

CELEBRATION OF ACCOMPLISHMENTS and LOOKING FORWARD

Our Mission: The mission of Zion Lutheran Church is to spread the Gospel of Jesus Christ to all people through Word and Sacrament; encouraging and supporting one another as a fellowship of believers.

Our Values: Zion is committed to living out the values of the gospel of Jesus Christ; to love God, love others, and share the good news of Jesus Christ. Zion is a community built on hope, strengthened by faith, and open to the opportunities God provides.



**Annual Report for 2025 And Vision for 2026
Zion Lutheran Church
Bismarck, ND
Meeting on January 25, 2026**

2025 LIST OF PASTORS, BOARD MEMBERS, AUXILIARY

SENIOR PASTOR

Rev. Thomas R. Marcis, Jr.

ASSOCIATE PASTOR

Rev. Vincent J. Otto

DIRECTOR OF FAMILY MINISTRY

Kristin Nistler

DIRECTOR OF JUNIOR YOUTH MINISTRY

Russ Weixel

SECRETARY STAFF

Gayle Little (Administrative Secretary)

Roxanne Rosin & Dana Otto (Part-time Secretaries)

CUSTODIAN

Larry Brown/Grace Wolfgram

WORSHIP STREAMING

Fred Nistler, Ken Albers, Noah Rau, Josh Albers, Isaiah LaMontagne,
Tara Hovda, Isaac Nistler, Tom Rehborg & Jesse Beckers

WORSHIP SCREENS

James Rath, Isaac Nistler, Kallen Albers, Brandon Hovda, Tara Hovda,
Mary Bollinger

PRESIDENT

James Rath

VICE-PRESIDENT

Darrin Anderson

SECRETARY

Bonnie Chase

TREASURER

Fred Ehrhardt

LAY MINISTRY

Joshua Albers (Chair) Brian Rosin, James Rath, Chris Rooke, Ken Paul, Josh Schuh,
Steve Graf, Oren Danielson, Gary Semmel, Arlan Henke, Corey Stewart,
Dan Johnson, Gordon Fode, and Dr. John Witt

CHURCH PROPERTIES

Ken Paul, (chair), David Kemnitz, Dave Wultz, Dave Thiel, Al Roe, Bryon Fuchs,
Travis Rau, Fred Nistler, Jeremy Glass, Russ Weixel, Ryan Ell, Kevin Davison,
Steve Graf and Jesse Beckers

*In addition there are numerous Zion members who volunteer on a number of
projects big and small.*

STEWARDSHIP

Brad Christensen (chair), Renee Daffinrud, Kerry Horton, Pat Sebastian &
Paula Peters

ADULT FAMILY MINISTRY

Rev Mark Christensen (chair), Tammy Mayer & Steve Mayer

YOUTH FAMILY MINISTRY

Co-Chairs Jennifer Zacher & Sarah Zainhofsky, Lindsey LaMontagne, Fae Glass, Donna Davidson, Kirstin Johnson, Helen Christensen, Jamie Younker, Jessica Hermanson, Russ Weixel-Advisory Member, Kristin Nistler-Advisory Member

ENDOWMENT FUND COUNCIL

Dan Johnson (Chair) 5-year term (February 1, 2025 to January 31, 2030)
Pastor Mark Christensen 4-year term (February 1, 2025 to January 31, 2029)
Dr. John Witt 3-year term (February 1, 2025 to January 31, 2028)
Melody Hintz-Rau (Sec) 2-year term (February 1, 2025 to January 31, 2027)
Joshua Albers 1-year term (February 1, 2025 to January 31, 2026)

ZION LUTHERAN FOUNDATION

Gerry Pfau (Chair), Gerry Pfau (term ends January 2026), Kendall Bauer (term ends January 2026), Dusty Schlittenhardt (term ends January 2027), Mike Hinrichs (term ends January 2027), Renee Daffinrud (term ends January 2028), Jason Hilsabeck (term ends January 2028) & Rev. Thomas R. Marcis, Jr.

BISMARCK-MANDAN LUTHERAN SCHOOL ASSOCIATION

Roxanne Rosin & Evelyn Orth

LWML

President - Nancy Brown, VP - Karen Anders, Secretary Phyllis Weist,
Treasurer - Barb Hellman

BELLS DIRECTOR

Melody Rau

HOSANNAS DIRECTOR

Tammy Anderson/Eric Rooke

SMALL GROUP WORSHIP LEADER

Rev Mark Christensen/Katie Rooke

- Foundation (2 members) Gerry Pfau
Need to find someone
- Endowment Fund (EF) Council Brad Christensen (5-year term)
Feb. 1, 2026 to January 31, 2031
- Martin Luther School Board Evelyn Orth
Roxanne Rosin
- Synod Nominations
 - President
 - First Vice-President
 - Regional Vice-President
- Proposed Revisions to Zion's Manual
- Budget
 - Motion from Council recommending voters approve the 2026 Proposed Operating Budget.
- Cash Reserve
- Motions from Endowment Fund Council to be approved by voters:
 - 10% of actual interest and dividend earnings on the endowment fund will be directed towards missions annually.
 - The Endowment Fund Money Market account carries a balance of \$100,000. We recommend using this money market account as the cashflow makeup fund for short offering months, with long offering months repaying the account up to the amount previously used. The account must have a final balance at year-end of not less than \$70,000.
- Call Process Timeline

ADJOURNMENT AND CLOSING

**ZION LUTHERAN CHURCH – LCMS
Bismarck, ND**

**ANNUAL VOTERS MEETING MINUTES
JANUARY 26, 2025**

The purpose of Zion Lutheran Church is to spread the Gospel of Jesus Christ to all people through Word and Sacrament; encouraging and supporting one another as a fellowship of believers.

Meeting was called to order by James Rath.

Pastor Marcis opened with prayer.

Members:

There were 48 members in attendance, either in person or on Zoom.

Correct/Accept Minutes:

February 4 & 25, 2024 Annual Meeting Minutes; April 7, 2024 Special Voter's Meeting Minutes; June 2, 2024 Special Voter's Meeting Minutes; June 30, 2024 Special Voter's Meeting Minutes; September 15, 2024 Special Voter's Meeting Minutes; and, November 17, 2024 Special Voter's Meeting Minutes: **Joshua Albers made a motion, seconded by Connie Herrmann, to accept the Minutes from the February 4 & 25, 2024 Annual Meeting; April 7, 2024 Special Voter's Meeting; June 2, 2024 Special Voter's Meeting; June 30, 2024 Special Voter's Meeting; September 15, 2024 Special Voter's Meeting; and, November 17, 2024 Special Voter's Meeting. Motion carried.**

Agenda:

Connie Herrmann made a motion, seconded by Joshua Albers, to accept agenda as presented. Motion carried.

Board Reports:

Reports are in the Celebration of Accomplishments and Looking Forward Annual Report for 2024 and Vision for 2025 document. The reports were provided in the booklet. Highlights were captured and presented to the voters.

Those presenting included: Pastor Marcis, Pastor Otto, James Rath – President, Fred Ehrhardt -Treasurer, Ken Paul - Board of Church Properties, Joshua Albers - Board of Lay Ministry, Melody Hintz-Rau - Board of Stewardship, Kristin Nistler – Director of Family Ministry, Russ Weixel – Director of Junior Ministry, Gerry Pfau - Zion Lutheran Church Foundation, and Dan Johnson – Endowment Fund Council.

Additional Information presented with the Reports:

Board of Church Properties: Ken Paul

- Thanked Al Heid for his help converting the conference room to Pastor Otto's office.
- Thanked Nancy and Larry Brown for their landscaping.
- Ken showed pictures of the cross on the north side of Zion with different colors lighting it up.
- Ken showed pictures of the parking lot failure and the parking lot being replaced.

Director of Family Ministry: Kristin Nistler

- A Confirmation Mentorship Program was started pairing a Confirmation student with an adult.
- Looking at having a marriage retreat and starting a parenting group.

Endowment Fund Council: Dan Johnson

With the generous donation to Zion Lutheran Church from the estate of George and Doris Krein and in accordance with the Zion Lutheran Church Manual, the Zion Church Council nominated an initial Endowment Fund Council (EF Council) in late 2024. The goals of the initial EF Council were:

- To review and recommend changes that may be necessary to update the Zion Manual concerning the purpose of the EF Council and the use of endowment funds.
- To continue the path established by the Church Council and the voters to close the Krein Trust as held by U.S. Bank as quickly as possible.
- To initiate discussions with LCMS Foundation by the direction of the Zion voters.
- To organize the EF Council and prepare for 2025 after approval of EF Council membership and terms by the Zion voters.

The initial EF Council was nominated by the Zion Church Council and organized as outlined below by the EF Council.

- Joshua Albers 1-year term (February 1, 2025 to January 31, 2026)
- Melody Hintz-Rau 2-year term (February 1, 2025 to January 31, 2027)
- Dr. John Witt 3-year term (February 1, 2025 to January 31, 2028)
- Pastor Mark Christensen 4-year term (February 1, 2025 to January 31, 2029)
- Dan Johnson (Chair) 5-year term (February 1, 2025 to January 31, 2030)

The initial EF Council has met the goals as outlined and provided preliminary recommendations to the voters for review, comment and approval. Pending EF Council ratification by the Zion Voters, we will continue to work towards developing God-pleasing ways to utilize the blessings we have received.

CORRECT/ACCEPT REPORTS

Fred Ehrhardt made a motion, seconded by Connie Herrmann to accept the reports as printed and presented. Motion carried.

UNFINISHED BUSINESS

Ministry Expansion Campaign:

- General – Melody Hintz-Rau
 - The Campaign was started 18 months ago. There was \$990,383 committed plus \$32,065 was received outside of commitments. We have received \$831,895 to date. We have received over 81% in a little over a year.
 - The Fulfillment Team will be meeting and planning a recommitment event to have a mid-campaign celebration. Will also look at celebrating Zion's 100-year anniversary.
 - We changed our priorities in the spring when the parking lot failed.
- Parking Lot – James Rath
 - There were a few members of Zion and a co-worker, who were used as consultants or worked on it.
 - Tyler Paul, (Ken Paul's son), who is with Houston Engineering drew the plans.
 - James Ruud from Edling Electric did the lighting.
 - Clayton Schumaker helped with the assessment of the pavement.
 - Doug Schumaker provided guidance on lighting and pavement marking.
 - Wade Kummer from Skyline installed the sprinklers.
- Church Loan
 - **Dan Johnson made a motion, seconded by Connie Herrmann to ratify the motion from Church Council (brought to Church Council by EF Council) to voters that we use approximately \$79,000 from Krein IRA funds plus available campaign funds to pay down the**

mortgage and remaining amount to pay off mortgage from Krein trust funds. Any funds used from the Krein trust funds will be replaced as campaign funds come in. Motion Carried.

- It was noted that we used \$25,000 from Krein trust funds that will be replaced.
- HVAC – Ken Paul
 - In May 2023, we replaced the chiller. We need to replace the heating system. Ken showed pictures of what we currently have. There are boilers from the 1980's and there is a large motor/fan from the 1950's.
 - On February 20, 2024, we signed a contract with Prairie Engineering. This firm has mechanical and electrical engineers that design heating and cooling systems.
 - Met with Lucas Niess, Prairie Engineering Professional Mechanical Engineer, on September 27, 2024 and December 10, 2024. At the meetings, we discussed the scope of work, possible contractors, length of time project may take, when engineering design should be completed, when project could begin and possible energy grants.
 - Project Time Line
 - Engineering design completed by January 31, 2025
 - Bid Project Week of February 3, 2025
 - Bids should be available for review by February 24, 2025
 - Voters Meeting to approve contract in March 2025
 - Contractor selected and contract signed by April 1, 2025
 - Project started May 1, 2025
 - Project completed by September 1, 2025
 - There won't be any heating or air conditioning in the sanctuary, while this is being done.
 - They will need to test for asbestos.
 - Project Costs
 - Engineering Estimate of Contractor Cost \$595,000 to \$615,000.
 - Asbestos Testing and Removal \$50,000???
 - Engineering Design Fees \$45,000
 - Construction Administration \$10,000
 - Total Cost could amount to near \$750,000
 - We have \$55,000 in dedicated funds

NEW BUSINESS

Nominations

- Election of Officers
 - President – James Rath (Term from February 1, 2025 to January 31, 2027)
 - Vice-President - Darrin Anderson (Term from February 1, 2025 to January 31, 2027)
 - Board of Stewardship Chair (Term from February 1, 2025 to January 31, 2026)
 - Board of Adult Family Ministry Chair – Pastor Mark Christensen (Term from February 1, 2025 to January 31, 2026)
 - There were no nominations from the floor.
 - Joshua Albers read the nominations from Council and stated that **Council brings the above nominations to the Voters Assembly for consideration. The motion was seconded by Pastor Marcis. Motion carried.**
 - We need to find a Chairperson for the Board of Stewardship as Melody Hintz-Rau has taken another position.

- Foundation
 - Ratify the Foundation's new member:
 - Wes Becker Term ends January 2029
 - Ratify the Foundation's existing members:
 - Gerry Pfau Term ends January 2026
 - Kendall Bauer Term ends January 2026
 - Dusty Schlittenhardt Term ends January 2027
 - Mike Hinrichs Term ends January 2027
 - Renee Daffinrud Term ends January 2028
 - Jason Hilsabeck Term ends January 2028
 - Joshua Albers read names and terms of the Foundation members and stated that **Council brings the recommendation to ratify the Foundation members. The motion was seconded by Llana Sailing. Motion carried.**
- Endowment Fund(EF) Council members
 - Nominations from Church Council:
 - Dan Johnson (Chair) 5-year term (February 1, 2025 to January 31, 2030)
 - Pastor Mark Christensen 4-year term (February 1, 2025 to January 31, 2029)
 - Dr. John Witt 3-year term (February 1, 2025 to January 31, 2028)
 - Melody Hintz-Rau (Secretary) 2-year term (February 1, 2025 to January 31, 2027)
 - Joshua Albers 1-year term (February 1, 2025 to January 31, 2026)
 - There were no nominations from the floor.
 - Dan Johnson read the nominations from Council and stated that **Council brings the above nominations to the Voters Assembly for consideration. The motion was seconded by Llana Sailing. Motion carried.**

Motions from Endowment Fund Council to voters

- Dan Johnson read the motion, seconded by Connie Herrmann, that we establish a fund with LCMS Foundation for investment of the Krein Funds and placed in a money market account until recommendations on investments can be developed. Motion carried.
- Dan Johnson read the motion from the EF Council, seconded by Connie Herrmann, to approve an expenditure of \$25,000 from the Krein funds for a loan to Pastor Otto to be provided prior to Pastor Otto closing on a house this spring. Motion carried.

Proposed Revisions to Zion's Manual

- The EF Council was tasked with reviewing and recommending changes to update the Zion Manual concerning the purpose of the EF Council and the use of endowment funds.
- Dan Johnson made a motion, seconded by Joshua Albers, to recommend the changes to the voters with suggested uses for the funds to be capital improvements, missions and general operating as approved by the EF Council. Motion carried.

**ZION LUTHERAN CHURCH-LUTHERAN CHURCH MISSOURI SYNOD
BISMARCK, NORTH DAKOTA 58501**

**ZION'S MANUAL
SECTION M12**

ENDOWMENT/FOUNDATION

12.1 ZION LUTHERAN CHURCH ENDOWMENT FUND

A. Establishment:

This congregation will have a Congregational Fund. The fund will be called **ZION LUTHERAN CHURCH ENDOWMENT FUND**. It will not be a separate entity, but will be one of the funds of this congregation. The word "Fund" used in this manual refers to Zion Lutheran Church Endowment Fund. (Bylaws, Article 9).

B. General Purpose:

1. ~~4-~~This Fund's purpose will be to receive gifts and bequests and to use them for the mission and ministry of ~~ZION LUTHERAN CHURCH~~Zion Lutheran Church, The Lutheran Church Missouri Synod ~~LUTHERAN CHURCH MISSOURI SYNOD~~, its districts, seminaries, colleges, institutions or agencies.
2. Both the principal and income from unrestricted gifts and bequests to the Fund are to be used as for the uses, projects, and programs recommended by the Endowment Fund Council (hereinafter called EF Council) and approved by a simple majority of the Voters Assembly, ~~provided that the uses, projects, and programs will be consistent with the general purpose for which this Fund has been established. The list of approved uses, projects, and programs will be appended to this Manual and will be distributed to the members of the congregation in accordance with Zion's Bylaws, Article 11. The list of approved uses are shown in section 12.1.C Uses.~~
3. The EF Council will make, at least annually, recommendations to the Voters Assembly for distribution of the income and/or principal of the Fund for the designated uses, ~~projects, and programs. None of the income or principal from unrestricted gifts will be distributed to the congregation's operating budget, except as hereinafter set forth.~~The distribution of the income and/or principal from unrestricted gifts will be determined by a simple majority of the Voters Assembly. ~~In the initial three years of a new congregational program or project, which is normally funded by the operating budget, the income and principal of the Fund may be used on a proportionally decreasing basis so that by the fourth year, if not sooner, the new program or project is fully supported by the operating budget. Such use of the income and/or principal from unrestricted gifts needs the approval of a simple majority of the Voters Assembly.~~
4. Gifts and bequests may be made upon special terms or conditions or containing limitations of directions as to the investment or use of the substance of the gift, the use or accumulation of the income, provided that such are acceptable to ~~ZION LUTHERAN CHURCH~~Zion Lutheran Church. The EF Council will submit at the next meeting of the Voters Assembly (or request ~~an emergency a special~~ meeting), its recommendation on the acceptability of such a gift or bequest. The acceptance of such a gift will be by a simple majority of the Voters Assembly.

C. Approved Uses for the Fund

~~Uses define how and when each use is distributed. Uses should be reviewed and updated regularly. The EF Council recommends and the voters approve the following uses for the Fund:~~

1. The following uses are from unrestricted gifts:
 - a. Capital Improvements

MANUAL SECTION M12 Continued

- b. Missions
- c. General Operating Funds as approved by the EF Council.

2. The following uses are from restricted gifts:
- a. None at this time.

D.C. Duration:

The ~~ZION LUTHERAN CHURCH ENDOWMENT FUND~~ Fund will continue in existence and be used as herein provided above, unless earlier revoked, so long as ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church will continue to exist. If ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church-Lutheran Church Missouri Synod LCMS should cease to exist, then the assets constituting the Fund when ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church- Lutheran Church Missouri Synod LCMS ceases to exist, will become the property of a successor Lutheran Church-LCMS or, if no successor Lutheran Church- Lutheran Church Missouri Synod LCMS, then it will become the absolute property of the ~~North Dakota District-Lutheran Church Missouri Synod~~ NORTH DAKOTA DISTRICT, LUTHERAN CHURCH MISSOURI SYNOD (except that any and all properties held by the Fund upon special conditions, restrictions or limitations will continue to be subject to those conditions, restrictions or limitations upon which such properties are held). If ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church dissolves it will, at the time of such dissolution, have the right and duty to determine the existence of a successor Lutheran Church, if any, providing such successor Lutheran Church must qualify as an exempt organization under the Internal Revenue Code and ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church will execute the necessary documents to effect such transfer.

E.D. Governing Board and Officers:

An EF Council of five (5) will administer the Fund and will respect confidentiality when requested by a donor or donor's representative. All members of the EF Council ~~will~~ be members of ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church and be elected by the Voters Assembly. ~~The~~ and the term of each EF Council member will be ~~for~~ five years. The Voters Assembly will elect the first EF Council of five (5) members, with the members elected to stagger terms, ranging from one (1) year to five (5) years. The first elected EF Council will take office on the first day of the month following their election. Thereafter the election will be held at the ~~annual~~ Voters Assembly ~~in January and elected EF Council members shall take office on the first day of February of the same year. during the quarter prior to July 1 and individual elected will take office on July 1 and will serve for five (5) years.~~ No member ~~shall~~ will serve for more than two (2) consecutive ~~five year~~ terms. In the event of a vacancy on the EF Council, ~~the Church Council will~~ the remaining members may, but are not required to, elect ~~someone~~ an eligible voting member of Zion Lutheran Church to fill the vacancy until the next ~~annual~~ Voters Assembly, at which time the vacancy will be filled.

The EF Council will elect from its membership, prior to ~~the July 1, February Church Council meeting,~~ a chairperson and a secretary to serve from ~~February 1 through January 31, July 1 through June 30.~~ The chairperson should regularly attend Church Council meetings.

1. The EF Council will promote and manage the Fund. The Treasurer of the congregation will be responsible for receipts and disbursements from the Fund, shall maintain complete and accurate books of accounts, and will provide at least annually a written financial report of the Fund to the Voters Assembly.
2. The EF Council, if it deems it to be in the best interest of the congregation, may recommend that the assets of the Fund be delivered to The Lutheran Church Missouri Synod Foundation for investment management. Any agreement entered into for the management of the Fund will be valid only if approved by a two thirds (2/3) majority of the voting members present at a duly called and constituted meeting of the Voters Assembly.
3. The EF Council will meet ~~as needed for the best interests of the Fund, at least once a month at the church at a time fixed by resolution of the EF Council and more frequently as it may be deemed by it for the best interests of the Fund. The EF Council, when it deems it~~

MANUAL SECTION M12 Continued

~~unnecessary to hold a particular monthly meeting, may by resolution cancel a meeting. Special meetings may be called on twenty four (24) hours written or oral notice to the members of the Council by the chairperson or any two members. No notice other than recording of the resolution of the Council fixing the time of the regular meetings need be given the members.~~ Each member is charged with knowledge of the contents of the minute(record) book. If all members are present, consent in writing to the minutes by a member of the EF Council will constitute his/her approval of the action reflected in the minutes and taken at the meeting and will have the same force and effect as though he/she had been present and voting at the meeting as reflected by the minutes.

4. A quorum will consist of three members. The affirmative vote of a majority present and voting will carry any motion or resolution.
5. The EF Council will establish written rules and regulations as may be necessary for the conduct of its business. It will adopt standards and goals to guide in the expenditure of the income from the Fund, which it may amend, all within the stated purposes of this Fund.
6. The EF Council will maintain accounts with such financial institutions as it may by resolution authorize and determine. The Treasurer of Zion and the chairperson of the EF Council will execute all checks and other documents transferring or expending any funds or assets in the Fund.
7. For any members of the EF Council with check signing authority, a corporate fidelity bond in a principal amount to be determined from time to time by the EF council will cover signing authority, at the expense of the Fund. ~~Any members of the EF Council with check a corporate fidelity bond in a principal amount to be determined from time to time by the EF Council will cover signing authority, at the expense of the Fund.~~
8. The EF Council may ask other members of the congregation to serve as advisory members and may employ, at the expense of the Fund income, such professional counseling on investments and legal matters as it deems to be for the best interest of the Fund.
9. The EF Council will maintain complete and accurate books of account and may employ such professional help as it deems necessary in this connection.
10. The secretary will maintain complete and accurate minutes of all meetings of the EF Council and supply a copy thereof to each member within seven (7) days after the meeting. Each member will keep a complete copy of minutes to be delivered to his or her successor.
11. The chairperson, or the member designated by the chairperson will preside at all EF Council meetings.
12. ~~No member of the EF Council will engage in any self-dealing or trans-actions with the Fund in which the member of the EF Council has direct or indirect financial interest and will at all times refrain from any conduct in which his/her personal interests would conflict with the interest of the Fund.~~

FE. Fiscal Year:

1. For tax, accounting, distribution, or other purposes, the fiscal year of the Fund will be the fiscal year (whether terminating December 31 or otherwise) of ZION LUTHERAN CHURCH ~~Zion Lutheran Church will be the fiscal year of the Fund.~~
2. Within two months after the close of each of the funds fiscal years, and at such other time(s) as is deemed convenient, an itemized written statement accurately reflecting the position of the Fund's income and corpus accounts as of a date reasonably close to the date the statement is submitted, and the receipts, disbursements and changes therein since the Funds inception or the previous accounting, as the case may be, will be submitted to the ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church Voters Assembly.

GF. Duties:

1. The EF Council will, at least annually, render a full and complete account of the administration of the Fund during the preceding year.
2. Gifts and contributions from any individual, firm or corporation, in money, in securities, or in any other form of property, including, by way of explanation and not in limitation, direct gifts

MANUAL SECTION M13 Continued

in memory of any deceased person or in appreciation or recognition of any living person, gifts in the form of a device or bequest under Will or trust instrument, and gifts or proceeds of portions of proceeds of insurance, annuity, or endowment policies or contracts, may be received by the Fund at any time.

3. Means for acknowledging the receipt of each gift and contribution will be established and maintained, including, whenever feasible, a designation of the value ascribed to each gift.
4. Gifts and contributions may be made upon special terms or conditions or containing limitations or directions as to the investment or use of the substance of the gift, the use or accumulation of the income provided that such are acceptable to ~~ZION LUTHERAN CHURCH~~ Zion Lutheran Church. Separate identification and recording will be made of all transactions with respect to any such special or restricted gift or gifts.
5. All funds and property will be kept and maintained separate, distinct and independent from the funds and property otherwise belonging to Zion Lutheran Church. However the EF Council will in no event be required to make physical segregation of the assets of the Fund in order to conform to the directions of any individual donors, but may establish separate accounts in its accounting records.
6. The EF Council is to inform the members of the congregation of the purpose of the Fund, and may periodically arrange for members of the congregation to meet with professional counselors in the areas of charitable giving, wills, bequests, insurance, etc.
7. **All new members of the EF Council are to receive a copy of Zion's ~~Fund~~ Bylaws and Manual so they may become acquainted with the function and purposes of the Fund.**

HG.Powers:

The manager of the Fund, whether the Fund is managed and administered by the EF Council, or whether the Fund is delivered to The Lutheran Church Missouri Synod Foundation ~~THE LUTHERAN CHURCH MISSOURI-SYNOD FOUNDATION~~ for management and administration, will have the following powers and authority.

1. The property constituting the corpus of the Fund shall be invested and reinvested in any kind of property, (whether real or personal, tangible or intangible, and/or domestic or foreign), including, but not limited to, securities, real estate, oil, gas, and other natural resources and/or accounts or certificates of banks or other lending institutions, and each investment will be managed and protected in accordance with the principles herein established. In exercising the authority granted in this Section, the decisions with respect to investment will be guided by the concept of a prudent investor whose investment purpose includes both income and capital appreciation and will not otherwise be restricted by any law, rule or custom (i) requiring safety of corpus as a primary consideration, (ii) regarding investment in income producing property, or (iii) requiring diversification of investments. It is further understood that any part or all of the Fund may be invested in obligations of The Lutheran Church Extension Fund Missouri Synod, St. Louis, Missouri. (Or North Dakota District's Church Extension Fund.) In amplification, but not limitation, of the foregoing, authority is granted to:
 - a. acquire interests in property by purchase, lease, rental or other method; to sell, option, exchange, redeem or convert any property interests; and to rent or lease property of the Fund;
 - b. exercise all rights and privileges accruing to a holder of securities, including (without limitation) all conversion, subscription, and pre-emptive rights; to deposit any securities with, delegate discretionary power to, and participate, cooperate and contract with, as a member or otherwise, any protective committee of security holders; and to effectuate any merger, consolidation, dissolution, reorganization or financial adjustment of the issuer of any securities and/or any transfer, demise, or encumbrance or any of its properties; grant easement or other charges with respect to it;
 - c. abandon any property interest deemed worthless or of insignificant value;
 - d. borrow money from any source within the Fund, to encumber property of the Fund and to repay any loan due by the Fund;

MANUAL SECTION M12 Continued

- e. foreclose any mortgage, lien, or other encumbrance, and to purchase the encumbered property, whether through foreclosure or private arrangement;
 - f. establish and maintain, out of income, depreciation, depletion and/or amortization reserves;
 - g. maintain a portion or all of the property constituting the Fund in liquid or nearly liquid form, even though little or no income is earned thereon;
 - h. use income or corpus funds (irrespective of their derivation) for any purpose of the Fund and with respect to any property of the Fund (irrespective of the income, if any, it produces) even if such funds are derived from the sale of or income from, other property the Fund or from a loan (from income or an outside source) using such other property as security.
2. Without limiting the authority otherwise conferred, the additional authority is hereby granted to be exercised as is believed to be in the best interest of the Fund to:
- a. accept and receipt for any inter vivo, testamentary or other transfer of property to the Fund;
 - b. hold property, and to negotiate and execute documents on behalf of the Fund, in the name of the Fund or in the name of a nominee(s) without disclosing any fiduciary, relationship to anyone;
 - c. allocate between income and corpus (in case where reasonable doubt of the applicable law exists) in equitable proportions, and money or other property received, and any loss or expenditure incurred;
 - d. vote, or refrain from voting, securities having voting privileges, and to give any type of proxy (with or without voting directions) to vote the same;
 - e. make division and distribution of property held in the Fund (whenever directed to do so) either in kind or in cash, or partly in kind and partly in cash and for such purpose to set values upon any property of the Fund;
 - f. protect the Fund and its property by insurance against damage, loss or liability;
 - g. establish checking account(s) in which may be deposited income and/or corpus cash; and
 - h. employ, at the expense of the Fund, attorneys, investment counsel, brokers, custodians of assets, and other agents and employees.

H. Amendments:

Any amendment to this Manual which will change, alter or amend the general purpose for which the Fund is established will be adopted only if approved by a two thirds (2/3) majority of the voting members present at a duly called and constituted meeting of the Voters Assembly, the notice of which has stated that such an amendment will be proposed to the Voters Assembly.

12.2 ZION LUTHERAN CHURCH FOUNDATION, INCORPORATED

- A. Establishment.
This congregation will have a "Zion Lutheran Church Foundation" established, by Zion's Voters Assembly, April 24, 1994 in accordance with Zion Lutheran Church Bylaws 9A. "Zion Lutheran Church Foundation" will hereafter be called "Foundation" or "The Foundation." The foundation was incorporated by the state of North Dakota. The Articles of Incorporation were signed as a non-profit corporation on June 9, 1994 and amended on May 7, 1995.
- B. Purpose.
The purpose is to enhance the work of the church by participating in activities that go beyond the normal and general scope of the business activities of Zion and to make it possible for people and organizations to make gifts on a confidential basis, if and when that is necessary and desirable.
- C. Organization.
 1. The Foundation will be organized with members elected by Zion's Voters Assembly.

Memorandum of Understanding (MOU) between Bismarck Mandan Lutheran School Association (BMLS-A) and Zion.

- **Joshua Albers read the motion from Council, seconded by Connie Herrmann, that Zion will review and update the MOU with MLS on a regular basis, to include shared costs for building use. Motion carried.**
- Now that the loan is paid off, we looked at different items to share the cost. Up until now, MLS was paying mortgage and utilities. They will now be paying for utilities and sharing upkeep costs. The new amount will be \$3,080 per month, which is close to what they were previously paying. The MOU will be reviewed and updated every year, including the shared cost. This also includes the coordination of activities.

Budget

- Discussed the proposed budget.
- **Joshua Albers read the motion from Council, seconded by Dan Johnson, recommending to the voters the approval of the proposed budget and the EF Council will review ways to assist with any budget shortfalls. Motion carried.**

ADJOURMENT AND CLOSING

Pastor Otto closed with prayer and the Lord's Prayer.

Submitted by
Bonnie Chase, Recording Secretary

**ZION LUTHERAN CHURCH – LCMS
Bismarck, ND**

**SPECIAL VOTERS MEETING MINUTES
March 2, 2025 & March 16, 2025**

The purpose of Zion Lutheran Church is to spread the Gospel of Jesus Christ to all people through Word and Sacrament; encouraging and supporting one another as a fellowship of believers.

Meeting was called to order by James Rath.

Pastor Marcis opened with prayer.

Members:

Motion was made by Ken Paul and seconded by Dan Johnson to accept Brad Christensen, Oren Danielson, Sheree Danielson, Frances Waldner, and Linda Waldner as voting members. Motion carried. There were 54 members in attendance, either in person or on Zoom.

Agenda:

Motion was made by Ken Paul and seconded by Dan Johnson to accept the agenda. Motion carried. Items on the agenda include:

- Reallocation of Pastor Otto's 2025 Housing Allowance
- HVAC System
- Krein Land

Business:

Focus

- James Rath reviewed the purpose of Zion Lutheran Church, which is to spread the Gospel of Jesus Christ to all people through Word and Sacrament, encouraging and supporting one another as a fellowship of believers.
- As we discuss the items on our agenda, we need to consider how they help with ministry and mission work.

Reallocation of Pastor Otto's 2025 Housing Allowance

- The Church Council brought a motion that Zion reallocate 75% of Pastor Otto's current salary and housing allowance into his housing allowance.
- Discussion
 - Zion uses the District pay scale to determine the salaries of our pastors. Salaries are based on years of service and the size of the congregation. There is also a suggested housing allowance.
 - Pastors are considered self-employed. They pay 15% into social security.
 - Pastors pay Social Security, Medicare and income tax for salary.
 - Pastors only pay Social Security and Medicare for their housing allowance.
 - Pastor Otto would owe less in taxes by moving some of his salary into his housing allowance. Federal regulations allow up to 95%. Pastor Otto is responsible for showing the IRS his housing allowance was used on mortgage, utilities, items to furnish his house, etc. Zion does not have any responsibility for that.

- **Darrin Anderson made a motion, seconded by Brad Christensen that Zion reallocate 75% of Pastor Otto's current salary and housing allowance into his housing allowance. Motion carried.**
 - The reallocation of Pastor Otto's housing allowance will be revisited at the Annual Voter's Meeting as his needs will change.

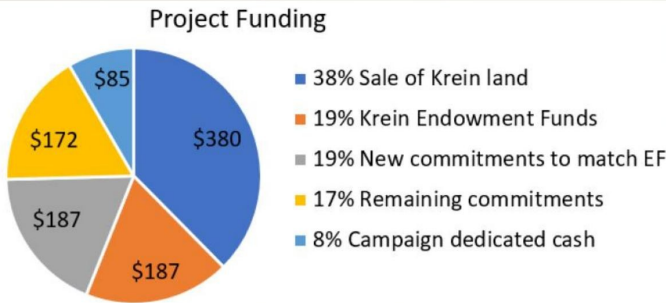
HVAC System

- Council brought a motion that we proceed with the HVAC Project. **Darrin Anderson made a motion, seconded by Connie Herrmann, that we proceed with the HVAC Project. After discussion a paper ballot was used to vote. Motion carried.** (It was unanimous)
- Discussion - Reviewed the Power Point slides, which included:
 - 2021 – Plans were developed for the chiller.
 - 2022 – Voters approved completing plans for remainder of the system.
 - 2022 – Voters approved Ministry Expansion Campaign.
 - 2023 – Chiller was replaced.
 - 2024 – Started HVAC Plans.
 - 2025 – HVAC project was bid.
 - 2025 – HVAC project will be completed, if approved by voters.
 - HVAC deficiencies in existing system – 75-year-old system. Many of the components have been replaced since then. The system is less efficient, only has one blower and there is ongoing maintenance for older equipment.
 - HVAC improvements with new system – Less maintenance for a number of years, which will help with ministry; better zone control, variable fan speed, variable water flows, low temperature waters, eliminate pneumatic dampers; one blower on existing system while new system has eleven blowers; cost savings as it is more efficient, 4 pipe system – each zone can be independently heated or cooled. No need to switch over system in spring and fall.
 - Asbestos will need to be abated before replacing the system.
 - Ducts will need to be cleaned.
 - HVAC Costs

Base Bid	\$ 818,700
Design and Construction Engineering	45,000
Asbestos Abatement (estimated)	50,000
Clean Ducts	19,000
Minimum Total	\$ 932,700
Alternative (add fire alarm panel)	\$ 78,800
Maximum Total	\$1,011,500
 - We were informed that the fire alarm panel could be damaged while tying the HVAC System into the Smoke Alarm System. If it is damaged/breaks, it cannot be fixed as we cannot get parts.
 - Discussed funding which could include some or all of the following: \$85,000 in Campaign dedicated cash, \$172,000 in remaining Campaign commitments, \$187,000 in Krein Endowment Funds, \$187,000 in new commitments to match the Krein Endowment Funds, \$380,000 from sale of the Krein land.
 - On Palm Sunday, we will have a Mortgage Burning Celebration and a Campaign Recommitment. This will give individuals the opportunity to make a recommitment, some individuals may not have had the opportunity to commit before and would like to do so now and some individuals may wish to add to their commitment.

- We don't want to take all of the money out of the Endowment Fund as we want to use the Fund wisely and have money in there for many years.

HVAC POSSIBLE FUNDING BREAKDOWN



- Possible funding sources beyond commitments:
 - Additional commitments.
 - Property for property.
 - Endowment funds.

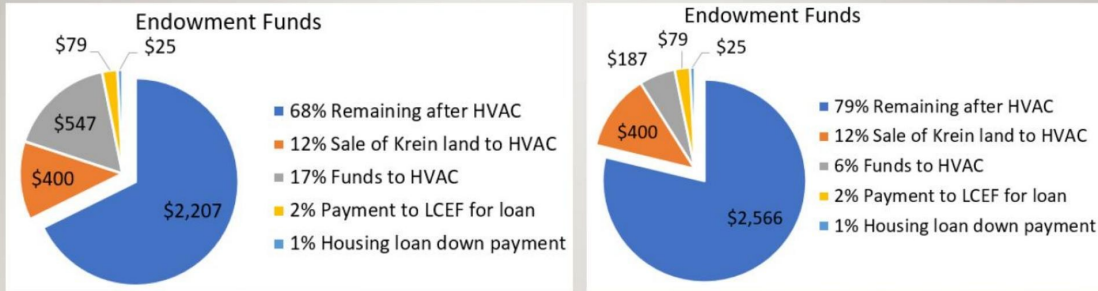
HVAC EXAMPLE OF NEW COMMITMENT SCENARIO

- \$1,030,658 Total commitments plus extra gifts.
- Additional \$187,000 to match endowment funds for the HVAC.
- An additional 18% of commitments would fulfill that goal.
- Reduce the amount needed from endowment funds.

ENDOWMENT FUNDS REMAINING Initially \$3.2 million in funds, IRA, and land

No remaining or new commitments fulfilled

All remaining and new commitments fulfilled



- Fulfilling commitments makes a big long term impact.

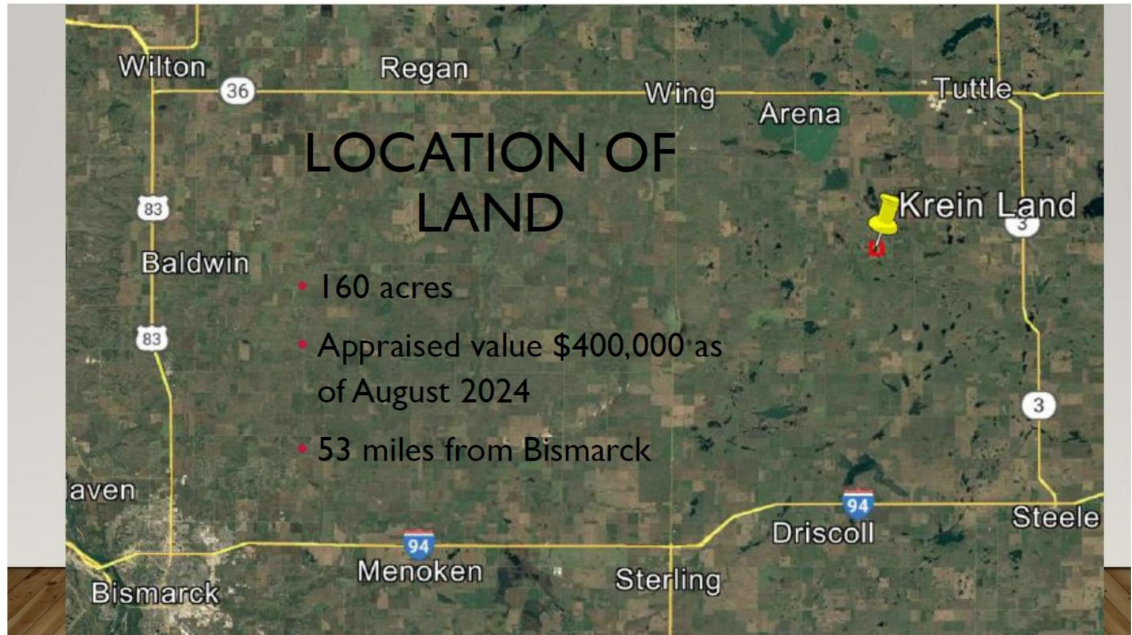
ENDOWMENT FUNDS REMAINING

	scenario 1	scenecario 2	scenecario 3
Current commitments fulfilled	yes	no	no
New commitments fulfilled	yes	no	no
Land sold	yes	yes	no
Total funds remaining (millions)	\$2.6	\$2.2	\$1.8

- Funds can be used for:
 - Mission opportunities – Need to start
 - Operating - 2025 budget deficit \$87,550
 - Capital improvements

Krein Land

- The Endowment Fund Council recommends Zion sell the Krein land. **Dan Johnson made a motion, seconded by Joshua Albers, that Zion sell the Krein quarter of land in 2025.**
 Discussion led by Dan Johnson, Chair of the Endowment Fund Council:



AERIAL VIEW OF LAND

Land Use	Deeded Acres	Unit Type	Unit Size
Crop A	109.00		(68.1%)
Crop B			(0.0%)
Pasture			(0.0%)
Meadow	29.00		(18.1%)
Site			(0.0%)
Roads/Waste/Water	22.00		(13.8%)
			(0.0%)
			(0.0%)
			(0.0%)
			(0.0%)
Total Deeded Acres	160.00	Total Units	(100 %)



- It is located approximately 53 miles from Bismarck.
- It is landlocked and not good access to get there.
- There is some income off the rent. There is about a 1% return on the value of the land.
- Does it help Zion's mission as a congregation?
- Zion is not a property manager and property management is not a mission of Zion. There is no physical use for Zion because of the location. There are no ministry benefits to keep it.
- We consider this "Property for Property" – selling the land to support Zion's ministry.
- 3 – 4 individuals have contacted Zion to see if we are selling.
- Question was asked if own the mineral rights. We asked the question but haven't gotten a definitive answer. When we sell the land, we can say that we want to retain the mineral rights.
- Discussed using the money we would receive if we sell the land to help fund the HVAC System.

Meeting Recessed

- There were 54 voters present from a total of 151 (includes the five added today) listed on the voting membership, which is less than the 50% plus one required to sell land.
- **A motion was made by Connie Herrmann and seconded by Mark Gruenberg to recess the meeting to March 16, 2025. Motion carried.**
 - The land can be sold with a quorum of voters at the recessed meeting.
 - Notification will be mailed to all registered voters.

Pastor Otto closed with prayer.

March 16, 2025 (March 2nd Meeting Reconvened)

This meeting is a continuation of the Special Voter's Meeting that was recessed on March 2, 2025. James Rath reconvened the meeting.

Pastor Marcis opened with prayer.

Members:

- Motion was made by Joshua Albers and seconded by Connie Herrmann to accept Ron Barthel, Chuck Falkenstein, Jan Falkenstein, Dana Otto, Pastor Vincent Otto, Linda Reinbold, Phil Reinbold, and Bernadine (Bernie) Sailer as voting members. Motion carried. There were 64 members in attendance, either in person or on Zoom.
- The number in attendance constitutes a quorum. We need 2/3 of the voters present (ones who sign in) to approve the sale of the land.

Agenda:

Krein Land

Business:

- On March 2, 2025, **Dan Johnson made a motion, seconded by Joshua Albers, that Zion sell the Krein quarter of land in 2025. Motion carried.** (See information below)
- This motion could not be voted on March 2nd as there was not a quorum. The number in attendance today constitutes a quorum.
- Discussion – led by James Rath
 - Reviewed the “Aerial View of Land” slide.
 - Reviewed “Access to Land” slide.
 - Question was asked if the land was currently being used. It is currently rented out.
 - Question was asked if we would be using a realtor. The Endowment Fund Council will decide the best way to sell the land, if we decide to sell.
 - Purpose of this meeting is to vote whether or not Zion sell the land.
- After discussion, a vote was taken. There were 64 in attendance. 60 of the members voted “yes” and 1 member voted “no”. Motion carried.

Adjournment and Closing:

- **Dan Johnson made a motion, seconded by Connie Herrmann to adjourn the meeting. Motion Carried.**
- Pastor Otto closed with prayer.

Submitted by
Bonnie Chase, Recording Secretary

PASTORS REPORT 2025

Pastor Marcis & Pastor Otto

Consistently Met Goals in 2025

Word & Sacrament Ministry

Worship conducted on a regular basis on Sundays and Saturdays.
Baptisms conducted and the Lord's Supper administered
Continued use of TV screens as a regular part of preaching this year
Pastor Marcis worked with secretarial staff to complete the slides for worship for all services
Taught Confirmation classes, Sunday Morning & Tuesday afternoon Bible classes

Working with Dakota Boys & Girls Ranch

Pastor Otto has the lead working with the residents at the Ranch
Kristin working with Pastor Otto now leads Tuesday Spirituality time

Involved in the Community

Pastor Marcis was involved with the community through his coaching in the public schools.

Goals accomplished which stretched us in 2025

Examined the Worship life of Zion Lutheran Church

Expanding the live streaming of our worship services.
Continued moving the congregation to a more paperless worship usage.
Examined the worship styles offered at Zion.

Examined the use of Zoom in Bible Study, Meetings and premarital counselling

Podcasting and the use of social media throughout the year.

Help members prepare for their Christian funeral

Teach the importance of a Christian witness at our funeral
Do a Bible Study on death, dying, and Christian funerals during the Sunday Bible class at some point this year.
Present a form for funeral planning to assist the members in their planning

Working with Dakota Boys & Girls Ranch

Held 5 baptismal affirmations

Goals to Consistently be Met in 2026

Word & Sacrament Ministry

Worship conducted on a regular basis on Sundays and Saturdays
Baptisms conducted and the Lord's Supper administered
Teach Confirmation classes, teach Sunday Morning & Tuesday afternoon Bible classes
Add a weekday evening Bible class
Attempt a one-time evening service using a new liturgy (Holden Evening Prayer)

Working with Dakota Boys & Girls Ranch

Have Pastor Otto work regularly each week with the residents at the Ranch
Extend spiritual care to staff, especially around big holidays like Easter and Christmas
Widen involvement with Zion

Record Podcast and the use of social media

Widen involvement with Community

Goals which will stretch us in 2026

Focus on strengthening the Family Faith Life

Work to have a stronger bond between the members

Make at least one personal connection with every member on the books (either in person at church, home visit, or phone call)

Examine the Worship life of Zion Lutheran Church

Broaden live streaming our worship services (using subsplash)

Examine the worship styles offered at Zion

Find new ways to engage online users during Sunday and Tuesday Bible classes

Encourage more members to come to Sunday morning Bible class.

Examine the Leadership structure of Zion Lutheran Church as we prepare for transition

Around 440 shut-in visits were conducted. Around 150 hospital visited were conducted.