



Luther Memorial Church

2023 ANNUAL REPORT

all things work together
for good

*“All things work together for good to those who love God,
to those who are the called according to His purpose.”*

Romans 8:28



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

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LUTHER MEMORIAL CHURCH

EASTER. ALWAYS.

Our official mission statement was created by the congregation in 1993 and can be found in the LM Constitution. During a congregational discernment process in 2010, we revisited this statement and came up with a newer working statement that tries to get at the heart of what we are called to do:

“Easter. Always.”

Short and simple. And a key guide to all we do here.

While not our official mission statement, it is offered here in this report as a reminder to what we are called to live and proclaim. Always.

Pastor Brad Pohlman

AGENDA

116th Annual Meeting of the Congregation of
Luther Memorial Church, Madison, Wisconsin

February 11, 2024 | 10:45 am

- I. Call to Order: Mary Jean Huston, President
- II. Invocation
- III. Appointment of Tellers and Parliamentarian
- IV. Approval of Minutes
 - a. 115th Annual Meeting, February 5, 2023
 - b. Special Congregational Meeting, April 2, 2023
 - c. Special Congregational Meeting, May 21, 2023
- V. Year in Review
- VI. 100th Anniversary – History of LM book release
- VII. Hymn
- VIII. Resound, Restore, Rejoice: Capital Campaign
- IX. Approval of Constitutional Updates (second vote; first vote on April 2, 2023)
- X. Approval of 2024 Budget
- XI. Purchase of a new continuo pipe organ
- XII. Election of 2024 Council Members and Synod Assembly Representatives
- XIII. Other Business
- XIV. Adjournment with Prayer

LETTER FROM THE PASTORS



It has been an exciting, memorable year to serve as your pastors at Luther Memorial. Our highlights for the year are too numerous to mention, but here are a few.

Worship. Thanks to our many worship leaders, choir members, instrumentalists, ushers and livestream crew who make Luther Memorial such a special place to experience worship. In 2023 we saw in-person attendance at special festivals (Easter, Christmas, etc.) grow from previous years. And we've seen growth in those who participate online.

Stewardship. 2023 was a very generous year in the life of the congregation. Your giving made everyday ministry possible – the ordinary and the extraordinary. You also funded a new boiler and chiller, and continued donating generously for a new pipe organ. Thanks to you, we ended the year in very good financial shape. And for 2024, a proposed budget that is balanced, that increases benevolence, increases needed work on the building, and provides a raise for staff. All of this is so remarkable, celebrated, and gratefully acknowledged.

Service. This space is too small to include all those who have served in many and various ministries throughout the year. One inspiring example is The Keep Food Pantry. The pantry helps address food insecurity issues on campus, and during the past

year saw an increase from about 150 served each week to 220. Thanks to our dedicated volunteers and donors. The food pantry will celebrate five years of service this coming spring.

Building centennial. Thanks to all of you who made the 100th anniversary of the building dedication such a delight. We enjoyed the concerts and activities and the time reminiscing with current and former members and staff. A special shout out to Gary Brown for compiling LM history and to Martha Taylor and Janet Streiff for all their organizational work.

Staff. In June we said goodbye to seminary intern Alex Linn. In October, we bid farewell to our financial administrative assistant Megan Probstfeld, and to the Rev. Emily Tveite, who served as campus pastor for eight years. While saying goodbye is a difficult part of the job, we were glad to work with all three and know that they each were a blessing to us and to the congregation. We thank all the staff for their passion and extraordinary efforts (in order of longevity): Laurie Swimm (archivist), Suelyn Swiggum (director of shared ministry), Dan Zenger (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 & vocation fellow for 2023–2024), and Ken Sosinski (children's choir director). We also wish to thank our partner in ministry, Pastor Juan Carlos Cabrera (mission pastor at Parroquia 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. It is a delight to work with you all!

In Christ,
The Rev. Brad Pohlman and the Rev. John Worzala
Dumke

BELONGING IN FAITH

Your participation in the life of our congregation is meaningful. Belonging to a family of faith matters. Every week, it is your prayers, attendance and support that bring life to worship. It is your thoughtful cooperation that powers the committees and teams to create learning, music and social opportunities. Your love and care bind us to each other in friendship and grace. You fulfill a special place here among the faithful, and we are so grateful for your presence.

CONNECTING FROM AFAR

The pandemic taught us new ways to adapt and serve Christ in our community and beyond. Your support founded new initiatives to reach out to those who can't be with us in person. We are grateful to many volunteers and donors who helped chart new paths to reach these friends via online gatherings and livestream services.



IN 2023

An average of 328 people joined us each weekend in worship, gatherings or online.

Over 1,100 people celebrated Christmas with us at candlelight services in person and online. We honored our risen Savior with more than 820 people in person and online during our Easter services.

We celebrated 15 adult and child baptisms and 5 affirmations of faith in our congregation.

Luther Memorial became a friendly and familiar place to more than 50 audience guests each Wednesday for weekly Music at Midday recitals.

Our faithful youth include 35 Sunday school children and 18 confirmation students. Our vacation bible school with Midvale Community Lutheran brought together dozens of kids, sharing in the life of Christ.

More than 22 people made Luther Memorial a part of their daily spiritual practice through morning prayer on Zoom, from Washington to Minnesota to Pennsylvania.

During the last six months, more than 15,000 visitors visited our website, with more than 50,000 pageviews. The Keep Food Pantry generated more than 2,000 pageviews.

This year, our YouTube channel, which broadcasts our livestream services, had 204,634 views. More than 700 followers regularly connect with us on Facebook.

CELEBRATING 100 YEARS

*“We shape our buildings; thereafter they shape us.”
Sir Winston Churchill, 1943.*

This past year, we celebrated one hundred years of ministry here at 1021 University Avenue. The vaunted, old Sunday School song reminds us “the Church is not a steeple, the church is the people!” and indeed our *fête* was not meant to revel in old stone, glass and steel, but rather to celebrate and gratefully acknowledge the tenacity, vision and faith of our forebears who gave us the gift of this building. Through this edifice, our then-young parish cast a vision of excellence in worship, service, education and witness that continues to shape our congregation to this very day.

Throughout 2023, our rich history was explored through a variety of mediums: historical photos and vignettes were shared on Facebook and in the *Weekly*, a variety of experts presented historical lectures, we invited our community to an open house, and we feasted at various festive receptions and meals. The celebration culminated in the presentation of Bach Cantata No. 60 within the context of Vespers, followed

by a festival service on Sunday, October 29. Throughout this celebration, it was gratifying to visit with and/or receive greetings from former parishioners, friends, pastors, and staff members, reminding us that our community is not confined to these venerable walls. Behind all of the festivities was a team of volunteers ably led by Martha Taylor and Janet Streiff, to which we owe a great deal of thanks.

Though “the church is not a building,” ours does provide a quiet place of refuge for students during the week, houses a food pantry that nourishes hundreds weekly, serves as a sounding board for music and preaching that change the lives of many, and provides a place where all are loved and valued. We give thanks for the hands that built it and stewarded it over the years, while looking forward to another century of service with great hope.

Andrew Schaeffer



LUTHERAN CAMPUS MINISTRY



The year we leave behind was one of celebrations, as well as farewells and arrivals. We celebrated our faithful cohort of student interns and faith & vocation fellows, bid farewell to our Vicar Alex Linn and said goodbye to Pastor Emily after eight years at LCM. We welcomed Pr. John to the fold as our interim pastor, and we saw many new faces around the campus center and in worship.

We are grateful to our 23 partner congregations who supported us financially. We also thank the South-Central Synod of Wisconsin for its generous support and to every congregation who contributes through their benevolence to the synod.

IN 2023

We greeted over 200 students at our Welcome Back Breakfast.

We gathered each Thursday for worship and dinner with 44 individuals.

We fostered fun and community through holiday baking, movie nights, weekly crafting hours and holiday-themed activities.

Members of eight ELCA congregations provided 27 meals for our weekly Thursday dinner.

We joined other LCM groups from Wisconsin for our second annual fall eco-spirituality retreat at Holy Wisdom Monastery.

We celebrated the baptisms of two UW students at Luther Memorial.

We equipped fellows and interns to serve as leaders both within and outside the walls of LCM, gathering bi-weekly for study and fellowship.

PARROQUIA SANTA MARIA



Our partner Parroquia Santa María is a welcoming Latino congregation housed within Luther Memorial.

Throughout the year, Santa María hosted services of Holy Communion, dinners, gatherings and fundraisers, raising up its unique worship, cultural traditions and foods. During Christmas and Holy Week, our sanctuary bustled with services in English and Spanish. Pastor Kirsten Worzala Dumke departed in August as Juan Carlos Cabrera became pastor. On Sunday, Sep. 17, we shared a bilingual service of Holy Communion with our Santa María brothers and sisters. In November the congregation celebrated Dia de Muertos with homemade pan, an ofrenda in the transept and live Aztec dancers. Pastor Juan Carlos has been active in coordinating and hosting public health and advocacy events for members of the Latino community in Madison and beyond.

It is a joy to share our space with this active, vibrant community of Christ.

YOUR TIME AND TALENT

As we bid farewell to 2023, our hearts overflow with gratitude for the extraordinary dedication and hard work of our church volunteers. Thank you for your generosity. May the coming year be filled with continued blessings as we walk together in faith and service.

IN 2023

Around 10,000 shoppers visited The Keep Food Pantry, providing meals for more than 15,000 individuals.

Luther Memorial members and friends served more than 1,700 hours of volunteer time.

19 families—more than 90 individuals—received gifts through our Christmas gifts program. More than \$2,490 in cash donations was given.

We filled four backpacks with donated school supplies and contributed supplies for many more local students through the Nehemiah Center.

We created 44 personal care kits and 40 baby care kits for distribution by Lutheran World Relief for people in need around the world.



NEIGHBORHOOD VISITOR

On a sunny Saturday morning in November, a particularly adventurous squirrel found his way into the Luther Memorial parking garage. Presumably, the lure of the unknown and the irresistible scent of aged wood and ancient hymns spurred his curiosity. The little creature, its bushy tail twitching with excitement, eyed the entrance door to the church, seemingly pondering the mysteries that lay beyond.

Unable to gain entrance, the squirrel ultimately decided to remain in the embrace of his natural habitat outdoors. Luther Memorial, however, became a silent witness to the whimsical tale of a curious squirrel and the allure of our sanctuary.



YOUR GENEROUS HEARTS

Every day, the congregation of Luther Memorial Church is involved in life-giving ministry with each other, our neighbors and the world around us. Your prayers and gifts alleviate suffering and sorrow, create meaningful connections and share in the spirit of Christ.

In 2023, your benevolence touched the lives of people in need across the globe.

Badger Caring Closet	\$241
Christmas Gifts for Transitional Families	\$2,490
ELCA Good Gifts (bees)	\$420
ELCA World Hunger	\$3,579
Lutheran Campus Ministry	\$11,500
Lutheran World Relief (care kits)	\$340
Lutheran World Relief (Ukraine)	\$105
Nehemiah Center (backpacks)	\$356
Nehemiah Center (youth programs)	\$200
Parroquia Santa María	\$6,500
Pastors' Discretionary Fund	\$6,035
South-Central Synod of Wisconsin	\$34,000
The Keep Food Pantry	\$11,531
LM Foundation Mission Fund Grants	
Campus Assistance Fund	\$1,000
Habitat for Humanity	\$500
Lutheran Disaster Relief	\$1,000
Lutheran World Relief	\$1,000
NAMI	\$1,000
Parroquia Santa María (youth workers)	\$1,500
Pastors' Discretionary Fund	\$197
Seminary Tuition/Scholarships	\$2,000
St. John's Lutheran Church	\$1,000
The Keep	\$1,000
Triangle Community Ministry	\$1,000
TOTAL	\$126,513

BAPTISM

“For that purpose Christ instituted holy baptism, thereby to clothe you with his righteousness. It is tantamount to his saying, My righteousness shall be your righteousness; my innocence, your innocence. Your sins indeed are great, but by baptism I bestow on you my righteousness; I strip death from you and clothe you with my life.” Martin Luther

The significance of baptism in the life of the church cannot be overstated. It is the gateway through which the believer is connected to the life, death, and especially the resurrection of Jesus. Luther’s words above, are so poignant and speak to the reality brought about through baptism—that death no longer has power over us, and the life we live is the life of Christ.

This past year we celebrated 15 baptisms, each one bringing with them a certain joy and gladness, but in particular almost half of those were adult baptisms, and three of those were UW students who joined the body of Christ during the Easter Vigil.

Celebrating the sacraments as the community of Luther Memorial is truly one of the great pleasures of our life together. There is very little that tops welcoming new family members into the body and Christ’s call to “come and follow me.”



CONFIRMATION

We congratulate our 2023 confirmation class. As they embark on this spiritual journey, we hope they continue to grow in wisdom, love and grace, and we pray their confirmation will be a source of strength and inspiration as they navigate the path of faith ahead.



LET YOUR LIGHT SO SHINE



Luther Memorial has for several decades been on the forefront of environmental stewardship of our building. Beginning with the major renovations in the 1990s and continuing to today, we have embarked on a path to always be mindful of our environmental footprint and to be wise stewards of the earth's resources.

During the 2017 renovations, much of the lighting in the building was converted to LED—except the nave. (And a few other key places like the exterior lights on the tower.) In 2023 we began the process of converting all 100+ lights in the nave to LED bulbs.

As of the annual meeting, the chancel arch lights have been replaced as well as the two side aisle lights. Changes to the six large hanging lanterns in the nave are next up. We hope that this process is completed sometime in 2024. A special thanks to those who have donated to this project as well as our LED lighting crew: Randy Eide, Dave Heins, Lee Powell, Eric Suomi and staff member Patrick Haack.

MUSIC



This unassuming lumber will become our new pipe organ.

New pipe organ fund!

A special thank you to the over 100 people who have contributed to the new pipe organ fund over the past few years. The seeds of this fund were planted in 2018 by generous gifts in honor of Bruce Bengtson's retirement. In 2020, much to our surprise and great delight, Luther Memorial received an anonymous \$1.5 million gift to turn our vision of a new organ into a reality. Subsequently, the congregation approved the purchase of a new organ built by Taylor & Boody Organbuilders of Staunton, Virginia in the summer of 2021. The instrument is due to be installed in 2026 and will cost \$2,485,000. By the end of 2023, we had raised an additional \$500,000 bringing our total to nearly \$2 million! Since the new pipe organ is a major goal of LM's 2024–2027 capital campaign, your continued giving for the new instrument in 2024 will be received as part of that capital campaign. Thank you for supporting this special project!

RESOUND, RESTORE, REJOICE: CAPITAL CAMPAIGN

The Congregation Council has approved a three-year capital campaign (July 1, 2024-June 30, 2027). The total goal for this campaign is \$2,200,000. This goal is built upon several years of early gifts for a new pipe organ, totaling an additional \$2 million dollars.

New Pipe Organ: \$900,000

This represents the remaining amount to be raised to purchase the new pipe organ, \$485,000. In addition, required infrastructure work in the rear balcony including, lighting, HVAC and restoration work is estimated to be \$415,000. We anticipate the installation of the new pipe organ in the first half of 2026.

Roof Restoration: \$495,000

This will conclude the systematic restoration and/or replacement of all roof surfaces of our building. This project was started in 2000 and has one major piece left; the east nave roof. We anticipate the needed roof work to be completed in the summer of 2025.

Mortgage: \$580,000

This amount is three years of mortgage interest and principal payments on our mortgage from the 2017 major remodeling project.

Partner Support: \$225,000

This money will go toward our support of Parroquia Santa Maria and University student outreach.

A REMINDER THAT WE ARE LOVED



Visitation Pastor
Rebecca Ninke

It is my privilege to serve as visitation pastor for the Luther Memorial community. During my internship in Colorado 28 years ago, my supervisor informed me in his gruff way, “You don’t really know people until you sit on their

couch, look at the photos on their walls, and ask about the things that matter in their lives. Visit your people.” That sums up my ministry quite well.

I call on people in homes, nursing facilities, hospice and hospitals. Some are not easily able to get to church because of the parking challenges, due to health or mobility issues or because of changes in their transportation. Others would just like a little time with a pastor. You need not be homebound, elderly or ill for a visit! I typically bring conversation and a prayer, but can also bring communion.

A few members that I visit are nearing death. One of the joys of my role is the opportunity to sit with people and peel away all the veneers. Family members are often afraid to talk about end-of-life issues with each other. But when those times come, I can sit on the couch or next to a bed to ask blunt questions like, “How is your grief?” “What has been on your mind as you face this?” “What unsettled business are you thinking about?” “How is your faith?” I gather notes on funeral wishes for people of any circumstance

(including healthy people!) when requested and takes notes to weave together the story a life and faith when the time comes to claim resurrection hope in the midst of death.

I recently visited a parishioner in a nursing home. As is often the case, it turns into a group meeting where other residents in a common area joined in the conversation. The nursing home staff was handing out ice cream and I sure didn’t say no when she handed me one. We sat and told goofy stories about pets we’d had, laughing so loudly that others came to see what was going on. Anyone can have a conversation with people; being sent from the church reminds those who can’t get to worship or who are going through difficult patches that they are loved, not forgotten and part of our faith community. When I visit those no longer able to carry on a conversation

because of dementia, I can’t tell you how many times I have been moved to hear when they join me in the words of the Lord’s Prayer. Faith is a gift from beginning to end.



LM member Anita Olson

A special thank you to Angela Read for her dedicated and empathetic work as my scheduler.

Pastor Rebecca Ninke

Meeting Minutes
115th Annual Meeting of the Congregation of Luther Memorial Church
February 6, 2023

Call to Order

The meeting was called to order at 12:01 pm by Council President Bruce Curtis. The requirement for a meeting quorum was met.

Invocation

Barb Hughes provided the opening prayer.

Appointment of Tellers and Parliamentarian

Michael Bradley was appointed as teller. John Pleuss was appointed as parliamentarian.

Approval of Minutes

Minutes of two congregational meetings in 2022 were provided in the annual report booklet.

- a. 114th Annual Meeting February 6, 2022
- b. Special Congregational meeting (constitutional changes) May 15, 2022

John Pleuss moved to amend the minutes of the February 6, 2022 congregational meeting, as follows: On page 4 (middle of page) of the Annual Report, (under C10.07), delete “adding a phrase that following Robert’s rules does not conflict with Luther Memorial bylaws, resolutions” and insert “Adding a subsection stating that Robert’s Rules of Order shall apply to LM congregational meetings provided Robert’s Rules do not conflict with federal, state, or local statutes or regulations and do not conflict with LM’s corporate charter or any LM constitutional provision, bylaw, or continuing resolution.”; and in the next paragraph delete “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.” and replace with “Add new C10.08 (recommended by synod) that says congregations can hold meetings by remote communication if participants are identified by name and there is simultaneous aural communication.”

George Alexander clarified that John Pleuss’ motion is to correct the minutes, and will not change the bylaws.

Kelly Olson seconded the motion to amend the minutes, and the motion carried.

Rolf Wulfsberg moved to approve the minutes as amended; Gary Lewis seconded the motion and the motion carried.

President Bruce Curtis asked if there were any amendments to the May 15, 2022 congregational meeting minutes. There were no amendments offered.

Erik Pettersen moved to approve the minutes of the May 15, 2022 special congregational meeting; the motion was seconded by Randy Burmeister and the motion carried.

Report of the President

President Bruce Curtis reflected on how much staff accomplish, and how blessed we are to have this group of people working for Luther Memorial. He thanked church members who have served on all standing committees including the Columbarium and foundation boards.

Acceptance of Reports

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

Ken Sosinski noted that the Columbarium board report was co-authored by Phyllis Pleuss and Ken Sosinski. Ken thanked Phyllis for her 10 years of service on the Columbarium board.

Petra Ressler thanked her parents who were past members of Luther Memorial for bringing the idea of a Columbarium to the church and to the Midwest; they had lived on the east coast where this practice is more common.

Lynn Washington moved to approve all the printed reports; the motion was seconded by Bob Steffen and the motion carried.

Hymn

The singing of the hymn Christ is Made the Sure Foundation was led by Andrew Schaeffer.

Approval of 2023 Budget

Sue Bangert made a motion to approve the 2023 budget; Lynn Washington seconded the motion.

Discussion:

- Budget has a deficit of \$9000, mostly due to increases in utilities, sewer, water
- Number of people making pledges is 10% higher than 2022. Also, the average household giving went up, over 6%
- Cliff Haaland thanked those who worked on the budget and recognized staff who do such a fine job overall
- Laura Guse asked about the impact of the \$19,000 deficit from 2022. Answer: There is no impact on the 2023 budget. However, our checking account balance is getting lower with each deficit year
- Barb Hughes noted that the pandemic Payroll Protection Program (PPP) grants received by Luther Memorial in 2020 and 2021 made it possible to carry forward savings from private donations. In 2022 we had savings of approximately \$46,000 that we used; in 2023 we no longer have savings from the PPP grants
- Vasanth Subramanian asked about the change in wedding income account in the 2023 budget as compared to the 2022 budget. Answer: There were very few events like weddings during Covid years. Now people are booking weddings and events so that income will be greater

President Bruce Curtis asked for a voice vote on the motion to approve the 2023 budget; the motion carried and the 2023 budget was approved.

Election of 2023 Council Members and Synod Assembly Representatives

President Bruce Curtis thanked outgoing Council members Kelly Olson and Helen Hartman for their service on Council during the last 6 years. Pastor Brad Pohlman recognized outgoing Council member Bruce Curtis for his 6 years of service and leadership. Pastor Pohlman thanked all three outgoing members with framed photographs of Luther Memorial Church.

This year's nominees for three-year terms for Council are: Kris Gruber-Twardy for a second three-year term; Laura Guse, Chris Uphoff and John Xavier for their first three-year terms.

President Bruce Curtis asked three times for nominations from the floor; no additional nominations were offered.

Barb Hughes moved to close nominations; Janelle Allen seconded and the motion carried.

Martha Taylor moved to nominate Abigail Gaard for a one-year Young-Adult Council member term; Laura McGuire seconded the motion.

President Bruce Curtis asked three times for additional nominations from the floor; no more nominations were offered.

Gary Lewis moved to close nominations for the Young-Adult Council member and John Pleuss seconded the motion.

A voice vote was conducted by President Bruce Curtis to elect all nominees for Council membership. Kris Gruber-Twardy, Laura Guse, Chris Uphoff, and John Xavier were elected for three-year terms, and Abigail Gaard was elected for a one-year term.

John Pleuss and Janelle Allen are the 2023 nominees for Synod Assembly representatives.

President Bruce Curtis asked three times for nominations from the floor for Synod Assembly representatives. There were no other nominations.

Erik Pettersen moved to close nominations for Synod Assembly representatives; it was seconded by Sue Bangert and the motion carried.

President Bruce Curtis asked for nominations from the floor for alternates for Synod Assembly representatives. This is in the event that the Synod Assembly representatives for Luther Memorial are unable to attend the meeting which will be held on May 20, 2023 in Mount Horeb, WI.

Janelle Allen moved to nominate Phyllis Pleuss as an alternate; Sandy Erickson seconded the motion. Martha Taylor moved to nominate herself as alternate; Bonnie Gruber seconded the motion.

Sue Bangert moved to close nominations for alternate representatives; Erik Pettersen seconded the motion, and the motion carried to close nominations.

President Bruce Curtis conducted a voice vote to elect John Pleuss and Janelle Allen as 2023 Synod Assembly Representatives, and to elect Phyllis Pleuss and Martha Taylor as alternates to the 2023 Synod Assembly. The vote passed unanimously.

Other Business

- Barb Hughes thanked Andrew Schaeffer for the Centennial organ concert on January 29, as well as Martha Taylor and Janet Streiff for hosting the reception afterwards
- Pastor Brad Pohlman thanked Randy and Connie Burmeister and Lynn Washington for the food for today's lunch

- Michael Bradley thanked Bruce Curtis for service as Council president for the past year
- Andrew Schaeffer thanked Luther Memorial's office volunteers and staff, and asked all office volunteers present to stand for a round of applause
- Connie Burmeister introduced a guest, originally from Brazil, who came to thank Luther Memorial for helping him during a challenging time several years ago when he was an exchange student. Today he brought a car load of donations for the food pantry as a thanks

Adjournment with Prayer

Michael Bradley moved to adjourn the meeting, and the motion was seconded by David Heins.

Vicar Alex Linn offered a closing prayer.

The motion to adjourn was approved, and the meeting was adjourned at 12:48 pm by President Bruce Curtis.

Submitted by Mary Jean Huston, Secretary

Minutes of Luther Memorial Church - Special Congregational Meeting
April 2, 2023
9:15 a.m. in the Great Room

The meeting was called to order by council president, Mary Jean Huston, at 9:23 a.m.

Pastor John Worzala Dumke led the opening prayer.

John Pleuss agreed to be parliamentarian. Beth Bray agreed to act as recording secretary.

Mary Jean Huston officially declared the meeting as a quorum of required voters.

First Order of Business:

Mary Jean gave a brief description of the proposed motion to ratify the proposed constitutional amendments and changes as outlined in the following two documents.

Mary Jean stated that the amendments to be voted on were available to the Luther Memorial Congregation on March 1, 2023. Details of all changes up for approval are noted in the meeting agenda: [SpecialCongMtgApril22023 \(PDF\)](#)

- **Amendments to the Model Constitution for Congregations**, recommended changes for approval by the LM Council in October 2022. Requires one vote of the congregation.
- **Proposed Updates to the Bylaws and Changes to the Constitution of Luther Memorial Church**, recommended for adoption by the LM Council on Feb 28, 2023:
 - Update C5.04.02. Requires one vote of the congregation.
 - Change C12.01, C12.02, and C13.04. Requires two votes of the congregation. The first vote at this meeting, and a second vote at the next annual meeting

Mary Jean Huston called for discussion regarding these amendments. Receiving no discussion, a voice vote was called. The motion carried.

2nd Order of Business

Motion from Council (motion does not require a second because it was submitted by Council):

“That Luther Memorial Church enter into a contract with Millen Roofing Company to complete roofing repairs and restoration on the copper saddle behind the tower and tile, copper valley and flashings in and around the west transept roof. Contract is for \$103,550 and will be paid for from money currently in the Capital Appeal (Building) Fund.”

Pastor Brad gave a high-level explanation of the need for immediate repair and restoration of the west transept roof. The urgency is due to the water damage that is occurring and that the

roofing company is already booking into summer 2024. Pastor Brad also reported that the price of the repair has just increased to \$114,870.

1st Amendment. Carol Landahl moved to amend the motion to change \$103,550 to \$114,870. John Pleuss seconded the motion.

Discussion on the amendment was initiated by Al Larsen suggesting that the amount of money authorized be raised higher \$114,870, perhaps to \$120,000, due to concerns that by 2024, the cost of the repair will have again increased. Further discussion stated that even \$120,000 might not be enough of an increase in the authorized amount to cover the possible increased cost.

Second Amendment. Peter Rahko then moved to amend the proposed amendment to add that if Millen Roofing Company increases the cost of the repair above \$114,870 Luther Memorial Church is authorized to increase the payment to the increased amount up to a maximum of \$150,000. Judy Braham seconded the motion. This motion passed by a voice vote.

The main amendment (by Carol Landahl) was now on the floor as amended by the Rahko amendment. A voice vote was called on the Landahl amendment and the motion carried.

The main motion (by Council) was now on the floor as amended. It reads as follows: "That Luther Memorial Church enter into a contract with Millen Roofing Company to complete roofing repairs and restoration on the copper saddle behind the tower and tile, copper valley and flashings in and around the west transept roof. Contract is for \$114,870 and will be paid for by money currently in the Capital Appeal (Building) Fund. If Millen Roofing Company increases the cost of the job above \$114,870, Luther Memorial Church is authorized to agree to the increased amount provided it does not exceed \$150,000. The motion carried by voice vote.

It was also suggested that Luther Memorial take steps to minimize damage to the building from the leak until the repair work is completed.

Pastor Brad dismissed us with a benediction.

Sue Bangert motioned that the meeting be adjourned.

John Pleuss seconded the motion, and the motion carried.

The meeting adjourned at 9:40 am.

Submitted by Beth Bray, Council member
Assistance from John Pleuss

Minutes of Luther Memorial Church - Special Congregational Meeting

May 21, 2023

9:15 a.m. in the Great Room

Prior to the congregational meeting, Pastor Pohlman shared a presentation on details on the history of the stained-glass windows and current restoration needs.

The meeting was called to order by council president, Mary Jean Huston, at 9:43 a.m.

Pastor Brad Pohlman led the opening prayer.

John Pleuss agreed to be parliamentarian. With careful counting, John Pleuss indicated that the meeting has a quorum of voting members.

George Alexander is the recording secretary.

One Order of Business:

Motion (From Council): That Luther Memorial Church enter into a contract with Conrad Schmitt Studios, Inc. of New Berlin, Wisconsin, to complete restoration of two windows in the nave. Contract is for \$116,676 and will be paid for from money currently in the Building Fund.

Mary Jean Huston called for discussion regarding the motion.

In response to a question, this contract is firm, so we do not need to approve any inflationary cushion on the dollar amount.

A voice vote was called. The motion carried. We will move forward with this project.

Pastor John Worzala Dumke offered the closing prayer.

Motion to adjourn (Mike Bradley, Sue Bangert). Motion carried.

The meeting adjourned at 9:48 am.

Submitted by George Alexander, Council Secretary

PROPOSED CONSTITUTIONAL UPDATES

First vote taken at a special congregational meeting on April 2, 2023

The following constitutional changes requires approval by the congregation at two meetings. The first with a simple majority vote (passed in the affirmative on April 2, 2023) and the second by 2/3 majority vote to be held at the annual meeting.

C12.01 The voting membership of the Congregation Council shall consist of 14 or 15 members of the congregation, including the Senior and Associate Pastors. It is strongly recommended, but not required, that one ~~or two (1-2)~~ positions on the Congregation Council be a Young Adult position~~youth positions~~, filled by a voting members of this congregation under the age of 25. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from three successive regular meetings of the Congregation Council without being excused.

C12.02. The members of the Congregation Council except the pastors shall be elected by written ballot or voice vote. The Young Adult position~~Youth members~~ shall beserve for one year or until ~~their~~ successors is~~are~~ elected. All other members . . .

C12.05i. *The current provision specifies how Council nominates members to attend the Synod Assembly and similar meetings. The following additional paragraph is proposed:*

When the Congregation Council nominates two persons to serve as voting members to the Synod Assembly, one person shall be an individual who identifies as male or non-binary and one person shall be an individual who identifies as female or non-binary. Also, when the Congregation Council nominates two persons to serve as alternate voting members to the Synod Assembly, one person shall be an individual who identifies as male or non-binary and one person shall be an individual who identifies as female or non-binary.

C13.04 The senior pastor, associate pastor, and president of this congregation shall be voting members of all committees of this congregation.

2024 COUNCIL NOMINATIONS

Current Council Members

Term (2022–2025)

George Alexander

Beth Bray

Barb Hughes*

Phil Schoech

Term (2023–2026)

Kris Gruber-Twardy*

Laura Guse

Chris Uphoff

John Xavier

Outgoing Council Members

Janelle Allen, Michael Bradley

Nominees for 3-Year Term (2024–2027)

Abigal Gaard

Bill Hunnex*

Mary Jean Huston*

Tom Notbohm

Nominees for 1-Year Young-Adult Term (2024–2025)

Panka McGuire

**Second 3-year term*

2024 Synod Assembly Representatives (1-year term)

Nominees for 1-Year Term (2024–2025)

George Alexander

Martha Taylor

TBD (Alternate)

2023 PARISH REGISTER

MEMBERSHIP STATISTICS

Baptized members end of 2022.....	657
Baptized members received during 2023	
Baptism: children.....	7
Baptism: adults.....	8
Affirmation of Faith	5
Transfer	7
Other sources/statistical adjustment.....	10
Total members received this year.....	37
Baptized members removed during 2023	
Death	7
Transfer	3
Other reasons/statistical adjustment	0
Total members removed this year	10
Baptized members end of 2023.....	684
Total confirmed members end of 2023	618
Baptized youth confirmed in 2023.....	11
Average weekly worship attendance	
On-site (in person attendance)	183
Online (attendance via streaming)	145
Combined average on-site and online	328
Total number of people actively participating in the life of the congregation in 2023.....	800

CHILD BAPTISMS

Name	Baptized	Parents
Adrienne Marie Benzine	2/12/2023	Kelsey Kober & Tyler Benzine
Hannah Elizabeth Subramanian-Wang	4/9/2023	Vasanth Subramanian & Connie Wang
Asali Diamond Jackson	5/28/2023	Angela Bronson
Alyssa Lynn Patterson	6/25/2023	Michelle & Dexter Patterson
Victoria Rae Patterson	6/25/2023	Michelle & Dexter Patterson
Robert Gutierrez Zerger Lopez	10/8/2023	Alex & Elena Lopez
Wesley Mark Schaeffer	11/5/2023	Andrew & Jenny Schaeffer

ADULT BAPTISMS

Name	Baptized
Panka Carol McGuire	4/8/2023
Austin James Robertson	4/8/2023
Deanna Hebring	4/8/2023
Richard (Rick) Todd Evans	6/11/2023
Michelle Patterson	6/25/2023
Dexter Reed Patterson	6/25/2023
Mya Maria Patterson	6/25/2023
Deseray Marie Patterson	6/25/2023

NEW MEMBERS

Name	Received via	Date
Hannah Nygaard	Affirmation of Faith	1/29/2023
Angela Bronson	Affirmation of Faith	5/28/2023
Calvin Kranig	Affirmation of Faith	6/18/2023
Georgeanne Kolbrow	Affirmation of Faith	6/18/2023
June Rounds-Rheaume	Affirmation of Faith	6/18/2023
Gerald Greeno	Associate	8/18/2023
Adrienne Benzine	Baptism	2/12/2023
Hannah Subramanian-Wang	Baptism	4/9/2023
Asali Jackson	Baptism	5/28/2023
Alyssa Patterson	Baptism	6/25/2023
Victoria Patterson	Baptism	6/25/2023
Robert Lopez	Baptism	10/8/2023
Wesley Schaeffer	Baptism	11/5/2023
Panka McGuire	Baptism - adult	4/8/2023
Austin Robertson	Baptism - adult	4/8/2023
Deanna Hebring	Baptism - adult	4/8/2023
Richard Evans	Baptism - adult	6/11/2023
Michelle Patterson	Baptism - adult	6/25/2023
Deseray Patterson	Baptism - adult	6/25/2023
Mya Patterson	Baptism - adult	6/25/2023
Dexter Patterson	Baptism - adult	6/25/2023
Laurie Holman	Transfer	1/29/2023
Samuel Lanzer	Transfer	1/29/2023
Paul Croake	Transfer	1/29/2023
Denise Croake	Transfer	1/29/2023
Karen Tuenge	Transfer	6/18/2023
David Zellmer	Transfer	6/18/2023
Kristine Zellmer	Transfer	6/18/2023

CONFIRMATIONS

Name	Confirmed	Parents
Jason Templeton	5/21/2023	Carrie Templeton
Leah Greiber	5/21/2023	Jenny & Mike Greiber
Kate Watson	5/21/2023	David Watson & Rebecca Ninke
Hale Rikkers	5/21/2023	Sarah Nehls
Sophie Niemann	5/21/2023	David Niemann & Julie Unite
Tamara Gruber	5/21/2023	Matilda Sakala Gruber
Julia Neitzel	11/19/2023	Steven & Angelika Neitzel
Dylan Oelkers	11/19/2023	Eric & Casey Oelkers
Ben Blackmore	11/19/2023	Nicole Baumann-Blackmore & Derek Blackmore
Alex Thiele	11/19/2023	Henry & Sarah Thiele
Corbin Slinde	11/19/2023	Derren & Rhonda Slinde

2023 WEDDINGS

Name	Date
Valerie Burnett & Marco Scarasso	3/9/2023
Tingting Fan & Pengze Yang	3/25/2023
Alyssa Ali & Patrick Croake	6/10/2023
Karena Michaelson & Jacob Vande Walle	6/17/2023
Erika Peepo & Andrew Stevens	7/1/2023
Molly Pugh & Dean Bowen	8/26/2023
Nicole Watson & Matthew Smeester	9/3/2023

MEMBER DEATHS

Name	Death
Patricia Mair	1/15/2023
Vicki Perzentka	6/15/2023
Steven Babcock	6/17/2023
Chuck Hilston	7/21/2023
Maxine Hermanson	8/19/2023
Holly Markham	9/6/2023
Walt Miner	11/10/2023

TRANSFERS & REQUESTS FOR REMOVAL

Name
Gerald Greeno
Andrew Goetz
Caroline Oldershaw

INURNMENTS

Name	Death	Inurnment
Tom Hilston	3/16/2023	6/4/2023
Ron Burmeister	7/20/2023	8/18/2023
Chuck Hilston	7/21/2023	9/23/2023
Lila Aamodt	11/30/2022	5/27/2023
Christopher Aamodt	4/16/2013	5/27/2023
Eric Heggeseeth	3/15/2014	11/25/2023

STATEMENT OF FINANCIAL POSITION

LUTHER MEMORIAL CHURCH

12/31/2023	Jan 1 Balance	YTD Balance	YTD Change
ASSETS			
General Fund Checking	5,211.03	36,250.38	31,039.35
Building Fund Checking	619,118.86	403,103.19	(216,015.67)
Trust Fund Checking	181,999.60	247,021.52	65,021.92
Trust Organ Fund CD	400,000.00	450,000.00	50,000.00
TOTAL ASSETS	1,206,329.49	1,136,375.09	(69,954.40)
LIABILITIES			
Current Liabilities	127,472.76	66,335.78	(61,136.98)
Mortgage Principal	2,151,997.77	2,036,806.50	(115,191.27)
TOTAL LIABILITIES	2,279,470.53	2,103,142.28	(176,328.25)
NET ASSETS			
Accounts Without Restrictions			
General Fd	1,970.13	34,832.95	32,862.82
Building Fd	(1,657,110.77)	(1,698,017.46)	(40,906.69)
Trust Fds Admin	469.36	634.06	164.70
Accounts With Restrictions			
Benevolence	48,508.52	58,673.00	10,164.48
Music Ministry	6,610.66	115,281.98	108,671.32
Pipe Organ	427,346.03	450,315.08	22,969.05
Miscellaneous	37,180.31	8,334.65	(28,845.66)
Continuing Education	20,243.64	19,911.64	(332.00)
Donating Processes	41,641.08	43,266.91	1,625.83
TOTAL NET ASSETS	(1,073,141.04)	(966,767.19)	106,373.85

STATEMENT OF ACTIVITIES

GENERAL FUND

12/31/2023	Month Actual	YTD Actual	Annual Budget
INCOME			
Offerings			
Total Offerings	99,539.07	907,503.14	803,182.00
Building Use	4,170.50	66,057.42	66,635.00
LMF Grants	11,010.37	132,114.44	132,124.00
Other Income	5,116.45	30,279.73	17,700.00
TOTAL INCOME	119,836.39	1,135,954.73	1,019,641.00
EXPENSE			
Partner Support			
Partner Support	20,997.80	68,391.28	63,197.00
Ministry Areas	4,543.91	41,490.69	34,500.00
Admin, IT, Finance	1,948.86	49,571.78	48,685.00
Facilities	17,834.21	181,908.28	160,616.00
Personnel	60,027.07	720,088.80	722,150.74
TOTAL EXPENSE	105,351.85	1,061,450.83	1,029,148.74
INCOME - EXPENSE	14,484.54	74,503.90	(9,507.74)

STATEMENT OF ACTIVITIES**BUILDING FUND**

12/31/2023	Month Actual	YTD Actual
INCOME		
Contributions	25,882.33	236,454.55
Other Income	3.25	58,624.14
TOTAL INCOME	25,885.58	295,078.69
EXPENSE		
Renovation	0.00	243,378.74
Other Expense	0.00	0.00
Mortgage Interest	7,569.67	83,671.62
Bank & Online Giving Fees	150.39	8,935.02
TOTAL EXPENSE	7,720.06	335,985.38
INCOME - EXPENSE	18,165.52	(40,906.69)

STATEMENT OF ACTIVITIES**TRUST FUNDS**

12/31/2023	Month Actual	YTD Actual
INCOME		
Benevolence	14,112.59	37,854.96
Music Ministry	5,300.61	118,013.27
Pipe Organ	1,440.00	25,785.00
Miscellaneous	50.00	22,307.70
Continuing Education	833.33	10,239.77
Donation Processes	46,850.32	55,812.32
Administration	268.72	791.46
TOTAL INCOME	68,855.57	270,804.48
EXPENSE		
Total Benevolence	11,646.28	26,759.01
Music Ministry	750.00	9,341.95
Pipe Organ	0.00	2,815.95
Miscellaneous	9,161.64	51,153.36
Continuing Education	1,279.72	10,571.77
Donation Processes	380.16	12,545.41
Administration	38.04	1,103.52
TOTAL EXPENSE	23,255.84	114,290.97
INCOME - EXPENSE	45,599.73	156,513.51

STATEMENT OF FINANCIAL POSITION

COLUMBARIUM

	12/31/2023	Jan 1 Balance	YTD Balance	YTD Change
ASSETS				
Current Assets	Checking	17,267.05	18,833.78	1,566.73
	Total Current Assets	17,267.05	18,833.78	1,566.73
Long Term Assets	Perpetual Care	27,376.14	27,376.14	0.00
	Endowment Fund**	3,799.40	5,524.59	1,725.19
	Columbarium CD	0.00	0.00	0.00
	Total Long Term Assets	31,175.54	32,900.73	1,725.19
TOTAL ASSETS		48,442.59	51,734.51	3,291.92
TOTAL LIABILITIES		0.00	0.00	0.00
NET ASSETS				
	Net Assets	48,442.59	51,734.51	3,291.92
		48,442.59	51,734.51	3,291.92

STATEMENT OF ACTIVITIES

COLUMBARIUM

	12/31/2023	YTD Actual
INCOME		
Receipts	Niche Payments Received	5,500.00
	Columbarium Gifts & Donations	1,000.00
	Columbarium Miscellaneous NTD	0.00
	Total Receipts	6,500.00
Investments	Columbarium Bank Interest	93.52
	Endowment Distributions Reinvested	206.90
	Change in Endowment Market Value	2,286.35
	Total Investment	2,586.77
TOTAL INCOME		9,086.77
EXPENSE		
Columbarium Expenses		
	Urn Expenses	2,055.25
	Engraving Stone	1,350.00
	Engraving Plate	280.00
	Book of Remembrance	0.00
	Columbarium Admin Expense	2,109.60
	Total Columbarium Expense	5,794.85
TOTAL EXPENSE		5,794.85
INCOME - EXPENSE		3,291.92

STATEMENT OF FINANCIAL POSITION

FOUNDATION

	12/31/2023	Jan 1 Balance	YTD Balance	YTD Change
ASSETS				
Current Assets	LMF Checking	10,089.79	13,409.81	3,320.02
	Total Current Assets	10,089.79	13,409.81	3,320.02
Long Term Assets	LMF Cornerstone I	2,289,417.10	2,545,529.11	256,112.01
	LMF Mission Fund	246,183.98	273,883.50	27,699.52
	LMF Program Func	487,347.90	528,482.43	41,134.53
	Total Long Term Assets	3,022,948.98	3,347,895.04	324,946.06
TOTAL ASSETS		3,033,038.77	3,361,304.85	328,266.08
TOTAL LIABILITIES		0.00	0.00	0.00
NET ASSETS				
	LMF Net Assets	3,033,038.77	3,361,304.85	328,266.08
		3,033,038.77	3,361,304.85	328,266.08

STATEMENT OF ACTIVITIES

FOUNDATION

	12/31/2023	YTD Actual
INCOME		
Deposits	LMF Donations	3,809.47
	LMF Bequests & Estate Gifts	37,775.00
	Total Deposits	41,584.47
Investment Income	LMF Bank Interest	82.61
	LMF Distributions Reinvested	127,414.50
	Change in LMF Market Value	291,377.94
	Total Investment Income	418,875.05
TOTAL INCOME		460,459.52
EXPENSE		
Grants Given	Cornerstone Grants to LMC	95,796.00
	Mission Grants to LMC	11,697.00
	Program Grants to LMC	24,621.44
	Total Grants Given	132,114.44
Other Expense	LMF Administrative Expense	79.00
	Transfers to LMF Investments	0.00
	Total Other Expense	79.00
TOTAL EXPENSE		132,193.44
INCOME - EXPENSE		328,266.08

2024 PROPOSED OPERATING BUDGET

2024 Ministry General Fund Budget

1/22/2024

INCOME	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
Offerings						
40010 Operating Appeal	\$ 802,582	\$ 900,570	\$ (55,170)	\$ 845,400	Pledges: 161 hseholds, \$705,400; Other giving: \$140,000	
40020 Help Offset Fees	\$ 600	\$ 807	\$ (807)	\$ -		
40030 Outreach Gifts	\$ -	\$ 6,126	\$ (6,126)	\$ -	In-Out:50050 Outreach Gifts Expense below	
Offerings Total	\$ 803,182	\$ 907,503	\$ (62,103)	\$ 845,400		77.7%

Building Use Income	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
41010 Use of Church	\$ 5,200	\$ 2,200	\$ 1,600	\$ 3,800	Concerts and Events	
41020 Wedding Income	\$ 9,600	\$ 7,500	\$ (4,000)	\$ 3,500		
41030 US Cellular Rent	\$ 33,475	\$ 34,157	\$ 692	\$ 34,849	Annual increase in June	
41040 Parking Lot Income	\$ 18,360	\$ 22,200	\$ (600)	\$ 21,600	Parking leases Grand Central 18 spaces x \$1,200/yr	
Building Use Total	\$ 66,635	\$ 66,057	\$ (2,308)	\$ 63,749		5.9%

Grants	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
42010 LMF Cornerstone	\$ 95,796	\$ 95,796	\$ 11,013	\$ 106,809		
42020 LMF Mission Grant	\$ 11,697	\$ 11,697	\$ 745	\$ 12,442	In-Out: 50040 LMF Mission grant below	
42030 LMF Program	\$ 24,631	\$ 24,621	\$ 662	\$ 25,283		
Grants Total	\$ 132,124	\$ 132,114	\$ 12,420	\$ 144,534		13.3%

Other Income	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
43011 LCM Interim	\$ -	\$ 9,822	\$ 19,644	\$ 29,466	Reimbursement from LCM for 1/2 interim staff time	
43010 Program Income	\$ 6,500	\$ 4,781	\$ (281)	\$ 4,500		
43020 Interest Inc GenFd	\$ 200	\$ 1,165	\$ (825)	\$ 340	GF interest in 23 est 290; higher balances in 24 = 320 - 360	
43030 Transfers to Gen Fd	\$ 11,000	\$ 14,512	\$ (14,512)	\$ -	Used for transfers Memorials, Building Fund reserve, and other as needed	
Other Income Total	\$ 17,700	\$ 30,280	\$ 4,026	\$ 34,306		3.2%
TOTAL INCOME	\$ 1,019,641	\$ 1,135,955	\$ (47,966)	\$ 1,087,989		100%

EXPENSE	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
Partner Support						
50010 Campus Ministry	\$ 11,500	\$ 11,500	\$ 500	\$ 12,000		
50020 Synod	\$ 34,000	\$ 34,000	\$ 2,000	\$ 36,000		
50030 Santa Maria	\$ 6,000	\$ 6,000	\$ 3,000	\$ 9,000		
50040 LMF Mission Grant	\$ 11,697	\$ 11,697	\$ 745	\$ 12,442	In-Out: 42020 LM Foundation Mission grant above.	
50050 Outreach Gifts Expense	\$ -	\$ 5,194	\$ (5,194)	\$ -	In-Out: 40030 Outreach Gifts above	
Partner Support Total	\$ 63,197	\$ 68,391	\$ 1,051	\$ 69,442		6.4%

Ministry Areas	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
51510 Belonging	\$ 9,700	\$ 13,992	\$ (492)	\$ 13,500	Congregational gatherings, communication, publicity, hospitality, stewardship	
51520 Learning	\$ 10,250	\$ 1,679	\$ 4,771	\$ 6,450	Sunday School, Confirmation, adult education, retreats	
51530 Worshiping	\$ 14,550	\$ 25,819	\$ (4,319)	\$ 21,500	Communion/alter supplies, organ tunings, wedding, music, subs for pastor, organist	
Ministry Areas Total	\$ 34,500	\$ 41,491	\$ (41)	\$ 41,450		3.8%

Admin, IT & Finance	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
52010 Office Equip	\$ 14,250	\$ 17,105	\$ (2,855)	\$ 14,250	Maintenance and contracts	
52020 Office Supplies	\$ 4,850	\$ 3,397	\$ 1,803	\$ 5,200	Supplies expense, printing.	
52030 Postage	\$ 2,200	\$ 2,482	\$ (82)	\$ 2,400		
52040 Office Software	\$ 6,250	\$ 10,325	\$ (2,825)	\$ 7,500	Elxio Fin&ChMS \$378/mo, Consult \$150/hr, Protect Mnsty \$175/yr +10.95 ea, Zoom \$450/yr,	
52050 Phone/Internet/Email	\$ 4,950	\$ 5,143	\$ (343)	\$ 4,800		
52060 Website Hosting	\$ 300	\$ 1,972	\$ (1,672)	\$ 300	Website hosting and cloud storage.	
52070 Online Giving Fees Pd	\$ 8,210	\$ 2,383	\$ 6,537	\$ 8,920	\$35/mo; Trans fee % of amount processed + PCI \$9.99/mo + \$19.95/mo + 0.30/batch	
52080 UBIT Expense	\$ 5,875	\$ 3,666	\$ 2,814	\$ 6,480	Estimated tax \$900/qtr IRS, \$350/qtr Wisc and previous year final payment	
52090 GenFd Bank Charges	\$ 100	\$ 1,110	\$ (1,010)	\$ 100	Fees	
52100 Synod Assembly	\$ 500	\$ 200	\$ 150	\$ 350	Synod Assembly for lay reps and staff	
52110 Pastoral Bus Exp	\$ 700	\$ 674	\$ 326	\$ 1,000		
52120 Misc Admin Costs	\$ 500	\$ 1,115	\$ (615)	\$ 500	bank fees, miscellaneous	
Admin, IT & Fin Total	\$ 48,685	\$ 49,572	\$ 2,228	\$ 51,800		4.8%

Facilities	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
54010 Supplies / Equipment	\$ 11,500	\$ 14,105	\$ (4,355)	\$ 9,750	Maintenance supplies & misc equipment	
54020 Repairs	\$ 32,000	\$ 32,249	\$ 2,751	\$ 35,000	Balance remaining to Build Fund 20240 Reserve due to Gen Fd liability acct	
54030 Fuel & Lights	\$ 56,334	\$ 55,194	\$ 3,679	\$ 58,873	Budget billing re-calc spring and fall	
54040 Water & Sewer	\$ 11,040	\$ 23,354	\$ (1,254)	\$ 22,100	Increase due to new chiller water usage	
54060 Equip Main Contracts	\$ 18,507	\$ 22,921	\$ (5,671)	\$ 17,250	Fire/security inspection; other contracts	
54070 Insurance	\$ 31,235	\$ 34,085	\$ 1,915	\$ 36,000	Multi:Feb,May \$6715.75; Sept Nov \$7400est. Umbllia \$750estOct. W Cmp: \$3000 est Apr, \$6049	
Facilities Total	\$ 160,616	\$ 181,908	\$ (2,935)	\$ 178,973	Dec.	16.4%

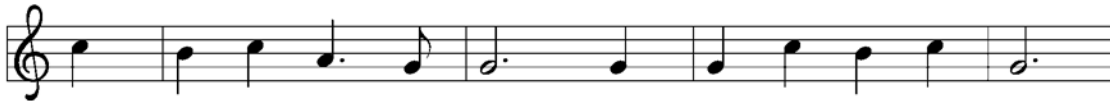
Personnel	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget	Notes	% Bud
Staff	\$ 558,463	\$ 553,726	\$ 6,522	\$ 560,247	COLA 5%; Admin Assist as contractor 8 mos, no Vicar	
Benefits	\$ 126,738	\$ 126,221	\$ 8,467	\$ 134,687	FICA, Benefits, Travel & Cont Education	
Agencies Contractors	\$ 36,950	\$ 40,143	\$ 11,240	\$ 51,383	KMA Acctg, Payroll, Faith&Voc Fellow; Lawyer, Admin Asst.	
Personnel Total	\$ 722,151	\$ 720,089	\$ 26,228	\$ 746,317		68.6%
TOTAL EXPENSE	\$ 1,029,149	\$ 1,061,451	\$ 26,531	\$ 1,087,982		100%

	2023 Budget	2023 Actual	24 Bud-23 Act	2024 Budget
TOTAL INCOME less				
TOTAL EXPENSE	\$ (9,508)	\$ 74,504	\$ (74,497)	\$ 7

When Morning Gilds the Skies



1 When morn - ing gilds the skies, my heart a - wak - ing cries:
 2 When mirth for mu - sic longs, this is my song of songs:
 3 No love - lier an - ti - phon in all high heav'n is known
 4 Let all of hu - man - kind in this their con - cord find:
 5 Sing, sun and stars of space, sing, all who see his face,



may Je - sus Christ be praised! When eve - ning shad - ows fall,
 may Je - sus Christ be praised! God's ho - ly house of prayer
 than "Je - sus Christ be praised!" There to the e - ter - nal Word
 may Je - sus Christ be praised! Let all the earth a - round
 sing, "Je - sus Christ be praised!" God's whole cre - a - tion o'er,



this rings my cur - few call: may Je - sus Christ be praised!
 has none that can com - pare with "Je - sus Christ be praised!"
 the e - ter - nal psalm is heard: oh, Je - sus Christ be praised!
 ring joy - ous with the sound: may Je - sus Christ be praised!
 to - day and ev - er - more shall Je - sus Christ be praised!

Text: German hymn, 19th cent.; tr. Robert Bridges, 1844–1930, alt.
 Music: LAUDES DOMINI, Joseph Barnby, 1838–1896



**Luther
Memorial
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