



## ANNUAL CONGREGATIONAL MEETING

Jan 28<sup>th</sup>, 2024, for the 2023 Year

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**Zoar Lutheran Church**  
**2024 Annual Congregational Meeting for the Year 2023**  
**Agenda**

Sunday, January 28, 2024  
12:15 p.m.

1. Call to Order and Adoption of Proposed Agenda – Paul Dodge
2. Opening Prayer – Pastor Paul Reichert
3. Secretary's Report – Minutes of the 2023 Annual Congregational Meeting
4. President's Report – Paul Dodge
5. Treasurer's Report – Dave Creps
6. Pastor's Reports – Pastor Paul Reichert & Pastor Melanie Forrey
7. Foundation Fund Report – Glen Abke
8. Report on Abundant Life I and Abundant Life II – Jenn Polter
9. Old Business:
  - A. Update – Rental Properties Upgrades & Finances
10. New Business:
  - A. Affirmation and Installation of:
    - a. 2024 Council Officers
    - b. 2024 New Council Members at Large
    - c. 2024 Appointed Committee Chairs and Members
  - B. Presentation of the 2024 President – Steve Hill
  - C. Presentation of Budget for 2024 – Angela Whaley
11. Close of Meeting – Steve Hill
12. Benediction – Pastor Melanie Forrey

# 2023 ANNUAL REPORT

## Previous Year's Minutes

Zoar Lutheran Church  
2022 Annual Congregational Meeting  
Sunday, January 29, 2023  
12:20pm and also on Zoom platform

**Attendance-65** in person plus 14 via Zoom (Total 79)

**Call to Order** at 12:20pm by Ken Widdel, Council President

### **Adoption of Proposed Agenda**

No additions or corrections Approved

### **Opening prayer**

**Approval of 2021 minutes-no** corrections

### **President's Report-Ken Widdel**

- Zoar is moving forward despite the loss of key positions
- Zoar is making good progress on the search for a Youth Director
- Ken expressed his appreciation for all who helped Zoar this year
- He liked that there was a full slate this year and sees a lot of potential for next year's council and committees

### **Treasurer's Report-Les Buker**

He said that there was a traumatic transition to the designated position of Director of Church Operation. Every effort is being made to keep up the continuing integrity of the position. He offered that the Income and Expense and Statement of Financial Position is a fair representation of Zoar's current numbers.

There were no questions.

### **Financial Secretary's Report-Dave Creps**

He said that the current budget went through 5 reviews/adaptations.

He thanked Les for a balanced and very conservative approach to the revenue side of donations. Noticed it doesn't cover new projects, only operating expenses. Noted us to think about how to approach outstanding debt in the future. Motion to accept the Treasurer's Report and budget by Jim Lynch and seconded by Ken Meinecke.

Approved.

### **Pastor's Report-Pastor Paul Reichert**

He described the Zoar response to the vacancies on committees "wondrous". He said we are looking for new ways of doing ministry and looking forward. We are well on our way to hiring a new Director of Music. He is grateful to Zoar for sticking with the pastor! and for Zoar's commitment to not just hanging in there but looking ahead. He is pleased with Pastor Rich Renter's outreach and is pleased how he has developed relationships with non churchgoing individuals.

### **Foundation Report-Dave Stuckey**

He thanked Jameson Czech, Lee Odegaard, and Glenn Abke for their work. He welcomed 2 new members of the board. He spoke about the Grant Endowment Fund and the Zoar Operating Endowment Fund as well as the 2 restricted funds: Kurfis and Kazmaier.

## **Abundant Life I and II Report-Scott Heslup, new President of AL I and AL2.**

Mr. Heslup spoke about the Board of Trustees, including Bob Obrock. He said Kevin Rohrs is out because of a conflict of interest. He spoke highly of Jenn Polter and Heidi Thomas because they engage the residents. He spoke of the recent upgrades in the facilities and the recent HUD inspection. All received a score of 97 and AL2 received a score of 91.

There were no questions.

## **New Business**

### **1. There are 3 rentals and the TARTA lot.**

A motion for the congregation to approve looking into options/appraisals for rentals by Heidi. Seconded by Steve Hill.

Questions:

- Do we have a commitment about our mission?
- How long will the study take?
- We just paid \$11,000 in property taxes so what happens when/if we sell?
- Can we tear the houses down because it's a historic district?
- Can part of the study include the cost of what would need to be done to fix the homes?
- Would Zoar use a rental management company?
- Do we have a timeframe for Council recommendations?
- Why the need for the study?

Amendment to the first motion by Bob Obrock and seconded by Doug Cook: Put a date of July 1 to look into the options/appraisals.

Approved.

New motion #2 by Doug Cook and seconded by Steve Hill: Congregation will affirm that subsidized housing is a mission that we will maintain.

Discussion: Ken Widdel believes that we will make a decision once the study has been done. Withdrawal of motion #2.

### **2. Stained Glass overview**

There is a need of \$45,000-55,000 to get started on 4 window renovations/restorations. Motion by Jim Lynch and Steve Hill: To allocate \$50,000 that was set aside for the parking lot to be used for stained glass renovation.

Discussion: Previous work has been done including the storm windows. New work will add vertical stabilization.

## **Affirmation and Installation of Officers for 2023 President and Council**

Motion to accept the slate by Roger Schoffner and seconded by Larry Karnes Approved.

Motion to accept committee membership by Dennis and seconded by Shar Cook. Approved.

**Close of meeting**-Pastor Paul thanked Ken Widdel and outgoing council and welcomed new members.

We will offer the very best of leadership this year!

Respectfully submitted,

Lynn Cooper, Council Secretary

01/29/2023

## **2023 Annual Report**

### **PRESIDENT'S REPORT – Paul Dodge**

Zoar experienced a year of many positive events in 2023.

At the beginning of 2023 the Zoar Congregation approved the sale of the parking lot at the South/East corner of Sandusky & 5th Street. The property was quickly sold for more than the asking price and the proceeds were put towards the improvements of our 3 rental properties. Improvements are visible on the properties with much more to be accomplished. The rental prices were increased to closer to market price which allows us to have increased revenues to put towards future improvements. At the direction of the Congregation, we are also able to put a good portion of the rental income towards paying down Zoar's debt. We were able to put \$20,000.00 towards our debt recently, and we are just getting started. A big "Thank You" goes out to the Property Committee members for their ongoing efforts to get the properties cleaned up and in better condition.

We celebrated Pastor Paul's 30<sup>th</sup> anniversary of his ordination in July with celebration & recognition of Pastor Paul at all 3 weekend services and a great catered meal was enjoyed by Zoar members and friends on Saturday evening. The restoration of a stained-glass window was dedicated in his honor. Donations were collected for the refurbishing of the stained-glass window and a plaque will be placed at the window in Pastor Paul's honor.

In September we celebrated the 25<sup>th</sup> anniversary of the Family Life Center. Our thanks to the Heritage Committee members that planned and hosted the Zoar Congregation with a delicious catered meal and entertainment from a fun & lively polka band. A great event planned by the members of the Heritage Committee, "Thank You".

In October Zoar kicked off a fundraising campaign to refurbish the stained-glass window at Zoar. The Stained-Glass Window Committee has held events, flashlight tours, and a musical concert to draw attention to and raise funds for this project. The refurbishing has already begun, and we see the benefits of the hard work and communication of the Stained-Glass Window Committee. A big "Thank You" goes out to the members on the Stained-Glass Window Committee for their hard work and vision.

There are many programs & projects throughout the year that are planned and implemented by the members of Zoar. Although all are not mentioned here, they are very much appreciated and to all those who are involved, "Thank You".

We are blessed to have all of our staff positions filled. Pastor Paul brings enthusiasm and grace with his messages each week and is involved in so many Zoar activities inside and outside of the Zoar facility. In December Pastor Paul's call to Zoar was extended another 3 years, much to the appreciation of the Zoar Congregation. Tracy Jahns is working tirelessly as Director of Church Operations and managing and overseeing many of the ongoing projects and programs at Zoar. Paul Cannon continues to do a wonderful job at keeping the Zoar facility looking great and setting up and taking down the FLC for many events. His dedication to Zoar is very much appreciated.

We have added several new staff members this year and they are adding to the AmaZing experience at Zoar. Jodi Calkins is our Church Secretary and is doing a great job in her duties and is a very pleasant and professional "first contact" as you enter the Zoar office. Jacob Henry is our Musical Director and has brought new excitement to our music programs with the selection and playing of weekly hymns, involving additional musicians and the involvement of our choirs. Corryn Short our Youth Director has done a wonderful job of leading our youth programs and we see more excitement and involvement from our youth & adult members. Nicole Downey is our Director of Communications and brings a passion for getting the news about Zoar communicated to our Zoar Congregation and surrounding communities with her programs. Each of these individuals has done an AmaZing job at growing their programs and are very positive additions to Zoar. In December Pastor Melanie Forrey accepted a 3-year call and we welcomed her to be Zoar's Associate Pastor. Pastor Melanie's engaging personality and enthusiasm are a great addition to Zoar.

My appreciation also goes out to all of the volunteers that make and allow Zoar to have all of the great programs that we offer, not only to Zoar members but to the greater community, locally and worldwide. Volunteers are the fuel that makes Zoar run and grow.

I want to thank all of the members of the Zoar Council for their involvement in Zoar leadership and recognize their important impact on Zoar Lutheran Church.

It has been my privilege to serve Zoar over the past year and I appreciate the input and support of the Zoar Congregation members to make Zoar such an AmaZing place of worship & fellowship.

#### **TREASURER'S REPORT – Dave Creps**

It was a good year for the church's finances. I believe that we are in a better position today than we were a year ago. Donations have recovered somewhat from the pandemic days. For most of the year, we maintained a trend of spending less than we received.

##### Waterford Bank

Checking/Money Market:

Started 2023 with \$293,599.77

Ended 2023 with \$434,097.90      an increase of \$140,498.13

We are currently committed to repayment of Loan balance - \$56,802.60 (\$36,802.60 from loan balance & \$20,000.00 from rental income)

##### Ameritas Investment Account

Started 2023 with \$761,456.88

Ended 2023 with \$854,299.90      an increase of \$92,843.02

##### Outstanding Lines of Credit (Loans)

Line of Credit #288	\$124,513.09	Monthly Payment Due	\$ 789.00
Line of Credit #609	<u>\$293,668.30</u>	Monthly Payment Due	<u>\$1,787.00</u>
Total	\$418,181.39	Total	\$2,576.00

Principal reduction of \$56,802.60 will reduce the term of the #609 LOC

In June we sold the parking lot at the southwest corner of Fifth and Sandusky Streets and used the proceeds for renovations on the 3 rental properties. Additional income from the rental properties will be used to help pay down the loan balance.

Total Revenues for 2023      \$818,254.83

Total Expenditures for 2023      \$793,050.87      Operating Net \$25,203.96

Difference between this number and the bank acct increase represents borrowing and dedicated funds

## SENIOR PASTOR 'S REPORT – Pastor Paul Reichert

“Jesus said to them again, ‘Peace be with you. As the Father has sent me, so I send you.’” John 20:21

One of these years, I’d love to begin with recapping how this last year was a repeat of last year, but this isn’t the year to do that! We started 2023 thinking things would go one way, but God had a much better plan, even though it was a bit difficult to see sometimes.

In the Gospel of John, after Jesus’ suffering, death, and resurrection, he appears to his disciples and commissions them, sending them into the world as Christ himself had been sent. Everything would be different from what they had learned over the years, but they carried the message of the Gospel, and the Holy Spirit would be with them.

Zoar Gathered. We gathered for worship, for fellowship meals, and for education like Bible studies, small groups, Vacation Bible School, and we remembered what a joy it was to be together.

Zoar Grew. We grew in staffing. Thank you to Custodian-Paul Cannon and Director of Church operations-Tracy Jahns for continuing to be part of Zoar’s staff, and welcome to our new staff: secretary - Jodi Calkins, Communications-Nicole Downey, brand new Pastor Melanie Forrey, Director of Music Jacob Henry, and Youth Director Corryn Short. Thank you all for your partnership in the Gospel.

Zoar grew in membership as well, with 13 baptisms welcoming young people into the Body of Christ, and, for the first time in four years, a new member class of 35 joined our fellowship.

Zoar Gave. We gave gifts to residents of Abundant Life, funds to help victims of the Ukrainian war with Russia, support the Synod and churchwide efforts, victims of Disasters, many mission partners, and 24,000 meals that we packed for those who were hungry.

And as we look forward, we know that again, the Year of our Lord 2024 will bring untold surprises. But we also know that our Lord is with us, leading us forward into a wondrous future.

May God open our hearts and minds that the Word and Holy Spirit would continue to dwell within us as we are sent in new and different ways to share Christ’s love with the world

## ASSOCIATE PASTOR’S REPORT – Pastor Melanie Forrey

*<sup>19</sup> See, I am doing a new thing! Now it springs up; do you not perceive it?  
I am making a way in the wilderness and streams in the wasteland.  
-Isaiah 43:19*

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It has been a wonderful beginning to our ministry together at Zoar since you voted to call me on December 3<sup>rd</sup>, and I am thankful. I’ve been blessed to dive into the life of the church here, participating in services from baptisms to memorials, and every single Christmas Eve service in between. It has been a busy month to join the team and end the year, but this is good work, done together, and I am grateful to be a part of it.

In the short time that I have been here, I have been amazed by the generous, kind, and moving spirit of Zoar. Beyond the many, and meaningful opportunities for worship, there have been numerous events and moments for connection – Feed Our Families, Kitchen of Hope, Catechism, Sunday School, Small Groups, Quilting, Ugly Sweaters for days...just to name a few. I have experienced and observed welcome, curiosity, and flexibility in ways that communicate Zoar’s heart for God’s people, and a willingness to re-examine past ways of being in order to be present in new and impactful ways for the changing world and needs around us – and I am so glad to be here among you!

Looking ahead, I am excited for us to wonder together how we will continue to grow in faith, to support each other, the community, and the world, and to nurture relationships new and old. What are the new things Zoar is called to explore, to be in conversation with, and to welcome? How are we walking with each other and our neighbors through life's hills and valleys? Are there people, places, and possibilities we are not (yet) noticing? Are there traditions, gatherings, or spaces that we are being invited to imagine in new ways? I look forward to the many opportunities in the year (and years) ahead to get to know you better, to do God's good work with you, and to accompany you on this interesting, beautiful, and sometimes very challenging, journey of life and faith.

#### **STAFF REPORT - DIRECTOR OF CHURCH OPERATIONS – Tracy Jahns**

2023 found me a bit more settled into the position I hold and truly love! I continue to figure things out as needed, and despite some glitches, I feel that 2024 will be even smoother thanks to problem solving those glitches of 2023 and developing systems to prevent them from happening in 2024. THAT is exciting to me!

Facilities Management - With the completion of the 2020 – 2023 Capital Improvements project this past fall, so many big projects for Zoar are now behind us and we look forward to what lies ahead. A major administrative facilities task in the past has been figuring out who would stay or come in to unlock or lock the building outside of normal operational hours. With the automated door system, the doors are now scheduled to lock and unlock as needed. This was a huge relief for staff overall.

There was also a lot of work done on the rental properties this past year following an inspection of all three. As discussed in last Spring's special congregational mtg, we went ahead with a Property Management company, completed improvements, raised the rents to market price and continue the transition from our management of these properties to Danberry. We have a few more tasks to complete as the property owners in 2024, but we anticipate being able to back out even further and let Danberry handle the small maintenance tasks that arise for the tenants. This too is an exciting change as the Property Committee has enough to do without the rental maintenance tasks. A huge shout out to Don Artz for coordinating the rental repair projects with me, working with the contractors and tenants, as well as the Property Committee. This was a lot of work, and I know Don, perhaps more than anyone, is looking forward to our being out of the mix more and more in 2024. These properties are an excellent source of income now for Zoar and can help sustain many ministries in the years to come.

Staff/HR - This past year has been a bit of a rollercoaster with lots of HR/Personnel changes. It is definitely a great improvement to see our weekly staff meetings with a full table! I am grateful for every one of our staff members. With much needed and appreciated help from former office staff during a very busy Lent/Easter season in 2023, we managed to keep things running very smoothly until a new secretary could be hired. Thank you to both Carolyn and Suzanne - we could not have done it without you! All of our office volunteers continue to be a valuable resource on a weekly basis. I look forward to what this office team can achieve together in 2024 to best serve God, Zoar and each other.

Finances – Again this year I want to thank the Finance Committee, in particular Dave Creps, Treasurer, as we jointly worked to be the best stewards of Zoar's financial resources and obligations. Our team has met several times this year to improve our financial management systems. Moving into 2024, I am excited to know the INs and OUTs of this aspect of my job better, with a little less hair pulling!

Finally, I'd like to thank Pastor Paul, Paul Dodge and the church council for the faithful support. I would not have been able to get all aspects of this multifaceted job "done" without their patience, guidance and understanding. In 2024, I look forward to continuing to be Amazed by, and grow with Zoar Lutheran Church!

#### **STAFF REPORT – MUSIC DIRECTOR – Jacob Henry**

It's hard to believe another year has come and gone! In looking forward to this new year, I've been reflecting on some hopes and goals for our music life here at Zoar: that we continue to build a music program that is collaborative, flexible, and accessible.



I've greatly enjoyed meeting all the talented musicians who are members here at Zoar – it seems that every few weeks I learn of someone else who plays another instrument! And it's been a fun challenge to find creative ways to involve such a variety of instrumentalists in our worship.

Increasingly I see my role as that of a coordinator, finding ways to involve as many people as possible and most importantly, getting out of the way and making space for others to share their musical gifts.

We are continually working towards flexibility in our music program, where individuals with busy schedules (who might not be able to make every choir rehearsal or sing every weekend) can still participate in our vocal or bell choirs. We are blessed with a core group of folks able and wanting to participate weekly. But we also have many who travel or have work or family commitments – life can be joyfully busy!

It's my intention and hope that all feel welcome to participate in choir, bells, or as instrumentalists regardless of schedules. So, if you can participate seasonally, a few times a month, a few weeks a year, or weekly, please do so! You can even see our spring choir schedule posted on the music door. Maybe pick out a few dates and see what the choir is like! Or give handbells a ring!

Lastly, my hope is that our music program is for all musical abilities. Whether you are a beginner or a professional, there's something here for you. Our goal in church music isn't perfection (that doesn't exist anyways). Our goal isn't even to get all the right notes. Rather, we strive to worship, to inspire others, to deepen our connections to each other, to deepen our faith, and to express ourselves musically. So sometimes we'll hit the wrong notes. Occasionally we might have a musical trainwreck. These things happen. But when we join together our varied musical abilities and skill levels, we can realize some truly beautiful goals.

#### **STAFF REPORT – YOUTH DIRECTOR – Corryn Short**

I have been thrilled to serve as the Director of Youth Ministry at Zoar for the last six months. The welcome I received from this congregation could not have been warmer. I have been especially privileged to work with the Lifelong Learning (LLL) and Youth and Young Adult (YAYA) committees throughout the year, who have been wonderful teams of leaders, volunteers, and resources as I learn the ropes here at Zoar.

In July, after a few weeks to get my feet under me, we jumped into Vacation Bible School with Emily Harr at the helm! We had 29 youth and adult volunteers and 56 attendees registered for the week, with an average of about 35 kids attending each evening. Our VBS families enjoyed a delicious family meal before the start of VBS each night. The theme was "Stellar", and our theme song was "Shine His Light!" Our attendees did crafts, science experiments, service projects, played games, and learned about different folks from the Bible and how their stories show us how WE can shine Jesus' light in our lives every day!

In August we started prepping for the coming year. There was a call out meeting for the ELCA Youth Gathering to be held this July in New Orleans, and we now have five youth (plus three from Church of the Master) and four adults currently preparing to attend! We also had an informational meeting for Catechism students and their parents and several new member orientations. We have 19 7<sup>th</sup> and 8<sup>th</sup> grade students this year, with seven 8<sup>th</sup> graders preparing for their Affirmation of Baptism in May. This year, the curriculum cycle focuses on important tenants of our Christian and Lutheran faith, including Baptism, the Lord's Prayer, the Church year, and more. In addition to our studies, the youth participate in service projects and games each month. So far, they have sent out over 100 greeting cards to homebound and other members of the congregation and passed out Christmas treat bags at the Abundant Life residences.

September started off with a bang on Rally Sunday! The YAYA, LLL, and Small Group committees worked together to host a special Sunday full of fun and fellowship. We welcomed many new members to Zoar, blessed our youth and adult educators for the school year, and met in the FLC for lunch, small group information, and a carnival for the kids! This was a well-attended event and really set the year in motion for our Sunday School program. Over the first 12 weeks of Sunday School, we've had an average of 35 youth attending grades PreK through 12. Boo-therfest, Advent Workshop, and the Christmas Pageant all brought in high numbers of youth, with 38 kids in preK-4<sup>th</sup> grade participating in the Christmas Pageant and 18 youth grades 5-12 serving during the worship service.

In October, the youth group went to Cedar Point for Halloweekends. It was a bit chilly and drizzly, but the kids and chaperones enjoyed a full day of rides, food, and scares! About 20 Zoar youth and their friends and 5 chaperones were able to attend. It was great to see the kids form some new friendships while they enjoyed their day! At the end of the month, we hosted our first ever Boo-Ther Fest—a combined celebration of the Reformation and Halloween! After a combined Sunday service and congregational meal, the kids were able to visit different stations to learn about Martin Luther and the Reformation and pick up a treat! It seemed like everyone had a great time.

December was filled with activities, many of which were mentioned above. We had an amaZing turnout for the Advent Workshop, where families made their own interactive Advent Calendars to take home and enjoy over the season. In December, our younger Sunday School students braved the drizzle and cold to promote our ADVENTures program by ringing bells in the holiday parade. A few of the older youth met up to attend the parade and then came back to the church for hot chocolate and Christmas movies. The pageant was simple and fun, and the older youth did a great job serving throughout the service. We also started a new ADVENTures program for kids pre-K thru 4<sup>th</sup> grade during the Wednesday night Advent services. We had about ten kids each week, who learned about different Christmas traditions from around the world. From Turkey to Sweden to Mexico, St. Nicholas to St. Lucia to Las Posadas, everyone enjoyed the crafts and activities that brought these unfamiliar traditions to life!

Over the next few months, we will be continuing our Sunday School and Confirmation programs and offering more opportunities for service and fellowship for youth of all ages. First Communion classes begin in February for our fourth-grade students, and I know they are really anticipating this! Our eighth grade Catechism students will be Confirmed in May and we will celebrate our high school graduates around that time as well. The Northwest Ohio Synod is hosting a middle school/junior high retreat this summer that should be a great time! I'm looking forward to completing my first year at Zoar with Vacation Bible School and our trip to the Gathing in New Orleans!

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

#### **STAFF REPORT – COMMUNICATIONS DIRECTOR – Nicole Downey**

The Communications Department at Zoar had an exciting year that included successes, growth opportunities and transition. In March of 2023, Melissa Ellerbrock sadly resigned from her role as Marketing Coordinator. She was a tremendous help with her transition out of the role, and left the department fully educated on the needs and how-to's for a successful transition. The Communications Committee, comprised of Nicole Downey (Chair), Heidi Meyer (Secretary), Jamie Ellis, and Cynthia Sternberg, worked in collaboration with Council President, Paul Dodge, to quickly move into action. While Melissa and her excellent work were dearly missed, the committee and staff worked together to ensure that the momentum continued on various marketing and communications-related elements. Some highlights from the entire year include:

- Active engagement on social media through attractive and informative posts.
- Advertisement in the Perrysburg Township Anniversary Magazine highlighting Zoar's long standing relationship in the community.
- Lively engagement with the community through participation in local events such as Perrysburg Memorial Day Parade, Perrysburg Homecoming Parade, Perrysburg Homecoming Booth, and Perrysburg Holiday Parade.
- Provided marketing and publicity support to Zoar's various ministries such as Rise Against Hunger, Rally Day, Stewardship, Stained Glass Window Campaign, Youth Activities and more!

- Engaged the media in the amaZing ministries at Zoar! Several articles and photos were published in the Perrysburg Messenger Journal. The Toledo Blade featured an article about Zoar's Stained Glass Windows and Campaign. Channel 13 filmed a feature on Zoar's participation in Rise Against Hunger.
- Holiday yard sign and postcard campaign that helped members invite others to come visit Zoar.

Throughout the year, the Search Committee engaged in conversations and interviews in an effort to find the next staff member who would meet our church's evolving needs. The decision was made late in the year to extend an offer to Nicole Downey to join the staff in a part-time capacity, inviting her to serve as the Communications Director. She gladly accepted the position and was eager to expand her work with Zoar! She has been a member at Zoar since 2011, has served on the Communications Committee for the past 6 years, and has served on Council for 2 years. Nicole started her new role with Zoar on December 3rd. She has a passion for helping Zoar grow and strives to use various marketing strategies so that others are compelled to engage more with our wonderful ministries. She hopes that each individual who interacts with Zoar can grow a closer bond with the Lord and create meaningful friendships to last a lifetime.

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

The residents of Abundant Life of Perrysburg #1 and #2 have been blessed with another year of living “*abundantly*.” The Staff is grateful for the Zoar Lutheran Church community for their support and prayers for our residents and staff. The Board of Trustees comprising of Scott Heslup, President, Brian Tomko, Vice President, Lynn Gordon, Treasurer, Carole Welling, Secretary along with Dante Flores, Larry Karnes, Beth Krolak, Bob Obrock, and Tom Trimble are very much appreciated for their time and support.

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

- Monthly church services for our residents
- Kitchen of Hope monthly luncheon at Zoar Church
- Helped with the 30<sup>th</sup> Anniversary Celebration of Abundant Life #2
- Church Council provided a Sunday night cookout in the Fall of 2023
- Zoar Youth provided Christmas treats and encouragement to our residents
- Rachel Circle kicked off the Holiday Season with Christmas treats before the December church service at Abundant Life #2

Abundant Life continues to provide for our residents' monthly events and activities. We appreciated the services and classes provided by the Ohio State University extension office, monthly wellness checks provided by Sam Christy, RN with ABC Healthcare, podiatric services by Dr. Ted Bowlus, Pizza and Crafts provided by The Manor of Perrysburg. In addition to these outside service providers Abundant Life is able to provide a weekly grocery service, exercise classes, lunch outings and parties/events to celebrate holidays and special occasions.

Both properties participated in a HUD Management Occupancy Review this year. Improvements have been made to both properties as listed below:

- ABL #1 – driveway resurfaced and striped.
- ABL #1 – installation of new apartment doors
- ABL #2 – driveway repairs, resurfacing and striped.
- ABL #2 – the completion of all rehabilitated units (this project began in 2017)
- ABL #1 & #2 – are continuing grounds keeping services with US Lawn – upgrades to landscaping at both #1 and #2

In conclusion, Abundant Life has been blessed to be a blessing. It is the goal of the staff that our residents can have an abundance of life while living at Abundant Life of Perrysburg.

***John 10:10 states, “I have come that they may have life and have it abundantly.”***

The entire staff would like to thank the Zoar Church community for the opportunity to serve in this capacity.

**COMMUNICATIONS COMMITTEE REPORT – See Communications Staff Report above**

## **HERITAGE COMMITTEE REPORT – Robin Maxwell**

Zoar celebrated the 25th Anniversary of the FLC addition by hosting a dinner dance on Saturday, September 30, 2023. We had about 110 people in attendance with a German dinner of brats/potato salad, lots of homemade desserts provided by the committee members and live music provided by the Duane Malinowski Polka Band. We provided a display of the plans & pictures of the FLC as it was being built. In addition, about 500 small jars of locally sourced (Ackerman's Berry Farm) strawberry preserves were given to the congregation several weeks leading up to the event to "Celebrate & Preserve our Heritage." We also were able to receive approval for a \$10,000 grant (graciously written by Lynn Cooper) that allowed us to host a "Rise Against Hunger" event on Sunday, October 1, 2023. It was a very busy & successful day where we met our goal of packing approximately 25,000 meals! We also received a \$250 Thrivent grant which provided donuts/coffee/drinks for the packing event. A big thank you to the entire Heritage Committee for all their hard work leading up to and including the event!

We continued to work on keeping up to date on document management throughout the year.

2024 goals include updating the Zoar directory/pictorial, securing a laptop/chromebook for users to access Heritage documents that are stored on the Zoar network, discussion surrounding potential need for a large safe to store items in heritage document room.

Term End 1/2024: Robin Maxwell, Karen Heslup, Annette Sipp (resigned 2/26/23)

## **LIFELONG LEARNING COMMITTEE REPORT – Heidi Meyer**

I want to first thank everyone that helped make sure that the Life Long Learning events continued while we were searching for a new Youth Director. We had a successful 2023 because of your efforts and willingness to do what was best for our youth. THANK YOU!

We were able to host the following events:

- Easter Egg Hunt - for Zoar community
- Sunday School - changed to station rotations and had great success
  - 22-23: Huge THANK YOU to Megan Williams and Kristen Scasny for all of their hard work planning and purchasing for SS
  - 23-24: continuing station rotations with Corryn leading the planning, etc
- End of Year SS Celebration - Pancake Flipper
- VBS - led by Emily Haar who did an amazing job with the event!
- **AMEN WE HIRED CORRYN SHORT!!!!**
- Rally Day - fun event for all ages
- BOO-ther Fest (Fall Fest) - for Zoar community and was a hit
- Family Fall Retreat - led by Sara Ellis and held at a new location, Maumee Bay State Park Resort. Many families attended and had a great time bonding and growing in their relationship with Christ.
- Advent Workshop - an amazing event for families to create advent calendars
- Christmas Program - singing, acting, and fun had by all
- ADVENTures - Wednesday night event during Advent for our children, all headed up by Corryn

2024 Future.....

- The sky's the limit and we are so blessed to have Corryn Short as our fearless leader. We thank the Lord daily for her and we love the vibe she has brought to Zoar Youth!

## **SOCIAL MINISTRY COMMITTEE REPORT - Leigh Ann Meinecke**

Elected Members: Leigh Ann Meinecke (chair), Ellen Williams (secretary), John Henline (Council rep), Judy Cooper, Raleigh Fontaine, Rhonda Jones, Tracy Rickman, Jeanette Gleason

Active additional attendees: Shar Cook, Lois Staber

Honorary Member: Paul Cannon who tirelessly helps us with all our ministries. He is our unsung hero!

*Primary Focus:* The major goal for Social Ministry Committee in 2023 was providing for local families in need as well as a robust work on behalf of our global community.

#### *LOCALLY*

*Feed Our Families:* With leadership from the FOF team (Tracy Rickman, Rhonda Jones, Melissa Bullis, and Cynthia Sternberg) we were able to serve 23 families throughout the summer representing 54 children. Continuing inflation and the high cost of groceries and gas were still a major concern for the summer, but through the generosity of Zoar, we were able to provide biweekly groceries and gas cards to our families. Two Men and a Truck generously delivered our palates of staples to Zoar throughout the summer and in December. In December we held our annual Christmas Feed Our Families providing an opportunity for families to “shop” for gifts for each other. We served 26 families, representing 64 children and had 33 volunteers working the event. To prepare for this event we spend the week prior “elfing” (cleaning, fixing, putting batteries in toys). Thank you goes to the LWR Quilting group, Social Ministry committee, and many others in the congregation for helping with this task.

*Perrysburg Churches United:* We generously supported a monthly collection of specific pantry items. It is rumored that when we collected tomatoes and tomato products the shelves in Perrysburg grocery stores were empty because we bought so many! Alan Schroeder has joined their board as a Zoar representative.

*Redeemer:* Through a Foundation grant in April, Zoar provided support for Redeemer’s food pantry. Our gifts enabled them to purchase fresh fruits and vegetables to fill in for their food distribution. In December we provided gift items and canned goods for Redeemer’s Christmas event.

*St. Paul’s Community Center:* Every 5th Saturday in 2023 Zoar provided lunch for an average 35 people, plus walk-ins who heard the food was good! This year Ellen Williams and Judy Cooper spearheaded this ministry for us.

*85+ Birthdays Ministry:* This ministry continued under the faithful leadership of Jeanette Gleason in 2023 until personal needs required her to refocus her ministry. Starting in January we will be looking for new leadership for this ministry of 9 volunteers who send cards, small gifts, and/or visits to members over 85. Thank you notes received affirm the positive impact of this ministry.

#### *Annual Events*

*Blood Drive* held in March collected 52 units of blood.

*Thanksgiving Dinner* served 55 people and 12 volunteers. Extra cranberries, rolls, and pumpkin pies needed to be purchased.

#### *GLOBALLY - Ongoing Ministries*

*KIVA:* We collected \$437.02 during our monthly meetings in 2023 to add to the investments we have already made. We provide small business loans to people (mostly women) around the world in developing countries. A couple loans defaulted due to political upheaval or war, but most of them are repaid. In February Shar Cook gave a temple talk at all services and the adult Sunday School hour to explain the loans we have been making on behalf of Zoar. It was also an opportunity for others at Zoar to join us in this ministry. The people of Zoar donated \$765 that weekend and then \$441 during Lent to this ministry. Due to your generosity over 150 new loans happened this past year in addition to reloading any funds that are paid back.

*LWR:* “The Quilters” are getting quite popular! The group continues to add new members on “Tying Tuesdays” as well as folks who knit baby sweaters, sew diapers, sew quilt tops, etc work from home and bring completed items in. This resulted in a record 346 quilts, 116 school kits, 88 personal care kits, and 101 baby kits and 6 dress making kits for 2023. A special quilt auctioned off in November raised \$632.00 for LWR designated for shipping (this is not required, but these funds are vital to LWR). The September Special Offerings for LWR (\$650) were designated to apply to shipping. That money was combined with funds carried over from 2022 and sent to LWR for shipping costs.

*LIRS (Lutheran Immigration and Refugee Services):* An extension of our Lutheran church, this branch of ministry supports refugees in the United States from many different countries. Zoar has supported this ministry through gifts from our foundation and in 2024 Social Ministry looks forward to sponsoring an information weekend and bringing in a speaker.

*Conclusion* Looking back over the past year I am thankful for the generosity of the Zoar family. You all never cease to amaze me! There are a few people who never walk into the church without something to give away to those in need in our local area. You all are ever mindful of “the least of these” to the point of raising them up to be “the most of these” by your kindness. It is a joy to work on a committee that gets to hear the resounding “Thank You” expressed by those we serve.

## **STEWARDSHIP COMMITTEE REPORT - -- *No significant changes for the year***

### **PROPERTY COMMITTEE REPORT – Doug Williams**

The Zoar Property Committee is responsible for the physical building and grounds, as well as the three rental properties. Members are appointed by the Council for two-year terms and members may be re-appointed twice for a total of 6 years. The members serving in 2023 are Don Artz, Dale Brown, Tom Trimble, John Henline, Mike Kleinfelt and Doug Williams-chair. Jim Lynch and Matt Obrock are the Co-Council liaisons, Tracy Jahns is our staff advisor, and Terry Jones is a member at large. Paul Dodge coordinated the mowing crews and with eighteen volunteers, mowed the grounds 35 times between April and December. Paul Cannon is the church custodian and a critical support member to the committee. Numerous other volunteers assisted with clean-up projects and minor maintenance issues at our facilities. Thank you to all those unnamed volunteers who put your time and skills into keeping Zoar the Welcome place we are.

The age of the main sanctuary goes back to 1916 with additions in 1950 and 1999. Following COVID, the use of different areas of the facilities continues to grow with athletic events in the FLC, and many other areas of the building used by committees, bible studies and community groups. Recent years, we have been upgrading the mechanical systems of the facility and with the continued growing use of the buildings, we will need to address cosmetic appearances soon.

In December 2020, the congregation approved the Critical Building Need Program for some of these mechanical systems which included a drawable loan up to \$596,200. These funds were to be used for Tuck-Point repair, Boiler and A/C renovation, sanctuary lighting upgrade, TARTA Lot parking removal (later re-directed to stained-glass windows), step restoration and Bell Tower roof sealing. These projects concluded in 2023.

One of the Critical Building needs was addressing the failing lighting system in the sanctuary. The task force led by Tom Trimble and Jim Ninke worked with Gross Electric (equipment supplier), Gasser Bush (mfg rep) and Transtar Electric (installing contractor) to design the system with a new digital control system and updated LED lighting. This project cost \$101,620 and was funded using the Capital Improvement loan.

A second taskforce was developed to secure funding and develop a plan for restoration of the 31 Stained glass windows in the sanctuary. The taskforce: chair- Lynn Cooper and members Julie Winder, Ken Widdel, Nicole Downey, Jim Lynch, Pastor Paul Reichert, and Doug Williams have worked on a multi-year program with Bigelow Glass of Findlay for this project. This year, two windows were restored for \$10,895 each. With the sale of the TARTA lot, \$50,000 of the Critical

Building Needs loan was re-directed by the congregation to the window campaign. Window restoration will continue while funding is available. Total projected project is \$250,000.

The rentals have consumed a major part of the committee this last year. A big thank you to Don Artz for managing all the repairs on our three rentals. At last year's annual meeting, the property committee was given the task of evaluating and determining a cost benefit on the rentals and properties. We received input from Danberry Real-Estate on present market values of the properties and hired Erie Inspection to inspect all the units. It was the committee's recommendation to sell the TARTA lot, perform the critical repairs as outlined by Erie Inspection and bring the rentals up to current market prices along with hiring a management company to manage the three rentals going forward. Danberry Property Maintenance was chosen for this service and took over in September. They charge an 8% fee. We also increased rents on the as-is rentals and will re-evaluate rates on turnover of tenants and upgrades performed at the time of turnovers. Erie Inspection found many major issues that the committee took immediate actions on and included:

- 326 E Indiana Ave- New Roof, Electric - replaced power panels in house and sub-panel in garage, resolved electrical grounding, and reverse polarity, along with adding GFI.
- 325 E Fifth- Foundation repair and new storm-sewer tap, new furnace and A/C, resolve electrical grounding, and reverse polarity, along with adding GFI, New Roof, repainted exterior. New renters painting interior- we supplied paint.
- 335 E Fifth- Foundation work, Sidewalk replacement, grading around home, replace electric sub-panel in garage.
- All 3 rentals got new basement block windows.

McCartney Building & Renovations was contracted for \$9,950 to do many of the smaller repairs for the 3 rentals on the Erie Inspection report such as replace/repair doors, soffit facade replacements/repairs, hand railings installed, windows upgrade with tempered glass, concrete work, & storm doors installed.

In December, the property committee reviewed funds still in the rental repair fund and felt \$20k of the funds on hand should be recommended to be reverted to council to pay towards principal of the Critical Building Needs loan. Later in 2024, following some additional repairs anticipated on the rentals yet to be completed, the committee will finalize a plan for determining if there are additional funds that can be applied elsewhere.

Other major projects in 2023:

- Finished the final year of the \$200k tuck-point repair and exterior cleaning. This final payment was \$38,915 and was funded from the Critical Building Needs Improvement loan.
- TARTA lot was sold for \$112,500 and netted proceeds of \$103,533. These funds were earmarked for the rental's upgrades.
- The exterior doors of the parking lot were replaced, and the security system was upgraded, allowing scheduled locking and unlocking, and giving remote access to controlling and monitoring the doors while off-site. Doors by General Building Products \$26,168, Alarm System upgraded with electric door locks, Asset Protection \$4,940. Funded through grant request.
- Repaired and repainted entrance and sign off parking lot by LakeSide Interior \$2,450
- Updated sound board and added streaming video equipment in Sanctuary- (Vince Krolak & Tom Trimble coordinators) funded through foundation grant
- Replaced all emergency lighting throughout the building with updated LED lights-All Phase Lighting \$978. Foundation Grant funded
- Bell Tower leak repaired by W.R. Meyer for \$500 & Balcony ceiling repaired by Clean Line Painting \$1,200

- Domestic hot water to kitchen failed. Replaced recirculating pump and new check valves Gem Industrial \$2,544
- Heating system Hot water heat loop control valve failed for pre-school area. Gem Industrial repair \$5,989
- Pump Motor for HVAC heating system failing. Gem to replace with rebuilt motor \$5,580
- FLC Floor getting deep cleaning, bubbling repaired and re-striping as needed by Professional Surface Restoration \$3,049
- Roof Cap failing on 9.5-year-roof. Owens Corning to supply 15 bundles to replace the affected pieces. We must pay labor as the company who installed it is no longer in business. Holt Roofing will be doing in the Spring along with evaluating the flat roof on the Bell Tower and Balcony Stairway.

On behalf of the property committee, we thank all those who have volunteered to help with maintenance issues, lawn care, spring and fall clean-ups. Our committee has 3 members whose 2-year terms are done this year. Our group continues to age and tasks that we could do are becoming more difficult or unable with the present group. We ask for all to prayerfully consider Property Committee and if it is a way you could be a servant to Christ and Zoar. We would welcome you to come to our committee meetings which are usually the first Monday of the month at 5:30 pm or reach out to the church office or a committee member with your desire. Peace, as we continue to keep Zoar the Welcome Place.

#### **WORSHIP & MUSIC COMMITTEE REPORT - Karen Lundholm**

The Worship & Music Committee is charged with supporting and assisting Zoar's Pastors and Director of Music in maintaining Zoar's rich history of traditional Lutheran liturgy while exploring new avenues for growth in worship and music ministries and expanding opportunities for congregational participation. The committee also strives to plan experiences beyond worship that will provide community outreach and uphold Zoar's standing as a place where all are welcome. To this end, the 2023 committee began the year planning for the continuation of music in the wake of the resignation of Cantor Omaldo Perez. Substitute musicians were secured for Saturday evening and Sunday morning worship with help from member Pat Shiple who agreed to stand in when substitutes were not available. Pat also stepped in to bring Chancel Choir members together again for rehearsals and singing at worship services. The task of looking for a new Director of Music got underway at this time with the formation of a Search Committee chaired by Michael Searle. In the weeks that followed, three very capable candidates were vetted, interviewed and discussed resulting in the approval of Jacob Henry as our new Director of Music. He was officially, and happily, welcomed to the fold on June 1<sup>st</sup>.

A goal for this year was to encourage Zoar members to take an active role in worship services. We have had moderate success to date partly due to trying to find the best and easiest way for congregants to sign up to serve as there was some confusion with use of the "Sign-up Genius" technology. A pamphlet with service suggestions and sign-up instructions was made available. We will continue to encourage participation and thank all who have agreed to serve as lectors, assisting ministers, greeters, ushers, communion assistants, singers and bell ringers.

The Zoar Foundation provided funds for youth member Gabi Myers to attend the Lutheran Summer Music Academy & Festival from June 25<sup>th</sup> to July 23<sup>rd</sup> at Valparaiso University in Valparaiso, IN, this past summer. This program brings young people together from around the country to a faith-based residential music academy to participate in classes, private lessons, chapel services, recitals and concerts. Our committee is currently working to find candidates for this summer's experience.

A goal for the coming year is to re-start the "Music with a Mission" ministry beginning with hosting the Perrysburg Symphony Orchestra's Michael Moody Chamber Series on January 12, February 9, and March 8 of this year. We will



investigate the re-scheduling of the BGSU women's Volaré Choir concert that was cancelled due to weather last winter as well as organ recitals, and other vocal and instrumental performances.

And finally, we were pleased to welcome our new Associate Pastor Melanie Forrey who was ordained here at Zoar on January 6, 2024. We are blessed with capable, co committed leadership, and we are looking forward to the new year in partnership with them.

Members: Pastor Paul Reichert, Pastor Melanie Forrey, Jacob Henry (Director of Music), Carl Ruetz (Council liaison), Nadine Johnson (Altar Guild), Julie Buzzelli, Doug Cook (Secretary), Karen Lundholm (Chair), Michael Searle, Jackie Taylor, Lee Rupert, Tom Iserman.

#### **COURTYARD COMMITTEE REPORT – *No significant changes for the year***

#### **YOUTH AND YOUNG ADULTS COMMITTEE REPORT – Karen Matheson and Kristen Scasny**

Thank you to everyone that has helped with the Youth and Young Adult program over the last year. Periods of time, without the guidance of a youth director, are always extremely trying. We survived and are now extremely grateful to have Corryn Short as our leader. Under the direction of Corryn Short, we look forward to rebuilding and growing our Youth and Young Adult offerings at Zoar.

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

- Karen Matheson put much time and effort into obtaining interns to run the youth programs. Ultimately this did not work out, however attention needs to be paid to Karen's efforts.
- YAYA provided older youth to assist with the annual Easter Egg Hunt
- YAYA hosted a reception for the 2023 high school graduates
- Leah Patnode revamped the structure of confirmation, with a very successful outcome. In the absence of a youth director during the 2022-2023 school year both Leah Patnode and Kristen Scasny assisted pastors with facilitating confirmation. The new structure of confirmation is continuing to be used for the 2023-2024 school year. Also, thank you to everyone that helped with the community service component of our confirmation retreats.
- Members of YAYA continue to teach Sunday School to grades 5<sup>th</sup>-12<sup>th</sup>. Our goal for the future is for 5<sup>th</sup>-12<sup>th</sup> to grow and for there to be a need to split these grades into multiple classes.
- YAYA assisted with planning activities for Rally Sunday 2023
- 8 Zoar and Church of the Master youth and 4 adults will be traveling to New Orleans, in July, for the 2024 ELCA Youth Gathering. For preparation, the 8 youth and adults have been meeting monthly throughout the 2023-2024 school year.
- YAYA has helped facilitate multiple youth and young adult outings this 2023-2024 school year including a Cedar Point trip, Perrysburg Christmas parade and Christmas movie night, and an upcoming trip to Trapped Toledo escape rooms.
- YAYA will be assisting with recruiting of youth completing 5<sup>th</sup>-8<sup>th</sup> grade for the upcoming Northwestern Ohio Synod Youth Retreat.
- YAYA will also be recruiting youth and young adult to assist with our upcoming VBS

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

## **STAINED GLASS WINDOW TASK FORCE REPORT – Lynn Cooper**

In early 2023, we established this task force to raise funds to maintain/restore our beautiful stained-glass windows. Our intent is to raise \$250,000 over the next five years. Bigelow Glass of Findlay created a spreadsheet which indicates which of our 31 windows need attention and the cost to repair/renovate each of those windows.

### Highlights of the year:

- Creation of a 90+ page book which shows the genealogy of each family that donated money towards the windows in 1917 and 1919.
- Creation of a “stained glass window” float that can be used for local parades.
- Applied for a grant from the Zoar Foundation which was used for a Flashlight Tour and a concert by members of the Toledo Symphony. Both events used the talents of the folks at Great Lakes Sound to illuminate the windows from the outside. We received a very positive response from both congregation members and community members from these two events.
- Creation of a bulletin board in the Gathering Space that highlights current events in our window restoration.
- Inclusion in an in-depth article by the Toledo Blade that was all about Zoar’s windows!
- The first window to receive restoration was the Samaritan Woman at the Well. The cost was \$10,835. Two windows are currently undergoing restoration: The Resurrection/Jesus Appearing to Mary Magdalene and the Ascension. The next window to undergo restoration will be Jesus the Good Shepherd. Those funds were given in honor of Pastor Paul’s 30<sup>th</sup> Ordination Anniversary.
- The amount of money in the dedicated fund for the stained-glass windows is fast approaching an amazing \$100,000.

## **ZOAR FOUNDATION REPORT – Glen Abke**

The Foundation’s purpose is to “be an effective instrument by which members of Zoar Lutheran Church create lasting legacies in support of their congregation and its ministries; and be a major resource complementing and expanding Zoar Lutheran Church’s Christian witness and service to its members, its community and beyond”.

In 2023, the Foundation Board oversaw the investment of Foundation assets and in consultation with the Zoar Church Council, awarded several grants. This year, The Foundation Board continued to focus on supporting causes that either assisted groups outside of Zoar’s four walls, brought folks into the church, or enhanced the worship experience at Zoar. Below is a summary of 2023 grant activity.

### Zoar Foundation – Grant Endowment Fund

A total of about \$150k in grant money was awarded, spread across 23 grants. Some highlights of this year’s grants are:

- \$59k to various groups in the community to assist with hunger and shelter programs
- \$19k to groups that assist those in need in developing countries and refugee services
- \$36k to support Zoar activities designed to bring members together and more awareness of Zoar to community members.
- \$31k to maintain and modernize Zoar’s physical facilities. (new entry doors and electronic locking systems)
- \$5k to support the ELCA Leadership fund.
-

### Zoar Foundation – Kurfis Youth Fund

A total of about \$58k in grant money was awarded, spread across 14 grants. Some highlights of this year's grants are:

- \$26k to support the 2024 Zoar youth trip to ELCA Youth Gathering in New Orleans
- \$8k to support the Zoar young family retreat
- \$24k to assist Zoar's Sunday School teachers and youth programs, equipment, snacks and travel expenses during the year

In 2019 the Foundation created a fund called the Zoar Operating Endowment Fund. This gives individuals the opportunity to support future general operating expenses of the Church on an ongoing basis through gifts to the fund. Income of the Zoar Operating Endowment Fund is distributed to Zoar Church Council at least annually for use towards the Church's general operating expenses. \$1,798 was given in 2023.

These grants were made possible by the earnings from gifts entrusted to the Foundation by current and past members of the congregation. The Board is grateful for your trust and pleased that members of the congregation used these grants to expand and enhance the ministries of the congregation.

A recap of all approved grants and a grant request form can be found on the Zoar Foundation section of the Zoar website. Grant request deadlines are March 30 and September 30.

Thank You for including the Zoar Foundation in your giving/estate plans.

Members of the Zoar Foundation Board of Directors:

Glenn Abke, Dustin Brown, Paul Dodge, Steve Hill (church council VP), Holly Newcomer, Pastor Paul Reichert, Lisa Richard, Branch Springer, Dave Stuckey, Scott Williams. and Julie Winder