camp scholarship from Zion and ZLCW. Scholarships will be shared by all Zion families who wish to participate. Zion Week is July 17-22, although student may register for anytime that works for their schedule. For more information, please visit their website at <http://www.gllm.org/registration.html>, Contact Jamie Christianson or Gina Cooper at 726-6707 or cptcooper@msn.com. The deadline to receive Zion Camperships from ZLCW is April 17th.



Special Easter Planters

Sunday School students will be making Easter planters in March in anticipation of the Easter celebration! Stay tuned!

Reminder:

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

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



Calendar

March

6: Regular Classes

Bible verse: "God says, "I have called you by name. You are mine." Isaiah 43:1

13: Regular Classes

Bible verse: "Blessed are those who hear the Word of God and obey it." Luke 11:28

20: Regular Classes - Students Sing at Sunday Service

Bible verse: "I am the Good Shepherd; I know My sheep. I lay down My life for My sheep." John 10:14, 15

27: Easter Sunday – No Classes

April

3: Regular Classes

Bible verse: "Love is patient and kind." 1 Corinthians 13:4

10: Regular Classes Bible verse: "My help comes from the Lord." Psalm 121:2

17: Regular Classes

Bible verse: "Do not fear, for I am with you." Isaiah 41:10

24: Regular Classes- Students Sing at Sunday Service

Bible verse: "Blessed are the peacemakers, for they will be called children of God." Matthew 5:9

May

1: Regular Classes

Bible verse: "Let the little children come to me, and do not stop them, for the kingdom of God belongs to such as these." Mark 10:14

8: Mother's Day Weekend – No Classes

15: Regular Classes

Bible verse: "Nothing is impossible with God." Luke 1:37

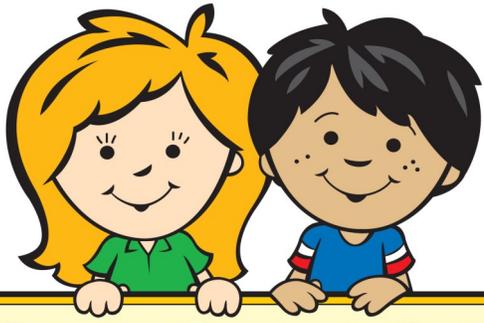
22: Celebration Sunday - Students Sing at Sunday Service

Bible verse: "Whoever believes in the Son has eternal life." John 3:36

Lent Services

Please join us each Wednesday for supper and service!!!

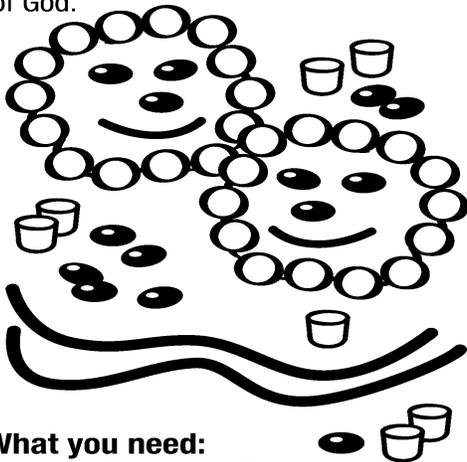
Bible Quiz Answer: Answer: D (See Matthew 27:41-42.)



KIDS PAGE

LITTLE LAMBS

Make these cute treats as a reminder that Jesus our Savior is also the Lamb of God.



What you need:

- Vanilla cupcakes
- Vanilla frosting
- Butter knife
- Mini marshmallows
- Jellybeans
- Red licorice

What you do:

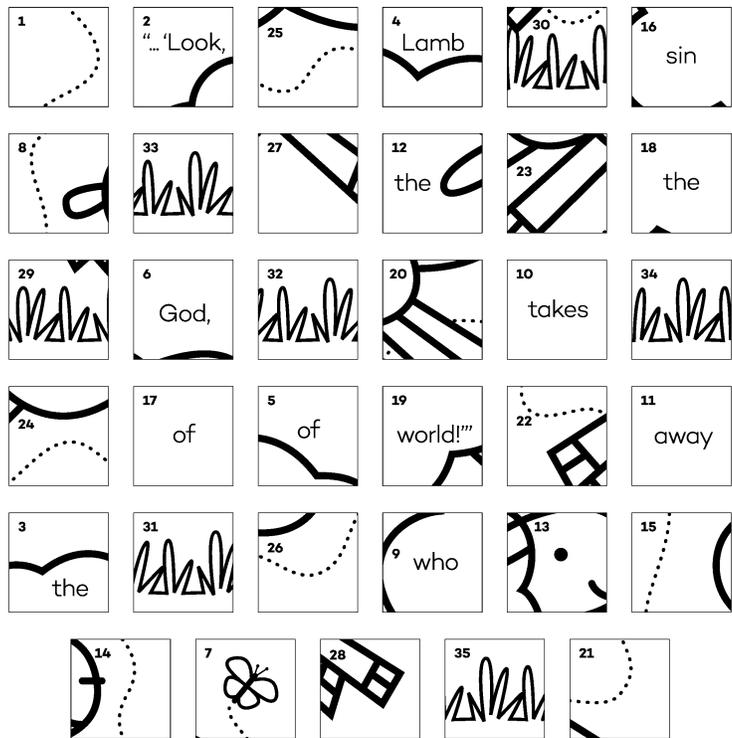
1. Bake and frost the cupcakes.
2. Place marshmallows around the edge of each cupcake.
3. Cut green or blue jellybeans in half and place two on each cupcake as eyes. Cut pink jellybeans in half and place one below each pair of eyes as a nose.
4. Cut thin strips of licorice, and place one on each cupcake as a mouth.
5. Enjoy!



Lamb of God

 John the Baptist knew Jesus was the Messiah — and offered a special greeting when he saw Jesus. 

Directions: Cut apart the squares and arrange them in a rectangle in numerical order, starting with #1 in the top left and going across to #7. Continue building four more rows of seven squares each, to reveal John 1:29, NIV.



Answer on Page 4

BIBLE QUIZ:

At a time of deep struggle in Elijah's life, God made his presence known to him. How?

- A. In a strong and destructive wind
- B. In an earthquake
- C. Through fire
- D. Through silence



Answer on Page 5

zion youth news

Register TODAY for Summer Mission Trip 2016

Who: Students in 7th - 12th grade!

When: Sunday, June 12 to Wednesday, June 17

Itinerary: We'll leave Zion mid-afternoon on Sunday and return at noon on Wednesday. Monday and Tuesday will be spent doing service projects with local agencies. We'll be serving those living in poverty, and learning about the deeper issues. Accommodations are at a retreat house and all meals will be provided.

Cost: \$150 per student (scholarships available). Fundraisers will cover transportation and other expenses.



To Sign Up: Return registration form with \$50 non-refundable deposit by Sunday, March 6. Forms are available on the Youth Bulletin Board, or email Pastor Andrea for details: pastor@zionluthlakecrystal.org

Adult Leaders are needed! We'll need at least one additional male adult leader. Talk to Pastor Andrea to learn more.

Mission Trip Fundraiser: March 2

The free-will offering for the Lenten Supper on Wednesday, March 2 will support the youth participating in the Summer Mission Trip. Don't miss out! Youth Serving Easter Breakfast

Thank you to everyone who has signed up to help serve or bring food for the Easter Breakfast on March 27. Check the email from Pastor Andrea if you haven't signed up yet! The free-will offering for the breakfast will be divided between the Summer Mission Trip and the Youth Fund for future programs. Thank you to Becky Sittig, who will be our kitchen leader!

Youth Sunday School

Our Sunday morning class is on a break during Lent. Thank you to everyone who completed our online feedback survey in February. **Congratulations to Paige Pockrandt** who won our drawing for a \$5 DQ gift card! If you missed the survey, but want to give your input about programming for our youth on Sunday mornings, please contact a member of the Youth Ministry Team: Becky Sittig, Kris Schultz, and Jennifer Fleming. Thanks!

Confirmation Reminders

Mentor Time Continues: During the mid-week Lenten services (March 2, 9, and 16), all confirmation students and mentors will worship together at 6:45 p.m. After worship, they'll meet together briefly for discussion and prayer.

Holy Week Worship offers an experiential and moving way to prepare for Easter. *Students and families are strongly encouraged to attend.*

Maundy Thursday Worship (6:45 p.m.) is a remembrance of Jesus' last night with his disciples. He instituted Holy Communion and commanded them to love one another. The service concludes with the stripping of the altar, which signifies his betrayal and arrest.

Good Friday Worship (6:45 p.m.) is centered on the cross, as we reflect on the story of his suffering and death from the Gospel of John. In our prayers, singing, and devotion, we open our hearts to receive the salvation won for us through the cross.

Regular Confirmation Classes Resume on Wednesday, March 30.

Save the Date: Confirmation Sunday will be May 1, 2016

Crossroads Annual Report

The following report was not available at the time our Annual Reports were printed in January.

Zion has been a faithful supporter of this ministry through a designation in our ministry budget. A gift of \$1,000 was given in 2015.



Crossroads Annual Report January, 2016

Crossroads Campus Ministry is an outreach ministry of the ELCA on the campus of Minnesota State University in Mankato whose vision and mission is focused on equipping Christian disciples for this new day and age.

The Crossroads' Ministry has a food shelf located in our building that provides food sustenance to many students and their families. Our Tuesday \$1 lunch program attracts students and faculty and provides a good meal and discussion opportunities. A Campus Kitchen Organization located in our building provides surplus restaurant and various food vendor food products to Mankato area needy families.

In addition, Crossroads provides weekly worship with a student-led band, Bible studies and fellowship events to a number of students. The Crossroads Building is an inviting place for all to come and experience the Gospel of Jesus Christ. Outside of the building many of our worship leaders and participants accompany Pastor Tammy on visits to congregations where they lead worship, preach and conduct Sunday School education. Crossroads continues to be open to any ecumenical opportunities to minister to others.

The ELCA Crossroads Ministry, located at the University of Minnesota, Mankato Campus Site, is vibrant and equipping. To do that equipping, Crossroads depends on partner congregations, individual donors, and the Synods of Minnesota through Lutheran

Campus Ministry of Minnesota to provide the financial support to achieve that goal. Out of this ministry will come many of our future church participants. Crossroads is humbled to be a part of this vital and essential ministry of the ELCA.

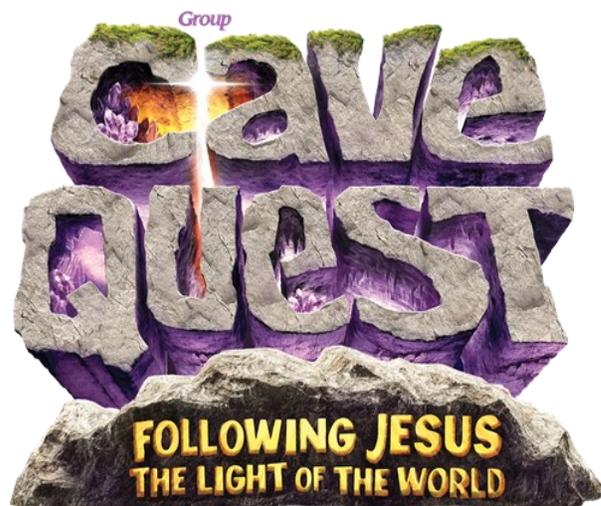
Breakfast With the Bishop

Men of Zion: Mark your calendars! The popular Breakfast with the Bishop event (sponsored by the Southeastern Minnesota Synod Lutheran Men in Mission) will be held on Saturday, April 23, 2016, from 9:00 a.m.-11:00 a.m. at Cabela's (on I-35, north of Owatonna). The keynote speaker for the 14th annual breakfast will be Tim Penny, former DFL congressman.

Spring Cottage Meetings Coming Soon!

Zion's Spring Cottage Meetings will provide a chance for members of the congregation to gather in small groups to discuss Zion's ministry, worship, and possibilities for the future. Getting things organized has taken a bit longer than planned. We expect that invitations will begin to come out this month, and the meetings will take place in April and May. Our hope is to have all active members participate!

SAVE THE DATE:
Community VBS: August 1-4, 2016
Hosted by Zion Lutheran Church



A Story of Ministry from Green Lake Lutheran Ministries

by Mandy Severtson

There are few things in my life that I cherish quite as much as my memories from attending Green Lake Bible Camp. Think back to your camp days—chances are that you attended a Bible Camp of some kind in your youth, whether you wanted to or not. Can you still see the faces of the people you met? Can you still smell the musty scent of your cabin? Can you still hear the mosquitoes buzzing in your ear? I would bet that you have a memory or two from those days that is solidly burned in your memory. I would also be willing to bet that there is something else that has stayed with you - the way you FELT when you were there. This is harder to put into words, but you know what I mean, right? The feeling that you would do just about anything for Jesus, the feeling that you were so confident in your faith, the free feeling of singing at the top of your lungs without caring who was watching. That is the reason that we send our kids to camp.

You may know this, but there is a discouraging trend in our nation when it comes to church attendance. The numbers are declining steadily, and pinpointing the exact cause is a tough thing to do. This should be something that bothers us! What kinds of things can we do to try to keep the faith that we believe in so strongly alive and vibrant in this changing world? Research shows that kids who attended summer camp in their youth are much more likely to stay in the church as adults. Even more, they are active members, volunteering and participating in wonderful ways.

So what can we do? We can work together to send as many kids to camp as we can! One week of camp costs about \$420.00. For most families, this isn't just a drop in the bucket, especially if that family has more than one child who desires to go to camp! As part of our baptismal promise to not only our own children, but to the children of our whole church, we have dedicated ourselves to teaching and helping our children learn and grow. This is a life-changing way that you, through your monetary support, can make a lasting impact on

the faith of our youth.

Please join us as we as we get excited and work together to build the church.

Mandy Severtson,
Children's Ministry Coordinator, Peace Lutheran,
New London GLLM Camper and Staff Alumni

NEW Action Teams Launch in April!



Zion
**ACTION
TEAMS**

A new 3-year rotation of Action Teams will begin in April, 2016. All members of Zion have been assigned to NEW teams! An updated Action Team booklet was mailed February 16. If you have not yet received a copy, please contact Mary in the church office.

Through the Action Team Ministry, every member of Zion gets invited to support our Sunday worship and fellowship. Jobs include ushering, serving treats, assisting with communion, supervising the nursery, and more. Some jobs, like restocking the pew racks, can be done on any day of the week! Thank you for giving your time and being part of Zion's ministry!

Action Team Reserves

Are you willing to step up to the plate?

We are updating our list of members willing to help Action Team leaders fill their rosters. You would be contacted when they cannot fill their roster with members of their team.

If you are able to help, please contact the church.

Thank you to Action Team 8 Leaders:

Matt & Jamie Christianson and Tim & Brenda Anderson for assembling the February worship teams.



ECHO Delivers Needs You!

Volunteers are needed to deliver food to those who have challenges getting to the Food Shelf. Here's how it works:



1. Marcia connects you with a client.
2. You call the client to discover food likes and dislikes.
3. Then shop for food at ECHO and deliver it your client's door once a month.

If you want to help, call ECHO Food Shelf at 345-7477 or Marcia at 351-2922

Creative Souls Craft Retreat

Green Lake Bible Camp, Spicer

April 21-May 1 or November 18-20

Whatever your hobby may be, bring your supplies and join us for a great weekend of crafting at Green Lake Bible Camp. You will enjoy the fellowship, setting and Christian atmosphere in the company of other creative women. This is a great opportunity for a mother/daughter, sister or girlfriend get-away. You will also have time for devotions, taking a walk, a massage, or even a nap. The retreat begins at 7 pm Friday and wraps up Sunday around noon.

For \$135, retreat fee includes meals, double occupancy lodging and programming. Register online at www.gllm.org!

March Caring Coins

The collection of Caring Coins will be Sunday, March 13, with all donations given to the City of Madelia to assist with their rebuilding efforts. Coins, bills and checks (payable to Zion, with Madelia in the memo line) accepted. Thank you for your generosity in assisting our neighbors.

A Word From the President Calling for Action From All Members

We, as a congregation committed \$209,000 from budgeted items in the 2015 calendar year. This budget covers salaries, utilities, maintenance, education and supplies. Included in this budget are items such as GEV, GLBC, LSS, Crossroads at MSU and Synod Mission Support.

This past December, when we were getting close to the end of the year, our treasurer, Jim Halvorson, estimated how much money we needed to fulfill Zion's obligations included in this budget. Jim gave a short temple talk in early December asking you to consider giving a little extra by December 31 to help cover these expenses. We did receive more offerings than average for a month, but we were still short. I am sure the final checks sent out by Jim for the year were for Synod mission support, GEV, GLBC, LSS and Crossroads. These five items alone are about \$6,000, but need to be paid, so as a result, Zion borrowed \$5,100 from a line of credit to meet these obligations.

Just a side note here, our Building Fund is in great shape. We had a successful campaign a year and a half ago, which has helped increase our fund balance and has even allowed us to pay extra on the principal. FYI, we cannot use Building Fund dollars to pay budgeted items. Building Fund dollars can only be used to pay the mortgage. This question came up at the Annual Meeting and needs to be understood.

Anyway, it would be great if we did not have this debt hanging over our heads for the rest of the year. So I am asking you today to dig deeper to help erase this line of credit. I am not saying give less to the Building Fund and more to the General Fund. We still need to maintain the Building Fund. What I am saying is that your additional General Fund and Non-Benevolence dollars will be used to pay back this loan.

Please help Zion start the year on a clean slate. We, as the church council, thank you for your past support; we thank you for your continued support; and we thank you for your generous future support.

My God's peace be with you all.

Rod Isebrand, President

Kitchen Changes!

A number of years ago, a filtration system was installed in the kitchen at Zion. Because the ZLCW has paid a maintenance fee of about \$240/year on this unit, we decided to explore purchasing the system. Culligan in Madelia decided to forgive the balance of the unit, about \$250, as a charitable contribution. The ZLCW appreciates the generosity of Culligan, particularly during this challenging time for their community!

Measured serving spoons (six each of 4 oz. and 8 oz.) have been purchased for events at Zion. These heavy-duty stainless steel spoons are located in the drawers by the silverware. Additionally, two glass beverage servers were purchased with money from a Thrivent Action Team grant for last year's Tour of Tables. They are stored in the island and can be used for events such as funerals or showers.

Please Help Keep our Kitchen Clean!

1. Please empty cups of all liquids before discarding them in the garbage.
2. Garbage containers and bags are now color coded. Please use the bag that is color coded to the same disposal container. All white and gray garbage container bags are located in the kitchen under the East sink, each marked with a color coded dot.
 - White containers and bags are marked with a lime green dot.
 - Gray container and bags are marked with a pink dot.
 - Jumbo black bags (used mainly by the custodians for large garbage cans) are located in the Store Room.
3. Bun boxes and all garbage bags from the kitchen should be put in the store room next to the kitchen.
4. **NO** garbage goes downstairs any longer.
5. If you have questions, please feel free to ask someone in the Office.



Jason Abernathy	Val Laborde
Sharon Blekestad	Diana Lantz
Sally Bottin	Michael Maurer
Gina Cooper	Walt Miller
Carol Dunker	Greg Nelson
Colleen Dunker	Gail Peterson
Greg Dunker	Josh Peterson
Lori Ebargary	Leah Pockrandt
Edward Erickson	Amanda Roesch
Barbara Fleming	Cathy Sohre
Mark Friday	Jay Spencer
Susan Gengler	Karen Stoll
Karen Granger	Mike Storlien
John Gustafson	Boni Thompson
Darlene Halvorson	Bruce Tibbetts
Mike Herbst	Harold Torgerson
Joyce Johnson	Scott Winters
Fran Jurs	Darlene Zeidler

If your birthday is this month and you are not listed, please let Mary know so we can update our records. We don't want to miss anyone!



Congratulations to these Zion members celebrating their March wedding anniversary:

Jackie & John Graham

Zion Lutheran Church Council 2016

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

Matt Christianson, Vice President: Executive, Social and Youth

Mary Hutchens, Secretary: Executive, Membership

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

Dave Hoffer: Building and Grounds

Doug Midthun: Finance and Stewardship

Kathy Fleming: Membership and Outreach

Linda Isebrand: Social Ministry

Sheldon Meyer: Music & Adult Education

Becky Sittig: Youth

Zion Lutheran Church

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

Council Meeting January 20th, 2016

7:30 p.m. MINUTES

PRESENT: Pastor Andrea, Darlene Halvorson, Sheldon Meyer, Ray Roesch, Jim Halvorson, Rod Isebrand, Mary Hutchens, Sandy Friday, Becky Sittig, Marsha Larson

GUEST: Beth Paumen, Kathy Fleming

1. Opening Devotions: Darlene opened with a reading and prayer.
2. Approve Agenda (This Would Be The Time To Add Items Not Listed That You Would Like Included): Motion to Approve: Rod Isebrand; Motion Seconded: Marsha Larson; Motion Passed
3. Reports:
 - a. Pastor's Comments: Newsletter deadline is tomorrow, Thursday, January 21. Reminder that Action Team lists will be distributed in March. Lent information: series of videos to spark conversation, with Holden Evening Prayer service. Table conversations will be held following the service for those who choose to participate. Renew, February 28, will be held in Owatonna, must register ahead of time, information will be in bulletin. Longest Night service was hosted at Zion and was very meaningful. Postposed Financial Sanity sessions for now. Looking to offer in the future. Cottage Meetings are stalled for now. Please contact Pastor Andrea to support this idea. Parochial Report is requested by the Synod. An additional Vitality Survey (for the Synod) will be presented to congregation at Annual Meeting, congregation will be asked to spend a few minutes completing the survey. Report is due by February 15. To those continuing on Council Teams, Pastor would like to attend Team meetings periodically, please let her know the dates and times of meetings.
 - b. Secretary's Minutes: December 16, 2015 minutes; Approved as printed.
 - c. Statistical Reports: as printed
 - d. Finance Ministry Team Finance Ministry Team (*Doug Midthun, Barb Feder, Matt Lantz): no report
 - e. Social Ministry Team (*Sandy Friday, Dawn Hartman, Carol Dunker): Sandy reported on pillow case dresses, first shipment of 20-25. New drying rack to display dresses. ELCA World Hunger Caring Coins - \$170.46 was collected. LC Food Shelf will note 3 items of special need each month. Ten Caring Coins collections per year – February will be LC Food Shelf. New Ministry Team will determine sites to donate to.
 - f. Youth Ministry Team (*Becky Sittig, Eric Jones, Kristy Schultz): Becky reported that Gina Cooper is resigning as Sunday School Superintendent at end of this school year. Jamie is willing to serve as co-superintendent. Donated couch for upstairs classroom has been delivered. Pastor is working on ½ week youth mission trip.
 - g. Membership & Outreach Ministry Team (*Marsha Larson, Beth Paumen, Kathy Fleming): Marsha reported on Lenten Suppers. 4 are filled, 2 remain open; Council will fill one of those openings (February 17), Mission trip group may fill one Wednesday. :

What happens to donations? Men's night will go to camperships. Motion to Approve that weekly groups can determine which Zion ministry they will support: Marsha Larson; Motion Seconded: Becky Sitting; need to decide what Council will serve (bar-b-ques, salads, chips, etc); Motion passed. Motion to Approve that Council's night donations go to general fund: Rod Isebrand; Motion Seconded: Jim Halvorson; Motion passed.

- h. Worship, Music & Adult Ed Ministry Team (*Sheldon Meyer, Phil Bachman, Grace Fjeldberg): Sheldon reported on planning to include Pastor at future meetings. Action Team booklets are nearing completion and publication. Kick-off meeting for team leaders is being planned. Brainstormed on Cottage Meetings and additional members who could be asked to host meetings. Talked about adult baptism. Discussed a festival of winding down from Christmas season, renewal for what comes next. Thanks for everyone who helped with Action Team project.
- i. Building & Grounds Ministry Team (*Ray Roesch, Brett Strenge, David Hoffer): Ray Roesch reported on what items will carry over to new Council Team, one of them is the elevator. Carpet installation is complete in Narthex entryway. Concern on programmed thermostat in fellowship hall.
*Team Chairperson

4. Old Business

- a. Stewardship for All Seasons: more details will be shared in the near future.
- b. Constitution Review Update: more details will be shared in the near future
- c. Personnel Reviews: completed
- d. Nominating Committee Report: Darlene shared the names to be on nominating ballot to be voted on at Annual Meeting.

5. New Business

- a. Annual Report: copies were available on Sunday, to be reviewed prior to meeting.
- b. Annual Meeting January 31 after Worship: 10:15 a.m. in Sanctuary.

C. Ministry Team Sharing: Ministry Teams are asked to tell a story, in addition to the written reports. Slide show of the past year will be shared. Thank you to all for getting reports in early so copies are available 2 Sundays before the Annual Meeting.

Rod Isebrand shared a thank you from LSS for donation.

Treasurer's Report: General Checking: \$1,887.56; Memorial Fund: \$5,739.32; Building Fund: \$12,000.00; Non-Benevolence: \$700.38; Special Projects: \$727.84; Available to Pay Bills and Payroll: \$2,587.94; Overdue Bills: -0-; Current Bills: \$740.0; Line of Credit: \$5,100.00.

Per Jim, Zion's mortgage interest rate reduction:

	Interest	Payment
OLD	5.625%	\$4,665.00
NEW	3.875%	\$3,891.00
CHANGE	-1.75%	-\$774.00

Darlene shared a reading to close the meeting.
Adjourn 8:33 p.m.
Closing: The Lord's Prayer



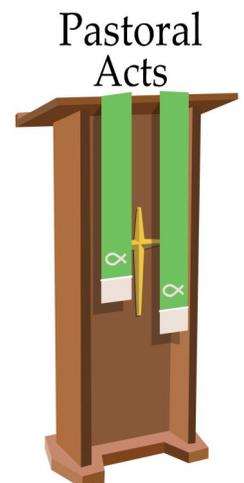
From a newsletter in Portland, Oregon:
CHILDREN'S CHURCH attendance was 44.
The children made a wooden plague.
Join us again next Sunday at 9

Let's hope that plague wasn't contagious.

Pastoral Acts

January:
Viola Bresser funeral

February:
Mollie Johnson funeral





THE BRIDGE

A MONTHLY PUBLICATION FOR CONGREGATIONS OF THE SOUTHEASTERN MINNESOTA SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA



ANNUAL REVIEWS & CONTINUING EDUCATION

By Bishop Steven Delzer

The importance of annual pastoral reviews and continuing education are two topics I've been thinking about a lot lately, both on my own and with other bishops. These themes connect well with our priorities of "Developing Leaders" and "Equipping Congregations."

In my vision for our synod, I would like to see every congregation of the Southeastern Minnesota Synod engage in an annual review with their pastor. I would also like for there to be a priority placed on continuing education for the pastor. The strategy could work like this:

1. Decide which group from the congregation will engage in the review with the pastor. The most likely group in most congregations will be one of these three: the Executive Committee of the Church Council, the Personnel Committee, or the Mutual Ministry/Pastoral Support Committee.
2. The pastor and the review team agree together on the date and time to engage in the first part of the review.
3. In the first meeting the pastor and the review team have conversation around questions such as the following (these are just some examples):
 - In the past year what has given you the most joy and sense of fulfillment in your ministry?
 - What do think you are really good at in your role as pastor?
 - What do you like best about the congregation?
 - With what do you struggle most in serving in this congregation?
 - What do you think has been our greatest accomplishment as a congregation in the past year?
 - As we look to the coming year (or years), and the ways in which we sense God calling us to

grow in our shared ministry, in what part of your role as a pastor do you want/need to grow to most effectively lead us?

- For that growth to occur what skills do you need to develop, what experiences do you need to have, what knowledge do you need to gain

4. That last question is what then leads to discussion (opportunities) the pastor will participate in.
5. In the second meeting the pastor and the review team discuss the merits of each of the possible Continuing Education opportunities and how each will contribute to the growth that is desired. They then decide together which opportunity (opportunities) the pastor will participate in. The pastor and the review team then sign a continuing education covenant that includes the name, date, location, cost, and desired outcomes of the continuing education agreed upon.

I'd now like to share why I am advocating this approach. The most important reason for a pastor and congregational leaders to engage in an annual review is to have the conversation about where we've been in the past year(s), and where we sense God calling us in the coming year(s) in our shared ministry. The commitment to an annual review/ conversation keeps us accountable to one another, and to the ministry that has been entrusted to us, both as pastors, and as congregational leaders.

Another significant reason for a pastor and congregational leaders to engage in an annual review is to give careful consideration to the continuing education that will help the pastor to develop the skills, to have the experiences, and to gain the knowledge that will help her/him to most effectively lead the congregation into the future to which they sense God calling them. As you have these conversations,

May the Lord bless you and keep you. May the Lord's face shine on you with grace and mercy. May the Lord look upon you with favor + and give you peace.

St. Patrick's Day is
March 17.



Financial Report for: January 2016

Income	Jan 2016	YTD	Jan 2015	Change (+/-)	A summary of income for all sources, and any change from the previous year.
Offerings	10,341.15	10,341.15	17,824.58	(7,483.43)	
Non-Benevolence	945.00	945.00	4,155.00	(3,210.00)	
Building Fund	2,383.00	2,383.00	9,661.00	(7,278.00)	
Memorial Fund			5.00	(5.00)	
Special Projects	270.46	270.46	569.95	(299.49)	
Scholarship Fund	500.00	500.00	25.00	475.00	
Total	14,439.61	14,439.61	32,240.53	(17,800.92)	

Ministry Expenses	Jan 2016	Monthly Budget	Variance +/-)	YTD	YTD Budget	Variance (+/-)	"How do our ministry expenses compare to what we planned for in the budget?"
Salaries and Related Costs	8,254.16	10,709.33	(2,455.17)	8,254.16	10,709.33	(2,455.17)	
Utilities, Maintenance, Other	1,530.10	2,641.66	(1,111.56)	1,530.10	2,641.66	(1,111.56)	
Education, Mission, Related Costs	245.43	1,150.00	(904.57)	245.43	1,150.00	(904.57)	
Supplies	995.99	1,245.84	(249.85)	995.99	1,245.84	(249.85)	
Synod Mission Support	0.00	1,042.50	(1,042.50)	0.00	1,042.50	(1,042.50)	
Total	11,025.68	16,789.33	(5,763.65)	11,025.68	16,789.33	(5,763.65)	

Budget

Cashflow	Jan 2016	YTD	
Income available	11,286.15	11,286.15	(General Offerings & Non-
Ministry Expenses	11,025.68	11,025.68	"What is our net cashflow for the year for our
Net (+/-)	260.47	260.47	ministry expenses?"

Building Fund	Jan 2016	YTD	
Income	2,383.00	2,383.00	"What is our net cashflow for the year for the Building Fund?"
Payments	(4,711.14)	(4,711.14)	
Interest	2.31	2.31	
Current Balance	15,563.59		

Balances	Jan 2016	Attendance		Communion	
		2015	2016	2015	2016
General Checking	165.28				
Memorial Fund	5,740.23				
Non-Benevolence	995.46				
Special Projects	827.95				
Choir	284.56				
Scholarship	2,894.35				
Line of Credit	5,100.00				
Mortgage Principal (Thrivent)	(510,228.20)				
		January			
		Week 1	105	101	82
		Week 2	152	97	
		Week 3	165	92	142
		Week 4	160	134	69
		Week 5	N/A	152	

Zion Lutheran Church

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

ADDRESS SERVICE REQUESTED

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

zioninfo@zionluthlakecrystal.org

pastor@zionluthlakecrystal.org
zionluthlakecrystal.org

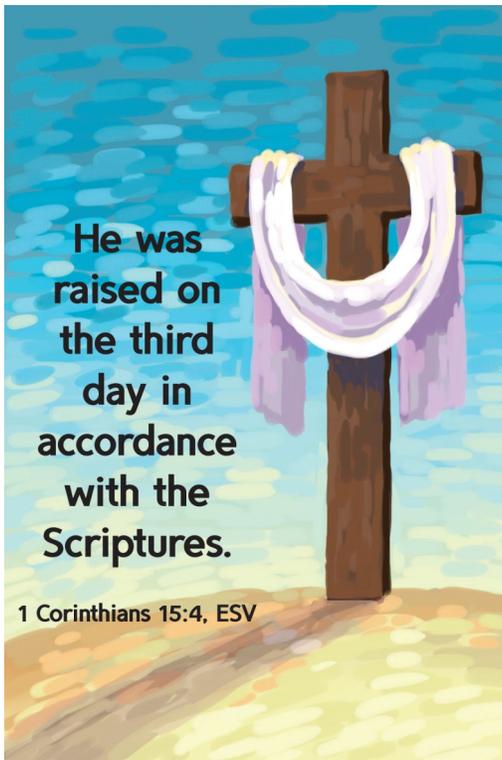
Office Hours: Monday-Thursday
8:00 a.m.–3:30 p.m.

The office is closed on Friday.



**Evangelical Lutheran
Church in America**

God's work. Our hands.



Sunday Morning

9:00 a.m. Worship
Communion the 1st & 3rd
Sundays
Contemporary Service the last
Sunday of each month.

Our Mission Statement



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

Pastor

Rev. Andrea Myers

Office Manager

Mary Gilman

Choir Director

Linda Isebrand

Custodians

Bob and Barb McDonald

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