



Luther Memorial Church

2024 ANNUAL REPORT

# stewards of creation

**The earth is the Lord's,  
and the fullness thereof.**

**1 Corinthians 10:26**



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The Rev. John Worzala Dumke, Associate Pastor  
Amy Grunewald Mattison, Visitation Minister  
Sarah Brinkman, Office Coordinator  
Brittany Crawford, Finance Assistant  
Brian Imhoff, Facilities Manager  
Andrew Schaeffer, Director of Music  
Margaret Szczykutowicz, Youth & Family Ministry Coordinator  
Suelyn Swiggum, Director of Shared Ministry  
Robin Wagner, Director of Communication  
Dan Zerger, Custodian

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## A NEW ERA OF STEWARDSHIP

*You visit the earth and water it; you greatly enrich it; the river of God is full of water; you provide their grain, for so you have prepared it. You water its furrows abundantly, settling its ridges, softening it with showers, and blessing its growth. You crown the year with your bounty; your wagon tracks overflow with abundance. The pastures of the wilderness overflow, the hills gird themselves with joy, the meadows clothe themselves with flocks, the valleys deck themselves with grain, they shout and sing together for joy.*

*Psalm 65:9-13*

# AGENDA

117th Annual Meeting of the Congregation of  
Luther Memorial Church, Madison, Wisconsin

February 9, 2025 | 10:45 am

- I. Call to Order: Mary Jean Huston, President
- II. Invocation
- III. Appointment of Tellers and Parliamentarian
- IV. Approval of Minutes
  - a. 116th Annual Meeting, February 4, 2024
  - b. Special Congregational Meeting, June 16, 2024
- V. Year in Review
- VI. Hymn
- VII. Approval of Capital Expenditures
- VIII. Approval of Constitutional Amendment
- IX. Approval of 2025 Budget
- X. Election of 2025 Council Members and Synod Assembly Representatives
- XI. Other Business
- XII. Adjournment with Prayer

# LETTER FROM THE PASTORS

*The earth is the Lord's, and the fullness thereof.  
1 Corinthians 10:26*

In the opening scene in Genesis, God invites Adam into a particular kind of relationship. God asks Adam to name the creatures that the Lord has made. This gives Adam a role in shaping the creation; of being a steward of what the Lord of the universe has made.

As creatures, and in particular as baptized children of God, that is what we are: stewards of the creation that the Lord has made and has been revealed to us in Christ Jesus.

Both environmental and financial stewardship are, for us, highlights of the past year.

In the area of care of creation, we spent time this year embarking on a better use of the gifts the Lord has given us. The installation of 92 solar panels on the education roof, LED lighting in the nave, and altered design parameters for our HVAC system were all part of this past year. As the philosopher Kermit the Frog said, "It ain't easy being green." Much work and effort went into all these projects. A special thanks to all on our Facilities Committee who helped with these projects. You will see the fruits of some of this work reflected in our ministry budget—a decrease in energy and water usage.

**Stewardship.** 2024 was a remarkable year in the life of the congregation.

We embarked upon a major capital campaign for the installation of the new pipe organ, needed building work, reduction in our mortgage and support to Santa Maria and our university outreach. In addition, we received a large undesignated gift that has allowed us to pay down a major portion of our debt and add substantially to the LM Foundation. Additional allocations will be made in the coming months. And for 2025, we have a proposed ministry budget that is balanced, that increases benevolence, that increases needed work on the building and provides a raise for staff. Thanks!

**Staff.** In May we said goodbye to Pastor Rebecca Ninke who served as our visitation pastor for 7 years; in June we bid farewell UW student and faith & vocation fellow Abby Gandrud; in December we bid farewell to Pastor Lisa Nelson who coordinated the women's gathering for the past five years, and in January we said goodbye to Patrick Haack, our facilities manager for the past four years. In addition, with changes to our youth choral program, we said goodbye to Ken Sosinski who had served as children's choir director. We were glad to work with all five and know that they each were a blessing to us and to the congregation. Thanks

to all the staff for their passion and extraordinary efforts. They include, 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), Andrew Schaeffer (director of music), Amy Grunewald Mattison (visitation minister) and Margaret Szczykutowicz (youth and family ministry coordinator). We also wish to thank our partners in ministry, Pastor Juan Carlos Cabrera (pastor at Santa Maria) and Pastor Preston Fields (campus pastor).

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 peace,  
Psator Brad Pohlman  
and Pastor John Worzala Dumke



# BECOMING STEWARDS OF CREATION

*The leaves of the tree were for the healing of the nations.*

*Revelation 22:2*



In fall 2024, a field of solar panels was installed on the roof of the east wing of the church.



In summer 2024, damaged roof tiles above the nave were replaced.



In fall 2024, the Lutheran Campus Center repaired and replaced a decades-old leaky roof.



In 2024, we completed a multi-year project to replace all incandescent light bulbs in the church with energy efficient LED bulbs.



## BELONGING IN FAITH

A great, big thank you to all for your active participation and support. Your dedication, time, and efforts have made a significant impact in our community, and your involvement continues to be a true blessing. Whether through volunteering or sharing your talents, presence and prayers, you create a space of love, unity and growth here in this place. It is truly inspiring to take part in this community of faith.



## CONNECTING FROM AFAR

Zoom morning prayer is a tradition that began during the pandemic and continues to grow. It's been a blessing to join together in faith, even across distances, and to know that we are united in prayer. Thank you to all who make these prayers meaningful!



## IN 2024

**An average of 198 people joined us each Sunday at in-person worship, with an additional 156 people viewing online.**

**More than 600 people celebrated Christmas with us in person, with 234 more people livestreaming services.**

**Attendance for special Holy Week services was 382. We honored our risen Savior with 418 people at worship on Easter Sunday. An additional 642 people worshiped with us online during Holy Week and Easter.**

**In 2024, we shared nearly 13,600 views of our worship services throughout the world via YouTube. More than 750 followers regularly connect with us on Facebook.**

**We celebrated 13 adult and child baptisms and 17 affirmations of faith or transfer in our congregation.**

**Our music ministry welcomed more than 50 audience guests each Wednesday for weekly Music at Midday recitals.**

**Our faithful youth include 41 Sunday school children and 17 confirmation students. Our vacation bible school with Midvale Community Lutheran brought together dozens of kids, sharing in the life of Christ.**

**Many participants made Luther Memorial a part of their daily spiritual practice through morning prayer on Zoom, from Washington to Minnesota to Pennsylvania.**

**During the last year, more than 17,000 visitors visited our website, with more than 70,000 pageviews. The Keep Food Pantry generated more than 2,200 pageviews.**



# OUTREACH

A large part of our life together at LM is living out our faith in the form of service to our neighbor. This takes shape both inside our building and out. Our Outreach Ministry Team helps to provide the congregation with opportunities to be the “hands and feet of Christ” to this campus, city, and world. This ranges from Lutheran World Relief Kits, to supplies for the Road Home, Backpacks for the Nehemiah Project, and so much more.

One of these service opportunities is our partnership with The Triangle Community Ministry, just a few blocks from LM. Quarterly, 12 members of LM and Santa Maria prepare a meal for, serve, and eat with around 50 residents.

Our Christmas gifts program, a long-time ministry of LM, continues thanks to the work of Maria Brown and others who, along with your countless contributions, help to make this program come off without a hitch each and every year.

Thank you to all who serve!



# IN 2024

**More than 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.**

**15 families—more than 70 individuals—and five families from Parroquia Santa María received gifts through our Christmas gifts program. More than \$2,175 in cash donations was given.**

**We filled four backpacks with donated school supplies and contributed \$1,045 toward 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.**

## DO YOU KNOW THIS RACCOON?

Security camera footage from the parking garage shows a neighborhood visitor attempting to enter the building late at night.



# YOUR GENEROUS HEARTS

In 2024, your benevolence touched the lives of people in need in our community and beyond.

Here are some shining examples:

## LM Foundation Mission Grants

Christmas Gifts for Transitional Families	\$2,175	Lutheran Office for Public Policy of Wisconsin	\$1,000
ELCA Good Gifts (Sunday School)	\$874	Seminary Scholarships	\$2,000
ELCA World Hunger	\$4,848	Oakwood Foundation	\$500
Nehemiah Center/FOSTER (backpacks)	\$1,045	Second Harvest Food Bank	\$1,000
Off the Square Club	\$723	National Alliance on Mental Illness Dane County	\$1,000
Parroquia Santa María	\$12,500	Midvale Lutheran (refugee resettlement)	\$2,500
Pastors' Discretionary Fund	\$9,680	San Pablo Lutheran Church, San Juan, Puerto Rico	\$2,500
South-Central Synod of Wisconsin	\$35,000	Lutheran World Relief (Ukraine relief)	\$2,500
The Keep Food Pantry	\$8,545	Pastors' Discretionary Fund	\$242



## LUTHERAN CAMPUS MINISTRY



New Campus Pastor Preston Fields

At LCM, 2024 was the year of interim ministry and taking opportunities to explore and reimagine student ministry. Student leaders embraced these opportunities and continued to build a legacy of ministry on campus. The leadership of both Pr. John Worzala Dumke and the Board of Directors were invaluable, and by the end of the year, Pr. Preston Fields was called as new campus pastor and executive director. Twenty-four partner congregations supported LCM financially, including the South Central Synod of Wisconsin.

## IN 2024

**We launched our free breakfast program, Waffle Wednesdays, in fall 2024. This weekly meal grew quickly to serve over 45 students each week.**

**Community-building activities such as “Paint around the room,” “Packer watch party,” “Eclipse party” and “Baking with Pr. John” strengthened friendships through fellowship.**

**Canine visitors provided much-needed connection and stress relief.**

**Members of seven ELCA congregations and over 20 individuals provided meals for our weekly Thursday dinners.**

**We celebrated two student baptisms.**

**We gathered each Thursday for worship and dinner with the largest student participation since the start of the pandemic.**

**We equipped interns to serve as peer leaders. They gathered bi-weekly for study and fellowship, led activities and Bible studies, and provided welcome and hospitality during Campus Center hours.**

## PARROQUIA SANTA MARIA



Our partner Parroquia Santa María is a welcoming Latino congregation housed within Luther Memorial. In his first year, Pastor Juan Carlos Cabrera has led the congregation in worship, mourning and celebration. He has been especially active in coordinating and hosting public health and advocacy events for members of the Latino community in Madison and beyond.

In September, we shared a bilingual service of Holy Communion with our Santa María brothers and sisters. The congregation celebrated Día de Muertos with homemade pan, an ofrenda in the transept and live Aztec dancers; the Feast of Our Lady of Guadalupe, with worship, mariachi music and dinner; and Las Posadas, a commemoration of the journey of Joseph and Mary to Bethlehem. During Holy Week and Christmas, our sanctuary bustled with services in English and Spanish.

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



# YOUTH & FAMILY MINISTRY

About 80 young people, ages infancy through high school, are enrolled in youth programs at Luther Memorial, and in August 2024, Margaret Szczykutowicz joined the LM staff as youth and family ministry coordinator to serve as a consistent presence for this special group. The church continues to offer nursery care, elementary Sunday School, middle school Confirmation classes, Youth Groups, Children's Choir and Bells, and a variety of social and service opportunities for young people and their families throughout the year. Ministerial programming is focused on supporting a loving community and embracing diversity in all its forms.



## CONFIRMATION

We congratulate our small but mighty 2024 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.

# BAPTISM

*“Upon this we are baptized; and even though we have fallen into sin and have done wickedness, yet will our baptism and its promises remain firm and sure.”*  
– Martin Luther

In the life of faith, the entrance to the Christian life, as well as welcome into the body of Christ, is found in and through the waters of baptism. Here at Luther Memorial we are blessed with such a prominent marker of that door to the church, the portal through which we enter the family of God. As one enters the nave they are greeted by a reminder of their baptism, or as an invitation to the bath of renewal.

This past year we had the privilege of celebrating 13 baptisms, which includes three adult baptisms, with two of those being held at the Easter Vigil. Not only that, but we have celebrated joint baptisms with our siblings in Christ of Parroquia Santa María, allowing for baptisms in English and Spanish, thanks to Pastor Cabrera.

So, we give thanks for all the recently baptized and through the Holy Spirit are reminded that our baptismal promises “remain firm and sure,” for now and for always.





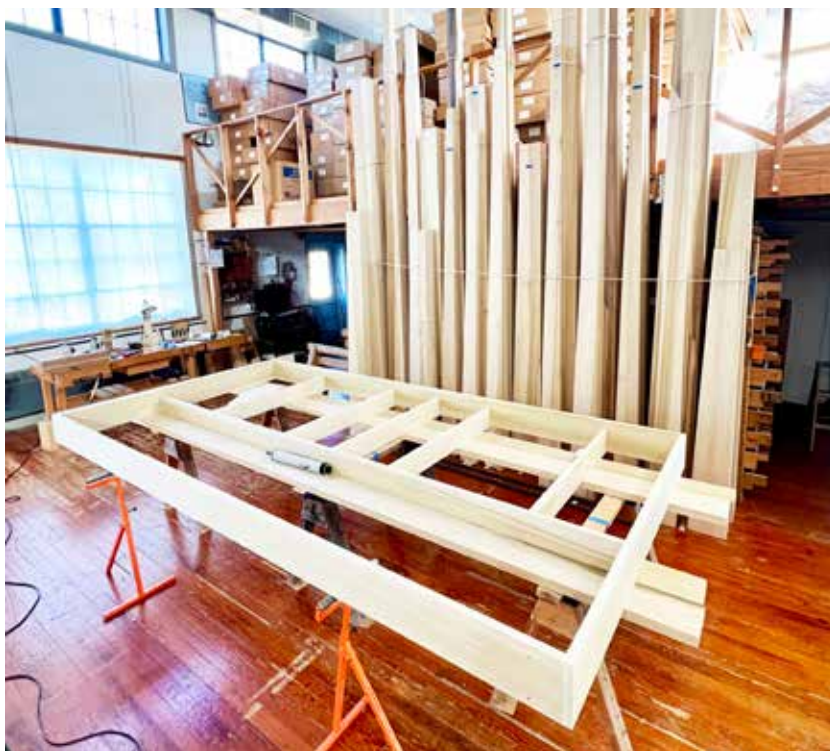
# MUSIC

## New Organ Update

Nearly four long years since our congregation voted to enter into a contract with Taylor & Boody Organbuilders, construction on our new instrument is in full swing! It has been exciting to see near-weekly photos of ordinary metal and wood transformed into a living, breathing work of art that will enrich our worship and music for generations to come.

Our new organ—Taylor & Boody's opus 88—will be constructed in two phases. The first, consisting of the east case, will be delivered in early 2026, while we anticipate the second half of the organ approximately a year later. Our beloved Austin organ will be removed beginning on May 19, 2025, and balcony work will commence shortly thereafter.

This new instrument would not be possible without the generosity and hard work of literally hundreds of people within our congregation and wider Madison community—from the Sunday School children bringing in their spare change, all the way to nonagenarians making sacrificial pledges and also special gifts! It has been a wonderfully unifying project, and we look forward to the year ahead with great anticipation.



# IN 2024

Nearly 60 individuals committed to weekly rehearsals in our adult & children's choirs and handbell & recorder ensembles.

We offered 28 Music at Midday recitals for the wider Madison community.

We revitalized our evening concert ministry with several events and receptions.

Nearly 250 attended our annual Bach Cantata Vespers.

We hosted a hymn festival with nationally renowned organist & composer David Cherwien.



# SOCIAL JUSTICE MINISTRY

## Mission Statement

The Social Justice Initiative, a Christ-Centered Ministry, transforms awareness about racial, gender and economic justice, equity, and oppression, through learning, dialogue, and community collaboration.

LM's Social Justice Ministry Team (SJMT) had a fruitful and productive 2024. We continue to learn about the social justice mission of the Christian church and LM in particular. We look for ways to increase wisdom, leadership, local awareness and interest. We imagine the possibilities for lay service to members and visitors who are experiencing suffering and desire for human connection.

## IN 2024

We continued to publicize and encourage LM members to participate in Justified Anger's "Black History for a New Day" class led by UW professors and staff at the Nehemiah Center for Urban Leadership Development. Eight LM members took the course, which includes small group discussion and reflection.

We held three Adult Forums on the topic of dialog: bias, stereotyping, and productive and courageous conversation, using both discussion and dialog.

We surveyed the congregation to find out how people are interested in engaging with the SJMT.

We initiated a *Did You Know?* item in *The Weekly* once per month, featuring informational facts about systemic racism and poverty. Our intent is to increase awareness, and provoke conversation and further learning.

We added a social justice page to the LM website under the community heading, including mission statement, list of books in LM Library and other resources, SJMT initiatives and more.

We oversaw the addition of books to the library on bias, racism and social justice.

We held a book discussion for four weeks via Zoom. In *How the Word is Passed*, the author Clint Smith describes his travels to nine historic sites, eight in the U.S. and one in Senegal, "to understand how each reckons with its relationship to the history of American slavery." He calls us to reconsider the way America teaches its history of slavery.

We again coordinated the backpack/back to school project. The congregation was generous, filling four backpacks for individuals from the FOSTER program of Dane County (Families Overcoming Struggles to Encourage Restoration). Each backpack was filled with all items on their school supply list plus back-to-school clothing and shoes. We provided additional backpacks and school supplies, which FOSTER distributed at their Back To School event. We also raised over \$1,000 and divided it between Nehemiah and FOSTER. FOSTER is a nonprofit providing support to members of families at risk of being in foster care, who are incarcerated, or have single parent households.

We added social justice info to the TV monitor in the children's area promoting our activities.



**Luther Memorial Church  
116<sup>th</sup> Annual Congregational Meeting  
February 11, 2024-draft**

**I. Call to Order**

The meeting was called to order by Council President Mary Jean Huston at 11:00am. Gracious Thank-Yous were given to Santa Maria for the wonderful gift of cake.

Huston asked if there were any changes to the agenda. None offered.

**II. Invocation**

The opening prayer was provided by Michael Bradley.

**III. Appointment of Tellers and Parliamentarian**

Tellers: Michael Bradley and Kelly Olson

Parliamentarian: John Pleuss

Microphone runner: John Xavier.

**IV. Approval of Minutes**

115<sup>th</sup> Annual Meeting, February 5, 2023

**Motion** (Michael Bradley/Lynn Washington) to approve the minutes.

No amendments offered.

**Motion passed by voice vote.**

Special Congregational Meeting, April 2, 2023

**Motion** (George Alexander/Mary Jean Huston) to approve the minutes.

**Motion** (John Pleuss/Cliff Haaland) to amend the minutes of the April 2, 2023 meeting by adding "C12.05i," after C12.02 in the sentence near the middle of the minutes which now reads "Change C12.01, C12.02, and C13.04." so that the sentence will read "Change C12.01, C12.02, C12.05i and C13.04.

JP explained that 12.05i was indeed given the first approval at the April 2, 2023, meeting, but this section number was missing from the minutes. The item specifies gender equality in the selection of our synod assembly representatives. The correction to the minutes is to fully document the sequence of votes on the constitutional amendment.

**Motion with amendment approved** by voice vote.

Special Congregational Meeting, May 21, 2023

**Motion** (Sandy Erickson/Lynn Washington) to approve the minutes.

**Motion approved** by voice vote.

**V. Year in Review**

Mary Jean Huston gave an oral tour of the past year at LM. Some highlights include:

- Benevolence. Over \$126,000 was given to 24 different initiatives. Gifts came from congregation members, budgeted funds, and support from the LM Foundation Mission Fund. The impact of this generosity reaches well beyond the building walls.
- The Keep food pantry is about to celebrate 5 years of service. 150-220 "shoppers" benefit weekly.

- Many volunteers give service to conducting the business of the congregation during the year, with 23 different opportunities for involvement in ministry teams, task forces, working groups, affiliate organizations (such as Foundation and Columbarium), Council and standing committees, musicians, Sunday School teachers, office volunteers, worship assistants and ushers, high maintenance committee, and more.
- Facilities: Facilities people give tender care to the building and grounds.
  - A new chiller was installed in February 2023.
  - The 20-year roof restoration project is down to the home stretch (if approved with the upcoming capital appeal in 2024).
  - “Phase 0” of the stained-glass window restoration was approved and funded, moving forward with work from the Conrad Schmitt Studios of New Berlin. Examples of “before” and “after” are on display outside room L40.
- Transitions: We said farewell to faithful servants in ministry:
  - Vicar Alex Linn, served both LM and LCM
  - Campus Minister Emily Tveite. She is now the Program Director for Campus Ministry for the ELCA.
  - Pastor JWD was appointed to be the interim campus minister half time (remaining as Associate Pastor half time with LM). He will serve up to one year while a search is conducted.
  - Pastor Kirsten Worzala Dumke completed 3 years of service at our partner ministry, Congregation Parroquia Santa Maria.
  - We joyfully welcomed Juan Carlos Cabrera as mission Pastor in December.
- 100<sup>th</sup> building anniversary activities:
  - Music programs, history lessons, beer release, ...
  - Special thanks to staff who planned and coordinated it all.
  - Many volunteers, especially Janet Strieff and Martha Taylor.

## **VI. 100<sup>th</sup> Building Anniversary – History of LM book release**

Gary Brown, author, was invited forward to share some comments. Gary gave thanks to Bonnie Gruber and Walt Miner who had laid some historical groundwork from previous celebration points (75<sup>th</sup> and 90<sup>th</sup>). Thanks also to Andrew Schaeffer for guidance and the push to dig through boxes in the church archives. Newspapers.com was also helpful for finding old articles in local papers. Additional thanks to Pastor Brad Pohlman and to Robin Wagner editing and layout, to Lynn Washington for proofreading.

It is good for us to remember the twelve students who started the congregation, wanting a service in English for the first time in Madison.

Gary B has signed copies of the book on hand to share. A \$20 donation is recommended to help cover the costs of printing.

## **VII. Hymn**

Andrew Schaeffer led the assembly in song. The piano was inadvertently trapped in the choir room during the Great Room set up for this meeting, so the congregation sang “When Morning Gilds the Sky” acapella.

## **VIII. Resound, Restore, Rejoice: Capital Campaign**

See page 12 of the 2023 Annual Report. The congregation approved a new master plan for restoration and renovation of the facility in 2017. Phase 1 from the 2017-2020 capital appeal has been completed. Phase 2 was just about to kick off in 2020 when the pandemic hit. Anticipation was high with the

possibility of a new West addition on the site of the current campus center. Without a 3-year capital campaign, we still went ahead with necessary improvements, including new boilers and chillers.

Now, a new three-year appeal includes some unfinished items from phase 2 plus new items (such as the new pipe organ at \$900,000). Roof restoration (\$495,000), mortgage payments (\$580,000), and partner support (\$225,000) round out the \$2.2 million total goal for the campaign. The last phase of the roof restoration completes the overall of the original 1923 clay tile roofing, which should last another 100 years. No such guarantee for the flat roofs.

Thanks are given to members of the campaign task force: Martha, Jane, Sandy, Peter, Mary Jean, Abigail.

Questions about the appeal:

- Sandy Erickson asked when work on the balcony would start. The Austin organ will be removed no later than June 1, 2025. Construction will start immediately thereafter. The choir will need to be displaced for about a year.
- Martha Taylor asked for a description about the organ building work.
  - Milling white oak out of the mountain land owned by the organ builders.
  - Lumber is drying.
  - Design work should be done by Sept 2024, then actual building will ensue.

**Motion** (Council brings the capital campaign to this congregational vote): Approve the commencement of the 3-year capital campaign for \$2.2 million. **Motion approved.**

#### **IX. Approval of Constitutional Updates (second vote, first vote on April 2, 2023)**

See page 21 of the Annual Report. The four constitutional updates (sections C12.01, C12.02, C12.05i, C13.04) had the first of two required votes on April 2, 2023.

**Motion** (Lynn Washington/Peter Rahko) to approve these constitutional updates. **Motion approved** by unanimous voice vote.

#### **X. Approval of 2024 Budget**

Pastor Brad Pohlman gave an overview of the proposed budget (pages 30–31 of the Annual Report). Due to donor generosity over the last two months of 2023, we ended the year cash-positive despite the budget deficit that was approved at last year's annual meeting. The 2024 budget is balanced, has benevolence increases, salary for staff, increases for programs, and increases for facility repairs. It is rare that we can accomplish all five of those in the same budget year, so this alone is worth celebrating.

There are two corrections to typos in Budget numbers shown in the Annual Report: Synod line (50020: \$35k, not \$36k) and Santa Maria (line 50030: \$10k, not \$9k).

Questions:

- Dave Bray asked “why are we doing so well?” Pastor Pohlman responded with thanks to the Holy Spirit, to generous donors. We are fortunate to have a vibrant place and people are joining our fellowship both physically and virtually.
- Michael Bradley said he was astounded as a member of council to watch the response during COVID; the congregation came out stronger than it entered.
- Cliff Haaland gave thanks to good leadership.
- Michael Bradley added thanks for contributions of treasurer Bill Hunnex who did an outstanding job managing the transition to new accounting software.
- Andrew Schaeffer gave thanks to Lee Powell for our successful live streaming, which is now the new front door of the church.

**Motion** (Laura McGuire/Gary Lewis) to approve the balanced budget (with the corrections as noted to expense lines 50020 and 50030). **Motion approved.**

### **XI. Purchase of a new continuo pipe organ**

Andrew Schaeffer spoke about the decision to purchase a new continuo pipe organ. The continuo organ is a small portable unit. Come this Friday (February 16) to a dual-organist concert for one of the last chances to hear the current organ, with a reception (hosted by Martha Taylor and Janet Strieff) to follow. The current continuo organ was purchased in 1986. It was the first of its kind from the builder in Lincoln, Nebraska. The smaller organs are by nature more complicated. This one functioned well over the years but has become increasingly difficult to maintain and tune. The professional opinion was that it is not worth restoring and rebuilding.

Andrew raised money through grants (from Bass Clef Trust) and donations, so there is no direct cost to the congregation. The new continuo is from the Fisk organ company (Massachusetts).

The LM Council authorized spending up to \$100,000 for the purchase with donated funds. The Congregation needs to give approval.

Mary Powell asked what will become of the old continuo organ. Answer: It will be sold; there are already three interested parties.

John Pleuss asked for an amendment to thank the grant giver, the Foundation, and the anonymous donor.

**Motion** (Mary Jean Huston/Peter Mahler) to approve purchase of the new continuo organ and thank the individuals and foundation who made donations.

**Motion** (Peter Rahko/John Pleuss) to amend add the phrase “not to exceed \$100,000.”

**The amendment passed.**

The **motion was approved as amended.**

### **XIIa. Election of 2024 Council Members and Synod Assembly Representatives**

Recognize outgoing council members, Janelle Allen and Michael Bradley. Both have served two 3-year terms. Thank you for your generosity in time of service to the congregation.

2024-2027 Nominees:

- Abigail Gaard for a new 3-year term
- Bill Hunnex for a second 3-year term
- Mary Jean Huston for a second 3-year term
- Tom Notbohm for a new 3-year term
- Panka McGuire for a 1-year young-adult term (2024-2025).

President Huston asked for any additional nominations (repeated 3 times)

**Motion** (Gary Lewis/Lynn Washington) to close the nominations and elect the slate. **Motion approved.**

### **XIIb. Synod Assembly Representatives**

George Alexander and Martha Taylor nominated for 1-year Synod assembly representatives. The assembly is May 18, 2024 in Janesville.

**Motion** (Janelle Allen/Lynn Washington) to close nominations and appoint these synod representatives. **Motion approved.**

President Huston called for nominations to fill the two alternate representative roles. John Pleuss noted that the assembly conflicts with the dates of the European tour.

Alternates nominated from the floor: Christopher Beaver and Lynn Washington

**Motion** (Sue Bangert/Peter Mahler) to close nominations and elect all four candidates. **Motion approved.**

### **XIII. Other Business**

- Lee Powell gave kudos to Robin Wagner for preparation work for the Sunday morning live streams.
- Barb Luedke asked for a recap of the Puerto Rico trip; Pastor Pohlman responded partner mission with LM and Parroquia Santa Maria. The mission group will visit San Pablo Lutheran Church in San Juan, assist with some reconstruction work (recovering from recent hurricane). We hope for an ongoing and regular mission relationship.
- Andrew Schaeffer gave a reminder of Ash Wednesday this coming week (Feb 14).
- Laura McGuire announced that the congregational retreat will be at Bethel Horizons April 12–13, 2024.
- Pastor John Worzala Dumke on behalf of Lutheran Campus Ministry. Thank you for prayers, contributions, meal preparation, and other support. We look forward to many more years of this partnership.
- Barb Luedke asked “What is ‘mofongo’ as mentioned in the bulletin?”: Pastor John Worzala Dumke explained that it is a Santa Maria fundraiser. Try it! Please support the fundraiser.

### **XIV. Adjournment with Prayer**

**Motion** to adjourn (Michael Bradley/Gary Lewis). **The motion carried.** The meeting adjourned at 12:08pm.

**Closing Prayer** offered by Janelle Allen.

Minutes of the 116<sup>th</sup> Annual Congregational Meeting submitted by George Alexander, Secretary.

**Luther Memorial Church – Special Congregation Meeting  
June 16, 2024**

**Minutes**

Mary Jean Huston called the meeting to order at 9:17am. Attendance was announced at 52 members, satisfying quorum.

Barb Hughes offered the opening prayer.

**Appointments for today's meeting:**

John Pleuss, parliamentarian  
Laura Guse, microphone runner  
Beth Bray, teller

**Motion 1** (presented by the Luther Memorial Church Council). That Luther Memorial Church sign an addendum to the 2021 pipe organ contract with Taylor & Boody Organbuilders for an additional cost of \$390,000.

Andrew Schaeffer spoke on the details of the need for added organ expenses, which requires an addendum to the original contract from 3 years ago:

- The original contract design is still possible to follow. However, after an additional site visit from Taylor & Boody as well as some thorough conversations between the builders and Andrew, it was decided to explore another approach.
- The Taylor & Boody organ is designed to operate with mechanical action (keystroke physically pulls the valves under each pipe.) Every turn (bend) of the carbon fiber trackers between the center console and the organ cases adds challenges, starting with the steps of the choir seating sections.
- The original plan called for a single console in the center of the balcony. This would have required us to carve out a tunnel in the existing riser system down the center aisle, which would then have to be covered with a removable wood floor. There was concern about how dirt, salt, and other grime may seep down into this mechanism.
- An option to remake the whole balcony design with fewer levels is possible, but this would be prohibitively expensive (~\$800,000 just for the balcony work). Even with this expense, this work would not result in any substantially improved situation for either musicians or organ.
- New organ plan returns to an earlier thought: install 2 organ consoles, one front and center (all electric) and one near the right side (mechanical action). Think of having an organ-within-an-organ. Right console will be a self-contained full working mechanical action organ. Good for “the music of Bach.” Center console will have full control of both sides of the organ.
- The revised plan will save \$250,000 from the original amount budgeted for the balcony modifications. The final organ specs provide more than the original proposal. Details are available from Andrew for those who want such.
- This organ will become the third largest in the state of Wisconsin. This was not a goal at the outset, but factors have aligned to make for a very wonderful product.

- The deficiencies in the current HVAC design of the balcony will finally be addressed. We will abandon the ductwork under the risers, opting for new ductwork seamlessly integrated in the organ case that will drop cold air down rather than attempting to force the air upwards.

#### Questions

- Barb Hughes noted that the maintenance costs should be less with the modified plan.
- Bonnie Gruber asked about the acoustic balance with the baroque pipes on one side. Andrew Schaeffer (AS) answered that the positioning is nearly optimal at the center and back of the church. Best we can do without block
- Miriam Hull: Are there engineering issues due to the weight of the organ? AS: We don't anticipate any, though we will be engaging with an engineer to crunch the numbers.
- Phyllis Pleuss: We have been on a 3-year path with planning already. What guarantees that we won't change our minds again 3 years from now? AS: The revised model reduces the complexity of the mechanical actions, so it is considered an improved design overall. The dual action design exists in other prime locations, so it is a proven model.
- Eric: This system offers redundancy in design, which makes it more failsafe.
- Bob Edwards: What effect does the organ have on the total number of musicians we can hold in the balcony? AS: We will have slightly reduced seating, but more flexibility. The back two curved pews will come out.
- John Pleuss: Where would you (Andrew) normally play the organ from? What happens if we have a power outage during service? AS: service from center; use Steere or piano if no power.

The vote was called. **Motion 1 carried by unanimous voice vote.**

**Motion 2** (from Council). That the Luther Memorial Congregation Council be authorized to enter into contracts with various vendors (HVAC, Lighting, etc.) for balcony modifications necessary for the installation of the new pipe organ, at a cost not to exceed. \$275,000.

Pastor Pohlman spoke on the details of the motion. This amount represents the possibility that costs will exceed expectations of \$175,000 by up to \$100,000, to allow for adjustments as necessary without calling another congregational meeting on short notice. We were previously budgeting \$415,000 for the balcony work, so this represents a savings on the balcony cost even though the organ price increased.

AS added: Part of the cost is replacing the balcony lighting with LEDS. Also work to fix poor HVAC venting.

Dave: How is a tracker organ run by electricity? BP: Still need a blower to move air through the pipes.

The vote was called. **Motion 2 carried by unanimous voice vote.**



**Motion 3** (from Council). That Luther Memorial Church sign a contract with Forward Electric for \$150,000 for the installation of approximately 100 solar panels on the East Education Roof with cost of installation paid for by various grants and special gifts.

Pastor Pohlman gave background. Conversations about being good environmental stewards started with the 1990s renovations. Boilers, AC, LEDS, etc. have been part of past projects. More LED lighting changes are in the works (tower lighting).

In 2016, we needed a new roof for the education wing. Ideas considered included a preschool playground or a green roof or installing solar panels. The solar idea fell short due to technological capability of the day and costs. Both are much improved in today's market. Federal grants set to expire in 2025 suggest action now. Donor gifts and a historic preservation grant also help to cover the installation costs.

Q: Will we save money on electricity? Yes, about \$5,000 estimated. We will still be reliant on the grid.

Q: Will we have power during an electrical outage? No, unless we also invest in a battery backup

Q: What impact will the Porchlight development have on the solar panels? Mostly in the winter over the SE corner. Reduction in capacity Dec-Feb, but that is true those months anyway. Forward Electric will provide more estimates on power

Q: Timing? 30 days for the permitting process.

Q: Cash in to pay for work while waiting on

Q: Risk of leaks? Systems can be installed without puncturing the rubber roof.

Q: What happens when the roof needs replacement? Panels have about a 25-year life. Current roof is 7-years old. Timing likely to line up.

The vote was called. **Motion 3 carried by unanimous voice vote.**

**Motion 4** (from Council). That Luther Memorial Church temporarily adjust the congregationally authorized Policy on the use of Unrestricted Planned Gifts as follows: 25% to the LM Foundation and 75% to the Capital Campaign. This temporary adjustment shall be in effect for all non-designated estate gifts to the congregation received July 1, 2024-June 30, 2027.

Mary Jean Huston added that a similar temporary change was instituted during our last capital campaign.

Q: What is the normal distribution? Exactly the opposite. 75% to Foundation and 25% to current needs.

Sandy Erickson, president of the Foundation board, endorsed the change. She noted that the Foundation health is strong.

Cliff Haaland noted that this policy allows for simplicity of decision should undesigned gifts come in.

The vote was called. **Motion 4 carried by unanimous voice vote.**

John Xavier provided the closing prayer.

Mary Jean Huston offered thanks to all who helped with today's meeting: John Xavier, John Pleuss, Laura Guse, Beth Bray, George Alexander, Randy Eide. Voices from the congregation also thanked Mary Jean Huston for leading the meeting.

**Motion** (Lynn Washington/Sue Bangert) to adjourn.  
The meeting was adjourned at 10:15 am.

Minutes submitted by George Alexander.



# PROPOSED CONSTITUTIONAL UPDATES

The Congregation Council is recommending the following amendment to the Constitution of Luther Memorial Church.

**Motion:** That the congregation of Luther Memorial amend C12.05.d as follows:

For items that are not included in the approved annual budget, the Congregation Council may authorize additional spending up to a total value of ~~\$50,000~~ **\$85,000**. Additional expenditures not included in the annual budget and exceeding ~~\$50,000~~ **\$85,000** must be authorized by a meeting of this congregation.

## **Background:**

The amount listed in C12.05.d has been the same since 2002. Given inflation over the past 24 years, it seemed appropriate to the Governance Committee and the Council to increase this amount to reflect inflation over the past two decades. The proposed financial number is based on a calculation for long term inflation from 2002 to 2024.

## **Procedure:**

As this is a constitutional amendment, it will require two votes. The first vote will occur at the annual meeting and can include changes. If approved by the congregation by majority vote, it would then come before the congregation at a later congregational meeting where it would need to be approved by a 2/3 majority vote.

# PROPOSED CAPITAL EXPENDITURE

The Congregation Council is recommending approval of the following motion.

**Motion:** That the congregation approve capital expenditures for the following: 1) Major electrical panel upgrade for the east education wing. 2) Upgrades to the existing sacristy plus a remodel of the current bell choir room to a vesting sacristy. 3) ADA updates and improvements to the back double doors of the church. Total cost not to exceed \$250,000.

**Background.** Given that Vogel construction plus related sub-vendors (HVAC, Electrical, Plumbing) will be here starting in June for the major rear balcony work, it seemed wise to the council to add on additional needed projects in such a way that we will see some cost savings by having Vogel and related vendors work on those projects at the same time. Full bids for this proposed work have not yet been received but is anticipated to be much less than the not-to-exceed cost in the motion above.

# 2025 COUNCIL NOMINATIONS

## **Current Council Members**

### ***Term (2023–2026)***

Kris Gruber-Twardy\*

Laura Guse

Chris Uphoff

John Xavier

### ***Term (2024–2027)***

Abigail Gaard

Bill Hunnex\*

Mary Jean Huston\*

Tom Nothbohm

## **Outgoing Council Members**

Barb Hughes

## **Nominees for 3-Year Term (2025–2028)**

\*George Alexander

\*Beth Bray

Margaret Miner

\*Phil Schoech

## **Nominees for 1-Year Young-Adult Term (2025–2026)**

#Panka McGuire

*\*Second 3-year term*

*#Second 1-year term*

## **2025 Synod Assembly Representatives (1-year term)**

### **Nominees for 1-Year Term (2025–2026)**

George Alexander

Phyllis Pleuss

TBD (Alternate)

# 2024 PARISH REGISTER

## MEMBERSHIP STATISTICS

Baptized members end of 2023.....	684
Baptized members received during 2024	
Baptism: children.....	10
Baptism: adults.....	3
Affirmation of Faith .....	13
Transfer .....	4
Other sources/statistical adjustment.....	0
Total members received this year.....	30
Baptized members removed during 2024	
Death .....	8
Transfer .....	3
Other reasons/statistical adjustment .....	13
Total members removed this year .....	24
Baptized members end of 2024.....	690
Total confirmed members end of 2024 .....	623
Baptized youth confirmed in 2024.....	2
Average Sunday worship attendance	
On-site (in person attendance) .....	198
Online (attendance via streaming) .....	156
Combined average on-site and online .....	354
Total number of people actively participating in the life of the congregation in 2024.....	822

## O God of Mercy, God of Light



1 O God of mer - cy, God of light, in love and  
2 You sent your Son to die for all, that our lost  
3 Teach us the les - son Je - sus taught: to feel for  
4 For all are kin - dred, far and wide, since Je - sus



mer - cy in - fi - nite, teach us, as ev - er  
world might hear your call; oh, hear us lest we  
those his blood has bought, that ev - 'ry deed and  
Christ for all has died; grant us the will, and



in your sight, to live our lives in you.  
stray and fall! We rest our hope in you.  
word and thought may work a work for you.  
grace pro - vide, to love them all in you.

5 In sickness, sorrow, want, or care,  
may we each other's burdens share;  
may we, where help is needed, there  
give help as though to you.

6 And may your Holy Spirit move  
all those who live to live in love,  
till you receive in heav'n above  
all those who live in you.

Text: Godfrey Thring, 1823–1903, alt.  
Music: JUST AS I AM, Joseph Barnby, 1838–1896

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**Luther  
Memorial  
Church**