

2019 Annual Report



Luther Memorial Church



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Brad Pohlman, *Senior Pastor*
John Worzala Dumke, *Associate Pastor*
Rebecca Ninke, *Visitation Pastor*
Addison Arndt, *Faith & Vocation Fellow*
Sarah Brinkman, *Office Coordinator*
Kim O'Leary, *Church Administrator*
Chelsie Propst, *Compline Director*
Andrew Schaeffer, *Director of Music*
Suelyn Swiggum, *Director of Shared Ministry*
Laurie Swimm, *Archivist*
Robin Wagner, *Communication Coordinator*
Dan Zerger, *Custodian*

Agenda

112th Annual Meeting of the Congregation of
Luther Memorial Church
Madison, Wisconsin

February 2, 2020 11:45 am

- I. Call to Order: Cliff Haaland, President
- II. Invocation
- III. Appointment of Tellers
- IV. Approval of Minutes
 - a. 111th Annual Meeting February 3, 2019
- V. Report of the President
- VI. Report of the Pastors and staff
- VII. Acceptance of Reports
 - a. Luther Memorial Columbarium
 - b. Luther Memorial Foundation
 - c. The Keep
 - d. The Keep Food Pantry
- VIII. Hymn
- IX. Approval of Constitutional Changes
 - a. Second Vote on proposed changes from last year's annual meeting
 - b. Vote on 2019 Model Constitution changes
- X. Approval of temporary modification to undesignated estate gift policy
- XI. Approval of 2020 Budget
- XII. Election of 2020 Council Members
- XIII. Other Business
- XIV. Adjournment with Prayer

Luther Memorial Church
111th Annual Meeting of the Congregation of Luther Memorial Church
Meeting Minutes
February 3, 2019

Call to Order

Meeting called to order 11:57am by Council President Cliff Haaland.

Invocation

Bill Braham provided the opening prayer. Cliff Haaland thanked Connie and Randy Burmeister for providing the lunch and refreshments. The requirement for a meeting quorum was met.

Appointment of Tellers

Anne Hunnex, Lori Scarlett and Deb Raasch were appointed as tellers. John Pleuss was appointed as parliamentarian.

Approval of Minutes from 110th Annual Meeting, February 4, 2018

John Enslin moved to approve the minutes from the 110th Annual Meeting, seconded by Lynn Washington. The motion carried.

Report of the President

Cliff Haaland thanked the congregation for opportunity to serve as president of the congregation. He also thanked individuals who served on special committees this past year for the retirement celebration of Bruce Bengtson and the search committee for the new music director, Andrew Schaeffer.

Report of the Pastors and staff

Pr. Brad Pohlman noted that he has spent the last four summers on a search committee and thanked all the staff and church members he worked with and for on these committees. He noted that this year all staff members were invited to write a report of their area for the annual meeting if they chose; one person decided to address the congregation verbally at the meeting instead (Pr. John Worzala Dumke). Pr. Brad Pohlman referenced his written report before giving the floor to Pr. John Worzala Dumke.

Pr. John Worzala Dumke recognized the Youth and Family Ministry committee, thanked volunteers for teaching communion and helping in the youth ministry, and recognized the Outreach committee for navigating how we can serve others in our community. He ended by thanking the congregation overall for working together this past year and welcoming youth at Luther Memorial.

Acceptance of Reports

- Luther Memorial Columbarium—update provided by Columbarium Board President Phyllis Pleuss. She noted that things are going well on the board and that its members are hardworking. There has been an increase in people purchasing niches in the Luther Memorial Columbarium and noted the increase in cremation nationwide.
- Luther Memorial Foundation—update provided by Foundation President Mary Jean Huston. She explained that the Luther Memorial Foundation builds endowment funds through a trust managed by the ELCA Foundation. The interest from these funds generates about 10% of Luther Memorial's annual budget. The Foundation will hold two forums in February 2019 to educate the congregation about the Foundation's impact and how members can make a planned gift to Luther Memorial. The Foundation holds annual legacy events to thank those who have included Luther Memorial in their estate and to invite others interested in learning more about how to do so. The next celebration will be at Anne

and Bill Hunnex's home in May. Mary Jean Huston ended her comments by thanking the current members of the Luther Memorial Foundation Board and welcomed the new members to the board.

- The Keep Task Force—update provided by Co-chair Sue Bangert. She thanked the members of the ministry team and states they are blessed to have the student organizations use the space. Pr. Brad Pohlman asked about a tour of the space after the meeting. Sue Bangert said she would take any interested members to the space following the meeting.
- The Keep Food Pantry Task Force—update provided by Chair Barb Luedke. She referenced her report for more information about what they have worked on this year. She reported that a partnership with Second Harvest Food Bank was approved this week. They will have an onsite with Second Harvest and will receive training on how to order food. They will also work on signage and advertising before they open up.

Sue Bangert moved to approve the reports from the various committees, seconded by Carol Landahl. The motion carried.

Hymn

“What a Fellowship, What a Joy Devine” led by Andrew Schaeffer.

Approval of Constitutional Changes (first vote)

Pr. Brad Pohlman led a discussion on updates listed on page 12 of the *2018 Annual Report*. Governance reviewed and moved to approve changes to constitutional items C12.05 and C13.02. For C13.02, he explained that sometimes the music director search committee may need to be a call committee because some candidates are deacons and that they wanted to change the make up of the search committee to reflect the make up of the Council.

John Enslin asked how search committee members are chosen. Pr. Brad Pohlman answered that they are appointed by the Council, which is a long held tradition.

Because the Council has approved both changes, Cliff Haaland asked for a second from the congregation concerning the change to C12.05. Seconded by Gary Brown. No further discussion. Cliff Haaland asked for a vote in favor of accepting gifts in the manner presented in the updates by saying Aye, Nay or Abstain. Motion carried.

Cliff Haaland asked for a second concerning the changes to C13.02. Seconded by Carol Landahl. No further discussion. Cliff Haaland asked that all in favor of changes to C13.02 signify by saying Aye, Nay or Abstain. Motion carried

Election of 2019 Council Members

Cliff Haaland thanked outgoing Council members Sue Gaard, Jay Suthers and Nicole Lane (not present) and presented them with a framed photo of Luther Memorial. Cliff Haaland noted that this is the first year that there are bios of each Council nominee, which was added as an insert to the *2018 Annual Report*. This year's nominees for a 3-year term are Bill Braham (for his 2nd term), Barb Hughes, Ryan Mattison and Lou Reynaldo. The young adult nominee for a 1-year term is Surya Blasiolo. Cliff Haaland asked twice for nominations from the floor; no further nominations offered.

Sandy Erickson moved to accept the nomination and pass all unanimously, seconded by Sue Bangert. No further discussion and the motion carried.

Approval of 2019 Budget

Pr. Brad Pohlman thanked and recognized the members of the Administration and Finance committee. He summarized that pledges are up by \$16,000, there will be an increase from LM Foundation, benevolence and the youth budget is going up but that office contracts and insurance went down, facilities saw an increase in repairs including an upcoming repair to some plaster in the nave and that personnel will see a 2% living expense increase. Overall there will be a projected budget deficit going from \$18,000 down to \$15,000.

Pr. Brad Pohlman noted that the Capital Appeal is not included at all in the budget but that they've received almost 75% of gifts and are about half way through the appeal.

Cliff Haaland reported on a question from last Sunday's forum about benevolences. He stated that information can be found on Luther Memorial's website and that members can see a report on 2018 Benevolence on page 32 of the *2018 Annual Report*. The past two years Council members have decided where the money is going but they wish to extend this opportunity to the congregation in the future. Cliff Haaland is soliciting ideas from the congregation about what the benevolence money should go to and will send a reminder later in 2019.

John Pleuss moved to accept the budget as presented, seconded by Barb Hughes. Motion carried

Other Business

Al Larson reminded everyone that the chili sale supports ASP (Appalachia Serve Project) mission trip and they are always looking for new members to join.

The Reverend Viviane Thomas-Breitfeld was in attendance and expressed kind words about the congregation and Luther Memorial community.

Carl Anderson is completing a Diakonia Program and has invited the congregation to attend the recognition program on June 15, 2019 at 2pm at Luther Memorial.

Phyllis Pleuss asked about banners that were absent outside of Luther Memorial for a while. Anne answered and said that it was very expensive to repair, weatherize, take down and replace the rotating banners. From now on there will be banners put up once a year to address the year's mission or message.

John Pleuss commented that he enjoys hearing first and last names of members in prayers during services this past year and that he's hoping to see them in print as well.

Adjournment with Prayer

Cliff Haaland closed the meeting with a prayer. Sandy Erickson moved to adjourn the meeting, seconded by Beth H. The meeting adjourned at 12:48pm by Cliff Haaland.

Janice Ferguson, Secretary

Pastors

The Rev. Brad Pohlman & the Rev. John Worzala Dumke

“Holy Spirit, ever working through the church’s ministry;
quick’ning, strength’ning, and absolving, setting captive sinners free;

Holy Spirit, ever binding age to age and soul to soul
in communion never ending, you we worship and extol.”

ELW 582 Holy Spirit, Ever Dwelling

As council president Cliff Haaland notes in his report, there is much to give thanks for in the ministry of Luther Memorial in the past year. A few highlights include:

The Keep and Keep Food Pantry got off the ground in earnest in 2019 and are important and key ministries in the life of the congregation. A special thanks to all those who are nurturing these new outreach ministries. You’ll find more details in their leaders reports.

After a one-year hiatus, we welcomed the renewal of the weekly Wednesday concert series, Music at Midday. We returned to an old model for this series—different weekly musicians, and have enjoyed the diversity of their talents. Many in the community have told us how grateful they are for this event.

In partnership with Lutheran Campus Ministry, we began offering a Thursday Eucharist at 12:20 pm during the UW term. This small service held in the west transept draws some UW students as well as LM members and is led by Pastor Emily and us. We welcome you to attend if you are on campus during this time.

We want to thank all the retired pastors in the congregation who filled in on Sunday mornings while Pastor Pohlman was on sabbatical. It is a blessing to us and to the entire congregation to have such gifted people in our midst who are willing to serve when called upon.

Near the end of 2019, we began informal conversations with La Parroquia Santa Maria, an ELCA Spanish speaking mission, currently worshipping in Fitchburg. Their pastor left at the end of the year. This small congregation is in the

call process and also looking to partner with a new congregation and relocate. Council leaders are considering what it would look like for Luther Memorial to partner with La Parroquia Santa Maria and for them to offer a regular Sunday service here at 12:30 pm. If something were to work out with them, we’d anticipate their presence among us by late spring.

And finally, we wish to thank the LM staff for all their passion for helping carry out the mission of LM. Some are full time, some are part time. Some you see on Sundays, some work more behind the scenes. They include (in order of longevity): Laurie Swimm (archivist), Kim O’Leary (Church Administrator), Suelyn Swiggum (Director of Shared Ministry), Dan Zerger (Custodian), Robin Wagner (Communication Coordinator), Sarah Brinkman (Office Coordinator), Chelsie Propst (compline director), the Rev. Rebecca Ninke (Visitation Pastor), and Andrew Schaeffer (Director of Music). We also wish to thank our partner in ministry, the Rev. Emily Tveite (Campus Pastor). A special thanks to our faith and vocation fellow Addison Arndt. This spring he will graduate from the UW and leave us after working part-time with our youth for the past two years. Also, special thanks to the Rev. Lisa Nelson, pastor at St. Mark’s Lutheran in Madison, who began this year coordinating the monthly women’s group gathering.

In addition to the staff, we want to thank all of you who faithfully serve in the life and ministry of Luther Memorial.

As we enter a new decade, we hope and pray for the Spirit’s continual enlivening of our community of faith and we are grateful for the opportunity to continue to serve among you.

Congregation Council

Cliff Haaland, President



Once again it has been my pleasure to serve as council president of this wonderful church family! As I reflect on this past year of our life together at Luther

Memorial, it feels to me like being family together is the best way to describe what we have been and can look to be in the future. The waters of our baptism into Christ's family unite us in a way that for some equals or exceeds our birth family. For all of us, I believe, our lives are strengthened by what we do as church together. This includes our connectedness within our congregation, community and what we do by supporting the mission and work of our ELCA.

Many thanks to the leaders and volunteers who are making our vision of service to our area students through The Keep a reality! 2019 has been a formative and building year in this effort and fulfills several years of visioning and planning. Our relationship with Lutheran Campus Ministry is a highlight of our work together, and we look forward to the leading of the Holy Spirit, as we continue to be open to new ways to serve our university community.

I am so grateful to the work of our dedicated pastors and staff in the ministry they do with us, both providing for a rich worship experience week after week, and for all they do to lead and support our mission each day! By my count on a typical Sunday, there are fifty or more volunteers who make our worship experience so rich. This count includes choir, musicians, ushers, worship assistants, sacristans, Sunday

school and nursery staff, coffee hosts, sound operators and others. I apologize for those I may have missed, but you get the idea. A big thank you to all who make our LM life so wonderful!

A special thanks to our staff for leading us into the 21st century by developing, testing and launching our new Elexio software. Our life in community is greatly enhanced by their efforts! We are blessed with members of the council, boards, committees, ministry teams and task forces who are so talented and dedicated. These folks would be a credit to any professional organization, and I give thanks to have had the privilege of seeing them in action. Our organization is in excellent hands!

Finally I look forward with great joy to the possible sharing of ministry with the people of the Santa Maria Lutheran Church. May God bless and guide us in our time of courtship as we explore this opportunity together. May the light of Christ be ever before us as we live into our mission as the people of Christ in this our home called Luther Memorial!



2019 Winter Retreat

Luther Memorial Columbarium

Phyllis Pleuss, President



The Luther Memorial Columbarium continues to minister to the congregation by providing niches for remains of members and relatives of members. We

have had additional members purchase niches this year, so now 82 niches out of 400 have been sold. As of January 2020, 46 were occupied. Of those 46, eleven were double occupancy. Those members who have a loved one in a niche say that it is very comforting to come to church on Sunday morning and feel that their loved one is right there with them in worship.

We have been making great progress in paying off our debt to the congregation for the expansion of the north wall several years ago. We have now, as of January 2020, paid off \$22,400, with \$12,964 yet to go.

We have plans to conduct a Sunday Forum on Sunday, April 26, 2020, concerning the columbarium and will emphasize education about funeral and cremation practices.

We also would like to sponsor a gathering of niche owners, as well as others who may be interested in purchasing a niche. This would be a lighthearted, fun way to “meet your neighbor”—those who someday will occupy a niche close to you. This is still in the planning stage, but would include dessert and coffee, a chart of niche assignments, a history of the columbarium, sharing why we chose to purchase a niche, and devotions. We hope to have this event sometime this year.

We have also updated our website as well as some of our governing documents this year and are working on developing an updated brochure about the columbarium.

We continue to focus on the columbarium being a ministry, and not a business or money making endeavor. That is the original intent of developing the columbarium and it continues to be true.

Luther Memorial Columbarium Board:

Phyllis Pleuss (president)
Lee Powell (vice president)
Randy Raasch (treasurer)
Judy Bush (position to be assigned)
Lewis Bosworth (historian)
Pastor John Worzala Dumke
(staff representative)



Luther Memorial Columbarium

Luther Memorial Foundation

Mary Jean Huston, President



The Luther Memorial Foundation exists to steward bequests and other planned gifts that members and friends of the congregation have made to benefit the mission of Luther

Memorial Church, and to encourage others to consider gifts to the foundation.

The Luther Memorial Foundation was started in 1964 with a gift from the estate of Oscar Rennebohm. Outright gifts and planned gifts are invested in the ELCA Foundation Pooled Trust fund.

Using a set formula, the Foundation Board oversees allocations to and distributions from funds dedicated to the preservation and restoration of church facilities via the Cornerstone Fund; programmatic ministries through the Program Fund; and support for outreach mission work through the Mission Fund. Over time, with generous donations and good management, foundation resources have now grown to a point where they represent a significant portion of Luther Memorial's annual operating income.

2019 Foundation Priorities

- . Stewarding current foundation donors
- . Providing educational opportunities and materials on estate planning and ways to support Luther Memorial through gifts to the foundation
- . Communicating the opportunity for and impacts of gifts to the foundation

2019 Highlights of Foundation Projects and Events

Let Your Light So Shine series: Three events were held to educate and steward legacy donors, and to encourage legacy gifts to Luther Memorial.

- February 10 Forum: Let Your Light So Shine: Creating Your Legacy. Mark Johnson and Barbara Hughes led a forum on how to create a legacy, featuring stories of giving and impact.
- February 17 Forum: Let Your Light So Shine: The History, Role and Impact of Luther Memorial Foundation. Pastor Pohlman, Martha Taylor and Mary Jean Huston shared the impact of the foundation and how to think about personal legacies.
- May 1 Event: Let Your Light So Shine: Legacy Thank You Celebration. Anne and Bill Hunnex hosted an event at their home to thank legacy givers and to encourage new bequest intentions. The program featured new and evolving programs at LM, including Andrew Schaeffer and the music program; Barb Luedke and The Keep; campus ministry; and the new legacy brochure presented by Anne Hunnex. Pastor Pohlman served as Master of Ceremonies. There were 29 LM members at the event.

Life Transitions Legacy Binder: A committee of the foundation worked with staff to create this resource for parishioners. Initially, fifty binders were created and first distributed at the February foundation-sponsored forums. It is also available at the welcome desk on Sundays, as well as electronically at the church website. This idea was brought to LM by Cliff Haaland.

Legacy Giving Brochure: LM staff worked with the foundation board to create a brochure featuring personal stories of giving, based on interviews of LM legacy givers, conducted in 2017. The brochure was first handed out at the May 1 Legacy Thank You event. Special thanks to Robin Wagner and Suelyn Swiggum for design and writing. The foundation plans to distribute the brochure more broadly in 2020.

Luther Memorial Financial Update and Impact

The Luther Memorial Foundation has assets of approximately \$2.4 million. These assets are in three funds: Program Fund, \$500,000, Cornerstone Fund, \$1.7 million, Mission Fund \$200,000. These funds generate significant annual income for Luther Memorial's ministry, care of the building and outreach. Approximately 12% of the church's annual budgeted expenses are provided by foundation funds. Based on a 4.5% payout rate from each of the three funds (Program, Cornerstone and Mission) the foundation provided \$100,566 to the 2019 Operating Budget to support program, building and mission priorities.

Considerations for the Future

- Seek opportunities for the foundation to complement and support LM fund development efforts by staff and campaign committees; integrate legacy giving opportunities into LM giving messages; link "giving for now" and "giving for the future" opportunities as we work with supporters of LM
- Evaluate impact of foundation projects by reviewing numbers of new bequest intentions per year over past 5 years, and/or by interviewing donors to learn from them what projects and events are useful and inspiring.
- Highlight the opportunity for individuals to provide a lasting legacy for the future of Luther Memorial through gifts to the foundation.

2019 Members of the Foundation Board

The following people served on the Foundation Board in 2019: Dave Berggren, Alicia Curtis (secretary), Anne Hunnex (vice president), Mary Jean Huston (president), Lori Scarlett, Jon Schneider, and Michael Wilson (treasurer). Council President Cliff Haaland and Senior Pastor Brad Pohlman served ex officio.



Legacy Giving
Luther Memorial Foundation (2019)
Available at the welcome desk.

Lutheran Campus Ministry

The Rev. Emily Tveite, Campus Pastor and Director

I continue to give thanks for how God has called and equipped Luther Memorial and Lutheran Campus Ministry to partner for the sake of caring for the needs of UW students and accompanying young adults in faith. Our collaboration has continued to deepen as we have embarked on new ministries together for the sake of students and the campus community. The efforts that stand out to me this year include The Keep and its food pantry, our Faith & Vocation Fellowship program, and the Thursday campus communion service.

Together, we continue to raise up student leaders and meet basic needs through The Keep Ministry. It has been a joy for me this year to experience the support and mentorship that Luther Memorial is offering to the four student groups who are using The Keep. When I talk to students who are involved in these groups, they are quick to express gratitude for the generosity of Luther Memorial and the helpfulness of their congregational mentors. Students from WWB Marketplace have shared multiple times how grateful they have been to sell their jewelry at Luther Memorial and leaders from FH King are amazed that Luther Memorial allows them to use the kitchen and great room for their educational dinners.

Another 2019 milestone was the opening of The Keep Food Pantry. Each week, I see students coming and going from Luther Memorial carrying food for a few days and leaving behind a measure of anxiety. Students who use the pantry have expressed gratitude for the wide variety of foods offered, the thoughtfulness toward students with limited cooking facilities, and the kindness of the congregational volunteers who assist them.

This school year is also Addison Arndt's second and final year serving at Luther Memorial for his Faith & Vocation Fellowship. For two years, Luther Memorial has nurtured gifts for youth and family ministry in Addison and provided him with a community of support and joy

It has also been a blessing to embark on the holy experiment of a midday Eucharist service for the campus community this school year. Though small in number, the group that assembles each week is intergenerational in nature and nourished by word and sacrament together. I am curious to see how this ministry develops in the next year.

The work of Lutheran Campus Ministry would not be possible without the support that we receive from Luther Memorial. We are so grateful for your generosity in sharing space with us as well as your financial support of ministry to students. I also thank Pastor John Worzala Dumke and Bill Braham serving as members of our board of directors and the many congregational leaders with whom I am blessed to collaborate.

I am also grateful, on a personal level, for the support that I receive from the pastors, staff, and people of Luther Memorial. I often tell others that my role encompasses the best of both worlds. I am blessed to have colleagues at Luther Memorial. I am also blessed that often my family and I get to simply be members of this community of faith.

On behalf of the board of directors, staff, and students of Lutheran Campus Ministry, I offer a heartfelt thank you for our partnership. I look forward to what we accomplish together in 2020!



Paul, the Rev. Emily and Eleanor Tveite

The Keep

Helen Hartman & Sue Bangert, Co-Chairs

What an exciting year! Four student groups are now in The Keep fulfilling their ministries:

- BundleUp: Collecting clothing and personal care products for homeless in Madison.
- Badger Caring Closet: Collecting and distributing personal care products, athletic and better clothing (like for interviews) to college students, and operating when The Keep Food Pantry is open.
- Wisconsin Without Borders Marketplace: Connecting with small, primarily women jewelry businesses in Ecuador, Nepal & Mexico to improve the communities in which they live.
- F.H. King: Growing and distributing food at the UW campus, offering food sustainability workshops and collecting food waste on-campus for composting.

Each group has one or two Luther Memorial mentor/advocates for leadership development and to address concerns related to their space or use of other amenities at Luther Memorial. We are grateful for their work with these groups, and for navigating issues related to being in Luther Memorial. Thanks to Anne & Bill Hunnex, Janet Zentner, Lewis Bosworth, Helen Hartman and Erika Jones for serving in this role. The student groups are in the church on a regular basis, and several use rooms outside of The Keep for meetings, including use of the kitchen and great room. Leaders in each group presented information on their activities at forums on Sunday morning. BundleUp and WWB Marketplace held events in the narthex to raise funds and sell their products, increasing visibility of these groups within the congregation. Processes are in place to continue these groups into the next academic year if they want, or to recruit new groups if a space becomes available.

And the connection with The Keep Food Pantry (see separate report) is strong, particularly with the Badger Caring Closet.

The Keep Ministry is vibrant and growing—the energy is palpable at Luther Memorial. We are blessed to have the space and vision to connect with and serve college students in the Madison area. We are blessed to have the partnership with the Lutheran Campus Ministry to help build stronger connections with college students. Thanks be to God for the hospitality our faith community has extended these students which provides them growth and sustenance—we are truly our brother's Keeper!

Thanks to The Keep Ministry Team: Pastor Emily Tveite, Brenda Rather, Rylie Anklam, Janet Zentner, Barb Luedke and Pastor John Worzala Dumke for their service this past year.



Sunday Forum featuring The Keep ministries

The Keep Food Pantry

Barb Luedke, Chair

The Keep Food Pantry is an outreach ministry of Luther Memorial Church. The food pantry is open for 3 hours Thursday late afternoons/early evenings. We follow the UW class schedule and close during semester breaks and holidays. Our mission is to serve students, faculty and staff of UW Madison, Madison College and Edgewood College who are experiencing hunger and food insecurity.

I am very pleased to report that The Keep Food Pantry has experienced significant growth since it opened March 28, 2019. During the remaining weeks of the spring semester and throughout the summer the food pantry attracted 3–9 users each week. As of mid-December, the food pantry was serving 38–44 users each week.

We have welcomed 128 users for a total of 572 visits. All but two of our users have been affiliated with UW Madison. More than one third of our users are graduate students. The great majority of students live in private housing and either walk or bike to the food pantry. Surprisingly, it has not been social media that has increased the awareness of the food pantry, but rather word of mouth or seeing the sidewalk sandwich board sign as they walk past the church. Users also learned of the food pantry at the Lutheran Campus Center and UW financial aid offices.

Our relationship with Second Harvest of Southeast Wisconsin is a valuable resource for food acquisition. Through Second Harvest we have been partnered with the Kwik Trip store on Randall Street, and twice a week Luther Memorial volunteers pick up food donations. Badger Prairie Needs Network is a food pantry serving Verona. In their commercial kitchen facility, prepared foods donated by Epic and other large organizations are repackaged and frozen. These items are then made available to us at no cost. We are also blessed with both monetary and food donations from the LM

congregation. From these combined resources, the food pantry shelves, refrigerators and freezers have been stocked with over 13,000 pounds of food.

The smooth operation of The Keep Food Pantry is due to the devoted efforts of our ministry team members and the 28 dedicated LM volunteers who staff the food pantry during the hours of operation or pick up donations from Kwik Trip. To date, over 700 volunteer hours have been logged.

We are grateful for all the benefits to us, and our ability to live our faith through outreach to the campus community. We are thankful for the support provided by Luther Memorial Church and our church family. Together we are succeeding in our mission of offering nutritious and varied food choices to students and university staff, and hopefully decreasing the stresses associated with food insecurity.

Members of the Ministry Team include Barb Luedke (chair), Janelle Allen, Sue Bangert, Connie and Randy Burmeister, Yvonne Eide, Jenna Ridler (student representative), Pastor Brad Pohlman and Pastor Emily Tveite.



Sunday School visited The Keep Food Pantry

Proposed Constitutional Updates

The following are proposed changes to the LM Constitution as recommended by the Governance Committee and the Congregation Council. The first vote of approval occurred at the Annual meeting February 3, 2019.

Background: On behalf of the congregation the Governance Committee reviewed constitutional items C12.05.g and C13.02. C12.05.g was reviewed after the 2018 annual meeting where questions arose from the congregation as to the proposed language. Sentiments shared at the annual meeting included those who wanted to assure that the council could not receive special gifts that were inconsistent with the congregation's mission and purpose. C13.02 was reviewed as a question arose as to the specific make up of a call committee. With the congregation having reduced the size of the congregation council several years ago, there are now fewer people to draw upon from the Council to serve on a call committee. The proposal below would allow for some flexibility on the part of the council and allow for greater participation from members of the congregation.

Current constitution with proposed additions underlined and proposed eliminations lined out.

- C12.05.** g. The Congregation Council may accept special gifts for designated purposes ~~and enter into contracts not to exceed the amount of the gift~~ that are consistent with the mission and ministry of this congregation.
- C13.02.** When a pastoral vacancy occurs, a Call Committee of eight voting members shall be appointed by the Congregation Council. Two or three ~~Four~~ committee members shall be current members of the Congregation Council and the remaining four members shall be members of this congregation but not currently a member of the Congregation Council. The term of office shall terminate upon installation of the newly called pastor.

As both of these changes are constitutional provisions, they require two votes of the congregation. The first vote was approved on February 3, 2019. The second vote, without amendment, at this annual meeting, requires 2/3 majority to pass.

Note: If C13.02 is approved at this annual meeting, then it will come up for an additional vote as part of the updates to the 2019 ELCA model constitution. Model constitution updates only require one vote of the congregation.

Proposed 2019 Model Constitution and Bylaw Changes

At the 2019 Churchwide assembly of the ELCA, the model constitution for congregations was updated. Congregations are strongly encouraged to update their constitutions to keep them consistent with the model constitution. Luther Memorial Church last approved model constitution updates at the 2017 annual meeting.

Below is a summary of proposed changes. Full text of changes has been available at the welcome desk for at least 30 days prior to the Annual Meeting.

Required Provisions.

ELCA Membership. *C6.04, *C6.05 significant updates and clarification dealing with the process by which a congregation is either removed from membership of the ELCA or desires to leave the ELCA.

Membership. *C9.03 clarifies membership and voting within a congregation.

Language. *C4.03, *C4.05, *C5.03, *C5.04, *C6.01, *C6.03, *C6.06, *7.02, *7.03, *7.04, *C9.05, *C9.07, *C9.08, *C9.11, *C9.12, *C9.14, *C9.15, *C9.21, *C9.22, *C9.23, *C9.25, *9.26, *C15.01, *C15.02, *C15.05, *C15.07, *C16.01, *C16.02, *C16.03, *C16.04, *C17.03, *C18.01, *C18.02 minor language and punctuation changes for clarity.

Property Ownership. *7.05 clarifies ownership in the case where the congregation has received property from the synod or ELCA.

Adjudication. *C15.11 was completely rewritten for clarity.

Continuing Resolutions. *C18.03 is a new provision providing clarity on approval process for adopted or amended continuing resolutions.

Non-Required Provisions.

Congregational Meeting. C10.01 change to clarify which of possibly many congregational meetings is the “annual meeting.” C10.02 and C10.06 minor language change.

Congregational Officers. C11.01 and C11.02 minor language changes.

Congregation Council. C12.01, C12.02, C12.04, C12.05, C12.08, C12.12 minor language changes.

Congregation Committees. C13.02 change of language to include deacon.

2020 Council Nominations

Current Council Members

Term (2018–2021)

Janelle Allen
Michael Bradley
Yvonne Eide*
Cliff Haaland*

Term (2019–2022)

Bill Braham*
Barb Hughes
Ryan Mattison
Lou Reynaldo

Outgoing Council Member

Janice Ferguson

Nominees for 3-Year Term (2020–2023)

Bruce Curtis*
Kris Gruber-Twardy
Helen Hartman*
Kelly Olson*

Nominees for 1-Year Young-Adult Term (2020–2021)

Surya Blasiolo (for a second 1-year term)

**Second 3-year term*



2019 Congregation Council

L–R First row: Michael Bradley, Helen Hartman, Kelly Olson
Second row: Lou Reynaldo, Janice Ferguson, Yvonne Eide, Addison Arndt, Janelle Allen
Third row: Ryan Mattison, Cliff Haaland, Bruce Curtis, Pastor John Worzala Dumke,
Pastor Brad Pohlman, Bill Braham, Surya Blasiolo
Not pictured: Barb Hughes

Policy on Use of Unrestricted Planned Gifts

The Council voted to recommend the following motion for adoption at the February 2, 2020 annual meeting.

Policy on Use of Unrestricted Planned Gifts

Current Policy

Approved by the congregation, February 9, 2008 and amended by the congregation on February 12, 2017.

All unrestricted planned gifts to the Church are to be used for ministry priorities and the long-term financial stability of the Church as follows.

- Up to 25% may be used for immediate capital needs as designated by the Congregation Council
- 10% will be invested in the Mission Fund of Luther Memorial Foundation
- The remainder will be invested in the Cornerstone Fund, Program Fund or Mission Fund

Proposed temporary policy

For 3 years (January, 2020-December 2022) or until the balance of the primary mortgage of the congregation reaches \$1.5 million, which-ever comes first, the Church shall designate all unrestricted planned gifts to the church as follows: 75% for reduction of principal in the Church's primary mortgage and 25% to the LM Foundation, to be designated by the Foundation to one of the three Foundation funds.

Rationale: As a result of the major capital improvements the congregation undertook in 2017, the current principal mortgage balance is approximately \$2.6 million. Given the prevailing interest rates and the current donation rates to the 3-year capital appeal plus projections for the next 3-year capital appeal starting July, 2020, it is critical the congregation reduce our mortgage liability as soon as practical. This temporary modification will allow us to more quickly reduce our mortgage, saving the congregation significant dollars in interest payments, while not making a long term negative impact on the growth of the Foundation assets.

Church Administrator

Kim O'Leary, CCA

OPERATING FUND

At its annual meeting on February 3, 2019 the LMC congregation passed an operating budget of \$899,457 with a deficit gap of \$15,712. The following financial report and financial statements reflect how we closed the deficit gap and ended the year \$139 in the positive, thanks to the generosity of many givers and careful financial management by staff and lay members. Please join us at the annual meeting on February 2, 2020 to celebrate the ministry made possible by your generosity.

STATEMENT OF ACTIVITIES

Income Total actual 2019 operating income was \$905,258, which was \$21,513 above budgeted income. Gifts to the 2019 operating appeal (pledged and non-pledged) totaled \$712,969, which was \$31,520 above the budget of \$681,449. Loose offerings (undesignated cash and coins) and seasonal offerings (Easter, Thanksgiving, Christmas) were \$942 under budget, which continues the downward trend in these categories as people carry less cash and do more online giving. Designated Gift income fell short of budget, but these are pass-through items (altar arrangements, Easter and Christmas greenery, and other income) that relate to items in expense lines and vary from year to year. Building Use income totaling \$44,067 (member and non-member weddings, fees for church events, and U.S. Cellular income) exceeded budget by \$1,067. Parking Lot income, considered unrelated business income (taxable) from weekday rental spaces in Grand Central, was above budget by \$260. Also contributing toward operating cash flow in 2019 were LM Foundation grants totaling \$100,566 from Cornerstone, Program, and Mission funds managed by the ELCA Foundation.

Expense Expenses were \$5,662 over budget. All expense categories shared this overage except staff salaries and benefits, which was under budget by less than one- and one-half percent because of gaps in coverage during staff turnover for a couple of positions. Facilities lines often exceed budget because it is difficult to project the repair

and supplies/miscellaneous equipment lines, for example, and what might need replacing from one year to the next. Madison Gas and Electric bills were lower, hopefully because of upgrades to the HVAC system in 2017, but possibly because of temperature variance. South-Central Synod and Lutheran Campus Ministry benevolences were paid in full, with pew envelope donations providing additional benevolence to campus ministry. Please see the separate benevolence list in this annual report for details, including LM Foundation Mission Fund benevolences.

OPERATING DEDICATED ACCOUNTS

2019 pre-paid pledges (amounts received late in one year but pledged for a future year) totaled \$29,183. Although pre-paid pledges are held in the operating checking account, they are brought over monthly from the dedicated line to the operating appeal line to help keep income even throughout the year.

STATEMENT OF FINANCIAL POSITION

The operating checking account ended 2019 with a \$75,336 positive balance. This balance includes \$58,830 in pre-paid pledges for 2020 and 2021. There were no outstanding liabilities at year end or need to use the operating credit line (\$60,000 limit) because the checking account maintained a positive balance throughout 2019. The operating checking account earned \$381 in interest and incurred no service fees because of an adequate balance each month. Our relationship with Oak Bank in Fitchburg began in 2012 and continues to be a positive experience because of their excellent customer service, online banking, and the bank courier option, which provides a safe way to make deposits twice weekly.

TRUST FUND

TRUST DEDICATED ACCOUNTS

Trust dedicated account balances are held in the trust checking account and roll over from one year to the next. Both inflow and outflow are reflected in each account, but no budgets or pledges are

affiliated with any of the accounts, and each account within the Trust Fund should maintain its own positive balance. LMC's trust dedicated accounts are organized into six program areas: Benevolence; Continuing Education; Music; Building; Faith Formation and Growth; and Thanksgiving and Memorials. Within each area there are several accounts.

Benevolence Donations may be designated to Transitional Families, Pastors' Discretionary Fund, World Hunger/Disaster Relief, Prayer Shawl Ministry, The Keep Food Pantry, Mission Trips, and The Keep. Thrivent Choice Dollars also are kept here and used at the council's discretion. The Road Home account was zeroed out prior to the beginning of 2019 and no longer appears on the financial statements.

Continuing Education These accounts receive budgeted income from the operating fund and are used for staff continuing education expenses.

Music The Music Ministry fund was used in 2019 to process donations designated for the purchase of the Mason & Hamlin grand piano for the nave. Other gifts that express an appreciation for Luther Memorial's music ministry are used at the discretion of the Director of Music for items not included in the operating budget, including paying musicians for Easter and Christmas. New choir cassocks and surplices were also purchased using donations specifically designated for this purpose. The Organ Fund, on the other hand, is an account that holds funds designated for a future pipe organ purchase, but funds may also be used in the meantime for repairs to current instruments. In 2019, the Austin windchest action motor was replaced at a cost of \$1,418.

Building accounts include the following: Maintenance Reserve, used for unexpected building repairs; Equipment Reserve, used to pay for equipment replacement; Deposits for access cards and contracts for Grand Central parking and space in The Keep by UW student groups; an Interest Income account, for interest earned on funds in the Trust checking account; and the Mills Street Building account that is used to pay for expenses related to the Lutheran Campus Ministry building, including Building Lessors insurance through Church Mutual Insurance.

Faith Formation & Growth The accounts in this area will be closed out early in 2020. Expenses for the Men's and Women's Retreat accounts and the senior adult ministry (primarily for Oakwood gatherings) will be run through the operating fund beginning in 2020. The balance in the Theological Conference account with no activity in recent years has been zeroed out using related expense areas in the operating fund. The Youth & Family Ministry account will also be zeroed out once all expenses for the youth room are finalized.

Thanksgiving & Memorials This area has two separate accounts – one for undesignated memorials and one for designated memorials (when a memorial is designated to a specific ministry either by the family or the donor).

STATEMENT OF FINANCIAL POSITION

Trust checking account funds earned interest of \$392 in 2019. The reconciled balance in the account on December 31 of \$121,868 included program area balances as follows:

<u>PROGRAM AREA</u>	<u>BALANCE ON 12/31/19</u>
Benevolence	\$ 38,382
Continuing Education	10,433
Music	33,526
Building	32,231
Faith Formation & Growth	1,631
Thanksgiving & Memorials	5,665

CAPITAL APPEAL FUND

STATEMENT OF ACTIVITIES

Income Capital appeal fund income in 2019 totaled \$278,619 and included the following:

- \$ 263,396 capital appeal income
- \$ 15,170 portion of bequests designated by LM Council for capital appeal
- \$ 53 interest income

Expense The Statement of Activities reflects \$168,259 in outlays related to the 2017 renovation:

- \$ 158,116 mortgage interest and bank fees
- \$ 4,266 Vogel Bros – install new south door to The Keep per fire code
- \$ 4,202 wayfinding signage
- \$ 1,198 mid-appeal promotional mailing
- \$ 477 IT area: Wi-Fi network and louver for IT room door

STATEMENT OF FINANCIAL POSITION

The capital appeal checking account balance on December 31 was \$143,052. The Columbarium North Wall Receivable was reduced in 2019 by \$5,400 to a year-end balance of \$12,964. Eighty percent of niche income is designated for reducing the Columbarium liability per the agreement established in 2016.

The current mortgage is a 20-year amortized loan with a 5-year term at 5.75% maturing on 4/17/23. Monthly mortgage payments are \$19,734 with principal and interest payments averaging around \$6,577 and \$13,157 respectively. The year-end mortgage balance was \$2,665,026.

2019 BUILDING HIGHLIGHTS

HVAC systems: HVAC repairs/replacements included replacing a faulty variable frequency drive, flex couplers on heating pumps, valves and controls for air handling units, glycol expansion tank, and an igniter for one of the boilers. A glycol feeder system was installed to maintain a proper level of glycol in the system. We continued to work with Masters Building Solutions for regular maintenance and repairs, General HVAC for specialized repairs, Pieper for building automation assistance, and Advanced Chemical Systems for regular water treatment that preserves HVAC equipment.

Security systems: The building access system continued to need upgrades and adjustments to accommodate patrons and volunteers for The Keep and The Keep Food Pantry. Two security systems work together in order that the building is kept secure when needed and open when providing hospitality to members and visitors.

Upgrades/repairs/replacements in 2019 included nave lift work for loose/cracked moldings and plaster/painting work; annual back flow testing and certification; replacement of the kitchen grease interceptor; painting of the kitchen; replacement of two copper downspouts and a drain pipe damaged by ice; addition of heat tapes in new downspouts to avoid future ice damage; and new heater element, thermostat control and relief valve for dishwasher.

COMMITTEE/TASK FORCE NEWS

Administration & Finance Committee – Barb Hughes chaired this group and led its work in these

areas:

- recommending the 2019 budget to council
- thanking Michael Heggeseth for his many years of service as member and chair of the committee
- welcoming new members, Jan Hall and Dietmar Olesch, and council liaisons Janelle Allen, Yvonne Eide and Barb Hughes
- managing the committee membership grid in keeping with governance guidelines
- approving credit line renewals and noting interest rate changes
- examining quarterly financial review reports and the annual synod audit form
- overseeing the work of the financial review team, including sending a committee member to join the second quarter review and updating the quarterly review form as needed
- hearing a report from the Church Administrator on attending the fourth annual Faith in Numbers conference presented by Wegner CPAs
- revising the 2007 statement on Treatment of U.S. Cellular Income (recommended by Wegner CPAs)
- reviewing monthly operating cash flow charts and financial statements for all funds as well as a Capital Appeal fund projection through the end of the current appeal on 6/30/20
- overseeing expenditures in pastor and music discretionary fund and designated and undesignated memorial fund quarterly reports
- monitoring the annual review of our computer security system initiated by Vanco Services, the firm contracted to provide online giving services during 2019
- approving the use of undesignated thanksgiving and memorial funds to purchase sacristy items, one office computer and an office desk, ELW hymnals, and to support the purchase of the Mason and Hamlin piano for the nave
- hearing confirmation from the Church Administrator that UBIT Federal and State forms were timely filed
- working with staff to develop the 2020 operating budget during the fall stewardship process
- overseeing a subgroup that updated the Operations Manual and worked through an ELCA Legal Checklist for Congregations including church incorporation status and annual reporting to State of Wisconsin
- working with Wegner CPAs to record a

statement on the tax impact of a new regulation regarding a staff parking benefit in 2019 and its inclusion on UBIT tax forms

- discussing CPA bulletins brought to the committee's attention by the Church Administrator including possible tax impact of staff parking benefit, properly handling gifts to employees, and clergy housing allowance
- recommending a revised event fee structure to Council
- developing a release form for youth activities per Church Mutual Insurance recommendations
- writing language for giving statements pertaining to donations from IRA direct charitable distributions and donor advised funds
- approving staff recommendations for combining and closing certain designated funds

Facilities Committee Under Randy Eide's chairmanship, this committee met quarterly in 2019 to discuss the following items:

- managing the committee membership grid in keeping with governance guidelines
- welcoming new member Mike Heggeseth and council liaisons Helen Hartman and Kelly Olson
- thanking outgoing chair Al Larson and committee member Angela Vitcenda for their many years of service
- overseeing remaining Phase 1 Renovation items including as-built drawings, ongoing HVAC adjustments to programming and mechanical installations, one-year warranty meeting with Vogel Bros, completion of lamp replacement on lower level by Forward Electric, fire door for The Keep basement area, and interior repairs from 2018 water leaks on the sacristy roof
- reporting on Vogel's lift work in the nave to secure loose/cracked moldings and plaster/paint work while lift was on site
- overseeing replacement of the kitchen grease interceptor
- working with staff on cold weather issues related to the 2017 Thyssen-Krupp elevator installation and an exterior exhaust pipe for the water heater
- reviewing reports from Advanced Chemical Systems regarding their water treatment program that protects the boilers and other HVAC systems
- approving the cost to upgrade the key vault box required by Madison Fire Department
- brainstorming security and access ideas for The Keep and The Keep Food Pantry including

modifications to auto lock and unlock the building and closing the overhead garage door

- recognizing the Arts Subgroup for its choice of the paint palette for the kitchen
- thanking member David Heins for installing LED retrofits to kitchen lighting following the paint project
- participating in a field trip and tour by Kevin Grabowski of Conrad Schmitt Stained Glass Studios
- hearing reports from Lee Powell on sound updates in Great Room and Nave
- participating in Mustard Seed Gardener activities
- finding a solution for choir balcony tripping hazard
- hearing from staff regarding storage room cleanouts and reorganization including paint and other overstock items from the 2017 renovation
- receiving an inspection report from Hartford Steam Boilers on the condition of our three 1993 boilers that are now registered with the State of Wisconsin
- approving estimates for repairs and replacements as mentioned above under 2019 Building Highlights
- hearing ongoing reports from Lee Powell on HVAC upgrades including the installation of a glycol expansion tank, glycol feeder system, and to-do lists and follow up conversations with vendors
- discussing with the High Maintenance Work Group security measures and how-to procedures for replacing nave lighting and the possible addition of periodic roof inspections to their list of tasks
- reporting on the Chemistry Building construction project
- hearing reports from the church and campus ministry oversight group that meets regularly regarding building care according to the lease agreement between the two entities
- monitoring water penetration on garage ceiling and walls and repairs to damaged section
- approving 2020 contracts for HVAC and elevator maintenance
- recommending a 2020 operating maintenance budget

Personnel and Staff Support (PASS) Committee – Randy Burmeister interim-chaired until Laura McGuire returned mid-year to oversee the

committee's many activities, including:

- thanking interim chair Randy Burmeister
- electing Bruce Curtis, vice-chair and Phyllis Pleuss, recorder who volunteered to serve in these roles for a second year
- managing the committee membership grid in keeping with governance guidelines
- preparing for Senior Pastor Brad Pohlman's three-month sabbatical during summer 2019 and reviewing his final report
- supporting the 2019 PASS budget including a synod recommended step increase and cost of living increase
- listening to reports on annual reviews of all positions
- modifying the process for reviewing the senior and associate pastor positions in 2019
- approving updated position descriptions for the Student Group Advocate-Mentor and Women's Group Facilitator
- okaying, for the second summer, the Friday closing of the church office from May to August
- assigning a committee subgroup to organize PASS related documents, including working with a labor law attorney to update the Employee Handbook (now called the Personnel Manual)
- overseeing the Protection of the Vulnerable Work Group including background checks for staff and volunteers
- overlapping with the Administration & Finance Committee on an item in the Operations Manual (and Personnel Manual) regarding use of the church by staff for private benefit
- reviewing a compliance form required by the church's credit card processing company for staff with access to credit card information
- hearing a report on The Church Network conference in Charlotte, NC attended by the Church Administrator in July
- receiving a letter of written instructions/permissions from former Director of Music, Bruce Bengtson, regarding compositions and books during his tenure
- holding an annual staff appreciation lunch
- making a decision on the 2020 Portico health benefit option
- recommending a 2020 personnel budget that uses synod guidelines for staff increases and benefits
- and last, but certainly not least, supporting and encouraging the staff all year long.



2019 Year-End Financials

Luther Memorial Church

Statement of Activities

Operating Fund

December 31, 2019

	<u>Current Month Actual</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>	<u>Annual Budget vs. YTD Actual</u>	<u>YTD as % of YTD Budget</u>
Income						
Offerings						
Operating Income Totals:	72,988	729,527	698,949	698,949	30,578	104
Designated Gifts Totals:	3,478	9,877	20,500	20,500	(10,623)	48
Offerings Totals:	76,466	739,404	719,449	719,449	19,955	103
Other Income						
Building Use Income Totals:	6,405	44,067	43,000	43,000	1,067	102
Unrelated Business Income Totals:	0	20,840	20,580	20,580	260	101
Grants/Gifts/Bequests Totals:	8,380	100,566	100,566	100,566	0	100
Misc. Income Totals:	24	381	150	150	231	254
Other Income Totals:	14,809	165,854	164,296	164,296	1,558	101
Income Totals:	91,275	905,258	883,745	883,745	21,513	102
Expense						
Ministry Area						
Totals:	14,769	95,332	85,368	85,368	(9,964)	112
Ministry Area Totals:	14,769	95,332	85,368	85,368	(9,964)	112
Administration & Finance						
Office Totals:	1,920	19,899	20,185	20,185	286	99
Administration Totals:	3,673	33,803	29,509	29,509	(4,294)	115
Information Technology Totals:	2,910	13,978	14,064	14,064	86	99
Administration & Finance Totals:	8,503	67,681	63,758	63,758	(3,923)	106
Facilities						
Facilities Totals:	6,220	98,108	96,500	96,500	(1,608)	102
Facilities Totals:	6,220	98,108	96,500	96,500	(1,608)	102
Personnel & Staff Support						
Ministry Program Staff Totals:	31,579	376,892	381,795	381,795	4,903	99
Ministry Support Staff Totals:	10,230	102,938	106,628	106,628	3,690	97
Staff Benefits & Expenses Totals:	13,958	163,327	163,708	163,708	381	100
Personnel & Staff Support Totals:	55,767	643,158	652,131	652,131	8,973	99

	<u>Current Month Actual</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>	<u>Annual Budget vs. YTD Actual</u>	<u>YTD as % of YTD Budget</u>
Governance and Executive						
Totals:	133	841	1,700	1,700	859	49
Governance and Executive Totals:	133	841	1,700	1,700	859	49
Expense Totals:	85,392	905,119	899,457	899,457	(5,662)	101
Income - Expense:	5,882	139	(15,712)	(15,712)	15,851	

Luther Memorial Church

Dedicated Accounts

Operating Fund

December 31, 2019

Account Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
Operating Fund						
Special						
Pre-paid Operating Income	29,183	58,830	2,432	58,830	29,183	58,830
Special Totals:	29,183	58,830	2,432	58,830	29,183	58,830
Operating Fund Totals:	29,183	58,830	2,432	58,830	29,183	58,830
Total for selected dedicated accounts:	29,183.00	58,830.00	2,431.92	58,830.00	29,183.00	58,830.00

Luther Memorial Church

Statement of Financial Position

Operating Fund

December 31, 2019

	<u>Year Begin Balance</u>	<u>Balance Last Month</u>	<u>Year to Date Balance</u>	<u>This Month Change</u>	<u>Year to Date Change</u>
Assets					
Current Asset					
LMC Operating Checking	45,550	13,055	75,336	62,281	29,786
Total Assets:	<u>45,550</u>	<u>13,055</u>	<u>75,336</u>	<u>62,281</u>	<u>29,786</u>
Net Assets					
Equity					
LMC Operating Equity	16,367	16,367	16,367	0	0
Dedicated Accounts					
Without Donor Restrictions	0	0	0	0	0
With Donor Restrictions	29,183	2,432	58,830	56,398	29,647
Dedicated Accounts Totals:	<u>29,183</u>	<u>2,432</u>	<u>58,830</u>	<u>56,398</u>	<u>29,647</u>
Current Period Changes to Net Assets	0	(5,744)	139	5,882	139
Total Net Assets:	<u>45,550</u>	<u>13,055</u>	<u>75,336</u>	<u>62,281</u>	<u>29,786</u>
Total Liabilities & Net Assets:	<u>45,550</u>	<u>13,055</u>	<u>75,336</u>	<u>62,281</u>	<u>29,786</u>

Luther Memorial Church

Dedicated Accounts

Trust Fund

December 31, 2019

	<u>Beginning Balance</u>	<u>Month Credits</u>	<u>Month Debits</u>	<u>YTD Credits</u>	<u>YTD Debits</u>	<u>Ending Balance</u>
Trust Dedicated Fund						
Benevolence						
Totals:	37,470	7,671	5,608	30,214	29,302	38,382
Benevolence Totals:	<u>37,470</u>	<u>7,671</u>	<u>5,608</u>	<u>30,214</u>	<u>29,302</u>	<u>38,382</u>
Continuing Education						
Totals:	10,771	846	1,261	11,235	11,574	10,433
Continuing Education Totals:	<u>10,771</u>	<u>846</u>	<u>1,261</u>	<u>11,235</u>	<u>11,574</u>	<u>10,433</u>
Music						
Totals:	37,471	1,921	2,596	99,256	103,200	33,526
Music Totals:	<u>37,471</u>	<u>1,921</u>	<u>2,596</u>	<u>99,256</u>	<u>103,200</u>	<u>33,526</u>
Building						
Totals:	46,930	4,115	10,029	40,003	54,702	32,231
Building Totals:	<u>46,930</u>	<u>4,115</u>	<u>10,029</u>	<u>40,003</u>	<u>54,702</u>	<u>32,231</u>
Faith Formation & Growth						
Totals:	3,939	220	1,881	2,481	4,789	1,631
Faith Formation & Growth Totals:	<u>3,939</u>	<u>220</u>	<u>1,881</u>	<u>2,481</u>	<u>4,789</u>	<u>1,631</u>
Thanksgiving & Memorials						
Totals:	12,064	4,527	2,222	7,956	14,355	5,665
Thanksgiving & Memorials Totals:	<u>12,064</u>	<u>4,527</u>	<u>2,222</u>	<u>7,956</u>	<u>14,355</u>	<u>5,665</u>
Trust Dedicated Fund Totals:	<u>148,645</u>	<u>19,300</u>	<u>23,596</u>	<u>191,145</u>	<u>217,921</u>	<u>121,868</u>
Total for selected dedicated accounts:	<u>148,644.97</u>	<u>19,299.94</u>	<u>23,595.88</u>	<u>191,144.65</u>	<u>217,921.41</u>	<u>121,868.21</u>

Luther Memorial Church

Statement of Financial Position

Trust Fund

December 31, 2019

	<u>Year Begin Balance</u>	<u>Balance Last Month</u>	<u>Year to Date Balance</u>	<u>This Month Change</u>	<u>Year to Date Change</u>
Assets					
Current Asset					
LMC Trust Checking	148,645	126,164	121,868	(4,296)	(26,777)
Total Assets:	<u>148,645</u>	<u>126,164</u>	<u>121,868</u>	<u>(4,296)</u>	<u>(26,777)</u>
Net Assets					
Dedicated Accounts					
Without Donor Restrictions	18,863	10,363	12,169	1,806	(6,694)
With Donor Restrictions	129,782	115,801	109,699	(6,102)	(20,083)
Dedicated Accounts Totals:	<u>148,645</u>	<u>126,164</u>	<u>121,868</u>	<u>(4,296)</u>	<u>(26,777)</u>
Current Period Changes to Net Assets	0	0	0	0	0
Total Net Assets:	<u>148,645</u>	<u>126,164</u>	<u>121,868</u>	<u>(4,296)</u>	<u>(26,777)</u>
Total Liabilities & Net Assets:	<u>148,645</u>	<u>126,164</u>	<u>121,868</u>	<u>(4,296)</u>	<u>(26,777)</u>

Luther Memorial Church

Statement of Activities

Capital Appeal

December 31, 2019

	<u>Current Month Actual</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>	<u>Annual Budget vs. YTD Actual</u>	<u>YTD as % of YTD Budget</u>
Income						
Phase 1 Renovation						
Totals:	30,618	263,396	0	0	263,396	0
Phase 1 Renovation Totals:	30,618	263,396	0	0	263,396	0
Other Income						
Totals:	5	15,223	0	0	15,223	0
Other Income Totals:	5	15,223	0	0	15,223	0
Income Totals:	30,623	278,619	0	0	278,619	0
Expense						
Phase 1 Renovation						
Capital Appeal Totals:	0	1,575	0	0	(1,575)	0
Architect Totals:	0	0	13,000	13,000	13,000	0
General Contractor Totals:	0	4,366	0	0	(4,366)	0
Direct Contracts Totals:	0	4,202	0	0	(4,202)	0
Oak Bank Totals:	12,378	158,116	163,300	163,300	5,184	97
Phase 1 Renovation Totals:	12,378	168,259	176,300	176,300	8,041	95
Expense Totals:	12,378	168,259	176,300	176,300	8,041	95
Income - Expense:	18,245	110,360	(176,300)	(176,300)	286,660	

Luther Memorial Church

Statement of Financial Position

Capital Appeal

December 31, 2019

	<u>Year Begin Balance</u>	<u>Balance Last Month</u>	<u>Year to Date Balance</u>	<u>This Month Change</u>	<u>Year to Date Change</u>
Assets					
Current Asset					
Capital Appeal Fund Checking	106,212	131,363	143,052	11,689	36,841
Long-term Asset					
Fixed Assets - Building/Land	5,553,402	5,553,402	5,553,402	0	0
Receivable - Columbarium North Wall	18,364	13,764	12,964	(800)	(5,400)
Long-term Asset Totals:	<u>5,571,766</u>	<u>5,567,166</u>	<u>5,566,366</u>	<u>(800)</u>	<u>(5,400)</u>
Total Assets:	<u>5,677,978</u>	<u>5,698,529</u>	<u>5,709,418</u>	<u>10,889</u>	<u>31,441</u>
Liabilities					
Long-term Liability					
Mortgage Principal - 4/17/23	2,743,945	2,672,382	2,665,026	(7,356)	(78,919)
Total Liabilities:	<u>2,743,945</u>	<u>2,672,382</u>	<u>2,665,026</u>	<u>(7,356)</u>	<u>(78,919)</u>
Net Assets					
Equity					
Capital Appeal Fund Equity	2,934,032	2,934,032	2,934,032	0	0
Dedicated Accounts					
Without Donor Restrictions	0	0	0	0	0
With Donor Restrictions	0	0	0	0	0
Dedicated Accounts Totals:	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Current Period Changes to Net Assets	0	92,115	110,360	18,245	110,360
Total Net Assets:	<u>2,934,032</u>	<u>3,026,147</u>	<u>3,044,392</u>	<u>18,245</u>	<u>110,360</u>
Total Liabilities & Net Assets:	<u>5,677,978</u>	<u>5,698,529</u>	<u>5,709,418</u>	<u>10,889</u>	<u>31,441</u>

Luther Memorial Church

Statement of Activities

Columbarium

December 31, 2019

Account Description	Current Month Actual	YTD Actual	YTD Budget	Annual Budget	Annual Budget vs. YTD Actual	YTD as % of YTD Budget
Income						
Columbarium						
Niche Payment	500	5,500	0	0	5,500	0
Misc. Income	0	1,200	0	0	1,200	0
Totals:	500	6,700	0	0	6,700	0
Other Income						
Columbarium Interest/Income Distribution	410	527	0	0	527	0
Change in Market Value	89	550	0	0	550	0
Other Income Totals:	499	1,077	0	0	1,077	0
Columbarium Totals:	999	7,777	0	0	7,777	0
Income Totals:	999	7,777	0	0	7,777	0
Expense						
Columbarium						
Engraving - Stone	0	450	0	0	(450)	0
Engraving - Plate	0	60	0	0	(60)	0
Columbarium Admin Expense	0	26	0	0	(26)	0
Totals:	0	536	0	0	(536)	0
Columbarium Totals:	0	536	0	0	(536)	0
Expense Totals:	0	536	0	0	(536)	0
Income - Expense:	999	7,241	0	0	7,241	

Luther Memorial Church

Statement of Financial Position

Columbarium

December 31, 2019

	<u>Year Begin Balance</u>	<u>Balance Last Month</u>	<u>Year to Date Balance</u>	<u>This Month Change</u>	<u>Year to Date Change</u>
Assets					
Current Asset					
Columbarium Operating Checking	2,414	3,086	3,187	101	773
Long-term Asset					
Columbarium Trust Fund - Endowment	3,488	4,058	4,184	126	696
Columbarium Perpetual Care Fd CD 7/06/20	26,440	26,440	26,812	372	372
Long-term Asset Totals:	<u>29,928</u>	<u>30,498</u>	<u>30,996</u>	<u>498</u>	<u>1,068</u>
Total Assets:	<u>32,342</u>	<u>33,585</u>	<u>34,184</u>	<u>599</u>	<u>1,841</u>
Liabilities					
Long-term Liability					
Repayment - Columbarium North Wall	18,364	13,364	12,964	(400)	(5,400)
Total Liabilities:	<u>18,364</u>	<u>13,364</u>	<u>12,964</u>	<u>(400)</u>	<u>(5,400)</u>
Net Assets					
Equity					
Columbarium Equity	13,978	13,978	13,978	0	0
Dedicated Accounts					
Without Donor Restrictions	0	0	0	0	0
With Donor Restrictions	0	0	0	0	0
Dedicated Accounts Totals:	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Current Period Changes to Net Assets	0	6,242	7,241	999	7,241
Total Net Assets:	<u>13,978</u>	<u>20,221</u>	<u>21,220</u>	<u>999</u>	<u>7,241</u>
Total Liabilities & Net Assets:	<u>32,342</u>	<u>33,585</u>	<u>34,184</u>	<u>599</u>	<u>1,841</u>

Luther Memorial Church

Statement of Activities

LM Foundation

December 31, 2019

Account Shortcut and Description	Current Month Actual	YTD Actual	YTD Budget	Annual Budget	Annual Budget vs. YTD Actual	YTD as % of Annual Budget
Income						
Income						
Other Income						
1060 Additions/Transfers	0	0	0	0	0	0
1062 Income Distributed & Reinveste	22,568	88,928	0	0	88,928	0
1066 Bequests	354	49,768	0	0	49,768	0
1067 LMF Gifts/Misc. Income	326	6,701	0	0	6,701	0
1068 Change in Market Value - ELCA	53,352	334,678	0	0	334,678	0
Other Income Totals:	76,600	480,075	0	0	480,075	0
Income Totals:	76,600	480,075	0	0	480,075	0
Income Totals:	76,600	480,075	0	0	480,075	0
Expense						
Expense						
Expense						
1070 W/D - LMC Cornerstone Grant	5,918	71,021	0	0	(71,021)	0
1072 W/D - Mission Endowment Fund	772	9,268	0	0	(9,268)	0
1074 W/D - LMC Program Grant	1,690	20,277	0	0	(20,277)	0
1076 Misc Expense/Transfers to ELCA Endow	157	1,713	0	0	(1,713)	0
Expense Totals:	8,538	102,278	0	0	(102,278)	0
Expense Totals:	8,538	102,278	0	0	(102,278)	0
Expense Totals:	8,538	102,278	0	0	(102,278)	0
Income - Expense:	68,062	377,797	0	0	377,797	

Luther Memorial Church

Statement of Financial Position

LM Foundation

December 31, 2019

	<u>Year Begin Balance</u>	<u>Balance Last Month</u>	<u>Year to Date Balance</u>	<u>This Month Change</u>	<u>Year to Date Change</u>
Assets					
Current Asset					
1005 LM Foundation Checking	3,943	2,354	2,878	523	(1,066)
Long-term Asset					
1014 Cornerstone Fund - LMF	1,518,788	1,757,429	1,805,948	48,519	287,160
1016 Mission Endowment Fund - LMF	197,898	221,258	227,348	6,090	29,450
1018 Program Fund - LMF	422,064	471,388	484,317	12,929	62,253
Long-term Asset Totals:	<u>2,138,751</u>	<u>2,450,075</u>	<u>2,517,614</u>	<u>67,539</u>	<u>378,863</u>
Total Assets:	<u>2,142,694</u>	<u>2,452,429</u>	<u>2,520,491</u>	<u>68,062</u>	<u>377,797</u>
Net Assets					
Equity					
1080 Net Assets	2,142,694	2,142,694	2,142,694	0	0
Dedicated Accounts					
Without Donor Restrictions	0	0	0	0	0
With Donor Restrictions	0	0	0	0	0
Dedicated Accounts Totals:	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Current Period Changes to Net Assets	0	309,735	377,797	68,062	377,797
Total Net Assets:	<u>2,142,694</u>	<u>2,452,429</u>	<u>2,520,491</u>	<u>68,062</u>	<u>377,797</u>
Total Liabilities & Net Assets:	<u>2,142,694</u>	<u>2,452,429</u>	<u>2,520,491</u>	<u>68,062</u>	<u>377,797</u>

2019 Luther Memorial Foundation Treasurer's Report

Michael Wilson, Treasurer

All assets of the Luther Memorial Church Foundation are invested in the ELCA Endowment Fund Pooled Trust, with the exception of a checking account at Oak Bank with a year-end balance of \$2,808. The checking account is a holding account for small gifts to the Foundation until the balance exceeds the \$2,000 minimum required for a deposit to our ELCA account as well covering a \$1,000 minimum balance for any foundation expenses.

Contributions to the Foundation consist of gifts, bequests and memorials. In 2019, these totaled \$56,206 up from \$25,493 in 2018. Bequests (net of 25% share sent to LMC Operating funds) were \$49,414 and designated gifts totaled \$6,792. The December 31, 2019 total Endowment Fund balance of \$2,517,613 is 17.7% (increase of \$378,862) above the December 31, 2018 amount of \$2,138,751. Investment returns net of fees were approximately 19.5% offsetting the 4.50% payout resulting in the year over year increase in total funds. In 2018 the returns were -7.5% with a 4.50% total payout. The Endowment Fund Pooled Trust A is invested primarily in Exchange Traded Funds with an asset mix of 60% equities, 25% bonds, 10% real estate, and 5% inflation protected government securities.

We would like to acknowledge the providers of bequests received in 2010 from the estates of the Frederic Ogg Trust, Archie Simonson and Ron Rosenberg. Also, we thank the many providers of gifts and memorials.

The Foundation Board approved a **2019 grant of \$100,566** (4.50% of the rolling average balance) proportionately distributed among the three funds Cornerstone (70%); Mission (8%); Program (22%). **In 2020 the grants to help fund the mission and operations of Luther Memorial Church total \$119,260** at the 4.75% payout level.

Cornerstone Fund for the maintenance and preservation of the church facilities.
Mission Fund for mission and outreach work.
Program Fund for support of other Luther Memorial programs.

Stewardship of Resources

The Foundation Board established the following policy to guide the annual distribution of funds from the endowment:

For funds without donor-imposed spending restrictions, the preferred policy is for the distributions of spendable returns for current use to not exceed 5.0% of the fair market value for the relevant portfolio, based on the average of the preceding 12 quarters. For funds with donor-imposed asset allocations, or distributions, the spendable return will conform with the donor's expressed wishes.

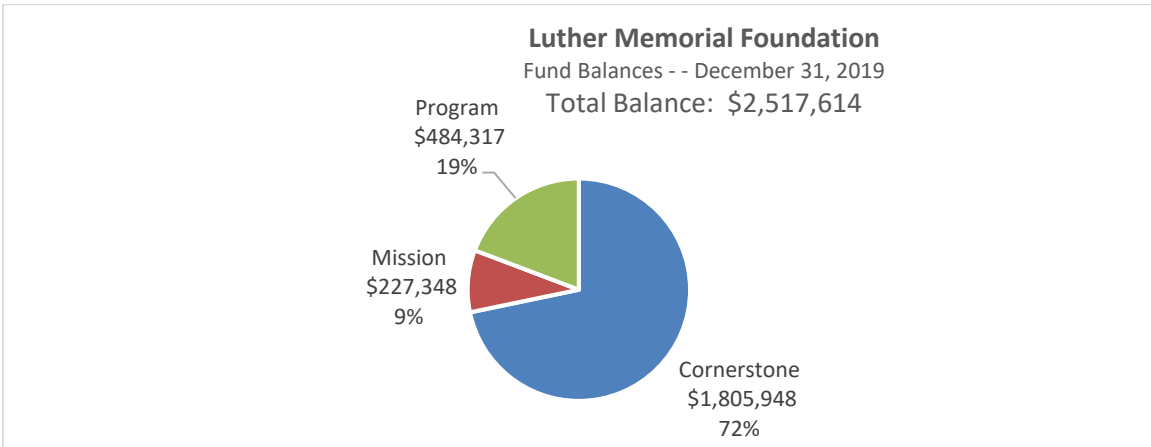
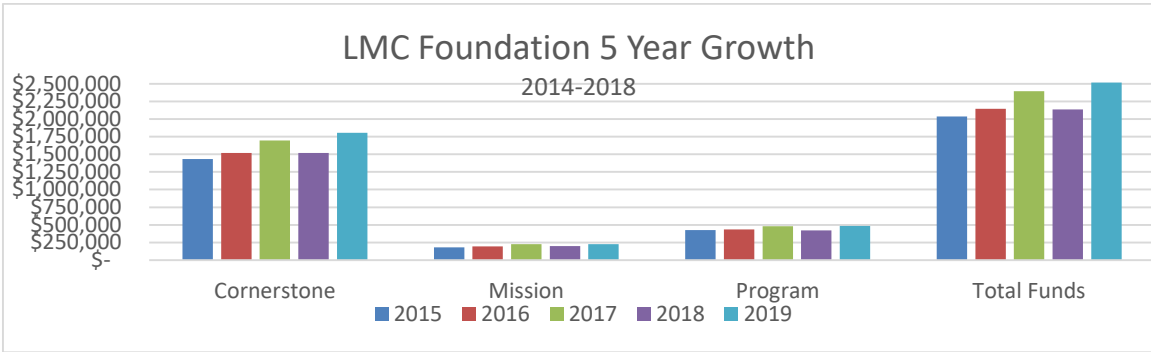
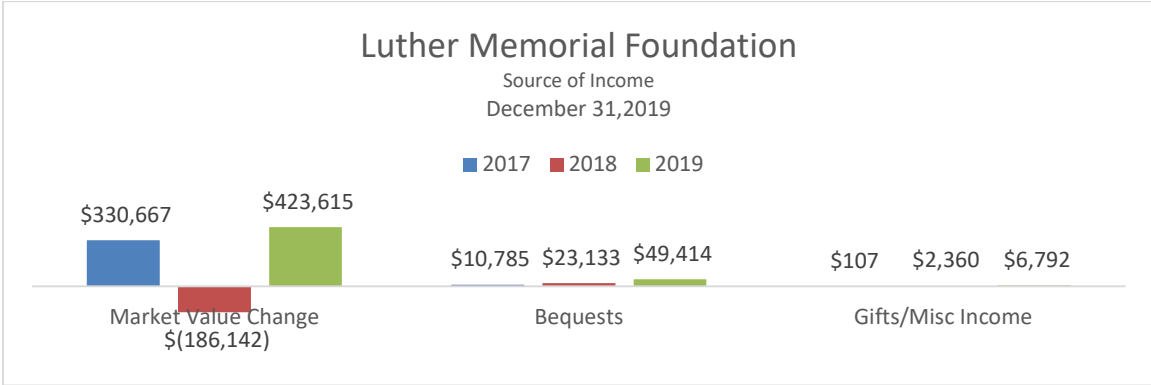
From LMCF Investment Policy Statement 12/08

Investments and Earnings

2019 Endowment Funds Account Summary

	Beginning Balance	Additions	Payments using 4.50%	Mkt. Value * Change	Ending Balance	2018-2019 Change w/payments
Cornerstone	\$1,518,788	\$55,813	\$71,021	\$302,368	\$1,805,948	18.9%
Mission	\$197,898	\$0	\$9,268	\$38,317	\$227,348	14.9%
Program	\$422,064	\$0	\$20,277	\$82,350	\$484,317	14.8%

*Market value change corresponds to the 19.5% net of fees investment returns and dividend and interest reinvestment throughout the year.



2019 Benevolence

(with comparison to 2018)

	<u>2019</u>	<u>2018</u>
South Central Synod budgeted benevolence	\$32,000	\$29,365
Blessings in a Backpack	100	
Diakonia (free-will offering)	196	
Lutheran Campus Ministry		
budgeted benevolence	10,000	9,500
extra gifts from members and friends	200	250
Faith & Vocation Fellow		4,100
Pastors Discretionary Fund (various benevolences)	6,087	4,711
Various Madison food pantries		174
The Keep Food Pantry	7,219	3,878
The Road Home – UW December concerts free-will offering	2,655	2,096
Sunday school noisy offerings		
ELCA Good Gifts	442	456
Just Bakery Cookies		416
Middleton Outreach Ministry	265	
Keep Food Pantry		174
Faith & Vocation Fellowships	232	
Christmas Gifts to Families in Transition	1,331	1,690
Appalachia Service Project (ASP) Mission Trip	6,070	8,864
ELCA World Hunger/Disaster	3,642	4,519
Lutheran Immigration & Refugee Service	600	
Lutheran World Relief (LWR) kits	145	230
Thrivent Choice (charitable \$ designated by Thrivent members)	1,847	2,405
LM Foundation Mission Fund Grants:		
Pastors' Discretionary Fund	1,268	268
Wartburg Seminary (seminary assistance for Leah Holloway)	500	500
Oakwood Foundation	500	
Porchlight	500	
Savory Sunday	500	
UW Health Services	500	
Habitat for Humanity	500	
Parroquia Santa Maria	5,000	
Madison Area Jail Ministry		500
Bundle-up in The Keep		100
ELCA (Lutheran Disaster Response/Global Mission)		500
Triangle Ministry		500
LUAD (Lutherans United Assisting After Disaster)		500
Keep Food Pantry		5,000
Off the Square Club		500
Badger Caring Closet in The Keep		100
The Road Home		300
Total LM Benevolence	\$ 82,299	\$ 81,596

Thank you! These dollar amounts cannot possibly reflect the number of volunteer hours and the many other in kind donations that never cross my desk for reimbursement. Thank you for your ongoing generosity.

– Kim O'Leary, Church Administrator



2019 Parish Register

MEMBERSHIP STATISTICS

Baptized membership end of 2018 729

Baptized members received during 2019

Baptism: children..... 7
 Baptism: adults 0
 Affirmation of faith..... 7
 Transfer 9
 Other sources/statistical adjustment..... 0

Total (full) members received this year..... 23

Baptized members removed during 2019

Death..... 5
 Transfer 11
 Other reasons/statistical adjustment..... 73

Total members removed this year..... 89

Baptized membership end of 2019 663

Total confirmed membership end of 2019 591

Baptized youth confirmed in 2019 0

Total # of people actively participating in the life of the congregation in 2019..... 748

Worship Attendance

Average weekly worship attendance 247
Includes attendance at Sunday services, morning prayer and Thursday Holy Communion.



CHILD BAPTISMS

Name	Born	Baptized	Parent(s)
Walter Perry Schaeffer	10/22/2018	4/20/2019	Andrew & Jenny Schaeffer
Owen Matthew Howard	8/17/2018	4/28/2019	Matthew & Laura Howard
Kallie Jean Boberg	9/23/2018	5/19/2019	Matthew & Jennafer Boberg
Clark Christopher Bassett	4/9/2019	5/26/2019	Ethan Bassett & Holly Gillis
Lucas Scot Bergstrom	7/19/2018	7/21/2019	Eliza & Eric Bergstrom
Landon Cooper	3/23/2018	9/22/2019	Melissa & Corey Cooper
Anne Louise Webendorfer	6/27/2019	10/13/2019	Stephanie & Wes Webendorfer

WEDDINGS AT LUTHER MEMORIAL

Name	Date
Meg Kenknight & Brad Grzesiak	4/27/2019
Kassie Lang & Jason Knutson	6/1/2019
Sara Dillon & Sarkis Zenobian	6/8/2019
Elena Zerger & Alex Lopez	6/22/2019
Kayla Fink & Chris Uphoff	8/3/2019
Laura Swanke & Adam Ruff	8/9/2019
Megan Brennan & Jason Campbell	8/17/2019
Courtney Collins & Nick Pusateri	8/17/2019
Robin Walker & Matthew Wildenberg	8/24/2019
Amanda Baumann & Jake Engelhart	11/2/2019

MEMBER DEATHS

Name	Date of Death
Perry Dettmering	4/10/2019
Ann Savonne	5/26/2019
Marjorie Bartlett	8/2/2019
Paul Scheffel	8/17/2019
Edith Sunderlage	10/2/2019
Sharon Gruber	11/10/2019
Esther Taylor	12/13/2019

NEW MEMBERS

Name	Received Via	Date
Mona Scott *	Associate membership	1/10/2019
Alyssa Hanson	Transfer	1/13/2019
Courtney Pusateri	Affirmation of Faith	1/13/2019
Nick Pusateri	Affirmation of Faith	1/13/2019
Walt Schaeffer	Baptism	4/20/2019
Jenna Boberg	Transfer	4/28/2019
Matt Boberg	Affirmation of Faith	4/28/2019
Beth Bray	Affirmation of Faith	4/28/2019
Dave Bray	Affirmation of Faith	4/28/2019
Owen Howard	Baptism	4/28/2019
John Millholland	Transfer	4/28/2019
Heidi Notbohm	Affirmation of Faith	4/28/2019
Tom Notbohm	Affirmation of Faith	4/28/2019
Laura Ruff	Transfer	4/28/2019
Franklin Wilson *	Associate membership	5/5/2019
Marcia Wilson *	Associate membership	5/5/2019
Kallie Boberg	Baptism	5/19/2019
Clark Bassett	Baptism	5/26/2019
Lucas Bergstrom	Baptism	7/21/2019
Landon Cooper	Baptism	9/22/2019
Amos Finger	Transfer	9/29/2019
Anna Finger	Transfer	9/29/2019
Clara Finger	Transfer	9/29/2019
Paul Finger	Transfer	9/29/2019
Cal Fuhrman	Associate membership	9/29/2019
Joan Fuhrman	Associate membership	9/29/2019
Janice Vetter	Transfer	9/29/2019
Ann Webendorfer	Baptism	10/13/2019
David Parminter *	Associate membership	11/18/2019

* Membership change from full membership to associate membership

TRANSFERS OUT OF LM

Name	Date of Removal
Jonas Fox	1/9/2019
Kathryn Fox	1/9/2019
Michael Fox	1/9/2019
Amy Tai	1/9/2019
Mona Scott	1/10/2019
Bruce Bengtson	4/20/2019
Tom Heikkinen	4/20/2019
Franklin Wilson	5/5/2019
Marcia Wilson	5/5/2019
Barb Parminter	11/18/2019
David Parminter	11/18/2019



	2019 budget	Difference	2020 budget		PAGE 2
Information Technology	\$ 3,023	\$ 1,621	\$ 4,644	ConnectNow accounting/Elexio database/Adobe Creative Cloud/MS annual fees for computers	0.5%
	\$ -	\$ -	\$ -	Hardware - two computers, two monitors, 11 Windows 10 upgrades, 14 MS Office	0.0%
	\$ 805	\$ 457	\$ 1,262	Website hosting/upgrades/Vanco website hosting	0.1%
	\$ 4,620	\$ 420	\$ 5,040	Telephone/Internet/Email	0.5%
	\$ -	\$ -	\$ -	IT support	0.0%
	\$ 5,616	\$ (1,356)	\$ 4,260	Internet transactions for online giving	0.5%
Administration & Finance Total	\$ 63,758	\$ 2,315	\$ 66,073		7.1%
Facilities	\$ 6,000	\$ 2,805	\$ 8,805	Supplies/Misc Equipment	0.9%
	\$ 46,000	\$ (5,000)	\$ 41,000	Fuel & Lights - budget billing Nov 2019 to May 2020	4.4%
	\$ 5,000	\$ 4,074	\$ 9,074	Security	1.0%
	\$ 7,500	\$ 2,128	\$ 9,628	Water & Sewer and 2020 Sidewalk Assessments	1.0%
	\$ 13,000	\$ 912	\$ 13,912	Equip/Maint Contracts	1.5%
	\$ 13,000	\$ 2,000	\$ 15,000	Repairs - increase in 2020	1.6%
	\$ 6,000	\$ 3,000	\$ 9,000	Maintenance Reserve	1.0%
Facilities Total	\$ 96,500	\$ 9,919	\$ 106,419		11.4%
Personnel	\$ 381,795	\$ 12,325	\$ 394,120	Program staff - synod recommendations 2.8% COLA plus \$786 step increase	42.1%
	\$ 106,628	\$ 3,714	\$ 110,342	Support staff - synod recommendations and various adjustments	11.8%
	\$ 163,708	\$ 5,611	\$ 169,319	Staff benefits & expenses	18.1%
Personnel Total	\$ 652,131	\$ 21,650	\$ 673,781		71.9%
Governance and Executive	\$ 1,700	\$ -	\$ 1,700	Synod assembly, pastoral business expense	0.2%
TOTAL EXPENSE:	\$ 899,457	\$ 37,246	\$ 936,703	Expense	100%
TOTAL INCOME less TOTAL EXPENSE	\$ (15,712)	\$ 189	\$ (15,523)		

Holy Spirit, Ever Dwelling

1 Ho-ly Spir-it, ev-er dwell-ing in the ho-liest realms of light;
2 Ho-ly Spir-it, ev-er liv-ing as the church's ver-y life;
3 Ho-ly Spir-it, ev-er work-ing through the church's min-is-try;

Ho-ly Spir-it, ev-er brood-ing o'er a world of gloom and night;
Ho-ly Spir-it, ev-er striv-ing through us in a cease-less strife;
quick-'ning, strength-'ning, and ab-solv-ing, set-ting cap-tive sin-ners free;

Ho-ly Spir-it, ev-er rais-ing those of earth to thrones on high;
Ho-ly Spir-it, ev-er form-ing in the church the mind of Christ;
Ho-ly Spir-it, ev-er bind-ing age to age and soul to soul

liv-ing, life-im-part-ing Spir-it, you we praise and mag-ni-fy.
you we praise with end-less wor-ship for your gifts and fruits un-priced.
in com-mu-nion nev-er end-ing, you we wor-ship and ex-tol.

Text: Timothy Rees, 1874–1939, alt.

Music: IN BABILONE, *Oude en Nieuwe Hollandse Boerenliedjes en Contradansen*, 1710; arr. Julius Röntgen, 1855–1932

