

# The Tower

For Members & Friends of Zion Lutheran Church

**December 2014**

Please submit news items to [tower@zlc-aa.org](mailto: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.



## From Pastor Mike

### Christmas Blessings!

Here is my Christmas Gift to you. Some will say I'm re-gifting or that it really isn't from me, and that would be accurate if you are just talking about Emmeline's newsletter. But my gift will only be realized after you've read "Walking with Grace" by Emmeline Weinert.

If you have not been following young Emmy's blog on her mission work in South Africa - you should. Her first newsletter touched my heart in so many ways. She writes of confession, growth, awareness and the ability to identify God's grace wherever she looks, and for me the big one is that she is learning to slow down and listen, keep quiet time with God, and not let her work deny her faith. It's a beautiful newsletter! Please visit the site when you can, and please let her know (via the blog or email) that she is being read, thought about and prayed for. Her email is [emmelinemw@gmail.com](mailto:emmelinemw@gmail.com) and the blog is located at [www.emmelinmarie.blogspot.com](http://www.emmelinmarie.blogspot.com).

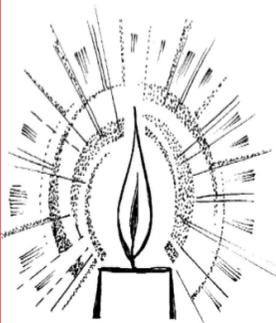
Perhaps these quotes from her first newsletter will entice you: *"I think that for most of my life grace has just been one of those things Christians say (Lutherans in particular love it, it's kind of our thing)...The Grace of God' is one of those phrases I've generally found to be a space filler used by others and never myself...To a certain degree I dismissed some of these phrases as Christian clichés. But all during orientation the word grace popped out and I found myself thinking about it a lot; I allowed it to have meaning for me...The western, Christian theological use of grace refers to God's benevolent gift of mercy and love, given without being earned by the recipient. It's the unconditional love of God so often talked about...I'm a dancer and so I am as much a body as I am a mind and soul. When I think of grace I think of poise, the way in which we present and carry ourselves. It's a hybrid of dexterity, control and beauty. Grace is a talent and a way of life...God is a graceful being and reminding myself to recognize and emulate the Grace of God has gotten me through these first two months in Soweto feeling strong...I have tried to emulate God's grace by taking questions directed at me about my cultural background and turning them into real conversations...I have recognized God's amazing grace in placing me here and forcing me to slow down and allow myself to relax...I have also come to greatly appreciate the grace of my community. There is a fluidity to South Africa that I feel I am just now picking up on...When I jump into a taxi (like a small bus/large van that tightly stuffs 14-15 people into four rows) we make room for one another...I know that this was a lot of God today and typically my politics are public and my faith private, but there's always room to grow and share!"*

The *grace* that Emmy is discovering we thought we taught her while a child here at Zion. I'm certain the teaching was there but did our actions and the actions of our western culture bring to life for her a true awareness of God's grace?

Read her letter! Then let's all figure out how to "make room for each other" as our way of life in community here at Zion. We do have so much to learn and what a Christmas Gift - to realize who the teachers are and can be! May God's grace become more significant in your life as we celebrate the birth of our Christ! Merry Christmas Zion!

## Calendar Notes

### Christmas at Zion - 2014



#### Christmas Eve

5:00 pm - Family Worship

7:30 and 10:00 pm - Festival Worship

*Hear the Christmas Gospel proclaimed*

*Sing Christmas Hymns and Carols*

*Receive Holy Communion*

*Children's participation and birthday cake at the 5 pm service*

#### Christmas Day

10:00 am - Christmas Morning Worship in the Chapel

### Senior Pastor Call Events!

Please plan to attend the following events related to the possible call to a candidate for Senior Pastor:

**December 6, 1—3PM**, reception for Senior Pastor candidate Pastor Jim and wife Barbara, in Stelhorn Lounge and the Welcome Center.

**December 7, following the 11 AM service**, Special Congregational Meeting to vote on 2015 Budget and extending a call to Pastor Jim.

# Congregational Council

## November 2, 2014—Highlights

### *Call Committee Update*

We are in process of conversation with a candidate. During discussions, it became clear we didn't have a clear job description and how to implement the vision. We will have another conversation with him on November 5th. We need to have 100% agreement of the Call Committee; we are close but not yet there. There's another candidate that several people on the committee were excited about, but 3 or 4 of the now 8 members didn't agree to recommend him (now 8 as one member, Eric Brigger, is back at college).

Once the Call Committee makes a recommendation, we let the candidate know, and find out if he's still interested, and then bring it to Council. Then, if endorsed by Council, he and his wife would be invited here. During this visit he would have the opportunity to tell us who he is and what he believes, and how he would lead Zion.

### *Music Program*

The music program has experienced challenges over the last several weeks. The Council acknowledges that this has been a very difficult time for many. To find ways to heal those involved and move forward, Council agreed to the following:

- Council will bring in a mediator from the Synod to resolve issues between a variety of different parties.
- Council will consider development of a "Sounding Board and Resolution" committee to give people a venue with which to discuss issues.
- Council will consider bringing in an outside entity to perform a restorative healing session for all involved in the difficulty, as recommended by the synod mediator.
- Council will review "How To Discuss a Concern When There is a Problem."

Further discussion about the situation shall be directed to the Senior Pastor.

### *Discussion of Budget*

Bob reported on his meeting with the Endowment Board ("the EB"). The EB would like to be more involved in the budget process. For several years, funds from the Endowment have been a vital component on the income side of the annual operating budget. The board oversees a set of funds, some of which are designated for specific uses only, and each has restrictions about how much can be disbursed (e.g., there's a fund for organ cleaning, and the EB can't dip below the corpus).

The EB is considering alternative endowment fund distribution methods. The discussion is very preliminary. The EB has researched how other churches and non-profits manage and use their money. The EB is researching

how to provide a certain percent of the funds to church operations each year, maybe quarterly, to avoid distribution pinch points during economic downturns. The EB may make a formal proposal to Council.

The 2015 Draft Budget has a \$110K shortfall of income vs expenses, and includes the following assumptions:

- \$95K of income will come from endowment funds.
- Salaries include a 3% raise.
- The senior pastor salary is an expense for the full year (which will likely not be the case, e.g., if we have not called a new senior pastor at the beginning of the year);
- The adult discipleship salary is an expense for the full year (even though we know that Christine will be retiring). Bob explained that we always budget a salary for the entire year, to be conservative.
- The IT staff person is paid from the Haarer Bequest.

Pastor Mike noted that our budget is for the calendar year, but several of our ministries happen on an academic calendar, September to May. The 2015 budget reflects this year's expenses – it's not so much a forecast as it is a reflection what we're doing now. Given our financial stewardship campaign, we may see an increase in giving.

It was noted that Building & Grounds has the most dedicated funds in the Endowment – some of their expenses on the budget can be funded by the Endowment.

Council requested a revised budget with an employee raise of 2% instead of 3%; also assume that Adult Discipleship salary wouldn't need to be paid in the two months after Chris retires.

The Financial Stewardship Committee will go back and rerun the numbers with some of these ideas and bring it back to Council. Council is not necessarily expecting a balanced budget, but would like to see a revision to better match income with expenses.

## November 9, 2014—Highlights

### *Call Committee Recommendation:*

Diane presented an overview of the pastor that the Call Committee is recommending to Council for our next Senior Pastor. Diane presented information from this pastor's resume, including previous calls as pastor, where, when, and duration. She described the process of getting to know him: first through reviewing his Rostered Leader Profile, then a Skype interview, then the call committee invited him to Ann Arbor to meet and interview him in person. They have since been in touch via phone and email. She also enumerated the qualities he has that led the call committee to make this recommendation: that he has the authenticity, integrity, and faith to lead us. She then asked each Call Committee member to offer his or her impression:

## Congregational Council (cont.)

- *Avis:* He has the heart of a pastor. Also, never before have I been on a call committee where we've been challenged to define what we are looking for in a senior pastor. Even if we had not chosen him, this would have been a tremendous gift to the Call Committee and to Zion, to go through this process to have the role further defined.
- *Carolyn:* He seemed like the one from the beginning. He will be able to handle any voids in staffing, as we will have some staff changes this coming year.
- *Helen:* He understands better than we do where we want to go. He is excited about this opportunity. So is his wife, who seems to recognize that he has more to offer than has been needed until now.
- *Margie:* He is a combination of both confident and humble. He's developed a good children's program. He acknowledges that one person may not be able to do it all, and may need others to back him up.
- *Tim:* He is very enthused and up for a big challenge. His sermons are stellar.
- *Nick:* He's up to speed on events within Zion. I didn't think he was the one at the beginning, but my view has evolved as we've gotten to know him. He has said, he can't be the sole do-er, he will need to enable other people to be the do-ers. The analogy is that he would conduct the orchestra, rather than be the lead violin. He'll be good at equipping others to do what needs to be done.
- *Dan:* I've had a parallel journey to Nick's – I wanted someone who would challenge us, but given recent events maybe we need nurturing at this point before challenge. I am convinced that we are following the Holy Spirit.

- *Diane:* I agree with Margie that we will need others, but he can be the cornerstone. He's willing to listen.
- *Bob:* We'd read 30 to 40 profiles at the point when we received his, and his stood out. He is warm and intelligent, but not over the top. He has a quiet presence and a good sense of humor.

After this, Council members asked questions and the Call Committee answered them. Questions included:

- *What is the size of his current congregation?* The weekly attendance is about the same as Zion, but they have a smaller building and a smaller staff.
- *What types of children's programs has he been involved in?* He's involved in youth programs at his current church and seems to connect especially well with teens.
- *What's his view of having more than one pastor?* He looks at that possibility positively – he sees the glass half full. He does believe the roles of each should be clearly defined.

Council accepted the Call Committee's recommendation that this pastor be invited to Zion. Diane will contact him and discuss when he will visit Ann Arbor (target is sometime in the first half of December). During this time, he would meet with church staff, the Call Committee, and on the Saturday of the visit, there would be an opportunity for the congregation to meet him. Following this visit, there will be a congregational meeting to vote on whether to extend a call. If the call is extended and accepted, he would likely be ready to start in the mid-February time frame. [Ed. Note: For more on the Senior Pastor candidate and his scheduled visit, see article on page 7.]

## Mission Core Ministry

### Zion's Faith and Food Garden Enjoys Third Year of Success

Zion's Faith and Food Garden completed its third full year of operations in November, and we are pleased to report another successful season of activity. An estimated 850 lbs of fresh, organic produce was harvested in 2014, down slightly from 2013's record harvest of 950 lbs. Zion's garden "employed" roughly 30 congregational volunteers during the April-November period, from senior citizens to high school youth and young families.

Produce grown in Zion's garden is donated to Food Gatherers, who then distributes this fresh produce to people in need throughout Washtenaw County. Zion is one of 27 "Faith and Food" gardens in Washtenaw County, local congregations growing healthy fruits and vegetables in service to others. The overall program raised approximately 8 TONS of fresh produce (64,000 quarter-pound servings) in 2014. Over its five-year existence, over 40 TONS of produce have been distributed. The program is coordinated through the Interfaith Council for Peace and Justice.

One idea being considered for next year, in addition to our on-site garden, is to encourage Zion gardeners to donate some portion of their total harvested produce (5-10%) from their personal gardens to the Faith and Food program, allowing more fresh fruits and vegetables from the Zion congregation to make their way to people in need. If you are interested in this option, or would like more information about Zion's Faith and Food program, please contact Bryan Weinert at [bryanweinert@gmail.com](mailto:bryanweinert@gmail.com).

# Worship Core Ministry

## 2015 Altar Flowers

Please consider giving altar flowers. If you would like to donate altar flowers for a specific Sunday in 2015, call Ruth Huff at (734) 665-3273. Please do not delay as dates have already been requested. Also, there are several times during the year when general funding is needed to purchase flowers such as palms for Palm Sunday and carnations for Mother's Day. Donation envelopes for these purposes are available in the pew racks. Your flower donations are greatly appreciated!



## Christmas Music Under Construction

Like to sing and make music, but don't have the time in your schedule to commit to weekly rehearsals? You are invited to join our music-making for Christmas! If you would like to sing with the choir or play handbells on Christmas Eve, now is the time! Join us for a few weeks as we prepare to sing and ring the song of the angels - "*Glory to God in the highest, for unto us is born a child!*" Contact Rob Meyer for more information ([rmeyer@zlc-aa.org](mailto:rmeyer@zlc-aa.org)).

## December Lectionary

**Dec 7** Isaiah 40:1-11, 2 Peter 3:8-15a, Mark 1:1-8  
**Dec 14** Isaiah 61:1-4, 8-11, 1 Thessalonians 5:16-24, John 1:6-8, 19-28  
**Dec 21** 2 Samuel 7:1-11, 16, Romans 16:25-27, Luke 1:26-38  
**Dec 24** Isaiah 9:2-7, Titus 2:11-14, Luke 2:1-14 [15-20]  
**Dec 28** Isaiah 61:10-62:3, Galatians 4:4-7, Luke 2:22-40

## Bring a Bell Sunday— January 4th, 2015

Before you put your Christmas decorations away. . . Keep out those holiday bells! From the beginning of time the ringing of bells has been used to mark moments of joy and celebration. On January 4th Zion will continue the tradition of ringing bells in all three worship services. What do bring:

- Jingle Bells
- Sleigh Bells
- Decorative Bells
- Any bell you have at home



## Children's Music Opportunity

All Zion children are invited to join Mr. Rob for a special opportunity to sing and make music on Christmas Eve at the 5PM Family Service. An organizational meeting will be held on Sunday, December 7 at 11AM in the Gathering. We will lead worship in song on Christmas Eve at the Family Service (5PM). To become involved please contact Rob Meyer [rmeyer@zlc-aa.org](mailto:rmeyer@zlc-aa.org).



## Advent Lessons and Carols Single Service

On Sunday, December 21 (the fourth Sunday in Advent) we will trace the story of salvation in word and song with a traditional service of Lessons and Carols. We will have one worship service on the day at 10AM.

## Zion Singers

The Zion Singers is a group of singers from inside and outside the membership of Zion who have daytime availability. This group meets once a month on Friday (usually the 4th Friday) from September - May in Music Room 1 on Level B1. They rehearse for an hour and then go to a pre-arranged assisted living, nursing care or hospice facility to present a brief program for an audience of the residents. For more information contact Rob Meyer ([rmeyer@zlc-aa.org](mailto:rmeyer@zlc-aa.org)). Our December Zion Singers date is Friday Dec 19 at Arbor Hospice.

# Other News

## Faces of Faith

You are invited to participate in the next FACES OF FAITH event sponsored by The Interfaith Round Table of Washtenaw County. FOF allows you to meet people from our community who pose as "books" telling you the story of their personal spiritual journey. Each time you "borrow" a "book", you'll learn (one-on-one) about a different spiritual practice, religious belief, or turning point of faith. Each "reading period" is 25 minutes. You will be able to hear directly from those who go by Buddhist, Hindu, Conservative Jew, Muslim, Atheist, Christian Scientist, New Thought, Baha'i, Methodist, Quaker, Interfaith, Southern Baptist, Mormon, Catholic, Messianic Jew, Non-denominational Christian, Mystic, Scientologist, Evangelical Christian, Sikh, Reconstructionist Jew, Unitarian Universalist, Multi-faith, Mennonite, and AFS Host Family. \$5 suggested donation per person or family, here at Zion Sunday, January 11, 2—4PM. For more information, call 734-424-1535 or email [gbrides@umich.edu](mailto:gbrides@umich.edu).

# Young Discipleship Core Ministry

## National Youth Gathering 2015 – Detroit!

Next July, *forty thousand* Lutheran teens and their leaders will gather in Detroit for the 2015 ELCA National Youth Gathering. Zion is planning to send a large group of high school youth and adults. We're also inviting two youth from Christmas Lutheran Church in Bethlehem to join us. Our fund-raising goal is to raise over \$5000 to support leaders, scholarships, group costs, and our visiting guests. There are several ways you can financially support our group:

- Christmas Bake Sale Sunday December 14, 9—11AM in Stelhorn Lounge – featuring gifts you can give to teachers, colleagues, and friends
- Invite-a-Friend Brunch Sunday January 25, 9AM—noon in Piper Hall
- Super Bowl Bake Sale Sunday February 1, 9—11AM in the Welcome Center – featuring snacks you can take to your football party that evening
- Cell Phone Recycling from December 1 – May 1, collection in the youth room. (We will earn \$3 for every cell phone, laptop, tablet, or other electronic device you recycle with us!)
- Donations to scholarship fund – make checks payable to “Zion Lutheran Church” with “NYG” in the memo line.



## Bibleland Christmas Program

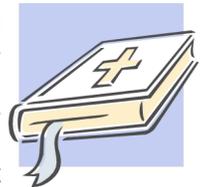
The Bibleland Christmas program “A Christmas to Believe In” will be held on December 14th at the 11AM worship service!

Bibleland will not meet December 21st and December 28th. Please use these Sundays to worship as a family. We will resume on January 4th.

*“Behold, I bring you good tidings of great joy, which shall be to all people.” – Luke 2:10*

## What? Bibleland Ran Out of Bibles!!

Normally we order enough Bibles for every 3rd grader that has ever registered with Bibleland and then a few more. We usually end up with a surplus, but that's OK. There are always a couple of kids throughout the year that need a Bible. This year, within the month of October, we went through the surplus and had to order another whole case of Bibles! What a cool problem to have!



*<sup>1</sup> In those days Caesar Augustus issued a decree that a census should be taken of the entire Roman world. <sup>2</sup> (This was the first census that took place while Quirinius was governor of Syria.) <sup>3</sup> And everyone went to their own town to register.*

*<sup>4</sup> So Joseph also went up from the town of Nazareth in Galilee to Judea, to Bethlehem the town of David, because he belonged to the house and line of David. <sup>5</sup> He went there to register with Mary, who was pledged to be married to him and was expecting a child. <sup>6</sup> While they were there, the time came for the baby to be born, <sup>7</sup> and she gave birth to her firstborn, a son. She wrapped him in cloths and placed him in a manger, because there was no guest room available for them.*

*<sup>8</sup> And there were shepherds living out in the fields nearby, keeping watch over their flocks at night. <sup>9</sup> An angel of the Lord appeared to them, and the glory of the Lord shone around them, and they were terrified. <sup>10</sup> But the angel said to them, “Do not be afraid. I bring you good news that will cause great joy for all the people. <sup>11</sup> Today in the town of David a Savior has been born to you; he is the Messiah, the Lord. <sup>12</sup> This will be a sign to you: You will find a baby wrapped in cloths and lying in a manger.”*

*<sup>13</sup> Suddenly a great company of the heavenly host appeared with the angel, praising God and saying,*

*<sup>14</sup> “Glory to God in the highest heaven,  
and on earth peace to those on whom his favor rests.”*

*- Luke 2:1–14*

# Adult Discipleship Core Ministry

## Annual Giving Fair

Again this year, Adult Discipleship Core Ministry takes a break from offering Sunday morning classes in order to provide our Annual Giving Fair during the Sundays of Advent. 'Tis the season to expand our giving to God's children around the world. Select a gift from ELCA's Good Gifts or Heifer International. Goats, chicks, water, education, and dozens of other options help to provide a sustainable living for families all over the globe. If you—or someone on your gift list—have all you need, please consider asking for or giving one of these gifts! If you would like to join the team that makes this happen each year, please contact Ruth Huff, [ruthahuff@comcast.net](mailto:ruthahuff@comcast.net).

## COMMUNITY GROUPS—FALL / WINTER 2014

*Listed below are existing and new Community Groups. Please contact Christine Carlsen ([ccarlsen@zlc-aa.org](mailto:ccarlsen@zlc-aa.org)) for more information on joining or starting a group.*

<u>Group make-up / focus / interest</u>	<u>Leader(s)</u>	<u>Day</u>	<u>Time</u>	<u>Frequency</u>	<u>Location</u>
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
Open to all	Pastor Walters	Wednesdays	6—7PM	1st Wed of month	at Zion
Couples with young children	Sarah/David Wentzloff	Sundays	1:00PM	every other week	at Zion
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	Colonial 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	in homes
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	third 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

<sup>15</sup> When the angels had left them and gone into heaven, the shepherds said to one another, "Let's go to Bethlehem and see this thing that has happened, which the Lord has told us about."

<sup>16</sup> So they hurried off and found Mary and Joseph, and the baby, who was lying in the manger. <sup>17</sup> When they had seen him, they spread the word concerning what had been told them about this child, <sup>18</sup> and all who heard it were amazed at what the shepherds said to them. <sup>19</sup> But Mary treasured up all these things and pondered them in her heart. <sup>20</sup> The shepherds returned, glorifying and praising God for all the things they had heard and seen, which were just as they had been told.  
Luke 2:15—20

# Call Committee

## Candidate Selected

The Zion call team is honored to introduce you to Pastor Jim. His last name cannot be shared yet, since his congregation doesn't know he is seeking a call. But we can tell you that the call team and the Zion Council have unanimously agreed to recommend Pastor Jim to the position of senior pastor here at Zion.

Born and raised in Iowa, Pastor Jim earned his Master of Divinity in Theology and was ordained in 1988. Since ordination, he has served as pastor at three separate churches. He has served at his current church since 1995.

Our first introduction to Pastor Jim was through his Rostered Leader Profile. Here are a few quotes from his profile that moved the call team to enter into conversation with him.

- I have on my wall the certificates of achievements from many institutions, but above them all hangs my baptismal and confirmation certificates, reminding me that from day one, before I could prove my worth, God had called me into ministry.
- I put high value on getting things done. I have high standards and work diligently to see that they are fully met. I focus on issues to which I'm committed.
- I focus on possibilities and creativity, rather than implantation. I prefer an environment with organization and structure, but also encourage free flowing information and communication.
- A guiding principle for me is that I would never ask anyone to do something that I wasn't willing to do myself. I lead by example, inviting others to join me on the journey of faith.

The following statements from his profile indicated to us that he shares our vision for Zion. He stated he is seeking a congregation that:

- has a ministry setting that is vibrant in faith and spends most of their time working in their community and world, rather than looking within for survival
- has a clear mission statement that is used as a filter for all ministries of the congregation
- is willing to risk and try new things for the sake of the world

Since our initial contact and start of conversation with Pastor Jim in July, the call team conducted a 1½ hour Skype interview, a two-day on-site interview, and a final 1½ hour phone interview with him. Some of the highlights shared by Pastor Jim during these interviews:

- We cannot wait for Gen-Xers to come to us, we must go to them
- Technology is a way to reach people; we must be open and inviting and accessible 24-7
- Church is the hope of the world, the gathering of the people

- We must bring people's gifts out and share them
- During Lent I went downtown and offered ashes to the people passing me on the street – people were amazed
- When there are no words, there is the Word
- I met with a cancer patient whose medical options had ended, so I placed a cross on his chest and told him to hold on to the hope of Christ
- I held a funeral for a member who had 21 grandchildren and per the family's wishes, I involved all 21 grandchildren in the service
- After the sudden death of a member's husband, she did not do well. I contacted a counselor and went with her to counseling until she was comfortable and able to continue sessions on her own
- My ministry model is the farm – a farmer doesn't go to work, he is at work. Ministry is not a job you go to but it is what you live.
- People are looking for authenticity and service from their church. If we offer those to the people, then we will reach the people and they will become one with the church

Pastor Jim challenged us more than anyone else we interviewed. The most important challenge he made of us was to provide clarification of our senior pastor expectations in leading us in our vision, and a job description to clarify the role of our expectations for our senior pastor.

In our months together, the call team had focused much of our search for a candidate who could lead us in our Vision. In recent weeks, we were reminded that we also need strong administrative skills and guidance with both staff and the congregation. We believe that Pastor Jim will bring both these strengths to Zion.

You will soon have the opportunity to meet Pastor Jim and his wife, Barbara. They will be coming to Ann Arbor December 2nd through the 6th. During this time they will be meeting with our pastors, staff and the call team. You are all invited to meet them on Saturday, December 6 from 1—3PM when we will hold a reception in their honor in the Welcome Center and Stellhorn Lounge. You will have an opportunity to hear Pastor Jim share his ministry and faith, participate in a question and answer session and meet with him one-on-one.

On Sunday, December 7, Zion will hold a Special Congregational Meeting to vote on our 2015 budget and the decision to extend a call to Pastor Jim. And on that day, we can share his last name with you.

The call team and the council unanimously agreed to move forward with Pastor Jim. It is our hope that once you meet him, you will agree that he brings the skills, convictions, and most importantly, the faith to lead us forward in God's work.

## Member Caring / Family Ministry

### Celebrating the Advent and Christmas Seasons in Your Family

Two parents were busy trying to choose activities to include in their Christmas traditions. The list included cutting a fresh tree, hanging outdoor lights, wrapping gifts and visiting Santa. Their two-and-a-half-year-old heard them talking and said, "When will we be putting up our Bethlehem?" Her comment pre-empted any further considerations. They found a large box for their stable and small one for their manger. They hung a few stars on their windows and collected some oversized shirts and stuffed animals to be a part of the scene. And the little one proceeded to spend the majority of December sitting by the manger taking care of baby Jesus.

Hmmmm - so, how do we keep Christ the center of our Advent and Christmas seasons? Here are just a few ideas - some are more elaborate, some simple. All help to keep Christ at the center of Christmas.

- Purchase an inexpensive nativity set for "hands on" play and storytelling.
- Set up a "Bethlehem" play station for hours of preschool fun. Make a stable out of a large appliance box. Gather some old bathrobes, a little box for a manger, a baby doll and blanket, some Burger King crowns and a few stuffed animals. Add a small stepping stool for Mary to care for the baby, stars to hang from above and a pair of angel wings to complete the ensemble.
- Sponsor a "holidazzle" contest, inviting your family members to identify homes decorated to reflect the true meaning of Christmas. Recognize these neighbors by presenting them a small award or ornament for "holidazzling" the neighborhood in this way.
- Display and use a Christian Advent calendar to count down the days until Christmas.
- Make an Advent wreath for use as a table centerpiece. Light candles to observe the four weeks of Advent and read portions of the Christmas story in Luke 2 throughout this time.

- Watch videos and movies like "The Greatest Christmas Pageant Ever" or "The Littlest Angel" together as a family. Read wonderful books like "Mary's First Christmas" and others for bed time reading.
- Connect Santa with the work of St. Nicolas. (St. Nicolas was a monk who gave gifts to poor children.) Focus on Santa as a model for giving rather than getting. Think of ways your family can give to those less fortunate.
- Bake a birthday cake for Jesus and have a party. Play games like "Put the Baby in the Manger" (similar to "Pin the Tail on the Donkey") or "Come on Angel, Name that Tune," humming a few notes of Christmas songs and carols.
- Gift wrap the baby Jesus from your nativity set and place it under the tree with your other presents as a visual way to keep Christ at the center of your Christmas.
- Invite family members to compose "give" lists rather than "get" lists to help nurture an understanding that we give because God first gave to us.
- Visit residents in a nursing home or care center. Make door hangers or other decorations to deliver to their rooms with a message that Jesus came to brighten their days.
- Read Luke 2. Ask, "If Jesus were born today, how would the story go? Who would the characters be? What would they say?" Act it out as a family drama.
- Use one or more Christmas carols as your table and bed time prayers during the Advent and Christmas seasons. (The last verse of "Away in the Manger" works as a wonderful bed time prayer for little ones.)
- Celebrate the day the Wise Men came (Epiphany) by serving a Middle Eastern meal and providing crowns for everyone. Play "hide a star" letting everyone have a turn hiding and finding the star. Identify ways you will give "gifts" of time or service to others as a way to honor Jesus.

### Christmas Eve 5PM Family Service—Volunteers Needed!

We are actively seeking children, youth, and adults of all ages to help make our 5pm Christmas Eve Family Service an amazing experience for everyone! If you are available that day, and willing to learn more about one of the following volunteer opportunities, please contact [knieman@zlc-aa.org](mailto:knieman@zlc-aa.org) or [rmeyer@zlc-aa.org](mailto:rmeyer@zlc-aa.org) :

- Singing with a group of people
- Processing with a candle or a streamer
- Reading a Bible passage on your own
- Distributing communion
- Serving cake in the Welcome Center after service
- Handing out children's bulletins before service

Thank you!

## Member Caring Core Ministry (cont.)

### Zion Special Seniors Luncheon

Christ in Christmas

Saturday, December 13, 2014 Noon - 2PM in Piper Hall

Suggested Donation: \$8/person.

Wear the season's colors, tune up your vocal chords and bring a guest (family member, friend, neighbor, or that person with whom you share the pew on Sundays, who you don't know or who doesn't come to our luncheons).

Enjoy great fellowship, a tasty luncheon prepared by "Chef" Eric and his ministry team, decorations by "Designer" Terri, handout packet by "Scrapbooker" Pam, and assistance with the program by "Tree Designer" Pam.

Sign up at the Welcome center on Sunday mornings or call the church office during the week (734-994-4455). Questions? Please contact Carol Brodbeck (734-434-3795 or [brodbeck@aol.com](mailto:brodbeck@aol.com)).

### Ladies Advent by Candlelight

We invite women of all ages to enjoy this spiritually rewarding evening of anticipating Christmas with lovely Christmas tables, candles, beautiful music, good conversations and yummy desserts, on Saturday December 6, 5—7PM. Sign up to host a table (be sure to pick up the hostess information sheet in the Welcome Center) - invite friends from all aspects of your life to have a beautiful "girls' night out." Or simply sign up and join a table!

Men—please contact Paul Bush at [musicalbush@excite.com](mailto:musicalbush@excite.com) if you can help serve.

### TNT: Twenties N' Thirties

TNT is a Zion Christian fellowship group for those in their 20s-30s. Come join us for lots of fun and socializing!

#### Fellowship Events

**Friday, December 12 at 7PM**

#### **Holiday Party w/Chrismon Making**

Get into the holiday mood with a dessert party and Chrismon making. Chrismons are tree decorations using Christian symbols that originated in the Lutheran church.

Bring a dessert to share.

#### Taste the Town Thursdays

**Join us at 6:30PM for dinner at new local restaurants!**

**Thursday, December 18**

**Bigolora**

3050 Washtenaw Ave, Ste. 112

**Never been before? No problem! Look for the table with the Zion sign.**

### Sunday Breakfasts

**We'll meet the first Sunday of each month to enjoy food & fellowship before attending the 11AM Zion worship service.**

**Classic Cup Café**, 4389 Jackson Rd, at 9:30AM

Dec. 7, Jan. 4, Feb. 1, Mar. 1, (no April), May 3

**RSVPs, ?s, Get on our mailing list— email [tntziona2@gmail.com](mailto:tntziona2@gmail.com).**

### Sports Potatoes ("They play, we cheer!")

In our ongoing effort to attend a variety of affordable, family-friendly sports events, we have selected some new ones to check out. Since these are all general admission events, please purchase your own tickets at [www.mglblue.com](http://www.mglblue.com) or at the door. Look for us with our Sports Potatoes signs, so we can sit together!

- Sunday, December 7th, 2PM—Women's Gymnastics vs. Eastern Michigan, Crisler Center
- Sunday, January 11th, 2PM—Women's Basketball vs. Ohio State, Crisler Center
- Saturday, January 24th, noon—Swimming and Diving vs. Ohio State, Canham Natatorium
- Saturday, February 7th, 7PM—Men's Gymnastics vs. Stanford, Cliff Keen Arena
- Saturday, February 21st, 7PM—Wrestling vs. Duke, Cliff Keen Arena

Stay tuned for events/dates in March, April, and May!

# Financial Stewardship News

## Summary of Income and Expenses

**YTD Through September 30, 2014**

	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>	<u>Actual</u>
<b>Income</b>	<b>2014</b>	<b>2014</b>	<b>2014</b>	<b>2013</b>
Contributions	\$ 616,078	\$ 602,257	\$ (13,822)	\$ 594,965
Board Income	1,260	1,983	722	2,701
Other Income	6,413	8,018	1,605	6,407
Bequests	15,000	-	(15,000)	301
Dedicated Funds	10,650	11,255	605	10,582
Endowment Fund	71,250	95,000	23,750	95,000
<b>Total Income</b>	<b>\$ 720,651</b>	<b>\$ 718,512</b>	<b>\$ (2,139)</b>	<b>\$ 709,956</b>
<b>Expenses</b>				
Council	\$ 4,191	\$ 4,221	\$ 30	\$ 3,652
Pastor's Office	92,733	24,934	(67,799)	90,871
Adult Discipleship	68,075	64,241	(3,834)	62,393
Young Disciple-ship	71,545	67,910	(3,635)	64,991
Worship Ministry	108,105	100,674	(7,431)	101,901
Missions Ministry	72,050	72,050	-	73,475
Member Caring Ministry	5,486	4,544	(942)	4,028
Welcome Ministry	81,754	86,889	5,135	74,547
Bldg & Grounds	142,992	145,959	2,967	145,380
Administration	145,512	136,962	(8,550)	134,355
Debt Service	41,518	41,102	(417)	32,051
<b>Total Expenses</b>	<b>\$ 833,962</b>	<b>\$ 749,485</b>	<b>\$ (84,476)</b>	<b>\$ 787,644</b>
<b>Net Income</b>				
(Expenses)	\$ (113,311)	\$ (30,973)	\$ 82,337	\$ (77,688)

## YTD Attendance and Offering

	<u>2014</u>	<u>2013</u>	<u>Variance</u>	<u>%</u>
Attendance (YTD)	12,128	13,139	(1,011)	-7.7%
-Including Bibleland	13,856			
Offering (YTD)	\$ 602,257	\$ 594,965	\$ 7,292	1.2%
Offering per Person	\$ 49.66	\$ 45.28	\$ 4.38	9.7%

## Cash and Investments

Petty Cash	\$ 200
Operations Checking	120,351
Dedicated Fund Checking	56,416
Expansion & Renovation DF	62,965
Money Market account	250,568
<b>Subtotal</b>	<b>490,500</b>
Dedicated Funds Receivable	136
Dedicated Funds Payable	(370,085)
<b>Unrestricted Cash</b>	<b>\$ 120,551</b>
<b>Endowment Fund</b>	<b>\$2,591,187</b>
<b>\$ 144,000 above restricted balance</b>	

## Loans

	<u>Month End</u>
United Bank & Trust - Line of Credit	\$ -
Member loans	\$ 405,000
United Bank & Trust - Mortgage	\$ -
Thrivent Mortgage	\$ 127,895
<b>Total</b>	<b>\$ 532,895</b>

## E-Giving

We remind you that we offer Electronic Giving as a way to automate your offerings. It is convenient for you and provides much-needed consistency for the church. Please visit our website at <http://zlc-aa.org/e-giving>, where you can set up both recurring and one-time contributions. Or, if you wish, you may complete a paper authorization form and return it to the church office.

## End-of-Year Contributions

As the year draws to a close, please review the following information regarding charitable contributions:

1. Charitable contributions must be claimed in the year in which they are delivered. If you intend to deduct your contribution from your 2014 taxes, it must be received by Zion before the office closes at noon December 31, 2014.
2. The value of personal services are never deductible as a charitable contribution.
3. Un-reimbursed expenses incurred in performing services on behalf of the church may be deductible as a contribution.
4. If you intend to claim charitable contributions, do not file your Federal Income Tax return until you have received a statement from the non-profit organization to whom you donated. The statement must itemize the contributions and verify that no goods or services have been received in return for the donation.
5. If you make a non-cash contribution of property to the church valued at \$500 or more, IRS form 8283 must also be completed. Non-cash gifts over \$5,000 must include an appraisal by a qualified appraiser.

# DECEMBER CALENDAR

## Monday, December 1

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

## Tuesday, December 2

12:00 PM Samaritan Counseling/Counseling Office  
 7:00 PM IT Committee Meeting/Church Office  
 7:00 PM Life's Lessons Book Club/Stellhorn Lounge  
 7:00 PM Five Miles More Rehearsal/Sanctuary  
 7:15 PM Building & Grounds Meeting/Creation Station

## Wednesday, December 3

10:00 AM Staff Meeting/Pastor's Office  
 1:00 PM Samaritan Counseling/Counseling Office  
 6:00 PM Al-Anon for Women/Alpha Room  
 6:30 PM Family Matters Group/Creation Room  
 7:30 PM Al-Anon Meeting/The Gathering  
 7:30 PM Alcoholics Anonymous/Piper Hall

## Thursday, December 4

7:00 AM Men's ChristCare/Sunday Spot  
 9:30 AM Samaritan Counseling/Counseling Office  
 12:00 PM Thursday Ladies Cards/Stellhorn Lounge  
 6:00 PM Zion Handbell Rehearsal/Sanctuary  
 7:30 PM Choir Rehearsal/Sanctuary

## Friday, December 5

10:00 AM Ladies Advent Dinner Setup/Kitchen & Hall  
 12:30 PM Women's Friday Bridge/Stellhorn Lounge  
 2:00 PM Samaritan Board Meeting/Creation Station  
 3:00 PM Samaritan Counseling/Counseling Office

## Saturday, December 6

8:00 AM Foster Kids Gift Wrapping/Youth Room  
 9:00 AM Giving Fair/Stellhorn Lounge  
 9:00 AM SERRV Stockroom Sale/SERRV Stockroom  
 9:30 AM Stephen Ministry/Omega Room  
 11:00 PM Praise Band Rehearsal/Sanctuary  
 5:00 PM Ladies Advent by Candlelight/Piper Hall & Kitchen

## Sunday, December 7

8:15 AM Traditional Worship/Sanctuary  
 9:00 AM Giving Fair/Stellhorn Lounge  
 9:00 AM Blood Pressure Clinic/Counseling Office  
 9:00 AM SERRV Stockroom Sale/SERRV Stockroom  
 9:30 AM Bibleland/2nd floor  
 9:30 AM Blended Worship/Sanctuary  
 9:30 AM C+C/Omega Room  
 9:30 AM JAM/Youth Room  
 11:00 AM Korean Baptist Church/Chapel  
 11:00 AM Contemporary Worship/Sanctuary  
 12:00 PM Korean Baptist Fellowship/Garden Room  
 12:15 PM Catechism/Gathering & Your Room

## Monday, December 8

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

## Tuesday, December 9

12:00 PM Samaritan Counseling/Counseling Office  
 7:00 PM Five Miles More Rehearsal/Sanctuary

## Wednesday, December 10

1:00 PM Samaritan Counseling/Counseling Office  
 6:30 PM Family Matters Group/Creation Station  
 7:30 PM Al-Anon Meeting/The Gathering  
 7:30 PM Alcoholics Anonymous/Piper Hall

## Thursday, December 11

7:00 AM Men's ChristCare/Sunday Spot  
 9:00 AM Activity Day/Piper Hall  
 9:30 AM Mom's Bible Study/Stellhorn Lounge  
 9:30 AM Samaritan Counseling/Counseling Office  
 6:00 PM Zion Handbell Rehearsal/Sanctuary  
 7:30 PM Choir Rehearsal/Sanctuary

## Friday, December 12

2:00 PM Senior Luncheon Setup/Main Kitchen & Hall  
 3:00 PM Samaritan Counseling/Counseling Office  
 6:00 PM Christmas Program Rehearsal/Sanctuary  
 6:00 PM TNT Christmas Party/Youth Room

## Saturday, December 13

9:00 AM Music Rehearsal/Sanctuary  
 12:00 PM Zion Senior Luncheon/Piper Hall  
 3:00 PM Zion Symbol Tour/Everywhere!

## Sunday, December 14

8:15 AM Traditional Worship/Sanctuary  
 9:00 AM Giving Fair/Stellhorn Lounge  
 9:30 AM Bibleland/2nd floor  
 9:30 AM Blended Worship/Sanctuary  
 9:30 AM C+C/Omega Room  
 9:30 AM JAM/Youth Room  
 11:00 AM Korean Baptist Church/Chapel  
 11:00 AM Contemporary Worship/Sanctuary  
 12:00 PM Korean Baptist Fellowship/Garden Room  
 6:00 PM High School Christmas Party/Off Site

## Monday, December 15

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

## Tuesday, December 16

12:00 PM Samaritan Counseling/Counseling Office  
 7:00 PM Council Meeting/The Gathering  
 7:00 PM Five Miles More Rehearsal/Sanctuary

## Wednesday, December 17

1:00 PM Samaritan Counseling/Counseling Office  
 6:00 PM Al-Anon for Women/Alpha Room  
 6:30 PM Family Matters Group/Creation Station  
 6:30 PM Knit 2 Together/Stellhorn Lounge  
 7:30 PM Al-Anon Meeting/The Gathering  
 7:30 PM Alcoholics Anonymous/Piper Hall

## Thursday, December 18

7:00 AM Men's ChristCare/Sunday Spot  
 9:00 AM Sarah's Circle/Stellhorn Lounge  
 9:30 AM Samaritan Counseling/Counseling Office  
 1:00 PM Ruth's Circle/Stellhorn Lounge  
 6:00 PM Zion Handbell Rehearsal/Sanctuary  
 7:30 PM Choir Rehearsal/Sanctuary

## Friday, December 19

12:15 PM Zion Singers/Music Room #1  
 3:00 PM Samaritan Counseling/Counseling Office

## Saturday, December 20

11:00 AM Praise Band Rehearsal/Sanctuary

## Sunday, December 21

9:00 AM Giving Fair/Stellhorn Lounge  
 10:00 AM One Worship Service/Sanctuary  
 11:00 AM Korean Baptist Church/Chapel  
 12:00 PM Korean Baptist Fellowship/Garden Room

## Monday, December 22

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

## Tuesday, December 23

12:00 PM Samaritan Counseling/Counseling Office  
 7:00 PM Five Miles More Rehearsal/Sanctuary

## Wednesday, December 24—Christmas Eve

*Office Closes at 12:00PM*

5:00 PM Christmas Eve Worship/Sanctuary  
 6:30 PM Family Matters Group/Creation Station  
 7:30 PM Christmas Eve Worship/Sanctuary  
 7:30 PM Al-Anon Meeting/The Gathering  
 7:30 PM Alcoholics Anonymous/Piper Hall  
 10:00 PM Christmas Eve Worship/Sanctuary

## Thursday, December 25—Christmas Day

*Office Closed*

10:00 AM Christmas Day Worship/Chapel

## Friday, December 26

## Saturday, December 27

## Sunday, December 28

8:15 AM Traditional Worship/Sanctuary  
 9:30 AM Blended Worship/Sanctuary  
 11:00 AM Contemporary Worship/Sanctuary  
 11:00 AM Korean Baptist Church/Chapel  
 12:00 PM Korean Baptist Fellowship/Garden Room

## Monday, December 29

6:30 AM Men's ChristCare/Sunday Spot  
 1:00 PM Samaritan Counseling/Counseling Office

## Tuesday, December 30

12:00 PM Samaritan Counseling/Counseling Office  
 7:00 PM Five Miles More Rehearsal/Sanctuary

## Wednesday, December 31—New Year's Eve

*Office Closes at 12:00PM*

6:30 PM Family Matters Group/Creation Station  
 7:30 PM Al-Anon Meeting/The Gathering  
 7:30 PM Alcoholics Anonymous/Piper Hall

# The Tower

Zion Lutheran Church  
1501 West Liberty  
Ann Arbor, Michigan 48103

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December 1, 2014

## November Life Passages at Zion

**BAPTISMS:** Madeline Marie Thew, parents Jonathan & Kelly Thew

**WEDDINGS:**

**FUNERALS:** Roland Haynes

**NEW MEMBERS:**

## Elected Ministry Leaders

### Congregation Council

President: Margie Reynolds ([margiereynolds@comcast.net](mailto:margiereynolds@comcast.net))  
Vice-Pres: Lorin Cartwright ([cartwrl@gmail.com](mailto:cartwrl@gmail.com))  
Secretary: Laura Berry ([berry.laura@gmail.com](mailto:berry.laura@gmail.com))  
Treasurer: Bob Bertrand ([bobbertrand@yahoo.com](mailto:bobbertrand@yahoo.com))  
At Large: Diane Hunt ([dianhunt@umich.edu](mailto:dianhunt@umich.edu))  
Christine Karshin ([ckarshin@emich.edu](mailto:ckarshin@emich.edu))  
Dennis Kaye ([denniskaye@sbcglobal.net](mailto:denniskaye@sbcglobal.net))  
Nick Kogleman ([nkogelman@gmail.com](mailto:nkogelman@gmail.com))  
Vickie Matthews ([vickiematthews@comcast.net](mailto:vickiematthews@comcast.net))  
Connie McComb ([cmccomb0822@comcast.net](mailto:cmccomb0822@comcast.net))

### Core Ministries

Worship: Dale Eckart, Holli Bertram  
Welcome: Chris Karpinnen, *Vacant*  
Adult Discipleship: Sonja Page, Felicia Leipzig  
Young Discipleship: Tom Clifford, Ken Utsunomiya  
Member-Caring: Dianne Daily, Laura Girbach  
Missions: Mike Kreykes, Mark Gunderson

### Support Ministries

Personnel: Tim Damschroder, Bethany Kaye  
Building & Grounds: Bill Lehmann, Doug Behnke  
Financial Stewardship: Nick Rogers, Lisa Rombes  
IT: David Anderson, Ray Vanderbok

## Staff

Senior Pastor	<i>Vacant</i>
Welcome / Interim Senior Pastor	Michael Walters
Interim Associate Pastor	Rod Buland
Director, Adult Discipleship	Christine Carlsen
Finance Manager	David Beck
Office Administrator	Diane Rinehart
Director, Young Discipleship	Kelly Nieman-Anderson
Bibleland Coordinator	Nina Johnson
Director of Music	Rob Meyer
Organist	<i>Vacant</i>
Praise Team Director	Tim VanRiper
Sound Operator	Tyler Dence
Worship Media Coordinator	Eddie VanRiper
Resident Custodian	Chris LeVasseur
Weekend Custodian	Patrick Peck
Wedding Coordinator	Andrea Clark-Ribick
Nursery Coordinator	Jasmine Schuler

Email addresses for staff may be found at our website:

[www.zlc-aa.org](http://www.zlc-aa.org).

Office phone 994-4455