

The Tower

For Members & Friends of Zion Lutheran Church

March 2016

Please submit news items to tower@zlc-aa.org by the 10th of the preceding month



For more information about Zion's ministries scan this QR code to visit our website.



What's Happening at Zion

Missing

The display of 40 framed pictures, an oil painting and a stained glass piece that once hung in the Luther Room and then on the wall near the Welcome Center is missing. When the renovation was done 7 years ago, the display was taken down. Some of the pictures are now in Holtfreter Classroom A, but most are nowhere to be found. Do you know where they went? We are getting ready for the 500-year anniversary of Martin Luther posting his theses, and we would like to feature the display. Can you help us? Please contact the church office if you have any information. Thank you!

Call Committee Formed

Zion Council formally established the Zion Associate Pastor Call committee on February 16th. Members of this committee are: Dale Eckart (chair), Holli Bertram, Kay Davoux, Kara Kogelman, Matt Rudy, Bob Thompson, Emmeline Weinert and Margie Reynolds (ex-officio). Diane Hunt (chair of Pr. Debner's Call Committee) met with the group to describe what first steps were taken previously, and addressed questions from those new to the Call Process. Pr. Debner was also present to provide the group with his thoughts. Formal installation and blessing occurs at all three services on Feb 28th. We are collecting biographies of each committee member along with their pictures. These biographies and pictures will appear soon in the Welcome Center. We plan to communicate often as we progress through the Call process. The entire committee is eager to see where God will lead us as we begin this Call process. Please keep them in your prayers.

Wednesday Lenten Services During March

Join us for Living Lent, a special series of services for the season of Lent. Each service in this series focuses on a word to consider while living Lent as Easter people. We gather on Wednesdays at noon in Yeager Chapel with a lunch that follows in Piper Hall. The evening Wednesday service is in the main sanctuary beginning at 6:30PM.

- Week Three (March 2) in the series is based on the word PROCLAIM and reminds us that our proclamation of the Savior brings faith to life.
- Week Four (March 9) in the series is based on the word PRAISE and reminds us that even in the midst of sorrow, we are called to celebrate the love of God and the joy that can be found only in Christ crucified, who reigns in glory now.
- Week Five (March 16) in the series is based on the word PAIN and reminds us that the pain of rejection and the pain of a father when a son leaves demonstrate the reckless love of God revealed in Jesus, who wipes every tear from our eyes.

The service includes readings from Scripture, a sermon and hymns that help us to remember that we are people of the resurrection living in Lent.

Palm Sunday GIFT Service

The next Generations in Faith Together service will be on March 20 at 9:30AM. The service will include First Communion for fifteen fourth graders. This will be a spirit-filled service with the waving of palms, an activity for all ages, special music and a meaningful way to enter into Holy Week.

Holy Week Schedule

Wednesday—March 23

Noon Worship in Yeager Chapel

Maundy Thursday—March 24

Noon Worship in Yeager Chapel

Worship with Drama, Communion and Stripping of the Altar 7PM

Good Friday—March 25

Noon Worship in Yeager Chapel

Tenebrae Service 7PM

Easter Vigil—March 26

Saturday Evening 7PM

Easter Sunday—March 27

Traditional Festive Worship with Holy Communion 8:15AM

Family Festive Worship with Holy Communion 9:30AM

Contemporary Worship led by Liberty St. Band with Holy Communion 11AM

Worship Core Ministry

Calling all Musicians

It's a great time to join a music ensemble at Zion! If you would like to be involved, please email Natalie Downs (see below) for more information.

- **The Rings of the Lord (Handbells)** meets weekly on Thursdays from 6:00-7:30PM in the Sanctuary. We welcome ringers ages high school to adult. No ringing experience necessary, but music reading is a plus.
- **Chancel Choir** meets weekly on Thursdays from 7:30-9:00PM in the Sanctuary. We welcome singers ages high school through adult.

Singers and instrumentalists are also encouraged to provide Special Music throughout our weekly and festival worship services. If you are interested in sharing your music, please email Natalie (ndowns@zlc-aa.org).

Children's Music

All children are invited to make music with Ms. Natalie on Sundays after Bibleland. This month, we will focus on music for Palm Sunday. Rehearsals will be in preparation for the GIFT Service on March 20th (Palm Sunday). Below is the upcoming rehearsal schedule:

- Sunday, Mar 6, 10:45-11:15AM (Music Rm 1B)
- Sunday, Mar 13, 10:45-11:15AM (Music Rm 1B)
- Sunday, March 20th 9-9:20AM (Rehearsal before GIFT Service in Music Room 1B)

Parents with questions can email Natalie Downs: ndowns@zlc-aa.org.

Holy Week Music

Do you like to make music, but don't have time to commit to weekly rehearsals? Share your musical gifts during Holy Week! You are invited to join one of our music ensembles, whether you like to sing in the choir or ring handbells. All are welcome! For more information, please contact Natalie Downs (ndowns@zlc-aa.org).

March Lectionary

- Mar 6:** Joshua 5:9-12, 2 Corinthians 5:16-21, Luke 15:1-3, 11b-32
- Mar 13:** Isaiah 43:16-21, Philippians 3:4b-15, John 12:1-8
- Mar 20:** Isaiah 50:4-9a, Philippians 2:5-11, Luke 22:14-23:56
- Mar 24:** (*Mauudy Thursday*) Exodus 12:1-4 [5-10] 11-14, 1 Corinthians 1:23-26, John 13:1-17, 31b-35
- Mar 25:** (*Good Friday*) Isaiah 52:13-53:12, Hebrews 10:16-25, John 18:1-19:42
- Mar 27:** (*Easter*) Acts 10:34-43, 1 Corinthians 15:19-26, Luke 24:1-12

Zion Singers

Zion Singers is a group of singers with daytime availability who come together once a month to prepare and present a program of sacred, fun and seasonal songs to residents at a local nursing care, assisted living, or hospice care facility. Our March 2016 date is: Friday, March 11th at the Sanctuary at St. Joseph's Village. Our rehearsal will be at 12:30PM in Music Room 1 on Level B1, and the performance will be at St. Joseph's Village at 2PM.

Zion Concert Series

Don't miss the exciting concerts coming to Zion! Admission is free and all concerts are open to the public. A free will offering will be accepted at each concert.

Upcoming Concerts:

- Saturday, Apr. 9th at 7PM (Sanctuary) - Stephen Lynerd Group Sacred Jazz Concert
- Sunday, May 1st at 7:30PM (Sanctuary) - Aaron Tan, pianist and organist

We are in need of volunteers to help usher and provide refreshments for our upcoming concerts throughout the year. If you are interested in helping, please contact Natalie Downs (ndowns@zlc-aa.org).

Assisting Ministers and Minster of Word Volunteers Needed

If you are interested in assisting in worship services on Sundays, please contact Marlene Hintz (marlhintz@gmail.com). If you would like to be added to the sub list, we are always looking for substitutes as well!

Welcome Core Ministry

Online Directory

The next opportunity to get your family photo taken for the Online Directory is Sunday March 13, 9-11AM in Stellhorn Lounge. The Directory is available both online and as an app for smartphones, and you can access it with your email address after you register and get your photo taken, at no charge. Hardcopy prints will also be available later this year. *Note: you do not need to retake your photo if you already had it done; however, you may do so if you would like to update it.*

From Pastor Jim

Alleluia! Christ is Risen!

Easter, the cornerstone of the Christian faith, is just around the corner. It's a day that many get dressed up and head to church. Is Easter more than just a one-day-a-year event? What's the real meaning of Easter? How does it change the other 364 days of the year?

Joel Osteen tells a story of a man who went on a cruise in his book *Your Best Life Now*. The story goes like this, "There was a very poor man who wanted to travel to the United States from Europe on a cruise ship. He worked hard. Saved every penny he could, and finally he had enough money to buy a ticket to board the ship. It was about a two week trip, so before he left he went out and bought a suitcase and filled it with cheese and crackers. That's all he could afford. Once on board, all the other passengers went to the large, ornate dining room to eat their gourmet meals. Meanwhile the poor man would go over in the corner and eat his cheese and crackers. This went on day after day. He could smell the delicious food being served in the dining room. He heard the other passengers speak of it in glowing terms as they rubbed their bellies and complained about how full they were and how they would have to go on a diet after the trip. The poor traveler wanted to join the other guests and the dining room, but he had no extra money. Sometimes he would lie awake at night, dreaming of the sumptuous meals the other guests described.

"Toward the end of the trip, another man came up to him and said, 'Sir, I can't help but notice that you were always over there eating those cheese and crackers at mealtime. Why don't you come to the banquet hall with us?'

"The traveler's face flushed with embarrassment, and he said, 'Well to tell the truth, I only had enough money to buy the ticket. I didn't have any extra money to purchase fancy meals.' The other passenger raised his eyebrows in surprise. He shook his head and said, 'Sir, didn't you realize the meals were included in the price of a ticket? Your meals have already been paid for.'"

Easter changes the other 364 days, because Christ has paid for our mistakes, our sins, our lives. Easter means that we can give up eating the cheese and crackers while sitting alone in the corner, away from the banquet of God's rich blessings. Easter invites us to the great feast! Easter changes us: we are resurrected people now, not just someday. Now we look inside, and what we see is that anyone united with the Messiah gets a fresh start, is created new. The old life is gone; a new life burgeons! Look at it! All this comes from the God who settled the relationship between us and him, 2 Cor. 5:17-18: *Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here! All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation.* Christ comes this Easter to share with you the joy, the encouragement and the forgiveness of Easter. That's the reason for the resurrection, to give us all new life that begins now! He has Risen! He has Risen Indeed!

¹ On the first day of the week, very early in the morning, the women took the spices they had prepared and went to the tomb. ² They found the stone rolled away from the tomb, ³ but when they entered, they did not find the body of the Lord Jesus. ⁴ While they were wondering about this, suddenly two men in clothes that gleamed like lightning stood beside them. ⁵ In their fright the women bowed down with their faces to the ground, but the men said to them, "Why do you look for the living among the dead? ⁶ He is not here; he has risen! Remember how he told you, while he was still with you in Galilee: ⁷ 'The Son of Man must be delivered over to the hands of sinners, be crucified and on the third day be raised again.' " ⁸ Then they remembered his words.

⁹ When they came back from the tomb, they told all these things to the Eleven and to all the others. ¹⁰ It was Mary Magdalene, Joanna, Mary the mother of James, and the others with them who told this to the apostles. ¹¹ But they did not believe the women, because their words seemed to them like nonsense. ¹² Peter, however, got up and ran to the tomb. Bending over, he saw the strips of linen lying by themselves, and he went away, wondering to himself what had happened.

- Luke 24: 1-12

Congregation Council

January 19, 2016—Highlights

Financial Report Highlights

- **Cash:** Available cash at the end of December was \$91,684. Cash in the operations account as of 01/15/16 is approximately \$97,000. We currently have sufficient cash on hand to last several months. The Endowment fund made disbursements in December of \$55,000 to the General Operations account and \$65,000 to the Capital Projects Reserve dedicated account (Building & Grounds). We had budgeted \$95,000 from the Endowment Fund for General Operations in 2015, but per Council's request, we actually received \$87,000 in 2015 for General Operations, which was \$8,000 less than budgeted.
- **Income:** For the month of December, contributions were \$114,645, which was \$3,028 less than the budget projection. This compares to contributions of \$112,573 in December last year. For the year, contributions were \$32,474 less than budgeted, and \$1,641 more than received in 2014. Total income was \$61,768 less than budgeted.
- **Expenses:** We were \$9,803 under budget for the month and \$111,266 under budget for the year. The final result for the year was that expenses exceeded income by \$13,617. This was considerably better than the \$63,114 deficit forecast in the original budget.
- **Building Fund:** Contributions to the Down with the Debt fund were \$3,338.03 by 23 givers in December. The minimum principal payment for January was \$2,670.84. David has cut and mailed the January checks to make the additional principal payment for the full amount of \$3,338.03 received in December plus the minimum principal payment from the Operations fund. We owe Thrivent \$43,386 as of the end of December. With any luck, we should be able to pay this off in the coming year.
- **Stewardship:** We have received 154 pledges totaling \$563,965 for 2016. This compares to 199 pledges totaling \$619,156 for all of 2015, 187 pledges totaling \$605,236 for all of 2014, and 243 pledges totaling \$672,354 for all of 2013.
- **Attendance:** Attendance YTD in 2015 was 17,422, and 20,101 including Bibleland compared to 2014 attendance of 17,368 and 20,525. Offering YTD was \$869,976 compared to \$868,335 in 2014.

Lutheran Campus Ministry Board Member Opportunity

There are now a couple of vacancies on the Lutheran Campus Ministry Board, which is made up of members of Lord of Light and supporting congregations. This is an opportunity for people who may have a passion for campus ministry to shape what it could look like. Board members attend monthly board meetings. Outgoing board members are John Leipzig and Alison Rullman. Currently Bryan Weinert, Tyler Dence, and Josh and Amy Barnhart are board members from Zion.

Refugee Sunday

Bryan proposed that Zion hold a "Refugee Sunday" in cooperation with Lutheran Social Services of Michigan, which provides refugee and immigration services [see related article, page 10]. The proposal is that we focus on the issue of refugees on a

Sunday and include a personal story from people who have received help, as well as discussion of opportunities for personal and congregational involvement.

Bryan suggested that he work with Pr. Jim and Worship Core Ministry to figure out how to work it into the service. Pr. Jim noted that some of our own members know what this is like to be a refugee. He wants to be sure that LSSM has the ability to support the idea before we get underway. Steve Kessler will be giving an update about LSSM in March. Council gives verbal support for this idea.

Banner Campaign

The Interfaith Council for Peace and Justice and Interfaith Roundtable is launching a banner campaign called, "One Human Family," (www.1humanfamily.org). The point of this campaign is to communicate inclusion and welcome for refugees and Muslims in the face of today's anti-refugee and anti-Muslim discourse. Interfaith Council for Peace and Justice would like to get a couple dozen congregations to support the campaign. There are 3 target audiences:

1. our Muslim neighbors and refugees,
2. people who are on the fence on this issue, and
3. people who already embrace this cause, to convey we are not alone.

This campaign is similar to another banner campaign that was done 10 years ago to stop torture, which Zion and a couple dozen other churches supported. The One Human Family campaign will include banners that churches would display and yard signs for individuals, and a web page that is already up. The website includes mission statement, the purpose of the campaign, FAQs about refugees, and links to other resources. The plan is to launch the campaign early February.

If we at Zion endorse it, we'd be listed on the website. Bryan is asking for \$100 to cover the cost of the banner, which would be up for 3 months. Yard signs would be available. Pr. Jim suggested we check with the city about whether we can put up a banner before we proceed. Council approved support of the One Human Family banner campaign, including the banner itself as long as it's legal. Bryan will follow up with Margie and Jim about whether the city has restrictions about display of a banner. Bryan and Bob T will work on an announcement to inform the congregation [see related article, page 8].

Adult Discipleship

Ron Delph, Sonja Page, and Ruth Huff came to discuss issues facing the Adult Discipleship Core Ministry. Since Chris Carl- sen retired, a group of volunteers have kept this ministry going. This year, Adult Discipleship offered a series of classes taught by different people within the congregation, but it hasn't led to an overall increase in attendance, as these people are usually committed elsewhere in the 9:30 hour. The ministry members feel like they are struggling, and they are wondering whether they should continue to struggle along, or do something else? They brought 4 suggestions:

- Continue doing what we're doing – try to offer classes and events as best we can. Pr. Jim has been bringing what we're doing to people's attention.
- Continue with same worship schedule, but instead of every Sunday, hold classes more sporadically, and perhaps on a different day of the week.

Congregation Council (cont.)

- Instead of classes every Sunday, let small groups carry education;
- Instead of 3 services, have 2, and make one of them an education hour

Adult Discipleship also suggested inviting speakers, but they don't want to do at current rates of attendance (e.g., 15 or so people). Council discussed these and other ideas for adult discipleship and education, including:

- a weekly evening meeting that starts with a meal, and then breaks up into several different classes;
- keeping 3 services, and squeezing in an education hour – either in the 9AM or 10AM timeframe.

Pr. Jim remarked that we are conditioning children to never come to worship. We have been doing this now for 20 years, and it's a recipe for a dead church in the future. There was support for learning within small groups that would involve discussion, rather than just lecture. There was mention of the need to start planning for the fall, as well as planning for the anniversary Luther year coming up in 2017.

Margie emphasized that education is a huge part of our mission and vision, we are grateful for the work done by this core ministry, and we need to figure out how to expand it. We don't intend to let it go away. At this point we aren't quite sure whether the associate pastor to be called will be in charge of Adult Discipleship; we are waiting to see what else happens.

Also, Margie noted that we need to work with Worship Core Ministry to make a decision about whether to change the worship schedule. Pr. Jim wants to have it decided early spring so we have all summer to prepare.

Personnel Committee Report

David Werner and Diane Hunt presented on behalf of this committee, and asked Council to adopt the job descriptions for the positions that we've filled since last April, including: a Young Discipleship position, the 3 music positions, and the part time weekend custodian position.

Council discussed the specifics of some of these positions. The Young Discipleship position didn't include anything specific about confirmation, and this was left out on purpose. Kelly had that responsibility and she was full time, but a part time person wouldn't necessarily have time for it. Pr. Jim noted that every position includes the phrase, "Other duties may be assigned." With regard to being a congregationally driven church, there's a statement in each of the position descriptions that they will be expected to work with a committee and they're not the singular determiner of what the job includes. The people in these positions had the opportunity to read these descriptions before being hired. Job descriptions for current employees are underway and employees will have the opportunity to have input into the job description. Council approved the position descriptions.

Personnel Policy Handbook

The Personnel Committee also presented the new Personnel handbook. By law, such a handbook becomes a contract. The committee approached the re-writing of the handbook based on attorney opinion. Some of the main changes: clarified that the personnel officer is the senior pastor; handbook now includes a harassment policy; timekeeping (absences); benefits; vacation days; holidays. There is no specific cell phone policy.

A disciplinary action will not disappear from an employee's file after a year, which had been previous practice.

After these highlights, Council suggested other additions, such as adding sexual orientation as a legally protected status in accordance with ELCA policy. Personnel Committee will revise this document and email it to Council.

Security System

Lorin recapped where we are on this issue: at the December 2015 Council meeting, Lorin described that she had given 3 contractors a walk-through of the building and requested bids for card key and video system, and received one bid from Johnson Controls. Council asked Lorin to get bids for burglar alarms and camera systems, e.g., from Guardian and ADT, and find out what other churches have done for security.

Lorin spoke with two other churches, First Presbyterian and Trinity Lutheran. She reported that First Pres. has security cameras and they pay a monthly fee. They're not happy with the system, because the fees are high and replacement parts are exorbitant; they feel stuck with it. Trinity uses All-Star alarm, which costs them \$165/month. They get 5 calls per year about whether or not police need to be called. They also have cameras within the building. They have door security with card-locks. They think it's a good system and worth the money to do it.

B&G, Chris LeVasseur, and Lorin discussed options at the last B&G meeting. B&G recommends Johnson Controls, and Chris preferred it as well. They believe it is the best for safety of staff and people in the building, including children; there is no monthly fee; we could put signage up that there's a security system. They also prioritized the aspects of this system.

Council discussed how the system would work and whether we have the money to install the system all at once or in stages (e.g., access control for entry, cameras activated by motion), as we are already going into 2016 projecting that revenue won't cover expenses. Council discussed potential sources of funding, including the capital reserve, a future capital campaign, and Haarer Funds that may be remaining. The conclusion was that it might make sense to install all cameras at once rather than paying a higher price for additional cameras later. Without further discussion, Council approved accepting the bid from Johnson Controls for the internal cameras -- the main floor (\$20K), second floor (\$2K), and lower floor (\$1K, which includes the nursery).

Call Committee

Margie has a core group of people for the new call committee and is waiting for one other person to respond to the request [see related article, page 1].

Project Grow

Project Grow is underway, Bob T. has an informed minute to come at the end of February, and also materials for the bulletin and the announcement. We have raised \$500 of the \$1500 goal.

Nomination Committee

Chris and Connie reported they are doing well in getting nominees for open leadership positions. The Welcome Core ministry is the one of most concern at this point. Council also discussed whether welcome brochures are needed; perhaps they are no longer needed as people can find information on the web.

Adult Discipleship Core Ministry

Classes in Adult Education At Zion

March 6 at 9:30AM in Holtfreter Classroom A begins a new series, *Prophecy and History in the Old Testament: Amos and Isaiah*. Set within their historical context, the books of the Old Testament prophets Amos and Isaiah offer a fascinating overview of the history of the kingdoms of Israel and Judah. We can trace in these two works the rise and destruction of the northern Kingdom of Israel, and the struggle of the southern Kingdom of Judah to maintain its freedom from the superpowers of the day -- Assyria and Babylon. Prophecies and texts in both books place God firmly in control of these events. Our classes will examine this combination of prophecy and history in these two majestic works. This class will run March 6 through April 24 with two breaks:

- March 13 - *One Human Family*, taught by Bryan Weinert as part of the Ann Arbor community consideration of how we as humans differ, yet are alike. How can we be tolerant and welcoming to each other.
- March 27 - Easter. There will be no class.

Save the date - On May 22nd, we look forward to two back-to-back sessions on Alzheimer's Disease/Dementia taught by members of the local Alzheimer's Association with support from Zion Parish Nurses. This program will provide information on detection, causes and risk factors, stages of the disease, and more. It will be open to Zion and to the AA community; registration through the church office is suggested so that materials can be provided. Flyers will be available in early April.

We are also hoping to have a spokesperson from LSSM come to talk with us about plans and procedures for settling refugees in Southeast Michigan and how we might play a part in this effort. The date for this is not yet available.

Wanted! Needed!

People who love Luther, want to know more about Luther, want to think about Luther's relevance in the 21st century, are willing to meet with others of like mind to come up with a vision for bringing Luther to Zion in 2016-17.

Reformation 2017 is 500 years since Luther tacked his theses on the door of the local church. How would we react if a modern Luther did that today? What do we think Luther's fight would be today, given that in 1517 he chose to make it indulgences?

If you are willing to think about this, contact Ron Delph (rdelph@emu.edu) or Sonja Page (sonjapg@umich.edu).

COMMUNITY GROUPS—WINTER 2015-16

Listed below are existing and new Community Groups. Please contact the church office for more information on joining or starting a group.

Group make-up / focus / interest	Leader(s)	Day	Time	Frequency	Location
Open to all, service to the homeless	Kent Peterson	meet irregularly, serve the homeless often			
Women, generally over 50	Debbie Weber	Mondays	7:00PM	twice a month	in homes / at Zion
Open to all, ministry to military families	Laura Girbach	Sundays	5:00PM	every other week	in Girbach's home
Couples with teenagers (currently suspending regular meetings, but continuing with work on Foster Children projects)	Chris Gajar	Sundays	6:30PM	once a month	in homes / at Zion
18-29 year-olds without children	Roger Santini	Thursdays	6:00PM	weekly	Youth Room
Couples with teenagers / empty nesters	Heidi/Todd Newman	Sundays			in homes
Men	Dale Eckart	Mondays	6:30AM	every week	at Zion
Men, bowlers	Mike Weber	Mondays	after bowling	every week	Bel-Mark Lanes
Individuals/couples who like to learn	Ruth Huff	Mondays	7:00PM	every other week	at Zion
Individuals/couples, 50's-70's	Steve & Judy Kesler	Mondays	7:00PM	every other week	at Zion
Couples, retired	Charlotte Dootz/Joyce Schlecht	Mondays	7:00PM		in homes
Women, over 70	Linda Greb	Tuesdays	9:30AM	every other week	in homes
Open to all	Ron/Linda Hilst	Sundays	11:00AM	last Sun. of month	at Zion
Open to all	John Leipzig/Avis Ellingrod	Wednesdays	7:00PM	once a month	in Avis Ellingrod's home
Men	Dan McConnell	Thursdays	7:00—8:30AM	every week	at Zion
Recent Empty Nesters	Christy Nelson			occasionally	
God's Gardeners	Carol Brodbeck	Mondays	9:30AM—Noon	fourth Mon of month	at Zion
Young couples	Kara Kogelman	Tues. or Wed.	evening	every other week	in homes
Moms	Karen Fry	Thursdays	9:30—11:30AM	2nd & 4th weeks	at Zion

Thank You and Congratulations

The February 15 blood drive was very successful, as donors provided 33 units of blood, potentially aiding 99 patients in our geographic area. Thanks to everyone who came to donate, those who baked the delicious cookies and provided the meal for the Red Cross staff, and you who volunteered your time on drive day. Extra-special thanks to our first-time donor Nick Rombes!

The next blood drive at Zion is scheduled for Monday, June 13. If you donated on 2/15, you are eligible to do so again as of April 11 (except for double red donors, who have to wait another eight weeks). As long as you don't donate after April 17, you will be good for a June 13 donation. Mark the date and look for the announcements. We appreciate each and every one of you!

Mary Pearson and Debbie Weber, Coordinators

Young Discipleship Core Ministry

First Communion—Parents' Checklist

First Communion is a wonderful, important milestone in your child's faith journey. Zion wants to make this milestone a special celebration for the whole family. To do this we need the generosity and commitment of both our staff and you parents. Below is a checklist of responsibilities for all parents of First Communicants:

- Return First Communion Registration form and \$30 payment to Zion
- RSVP the number of family members attending the Seder Meal
- Supervise your child as they create their own Chasuble square, which must be returned by March 13th
- Sign up to bring food, supplies, or volunteer for the Seder Meal on Signup Genius
- Lead your students in the at home Communion lessons with supplemental videos that can be found on YouTube under the heading "Fed and Forgiven – What is a Sacrament?"
- Review public review questions prior to the Seder Meal
- Watch the movie *Prince of Egypt* as a family either on Netflix or hard copy provided by Zion
- Prepare a pork-free dish and a side dish to share, along with serving items, and bring them to the Seder Meal
- Celebrate the Seder Meal Saturday, March 19th from 5—7PM
- Attend the First Communion Service on Sunday, March 20, at the 9:30 AM worship service

If you have any questions, please contact Roger Santini, Director of Young Discipleship at rsantini@zlc-aa.org or by calling the Zion office at 734-994-4455. We look forward to a great First Communion Experience with our families!

Easter Egg Hunt and Party

The 11th annual Easter Egg Hunt and Party will be held Saturday, March 26 from 4—5:30PM, for Ages 0-elementary school aged children and their families, but all are welcome! Pizza, veggies, drinks and cookies will be provided. After the egg hunt, there will be crafts and lots of fun.

Please register by Sunday March 20. You can email Carolyn King at csking39@comcast.net or sign up by signs upstairs in Bibleland or in the Welcome Center. Be sure to include adult names and children's names and ages.

We will have this event rain or shine! The hunt will take place inside in case of inclement weather. The hunt begins promptly at 4PM, so please arrive on time.

We sure hope you can celebrate with us!

Upcoming Activities

March 19	Seder Meal
March 20	First Communion Catechism for all grades Grace Place

Mission Core Ministry

Planning 2016 Haiti Mission Trip

Zion is starting to plan for our 2016 Haiti Mission Trip to visit our partners in ministry, Mary Jane and Andris Jolibois at Living Hope Ministries – Haiti.

We stay on the secure campus in a pleasant guest house. The total cost of the trip, including travel is ~\$1200. We will establish the 2016 travel dates after we meet with interested travelers at our first planning meeting. If you are interested in learning more about past trips and are interested in going in 2016, please contact Mark Gunderson 734-996-2435 evenings, or MLGondo@comcast.net.

Homeless Overflow Shelter

We will be hosting our guests from February 29th to March 7th. We have had great response on our sign-ups for Meals and Overnight Hosts, but if you have the time, please stop by the sign-up table in the narthex on Sunday mornings or contact Dianne Daily at dianne2daily@gmail.com or Laura Girbach at lgirbach@comcast.net. In addition, we provide our guests with a blessing bag of supplies when they arrive. We have received many donations for the blessing bags, but are still in need of the following items: hand towels, washcloths, socks, new t-shirts, new boxer shorts, disposable razors, shaving cream, gloves and hats. All donations can be dropped off in the narthex. Thank you for your continued support of our community in need!

Mission Core Ministry (cont.)

Zion Supports "One Human Family"

Zion's Church Council has endorsed a local campaign being led by the Interfaith Council for Peace and Justice (ICPJ) and the Interfaith Round Table of Washtenaw County (IRT) to counter anti-Muslim and anti-refugee hysteria active in our society at present. Zion will be one of about two dozen congregations in Washtenaw County that will be hosting a 3 foot by 8 foot banner on their property that reads "One Human Family: We support refugees and our Muslim neighbors". More information on the larger campaign can be found at www.1humanfamily.org.

As we are all too aware, the world is once again experiencing a massive refugee crisis, mixed with a generalized fear of Islam, in part because of national and world events "sponsored" by radical extremists who use Islam to promote a non-Islamic agenda, and in part because of US politicians and media voices who are exploiting this issue and feeding fear and hate.

Through this campaign, local congregations, ICPJ and the IRT are trying to send a strong message to the media, elected officials and the broader community that those who would use faith to oppress and divide us represent fringe voices and not the mainstream of religious communities. The campaign sponsors also hope that these explicit displays of solidarity will help to tip the balance towards compassion in the hearts of those who are unsure of which voices to heed.

Religious teachings are full of directives to welcome strangers, foreigners and all those who need help. From the Old Testament ("*The stranger who resides with you shall be to you as the native among you, and you shall love him as yourself, for you were aliens in the land of Egypt; I am the Lord your God*" - Leviticus 19:34) to the words of Jesus in Matthew 25 ("*When I was a stranger you welcomed me*") to the Quran ("*To parents do good, and to relatives, orphans, the needy, the near neighbor, the neighbor who is a stranger...verily, God does not love any of those who, full of self-conceit, act in a boastful manner*"--An-Nisaa 4:36), all major faiths speak to this basic notion.

"One Human Family" was chosen as the slogan for this campaign, because it emphasizes that when our neighbors are in trouble, people of faith will come to their aid. We cannot afford to allow our Muslim brothers and sisters to believe that we as Christians will stand idly by while they are being profiled, targeted and stereotyped.

To provide more information on these issues, the website provides a list of frequently asked questions, local resources for digging deeper and opportunities for action. In addition to congregational banners, household yard signs will also be available for pick-up in the church office or Welcome Center, for your individual witness.

Please contact Zion member Emmeline Weinert at emmelinemw@gmail.com for more information on this campaign.

Zion Responds to Flint Water Crisis

Michigan Governor Rick Snyder declared a State of Emergency on Tuesday, January 5 for Flint and Genesee County in support of Flint Mayor Karen Weaver's request, as a result of the ongoing contaminated drinking water crisis.

The damage is widespread and significant. All water for drinking and cooking must be filtered in order to be safe. Even though Flint is reconnected to Detroit water, the corrosion that occurred from using the Flint River water source and the state's failure to manage that corrosion (many areas of the city have lead pipes, as do many homes in Flint Township) have resulted in toxic levels of lead contamination. This water crisis will be an on-going issue. There is no way to determine when Flint will have safe water. Nearly 100,000 people are affected.

Pastor Monica Villarreal of Salem Lutheran Church in Flint recently shared several ways you and your congregation can be involved:

1. Raise awareness about the issue (and spread the word!).
2. Water drives! Donate bottles/jugs of water for Salem to distribute to the community. Email salemflintpastor@gmail.com to set up logistics.
3. Donate financially so that Salem can purchase and distribute water filters that are NSF certified for lead removal (filters are approximately \$30). Write "FILTERS" on the memo line of your check, made payable to the Southeast Michigan Synod.
4. Salem's own infrastructure and water is affected. Financial donations would greatly assist the church with replacing water pipes and getting a filtration system. With safe water at Salem, the community can fill water jugs with safe water. Write "FAUCETS" on the memo line of your checks made payable to the Southeast Michigan Synod. Drop in the offering plate at Zion on any Sunday in March.

Zion's Mission Core Ministry has donated \$2,500 to this project. We challenge the congregation to match this contribution dollar for dollar. Please consider helping our brothers and sisters from Salem Lutheran in their time of need. Thank you.

Mission Core Ministry (cont.)

Hope Clinic Open House

Please join us for an open house at 518 Harriet Street, Ypsilanti, MI on Tuesday, March 22, 2016 at 7PM, designed especially for our church partners!

- Learn more about Hope and our resources to help those in need
- Tour our facility
- Hear stories of how Hope has impacted lives in our community
- Be inspired by the work God is doing at Hope
- Fellowship with other Christian leaders

RSVP to Kathy Neumar at kneumar@thehopeclinic.org; phone 734-484-2989.

Hope Clinic—Providing compassionate help to those in need, ministering to the whole person with dignity and respect.

NO EMPTY HANDS Reminder

There is still a big need for food and other essentials for persons in our community. Zion continues to collect items for the food pantry at Emmanuel Lutheran Church in Ypsilanti and for Hope Clinic. You may leave your donations on the table to the left of the Sanctuary entrance off the Welcome Center. Donations must be non-perishable items:

- Canned foods and juices if the expiration date is still good.
- Cereal is badly needed.
- Rice, peanut butter, and tuna fish.
- Boxed dinners (e.g., macaroni and cheese; individual servings can also be used).
- Other items: detergent for washing machines, hand soap, toothpaste, tooth brushes, dental floss, baby wipes, Huggies and paper products.

Thank you for your donations as this is an important ministry helping those that are in such need. Emmanuel and Hope Clinic do the distributing to those that need it most. If you have any questions please feel free to contact Zoe Behnke, (734-663-1664) or Marlene Hintz, (734-944-1646).

Member Caring Ministry

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April Day of

Contemplative Prayer

It is a wonderful quality to be able to rejoice with another. This capacity to feel such joy for another requires a generous big heart. When we are genuine, authentic, and real, then we know a great aliveness within. Deep-seated joy, the third of the four limitless qualities, flows from a mind that is free and a spirit steeped in divine contentment. May our practice of unselfish joy flower within us and overcome any shoots of jealousy, envy, or fear. The Weber Center hosts a monthly gathering as a Mindfulness Community for contemplative meditation. Together, we practice mindful breathing and simple chants and seek ways to release the fruits of our experience into a world of beauty and pain.

This Prayer retreat will be held at the Weber Center, Saturday April 16, 2016, 10AM - 2:30PM, and facilitated by Esther Kennedy, OP, a Dominican Sister from Adrian Michigan.

The registration deadline is April 9. For more information, contact Dan McConnell at danmcconnell@sbcglobal.net, visit <http://weber.adriandominicans.org>, call 517-266-4000, or e-mail webercenter@adriandominicans.org.

Synod / LSSM News

News from Lutheran Social Services of Michigan (LSSM)

Lutheran Social Services of Michigan (LSSM) is one of the largest faith-based social services agencies in the country, and it provides support to needy clients in Michigan. LSSM has programs dealing with adoption, disability assistance, foster care, home care, refugee settlement and senior care. This large range of programs cannot help all those in need, however, and LSSM is constantly trying to develop new programs and expand its services.

Expanding services requires extra funds that are not directly tied to specific services (most funding for specific services comes from the government and must be used for that service) and that's one place where we church members can help. Through our donations of time, items and money, we provide LSSM with the extra funds needed to take on new challenges. Each month, we give you information on LSSM programs and ways you can help. Please think about what you can do. This month's feature is *refugee services*.

Refugee issues are a major item in the news today and LSSM is at the forefront of efforts to help in Michigan. The LSSM Unaccompanied Minor Program serves youth who flee from war, violence or persecution in dozens of countries. In some situations, the young people lose contact with parents and other family members who can care for them. LSSM is trying to help through its Foster Parents and Supervised Independent Living programs. Both programs help refugee youth to become engaged in their communities and ease the transition into their new life. Being a foster parent is a big commitment and we continue to be impressed by how many Michigan residents are willing to do this. If you don't have time to help in this way, please consider providing a room for an older teen or young adult in the Supervised Independent Living program. You don't need to be licensed, and you will not have the legal obligations of a foster parent. In exchange for a negotiated monthly rent, you will provide a room and perhaps board, along with informal education in the skills needed to function as an adult. For more information go to: <http://www.lssm.org/children-and-families/refugee> or if you want to contribute to this or other LSSM programs, please send your check to LSSM, 8131 E. Jefferson Ave., Detroit, MI or call (313) 823-7700 for more information or to donate by phone.

³⁴ Then Peter began to speak: "I now realize how true it is that God does not show favoritism ³⁵ but accepts from every nation the one who fears him and does what is right. ³⁶ You know the message God sent to the people of Israel, announcing the good news of peace through Jesus Christ, who is Lord of all. ³⁷ You know what has happened throughout the province of Judea, beginning in Galilee after the baptism that John preached— ³⁸ how God anointed Jesus of Nazareth with the Holy Spirit and power, and how he went around doing good and healing all who were under the power of the devil, because God was with him.

³⁹ "We are witnesses of everything he did in the country of the Jews and in Jerusalem. They killed him by hanging him on a cross, ⁴⁰ but God raised him from the dead on the third day and caused him to be seen.⁴¹ He was not seen by all the people, but by witnesses whom God had already chosen—by us who ate and drank with him after he rose from the dead. ⁴² He commanded us to preach to the people and to testify that he is the one whom God appointed as judge of the living and the dead. ⁴³ All the prophets testify about him that everyone who believes in him receives forgiveness of sins through his name."

- Acts 10: 34—43

MARCH CALENDAR

Tuesday, March 1

8:00 AM Homeless Shelter/Piper Hall
 12:00 PM Samaritan Counseling/Counseling Office
 5:30 PM Personnel Team Meeting/Pastor's Office
 7:00 PM Life's Lesson Book Club/Stellhorn Lounge
 8:00 PM Homeless Shelter/Piper Hall

Wednesday, March 2

10:00 AM Samaritan Counseling/Counseling Office
 12:00 PM Mid-Week Lent Worship/Yeager Chapel
 12:30 PM Lenten Lunch/Stellhorn Lounge
 6:00 PM Family Matters Group/Creation Station
 6:00 PM Way of Life/Omega Room
 6:30 PM Mid-Week Lent Worship/Sanctuary
 6:45 PM Praise Band Rehearsal/Practice Room
 7:30 PM Al-Anon Meeting/The Gathering
 7:30 PM Alcoholics Anonymous/Piper Hall
 7:30 PM Al-a-teen Meeting/Alpha Room
 8:30 PM Homeless Shelter/Piper Hall

Thursday, March 3

7:00 AM Men's ChristCare/Sunday Spot
 8:00 AM Homeless Shelter/Piper Hall
 12:00 PM Thursday Ladies Cards/Stellhorn Lounge
 1:00 PM Samaritan Counseling/Counseling Office
 1:30 PM The Bible/Omega Room
 6:00 PM Rings of the Lord Rehearsal/Sanctuary
 6:00 PM Common Grounds/Youth Room
 7:30 PM Choir Rehearsal/Sanctuary
 8:00 PM Homeless Shelter/Piper Hall

Friday, March 4

8:00 AM Homeless Shelter/Piper Hall
 12:30 PM Women's Friday Bridge/Stellhorn Lounge
 8:00 PM Homeless Shelter/Piper Hall

Saturday, March 5

8:00 AM Homeless Shelter/Piper
 10:00 AM Weinert Baby Shower/The Gathering
 8:00 PM Homeless Shelter/Piper Hall

Sunday, March 6

8:00 AM Homeless Shelter/Piper Hall
 8:15 AM Traditional Worship/Sanctuary
 9:30 AM Bibleland/2nd Floor
 9:30 AM C+C/Omega Room
 9:30 AM JAM/Youth Room
 9:30 AM Blended Worship
 11:00 AM Korean Baptist Church/Yeager Chapel
 11:00 AM Contemporary Worship/Sanctuary
 8:00 PM Homeless Shelter/Piper Hall

Monday, March 7

6:30 AM Men's ChristCare/Sunday Spot
 8:00 AM Homeless Shelter/Piper Hall
 12:30 PM Women's Monday Bridge/Stellhorn Lounge
 1:30 PM Samaritan Counseling/Counseling Office
 6:00 PM Prayer Team Meeting/Omega Room
 7:00 PM Ruth's Small Group/Stellhorn Lounge

Tuesday, March 8

9:00 AM Good Thyme Garden Club/Creation Station
 9:00 AM Waterman Board Meeting/The Gathering
 12:00 PM Samaritan Counseling/Counseling Office
 2:00 PM IDAP Meeting/Omega Room
 7:15 PM Building and Grounds/Creation Station

Wednesday, March 9

10:00 AM Samaritan Counseling/Counseling Office
 12:00 PM Mid Week Lent Worship/Yeager Chapel
 12:30 PM Lenten Lunch/Lounge
 6:00 PM Family Matters Group/Creation Station
 6:30 PM Mid Week Lent Worship/Sanctuary

6:45 PM Praise Banc Rehearsal/Practice Room
 7:30 PM Al-Anon Meeting/The Gathering
 7:30 PM Alcoholics Anonymous/Piper Hall
 7:30 PM Al-a-teen Meeting/Alpha Room

Thursday, March 10

7:00 AM Men's ChristCare/Sunday Spot
 9:00 AM Activity Day/Piper Hall
 9:15 AM Mom's Bible Study/Omega Room
 1:00 PM Samaritan Counseling/Counseling Office
 1:30 PM The Bible/Omega Room
 6:00 PM Rings of the Lord Rehearsal/Sanctuary
 6:00 PM Common Ground/Youth Room
 7:00 PM Adult Discipleship Meeting/Omega Room
 7:30 PM Choir Rehearsal/Sanctuary

Friday, March 11

Saturday, March 12

Sunday, March 13

8:15 AM Traditional Worship/Sanctuary
 9:30 AM Bibleland/2nd Floor
 9:30 AM C+C/Omega Room
 9:30 AM JAM/Youth Room
 9:30 AM Blended Worship/Sanctuary
 11:00 AM Korean Baptist Church/Yeager Chapel
 11:00 AM Contemporary Worship/Sanctuary

Monday, March 14

6:30 AM Men's ChristCare/Sunday Spot
 1:30 PM Samaritan Counseling/Counseling Office
 6:00 PM Ann Arbor Fiber Arts/Piper Hall
 6:30 PM Weber's Small Group/Stellhorn Lounge
 7:00 PM Kesler Small Group/Omega Room

Tuesday, March 15

12:00 PM Samaritan Counseling/Counseling Office
 7:00 PM Council Meeting/The Gathering

Wednesday, March 16

10:00 AM Samaritan Counseling/Counseling Office
 12:00 PM Mid Week Lent Worship/Yeager Chapel
 12:30 PM Lenten Lunch/Lounge
 6:00 PM Family Matters Group/Creation Station
 6:00 PM Way of Life/Omega Room
 6:30 PM Knit 2 Together/Stellhorn Lounge
 6:30 PM Mid Week Lent Worship/Sanctuary
 6:45 PM Praise Band Rehearsal/Practice Room
 7:30 PM Al-Anon Meeting/The Gathering
 7:30 PM Alcoholics Anonymous/Piper Hall
 7:30 PM Al-a-teen/Alpha Room

Thursday, March 17

7:00 AM Men's ChristCare/Sunday Spot
 9:00 AM Sarah's Circle/Stellhorn Lounge
 1:00 PM Ruth's Circle/Stellhorn Lounge
 1:30 PM The Bible/Omega Room
 6:00 PM Common Grounds/Youth Room
 7:30 PM Choir Rehearsal/Sanctuary

Friday, March 18

5:00 PM Seder Meal Setup/Hall & Kitchen

Saturday, March 19

5:00 PM Seder Meal/Piper Hall

Sunday, March 20 Palm Sunday

8:15 AM Traditional Worship/Sanctuary
 9:30 AM GIFT Worship/Sanctuary
 11:00 AM Contemporary Worship/Sanctuary
 11:00 AM Korean Baptist Church/Yeager Chapel
 3:00 PM Azia Abu Sarah Event/Hall & Kitchen

6:00 PM Grace Place/Youth Room

Monday, March 21

6:30 AM Men's ChristCare/Sunday Spot
 1:30 PM Samaritan Counseling/Counseling Office
 7:00 PM Ruth's Small Group/Stellhorn Lounge

Tuesday, March 22

12:00 PM Samaritan Counseling/Counseling Office
 6:30 PM Worship Core Ministry/Pastor's Office

Wednesday, March 23

10:00 AM Samaritan Counseling/Counseling Office
 12:00 PM Prayer Time/Yeager Chapel
 6:00 PM The Way of Life/Omega Room
 6:00 PM Family Matters Group/Creation Station
 6:45 PM Praise Band Rehearsal/Sanctuary
 7:30 PM Al-Anon Meeting/The Gathering
 7:30 PM Alcoholics Anonymous/Piper Hall
 7:30 PM Al-a-teen Meeting/Alpha Meeting

Thursday, March 24 Maundy Thursday

7:00 AM Men's Christ Care/Sunday Spot
 9:15 AM Mom's Bible Study/Omega Room
 12:00 PM Maundy Thursday Worship/Yeager Chapel
 1:00 PM Samaritan Counseling/Counseling Office
 1:30 PM The Bible/Omega Room
 6:00 PM Rings of the Lord/Music Room #1
 7:00 PM Maundy Thursday Worship/Sanctuary
 7:30 PM Choir Rehearsal/Music Room #1

Friday, March 25 Good Friday

Office Closes at Noon
 12:00 PM Good Friday Worship/Yeager Chapel
 7:00 PM Good Friday Worship/Sanctuary

Saturday, March 26

4:00 PM Easter Egg Hunt/2nd Floor
 7:00 PM Easter Vigil/Sanctuary

Sunday, March 27 Easter Sunday

8:15 AM Traditional Worship/Sanctuary
 9:30 AM Blended Worship/Sanctuary
 11:00 AM Korean Baptist Church/Yeager Chapel
 11:00 AM Contemporary Worship/Sanctuary

Monday, March 28

6:30 AM Men's ChristCare/Sunday Spot
 9:30 AM God's Gardeners/Stellhorn Lounge
 1:30 PM Samaritan Counseling/Counseling Office
 6:30 PM Weber's Small Group/Stellhorn Lounge
 7:00 PM Kesler Small Group/Omega Room

Tuesday, March 29

12:00 PM Samaritan Counseling/Counseling Office

Wednesday, March 30

10:00 AM Samaritan Counseling/Counseling Office
 12:00 PM Prayer Time/Yeager Chapel
 6:00 PM The Way of Life/Omega Room
 6:00 PM Family Matters Group/Creation Station
 6:45 PM Praise Band Rehearsal/Sanctuary
 7:30 PM Al-Anon Meeting/The Gathering
 7:30 PM Alcoholics Anonymous/Piper Hall

Thursday, March 31

7:00 AM Men's ChristCare/Sunday Spot
 1:00 PM Samaritan Counseling/Counseling Office
 1:30 PM The Bible/Omega Room
 6:00 PM Rings of the Lord/Sanctuary
 6:00 PM Common Grounds/Youth Room
 7:30 PM Choir Rehearsal/Sanctuary

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January Life Passages at Zion

BAPTISMS: *June Harper Hofmeister, parents Brandon & Jennifer Hofmeister*
WEDDINGS: *William Bracklein and Kristin Kozma*
FUNERALS: *Dorothy Blair, Juanita Seeger; Tom Fitzgerald*
NEW MEMBERS: *Natalie & Mike Hensel, Joe & Peggy Hoffman, Rebecca & Matthew Schneider (children Ava and Christian Schneider)*

Elected Ministry Leaders

Congregation Council

President: Margie Reynolds (margiereynolds@comcast.net)
Vice-Pres: Lorin Cartwright (cartwrl@gmail.com)
Secretary: Laura Berry (berry.laura@gmail.com)
Treasurer: Bob Bertrand (bobbertrand@yahoo.com)
At Large: Christine Karshin (ckarshin@emich.edu)
Nick Kogelman (nkogelman@gmail.com)
Vickie Matthews (vickiematthews@comcast.net)
Connie McComb (cmccomb0822@comcast.net)
Mark Warwashana (whellieman@gmail.com)
Bob Thompson (mutant@umich.edu)

Core Ministries

Worship: Dale Eckart, Holli Bertram
Welcome: Chris Karpinnen, Joanne Dence
Adult Discipleship: Sonja Page, Felicia Leipzig
Young Discipleship: Tom Clifford, Ken Utsunomiya
Caring: Dianne Daily, Laura Girbach
Missions: Mark Gunderson, Layale Weinert

Support Ministries

Personnel: Diane Hunt, Dave Werner
Building & Grounds: Bill Lehmann, Jim Love
Financial Stewardship: Nick Rogers, Lisa Rombes
IT: Ray Vanderbok, David Anderson

Staff

Senior Pastor	James Debner
Associate Pastor	<i>Vacant</i>
Director, Adult Discipleship	<i>Vacant</i>
Finance Manager	David Beck
Office Administrator	Diane Rinehart
Director, Young Discipleship	Roger Santini
Bibleland Coordinator	Nina Johnson
VBS Coordinator	Jessica Rudy
Director of Choirs & Special Music	Natalie Downs
Organist	Elgin Clingaman
Contemporary Worship Leader	Alison Hendricks
Sound Operator	Tyler Dence
Worship Media Coordinator	Eddie VanRiper
Resident Custodian	Chris LeVasseur
Weekend Custodian	Max Wojewski
Wedding Coordinator	<i>Vacant</i>
Nursery Coordinator	Kaili Dence, Deborah Fagan

Email addresses for staff may be found at our website:

www.zlc-aa.org

Office phone (734) 994-4455