

Luther Memorial Church

2022 ANNUAL REPORT



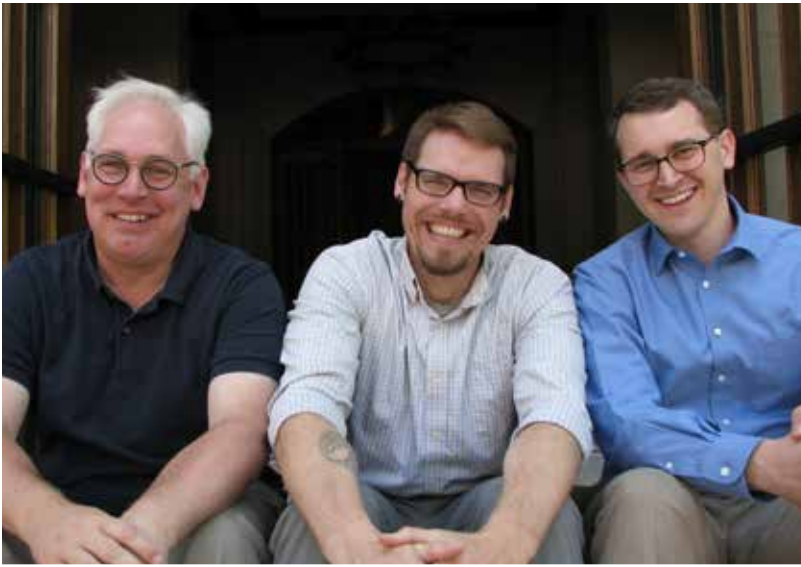


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The Rev. Brad Pohlman, Senior Pastor
The Rev. John Worzala Dumke, Associate Pastor
The Rev. Rebecca Ninke, Visitation Pastor
Alex Linn, Vicar
Sarah Brinkman, Office Coordinator
Abby Gandrud, Faith & Vocation Fellow
Patrick Haack, Facilities Manager
Megan Probstfeld, Administrative Assistant
Andrew Schaeffer, Director of Music
Suelyn Swiggum, Director of Shared Ministry
Robin Wagner, Director of Communication
Dan Zerger, Custodian

AGENDA

115th Annual Meeting of the Congregation of
Luther Memorial Church, Madison, Wisconsin.

February 5, 2022 | 11:45 am

- I. Call to Order: Bruce Curtis, President
- II. Invocation
- III. Appointment of Tellers and Parliamentarian
- IV. Approval of Minutes
 - a. 114th Annual Meeting February 6, 2022
 - b. Special Congregational Meeting (constitutional changes) May 15, 2022
- V. Report of the President
- VI. Report of the Pastors and Staff
- VII. Acceptance of Reports
 - a. Luther Memorial Columbarium
 - b. Luther Memorial Foundation
- VIII. Hymn
- IX. Approval of Constitutional Updates (ELCA Model Constitution)
- X. Approval of 2023 Budget
- XI. Election of 2023 Council Members and Synod Assembly Representatives
- XII. Other Business
- XIII. Adjournment with Prayer

114th Annual Meeting of the Congregation of Luther Memorial Church Meeting Minutes February 6, 2022

Call to Order

Meeting called to order at 10:49 am by Council President Bruce Curtis.
The requirement for a meeting quorum was met.

Invocation

Pr. John Worzala Dumke provided the opening prayer.

Appointment of Tellers and Parliamentarian

Bob Steffen and Kris Gruber-Twardy were appointed as tellers. John Pleuss was appointed as parliamentarian. Pr. Brad Pohlman took questions from the livestream. Noted that voting can only be done by members present in person.

Approval of Minutes

Minutes of three congregational meetings in 2021 were provided in the annual report booklet.

- **113th Annual Meeting, February 7, 2021**
- **Special Congregational Meeting (Benevolence) August 22, 2021**
- **Special Congregational Meeting Minutes (Pipe Organ) August 29, 2021**

John Pleuss proposed a change to the minutes of the August 22 congregational meeting: On page 10, line 5 the word “amendment” should be replaced by the word “proposal”. This was seconded by Barb Hughes. Change to wording approved.

Michael Bradley moved to approve the minutes from all three 2021 congregational meetings with the inclusion of the approved change. Motion seconded by Erik Pettersen. The motion carried.

Report of the President

Council president Bruce Curtis referred to his report in the annual report booklet

- He thanked the chairpersons of the standing committees for their work
- He acknowledged the staff and their hard work as well

Acceptance of Reports

Other reports were provided in the annual meeting booklet including those from the pastors, the Columbarium Board, and the Luther Memorial Foundation board.

Motion to approve all printed reports made by Mary Jean Huston. Motion seconded by Janelle Allen. Motion carried.

The singing of a hymn was led by Andrew Schaeffer.

Approval of Constitutional Changes

Proposal for constitution and bylaw changes comes as a council recommendation. The congregation needs to vote once for the bylaw changes and twice on the constitutional changes. Proposed changes were sent to the congregation previously by email.

Two primary changes proposed

- The synod says that a congregation must vote for the representatives to the synod assembly
- The other change is to language which explains how the taking over a partial committee term will be considered in relation to term limits
- John Pleuss offered further information on the changes
 - One change concerns the voting for synod assembly representatives
 - This changes the council's role from choosing the representatives to nominating the representatives. The election is then done by the congregation at the annual meeting.
 - Change to C10.06 to say that all actions by the congregation are by majority vote unless otherwise provided by the constitution and bylaws
 - C10.07 says that Roberts rules govern all congregational meetings. Proposed changes:
 - include the naming of a parliamentarian
 - adding a phrase that following Roberts rules does not conflict with Luther Memorial bylaws, resolutions
 - Calling the question must pass by 2/3 vote
 - Individuals can only speak twice, limited to 3 minutes in length each time
 - We have been operating by an emergency resolution adopted by the council to allow meetings to be held by Zoom. Proposed change to C10.06 to adopt what is recommended by the synod that says congregations can hold meetings by remote communication if participants are identified by name and there is simultaneous oral communication.
- Bob Brod offered further information on other proposed changes
 - C12.05 concerning council's responsibility for budget and expenditure oversight will now have a limit on the size of the budget to be no more than 5% over the anticipated annual receipts
 - Limits on expenditures to be no more than \$50,000 over budget without prior congregational approval
- Preference of meeting attendees was to defer voting until the end of the meeting after copies of the changes could be printed and passed out

Approval of Proposed Capital Expenditures

Background information provided in handout provided to meeting attendees.

Council recommendation is to replace all 3 boilers and the chiller at the same time. They are asking for authorization to refinance the mortgage to make up any funds needed for this up to a maximum of \$380,000.

Discussion:

- There are ongoing maintenance and repair issues for the boilers and chiller.
- We can continue to run on 2 boilers as we are doing now.
- They are all reaching 30 years old.
- The chiller is also not working at full capacity. This is OK when not much is going on in church, but will become an issue with adding of concerts, other events.
- We have bids from three companies with boiler and chiller bids separate for each.
- Total bids for boilers and chiller together range from \$320,000 to \$350,000.
- Amounts are likely to increase if contract not signed soon as prices continue to rise.
- Originally planned to do each installation in separate years, but the lift equipment needed is cheaper if done all at once. Proposing to do this in September.
- The proposal comes from the Facilities committee and is recommended by the council
- Question from Jay Suthers: Will there be any efficiency improvements with the new equipment?
 - Will see small efficiency improvements from the equipment since old equipment was already very efficient, software can provide greater efficiency improvements
- Question from Phyllis Pleuss: Is what is being replaced the same as the original?
 - Boilers are the current version of the same thing
 - We use a unique way of creating air conditioning, it's done less often this way now. We will continue to use this type of equipment, our challenge is that we don't have the footprint to put in a rooftop unit which limits our choices.
- Question from Alex Starr: What is the expected life expectancy of the new systems?
 - It's expected to be about the same as the old ones

President Bruce Curtis called for a vote on the capital expenditure proposal, including approval to refinance the church's mortgage. Proposal approved by voice vote.

Approval of 2022 Budget

- President Bruce Curtis referred to the budget proposal on page 38 of the 2021 Annual Report.
- Comment from Barb Hughes: We were blessed with the PPP funds to pay for staff salaries in 2020. Another PPP grant received in 2021 allowed for money to be spent by vote of the congregation in August to help many organizations in need. We ended up with a slight year end-deficit this year. We have a deficit budget now including the use of this extra money, next year we will not have that. Barb encouraged people to consider giving with that in mind.
- Comment from Bruce Curtis: Many gifts came in during December with contributions going to the organ fund or to capital expenditures. This year we may wish to direct contributions to the capital fund.

President Bruce Curtis called for a vote to approve the budget as proposed. The motion carried by voice vote.

Election of 2022 Council Members and Synod Assembly Representatives

Thanks were expressed to outgoing council members Bill Braham, Ryan Mattison, and Lou Reynaldo.

- Noted that Bill was Treasurer for several years, great appreciation expressed for his work on that.

This year's nominees for council representative: Barb Hughes for a second 3-year term; George Alexander, Phil Schoech, and Beth Bray for a first 3-year term.

President Bruce Curtis asked twice for nominations from the floor; no further nominations offered.

- Question from Lynn Washington: What happened with the nomination of Dan Ruge who was presented as a candidate in the annual report booklet?
 - Dan was unable to serve, so was removed and Beth took his place as the candidate recommended by the Governance Committee and approved by council.
- Barb Luedke asked for the nominees to stand and be recognized.

Laura McGuire moved to close nominations, seconded by Helen Hartman. Motion carried.

Motion made by Erik Pettersen to accept all the candidates for council representative as presented, seconded by John Pleuss.

Voice vote conducted to elect all nominees for council membership. Barb Hughes, George Alexander, Beth Bray, and Phil Schoech were elected as council representatives.

Gifts and thanks were given to the outgoing council members.

Other Business

- Pr. Brad Pohlman expressed thanks to all those involved in various ministries this year and asked them to stand and be recognized. Ministries he called out included:
 - Food pantry, the Keep and Campus ministry
 - Those involved in recording/livestreaming and anything related to worship
 - Those involved in education or youth ministry
- Question from Mike Heggeseth: Are we required to nominate someone for the young adult representative to council term?
 - Pr. Brad answered that all who were asked declined to serve, we would need a nomination from the floor. Otherwise, the council will hold the position open.
 - John Pleuss said that the constitution says filling the youth position is strongly recommended but not required.
- Anne Hunnex asked when is the synod assembly?
 - May 6-7 at Kalahari resort
- Cliff Haaland commented about the many recent staff changes. We said goodbye to Kim, hired Patrick, financial staff changes resulting in now using KMA for our accounting,

Robin went to full time, Pr. Rebecca went to ¼ time salaried so is working more now, had Leif as an intern, have the possibility of a new intern this summer.

Vote on Approval of Constitutional Changes

A handout with the proposed constitution and bylaw changes was passed out to meeting attendees, see addendums A and B.

- Thanks were expressed to Bob Brod and John Pleuss for their work on this

One vote is required to accept the proposed bylaw changes. Two votes will be required to make the proposed constitutional changes.

A voice vote was conducted to accept the proposed bylaw changes. Motion for bylaw changes carried unanimously.

A voice vote was conducted to accept the proposed constitutional changes. Motion for constitutional changes was accepted unanimously.

2022 Synod Assembly Representatives

The council has recommended Janelle Allen and John Pleuss be elected to serve as representatives for the 2022 Synod Assembly with Kelly Olson and Phyllis Pleuss to serve as alternates.

President Bruce Curtis called for a motion to nominate other nominees. None received. Sandy Erickson moved for a vote to elect the nominees as recommended. Jim Nelson seconded. The motion to elect the nominees for representative to the synod assembly carried by voice vote.

Adjournment with Prayer

Michael Bradley closed the meeting with a prayer.

Michael Bradley moved to adjourn the meeting, seconded by Erik Pettersen. Motion carried.

The meeting was adjourned at 11:43 pm by President Bruce Curtis.
Kelly Olson, Secretary

**Luther Memorial Church
Special Congregation Meeting Minutes
May 15, 2022**

Call to Order

The meeting was called to order at 9:20 am by Council President Bruce Curtis.

Quorum

A quorum was declared by Council President Bruce Curtis.

Opening Prayer

An opening prayer was offered by Pastor John Worzala Dumke.

Appointment of Parliamentarian

Council President Bruce Curtis appointed Mary Jean Huston as parliamentarian.

Proposed Motion

That Luther Memorial Church ratify the proposed constitutional changes.

(These proposals were voted on at the annual meeting on February 6, 2022 and need a subsequent 2/3 majority vote for ratification.)

Michael Bradley moved to ratify the proposed constitutional changes; the motion was seconded by Judy Braham; the motion carried.

Adjourn

Bonnie Gruber moved the meeting be adjourned; the motion was seconded by Annette Mahler; motion carried and the Congregational meeting was adjourned at 9:25 am.

Submitted by Mary Jean Huston, Secretary

PASTORS

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

“From earth’s wide bounds, from ocean’s farthest coast, through gates of pearl streams in the countless host, singing to Father, Son and Holy Ghost: Alleluia! Alleluia!”

ELW 422 “For All the Saints”

We sang this hymn, as we almost always do, on All Saints’ Sunday. And this year it seemed especially poignant to us. It was glorious this past year to be able to gather in large groups, sing with joy accompanied by organ, piano, timpani and choir. Whether it was Easter, All Saints, Christmas or any given Sunday, the very act of gathering together in person to proclaim Christ’s reconciling resurrection from the dead was deeply moving. This past year truly served as a reminder of how valuable and transformative it is to gather as fellow children of God. Amidst all the challenges and difficulties of life, it was a year of a blessed participation in the great mystery of faith.

A few highlights for our journey together this past year:

Thanks to all those worship leaders, choir members, ushers and live stream crew who helped make worship at Luther Memorial a very special place.

In July we welcomed our new seminarian Alex Linn who is serving as our Vicar for the 2022–2023 school year. Special thanks to the intern committee, chaired by Jay Suthers, for providing support and feedback to Alex.

We give thanks for our two closest partners in ministry, Parroquia Santa María and the Lutheran Campus Ministry. Coming out of the pandemic, we are excited to see new ways in which we work together.

The Keep Food Pantry saw an explosion of growth this past year, where the number of people being served went from around 30 to 175. A special

thanks to all those who volunteer to make the food pantry such a success, particularly Barb Luedke who chairs this important ministry team.

We want to mention all the ways this congregation was generous in giving this past year, particularly in financial ways. Between our regular benevolence to the synod, campus ministry and Santa Maria, plus various special gifts to outreach, we have been able to serve many in our community.

We also wish to thank the LM staff for their commitment, passion, and extraordinary efforts working on behalf of all of us. Some serve full time, some part time; some you see on Sundays, some work more behind the scenes. They include, in order of longevity: Laurie Swimm (archivist), Suelyn Swiggum (Director of Shared Ministry), Dan Zerger (Custodian), Robin Wagner (Director of Communication), Sarah Brinkman (Office Coordinator), Pastor Rebecca Ninke (Visitation Pastor), Andrew Schaeffer (Director of Music), Pastor Lisa Nelson (Women’s Group Coordinator), Patrick Haack (Facilities Manager), Abby Gandrud (Faith and Vocation Fellow for 2022-2023), Megan Probstfeld (Administrative Assistant), Ken Sosinski (Children’s Choir Director), and Riley Brutto (Choral Intern for 2022-23). We also wish to thank our partners in ministry, the Rev. Emily Tveite (Campus Pastor) and the Rev. Kirsten Worzala Dumke (Mission Pastor at Santa María).

Finally, we thank you, our dear church family, who faithfully serve in the life and work of Luther Memorial, and embody Christ’s love through community. We especially thank you for your grace, compassion, and understanding this past year. Luther Memorial continues to be an amazing place to serve because of all of you and your commitment to the work of the Gospel, for our community, and for the sake of the world.

CONGREGATION COUNCIL

Bruce Curtis, President

Grace to you and peace!

It has been my pleasure to serve on the Council for the last 6 years. And as I look back, I have two words that come to mind: thankfulness and gratitude. But before I get into that, I would like to take a few lines and highlight some items from 2022.

In some ways, COVID seems like such a long time ago. Yet, its aftermath continues to affect our congregation. Our overall attendance numbers continue to be lower than before the pandemic. However, our contributions to the church remain solid. As you can see from the following pages, the operating ministry fund ran only slightly in the red for 2022. And the building fund received many gifts and a sizable bequest this past year, allowing for the congregation to purchase three new boilers and a new chiller. Similarly, the LM Foundation received several gifts this past year. Substantial gifts also came into LM for our new pipe organ that is coming in 2026. Like many, I can hardly wait to hear it!

Worship services continue at 8:15 and 10:30 with Sunday forums and Sunday School at 9:15. During the summer a single 9:30 service was offered that was generally well received. As members became more comfortable, gatherings such as the Men's and Women's groups, Game night, Confirmation, Breadbreakers, Food and Fellowship, continued to grow.

LM is not without some challenges for the upcoming year. The city of Madison has released a notice that increases in our utilities

are coming which will have an impact on our Operating Budget. Likewise, inflation will also have an impact on our church's bottom line. As was indicated in the Stewardship packet, we are asking members to prayerfully consider increasing your gifts to help LM meet its ministry goals.

Ok, now back to thankfulness and gratitude.

First, I am thankful for the job done by our marvelous staff. I wish everyone could see the daily work put in by them. Their efforts are a blessing to the members of Luther Memorial.

I am also thankful for the efforts of our four standing Committees and their chairs: Administration and Finance-Heidi Notbohm, Facilities- Mike Heggeseth, Governance- Bob Brod, and Personnel-Mary Gulbrandsen. In addition, I wish to thank the chairs of the two related corporations at LM: The LM Columbarium-Ken Sosinski and the LM Foundation-Sandy Erickson. I get a firsthand look at all these groups, and I can let you know, the people volunteering their time and efforts are some amazing individuals. If you can, please take a moment and thank the members of these committees for their hard work.

Lastly, I am grateful to you. It is through your past, generous donations that our congregation has maintained its overall stability. It is with your continued support that Luther Memorial will maintain its service to the glory of God.

May the peace of God which surpasses all understanding, keep your hearts and minds in Christ Jesus.

LUTHER MEMORIAL COLUMBARIUM

Ken Sosinski, President



We continue to see activity in the Columbarium as cremation becomes increasingly popular in the United States. It is truly moving and meaningful to attend a funeral at Luther Memorial where, towards the end of the service,

the cremains of the deceased are inurned in the Columbarium as part of the service, with family members carrying the urn and gathering in the Columbarium as the loved one is placed in their final resting place. The congregation witnesses this and all join in welcoming the deceased into the Church Triumphant, there to forever witness to the Church Militant or Pilgrim, those of us who remain here on earth. We are all one Church, those who have gone before us and those of us still here, and the Columbarium is a strong witness to that.

This past year saw the Columbarium Board clarify and simplify the procedure to apply for a niche and to write a Memory Book page. We hope to begin work on an updated brochure about the Columbarium. Unfortunately, our

staff had almost finished this project in the recent past when the server crashed and it was lost. Our finances are in very good shape and our debt for the completion of the north wall with more niches is paid in full, thanks in part to some generous donations. We are planning to present an educational Adult Forum about the Columbarium close to All Saints Day in 2023.

Statistically, five niches were sold in 2022. Those whose ashes were inurned during 2022 are Gary Kobs, Carl Gulbrandsen and Don Snyder. 98 niches have been sold since completion of the columbarium and seven purchased niches have been relinquished in that time.

After ten years on the board, and six years as president, Phyllis Pleuss's term has come to an end. We thank her for her faithful leadership. I am very pleased to be on the board and serve as the new president.

President – Ken Sosinski
Vice President – Cris Enslin
Secretary – Kelly Olson
Treasurer – Randy Raasch
Historian – Janelle Allen
Board Member at Large – Janet Streiff
Council President – Bruce Curtis, ex-officio member
Pastor Brad Pohlman – ex-officio member

LUTHER MEMORIAL FOUNDATION

Sandy Erickson, President

2022 Members of the Foundation Board:

- President-Sandy Erickson
- Vice President-Michael Moscicke
- Secretary-Beth Bray
- Treasurer-Randy Raasch
- At Large Members-Bob Brod, Andrew Stevens, Dave Watson
- Ex Officio Members-Pastor John Worzala Dumke, Council President Bruce Curtis

Background on Foundation

The Luther Memorial Foundation (LMF) 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 Foundation was started in 1964 with a gift from the estate of Oscar Rennebohm. Outright gifts and planned gifts are held in an endowment trust managed by the ELCA Foundation. Using a set formula, the Luther Memorial 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.

General Priorities of the Foundation

- Stewardship of Foundation assets
- Appreciation of current Foundation donors
- Providing educational opportunities about the Foundation and stimulate consideration of each person's personal legacy.
- Communicating the opportunity for and impacts of gifts to the Foundation

Foundation Activities in 2022

We welcomed 2022 with the flexibility of conducting two of our four business meetings via

Zoom and two in-person. We began the year with four items on our workplan:

1. Spring virtual Legacy Planning touch-base event that had been put on hold during the pandemic
2. Possibility of adding a 5th Fund to Foundation
3. Fiduciary review of management of the Foundation's assets, last done prior to 2008
4. Distribution or 2023 LMF grant to Luther Memorial Church

By year's end, item #4 had been completed and work on items #2 & #3 was underway. The Legacy Planning/donor appreciation event has been moved to our 2023 work plan.

Fiduciary Review

With Foundation assets approaching (or at the beginning of 2022, exceeding) \$3M+ the Board agreed it would be prudent to undertake a fiduciary review process to ascertain that the ELCA Endowment Fund Pooled Trust – Ministry Growth Fund (aka "Fund A") remains the best place for 100% of the Foundation's assets to be held, or whether placement with another or additional investment option should be considered. We met with representatives of the ELCA Foundation in October and plan to do the same with Thrivent in February 2023. There may be other investment advisor/options explored as well.

These conversations are both educational and exploratory. Any recommended changes to the placement of Foundation funds would require discussion with and approval of the Council. Thanks to former LMF leaders Phil Schoech and Martha Taylor who are joining Board members for these presentations and discussions; their history and experience is extremely helpful.

Luther Memorial Financial Update and Impact

2022 was a remarkable year in terms of legacy gifts received by the LMF from faithful long-term members who passed away during the year. These gifts totaled 523,056.80 and were composed of the Widmer, Schultz and Wick estates.

The LMF began the year with assets valued at \$3,024,752. Market losses resulted in a year-end balance of \$2,514,062 as of December 31, 2022. The Foundation assets are managed in three funds:

- Program: \$453,346
- Cornerstone: \$1,838,533
- Mission: \$212,183

The LM Foundation provided \$132,124 for the 2023 Operating Budget to support building, operations, and mission work. The Foundation Board approved support of \$125,775 for the same purposes in 2022.

Considerations for the Future

As we prepared to undertake the fiduciary review, we found that some of the wording and practices set out in the original LMF policies are outdated. Updating these documents will be a new project for 2023. Thanks to Bob Brod for taking initial steps to identify needed updates, and for updating information about the Foundation on LM's website in 2022.



MUSIC MINISTRY

Director of Music Andrew Schaeffer

This past year has been... dare I even say it? Normal. The choirs, ensembles, concerts, and, most importantly, robust congregational singing that serve as hallmarks of Luther Memorial's mission and ministry are not only back, but thriving.

Over the past two years, we've welcomed twelve new people into our adult choir, which continues to sing with an astonishingly high level of musicianship and dedication.

Our children's choir, which generally leads worship on the second Sunday of the month is healthy and growing, no doubt thanks to the exceptional leadership of Ken Sosinski. Ken is a recently retired church music director with decades of experience working with children's voices, and it shows! I continue leadership of our youth choir which has admittedly struggled to gain footing coming out of the pandemic. It is an ensemble which demands continuity from year to year, though I'm hopeful that it will start to rebuild next fall as several of our youth transition to junior high.

For the first time in several years, we have enough people to field all five octaves of our handbells (that's 61 bells if you're curious!) Our current bells were purchased in 1978 and were displaying a noticeable amount of wear and tear. Thanks to the generosity of our bell choir members, the bells were completely restored at the Malmark bell factory in Pennsylvania this past summer. The recorder ensemble, which meets on Thursday evenings has also welcomed several new players.

Music continues to permeate our growing Sunday School program. Every week, I lead the children in learning hymns and songs of our faith during the opening time in the children's realm, to which you're always invited.

In addition, Bevi Haimerl leads two handbell groups consisting of our Sunday School children and youth.

Our Music at Midday concert series has expanded its scope to feature musicians from not only the Madison community, but also to take advantage of the incredible resources at the UW School of Music. A full schedule can be found on our website, and I encourage you to stop by on Wednesdays at noon to support and enjoy this incredible music.

Of course, we look forward with great excitement to our new Taylor & Boody organ, which is due to be installed in 2026. Though that may seem far off, we are already busy preparing for its arrival. Thanks to the remarkable generosity of this congregation, we have already raised nearly \$1.95 million in early gifts towards our goal of \$2.75 million. While we will be conducting a fundraising campaign to raise the remaining funds, gifts to this special project continue to be welcome. Speaking of generosity, thanks to a donor, we were also able to replace our old, problematic choir room piano with a restored, 1928 Mason & Hamlin model A in March. Everyone who uses the room has benefited from this most important addition.

Finally, 2023 is a special year in the life of our congregation: our beloved building turns 100 in October! We'll have several musical events to celebrate this milestone and give thanks for the generations of musicians that have made these sacred walls ring with praise for our creator. Stay tuned!

It continues to be a privilege and honor to steward Luther Memorial's incredible musical legacy. I look forward to the year ahead with great excitement!

LUTHERAN CAMPUS MINISTRY

The Rev. Emily Tveite, Campus Pastor



I am so grateful for another year of partnership between Lutheran Campus Ministry and Luther Memorial! Each week, when I gather with students for worship and prayer in the nave on Thursday evenings, I am

mindful that Luther Memorial is a holy place of spiritual nourishment not only for members of the congregation, but to the countless students who come through the doors each year.

This year, I have particularly enjoyed our continued joint efforts: hosting student groups and helping to nurture leaders who care for the basic needs of others through The Keep Ministry, and the ongoing feeding of student populations that happens each week through The Keep Food Pantry. Many thanks to the members of The Keep Ministry Team and the Food Pantry Ministry Team for their ongoing dedication to these ministries.

Another highlight for me this year was the baptism of Joshua Butcher during the Easter Season. Joshua connected with Luther Memorial and Lutheran Campus Ministry during the pandemic. He received pastoral care from Vicar Leif Kratzke Nelson initially, and later became an active participant in LCM small groups and regular worshipper on Sundays at Luther Memorial. His journey in faith and initiation through baptism is a testament to the work that we do together on behalf of students.

I am also grateful to Luther Memorial for sharing with us the privilege of hosting Vicar Alex Linn.

We continue to benefit from this partnership of raising up leaders for the wider church. Alex has blessed Lutheran Campus Ministry with his presence and passion for ministry, and has connected with students around topics of Eco-Spirituality, justice, and inclusivity. I hope that we will be able to host more seminary interns together in the future.

It is not an overstatement to say that the work of Lutheran Campus Ministry would not be possible without Luther Memorial. We are so grateful for your generosity in sharing this ministry as well as your financial support.

There are several other people who deserve particular thanks this year. Bill Braham is approaching the end of his six years of service on the LCM Board, most recently serving as our treasurer. I am grateful that Mary Jean Huston has agreed to serve on our board beginning in May alongside Pastor Brad. I want to say a particular thanks to Patrick Haack this year as he has helped to navigate an enormous number of repair and improvement projects to the student center. Randy and Connie Burmeister also gathered a huge team of volunteers to help refresh the center with new paint and flooring in early 2022 and with continued improvements to the landscape outside our building this summer. Thank you to the many members of Luther Memorial who are helped with these efforts.

On a personal level, I am also grateful. Paul and I and our daughters are so deeply blessed to be a part of this congregation. We were thrilled to celebrate Vera's baptism with you at the Easter Vigil. 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 continuing to work together in 2023!

PARROQUIA SANTA MARIA

The Rev. Kirsten Worzala Dumke, Mission Pastor



It continues to be an honor to live in ministry as the pastor of Santa Maria and, while there is much hope and excitement for 2023, I am excited to share a bit about ministry at Santa María in 2022.

With God's love and grace, we have done a lot in 12 months!

Music, worship, festivals, and special celebrations continue to be a very important part of Santa María's ministry. It is evident that we live our faith in beautiful and powerful ways when we sing and play instruments; the way that our music fills the sanctuary is truly incredible. Some of our special events and masses this year included bilingual masses, quinceañeras, baptisms, Día de los Muertos/All Saints' Day, Our Lady of Guadalupe, Las Posadas, Christmas Eve, and many more. While many have returned to celebrate mass in person, we continue to have high numbers of people/"units" participating via Facebook Live. A typical Sunday mass has 50-100 or more views from around the world and I am grateful that our ministry continues to provide a spiritual home for so many.

We continue to be amazed by the welcome and care that you provide Santa María. Every time we talk about our continued relationship with members of Santa María, stories of connection

and awe are shared and I am excited to see how these relationships will continue to flourish. In addition to Luther Memorial, we also have strengthened our relationships with Midvale (Madison), Our Savior's (Sun Prairie), St Luke's (Middleton), Messiah (Madison), and Good Shepherd (Madison/Verona). Our fellowship allows us to share our stories and ministry with other communities who truly want to be in relationship and it has been beautiful to see how these relationships continue to grow.

It is with great excitement that I share that we have begun the process of supporting Juan Carlos Cabrera, our office administrator, in his call to seminary through the TEEM program. For those who haven't had the delight of meeting him, Juan Carlos is someone who truly lives out his faith in dedication to the community and I am grateful to accompany him in this journey. He will start his classes this year and, with support from Santa María, other communities, and scholarships, we are going to create a new position for him where he can work on other projects and ministries in addition to his work. Much remains to be done, but it is no small feat to get to this point in the journey and I am so grateful that the Spirit continues to move in this process.

While we have done much, we remain mandated to grow in our faith and continue with communal and personal reflection and action. You, good people of Luther Memorial, continue to make this possible for Santa María and I thank you for your prayers and support on this path.

AMENDMENTS TO THE *MODEL CONSTITUTION FOR CONGREGATIONS*
APPROVED BY THE 2022 ELCA CHURCHWIDE ASSEMBLY
August 2022

Recommended for Approval by the LM Council, October, 2022

Chapter 4: STATEMENT OF PURPOSE

- *C4.02. To participate in God's mission, this congregation as a part of the Church shall:
[...]
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, ~~and~~ justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and powerless oppressed and committing itself to their needs.

Chapter 6: CHURCH AFFILIATION

- *C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:
- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless ~~he or she is the bishop and/or the bishop's designees are a~~ voting members of this congregation, ~~the bishop and the bishop's designees, if any, they~~ shall have voice but not vote at the first meeting.
[...]
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless ~~he or she is the bishop and/or the bishop's designees are a~~ voting members of this congregation, ~~the bishop and the bishop's designees, if any, they~~ shall have voice but not vote at the second meeting.

Chapter 9: ROSTERED MINISTER

- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
[...]
- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
- *C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing

mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:

[...]
4) inability to conduct the pastoral office effectively in view of physical disability or mental incapacity of the pastor;

[...]

b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

[...]

c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal resumption of the disability and the restoration of the pastor to health, ability to conduct the office effectively the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

*C9.12. The pastor of this congregation:

a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;

*C9.13. The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

*C9.14. The parochial records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her the secretary's hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.

*C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

[...]

c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

*C9.25. The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:

a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:

[...]

4) inability to conduct the office effectively in view of physical disability or mental incapacity of the deacon;

[...]

- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or [...]
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal resumption of the disability and the restoration of the deacon to health ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

***C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

C10.08. This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 12: CONGREGATION COUNCIL

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.

[...]

- e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of mission support monies to the synod treasurer.

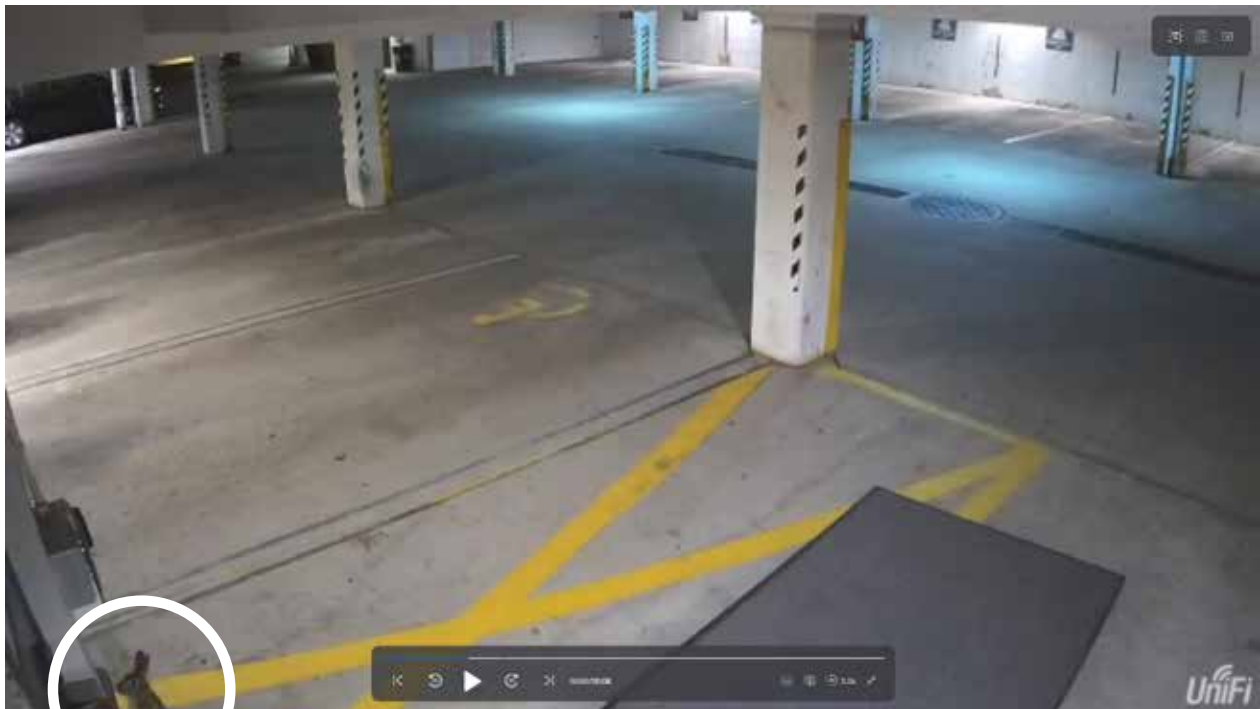
C12.13. The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent, and, to the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 15: DISCIPLINE OF MEMBERS AND ADJUDICATION

***C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to *C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two rostered ministers of Word and Sacrament). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

Chapter 16: AMENDMENTS

- *C16.02.** An amendment to this constitution, proposed under *C16.01., shall:
- be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; **and**
 - be ratified without change at the next regular meeting of this congregation held pursuant to **C10.01.** by a two-thirds vote of those voting members present and voting; **and**.
 - ~~have the effective date included in the resolution^s and noted in the constitution.~~
- *C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following **the congregation's a** vote of approval.



In September 2022, facilities manager Patrick Haack obtained security video evidence of an intruder in our garage attempting entry into the building.

2023 COUNCIL NOMINATIONS

Current Council Members

Term (2021–2024)

Janelle Allen*
Michael Bradley*
Bill Hunnex
Mary Jean Huston

Term (2022–2025)

George Alexander
Beth Bray
Barb Hughes*
Phil Schoech

Outgoing Council Members

Bruce Curtis, Helen Hartman, Kelly Olson

Nominees for 3-Year Term (2023–2026)

Kris Gruber-Twardy*
Laura Guse
Chris Uphoff
John Xavier

Nominees for 1-Year Young-Adult Term (2023–2024)

TBD

**Second 3-year term*

2023 Synod Assembly Representatives (1-year term)

Nominees for 1-Year Term (2023–2024)

Janelle Allen
John Pleuss

2022 FINANCIAL EXPLANATIONS

2022 FINANCIAL STATEMENTS

Included at the back of the Book of Annual Reports are the following sets of financial statements:

1. LM Operating Fund Statement of Activities
LM Operating Fund Statement of Financial Position
LM Operating Dedicated Accounts
2. LM Trust Fund Dedicated Accounts
LM Trust Fund Statement of Financial Position
3. LM Building Fund Statement of Activities
LM Building Fund Statement of Financial Position
4. LM Columbarium Statement of Activities
LM Columbarium Statement of Financial Position
5. LM Foundation Statement of Activities
LM Foundation Statement of Financial Position

OPERATING FUND

At its annual meeting on February 6, 2022 the Luther Memorial (LM) congregation passed an operating budget of \$976,023 with a deficit gap of \$19,476. The following financial report provides an overview of the congregation's finances for 2022.

STATEMENT OF ACTIVITIES

Income Total actual 2022 operating income was \$1,025,171, which was about 107% of budgeted income. Congregational giving makes up the largest share of overall income. Other sources of income include: seasonal and loose offerings, designated gifts, program income, wedding and concert income, parking lot income, income from U.S. Cellular as well as grants from the LM Foundation through the Cornerstone Fund, the Program Fund and the Mission Fund.

Expense Expenses were \$64,731 over budget, higher in personnel, unrelated business income

tax and facilities areas and near budget in most other areas. South-Central Synod, Santa Maria and Lutheran Campus Ministry benevolences were paid in full as were LM Foundation Mission Fund grants.

OPERATING DEDICATED ACCOUNTS

2022 pre-paid pledges (amounts received late in 2021 but pledged for the next year) totaled \$59,438. Pre-paid pledges are held in the operating checking account and transferred early in the new fiscal year.

STATEMENT OF FINANCIAL POSITION

The operating checking account ended 2022 with a \$41,641 positive balance. This balance includes \$35,136 in pre-paid pledges for 2023. There was no need to use the operating credit line (\$60,000 limit) because the checking account maintained a positive balance throughout 2022. Since 2012, we have used Oak Bank in Fitchburg as our primary bank.

TRUST FUND

DEDICATED TRUST 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. LM trust dedicated accounts are organized into five areas: Benevolence; Staff Continuing Education; Music; Building; and Thanksgiving and Memorials. Within each area there are several accounts.

Benevolence Donations may be designated to Transitional Families, Pastors' Discretionary Fund, The Keep Food Pantry, Mission Trips, and University Outreach. Designated gifts received for specific benevolence recipients that do not have dedicated lines in the trust fund are deposited and expensed through the general operating budget.

Continuing Education These accounts receive budgeted income from the operating fund and are used for staff continuing education expenses. During 2022, as part of the budget approved by the congregation, staff did not receive continuing education dollars.

Music The Music Ministry fund is used at the discretion of the Director of Music for items not included in the general operating budget, such as paying musicians for festival services. The New Pipe Organ Fund, on the other hand, is an account that is holding funds designated for our new pipe organ purchase. This fund is expected to grow as we approach additional payments in preparation for the installation of a new pipe organ in the rear balcony in spring 2026. In 2022, the Administration and Finance Committee approved opening a 2-year certificate of deposit in the amount of \$400,000 for organ fund gifts that are being held for the new instrument.

Building These accounts include the following: Maintenance Reserve, used for unexpected building repairs; Equipment Reserve, used to pay for capital equipment replacement; deposits for access cards and contracts for Grand Central parking; Interest Income, for interest earned on funds in the Trust checking account; Designated Building Projects which is currently being used for current and future audio/visual equipment in the nave and an upgrade to LED lighting in the nave; and the Mills Street Building account that is used to pay for expenses related to our building at 325 N Mills Street.

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

The reconciled balance in the account on December 31 of \$633,975 included program area balances as follows:

Program Area	Balance on 12/31/22
Benevolence	\$ 48,508
Continuing Education	20,244
Music	433,957
Building	137,789
Thanksgiving & Memorials	19,827

CAPITAL APPEAL BUILDING FUND

STATEMENT OF ACTIVITIES

Income in 2022 totaled \$850,466. This includes a significant estate gift.

Expense in 2022 was \$275,704 including mortgage interest of \$97,161 and \$588 in credit line and mortgage renewal fees. It also includes three new boilers installed in 2022.

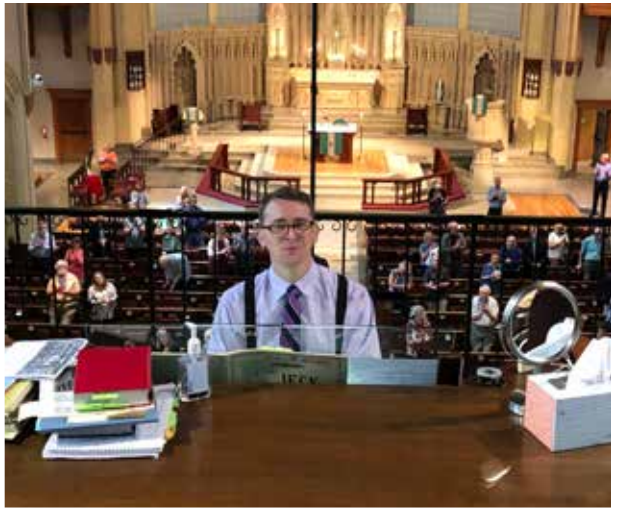
STATEMENT OF FINANCIAL POSITION

The capital appeal building fund checking account balance on December 31 was \$494,917. This includes money set aside to replace the HVAC chiller in early 2023.

The mortgage was refinanced in April 2020. It is a 20-year amortized loan with a 5-year term at 4.5% maturing on March 17, 2025. In early 2022 our mortgage interest rate was lowered to 4.25% Monthly mortgage payments are \$16,305 with principal and interest payments roughly equal. The year-end mortgage balance was \$2,151,998.



In 2022, new boilers were purchased and installed. Thanks to all who supported this critical need in building maintenance.





**Luther
Memorial
Church**