



2021

# Annual Report

300 Carroll St. Waukesha, WI 53186

262-542-2545

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# **Agenda**

February 13, 2022

Call to Order

Opening Devotion

Approval of Agenda and Minutes

- Annual meeting minutes of the February 21, 2021

- Annual meeting agenda for February 13, 2022

Congregational meeting minutes of December 12th, 2021

Report of the Nominating Committee

Old Business

- Review of 2021 Financial Report

- Review of Annual Committee Reports

New Business

- Proposed 2022 Spending Plan - Brad Skogman or Ed Raether

- Ratification of Chapters 10, 11, 12, 13, and 14 of the St. Luke's Governing Documents

Adjournment

Closing Prayer

## **St. Luke's Mission**

Helping people make life-changing connections with God through Jesus Christ.

## **St. Luke's Vision**

St. Luke's is a faith community committed to Connecting, Growing, and Serving.

## **St. Luke's Core Values**

Honoring God and serving Jesus Christ,

1. We share Jesus Christ and make disciples
2. We worship God together
3. We are curious, courageous, and open to the Holy Spirit
4. We celebrate children and lift up families as they are
5. We practice kindness and uphold the dignity of each individual
6. We are committed to being an inclusive community of grace
7. We stand ready to serve and advocate for our neighbors
8. We honor our past and look to God's future for us

## Senior Pastor's Report

Blessed are those who trust in the Lord,  
whose trust is the Lord.  
They shall be like a tree planted by water,  
sending out its roots by the stream.  
It shall not fear when heat comes,  
and its leaves shall stay green;  
in the year of drought it is not anxious,  
and it does not cease to bear fruit.  
*Jeremiah 17:7-8*

Dear Siblings in Christ,

The prophet Jeremiah reminds the people of God that they, who trust in the Lord, are like a tree planted by water, sending out its roots by the stream. They shall not fear when the heat comes, and their leaves shall stay green.

We are called to trust God. That's not an easy thing to do when so much has been shifting all around us. COVID continues to be active in our community. We long for patterns to return to as they were before the pandemic, while recognizing that the pandemic continues.

A year ago, we weren't meeting for worship in person. We were online, offering in-person parking lot Holy Communion. We held our annual meeting online. Bible Study groups were virtual. We were experimenting, stretching and growing so that we might provide for the needs of the community while living with the uncertainties of COVID.

In March, we again began worshipping in person, indoors. We wore masks, limited the number of worshippers, didn't sing, and took communion in our seats. In the summer months, we added worship in the park. Through the year, we adapted our worship practices, moving back to more normal patterns. We continue to walk with each other in worship, even as variants shift our ways of being together.

I am grateful for the careful deliberations of the church council throughout the pandemic. Monthly, the council has wrestled with what it believes to be best practices for us as a congregation during this strange time. It continues to listen to a myriad of opinions and to consider carefully what is best for our congregation. This has been hard work. While following their guidance, we have not experienced a congregational-based outbreak event.

In 2021 we celebrated our 100<sup>th</sup> anniversary. COVID interrupted our plans for celebrating it around a meal, but we still hosted several pastors with links to our ministry. Some were spiritual sons and daughters of the congregation. Others were former pastors who served our congregation. We also enjoyed many articles in the newsletter, welcomed Bishop Erickson for a special anniversary weekend, and took pictures for a new pictorial directory.

Our staff has worked very hard throughout the pandemic as well. We have lived with uncertainty and change while trying to meet the needs of the congregation.

- Working with Pastor Bogie is a joy and an adventure. We work well together and share a passion for ministry at St. Luke's.
- Michael Schaner continues to provide excellent music while serving as a critical member of the staff. He is an excellent part of the worship team.
- Jennifer Dopke has been with us for two years. I am thankful that she is a solid and warm presence at the front desk.
- I am thankful for the hard work and dedication that Cindy Maigatter shows every week. She is an incredible asset to our church in her role as Financial Administrator.
- Laurie Rohrwasser continues to show a strong passion for caring for our people. She embodies her role as Care and Prayer Coordinator.
- Our Youth Director, Cari Thompson, is working with our youth in strong ways. She and Pastor Bogie continue to hold youth events and Discipleship Training. Her work with these two programs are critical to their success.
- Courtney Stangl and Liz Anderson continue to lead the ministries of CLM with a high level of professionalism and care. I am proud of the work they lead on our behalf.
- Brian Zubek and Mikey Schubert continue to care for our facilities in their roles as custodians. Our buildings are clean, safe, and well organized because of their hard work.

Finally, I extend gratitude to the people of St. Luke's. It's been a difficult year. I appreciate the grace extended to us as a staff as we've learned, adjusted, and experimented. We continue to help people make life-changing connections with Jesus Christ because of your constant and consistent support. I feel your prayers for our ministry and know that you are working alongside us to make sure that the mission of St. Luke's flourishes.

May God continue to bless you and hold you in faith. For, in trusting the new life that comes through Jesus Christ, we are found to be right with God.

In Christ,

The Rev. Dr. Lindsay Paul Jordan  
Senior Pastor

## **Associate Pastor's Report**

*For this reason, since the day we heard it, we have not ceased praying for you and asking that you may be filled with the knowledge of God's will in all spiritual wisdom and understanding, so that you may lead lives worthy of the Lord, fully pleasing to him, as you bear fruit in every good work and as you grow in the knowledge of God.*

*Colossians 1:9-10 NRSV*

Dear sisters and brothers in Christ:

It is hard to believe but we have completed another year of ministry together. The support for ministry at St Luke's is tremendous. Thank you all for the continued care with doing God's work with your hands.

One of my goals for the prior year was to continue in building relationships with the good people of St. Luke's. During 2020 this process was difficult with the constraints of COVID-19. However, this year I feel we have grown stronger as a community. We have had a little more time together, which has allowed us to play and pray together in and outside of worship. I feel this has been a great blessing for us both. There will always be space for us to grow our relationship together, but I feel that we have grown as people serving God in this past year. The work of building relationships with the good people of St. Luke's will be an emphasis for my ministry in the next year.

It still can be difficult to get a feel for exactly where the congregation has grown over the prior year, because we are still trying to stabilize from pandemic life. Yet, the Holy Spirit has blessed this community with new faces, new members, and a lot of baptisms. It is certainly hard to assess growth when the sanctuary does not seem as full as it used to be. But we have been growing slowly but surely as a congregation through a deeper sense of mission, a deeper sense of generosity, and a deeper sense of love for God and neighbor. My heart is filled with joy as I see this congregation working for the greater good of the Gospel. You do roll up your sleeves and do God's work as disciples of Jesus Christ.

There have been some difficult times in 2021 due to COVID. The stress of pandemic life has not been absent from the Church. There can be a feeling of anxiousness and fearfulness because the Church does not look as it did in the past. However, there is a feeling of great hope, and there is great faith in this community, especially when we are together. This is a unique time for the Church; it seems as if we are in the midst of resurrection.

My family feels extremely blessed and honored to be part of the story of St. Luke's. We find joy being part of this community and look forward to the years ahead as we continue merging our stories together and spreading the gospel. Thank you so much for your love, support, and care during this last year!

Peace and blessings to all,  
Steve Bogie, Associate Pastor

## **Care & Prayer Ministries**

Dear Brothers & Sisters in Christ,

Following closely in the footsteps of the previous year, 2021 provided us with both challenges and opportunities. Presented with few new alternatives, we continued to do what we did the previous year.

Visits to shut-ins were primarily made by our pastors. When visits were not an option, phone calls were made. Our card ministry team lead by Marion Chapman continued to send cards to our shut-ins throughout the year. Plants were delivered at Easter and Christmas in part due to your generous donations for Easter and Christmas decorating of our church.

From January to December 2021, we had 25 people who were shut ins.

### **Grief Ministry**

Funerals indeed are for the living. The support, the hugs, the sharing of memories are vehicles to bring about healing. We were limited as to what we could safely do for funeral services this past year. While we did resume in-person funeral services, we did so cautiously. Last year 23 people received grief materials. At Christmas small Norfolk pine trees were given as a remembrance of their loved ones. This is also due in part to your generous giving for Christmas decorating.

If you are aware of someone who loses a loved one, please reach out to them and let them know they are not forgotten.

### **Prayer Team**

Our Prayer Team is made up of 28 dedicated people who have made a commitment to pray for the needs of others. Prayers come to me in varied ways. I then email those requests to our Prayer Team. There are times I may send 2-3 emails in a day depending on the requests that come in. This past year the requests grew in number as needs also rose. We are always in need of others to join us in this ministry. Please contact me for more information.

### **Van Riders**

Due to the pandemic, van rides continue to be suspended.

### **VBS**

Though not under the umbrella of Care & Prayer Ministry, this summer, Nancy Farrell, Linda Roberts, Janaka Subotnik, Diane Voit, and I worked to provide virtual VBS "Trust In God's Power". New materials were digitally released weekly during August. A website was created, music and craft/activity ideas were provided at no cost, and service project ideas were shared. In 2021, the VBS "train" stopped at several stations which shared the 100-year history of St. Luke's. Thank you to these dedicated and faithful ladies for all their hard work!

Though 2021 saw many changes, the one thing that does not change is the promise of God to be with us. Indeed He was and indeed He is.

In Faith,

Laurie Rohrwasser  
Care & Prayer Ministries Coordinator

## **Pastoral Acts**

<b>Pastoral Acts</b>	
Weddings	6
Funerals	22
Baptisms	16
Members Confirmed	6

### **Weddings**

Pamela Jabs & James Vinopal  
Chelsey Guerrero & Dylan Marjamaa  
Andi Lingle & Dolan Wort

Alex Graser & Tim Lopez  
Kayla Rivera & Mike Radliff  
Mikayla Ramos & Zachary Fehl

### **Baptisms**

James Michael Vinopal III  
Nolan Nathan Falk  
Gwendolyn Louise Hoeft  
Carly Jean Richards  
Lucas Hunter Lawien

Beau Daniel Staffeldt  
Natalia Grace Segundo  
Aaryn Jaime Lopez  
Hunter James Kafura  
Deklan Bennett Gapinski

Brooklyn Reese Gapinski  
Luella Mae Bender  
Tattianna LaDonne Magee  
Evie Holly Anderson  
Elodie Catherin Spivek

### **Funerals**

Shirley Rasmussen  
Howie Christenson  
Ken Mueller  
Gerald Fehrman  
Henry Teuteberg  
Brian Farrell  
Norma Scherrer  
Ruthann Shields

Keith Fuchs  
Nicholas Hilt  
Chuck Stern  
Sharon Romberg  
Jeffrey Katzner  
William Douglas  
Audrey Clemans  
Janet Kleist

Roberta Olson  
Sharon Stolpa  
Steven Stolpa  
Richard Bickett  
Lois Manicke  
John Johnson

### **Confirmed Members**

Drew Alexander Hombs Edlbeck  
Paige Ashlyn Kohlman  
Grand McCammon Snider

Lauren Bingham Snider  
Connor George Tank  
Matthew Christopher Warnes

## **Good Samaritan Fund Report**

Pastor Jordan

The Good Samaritan Fund is a vital ministry that provides support and assistance to neighbors in need. When people struggle, they often turn to the church for support. This year the fund helped many people. Together, we:

- Provided rental support four times.
- Helped with food and medical support for dozens of households
- Provided transportation vouchers
- Helped a family with utility support

\$3,165 in assistance was distributed in 2021.

This ministry has a positive impact in our community. Hundreds of people have been assisted through your generosity! We do this in response to Christ's command: Love one another as I have loved you. Jesus poured his love out for us on the cross. We pour ourselves into the community to love and serve others, as Jesus has called us to do.

## **Worship Ministries Report**

Pastor Jordan

Christians worship – It's the central activity of the faith. Weekly, we gather around Word and Sacrament while calling on God in prayer, praise, and thanksgiving. As we honor God, God comes among us and surprises us with forgiveness, strength, and joy. God strengthens us for daily life and equips us in worship to be servants in the world.

Worship this year was experienced in new and familiar forms. We continued to grow our online worship service, investing in equipment and volunteers to strengthen this ministry. We experimented with outdoor Holy Communion, braving cold winter winds to offer the sacrament to worshippers in cars while we were only worshipping virtually. We returned to in-person worship in March and by this fall we were worshipping mostly normally – with the exception of still wearing masks. The use of masks has made it possible to sing and to worship as normally as we have.

Much of this summer and fall were spent rebuilding key volunteer activities related to worship. We've reestablished our usher rotation, renewed our Altar Guild, reinstated communion assistant and lector ministries. Your involvement in these areas continues to be needed, so that we will worship well together.

Like so most churches in the nation, worship attendance trends have been greatly reshaped by the pandemic. Our attendance has shifted along with other churches in the community and beyond. Declines seen before the pandemic have accelerated and we are trying to understand more fully what it means for our worship life.

In 2021, we conducted 22 funerals, 16 baptisms and six weddings.

## **Music Ministries**

Dear members of St. Luke's Lutheran,

Thank you for your continued support of the music programs in 2021!

It certainly was an interesting year for the music programs of St. Luke's. We were able to start in-person worship indoors in March 2021, with outdoor worship starting in April. We are very thankful we could worship outdoors in Cutler Park again! We started singing outdoors in April, with indoor singing resuming in early summer. What a joy to be singing together as a community again!

In July we were again able to hold an in-person music camp around the theme of God Loves Us All. We had five students for our morning session and nine students for our full day session. What a fun time to lead worship with our music campers again! I look forward to music camp in 2022 and beyond!

In-person rehearsals resumed for our adult ensembles in August in preparation for our 100<sup>th</sup> anniversary worship services. We have been following proper safety protocols such as rehearsing in the sanctuary for better air transfer and ventilation, and masking to reduce spread of COVID-19. The ensembles are excited to be gathering together making music again.

Our children's ensembles resumed in September, and they have been so excited to be able to see their choir friends, make music together, and sing some of their favorite anthems in worship again!

In November we had a hymn festival titled *Through the Church, the Song Goes On* as a part of our 100<sup>th</sup> anniversary celebration. We commissioned a setting of the hymn *All Who Hunger, Gather Gladly* by David Cherwien that was premiered at the hymn festival. It was a joyful celebration of honoring our past, and embracing our future.

As we look forward to 2022 and beyond, we are excited to have more events as a part of our Music & Fine Arts at St. Luke's concert series, continue growth both in numbers and ability in our ensembles, and continuing to make music together as the community of St. Luke's Lutheran Church!

Thank you for your continued support of the music ministry here at St. Luke's Lutheran Church. I am eternally grateful for your support.

Respectfully submitted,

Michael Schaner  
Director of Music Ministries

## **Christian Education**

Christian education this prior year at St. Luke's has resembled something a little more familiar. We were able to gather in groups in person to learn from the life of Christ. Though these groups may be smaller than years past, mostly due to the complications of COVID, St. Luke's continues to provide opportunities that help to foster living a life centered in Christ. At St Luke's, we help people make life changing connections with God through Jesus Christ by the experience of learning. These learning groups help to foster a faith that can be lived out in the world. These are St. Luke's small-group offering towards a faith-growth experience:

<b>Search Bible Study</b>	<b>9:30 a.m. on Wednesdays</b>
<b>GIFT</b>	<b>1<sup>st</sup> &amp; 3<sup>rd</sup> Wednesdays, 7-8:30 p.m., via Zoom</b>
<b>Women of Faith</b>	<b>2<sup>nd</sup> &amp; 4<sup>th</sup> Thursdays, 6:30-8:30 p.m., via Zoom</b>
<b>Book Club</b>	<b>1<sup>st</sup> Tuesday, 9:30 a.m. via Zoom</b>

Peace be with you,  
Steve Bogie

## **Sacramental Education**

The Sacraments of Baptism and Communion are gifts that are given to us by God. We may not fully understand the gift of Baptism or Communion, but these gifts from God do not depend on our understanding. However, we can better comprehend the grace given to us by God through sacramental education.

In 2021, the pastoral office offered Baptismal classes in a group learning format. During the Baptismal classes we provided age-appropriate materials for families to take home and read as they prepared to move toward the baptismal font. We were able to meet in person and we assisted families as they prepared 16 people for Holy Baptism.

On March 13, 2021, an in-person communion education class was held for fourth grade students, as well as any fifth grade students who had missed their First Communion in 2020. 12 students with an adult attended the class. Those students were given their first Holy Communion on Maundy Thursday, April 1.

Communion education in 2022 will be offered on Saturday April 9, 2022, from 10:00 to 2:00 pm. This will be an in-person event that will include games, educational pieces, creative projects, and lunch. We are looking forward to walking with your children as they are trained to be able to receive their First Communion.

Peace be with you,  
Pastor Steve Bogie

## **Sunday School**

There has been much movement with the Sunday school program for 2021. In 2020 when I first met with a group of our AWESOME EDUCATORS for Sunday school, there was a sense of frustration, confusion, and a feeling of being left out. The Sunday school program is in a much healthier space as of now. There is room for teachers to communicate their feelings, and there seems to be more comfort with the teachers and the overall program since returning to in-person Sunday School in 2021.

Since we are back with in-person Sunday School, the results have been less students than prior years. The outcome of COVID, not being open, and going virtual has not increased our membership at the church. We see less people attending church. We do not only see this in Sunday School but in worship as well. However, Sunday School has been life-giving, fulfilling, and has a deeper sense of relationship with its students. There is a greater sense of team with the teachers, and there is less anxiety. The feeling in the group is mostly a feeling of joy because we are having fun and so are the children.

As a leader within our Sunday School program, I can be a witness to the fantastic work of our teachers. They are awesome people doing God's work with their hands.

The rest of the Sunday School year will continue to meet in person in the sanctuary at 9:30 am after worship. We will continue to have time with a pastor mostly at the beginning of Sunday School. We will continue to offer an excellent learning experience for our students. We will continue to grow in the love of God and neighbor through the teachings of Jesus Christ. This is and will be an amazing year to learn about God.

Peace be with you all,  
Pastor Steve Bogie

## **Child Life Ministries**

2021 has been another roller coaster year! CLM is so happy to be able to report that we are back to a full center and full staff. While our 4K numbers are lower this year, our childcare and preschool rooms are bursting, with waiting lists growing for each age group. Our weekly enrollment is 134 children between our childcare, 4K, and preschool classes, plus another handful of school agers that attend on no school days!

Preschool enrollment has been thriving! The increase in numbers is largely due to social media, where Liz, along with many of our wonderful parents, have been promoting the great aspects of our program and getting new families in the door. We have four full classes for our 3-year old program this year, an all-time enrollment record for this age group! We welcomed 15 brand-new families to our program, many of which are now enrolled in multiple aspects of CLM.

In 2021, Courtney was able to secure \$141,150 in additional funding (grants) through DCF. In addition to bonuses for our staff and paying utilities, we have used our extra funding this year

to create a secure lower level for CLM, as well as adding the ability to lock down the three entrances to the church. A doorway was added to the landing on the stairs across from the sanctuary. A new CLM entrance and office was built near the youth room so that all CLM families and visitors enter and exit through this main office using assigned key fobs or being buzzed in. We have also added family mailboxes in the new entry area.

A technology grant allowed us to upgrade our Procure software and purchase tablets for all of the classrooms. These are used by our teachers for attendance and communication with parents. They are able to send pictures and notes throughout the day!

CLM continues to increase our relationships with our community. Over the summer, our school agers spent at least one day a week at Lutherdale Bible Camp in Elkhorn swimming, climbing, learning archery, and going out on the pontoon. In October, we had our first Trunk or Treat in the parking lot, welcoming CLM, St. Luke's, and community families to come together in a safe environment. And at the end of November, we were able to bring Healing Hearts here to St. Luke's to meet with adults and children suffering trauma after the Waukesha Christmas Parade. Preschool continues their community contribution projects. Most recently they overfilled the Food Pantry bin with items as part of a "happy birthday, Jesus" baby supply drive.

We look forward to seeing what 2022 brings! As always, we welcome you to stop in and check out our center.

Sending many blessings and well wishes for health and happiness to all of you!

Courtney Stangl, CLM Director

Liz Anderson, Preschool Administrator

## **Discipleship Training**

Discipleship Training (DT) is St. Luke's ministry to middle school youth in grades seven and eight and those in the fall year of their ninth-grade year. Youth in Discipleship Training participate in Affirmation of Baptism in the fall of their ninth-grade year. Discipleship Training helps youth engage scripture and topics of faith, using a Lutheran lens to help youth grow as disciples of our Lord Jesus Christ.

Discipleship Training operates with the following goals in mind:

1. Assist youth to make life-changing commitments with Jesus Christ.
2. Encourage youth to deepen their involvement in this faith community so that they might connect, grow, and serve in and through St. Luke's.
3. Provide opportunities for youth to explore the Christian faith.
4. Encourage youth to develop life-long faith practices.
5. Assist parents in the on-going commitments made in Holy Baptism: "to teach [the newly baptized] the Lord's Prayer, the Creed, and the Ten Commandments... to nurture them in faith and prayer... to place in their hands the holy scriptures."

6. Provide social activities for youth in grades seven and eight to encourage them to engage in Christian fellowship.

2021 continued to bring challenges and obstacles as the COVID-19 pandemic impacted almost every aspect of our daily lives. Students were faced with multiple learning environments at school – virtual, hybrid & in-person full-time, but with several quarantine periods during the year due to close contact exposure. For 2021, we continued to hold DT classes in-person with the social distancing protocols in place to keep our youth safe. Our focus for the year continued to be on relationships - relationships with God and one another, as well as exploring our Lutheran foundations. We currently have five first year students and one second year student participating in DT.

On October 31, 2021, the following third year students affirmed their baptismal promises in front of family, friends, and the church congregation.

Drew Alexander Hombs Edlbeck, baptized June 29, 2014  
Paige Ashlyn Kohlman, baptized August 27, 2007  
Grant MacCammon Snider, baptized December 12, 2006  
Lauren Bingham Snider, baptized December 12, 2006  
Connor George Tank, baptized August 12, 2007  
Matthew Christopher Warnes, baptized October 21, 2007

Areas of Growth:

- Increase parental involvement via DT Hosts, DT Coordinators, and Chaperones for outings once those opportunities are available again.
- Develop a DT mentor/teacher team to surround youth with caring adults.
- Provide opportunities to encourage youth to make connections with their church family as it takes a community to raise youth into caring adults who can see the special gifts that all have to offer.

Goals for 2022 and the future:

- Youth-developed Holy Week walk experience for Palm Sunday 2022.
- Develop a stable multi-generational team of DT mentors/teachers.
- Expand service opportunities for youth. Incorporate service and giving back into the youths' regular routine.

Summary

I would like to thank all the youth and parents that have been flexible and willing to let us try new things as we figure out what works (or does not) and for making sure that youth are participating in DT. A special thank you to Pastor Jim Durnil for his support and sharing his time and talents with our DT youth and to Pastor Steve Bogie for being a partner helping to navigate these life changing times with grace and laughter.

This is an exciting but very challenging time in DT. We are at the beginning of developing a program to meet the needs of our middle school youth while exposing them to all of the

various ways that they can find their niche and plug in to a caring church community. Allowing them to be themselves and know that they are a child of God – each unique and loved – just as they are no matter what.

Submitted by Cari Buskel Thompson, Youth Director

## **Youth Group**

HS Youth Group is St. Luke's ministry to high school youth in ninth through twelfth grades. Youth group helps high school students to experience faith in communities that connect with one another, grow in their Christian faith, challenge them to look beyond themselves and see the world and where they can make a difference. We strive to give them a safe and caring community that is a foundation that they can build on as they explore and develop their unique talents and gifts.

Each year one of the major highlights for the high school youth is the annual summer trip. In recent years, we have gone on traditional mission trips to Georgia, Colorado, New York, and West Virginia. In 2020, one of the casualties of COVID-19 pandemic was the high school summer backpacking trip in Colorado. In the Summer of 2021, we were planning to go to the ELCA Youth Gathering in Minneapolis, but it also fell victim to the pandemic and was postponed.

After some research, several emails and phone conversations, we were able to again offer a summer trip for our high school youth - granted a little closer to home than prior trips. We partnered with LeaderTreks, an organization started over 25 years ago by a former youth pastor who wanted to be able to offer support to those in youth ministry and help to provide something more in a mission trip experience. On the 4<sup>th</sup> of July, immediately after the church service eight youth and two adults left St. Luke's to gather in the Pick 'n Save parking to load the church van. (The roads around the church were closed due to the Independence Day parade.) After bidding parents and siblings goodbye, the group began the "long" journey to our neighbor just to the east – Milwaukee. We stopped at the Bee Church in Milwaukee where we learned about some of the unique ways that urban churches are meeting the needs of their community. After exploring the Third Ward a little, grabbing lunch, and then competing (boys vs. girls) in an Escape Room (girls won!), we continued on to meet the LeaderTreks team at our home base for the week. We were based out of an inner-city church and spent the week learning about Milwaukee, the needs of the community and some of the ways that the churches and other community organizations are helping to meet those needs. We competed in a mission race to explore the city while seeing some of the rich history and interesting culture that makes up Milwaukee. During the week, we worked on an urban farm, served in a food pantry and help beautify the landscape around a rescue mission. At each site, we learned more about the organization itself, who they serve and how they work to fulfill the needs of the community they serve.

In 2021, we focused on relationships and felt it was important to continue to find ways that the youth could meet in-person while remaining as safe as possible while adding a little “normal” activity back into their daily lives. We focused on relationships with each other, our peers, our parents, our church community, and the larger community around us. We challenged them to open their eyes, their ears, and their hearts to see the people in the community around them and how they can start to plug in and connect to make their community a better place for us all. As they did in 2020, in November 2021, the youth again took the proceeds from November Cinnamon Roll sales and used it to go grocery shopping to make Thanksgiving dinner baskets that were distributed to St. Luke’s family and friends in need. The excess food was donated to the Waukesha Food Pantry.

#### Areas of Growth:

- ❖ Encourage youth participation in the ministries of St. Luke’s.
- ❖ Develop a group of adults that focus on supporting and developing the youth programs at St. Luke’s.

#### Goals for 2022 and the Future:

- ❖ Give high school youth a safe and caring community that provides a foundation on which they can build lasting relationships as they explore and discover how to use the unique gifts that God has given each of them.
- ❖ Challenge them to dig deeper into their faith, ask the hard questions, and then walk beside them as they grapple with finding the answers.
- ❖ Expand service opportunities for HS youth – incorporate into the regular youth programming.
- ❖ Increase youth involvement in the various ministries of St. Luke’s.

#### Summary

2021 continued to be a time of uncertainty and unknowns as well as much patience and grace for the youth program at St. Luke’s. The news continued to be scary and uncertain as well as confusing at times. The youth continued to adapt and accept all the new changes. During 2021, we walked together and have grown through the good times and the challenges. We continue to work on building a youth program that is relative and meets the needs of our high school youth. It is a learning process with some bumps along the way as well as a lot of trial and error, but ultimately done with one goal in mind: to always love on the youth and make sure they know that they have a place no matter what else is going on in their world. I, personally and on behalf of the youth, want to thank the congregation at St. Luke’s for all the support you have given us and all our crazy ideas.

Submitted by Cari Buskel Thompson, Youth Director

## **Hospitality**

### **Primary Ministries:**

Creating and maintaining an atmosphere of hospitality

Fulfilling duties at the Welcome Station as needed  
Hosting and greeting at special events  
New Member process and follow-up

**Hospitality Team Activities prior to COVID-19 activity suspension:**

- Assisted with Sunday morning coffee, as needed.
- Provided and served meals for B.L.A.S.T.I.N.G. Zone.
- Assisted with the Loaves and Fish lunch at the Hope Center.

**In 2021 the Hospitality Committee coordinated the following events:**

- Distributed pre-wrapped 100<sup>th</sup> anniversary cookies during the celebration weekend.
- Hosted and coordinated PieFest: 20 pies were served, along with milk, juice, and coffee. Around 50 people attended the traditional pre-Thanksgiving event.

## **Neighborhood Outreach**

### **Primary Ministries**

Holiday Ministries

Partnerships

*HOPE Center, ERAs, Food Pantry,*

*The Women's Center*

Loaves and Fishes

2021 continued to present challenges to reach out and to serve our neighbors. Despite the obstacles from COVID surges, the people of St. Luke's stepped up and shared time, talents and gifts with those in need – as individuals and together.

During the past year:

- Carolyn Fish and The Amigos regularly delivered our donations to the Waukesha Food Pantry.
- The Slaters organized spring and fall cleanups for the clients of ERAs.
- Don French and Diane Voit led our partnership with Whittier Elementary.
- The 100<sup>th</sup> Anniversary Committee provided opportunities for the St. Luke's faith community to support the HOPE Center, ERAs, Blessings in a Backpack, Whittier School, the school children in Tanzania with maize and beans, and Child Life Ministries with new playground equipment.
- Holiday Ministries again Shared the Love, providing a helping hand with Christmas gifts for several families and delivering warm hats, mittens and scarves for Whittier students and tea, coffee and hot chocolate for the staff.

It was a joy and a blessing to see folks find ways to reach out, all working to help ease the way for others – and – enjoying their tasks. You shared, cared and loved!

Thank you for your generosity as you responded to the call as a faith community in downtown Waukesha.

In 2022, we pray that we may once again gather together for opportunities to reach out and serve somewhere in our community. One step at a time, we can make a difference! We also invite you to share your ideas about ways we can reach out and be a positive force in our community. We're confident there is a place to serve for one and all! The reward is so great!

Neighborhood Outreach

## **Serving In Action**

Ministries:

- Regional and National Serving
- Mission Trips
- Whittier Partnership
- Special projects and events

Serving In Action in 2021 slowed but did not stop service outreach during the pandemic.

Our traditional annual adult mission trip sponsored by St. Luke's and other congregations was not scheduled in 2021 because of the pandemic, and summer/fall case surges prevented the pre-planning necessary for a trip in 2022. During a year of significant service need, we were limited to prayer and financial support.

During the pandemic, even though our Whittier Elementary partnership was modified it was still very active. Blessing in a Backpack weekly food bag distribution inside the school continued, and The Salvation Army Backpack68 food program resumed in the fall, even though opt-in participation was lower than normal. In-classroom volunteering also restarted and St. Luke's opened the call for volunteers to help. St. Luke's volunteers also helped with the annual Whittier Rummage sale. The "Whittier Warmth" Christmas program to provide warm clothes to the kids and hot chocolate to the teachers and staff continued on track, and St. Luke's continued financial support to help needy Whittier families. The continuing pandemic impacted service opportunities like Habitat, Waukesha's build. There were no summertime volunteer opportunities.

In 2022, our partnership with Whittier will continue to flourish as it moves into its second decade. Hopefully summertime volunteer activity will be open with Habitat, Waukesha and in the fall, planning will be begin for a 2023 Spring Adult Mission Trip.

Long term, at St. Luke's we continue to believe Serving In Action is our calling as Christians. Thank you, everyone, for your prayers and active support, both personally and financially. Without full congregational support, St. Luke's ability to serve would be limited.

Respectfully submitted,  
Don French

## **Global Partners**

### **Meru Diocese Partnership**

We signed a covenant with the Maroroni, Samaria, and Kilima Moja Parishes in the Meru Diocese of Tanzania in 2015. We renewed our partnership agreement with Maroroni and Kilima Moja, and Ascension signed a covenant with Samaria during our delegation visit to Tanzania in 2018. Pastor Jordan had planned to join the Bishop's Delegation to visit Tanzania in 2021, but that was postponed due to the global pandemic.

Our Tanzania Partnership subcommittee reviewed the priorities for our partnership in discussion with Pastor Nathan Makenge and Partnership Committee Chairperson Baraka Melitha during their 2019 stay in Waukesha, and updates in our progress follow:

- **Communicate on a regular basis with our partners.** We are now using WhatsApp for frequent exchanges of messages and pictures. Highlights are shared in the Tanzania Corner in each monthly Epistle.
- **Pray for our partners.** The last Sunday in September has been designated the Common Day of Prayer and lists of prayer requests are exchanged and shared on that annual Partnership Day of Prayer. In 2020 and 2021, we shared our prayer petitions in meaningful joint Zoom sessions. One of our goals is to exchange prayer requests on a more frequent basis listing them in our bulletin and during the prayers that are lifted up each Sunday.
- **Design ways to help primary and secondary students with tuition, uniforms, books, and supplies.** Baraka shared a message of gratitude for the continued support to fund the cost of maize and beans as part of the tuition for students. One of the top priorities is to support education for it is the way out of poverty and the path to independence for the children.
- **Maranatha Nursery School.** In 2020, the Penuel congregation started a primary school called Maranatha Nursery School for under-5-year-olds to be run at the church like we run the Child Life Ministries program at St. Luke's. English is being taught to the little ones. Photos were shared of the successful first year and start of the second year of the program.
- **Support the Professional Development Fund for pastor, evangelist, and teacher training.** The Greater Milwaukee Synod (GMS) Meru Partnership Committee has pledged to send \$20,000 each year for Professional Development. In 2021, we support Godlove Jeremiah Mbise, who is his third year of evangelist training, and Steven Judica Urioh, as he started the first year of evangelist training. The Endowment Committee also sent funds to support Pastor Lema's work on his bachelor's degree and Pr. Nathan Makenge's work on his master's degree.
- **Explore the possibility of a water project** to provide a drinkable water source for the area that makes up the Maroroni, Samaria, and Kilima Moja Parishes and research potential funding sources. Thanks to an \$18,000 gift from Ascension Lutheran Waukesha and the manual labor of the community, a pipeline was installed to provide water to Savanna in 2019 that is working well.

- **Economic Development Initiatives.** The GMS Economic Development Committee is working on the development of former farm land owned by the Synod. A survey of the land is being done to determine the parcels available along the major road for retail projects.

**Mt. Meru Coffee Project** Mt. Meru premium coffee is sold twice monthly on Sunday morning. This project of the Greater Milwaukee Synod supports the coffee farmers in the Mt. Meru Diocese by offering them a fair price for their coffee. Over the summer, we sold coffee in the parking lot and in the park. We were glad to move back indoors when indoor worship resumed in September, and sales have been stable. Goals for 2022 include recruiting a few members to assist with Sunday sales and efforts to improve order tracking and increase sales.

**Lutheran World Relief** Needle and Thimble meets weekly for the purpose of making mission quilts for Lutheran World Relief. During the pandemic many meetings were cancelled. We made 211 quilts over the past two years. Ingathering (the name for the annual shipment) Day was October 9 at St. Luke’s, and 20 congregations participated. We applied for and received a \$250 Thrivent grant to purchase sewing supplies. Goals for 2022 include recruiting new members and writing for another Thrivent grant.

Marilyn Olson and Diane Voit, Global Partners

## **President’s Report**

Dear Friends in Christ,

After an unprecedented year of virtual services, virtual schooling, and remote work, 2021 was supposed to be an uplifting year of hope where we returned to normal. Around this time in 2020, the latest advances in vaccine technology gave us reason to hope for a return to “normal” times and “normal” worship. We were supposed to be relieved of all our virtual pressures and the church council looked forward to the time when we could once again have all ministries within the church act “normal” once more.

Unfortunately, those hopes vanished through decreased vaccination rates, increased political divides, continued strain on our healthcare workers, and novel variations of the COVID-19 virus. These changes continued our unprecedented stress at home, work, and within the community. Changes in economics applied additional pressure to our Stewardship Campaign and our second most visible ministry: Child Life Ministry.

Despite all of this, I am proud of how our church community, church council, staff, and our many ministries were able to learn from the lessons of 2020 and adapt into a new world. A solid pastoral leadership team along with the guidance of our Director of Music and Director of Child Life Ministries allowed us to expand and grow our ministry in new ways. Our Stewardship Team looked towards new philosophies to accomplish the goals of St. Luke’s and executed their plan beautifully.

This past year afforded us the opportunity to complete the work on St. Luke's constitution and bylaws, which brought clarity to the roles and goals of our many committees and ministries. Our Personnel Committee was able to update our personnel policies to meet the needs of our diverse staff. We were able to complete, thanks to our Facilities and Maintenance team, many large projects; some of which were expected and some that were surprises. Our Child Life Ministry team continues to offer superior support for more than one hundred working families within our community. Other committees and teams, from Decorating to Hospitality to Finance to the Alter Guild, Ushers, and countless others continue to elevate the ministry of St. Luke's to new heights.

On top of everything this church accomplished under continued duress, we still celebrated our first 100 years of ministerial excellence within Waukesha. This may not have occurred as we hoped, but thanks to the countless volunteer hours of so many dedicated St. Luke's members, we still celebrated!

We continue to live in an imperfect world that is undergoing dramatic political, theological, and secular shifts. Those that left St. Luke's or organized religion in 2020 and 2021 for any number of reasons may never return. Habits broken may be broken permanently as we face a new age of social interaction. Our Lutheran heritage may be as strong as ever, but how we express that Christian viewpoint within and without the community must change.

The Church was already undergoing significant disruptive change prior to the COVID-19 pandemic. But, this pandemic has driven this transformation faster than expected. St. Luke's, along with our local and national synods, and our other brothers and sister in Christ, are seeing those shifting changes. It makes us uncomfortable. But we have to accept that the church is shifting. We must continue to change and adapt to our new world.

This has happened before and it will happen again. Such changes aren't new though they may be new to some of the generations within our walls. Hymn 652 from the LBW reminds us that "built on a rock, the Church shall stand." This is more true, and more necessary than ever before.

In our 100th anniversary celebration we remembered our glories past and perhaps we mourn changes from that time. We mourn a time of Sunday school and discipleship training classes at full capacity. A time of easy stewardship drives and growing membership. A time when a little red brick church could foresee a massive growth in membership, capacity, and worship space with a large downtown building that welcomes the community of Waukesha regardless of race or wealth.

Change is everywhere and ever present. Our job, as leaders and members of St. Lukes, is to position the Church to adapt dynamically with changes we see within the world around us. On our Rock of Faith our mission statement remains true. We are "Helping people make life-changing connections with God through Jesus Christ." This is as true now as it was one hundred years ago.

Mark 13 (1-8) doesn't show us that changes or difficulties are the end; rather, they are but the beginning of things to come. Don't fear trouble or challenges, but trust that Christ will come and make all things new. The day of the Lord will come, but we don't know when. These shifts are continued signs that new life is still coming. We are expectant people of Christ looking forward to the day the Lord will come.

How do we wait, though, when we wish things were different? We wish and pray that everything will go back to "normal." We don't want to wear masks. We don't want to worry about a stranger, neighbor, or family spreading a life threatening disease. We want to casually interact with anyone and everyone without having to constantly assess what it means to love our neighbors in a time of pandemic. We want to believe our healthcare system is strong and not at the brink of breaking. We just want to relax and trust that everything is fine.

But, to wish for the past means we are not understanding our present or looking to how we will successfully fit within the future realities of our world. Where does our theological tradition fit now and in the future of Waukesha, the United States, or with our Christian colleagues throughout the world? We love our neighbor which, according to Martin Luther, means that we always look out for their wellbeing. But this challenges and contradicts our feelings about personal freedoms that we jealously guard despite our Christian values.

We must continue to work together to make life changing connections to God through Jesus Christ. We must recommit ourselves to being the Church in our community. We wait with hope without wavering (Hebrews 10:11-25). We encourage and live for one another as we wait. We do not merely tolerate our neighbors but truly love and advocate for their well being even if it means we must endure discomfort.

During times of change we recommit ourselves to being the Church regardless of our location. When we do this, we are the Church at its best. We love each other and serve one others. We shift our focus from inward to outward so we can truly love those around us. We have a Christian duty and responsibility to keep those around us safe, fed, warm, and provided with minimum human dignity.

Together, St. Luke's will adapt to this ever changing and broken world, working as we always have to improve the lives of those other than our own.

God's Peace and Blessings to you All,

Eli Larson, DVM, MS - Council President

## **Minutes: Annual Meeting, February 21, 2021**

- **Welcome and Introduction to Zoom and the rules** - Provided by Eli Larson prior to calling the meeting to order.
- **Call to Order** - At 11:45 am the meeting was called to order by Congregational Council President, Eli Larson. The Zoom meeting was attended by 42 voting members of St. Luke's Lutheran Church.
- **Council Members Present:** Eli Larson, Bill Oliver, Tim Grove, John Lindberg, Jim Kieso & Laura Cameron
- **Opening Devotion** - Pastor Jordan lead the opening devotion and prayer
  - Eli then gave duties of running the meeting to Bill Oliver, Congregational Council Vice President, as Eli and Pastor Jordan were going to monitor the Zoom meeting and deal with any technical issues.
- **Approval of Agenda and Minutes**
  - Vice President Oliver presented the annual meeting minutes of the February 16, 2020 (pages 30 - 31 of the Annual Report) along with the annual meeting agenda for February 21, 2021 (page 4 of the Annual Report) as written in the annual report for approval.
    - This comes to the floor moved and seconded by the Church Council to approve the minutes of the February 16, 2020 meeting and the February 21, 2021 agenda as presented.
    - Offer opportunity for discussion - pause 120 seconds
    - Call for unanimous consent.
    - Pause 120 seconds for the opportunity to object
    - Motion approved.
- **Report of the Nominating Committee**
  - **Elections**
    - Vice President Oliver read aloud the nominations
      - Congregational Council for a term of 3 year - Anne Marie Vassalotti, Brian Edlbeck & Dayna Bjerke
      - Congregational Council for a term of 1 year (youth representative) - Nora Cerroni
      - Finance Committee - John (Jack) Tans
      - Nominating Committee - Anne Erke & Fran Parson
      - Personnel Committee (term of 3 years) - Michelle Bedalov & Laura Tank
      - Personnel Committee (term of 1 year) - Eileen Kron
      - Endowment Committee - RJ Hilderan & Diane Voit

- Ask 3 times if there are any other nominations
- Vice President Oliver called for a motion to cast a unanimous ballot for the nominees as presented by the Nominating Committee.
- Call for a motion: Sue Wallenslager
- Call for a second: Sandy Hendricks
- Pause 120 seconds for the opportunity to object
- Motion approved.

- **Old Business**

- Review of 2020 Financial Report
  - Refer members to the Annual Report pages 41 & 42
  - Ed Rather provided the following overview of the 2020 Financials - We were impacted greatly by the pandemic and the PPP (Payroll Protection Plan) allowed us to keep all staff in place. Ended with a fairly strong year with only a slight deficit of \$17,459. The Building Fund/Sanctuary Renewal is on track to finish up this spring. Thank you to everyone who has provided their financial support.
- Review of Annual Committee Reports
  - Refer members to the Annual Report and opened for questions
  - Ann Grove provided an overview of the revamped Scholarship program that the Endowment Committee worked on this past year. This is a long standing program at St. Luke's but needed some updating and was renamed the Centennial Fund Scholarship. There will be 6 scholarships of \$500 each granted.

- **New Business**

- Proposed 2021 Spending Plan (page 43) - Ed Raether stated that due to the successful stewardship campaign that we saw a 50% increase in pledging, which is great news! Thank you to everyone for continuing to support the church during these crazy times.
  - This comes to the floor moved and seconded by the Church Council to approve 2021 Spending Plan.
  - Offer opportunity for discussion - pause 120 seconds
  - Call for unanimous consent.
  - Pause 120 seconds for the opportunity to object
  - Motion approved.
- Council Vice President Oliver asked for any further new business or questions. None offered.

- **Adjournment** - Vice President Oliver - announced that we are adjourned

- **Closing Prayer** - Pastor Bogie

Respectfully Submitted,  
 Laura Cameron  
 Acting Secretary

## **Minutes: Congregational Meeting, December 12, 2021**

- Opening prayer
- Call to order
- Introduction: purpose of meeting is to approve the proposed changes to our governing documents. These are summarized in the Executive Summary document which has been available in the newsletter and online. The entire governing document has also been available online and at the welcome stations. If approved, these documents will be ratified at the Annual Meeting in February.
- Motion to approve the governing documents for St. Luke's
  1. Debbie Knee
  2. Diane Voit
- Any discussion on this motion?
- Vote
  - Motion passes
- Adjourn
- Closing prayer

## **2021 Highlight Summary of Council Action**

March – Retreat

April –

1. Approved stewardship campaign
2. Approved purchase of recording equipment for live-streaming services

May –

1. Approved pictorial directory
2. Approved replacing HVAC system
3. Updated language of “no raises” to “no merit based raises” to allow for title changes, etc.

June –

1. Approved new camera and security system
2. Approved updated worship schedule

July –

1. Approved Capital Campaign
2. Approved locking policy
3. Approved new dishwasher purchase

August –

1. Approved offering staff insurance option through ELEA

September – no noteworthy changes

October –

1. Approved updated Governing Documents & will move to the floor of the congregation
2. Approved 6 Confirmands
3. Approved CLM Compensation package

November –

1. Approved the Sick Days policy
2. Approved the Gift policy

December –

1. Approved an offering for a congregation family affected by the parade tragedy

January –

1. Approved 2022 Spending plan
2. Approved Lenten Worship schedule

Every Month –

1. Approved Meeting minutes, agendas, finance reports.
2. Discussed & Updated COVID Protocols

## **Endowment Committee**

St. Luke's Endowment Fund provides an excellent opportunity to fulfill our mission of Connecting, Growing, and Serving. The Endowment Committee distributes money from the fund to local and global charities and provides scholarships to St. Luke's members who are attending college or seminary. Many thank yous for St. Luke's generosity have been displayed on the bulletin board by the parking lot entrance.

The Endowment Fund is managed by Scott Heins, Certified Financial Planner with Investors Advisor Group (IAG). The four-year average fund balance for 2021 was \$636,481 subject to a 4% distribution rate. For 2021, \$31,030.88 was available for distribution including \$5,571.62 carryover from 2020. The funds were disbursed to:

Whittier Elementary School and Blessings in a Backpack  
Food Pantry of Waukesha County  
The Women's Center  
Hebron House of Hospitality  
Literary Council of Greater Waukesha  
Habitat for Humanity of Waukesha County  
Lutherdale Bible Camp  
SOPHIA  
Youth Trip to Milwaukee  
National Alliance on Mental Illness (NAMI) of Waukesha County  
ERAs Senior Network  
Greater Milwaukee Synod Outreach for Hope

Waukesha Free Clinic (formerly St. Joseph's Medical Center Clinic)  
The Hope Center  
Waukesha County Community Dental Clinic  
Salvation Army  
Greater Milwaukee Synod Mt. Meru Partnership Committee

Spring 2020 \$250 college scholarships sent to:

Anna Bedalov (Valparaiso Univ, semester 8)  
Alex Armstrong (Concordia Univ, semester 6)  
Ben Armstrong (Concordia Univ, semester 6)  
Kayla Wilson (Bethany Lutheran College, semester 4)

New Full-Year St. Luke's Centennial \$500 Scholarship Recipients who applied by May 1, 2021 were recognized at the worship service in the park in June:

Colbey (CJ) Grisar (Drake Univ)  
Maddie Thorstad (St. Norbert College)  
Joshua Geibl (UW-Milwaukee at Waukesha)  
Callen Mollet (UW-LaCrosse)  
Janaka Subotnik (Carroll University)  
Kayla Wilson (Bethany Lutheran College)  
Olivia Bogie (UW Milwaukee at Waukesha)

Thank you to the members of the Endowment Committee who made these important decisions and established the new St. Luke's Centennial Scholarships program: Bill Oliver, as Vice President of the Congregation Council, and attending members: Ann Grove, RJ Hildebran, Mike Cameron, and Mark Bjerke. Sincere thank you to our Financial Administrator Cindy Maigatter. Gratitude also needs to be expressed for the work of the Governing Documents Subcommittee of the Congregation Council and Pastor Lindsay Jordan for their work to update the congregation's constitution and to Ann Grove and the Stewardship Committee for drafting a new Gift Policy for St. Luke's.

Respectfully submitted,  
Diane Voit, Endowment Chairperson

## **Facilities and Maintenance Committee**

The Facilities & Maintenance Committee continues to be an active team of dedicated members of St. Luke's who work in tandem with custodial staff and The Amigos who are a dedicated group of volunteers with unique skills and life-experiences.

The Facilities & Maintenance Team focuses on handling many of the issues in caring for/maintaining our building and property. For those projects deemed too large to be handled by our Amigos, proposals from outside contractors are requested. Upon recommendations

from the Finance Committee including funding and final approval by the Congregation Council, the projects are carried out.

Year 2021 was an extremely busy year with some major capital projects, some of which had been deferred. The major projects included the following:

- Added pencil/note pads in the pews-\$600
- Purchased/installed a large canopy over the rear stairs-\$7,500
- Replaced the water faucets in seven sinks with automatic shut-off faucets-\$2,338
- Replaced the three outside hose bibs-\$2,375
- Replaced the asphalt roofing in the Bell Tower-\$3,880
- Purchased/installed two new boilers-\$25,776
- Purchased/installed new 10-ton AC unit serving Cloninger Hall-\$16,021
- Purchased/installed new 15-ton Split System HVAC Unit in Sanctuary-\$30,381
- Purchased/Installed new Dishwasher in kitchen-\$30,000
- Purchased/Installed Carrier BAC net Zone Software System-\$45,761
- Master Security System throughout CLM and ground level-\$64,726.77, with Grant Funding covering the entire cost.
- Replaced defective Expansion Tank in Boiler Room-\$3,285
- Replaced back-flow gas piping-\$805

For replacing the air conditioning systems, we have received rebates from Focus on Energy for \$2,992.50, and another \$2,394.00 rebate for the two boilers; the two rebates total \$5,386.50.

As part of replacing the dishwasher and installing a new larger drainpipe in the floor, we were able to eliminate a grease trap in the floor which will save us about \$1,100 for annual cleaning.

For the past 10 years, Cintas has been providing all our janitorial and paper products, cleaning supplies and related items. The monthly cost was around \$1,100 and we were not pleased with the service and some products which did not meet our needs. Effective March 9, 2022, we will cancel this contract with Cintas and proceed with purchasing our products directly or finding new providers. We expect to reduce our monthly expenditures by 40%.

Possible capital projects for consideration for the next 1-3 years are as follows

- Possible purchase of a used floor cleaning machine-Est. cost ranges from \$1,200-\$2,000.
- Complete renovation of lower kitchen to “commercial status”-Est. cost-\$100,000-\$150,000.
- Possible purchase/installation of a divider wall in Cloninger Hall-Need to obtain estimate

St. Luke’s ongoing and weekly maintenance work carried out by The Amigos is highly unusual and their work saves us tens of thousands of dollars every year. We thank them for what they do week after week. Over the course of this year, due to some pandemic effects, The Amigos expended only about 1,090 hours of work, compared to about 2,000 hours in a normal year. We also thank the custodial staff for their efforts as well.

#### Projected Ongoing Maintenance Projects Carried Out by The Amigos Weekly/Monthly

- Install soffit vents on exterior of church and flashing repairs on roof
- Routine maintenance of heating system
- Touch-up painting and tuck-pointing as required
- Repair leaking pipes and clear slow running drains as needed
- Repair Child Life Ministries toys and desks and assemble new items
- Service electrical issues as needed
- Service and oil heat pumps twice per year
- Monthly testing of boiler water for Ph levels 35
- Monthly testing of fire extinguishers, emergency lights and exit lights
- Mark all receptacles with reference to respective distribution panels
- Yard work including mowing, trimming, etc.
- Clean, drain and refill Baptismal Font
- Update exterior lighting to LED

We thank the Facilities & Maintenance Team including Pastor Jordan, Pastor Bogie, Debbie Knee, Kathy Pederson, Ron Staub, Mark Bjerke, and Ron Pederson for their dedication and expertise in overseeing our projects and related activities. We also extend our gratitude to Keith Jurkowski who provides oversight and technical support to our committee and to The Amigos for their activities, along with Brian Farrell who provides technical assistance and help with our WI-FI system and related internet service.

Mark Bjerke has joined the committee mid-year and after many years of service, Ed Raether will step down and retire at the end of the year. He will be replaced by Don Grossman and Keith Jurkowski, each for a three-year term.

Respectfully submitted,  
Ed Raether, Chair

### **Personnel Committee**

We would like to thank and acknowledge everyone working at St Luke's for another year of success in the face of tremendous challenges and changes. Another year of COVID has asked many of them to take on new tasks or change how each did their job. We have remained open to serve our members and families to provide some normalcy to our children and members. Everyone has worked together to ensure that St Luke's and CLM have continued to make positive impacts in the lives of everyone they serve.

A few highlights on some of the activities our committee completed this year. The employee handbooks for St Luke's and Child Life Ministries were updated. Through our association with childcare centers we were able to begin offering vision and dental insurance starting in 2022. We are working on updating the job descriptions for most of the staff positions. St Luke's has a strong team working hard to serve God's missions. God's Peace

Personnel Committee

## **Stewardship Committee**

The Stewardship Committee, under the leadership of Pastor Jordan and Pastor Bogie, began the planning for the 2022 stewardship appeal campaign using The Stewardship For All Seasons Handbook.

This was the second year in which our members were dealing with the pandemic and church attendance was still an issue for some of our members who did not want to attend worship services for most of the year. We ended the year with masks being required for all worship services and meetings in church. The pandemic continued to be challenging for conducting a successful stewardship campaign.

In Every Age was the theme for our 2022 stewardship appeal. Monthly meetings began in January and were held throughout the year leading up to members submitting their Statements of Intent on Saturday/Sunday November 20/21, 2021.

The goal of the stewardship appeal was to increase gifts and offerings by \$75,400 in 2022, or a \$1,450 increase in weekly offerings. This included \$22,700 for Strengthening People's Faith, \$22,700 for Accompanying People, and \$30,000 for Investing in Our Staff. We also received a challenge grant of \$5,000 which would be released when 50% the congregation returned their Intent Statements, meaning that we needed 107 Intent Statements.

We had three Temple Talks in October/November leading up to Appeal Commitment Sunday, November 20/21, 2021, along with several mailings about the campaign to 650 Households or Giving Units.

Our 2022 stewardship campaign has been completed and we extend our sincere thanks to 194 giving units who returned their Intent Statements or entered their intent online. Of the 194 giving units, 82 increased their annual giving!! Since we exceeded our goal to receive at least 107 Statements, the \$5,000 challenge grant generously initiated by one of our member couples was released to the general fund.

As an incentive to members turning in their Intent Statements on November 20/21, we gave each Household who turned in their Intent Statement brownies and doughnuts. We saw many happy faces as they took their treats home.

The stewardship campaign had three goals and unfortunately, we did not meet any of them. We had hoped to see pledges that provided for an increase of our general fund giving to a level of \$1,450/week, for strengthening people's faith, for accompanying people, and for investing in our staff.

As of now our total pledges amount to \$463,705 or \$1,041.25/ week. The good news is that we almost matched last year's pledged total of \$466,240 with 19 fewer pledges. This shortfall severely impacts not only our plans to move ahead with our three goals, but also effects our ability to meet our annual budget. We are hopeful and pray that the non-pledging Giving Units will provide the additional offerings to our general fund to get us to the \$1,450/week that we

need to fund all our programs. It should be noted that 116 Households who did not make a pledge in 2020 gave \$53,002 through October, or an average of \$457/Household.

We are grateful to all our members who continue to support our mission and programming with their respective offerings, regardless of the amounts. Please remember that “God Loves a Cheerful Giver”. Being generous is a wonderful trait and we continue to be amazed at all the generous givers who have supported our programs in 2021 with additional gifts.

The Stewardship Team invites all of you to grow in giving, so that we can grow into the future of God’s mission in Waukesha. Give generously. Give proportionally. Give of yourselves, your time, and your talents. Engage in our ministries. Through us, God’s love is poured out into the world. Currently, giving to our General Fund must increase to support our programs and staffing. Please remember that the offerings we make to God are used to reach far and wide.

As a part of our 2022 Stewardship Campaign along with our giving to the General Fund, we have noted that 122 Households or Giving Units have not made any financial contributions to St. Luke’s in 2021. We are uncertain if they are still active members of St. Luke’s, and we will follow up with these members to determine their status and try to understand why they are not willing or able to support our mission and programs.

The Stewardship Team would like to thank Pastor Jordan and Pastor Bogie for their inspiration and leadership and to one of our members who graciously paid the fee of \$1,850 for the use of the Stewardship for All Seasons Synod sponsored program. Also, thanks to Jennifer Dopke and Robbin Krueger for managing the letters and brochures for mailing, to Cindy Maigatter for putting together financial data and processing the Intent Statements. In addition, thank you to Pastor Sandy Chrostowski, Ann Grove, Chris Jackson, Laura Cameron, and Jack Tans for their respective leadership and countless hours they spent on making our stewardship program a success.

Respectfully Submitted,  
Edward W. Raether and Jack Tans, Co-Chair

## **Capital Campaign**

Originally, the campaign to reduce debt or capital campaign was scheduled for the fall of 2021, but for several reasons, including our 100<sup>th</sup> anniversary celebration, the fall Stewardship Program and the seemingly never ending pandemic, we decided to postpone it until the spring of 2022.

We have had two previous successful capital campaigns and have raised almost \$1.7 million to reduce mortgage debt to about \$1.4 million. The third campaign is planned to eliminate the current mortgage debt. The reduction of debt is important for us because when our debt is eliminated the church will have almost \$100,000 each year to better fund our church mission.

In summer 2021 a Steering Committee was formed to plan and carry out the capital campaign, and we made good progress in planning, approving a consulting group and building several

committees to carry out this work. We hope the path is now clear and we can move ahead with confidence that our plans can be completed.

Early in our planning, we named this new effort “*New Life Rising*” because it represents how St. Luke’s congregation that has diligently worked to respond to our Lord’s call to spread His word within and beyond our church.

In January 2022 our campaign will continue with planning meetings, temple talks, bulletin inserts and letters to inform you of all the campaign details. The Commitment Weekend will be May 21<sup>st</sup> and 22<sup>nd</sup> at which time we will ask you to make a three year commitment to the program.

Bless all that is good,  
Jack Tans and Mark Bjerke Co-chairpersons for the Capital Campaign

## **Nominating Committee**

The following have been nominated to serve on the **Congregation Council** of St. Luke’s Lutheran Church for a term of three years. (Elect 3)

Ashley Bregantini (2nd term)  
Bob Riedel  
Don Grossman

The following has been nominated to serve on the **Congregation Council** of St. Luke’s Lutheran Church for a term of one year. (Elect 1)

Natalie Warnes

The following have been nominated to serve on the **Endowment Committee** of St. Luke’s Lutheran Church for a term of three years. (Elect 1)

Eli Larson

The following have been nominated to serve on the **Finance Committee** of St. Luke’s Lutheran Church for a term of three years. (Elect 1)

Jenny Thorstad (2<sup>nd</sup> Term)

The following have been nominated to serve on the **Personnel Committee** of St. Luke's Lutheran Church for a term of three years. (Elect 2)

Beth Warnes  
Pending

The following have been nominated to serve on the **Nominating Committee** of St. Luke's Lutheran Church for 2022. (Elect 2)

Mark Rohrwasser  
Pam Olson

The following have been nominated to serve on the **Stewardship Committee** of St. Luke's Lutheran Church. (Elect 6)

Diane Voit  
Jack Tans  
Sharon Wood  
Julie Doepke  
Pending  
Pending

Submitted by 2021 Nominating Committee

**Fran Parson**  
**Anne Erke**  
**Chris Jackson**

**Pastor Lindsay Jordan**  
**Eli Larson**  
**Sharon Wood**

## **2021 Financial Report**

### THOSE WHO SERVED:

Treasurer:	Laura Cameron	
Financial Secretary:	Cindy Maigatter	
Chairman Finance Committee:	Brad Skogman	
Finance Committee Members:	Ed Raether	David Clark
	Robbin Krueger	Harold Bloch
	Jenny Thorstad	Pastor Lindsay Jordan
	Jack Tans	

### 2021 FINANCIAL REPORT:

St. Luke's continues to feel the financial impact from the pandemic with General Contribution giving down throughout the year. Nonetheless, we ended with a very strong December with an overwhelming response to the 100<sup>th</sup> year milestone gift matching challenge for the General Fund. CLM had a very successful year, bouncing back from last year's restricted classroom sizes. In addition to effectively managing their programming, CLM was able to secure \$141,150 in grant funding from the Department of Children and Families to cover incentive pay programs, continuing education, heightened safety measures, and enhanced classrooms. New cameras, a new CLM office, and secured entrances were all added thanks to the funding from this program. The grants allowed us to provide safe, dedicated care to our staff and families without any financial burden.

We are happy to report that we ended the year with a surplus of \$24,500. However, the pandemic continues to add challenges for both the church and CLM. In 2022, giving to the General Fund will need to increase consistently to fund planned staffing or St. Luke's risks returning to a deficit.

Giving to the Sanctuary Renewal / Building Fund continues to be strong as we look ahead to the next Capital Campaign.

General Fund

	<u>2021</u>	<u>2020</u>	<u>2019</u>
General Income	629,645	549,555	623,841
General Expenses	674,469	712,495	736,346
Miscellaneous Income - Church & CLM		157,410	
Miscellaneous Income - CLM	7,521	51,829	
CLM Income	823,571	608,125	740,834
CLM Expenses	761,807	671,884	711,522

Building Fund / Sanctuary Renewal

Building/Sanctuary Income	232,700	216,163	188,660
Building/Sanctuary Expenses	295,996	219,451	195,214
Payments on Principal	300,831	57,612	154,450
Mortgage Balance	1,372,899	1,673,730	1,731,342

Memorial Fund 226,621

Endowment Fund

Total Assets	760,665		
Restricted Fund/Orig. End	398,082		
Unrestricted Funds	<u>362,583</u>		

\*A complete report is available in the church office upon request.

# Spending Plan 2022

## ST. LUKE'S LUTHERAN CHURCH 2022 FINANCIAL PLAN

	2021 <u>Actual</u>	2022 <u>Proposed Plan</u>
<b>MINISTRIES</b>		
<b>Connecting</b>		
Worship and Music	16,212	16,350
Fellowship	329	600
	<u>16,541</u>	<u>16,950</u>
<b>Growing</b>		
Learning	4,367	5,550
Youth	1,677	1,600
	<u>6,045</u>	<u>7,150</u>
<b>Serving</b>		
Benevolence Ministries	53,897	54,000
Community	11,388	11,650
	<u>65,285</u>	<u>65,650</u>
	<u><b>87,871</b></u>	<u><b>89,750</b></u>
<b>MINISTRY SUPPORT</b>		
Stewardship	3,414	3,450
Facilities	87,946	92,835
Administration	36,566	38,500
<b>Ministry Team</b>		
Salaries	279,263	299,987
Benefits	111,176	113,464
Allowances	68,232	72,901
	<u>458,671</u>	<u>486,352</u>
	<u><b>586,597</b></u>	<u><b>621,137</b></u>
<b>CHILD LIFE MINISTRIES</b>	<u><b>761,807</b></u>	<u><b>818,762</b></u>
<b>MINISTRIES</b>	<b>87,871</b>	<b>89,750</b>
<b>MINISTRY SUPPORT</b>	<b>586,597</b>	<b>621,137</b>
<b>CHILD LIFE MINISTRIES</b>	<b>761,807</b>	<b>818,762</b>
<b>TOTAL FINANCIAL PLAN</b>	<u><u><b>1,436,274</b></u></u>	<u><u><b>1,529,649</b></u></u>

## In Memoriam

“Now, Lord, You have kept Your promise, and You may let Your servant go in peace. For my own eyes I have seen Your salvation, which You have made ready in the presence of all people. I am the Resurrection and the Life. Those who believe in me, even though they die, will live, and everyone who lives and believes in me will never die.”

With gratitude we remember the following who have been called to the Church Triumphant during the past year:

### St. Luke’s Members:

Gary Kolstad	Rev. Joan Jacobson-Wolf	Janet Kleist
Howie Christenson	Keith Fuchs	Richard Bickett
Kenneth Mueller	Chuck Stern	John Johnson
Gerald Fehrman	Clarence Stoel	Carol Jorvig
Norma Scherrer	Bill Douglas	
Ruthann Shields	Audrey Clemans	

### Friends of St. Luke’s:

Henry Teuteberg	Sharon Romberg	Steven Stolpa
Janice Brackken	Jeffrey Katzner	Scott Hendrickson
Brian Farrell	Roberta Olson	Lois Manicke
Nicholas Hilt	Sharon Stolpa	

## 2021 Monthly Mission Envelopes

- January     **Lutheran Disaster Response:** This organization of the ELCA brings God’s hope, healing and renewal to people whose lives have been disrupted by disasters in the United States and around the world. In 2018 Lutheran Disaster Response provided ongoing assistance to those affected by wildfires, hurricanes, tsunamis, flooding, earthquakes, drought, war and conflicts.
- February    **Whittier School Partnership and Blessings in a Backpack Program:** St. Luke’s has a great relationship with Whittier Elementary School. Prior to COVID, people from St. Luke’s were in the school building on a weekly, and almost daily basis. We partner with Blessings in a Backpack to provide take-home meals to Whittier students and families, supplying food over weekends when students do not have access to school breakfast or lunch.
- March       **Hope Center:** St. Luke’s supports Hope Center each month with \$400. All gifts will help offset this amount from our General Fund.

- April      **Tanzania Partnership:** We give thanks for our Tanzania partnership and offer our gifts to continue to support eight congregations. We support them through prayer, through learning, through relationship building and through financial assistance as well.
- May        **ERAs Senior Network:** St. Luke's supports ERAs with \$300 per month. All gifts will help offset this amount from our General Fund.
- June       **Lutheran World Relief:** Financial gifts are sent to Lutheran World Relief to support the purchase and shipping of extra blankets and quilts in addition to the many made by the Needle and Thimble group.
- July        **Lutheran Social Services of Wisconsin and Upper Michigan:** LSS empowers people to live their best lives by offering a path to recovery from addiction or mental illness, a home that's safe and affordable, a family to thrive in, independence and a life that is truly their own.
- August     **Seminaries of the Church:** Luther Seminary and Wartburg Seminary
- September **Healing Hearts:** Healing Hearts of Waukesha County offers a peer-to-peer support program for children and teens, ages 4 through 18, who are grieving the loss of a loved one due to death, divorce, separation, incarceration, military deployment, or immigration.
- October    **Tanzania Partnership** (*see above*)
- November **ELCA World Hunger & Waukesha Food Pantry:** During the month of Thanksgiving we are motivated to share a portion of the gifts we have received from God with others so they too receive the gift of food. The ELCA World Hunger program is highly regarded in its effectiveness of its ministry as is the Waukesha Food Pantry in its ministry to Waukesha residents.
- December **St. Luke's Endowment Fund:** The Endowment Committee distributes money from the fund to local and global charities and provides scholarships to St. Luke's members who are attending college or seminary.

## 100<sup>th</sup> Anniversary Committee



### Celebrating St. Luke's 100<sup>th</sup> Anniversary

Many wonderful things were planned and accomplished under the leadership of the Anniversary Planning Committee since January 2020 via Zoom meetings and committee work in **celebration of St. Luke's 100<sup>th</sup> Anniversary!**

Here are some of the highlights of the 100<sup>th</sup> anniversary celebrations:

- Our anniversary logo and banners were designed, and the logo was included on St. Luke's face masks and spirit wear available for purchase. Limited edition St. Luke's commemorative clocks were also crafted by Jim Kieso.
- Former pastors and Sons and Daughters of St. Luke's Lutheran Church were invited to serve as guest preachers.
- A weekend of festival worship services was held August 28<sup>th</sup> and 29<sup>th</sup>. The Celebration Dinner and Hospitality Committee provided re-packaged cookies with 100<sup>th</sup> anniversary logo stickers for all attendees.
- St. Luke's was a part of Waukesha's 125th anniversary "Waukesha Unlocked" tour on Saturday, October 9. Members served as guides for a tour of St. Luke's and Child Life Ministries as they celebrated their 25th Anniversary.
- The Music Committee commissioned a hymn by David Cherwien for our 100th anniversary. It was featured at the Centenary Hymn Festival held November 14.
- 500 commemorative St. Luke's calendars for 2021 were sold/gifted to members and friends.
- 100 Anniversary clocks were commissioned and 50 have been sold to date.
- Special 100 Ways to Celebrate raised \$25,288 for new paraments, scholarships and the Endowment Fund.
- Portraits were taken in early November to be included in an updated pictorial directory which will be published in summer 2022.

Thank you to all those who contributed to our year-long festivities. We celebrate our rich history and await the bright future of St. Luke's Lutheran Church always knowing we are "Fed at God's Table."