



# 2024 Annual Report

Prepared for the Annual Meeting, February 9, 2025

St. Luke's Lutheran Church  
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# Agenda

February 9, 2025

Call to Order

Opening Prayer

Approval of Agenda and Minutes

Minutes: Annual Meeting: February 11, 2024 (pg. 21)

Report of the Nominating Committee

Election of New Members to the Congregation Council

Old Business

Review of 2024 Financial Report

Review of Annual Committee Reports

New Business

Proposed 2025 Spending Plan - Brad Skogman

Adjournment

Closing Prayer

# Mission, Vision, and Values

## 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,

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

## Senior Pastor's Report

*Simon answered, "Master, we have worked all night long but have caught nothing. Yet if you say so, I will let down the nets." <sup>6</sup> When they had done this, they caught so many fish that their nets were beginning to break. <sup>7</sup> So they signaled their partners in the other boat to come and help them. And they came and filled both boats, so that they began to sink.*

*Luke 5:5-7*

Dear Siblings in Christ,

God is blessing us as we enter into a new year of ministry. We have confidence that there's good fishing ahead, so we cast our nets where God calls us to throw them. And we do this together, as a community of faith rooted in Waukesha.

The net is cast first and foremost through our weekly worship experiences. Our time around the altar continues to be the center of all we do. We cast these nets by proclaiming Christ crucified and resurrected, the one who saves us from sin, death, and all forms of evil. We proclaim this through faithful preaching and by sharing a meal that is eaten with opened ears that receive the words of Christ and believe them to be true: This is my body and blood given and shed for you for the forgiveness of sin. We believe that as God forgives sin, God also brings life and salvation.

2024 was a great year for our faith community. (I write this paragraph each year.) We worshipped regularly, walked with many families in times of joy and sorrow. We strengthened families through CLM and freed up the gifts of parents so that they can impact the world as they live out their vocations in our community. We continued to grow our influence with children, youth, and families.

A quick look at our financial reports shows that we had a strong financial year in 2024. We finished the year in the black. This is in large part due to the generosity of our members and the strong year had by Child Life Ministries. We continue to carefully examine expenses of the church to make sure that we are faithfully using the gifts God provides us. We restructured aspects of our financial reporting to give us a clearer picture of what we are doing each month.

God calls us to remember God's mission in and through St. Luke's and to recommit ourselves to being people whose lives are changed by the connections God makes with us in worship and in this community. The more we worship together, the more we impact one another and the community around us. The more we take the sacrament together, the stronger we become in our Christian ministry.

As you read the pages of this report, you will see glimpses of the impact that we have in ministry. We proclaim Jesus through many things: worship, funerals, Christian Education, and so much more. We live out the mission of Jesus by engaging the world.

I am thankful for the six years of ministry we have done together in the name of Jesus Christ. I appreciate the love and support you show me, the staff, and each other. We are known to be followers of Christ through our love.

I am also thankful for our staff. They continue to do an excellent job of leading our ministries and encouraging us to be involved.

- We said farewell to our Associate Pastor, Steve Bogie, in August and celebrated the gift he was to us.

- We welcomed Pastor Maren Hooper as Interim Associate Pastor. She fits right into the team, and we are thankful for her pastoral leadership as we navigate the questions about how best to move forward in ministry.
- Michael Schaner continues to serve us as a dynamic and talented musician. He is a critical member of the staff – he works hard with us to ensure that the ministries of this church – not just music ministries – flourish.
- Tonia Rice continues to serve us beautifully in the office as our Administrative Assistant. She is a very dedicated part of our ministry team who cares and attends to the needs of the congregation. The chair she fills is an important one. She touches many aspects of this congregation's life.
- Cindy Maigatter faithfully leads our financial ministries. She keeps our books, pays our bills, and helps us flourish. She is a joy to have on staff, and a very competent leader.
- Laurie Rohrwasser shepherds our prayer and care ministries. She helps us look after people and blesses others through her work.
- Cari Thompson, our Youth Director, is a beloved figure in this church. She works diligently in the areas of youth ministry. I am proud of the work she is doing with our youth – she cultivates them to make faith a priority while providing places of belonging and love.
- Courtney Stangl and Liz Anderson continue to lead our CLM ministries very effectively. These ministries make such an impact in the lives of people around us – we help children, and their families connect with God through Jesus Christ every day!
- The work of our custodians continues to provide a clean a safe environment for our community. Mikey Schubert, our Head Custodian, works diligently to clean and maintain our facility. He is supported in this work by our Evening Custodian, Serenity Romero. They do excellent work at keeping our facilities welcoming!

I am also thankful for the many volunteers and leaders of the congregation who work together to help this church flourish. We have several teams of people at work behind the scenes, doing good work for the sake of God's mission.

Finally, I extend gratitude to the people of St. Luke's. I feel your prayers and know your love. I see the ways you work 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

## Interim Associate Pastor's Report

*"First, I thank my God through Jesus Christ for all of you,  
because your faith is proclaimed throughout the world."  
(Romans 1:8)*

It has been a joy stepping back in to serve among you all as Interim Associate Pastor during this time of transition. (As many of you recall, I was also here as a Bridge Pastor for a few months in 2020 before Pastor Steve Bogie arrived.)

St. Luke's is a "happening" place: if you take a look at the master calendar, there is something going on pretty much every day of the week! It is not busy-for-the sake-of-being-busy; rather, each event on the calendar reflects a unique way in which people of all ages can both grow in faith and reach out in service.

I enjoy working with Pastor Jordan and all the staff as we plan and lead worship, minister to all ages, and reach out to the community.

As your Interim Associate Pastor, here are a few areas of my particular oversight:

**Sunday School** – work with the Sunday School team and teachers to provide meaningful Christian education and formation for our youth

**Stewardship** – work with the Stewardship Team in the planning and carryout of the Fall Campaign, as well as oversee opportunities for year-round stewardship education

**Adult Education** – facilitate and lead the weekly Search Bible Study group

I also enjoy getting out to make visits and regularly participate in collegial events like our synod cluster/conference gatherings and more.

In 2025, I look forward to participating in an ecumenical clergy group called Companions in Ministry (CiM). CiM is run through Marquette University, underwritten by a generous Lilly Endowment. The program provides opportunities for pastors to build peer relationships across diverse backgrounds. CiM aims to enhance the well-being of pastors through monthly gatherings centered around spirituality and leadership.

As we enter 2025, I look forward to getting to know you all better as we love and serve, making Jesus known in word and in deed.

God's blessings always,  
Pastor Maren Hooper

## Care & Prayer Ministries Report

Dear Brothers & Sisters in Christ,

2024 brought another year of growth for Care and Prayer Ministries. Several of these ministries can be done from just about anywhere. Please, prayerfully consider how you can become involved in sharing God's love and grace with His people. As we grow and needs arise, we need more "hands" to fulfill needs.

### **Visitation & Card Ministry**

Visits to shut-ins /semi-shut ins were made by our pastors and Pastoral Care Team visitors. Eight people have joined our team this year to help accommodate monthly visits. When visits were not an option, phone calls were made.

Plants were delivered at Easter and Christmas in part due to your generous donations for the decorating of our church. Thank you, Kathy Fontaine, for organizing the delivery of our Easter plants and Christmas poinsettias! And, thank you to those who delivered plants this year!

From January - December 2024, we had between twenty to twenty-six people who were permanent shut ins. Temporary shut-in numbers change regularly due to health situations.

### **Grief Ministry**

Funerals indeed are for the living. The support, the hugs, the sharing of memories are vehicles to bring about healing. Last year, we added eleven people to the list of those receiving grief materials. These people receive them throughout the year for one year. At Christmas, small Norfolk pine trees were again given as a remembrance of their loved ones who died within the year. The gifting of these trees is also due in part to your generous giving. 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 composed of thirty-four 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 two to three emails in a day depending on the requests that come in. As per usual, the number of prayer requests grew in number as needs also rose. We are always in need of others to join us in this ministry!

### **Card Ministry Team**

Card Ministry continues to grow with eight members on this team! Our card ministry continued to send cards to our regular shut-ins throughout the year. A huge "Thank You" to our Card Ministry Team! In addition to staying in touch with shut-ins via cards, I sent thirty-three cards to the newly baptized and to those celebrating the first anniversary of their baptism. We continue to celebrate Birthdays and Christmas via cards to our CLM teachers and staff. Thank you, Janet Steinquist, for helping with this project! Communication in card form makes a difference! People appreciate and enjoy receiving cards. Do you make cards? We would welcome those as well!

If you would like more information on how you can be part of any/all these ministries, please contact me. The support of St. Luke's means a lot to all those people who Care & Prayer Ministries serve; we hear that often. Please help us to continue being the hands and feet of God for our shut-ins.

I am indeed privileged and blessed to walk just a bit with people during some difficult times in their lives. Hearing their "stories" and hearing/seeing prayer in action continues to remind me that God IS indeed present and active in our lives whether we recognize it or not.

In Faith,

Laurie Rohrwasser  
Care & Prayer Ministries Coordinator

## Pastoral Acts Report

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### Weddings

Elizabeth Weast & John Nieskes

Maddie Vavrek & Tanner Moe

Anne Marie Vassalotti & Randy Johanning

### Baptisms

Jackson Timothy McAvoy                      Gabriel Charles Marjamaa

Leo James Radliff                                Thomas Mark Jenkins

Kennedy Lillian Urban                         Samuel James Spivek

Arlo Jared Stumme                              Callum Beckett Gapinski

Ila Kay Toth

### Funerals

Ella L. Mueller                      Lynn Anne Spivek                      Cheryl Deschler

Marcella Pals                        Ernestine Helen Schultz              Erling Orin Kolstad

Char Maile                            Larry Huebner                          Marcia Davis

June London Buskel                Constance Renee Weare              Robert "Bob" Drain

David Lee Addie

### Confirmed Member

Rubi Sophia Araujo                      Faye Paige Hombs Edlbeck              Langdon Whitney Chapman Holsclaw

Braden Robert-Peter Kotvis              Claire Julia Larson                      Daytona Christyne McGargill

Olivia Mae Slater

## Worship Ministries Report

Worship is at the beating heart of everything we are and everything we do. We are, first and foremost, a worshipping community that gathers regularly around Word and Sacrament, giving praise, lifting prayers, receiving Christ as he comes to us.

The worship life of this community continues to be strong. Here are some of the highlights of the year gone by:

- We provided more than 160 worship experiences in the past year. Almost all of them included Holy Communion.
- We celebrated 9 baptisms and 3 weddings.
- We walked with 13 families to the grave, holding funerals and conducting burials.
- While focusing on the Psalms in Lent, we stacked up a bunch of rubble in the sanctuary and put a plant in the mess. This center served as a visual reminder of the new life God brings us as we go through tough times of life.
- We observed the important rituals of Holy Week and celebrated Easter.
- On Pentecost, we celebrated the season with beautiful decorations and festive celebration.

- Diverse Harvest Band continued to develop. They provide an alternative style of worship, focusing on folk styles of music. They lead worship at the second service of the third Sundays of the month.
- We observed All Saints Day and invited, to a special service, the families of all we served through our funeral ministries.
- We commemorated All Saints Sunday and remembered those who entered new life through Baptism and honored those who died in the Lord.
- We observed our Stewardship Sundays under the theme of “Generosity is Heart Work.”
- In Advent, we returned to two familiar and uplifting liturgies: Holden Evening Prayer and O, Holy One.
- We conducted four Christmas Eve/Day Services, each one with a different emphasis and intention.

In the coming year, we hope to continue to lead our worship ministry into the future. We hope to focus on the following:

- Continuing the strong worship patterns of the congregation.
- Inspire creativity in many ways.
- Continuing to raise up Diverse Harvest.
- Encouraging people to share their gifts in the many volunteer roles.
- Teach the faith while inspiring active discipleship.

In Christ,

The Rev. Dr. Lindsay Paul Jordan  
Senior Pastor

## Music Ministries Report

Dear members of St. Luke’s Lutheran,

Thank you for your continued support of the music ministry of St. Luke’s in 2024!

We are blessed to have so many musical ensembles here at St. Luke’s, including so many opportunities for people to share their musical gifts with the congregation. The musical ability of our ensembles continues to grow by leaps and bounds, and I am so thankful for the beautiful music we get to make together. The rehearsals truly are a highlight of my week!

In July, we again hosted a music camp with the theme of *Praising God All Around the World!* We learned music from around the world in a variety of languages. We had a morning session for students entering kindergarten and first grade with Anna Kate Morris, and I had a full day session for students entering second through seventh grade. Thank you to our amazing volunteers who help make music camp happen each year!

On Thursdays, in collaboration with our Joyful Noise ensembles (4 years-6<sup>th</sup> grade), we have continued our weekly community meals. These meals serve as a time for children, youth, and parents to be together for a shared meal with others from St. Luke’s while we provide a healthy meal for those who attend. What a joy to see the children all eating together! We are all thankful to have the time together,

and many thanks go to Kathy Paulson and Kathy Fontaine for their help preparing and serving the weekly meals.

In 2024, we hosted several fantastic events as a part of our Music & Fine Arts at St. Luke's concert series. In January, we hosted the Wisconsin Philharmonic for their JanBoree family concert. In March, we hosted the Valparaiso Chorale from Valparaiso University. In April, the Wisconsin Philharmonic Shining Stars scholarship recital winners presented an incredible recital. In May, the Jubilate Chorale returned to present Dan Forrest's *Jubilate Deo* with choirs from Brookfield East High School. In July, Janani Sundar presented a vocal recital. In August, Abbey Atwater returned for the second year in a row for another clarinet recital with Isaac Young on piano. In December, the Waukesha Choral Union and the Milwaukee Festival Brass presented their holiday concerts to grateful audiences to get us into the holiday spirit! We have more outstanding events coming up in 2025 and beyond, so stay tuned!

Our relationship with Carroll University has continued to grow as we have welcomed numerous musicians from the Carroll community to participate in worship. This partnership gives them a place to play in front of people, it gives us excellent music, and it also gives us greater availability when we need to hire specific instrumentalists. I am excited to see this partnership continue to grow and develop in whatever form that entails.

We continue to maintain our two pipe organs, three pianos, and five octaves of handbells. This year, Buzard Organ Company made the four missing pipes from our J.W. Walker & Sons tracker organ in the Martin Luther Chapel that went missing several years ago, so that organ once again is complete! They also inspected the Möller pipe organ in the sanctuary as we have had one note stop functioning as it should. They reported back that overall, the organ is in good shape, but eventually a major service/restoration project will have to be done. This hopefully will be in the future by several years, but we are thankful to hear that the instrument continues to be in good repair. We had the Steinway grand piano in the sanctuary lightly worked on this fall to make sure it was sounding its best, and we are so very fortunate to have such a beautiful instrument in our worship! Thank you to all who have contributed over the years to these instruments. What a joy to use them in worship!

As we look forward to 2025 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 (he/him/his)  
Director of Music Ministries

## Christian Education Report

Christian Education at St. Luke's continues to provide opportunities that help foster a life centered in Christ. At St Luke's, we help "people make life-changing connections with God through Jesus Christ" in a learning environment. These learning groups help to nurture a faith that can be lived out in the world.

We offer these small-group, faith-growth experiences for you:

- Search Bible Study Wednesdays September through May, 9:30 a.m.
- Women of Faith 2nd and 4th Thursdays, 6:30 p.m.
- Book Club 1st Tuesday, 9:30 a.m.
- Theology on Tap 2nd Tuesday of the month, Point Burger Bar, 7:00 p.m.
- Theology Uncorked 2nd Monday of the month, Casa Tequila, 7:00 p.m.
- Sarah's Circle 3rd Monday of the month, various meeting places, 1:00 p.m.

God's blessings!

Pastor Maren Hooper, Interim Associate Pastor

## Child Life Ministries Report

The staff of St. Luke's Child Life Ministries often refers to the lower level as its own little city, unless you see it, you may not know how big and busy it is all week long. CLM is faith and play-based early learning center that offers childcare, faith-infused preschool, before/after school age care, school age summer camp, and School District of Waukesha secular 4K as a community partner. As a ministry of St. Luke's, we weave faith throughout our learning day. Children sing songs, hear Bible stories and parables, and pray before meals. In preschool, the students have weekly chapel time with the preschool administrator and get special time with a pastor, where they create a bond that makes them feel welcome and encouraged to view the church as their second home.

We employ between twenty-five to thirty staff members year-round. Our early childhood teachers hold degrees in education, psychology, social work, early childhood, and more. Several of our teachers have been awarded T.E.A.C.H. scholarships to continue their learning through UW schools. As of December 2024, we have six staff members that have earned credentials, and two teachers in the middle of earning theirs. Our teachers are passionate about what they do and are proud to be early childhood professionals.

### Childcare

- \*Ages 6 weeks through 13 years old
- \*Open year-round, Monday-Friday 6:30 a.m.-5:30 p.m.
- \*Play-based, faith-based, and heavy on social-emotional learning

### SDW 4K

- \*Age 4 by September 1<sup>st</sup>
- \*Curriculum provided by the School District
- \*Play-based, social emotional learning, and school readiness
- \*Funding provided by the SDW and State of WI with no cost to families
- \*Monday-Thursday 8:45-11:55 a.m. OR 12:30-3:40 p.m.

*All preschool programs are play-based with emphasis on social-emotional learning, a deeper dive into faith, and an introduction to school readiness.*

### Preschool:

#### First Steps to Preschool

- \*Age 2 (child) and 18+ (adult)
- \*Wednesday morning from 9:00-11:00 a.m.

#### 3-year-old Preschool

- \*Age 3 by September 1<sup>st</sup>
- \*Mon/Wed OR Tues/Thurs
- 9:00 a.m.-12:00 p.m.

#### 4-year-old Preschool

- \*Age 4 by September 1<sup>st</sup>
- \*Mon/Wed/Fri OR Tues/Thurs
- 9:00 a.m.-12:00 p.m.

**School-age Camp:**

\*Ages 5 (completed kindergarten) through 13 years old

\*Open during the summer Monday-Friday, 6:30 a.m.-5:30 p.m., includes weekly field trips.

This year, CLM was nominated and chosen to receive the Community Partner Award from the School District of Waukesha! They highlighted all our work with their students who are looking into a career in early childhood or education. For several years, we have hosted a group of high school students; they come for a day of observation, then return a few weeks later with lesson plans they have created. They get real-world, hands-on practice with our children and ask our teachers questions. In addition to this wonderful partnership, we added classes from Les Paul that come to spend a class period working with our young friends.

To kick off our summer, we had our long-held dream completed. Our playground was installed! The kids and staff have loved exploring the new structure, and EVERYONE loves that the wood/rubber chips are gone! Thank you to all who helped us raise the funds to achieve our goal. We appreciate you! In November, Courtney and Liz were able to attend the ELEA (Evangelical Lutheran Education Association) national conference. There we attended classes, toured another early childhood center, shared ideas with other directors, and participated in church services. We had a great time and returned with so much to share!

Submitted by,

Courtney Stangl  
CLM Director

Liz Anderson  
Preschool Administrator

## **Discipleship Training Report**

Discipleship Training, our confirmation ministry, evolved this year. In September, we expanded it to include 6th graders, moved it to Wednesday nights, and made changes to involve more youth in an event that is specifically designed for their faith and social needs. We have around 20 kids who are participating in this weekly ministry. They get together for food, fun, a bit of silliness, and a spiritual focus designed to help youth engage in questions about their faith.

I'm excited to be working with Discipleship Training much more closely. I love the energy of Middle School Youth, and I enjoy helping them grow in their faith. We have great conversations, engaging activities, and meaningful interactions. We incorporate families into this ministry. Each week, a host family serves the meal and participates in large group time in the youth room.

Help us build this important ministry by encouraging youth, grades 6-8, to be involved.

In Christ,

The Rev. Dr. Lindsay Paul Jordan  
Senior Pastor

Discipleship Training (DT) is St. Luke's ministry to middle school youth in grades six, 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:

- Assisting youth to make life-changing commitments with Jesus Christ.
- Encourage youth to deepen their involvement in this faith community so that they might connect, grow, and serve in and through St. Luke's.
- Provide opportunities for youth to explore the Christian faith.
- To encourage youth to develop life-long faith practices.
- To 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, and to place in their hands the holy scriptures."
- Provide social activities for youth in grades seven and eight to encourage youth to engage in Christian fellowship.

2024 continued to bring challenges and obstacles as the COVID-19 pandemic continues to impact almost every aspect of our daily lives, but at a less intense level than the prior few years. We continue to struggle with bringing youth and families back to the church after COVID, but improvements are happening. With the departure of Pastor Bogie and Pastor Jordan stepping in as a more active hands-on teaching role with the DT youth, in the Fall of 2024, we made a major change to our DT program. We moved from meeting Sundays during the Education Hour to Wednesday evenings from 6:00 p.m.-8:00 p.m. and incorporates a meal hosted by a different family each week. In addition, we expanded the program to include youth in sixth grade. These changes have been well received. We currently have five second year students and fifteen first year students participating in DT.

On May 19, 2024, the fourth third year student from the prior year class, who deferred affirming his baptism due to family scheduling conflicts and the importance to him of having his family with him at this milestone in his faith journey, affirmed his baptismal promises in front of family, friends, and the church congregation.

Benjamin Thomas Shelley, baptized June 29, 2008

On October 13, 2024, seven third year students affirmed their baptismal promises in front of family, friends, and the church congregation.

Rubi Sophia Araujo, baptized June 11, 2018

Faye Paige Hombs Edlbeck, baptized June 29, 2014

Langdon Whitney Chapman Holsclaw, baptized July 18, 2010

Braden Robert-Peter Kotvis, baptized October 3, 2009

Claire Julia Larson, baptized May 30, 2010

Daytona Christyne McGargill, baptized May 16, 2010

Olivia Mae Slater, baptized November 25, 2018

#### Areas of Growth

- 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 2025 and the future

- Expand youth developed/youth led activities, such as the Holy Week Walk experience on Palm Sunday 2025 and Youth Led Weekend.
- Develop a stable multi-generational team of DT mentors/teachers.

- Expand service opportunities for youth. Incorporate service and giving back into the youth's regular routine.

This is an exciting but very challenging time in DT, we are continuing to develop a program to meet the needs of our middle school age youth, while exposing them to 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.

In 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 their youth are participating in DT. A special thank you to Pastor Jim Durnil for his leadership and support while sharing his time and talents with our DT youth, to Pastor Steve Bogie for being a sounding board and ministry partner to help navigate the challenges of working with middle school youth with grace and laughter and to Pastor Jordan for tapping back into his youth pastor roots and helping to navigate the new direction of the Discipleship Training program. It is an exciting time to be in youth ministry!!

Submitted by,

Cari Buskel Thompson  
Youth Director

## Youth Group Report

Youth Group is St. Luke's ministry to High School youth that helps high school youth 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 where they can make a difference. We strive to give them a safe and caring community that is a foundation to 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. For the Summer of 2024, we, along with 16,000 of our closest friends and their chaperones, headed down south to the ELCA National Youth Gathering in New Orleans. In the middle of July, thirteen youth and four chaperones from St. Luke's along with a group of our friends from Ascension loaded a charter bus to Chicago O'Hare airport to catch our plane to New Orleans. For some of our youth, it was the first time to fly in a plane, one of the many firsts to be experienced during our weeklong adventure. The youth focused on growing their faith through team building, exploring a historic city with a rich and diverse past and present, trying and savoring new and diverse foods, experiencing worship in a variety of new ways and serving the communities of our host city.

In 2024, we continued to focus on relationships with God, with families, with each other and our neighbors. We continue to expand our focus to include service and exposing the youth to various opportunities to serve others. 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.

### 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. In 2023 and 2024, initial efforts were made to re-establish these groups. The start-up has been slow and fell to the wayside with the departure of the associate pastor.

#### Goals for 2025 and the future

- Give 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 and ask the hard questions and then walk beside them as they grapple with finding the answers.
- Expand service opportunities for youth, incorporate into the regular youth programming.
- Increase youth involvement in the various ministries of St. Luke's.

In summary, 2024 continues to be a time of change with trying new things/ideas as well as keeping some of the established traditions and ideas. With much patience and grace for the youth program at St. Luke's, 2024 has been a growing period for the youth program. The youth continued to adapt and accept all the new changes. During 2023, 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 teenage 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 all the congregation at St. Luke's for all the support you have given us and all our sometime slightly nutty ideas.

Submitted by,

Cari Buskel Thompson  
Youth Director

## Serving Life Ministries Report

We activated a new committee of the church this year that helped us focus on hospitality and partnerships. It is called the Serving Life Committee. It recognizes that relationships are at the heart of the ministry we do, so we provide hospitality and we practice accompaniment with our partners.

This committee has five foci:

- To coordinate and encourage Neighborhood Outreach activities.
- To coordinate and encourage Hospitality activities.
- To coordinate and encourage Serving in Action activities.
- To coordinate and encourage Global Partnership activities.
- To schedule and coordinate monthly mission offerings.

### Hospitality

#### Primary Ministries:

Creating and maintaining an atmosphere of hospitality.

Hosting and greeting at special events.

In 2023 the Hospitality Committee coordinated the following events:

Hosted and coordinated Coffee Hour Treats each Sunday.  
Hosted and coordinated Wednesday Lenten Soup Supper.  
Hosted and coordinated Easter Egg Coffee Hour.  
Hosted and coordinated Pastor Bogie's Farewell Celebration  
Hosted and coordinated Summer Picnic.  
Hosted and coordinated Pie Fest Thanksgiving Eve.

Submitted by,

Wendy Bacon/Kathy Fontaine  
Hospitality

### **Global Partners**

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.

It would be customary to invite guests to visit Waukesha from Tanzania, but due to the years of dry conditions, the need for food was identified as a higher priority. Funds were raised to send to them for maize and beans and for their needs. A portion of the tithe from the New Life Rising campaign was also sent to use as needed. Photos were shared of the students at Maranatha Preschool and the partnership elementary and secondary schools as the students received hot lunches. Messages of sincere appreciation were shared with St. Luke's!

Our Tanzania Partnership subcommittee continued to address the priorities for our partnership developed with Pastor Nathan Makenge and Partnership Committee Chairperson Baraka Melitha during their 2019 stay in Waukesha. Updates in our progress for these goals:

- **Communicate on a regular basis with our partners.** We are now using WhatsApp for frequent exchanges of messages and pictures. A Pen Pal program is ready to begin with students here and there identifying who will participate.
- **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 prayer petitions are shared in a joint Zoom session. We pray for our partners each weekend.
- **Help primary and secondary students with tuition, uniforms, books, and supplies.** Baraka shared messages of gratitude for the continued support to fund the cost of corn and beans as part of the tuition for students. One of the top priorities is to support education, 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 children under-5-years-old 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.
- **Support the Professional Development Fund for pastor, evangelist, and teacher training.** The Endowment Committee sent funds to support Professional Development.
- **Economic Development Initiatives.** The GMS Economic Development Committee is working on the development of former farmland owned by the Synod. A survey of the land has been completed to show the parcels available along the major road for various purposes.

St. Luke's has participated in the Mt. Meru Coffee Project (MMCP) for more than 20 years. MMCP is a fair trade ELCA Greater Milwaukee Synod entity that directly works with small family farmers in the Mt.

Meru Synod in Tanzania. Dennis and Diane Voit were able to join Rick Frowein, Director of the Coffee Project, for a 12-day visit to celebrate 25 years of the coffee project partnership October 15-28, 2024. Every step of the process from cherry blossoms to the eventual grading and export of the coffee beans was observed. Commemorative signs were dedicated at each of the six processing plants and farmers were interviewed to describe the benefits of the fair-trade pricing for their families and communities. The goal for 2025 is to sell more Mt. Meru Premium Coffee. St. Luke's hopes to do that by filling the Mt. Meru monthly Coffee Hour Sponsorships for 2025 and 2026.

To continue our goal to build relationships, Pastor Jordan will be able to visit our partner churches on the weekends during his visit January 21-February 6, 2025, as part of the Bishop's Greater Milwaukee Synod Delegation. PJ, as the Vice President of the Tanzania Partnership Committee of the Greater Milwaukee Synod, will visit the coffee project, the hospital, and various diocese schools that were recently featured in a Facebook Education Spotlight series that can be viewed at the Partners with Meru website: [www.PartnerswithMeru.org/education](http://www.PartnerswithMeru.org/education).

Submitted by Diane Voit

### **Needle and Thimble**

Needle and Thimble sewing group meets on Tuesday mornings, September to June, to make warm comforters for Lutheran World Relief (LWR). Each year, our goal is to hold a truck-loading event in October and invite other Waukesha County churches to fill Bill Kron's truck with quilts, health supplies and school kits to be shipped overseas. For 2024, a total of 249 quilts were shipped! This year, we also obtained two Thrivent Action Team grants for the purchase of new sewing machines.

Submitted by Marilyn Olson

## **Good Samaritan Fund Report**

The Good Samaritan Fund has had a quiet year of ministry. It remains a vital source of help that provides support and assistance to neighbors in need. We provide Good Samaritan ministry primarily through our partnership with the Hope Center. We feed, clothe, and accompany people as collaborators in ministry with other churches. The Good Samaritan Fund supplements this work, providing resources to fill gaps and care for people facing particular difficulties.

\$132.80 in assistance was distributed in 2024.

\$2,328.00 was received in 2024.

The current balance is \$4,908.49

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.

In Christ,

The Rev. Dr. Lindsay Paul Jordan  
Senior Pastor

## President's Report

Dear Brothers and Sisters in Christ,

As I reflect on my first year back with serving on Council, the word "Blessing" continues to float into my thoughts. St. Luke's has truly had a year of blessings. Thanks be to God and a wonderful St. Luke's community:

- We were blessed with a thoughtful Stewardship theme of "Generosity is Heart Work." And, because of our congregation's generosity and intentional giving no matter big or small, we are making progress with what God has given us and lowered our mortgage to under \$1 million!
- We were blessed with our first Ministry Fair that highlighted the many opportunities for everyone to learn about and to see where their gifts may be needed. I believe that serving is an essential part of faith. I believe that others who serve in a capacity that they have a passion for or just feel called to serve can only strengthen their relationship with Jesus Christ along with building feelings of hope and joy. Thank you to our congregational friends that serve on these ministries, in our community and in the world.
- We are blessed with many opportunities to strengthen our faith and friendships. Whether this was through the trip to Germany, participation in book club, serving on ministries, attending worship and so many others. I have come to believe what PJ believes; that these opportunities of traveling with groups and serving can strengthen our faith and our friendships to create a healthy church. I believe one reason we are blessed with a compassionate, giving and healthy St. Luke's congregation is because we are taking advantage of these opportunities
- Pastor Steve was blessed with a new calling within a church with the need for his energy and faith. Through his blessing, we were blessed with the return of Pastor Maren.

My hopes and prayers for St. Luke's in the coming year:

- I invite everyone to pray for our Ministry Exploration Team and with God's guidance they will begin meeting to pray on and develop the vision for St. Luke's future direction with a new associate pastor. Once they have completed this mission the Call Team will be formed, and they will begin the search for the one that meets the vision of St. Luke's.
- I believe we are all blessed to be a part of this journey of faith together here at St. Luke's. There are so many more people of God that need to be a part of this journey. I pray that we will all be more intentional of greeting the stranger sitting near us or a person that we recognize but have never talked with before. Reach out so that we can bring all of God's people into the fold of faith through seeing and acknowledging them.
- I hope and pray that all of us will become intentional with participating in worship weekly. There are so many blessings to be had when we can commit to nurturing ourselves and our faith by actively engaging in our St. Luke's community.

God's Blessing to all of you,  
Chris Jackson,  
Congregational President

## Minutes: Congregation Meeting February 11, 2024

- Opening Devotion – Psalm 23
- Approval of Agenda and Minutes (1. Dan Jorvig 2. Fran Parson Vote Passes)
- Report of the Nominating Committee
- Election of New Members to the Congregation Council (1. Dan Jorvig 2. Fran Parson Vote Passes)
- Review of 2023 Financial Report
- Review of Annual Committee Reports
- Proposed 2024 Spending Plan (1. Kari Buskell-Thompson 2. Laura Cameron Vote Passes)
- Closing Prayer – Hymn 1034

## 2024 Summary of Council Actions

In addition to approving the agendas, minutes, and placing finance reports on file each month, council discussed and approved the following items:

### January

- Approve Salary recommendations
- Spending Plan to move to Congregational Council
- Approved lighting fix
- Approved HVAC update

### February

- Election of officers
- Welcome and overview of Council

### March

- Teacher appreciation week
- Organ repairs

### April

- Approved Elevator repairs

### May

- Approved Sabbatical policy

### June

- Met for fellowship

### July

- PJ will be going to Tanzania on behalf of the synod in Jan/Feb 2025
- Playground Dedication

### August

- Pastor Bogie has moved on
- Approved an interim pastor
- Approved additional members to Endowment Committee

### September

- Church trip to Germany

### October

- Welcome Pastor Maron
- Beginning MET Process

## **November**

- Approved Assistant for Engagement position
- Approved MET representatives
- Approved funding for baby room flooring
- Approved pay raises

## **December**

- Met for fellowship

# **Endowment Committee Report**

The St. Luke's Endowment Committee works collectively with our Senior Pastor, PJ and our Financial Administrator, Cindy to provide oversight of the Endowment fund and make distributions from Endowment fund income.

Gains from our St. Luke's Endowment fund along with contributions from members of the church provide financial support; globally through Missions of the Greater Milwaukee Synod and Meru Diocese of Tanzania, locally through charitable organizations impacting our neighbors, and here at St. Luke's through programs and youth scholarships.

The Endowment Fund continues to be managed by Scott Heins, Certified Financial Planner with Investors Advisor Group (IAG).

For 2024, a total amount of \$34,649.74 was eligible for distribution.

- \$ 27,803.39 of this comes from the last 4-year average fund balance of \$695,084.78 subject to a 4% distribution rate.
- \$ 6,846.35 of this comes from last year's carryover, earmarked to support youth and Tanzania trips in 2024.

A total of \$34,600 was distributed in 2024 to support needs of the following organizations.

The remaining \$49.74 of eligible distribution will carry over into 2025.

- Greater MKE Synod Professional Educational Fund for Meru Diocese in Tanzania
- Kilimanjaro Committee Tanzania general needs
- Food Pantry of Waukesha County
- The Women's Center
- Hebron House of Hospitality
- Literary Council of Greater Waukesha
- Habitat for Humanity of Waukesha County
- National Alliance on Mental Illness (NAMI) of Waukesha County
- ERAs Senior Network
- Greater MKE Synod (Outreach for Hope)
- St. Joseph's Medical Center Clinic (Waukesha Free Clinic)
- Hadfield (formerly Whittier Elementary)
- Waukesha County Community Dental Clinic
- Lutherdale Bible Camp
- SOPHIA
- Waukesha Housing Action Coalition
- Outreach for Hope
- Salvation Army

- Hadfield (formerly Whittier Elementary)
- Blessings in a Backpack
- St. Luke's Youth Trip

Also, St. Luke's Centennial Scholarships of \$500 each are supported by the Endowment and Memorial funds. Many thanks to Diane Voit for her diligent coordination of these scholarships. The following recipients were recognized and provided with these scholarships at our worship service in June:

- Natalie Warnes (UW-Madison)
- Emily Ketter (Iowa State University)
- Kacey Kotvis (UW-LaCrosse)
- Alex Tank (UW-LaCrosse)
- Maddie Thorstad (Medical College of WI Green Bay)
- Dmitriy Lando (UW-Whitewater)
- Olivia Bogie (UW-Milwaukee)
- Alison Mehling (UW-Stevens Point)

The St. Luke's Endowment fund continues making a positive difference in our communities and endures our mission of Connecting, Growing, and Serving. The committee would like to thank you, the members of St. Luke's, for your acknowledgement, support and generosity to our endowment resources.

Respectfully submitted,  
Mark Bjerke, Endowment Chairperson

## Facilities and Maintenance Committee Report

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

The Facilities and Maintenance Team focuses on handling the issues in caring for and maintaining our building and property. For those projects deemed too large to be handled by the Amigos, proposals from outside contractors are requested. Upon recommendations from the Finance Committee including funding and final approval by the Congregational Council, the projects are carried out.

### 2024 projects included:

- Installed exhaust fan in office bathroom
- Disassembled the third choir riser and custom fixed for stage for contemporary service band
- Insulated heat pipes in boiler room
- Cleaned and discarded used toys on the playground
- Installed new cement and new playground
- Moved red brick cornerstone and steeple cross to grassy area on Carroll Street (Door 2)
- Installed yellow bollards in parking lot to prevent snowplow from hitting railings
- Replaced casters on chair carts
- Replaced missing feet on all red chairs
- Installed multiple electrical outlets in Chapel and hallway
- Removed and reinstalled ceiling in women's restroom for installation of new HVAC
- Relocated supply room- created work room for Amigos- cleaned and straightened up Pump room and boiler room

- Installed electrical outlets in rooms
- Installed commercial heat tape on roof
- Installed new lighting in sanctuary
- Installed brackets for banners on side of sanctuary
- Replaced multiple faucets
- Updated phone system
- Converted security cameras from single storage to hard drive storage
- Continually bleeding radiators
- Built 20 multiple use tables
  - Flowers, decorating team, and communion
- Installed new floor in baby room/nursery
- Major repairs on elevator
- Upgraded fan in computer cabinet for cool air

St. Luke's is fortunate to have the ongoing and weekly maintenance work carried out by the Amigos. 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 2024, the Amigos expended over 2000 hours. We also thank the custodial staff for their efforts as well.

Ongoing Maintenance Projects carried out by Amigos weekly/monthly:

- Maintenance of CLM vans and cleaning and fueling
- Maintain needs of CLM
- Service of electrical needs as needed
- Plumbing needs and repairs as needed
- Marking and electrical outlets and breaker boxes
- Maintain HVAC and test boiler water
- Empty baptismal font weekly and clean
- Fill oil in candles in sanctuary weekly
- Touch up paint and tuck point as needed
- Monthly testing of fire extinguishers, emergency and exit lights
- Yard work including mowing, trimming of bushes, etc.
- Help decorating team as needed
- Help maintain quilters equipment
- Bleed radiators as heat is resumed in the fall
- Maintain records of all work concluded weekly

We thank the Facilities and Maintenance Team and the Amigos for their input and expertise in maintaining our wonderful facility.

The Facilities and Maintenance Team included the following volunteers throughout the year: Pastor Jordan, Kathy Pederson, Debbie Knee, Ron Staub, Mark Bjerke, Keith Jurkowski, Don Grossman, and Ron Pederson.

The Amigos include: Curt Steinquist, Art Olson, Rusty Bartelmas, Don Grossman, Jim Kieso, Ron Staub, Ron Pederson, Ashley Bregantini, Mark Bjerke, Dave Doepke, Larry Wallenslager, Keith Jurkowski, and Dennis Voit.

Respectfully Submitted,  
 Ron Pederson  
 Chair

## Personnel Committee Report

The Personnel Committee would like to thank and acknowledge everyone working at St Luke's for another successful year supporting our missions. The Personnel Committee supports St Luke's by helping with hiring, evaluating, benefits, policies and procedures for our staff. We welcome our new staff and thank those who have served St Luke's over the last year. This year, a big change was Pastor Bogie leaving for his next call. We welcomed Pastor Maren to help support St Luke's missions during the transition to a new associate pastor.

The childcare industry has been stressed by continued low staff wages, yet high educational requirements. As a result, some childcare centers have gone out of business or reduced the number of children they can take in due to staffing requirements. This cycle only puts more stress on families trying to find childcare. Wisconsin childcare teachers have been receiving supplemental funding which has already been reduced, and this summer could be eliminated. This will be a challenge to maintain our staff and five-star quality rating. St Luke's Child Life Ministries has been fully staffed, and our classrooms have been full over the last year. Our goal is to maintain the number of students we have to support working families. St Luke's has a strong team working hard to serve God's missions.

God's Peace,

Personnel Committee

## Stewardship Committee Report

Dear Friends,

The Stewardship Committee serves the church through the fostering of generosity and giving in order to finance the operation of the church's ministry to our congregation, our community and the world. This means raising money from the congregation to support the Lord's work!

This work begins in the late Spring with planning and detailing for a stewardship campaign in November.

This year, the committee prepared a detailed calendar, letters, bulletin inserts, and impact statements for the purpose of making the congregation more aware of the need for funds to grow and support our ministry in 2025 and the future.

About 470 letters and commitment/pledge cards were mailed just prior to commitment Saturday/Sunday, November 23/24.

To date, we have received 152 pledges in the amount of \$418,090 compared to last year with 159 pledges and \$447,531. The average increase in pledges of 12% (excluding larger outlier increases) exceeded our requested 10% increase of individual pledges. There were 24 new pledgers.

This shows a very good case for steady commitment, but there are still many members who do not respond to our Stewardship Appeal. We need to continue the growth of generosity in our congregation. I am reminded of a small book called A Spirituality of Fundraising by Henri J.M. Nouwen. The author says, "Fundraising is proclaiming what we believe in such a way that we offer other people an opportunity to participate with us in our vision and mission."

The Stewardship Committee looks forward to growing our generosity and participation and thanks all those who made commitments for 2025.

The Stewardship Committee

Jack Tans, Diane Voit, Dan Jorvig, Laura Cameron, Sharon Wood, Julie Doepke, Pastor Maren and Pastor Jordan.

## Capital Campaign Committee Report

The New Life Rising Capital Campaign was initiated in May of 2022 with the objective of reducing or eliminating our mortgage debt over a three-year period. The campaign envisions what is possible when we can repurpose the funds from mortgage payments into other important ministries. This will have a transformative impact on our mission of Connecting, Growing and Serving.



We find purpose in this from Romans 12:

“Be devoted to one another in love. Honor one another above yourselves. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord.”

The Campaign received pledges of about \$880,000 from the congregation to be paid over three years. New Life Rising is employing 90% of these funds for debt reduction. Then 10% of the funds received are allocated as our congregational tithe for service to others. This tithe is distributed 1/3 each to three focus partners identified in the campaign.

- The Greater Milwaukee Synod for their campaign of Equipping the Saints
- The Hope Center
- Our partners in the Meru Diocese of Tanzania

Galatians:6 gives us purpose: “Carry each other’s burdens, and in this way, you will fulfill the law of Christ.”

We are now 2 ½ years into New Life Rising and have been blessed with wonderful energy and generosity. The campaign has collected \$825,000 or 94% of our target which has enabled us to pay down our debt to \$839,000 from \$1,357,000. This has also resulted in tithes totaling \$71,850 which has been distributed equally to our three focus partners. The next tithe is expected in January.

The committee would like to thank our congregational members for their continued generosity to the New Life Rising campaign. Please remember that the three-year campaign term ends in May 2025. We urge you to generously complete and exceed your pledge.

Special thanks to Cindy Maigatter for her dedication in managing the gifts received during the campaign.

Respectfully submitted,

Jack Tans and Mark Bjerke, New Life Rising Co-Chairs

## 2024 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, Jack Tans, Pastor Lindsay Jordan

### 2024 FINANCIAL REPORT:

St. Luke's is currently in stable financial health as we ended 2024 with a surplus of ~\$43,000, primarily due to continued DCF grant funding of \$39,000. Ministry income increased by ~\$66,000, primarily due to Child Life Ministries as general giving decreased slightly. Ministry expenses decreased due to a one-time catch up of \$30,000 that occurred in 2023 coupled with turnover in staffing and adjustments to programming for Child Life Ministries in 2024. The DCF grant funding will end in June 2025 and as such, we will no longer have this income to support our ministries. The Finance Committee and Council will continue to monitor the financial situation as DCF funding ends, and as decisions are made regarding our Pastoral staffing to ensure we are able to maintain a balanced plan in 2025.

Giving to the Building/Mortgage/New Life Rising Fund continued to do well as people honored their capital campaign commitments, enabling us to make another sizable reduction in the mortgage in 2024.

### General Fund

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Ministry Income	1,626,469	1,560,806	1,498,785
Ministry Expenses	1,622,996	1,716,781	1,555,924
Miscellaneous Income - DCF Grant Funding	39,302	72,773	95,397
Miscellaneous Income - ERC Funding		148,818	

### Building Fund / Sanctuary Renewal

Building/Sanctuary Income	256,718	261,670	306,737
Building/Sanctuary Expenses	163,366	157,621	146,014
Payments on Principal	182,434	274,686	76,624
Mortgage Balance	839,155	1,021,589	1,296,275

<u>Memorial Fund</u>	512,519
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### Endowment Fund

Total Assets	727,126
Restricted Fund/Orig. End	398,082
Unrestricted Funds	329,044

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

## 2024 Spending Plan

ST. LUKES'S LUTHERAN CHURCH							
SPENDING PLAN							
2025							
		2024 Actual	Church	CLM	2025 Proposed Plan	Church	CLM
<b>MINISTRIES</b>							
<b>Connecting</b>							
	Worship and Music	15,819	15,819	0	17,700	17,700	0
	Fellowship	1,573	1,573	0	1,600	1,600	0
		17,393	17,393	0	19,300	19,300	0
<b>Growing</b>							
	Learning	7,446	7,446	0	6,900	6,900	0
	Youth	3,364	3,364	0	3,500	3,500	0
		10,810	10,810	0	10,400	10,400	0
<b>Serving</b>							
	Benevolence Ministries	55,776	55,776	0	57,159	57,159	0
	Community	12,339	12,339	0	12,350	12,350	0
		68,114	68,114	0	69,509	69,509	0
<b>TOTAL MINISTRIES</b>		<b>96,317</b>	<b>96,317</b>	<b>0</b>	<b>99,209</b>	<b>99,209</b>	<b>0</b>
<b>MINISTRY SUPPORT</b>							
	Stewardship	3,925	3,925	0	4,000	4,000	0
	Facilities	129,086	49,440	79,646	139,000	53,050	85,950
	Administration	58,963	33,594	25,369	60,000	34,200	25,800
<b>Ministry Team</b>							
	Total Salaries	331,681	292,217	39,464	358,522	318,719	39,803
	Benefits	114,258	98,622	15,635	109,653	93,491	16,162
	Allowances	64,290	57,937	6,353	45,775	40,144	5,631
		510,228	448,776	61,452	513,950	452,355	61,596
<b>TOTAL MINISTRY SUPPORT</b>		<b>702,203</b>	<b>535,735</b>	<b>166,467</b>	<b>716,950</b>	<b>543,605</b>	<b>173,346</b>
<b>CHILD LIFE MINISTRIES</b>		<b>824,476</b>	<b>0</b>	<b>824,476</b>	<b>877,650</b>	<b>0</b>	<b>877,650</b>
<b>MINISTRIES</b>		<b>96,317</b>	<b>96,317</b>	<b>0</b>	<b>99,209</b>	<b>99,209</b>	<b>0</b>
<b>MINISTRY SUPPORT</b>		<b>702,203</b>	<b>535,735</b>	<b>166,467</b>	<b>716,950</b>	<b>543,605</b>	<b>173,346</b>
<b>CHILD LIFE MINISTRIES</b>		<b>824,476</b>	<b>0</b>	<b>824,476</b>	<b>877,650</b>	<b>0</b>	<b>877,650</b>
<b>TOTAL FINANCIAL PLAN</b>		<b>1,622,996</b>	<b>632,052</b>	<b>990,944</b>	<b>1,693,809</b>	<b>642,814</b>	<b>1,050,995</b>

## 2025 Monthly Mission Offerings

January	<b>Lutheran Disaster Response:</b> 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	<b>Healing Hearts:</b> Healing Hearts of Waukesha County offers a peer-to-peer support program for children, youth, and families who are grieving the loss of a loved one due to death, divorce, separation, incarceration, military deployment, or immigration.
March	<b>Hope Center:</b> St. Luke's supports Hope Center each month with \$400. All gifts will help offset this amount from our General Fund.
April	<b>Tanzania Partnership:</b> 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	<b>ERAs Senior Network:</b> St. Luke's supports ERAs with \$300 per month. All gifts will help offset this amount from our General Fund.
June	<b>Lutheran World Relief:</b> 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	<b>Lutheran Social Services of Wisconsin and Upper Michigan:</b> 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	<b>Seminaries of the Church:</b> Luther Seminary and Wartburg Seminary
September	<b>Hadfield Elementary School Partnership:</b> St. Luke's has a relationship with Hadfield Elementary School. People from St. Luke's volunteer in the school building regularly. We also provide for students who have special needs.
October	<b>Tanzania Partnership</b> ( <i>see above</i> )

- November **ELCA World Hunger and 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.

## Council Roster

<b><u>Roster of Council Members</u></b>	<b><u>Term Ending</u></b>
President Chris Jackson	2027
Vice President Jenny Thorson	2025
Secretary Ashley Bregantini	2025
Treasurer Laura Cameron	2026
Gloria Brechlin	2027
Don Grossman	2026
Darius Outlaw	2027
Rob Riedel	2026
David Tank	2026
Rev. Dr. Lindsay Paul Jordan	NA
Pastor Maren Hooper Interim Associate Pastor	NA

