



2025

Annual Report

Prepared for the Annual Meeting, February 8, 2026

St. Luke's Lutheran Church
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Agenda

February 8, 2026

Call to Order

Opening Prayer

Approval of Agenda and Minutes

Minutes: Annual Meeting: February 9, 2025 (pg. 21)

Report of the Nominating Committee

Election of New Members to the Congregation Council

Old Business

Review of 2025 Financial Report

Review of Annual Committee Reports

New Business

Proposed 2026 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

"We shared our bread with the hungry,
brought the homeless into our house,
and did not hide from the needs around us;
then our light blazed forth like the dawn."

Isaiah 58:7-10

Dear Siblings in Christ,

As we reflect on the year 2025, I am drawn again and again to the invitation of the prophet Isaiah: to be a people whose light rises in the darkness, whose compassion does not hide from human need, and whose faithful obedience brings healing and justice. In our congregation, this call has shaped our ministries and mission in tangible ways.

In 2025, we endeavored to embody this vision of faithful living. We were reminded that righteousness is not primarily measured by intention but by action — by how deeply we share what we have, welcome those on the margins, and offer care where care is most needed. This has been seen in how we engaged the community in many ways,

Total Worship Services in 2025 - 166

Baptisms - 5

Funerals - 22

Each of the above ministries include several hours of ministry before and often after the ministries happen. For example, a funeral often involves visits and pastoral care prior to the death, accompanying the family at the time of death, planning the funeral, and following up with families with grief support. As a congregation, we make these ministries happen.

The Isaiah text invites us to see **justice and mercy as inseparable companions** of worship. In 2025, this was lived out not merely on Sundays but in our everyday life together, especially through the ministries of care and service. We...

- walked with those facing hardship and uncertainty...
- offered space and resources for healing...
- paired worship with intentional acts of generosity...

These reflections are not just proud moments of accomplishment; they are signs of God's promise at work among us — that when God's people remove oppression, bestow bread on the hungry, and welcome those in need, then "light shall rise in the darkness" and sorrow shall be turned to joy.

In these acts of service, we also encountered challenges: resources stretched thin at times, volunteers were weary and yet steadfast, and new needs arising with every season. Through it all, I am grateful for the steadfast love of this community — for your prayers, your generous giving, your faithful presence, and your willingness to answer Christ's call to be salt and light in our world. The prophetic promise of Isaiah was not left behind in ancient times; it keeps calling us forward now.

A highlight of the year was the interviewing of and calling of a full time Associate Pastor, Pastor Maren Hooper. We have been blessed to have experienced her pastoral spirit as she helped us to transition to a

permanently called associate. She is a phenomenal Pastor, and I am very happy that we have called her to serve alongside us. Her installation was January 18, 2026. Bishop Paul Erickson, of the Greater Milwaukee Synod, was with us for her installation.

Financially, 2025 was a good year for the congregation. The church ended the year in the black, while continuing many strong ministries: Child Life Ministries, Youth and Family Ministries, Worship, Pastoral Care, Education, and so much more. Your generosity matters. I am reminded of this every time a family thanks me for the ministry we have done. Pastors hear gratitude for the support you give people through us at important times of their lives. When a Pastor shows up, it is because the whole congregation has been generous in giving. When we go/serve/listen/pray/more... you are there.

As we look forward to 2026, my prayer is that we continue to let our light shine — not to brighten only our own house, but to illuminate places of despair, weariness, and need throughout our wider community. Christ calls us not simply to be lamps under barrels, but lamps on stands, visible and shining, that all may see and glorify God.

With gratitude for the faithful witness we share,
Rev. Dr. Lindsay Paul Jordan
Senior Pastor

Associate Pastor's Report

"Like good stewards of the manifold grace of God, serve one another with whatever gift each has received."
- 1 Peter 4:10

As we turn the page to 2026, I am thrilled to be starting this next chapter as your newly installed Associate Pastor! I give thanks to the Mission Exploration Team, the Call Committee, and **all** of you - as you had patience and faith during the work of discernment.

As I've transitioned from interim to called Pastor, I look forward to setting down roots and settling more into the rhythm and life here at St. Luke's and in the greater Waukesha community. And I look forward to getting to better know you all and learning more about how I can best serve you as your Associate Pastor.

Like the scripture verse above states, we are all called to serve one another using the gifts that God supplies. We each have unique gifts and passions, and it has already been great to see the many and varied ways you all serve – whether that is locally, globally, or among your family and friend circles (or all of the above!)

As I think about the style of pastoring, I'm called to, I very much see it as a partnership. Not "top down" but side-by-side – working together as the people of God as we all discern how to best love, serve and care in the name of Jesus.

Our service may look different from person to person and month to month. But I am confident that as we pray and discern God's movement among us, God will give us the strength and joy to be witnesses of Jesus' transforming way of love. *That* will make a difference in our lives and in our communities.

As the months go on, I look forward to exploring this new call – guided by what you all have said you are looking for in an Associate Pastor (Mission Site Profile). Some areas I will be paying particular attention to are Youth and Young Adults, Christian Education, Serving Life, Pastoral Visitation, and more.

I am blessed to serve alongside tremendous colleagues in Pastor Lindsay Jordan and the entire St. Luke's and CLM staff. I give thanks for such a vibrant and joyous place to serve!

In Christ,
Pastor Maren Hooper
Associate Pastor

Care & Prayer Ministries Report

Dear Brothers & Sisters in Christ,

Care and Prayer Ministries are multilayered as it encompasses several Ministries. It involves the work of many and touches the lives of many. 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 rise, we need more "hands" to fulfill those needs.

Visitation & Card Ministry

Visits to shut-ins/semi-shut-ins were made by our Pastors and Pastoral Care Team visitors. Our 2025 Pastoral Care Team was comprised of eight people who made regular visits to our shut-ins. 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 decoration of our church, which our shut-ins are grateful for! A big thank you to Kathy Fontaine for organizing the delivery of our Easter plants and Christmas poinsettias, and to those who delivered those plants! From January through December 2025, we had between twenty to twenty-seven people who were shut-ins. Numbers change due to health issues and those who entered eternity.

Grief Ministry

Funerals indeed are for the living. The support, the hugs, the sharing of memories are vehicles to bring about healing. Last year, thirty-three loved ones were receiving grief materials. These people receive them throughout the year for one year. At Christmas, small Norfolk pine trees were 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-eight 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 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 consists of eight faithful members committed to sending cards to shut-ins on a regular basis. A huge "Thank You" to our Card Ministry Team! Our shut-ins are most grateful for the cards they

receive! In addition to staying in touch with shut-ins via cards, I send 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 & feet of God to our shut-ins.

I am indeed privileged and blessed to walk 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

Funerals	22
Baptisms	5
Members Confirmed	5

Funerals

Judith Lea Jurkowski
Virginia Steiner
Lois Nelson
Sandy Stolz
James "Jim" L. Krueger
Jeff James Pace
Marion Ruth Chapman
Anita Mae Huntington

Frances Claudette Parson
Megan Sue Pederson
James Walker
Jane Stoel
Geralda "Jerry" R. Schaefer
Nancy Monosso
Kenneth Larsen

Carol Sorenson
Robert "Bob" Skebba
Joanne "Jan" Crooks
Doris Schiller
Sherry Morris
Joan D. Wisnieski
Randy Allen Kieck

Baptisms

Eliana Violet Fritzler
Hannah Gies
Genevieve Manning Houghton

Maeve Olive Covey
Esme Ann Poquette

Confirmed Members

Braden Robert Davis
Finley Andrew Lopez
Edison Leon Messerschmidt

Cash Kenneth Michael Hendrickson
Presley George Lopez

Good Samaritan Fund Report

The Good Samaritan Fund continued to be a source for financial assistance to those who are in need beyond the ministries we participate in through our partners. In 2025, we continued to help people by sustained giving to the fund and for this we are thankful.

This year we helped people in our community by providing rental assistance to several people, helping maintain storage units for people experiencing homelessness, helping a family pay for a funeral, providing grocery gift cards for “Angel Tree” recipients, offering gas and grocery support to families, paying for prescriptions.

Financial Summary:

Total Assistance Distributed in 2025: \$3,220.42

Total Received in 2025: \$5,475.00

Ending Balance: \$7,163.07

The Good Samaritan Fund helps us support people who are struggling. Our first step is always to encourage people to utilize the ministries we support - such as the Hope Center, Food Pantry, Hebron House, Women’s Center and more. When needs arise that are not covered by our partners, we use Good Samaritan Funds – at Pastoral discretion - to be a healing presence in Waukesha.

Thank you for the way you have generously supported the Good Samaritan Fund. When you give, you enable your Pastors to act on your behalf to help others in the name of Jesus Christ.

In Christ,
The Rev. Dr. Lindsay Paul Jordan
Senior Pastor

Worship Ministries Report

Worship remains at the beating heart of our life together. First and foremost, we are a worshipping community—gathered by God around Word and Sacrament, formed by prayer and praise, and sent into the world bearing Christ’s grace. In worship, God meets us with forgiveness, renews our hope, and strengthens us for lives of faith and service.

Throughout 2025, the worship life of this congregation continued to be strong and faithful. We gathered regularly, trusting that God is present and active whenever God’s people assemble in Jesus’ name. Over the course of the year, we provided one-hundred-sixty-six worship experiences. Nearly all these services included Holy Communion, underscoring our shared conviction that the table of grace stands at the center of our common life.

In worship this year, we celebrated five baptisms, giving thanks for new life and new beginnings. We also walked with twenty-two families through times of grief, gathering to proclaim the resurrection hope promised in Jesus Christ through funerals and burial services. In moments of joy and sorrow alike, worship provided a place where God’s promises were spoken clearly and held faithfully.

The seasons of the church year continued to shape and guide our worship. We marked the journey of Lent with intentional focus on the Fruits of the Spirit, observed the holy days of Holy Week, and

proclaimed the joy of Easter. Pentecost was celebrated with beauty and energy, reminding us of the Spirit's ongoing work among us. Advent encouraged us to say "Yes" by following various characters of the Christmas story. Christmas once again invited us into expectant waiting and deep joy, with multiple services offered to meet the varied needs of our community. We conducted four Christmas Eve and Christmas Day services, each with distinct emphasis and invitation.

Music continues to be a vital expression of our worship life. Our primary music ensembles faithfully supported congregational singing and liturgical leadership throughout the year. Diverse Harvest stepped into hiatus this fall, to consider what it might become and to work on becoming stronger. It may be that they'll emerge from this hiatus as they have been or become engaged in other ways. Guest musicians enriched our worship at various points in the year, reminding us that the church's song is broad, deep, and shared across communities.

Behind each worship service stands a large and dedicated network of volunteers. Assisting Ministers, lectors, acolytes, ushers, altar guild members, decorators, counters, and musicians all contributed their gifts so that worship might be conducted with care, reverence, and hospitality. Your faithful service makes it possible for the congregation to worship well together, week after week.

As in recent years, we continue to pay attention to shifting patterns of worship participation. Like many congregations, we are learning to understand what faithfulness looks like in a changing landscape. Our response has not been to abandon the depth of our tradition, but to hold it with clarity and confidence—teaching the faith, inviting participation, and encouraging deeper engagement whenever we gather.

Looking ahead, the goals of Worship Ministries remain clear: to continue strong and thoughtful worship patterns; to encourage creativity that serves the gospel; to raise up and support musicians and worship leaders; and to invite more people into meaningful service. Above all, we remain committed to worship that proclaims Christ clearly, celebrates God's grace generously, and sends God's people into the world with hope.

We give thanks for all who make worship possible and for the God who meets us faithfully whenever we gather.

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 2025!

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. This year, our Angel Choir has grown significantly with several new singers! The rehearsals truly are a highlight of my week!

In July, we hosted our annual music camp with the theme of *Once Upon a Parable*, where we learned about the parables of Jesus, learned music about the parables, and had a fun-filled week! A special shout out goes to Pastor Maren Hooper, who really brought the parables to life for the kids and the adults! 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 (four years to sixth 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 2025, we hosted several fantastic events as a part of our Music & Fine Arts at St. Luke's concert series. In January, we hosted the Millikin University Choir on their tour and the Wisconsin Philharmonic for their JanBoree family concert. In February, Owen Ruck gave his senior trombone recital. In March, we hosted a hymn festival. In April, Jazz Express, Waukesha North Chamber Choir, and the Brookfield East Vocal Collective had a collaborative concert entitled *Sing, Sing, SWING!* And the Wisconsin Philharmonic Shining Stars scholarship recital winners presented an incredible recital. In June, Connor Tank performed his senior oboe recital. In August, Abbey Atwater returned for the third year in a row for another clarinet recital with Isaac Young on piano. In November, we welcomed the Wisconsin Wind Orchestra and Milwaukee Handbell Ensemble to their first concerts at St. Luke's. In December, the Waukesha Choral Union, Milwaukee Festival Brass, and Cream City Silver Band presented their holiday concerts to grateful audiences to get us into the holiday spirit! We have more outstanding events coming up in 2026, and beyond, so stay tuned!

This fall, the Waukesha Choral Union started rehearsing regularly at St. Luke's. That partnership has been fun to see grow, as we have some church members in the ensemble, and the Choral Union has been extremely grateful to use our beautiful sanctuary and chapel in their rehearsals.

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 new and wonderful ways.

We continue to maintain our two pipe organs, three pianos, and five octaves of handbells. Fortunately, the Möller (sanctuary organ) continues to be in good repair. We know that at some point a major restoration will be required, but as of now everything continues to function as it should. Thank you to all who have contributed over the years to these instruments. What a joy to use them in worship!

I want to say a special thank you to Diverse Harvest, the worship band who led worship once a month for the past few years. The group is on hiatus right now, but a special thank you to the dedication of the members and their leading of music in worship. Thank you to Jim Durnil who stepped up as the band leader after Pastor Bogie left in 2024.

As we look forward to 2026 and beyond, we continue to host events as a part of our Music & Fine Arts at St. Luke's concert series, our musical ensembles continue to grow as worship leaders and in abilities 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

There are many opportunities for people of all ages to learn and grow in our Christian faith. At St. Luke's, we "help people make life-changing connections with God through Jesus Christ" in a variety of ways and settings. These groups nurture a faith that is both personal and communal. Together, we are strengthened to live out Christ-centered faith in the world - through word and deed.

Here is a list of active groups:

Search Bible Study Wednesdays September through May, 1:00 p.m.

Women of Faith second and fourth Thursdays, 6:30 p.m.

Book Club first Tuesday, 9:30 a.m.

Theology Uncorked first Tuesday of the month, Cantarito's, 6:00 p.m.

Sarah Circle third Monday of the month, various meeting places, 1:00 p.m.

Plans for 2026:

Theology Untapped took a hiatus partway through 2025; look for a possible return in 2026 I'm also looking to develop a **20's and 30's group** – if this is you, I am all ears as to what might be of interest to you! Book studies? Podcast chats? Coffeeshop / dinner meetups?

Sunday School

We continue to seek ways to enrich the faith lives of our youngest ones! We are blessed with wonderful and faithful teachers in Nancy Farrell, Shelly Outlaw, Linda Roberts, and Renee Carstensen. We also give a huge THANKS to Amy Lopez and Kim Hendrickson, who have transitioned from Sunday School teachers to now being active with our high school youth.

We continue to meet on Sundays between services, utilizing the Sparkhouse curriculum. In Fall 2025, we transitioned to their "All Ages" curriculum, which follows seamlessly with the cycle of lessons taught in previous years. The only change in the "All Ages" curriculum is that all ages are together in one classroom, versus separated out by grades. This is also a curriculum meant to encourage our older children to be mentors/buddies to our younger children. So far, this seems to be working well.

God's blessings!
Pastor Maren Hooper, Associate Pastor

Child Life Ministries Report

St. Luke's Child Life Ministries 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 are proud members of the ELEA (Evangelical Lutheran Education Association) and the WCCAA (Wisconsin Child Care Administration Association) and continue to learn and grow with their support. 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 1st
- *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 1st
- *Mon/Wed OR Tues/Thurs 9:00 a.m.-12:00 p.m.

4-year-old Preschool

- *Age 4 by September 1st
- *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.

In 2025, we continued our partnership with the School District of Waukesha. Classes from Waukesha West continue to visit and have hands-on experiences in our classrooms-first observing and then returning with their own lesson plans. The AVID kids from Les Paul Middle School have started coming over once a month to help in classrooms and gain real-world experiences. This year we began a partnership with Carroll University's football team. Weekly in the spring, several football players would donate their time to come read, play, and encourage the children. It has been a wonderful experience, and we hope to continue to have them visit in the future!

In October, Liz and Courtney were able to attend a three-day intensive training on Conscious Discipline. While our journey has just begun, we have already begun implementing some of the social-emotional tools, games, and techniques. Courtney also began weekly Baby Doll Circle Time, where she travels around the center with her basket of babies. The kids each pick a baby and as a group, they sing and play with the babies. It's been a HUGE hit! Sending love and blessings for 2026!

Submitted by:
Courtney Stangl
CLM Director

Liz Anderson
Preschool Administrator

Discipleship Training Report

Discipleship Training is the middle school confirmation ministry of this congregation. It is also one of the primary ways we nurture faith during a critical season of life—when young people are asking deeper questions about who they are, where they belong, and what it means to follow Jesus in the world. In the life of an ELCA congregation, confirmation is not a stand-alone program; it is part of the church's ongoing work of forming disciples who live out their baptismal promises in the community.

The priorities of Discipleship Training are clear and intentional. First, this ministry centers youth in their **baptismal identity**. We return often to the promises God has already made to them—promises spoken in water and Word—and we help them learn to trust that God's grace comes before understanding, achievement, or certainty. Faith is not something these young people earn or master; it is something they receive and grow into.

Second, Discipleship Training prioritizes **learning the language of faith**. Youth are given tools to engage in scripture, the Lutheran confessions, and the Small Catechism—not as material to memorize for a test, but as living resources for prayer, conversation, and daily life. Each participant receives a Lutheran Study Bible and is encouraged to bring it weekly, reinforcing that scripture belongs in their hands and voices. Teaching is interactive, dialogical, and grounded in real questions youth are already asking.

Third, Discipleship Training is built around **faith formation through community**. We meet weekly on Wednesday evenings for shared meals, games, conversation, and structured faith reflection. Food, laughter, and a bit of silliness are not side benefits; they are part of how community is formed. Trust grows when youth know they are seen, welcomed, and valued just as they are. Faith grows best in relationships where questions are honored, and belonging is assumed.

Families are an essential part of this ministry. Each week, host parents provide the meal and participate in the evening activities alongside the youth. This shared leadership model reinforces that Christian education is not outsourced to the church but shared by the whole community. Parents are invited into the learning process so that faith conversations continue at home, woven into the rhythms of everyday life.

Discipleship Training also connects young people directly to the worship life of the congregation. Youth are trained to serve as acolytes and are regularly present in worship, learning that faith is not only discussed in small groups but practiced in the gathered assembly. Each year, the congregation prays over Discipleship Training participants in worship, affirming that these young people belong fully to the body of Christ and are held in prayer by the whole church.

In 2025, Discipleship Training continued to be a vibrant and meaningful ministry, shaped by consistent leadership, strong participation, and deep relationships. The emphasis remained on forming faith that is lived, shared, and sustained through community. This ministry helps young people discover that they are not walking the journey of faith alone. They are accompanied by peers, parents, leaders, and a congregation committed to walking with them as they grow in trust, understanding, and love.

We give thanks for the youth who participate, the families who support this ministry, and the wider congregation that makes this work possible. Discipleship Training remains a vital expression of our calling to make disciples—rooted in grace, shaped by community, and grounded in the promises of God.

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.

In 2025 we continued the new expanded three-year program for youth in grades sixth through eighth and older youth who wish to affirm their baptism. The 2025-2026 programming year is the final transitional year to the new expanded format. DT meets on Wednesday evenings from 6:00 to 8:00 p.m. and incorporates a meal hosted by a different family each week. The expanded format has been well received overall and allows us to help our youth make deeper connections with their peers and their larger faith community. We currently have thirteen second year students (nine under the old two-year format and four under the expanded three-year format) and four first-year students participating in DT.

On October 19, 2025, five third-year students affirmed their baptismal promises in front of family, friends, and the church congregation.

Braden Robert Davis, baptized August 14, 2011
Cash Kenneth Michael Hendrickson, baptized May 15, 2011
Finley Andrew Lopez, baptized May 8, 2011
Presley George Lopez, baptized May 8, 2011
Edison Leon Messerschmidt, baptized May 29, 2011

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 2026 and the future

- Expand youth developed/youth led activities, such as the Holy Week Walk experience on Palm Sunday 2026 and Youth Led Weekend in January 2026.
- 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.
- Encourage expanded youth participation in the church family life.

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 youth, while exposing them to various ways that they can find their niche and plug into 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 Lindsay Jordan for being a sounding board and ministry partner to help navigate the challenges of working with middle school youth with grace and laughter while 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. Youth group 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 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 high school youth is the annual summer trip. For the Summer of 2025 we partnered with Re-Member, an independent, non-profit organization working with the Oglala Lakota Nation on the Pine Ridge Reservation in South Dakota. They improve the quality of life for those who live on the Pine Ridge Reservation and provide meaningful opportunities to serve and learn for those who volunteer and support their work. Founded in 1998, Re-Member is among the longest serving non-profit organizations on Pine Ridge. At the end of June, eight youth and three chaperones loaded into the church van and headed to Pine Ridge. The group spent the week in Pine Ridge learning about the Oglala Lakota Nation culture and history, immersing in their culture as well as learning about and experiencing the realities of daily life on the reservation. Many of the youth returned and spoke about the trip being life changing for them. A group of the youth that went last summer coordinated a group of family and friends to go back to Pine Ridge again this coming summer.

In 2025, 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 other ministries of St. Luke's.
- Develop a group of adults that focus on supporting and developing the youth programs at St. Luke's. In Fall of 2025, a group of interested adults were identified and asked if they would be willing to serve on the soon to be revived formal Youth Life and Family Life Committees. Initial meetings are expected to start in early 2026, and monthly meetings to be held going forward.

Goals for 2026 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.
- Look forward to Pastor Maren Hooper being on board full-time and her expanded involvement and role in helping to guide the high school youth during this pivotal time of their lives.

In summary, 2025 continued 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, 2025 has been a transitional period for the youth program. The youth continued to adapt and accept all the new changes. During 2025, 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 slightly nutty ideas.

Submitted by,
Cari Buskel Thompson
Youth Director

Serving Life Ministries Report

Our Serving Life Committee 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 2025 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 Summer Picnic.
- Hosted and coordinated Pie Fest Thanksgiving Eve.

Submitted by,

Wendy Bacon/Kathy Fontaine

Hospitality

Global Partners

Tanzania 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. It would be customary to invite guests to visit Waukesha from Tanzania, but due to the years of dry conditions, the need for food has been identified as a higher priority. Funds have been raised and a portion of the tithe for the New Life Rising campaign has been sent to them for maize and beans and for them to use as needed. Thank you, St. Luke's, for the generous gifts to our partners in Tanzania!

Our Global Partners subcommittee continues to address the priorities for our partnership developed with Pastor Nathan Makenge and the Partnership Committee Chairperson Baraka Melitha during their 2019 visit to Waukesha. These are updates for these goals:

Communicate on a regular basis with our partners. We use WhatsApp for frequent exchanges of messages and photos. A Pen Pal program is ready to begin with students here and there identified to participate.

Pray for our partners. Last Sunday in September has been designated the Common Day of Prayer for the Greater Milwaukee Synod. Prayer requests are exchanged, and prayer petitions are shared in the annual joint Zoom session. We also pray for our partners each weekend. In December prayers were requested for the current famine conditions.

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.

Maranatha Nursery School. In 2020, the Penuel congregation started this preschool for children under five years old, run at the church, like how we run the Child Life Ministries program at St. Luke's. Recent visits let us see the little ones learning through play and benefiting from the daily hot lunch.

Support the Professional Development Fund. A fund for pastor, evangelist, and teacher training. The Endowment Committee sends funds to support Professional Development.

Economic Development Initiatives. St. Luke's participates in the Mt. Meru Coffee Project (MMCP), a fair-trade partnership of ELCA Greater Milwaukee Synod that works directly with small family farmers in the Mt. Meru Synod in Tanzania. Dennis and Diane Voit visited in 2024 and brought back ideas to celebrate the 25th anniversary of the coffee project partnership. The current goal is to sell more Mt. Meru Premium Coffee by filling the Mt. Meru monthly Coffee Hour Sponsorships calendar for 2026. Widows and orphans in our partnership congregations have been able to participate in the Hope Seeds Initiative, formerly called the Goat Project. We have received photos of the goats being delivered to the widows of KilimaMoja.

Continue to Build Relationships. Pastor Jordan visited our partner churches in Tanzania in May and spent time with the pastors as they served the congregations. New banners have been made from the cloth gifts that we received from our partners during his visit. The colorful banners will be displayed on the side wall near the front of church during the changing seasons of the year.

Needle and Thimble

This sewing group meets on Tuesday mornings, September to June, to make warm comforters for Lutheran World Relief (LWR). Each year, St. Luke's holds a truck-loading event in October and invite other Waukesha County churches to fill a truck with quilts, health supplies, and school kits to be shipped overseas. St. Luke's is proud to add 192 quilts to the Lutheran World Relief program that sent 803,181 quilts and kits to 15 countries around the globe in 2025. The quilters appreciate the Thrivent Action Team grants for the purchase of sewing machines to make their work possible and have a goal to increase the number of quilts by 20% for next year.

Submitted by Diane Voit and Marilyn Olson

Prayer Shawl

Do you know someone who may be hurting and needs a lift? A hug from God, or a warm hand to hold? Prayer shawl has the answer for that. A prayer shawl or lap robe can comfort someone letting them know God is with them always. Come find a shawl or lap robe in History Hall. If you are looking for comfort in a smaller package, we have prayer patches too that remind one that God's love helps them always, especially in times of need. Prayer patches are in a basket on the welcome station. Thank you to all the wonderful people who do the work of prayer shawl. All are welcome to help. There is free yarn for making shawls, robes, and patches that can be picked up in History Hall. Prayer Shawl meets with the Gathering on the first Thursday of the month at 1:00 p.m.

Submitted by Gloria Brechlin

President's Report

Dear Brothers and Sisters in Christ,

On behalf of the St. Luke's Council members and myself, thank you for your continued support of St. Luke's mission, vision, and core values, as well as our ministries, staff, and one another. We are truly blessed with the resources God has provided, enabling us to reach out and serve both our local community and our global partners.

We extend another heartfelt thank you to our Ministry Exploration Team (MET) and Call Committee for their prayerful discernment throughout the process of calling our new Associate Pastor. As a congregation, we trusted the process, and we now joyfully welcome Pastor Maren Hooper to serve full-time as our official Associate Pastor. God is good!

Another sincere thank you goes out to all our volunteers. So much of what we do depends on each of us sharing the gifts God has entrusted to us. St. Luke's is blessed with volunteers who generously offer their time and talents with passion and dedication. In last year's report, I reflected on the opportunities provided by our staff and members that support the growth of faith and friendships. In addition, there are many volunteer opportunities that foster faith development and personal growth. Volunteering strengthens our connection to this faith community and provides a sense of purpose and hope. Please prayerfully consider the gifts and talents God has given you and how you might offer them in the coming year.

In the 2025 Annual Report, our staff and volunteers share information about the meaningful work being done in our faith community, especially for our families and children, all in God's name. I truly hope we continue to take advantage of these ministries and faith-growth opportunities throughout the year. Many of these are highlighted in the monthly *Epistle* and weekly *Connections*. Please take time to read them—they are filled with important information about ongoing ministries and opportunities to serve.

Strength and hope to you all in this new year,

Chris Jackson
Council President

Minutes: Congregation Meeting February 9, 2025

- Call to order at 9:41 a.m.
- Opening Prayer
- Call for Approval of Agenda - Motion to Approve 1. Dan Jorvig 2. Brad Skogman PASS
- Approval of Minutes February 11, 2024, Meeting 1. Dan Jorvig 2. Sherry Skogman PASS
- Election of New Council Members; Jenny Thorstad, Kim Stair, Renee Messerschmidt, Jim Federico, Ron Staub, Janet Steinquist
- Motion to Approve 1. Cari Buskel-Thompson 2. Diane Voit PASS
- Review of the 2024 Financial Report
- Motion to Approve 2025 Spending Plan 1. Kathy Fontaine 2. Harold Block PASS
- Meeting Adjourned 9:53 a.m.

Minutes: Congregation Meeting November 2, 2025

- Chris Jackson welcomes congregation
- Pastor Jordan leads prayer
- Business: Congregational Vote Call Committees recommendation for Pastor Maren to be considered as candidate for Associate Pastor.
- Luke Warnes has Call Committee members stand
- Chris Jackson called for a Motion to Approve 1. Lauren 2. Dan Jorvig PASS
- 9:41 a.m. all ballots collected
- Michael Schaner led music 641 "All Are Welcome" while ballots are counted by Laura, Renee, and Ron
- Chris Jackson Formally announces that Pastor Maren has been voted in as our new Full Time Associate Pastor
- Pastor Jordan went to get Pastor Maren from her office
- The results of the vote are shared with Pastor Maren
- Congregation dismissed at 9:50 a.m.

2025 Summary of Council Actions

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

January

- Received MET update
- Plan for Synod Assembly attendance

February

- Election of officers
- Welcome and overview of Council

March

- Approved allowance of Hadfield banner to hang on church fence
- Reviewed MET team process

April

- Plan for Teacher Appreciation Week
- Plan for Synod Assembly

May

- Reviewed Call Committee Summary

June

- Discussed formation of Call Committee
- Appointed Call Committee
- Reviewed Pastor Interview Process presented in Town Hall meeting

August

- Plan to participate in CLM Trunk or Treat
- Received updates on Call Committee Orientation Meeting

September

- Approved Snow Removal Contract
- Approved Security System Update Proposal
- Received updates on Call Committee Process

October

- Accepted Call Committee recommendation for Pastor Maren consideration
- Approved Compensation and Expenses for Pastor Maren

November

- Approved Staff Compensation Proposal for 2026
- Approved Annual Increase of CLM Salaries

December

- Met for fellowship

Endowment Committee Report

The Endowment Committee provides oversight of the St. Luke's Endowment fund and make distributions from the fund's income along with contributions to the fund from members of the church. This effort provides financial support to three main areas: 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, a Certified Financial Planner, from Investors Advisor Group (IAG). The fund balance as of September 2025 was \$785,926.

For 2025, a total amount of \$28,119.97 from the fund was eligible for distribution:

- \$ 28,070.23 of this comes from the last four-year average fund balance of \$701,755.68 subject to a 4% distribution rate.
- And \$ 49.74 from a carryover of last year's unused funds.

A total of \$27,941.99 was distributed in 2025 to support the needs of the following organizations.

The remaining \$117.98 of eligible funds will carry over into 2026.

- Meru Diocese in Tanzania
- Kilimanjaro Committee Tanzania general needs
- Earmark for Tanzania travel
- Food Pantry of Waukesha County
- The Women's Center
- Hebron House of Hospitality
- 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
- Lutherford Bible Camp
- SOPHIA
- Outreach for Hope
- Salvation Army
- St. Luke's Youth trip

St. Luke's Centennial Scholarships were supported by the Endowment and Memorial funds. The following recipients were recognized, and funds were awarded at our worship service in June:

- Maddie Thorstad (Medical College of Wisconsin – Green Bay)

- Alex Houle (Medical College of Wisconsin Milwaukee)
- Elizabeth Shelley-Bregantini (UW-Milwaukee)
- Emily Ketter (Iowa State University)
- Natalie Ketter (UW-Madison)
- Kacey Kotvis (UW-LaCrosse)
- Alison Mehling (UW-Stevens Point)
- Grant Snider (Concordia)
- Lauren Snider (UW-Madison)
- Alex Tank (UW-LaCrosse)
- Connor Tank (UW-Madison)
- Matthew Warnes (UW-Madison)
- Natalie Warnes (UW-Madison)

Many thanks to Diane Voit for her support to the committee and coordination of these scholarships. The St. Luke's Endowment fund has been making a positive difference in our local and global communities and continues 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 and dedicated team at St. Luke's, working closely with both the custodial staff and the Amigos. The Amigos are committed volunteers who bring a wide range of skills, talents, and life experiences to the ongoing care of our church.

The Facilities and Maintenance Team focuses on addressing the needs involved in caring for and maintaining St. Luke's building and property. When projects are determined to be beyond the scope of what the Amigos can reasonably complete, proposals are requested from outside contractors. These projects proceed upon recommendation from the Finance Committee regarding funding and receive final approval from the Congregational Council before work begins.

Projects completed in 2025 included:

- Install new flooring in the baby room/nursery
- Repair of heating in the upstairs bathroom
- Install OAK (Overdose Aid Kit/Narcan) boxes
- Replace AED (defibrillator) batteries and pads
- Install an additional heater in the upstairs bathroom
- Sealing and restriping of the parking lot
- Repair of the sanctuary roof leak

St. Luke's is fortunate to benefit from the ongoing weekly maintenance work performed by the Amigos. Their dedication saves the congregation tens of thousands of dollars each year. We are deeply grateful for the work they do week after week. In 2025 alone, the Amigos contributed more than 1,700 volunteer hours. We also extend our sincere thanks to the custodial staff for their continued efforts and support.

Ongoing maintenance projects carried out weekly or monthly by the Amigos include:

- Maintenance, cleaning, and fueling of CLM vans
- Ongoing maintenance needs for CLM
- Electrical service and repairs as needed
- Plumbing repairs and service as needed
- Annual servicing of oil pumps for HVAC
- Maintenance of HVAC systems and boiler water testing
- Weekly emptying and cleaning of the baptismal font
- Weekly filling of sanctuary candle oil
- Touch-up painting and tuckpointing as needed
- Monthly testing of fire extinguishers, emergency lighting, and exit lights
- Yard work, including mowing, trimming, and shrub maintenance
- Assist the decorating team as needed
- Maintenance of quilting equipment
- Bleeding radiators when heat is resumed in the fall
- Maintaining weekly records of all work performed

One Off projects completed by the Amigo's in 2025

- Repair of the Door 2 overhang leak
- Install new outlets on the roof for heat tape
- Install handrails at Doors 2 and 3
- Removal of candle wax from pews
- Restoration of the radiator in the sanctuary
- Replace the exhaust fan in the women's bathroom
- Numbering of all outlets and lights to correspond with circuit breakers
- Relocation of Michael's and Cindy's offices
- Setup of Sheri's new office
- Install additional cameras
- Replace the old camera system with a new camera system
- Install new commercial heat tape on the church roof
- Replace blinds in the robe room and sacristy
- Carpet cleaning throughout the building
- Replace multiple window cranks
- Replace the weather stripping as needed
- Set up a workshop for the Amigos
- Install LED lights in the large stairwell to CLM

We thank our many volunteers for their dedication, expertise, and commitment to maintaining our beautiful facility. The Facilities and Maintenance Committee members serving throughout the year include Mark Bjerke, Keith Jurkowski, Debbie Knee, Pastor Jordan, Kathy Pederson, and Ron Staub. The Amigos include Ashley Bregantini, Mark Bjerke, Dave Doepke, Keith Jurkowski, Jim Kieso, Mike Kirley, Art Olson, Ron Pederson, Kevin Thorstad, Dennis Voit, and Larry Wallenslager.

Respectfully submitted,
Ron Pederson, Chair, Facilities and Maintenance Committee

Personnel Committee Report

The Personnel Committee supports our paid staff and Pastors. We maintain the employee handbook and procedures for our employees' onboarding and changes. We support annual employee reviews and salary recommendations. This year a significant churchwide effort was the calling of Pastor Maren Hooper as our Associate Pastor. While the Personnel Committee is not part of either the MET process or the Call Committee, we want to recognize the amount of work and time these members put in to complete this process. Thank you to all our members who stepped up and did a great job in choosing Pastor Maren as our new Pastor.

St. Luke's has been able to maintain a stable workforce and had minimal staff turn-over last year. One of our challenges this year is going to be the continued reduction in state funding for childcare centers. During COVID there was federal and state funding to help keep childcare centers open and retain staff. Those funds have been reduced each year, with this year projected to be the last year. We will be looking for ways to maintain some level of staff funding. There are a couple of changes to the handbook this year. We did a major review a couple of years ago.

We want to thank all our employees for another great year. We recognize the tremendous impact our teachers and staff have on our CLM kids' lives. We also want to thank all the volunteers who make many things happen inside and outside of St. Luke's. We encourage each member to find one or two things you can do to help St. Luke's accomplish its missions.

Submitted by Doug Milway

Generosity Team Report

Dear Friends,

The Generosity Team 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 campaign in November.

This year, the team prepared a detailed calendar, letters, bulletin inserts, impact statements and activities for the purpose of making the congregation more aware of the need for funds to grow and support our ministry in 2026 and the future.

"It's All Gift" was the theme of the 2025 campaign. Thank you to the many who shared their stories of why they love St. Luke's Lutheran Church and how it changed their lives.

About 450 letters and generosity cards were mailed prior to commitment Saturday/Sunday, November 22-23. As of December 25, we have received 133 pledges in the amount of \$426,898 compared to last year with 152 pledges and \$429,530. 41 members increased their pledge from 2025.

This shows a very good case for increased generosity from those who pledged, but there are still many members who **have not yet responded** to our Generosity Appeal. We **pray to see continued 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 team looks forward to growing our generosity and participation and thanks all those who made gifts for 2026.

The Generosity Team
Pastor Jordan and Pastor Maren
Jack Tans, Diane Voit, Dan Jorvig, Sharon Wood, Julie Doepke

Nominating Committee Report

Nominations to the Annual Meeting for Election

February 8, 2026

Church Council

Membership consists of the Pastor(s) and not more than 12 members of this congregation. Members serve a three-year term and may succeed themselves once without taking time off the council.

Currently Serving:

1. Gloria Brechlin	2027
2. Darius Outlaw	2027
3. Chris Jackson	2027
4. David Tank	2026
5. Laura Cameron	2026 (in her second term)
6. Jenny Thorstad	2028
7. Renee Messerschmidt	2028
8. Kimberly Stair	2028
9. Jim Federico	2028
10. Janet Steinquist	2028
11. Ron Staub	2028

Pastor Lindsay Jordan
Pastor Maren Hooper

Currently Departing:

1. David Tank (eligible for re-election)
2. Laura Cameron (not eligible for re-election)

Nominated for Appointment: (vote for up to three)

1. David Tank
2. Kristin Schneider
3. Zachary Eschenburg

- 4.
- 5.
- 6.

Actions to take at Annual Meeting:

1. Seek additional nominations from the floor.
2. Hold Election
 - a. If there are three or fewer people nominated, a motion can be made "to elect those nominated by acclamation."
 - b. If there are four or more people nominated a paper ballot must be provided so that people can vote by paper.

2025 Financial Report

Those Who Served:

Treasurer:	Darius Outlaw
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

2025 FINANCIAL REPORT:

St. Luke's continues to be in stable financial health as we ended 2025 with a surplus of ~\$25,000. We continue to benefit from DCF grant funding, which was \$41,425 in 2025. Ministry income increased by ~\$28,000, primarily due to Child Life Ministries as general giving decreased slightly. Ministry expenses increased primarily due to normal inflation, including wages. 2026 expenses will also increase due to changes in staffing and normal merit increases. Additionally, the DCF grant funding will end in June 2026 and as such, we will no longer have this income to support our ministries. The planned spending increases, coupled with the DCF grant funding ending, will put pressure on our finances in 2026, particularly in the 2nd half of the year. As such, we will need to increase giving to continue to maintain a balanced plan in 2026.

Giving to the Building/Mortgage/New Life Rising Fund continued to do well allowing us to continue to meet our monthly mortgage payments, although it was below 2024 as the capital campaign ended in 2025.

General Fund

	<u>2025</u>	<u>2024</u>	<u>2023</u>
Ministry Income	1,653,704	1,626,469	1,560,806
Ministry Expenses	1,669,658	1,622,996	1,716,781
Miscellaneous Income - DCF Grant Funding	41,425	39,302	72,773
Miscellaneous Income - ERC Funding			148,818

Building Fund / Sanctuary Renewal

Building/ Sanctuary Income	190,889	256,718	261,670
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Building/Sanctuary Expenses	81,396	163,366	157,621
Payments on Principal	77,937	182,434	274,686
Mortgage Balance	761,218	839,155	1,021,589

<u>Memorial Fund</u>	575,243
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Endowment Fund

Total Assets	785,215
Restricted Fund/Orig. End	398,082
Unrestricted Funds	387,133

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

2026 Spending Plan

ST. LUKES'S LUTHERAN CHURCH

SPENDING PLAN

2026

	2025 Actual	Church	CLM	2026 Proposed Plan	Church	CLM
MINISTRIES						
Connecting						
Worship and Music	14,264	14,264	0	18,800	18,800	0
Fellowship	514	514	0	1,600	1,600	0
	14,779	14,779	0	20,400	20,400	0
Growing						
Learning	2,592	2,592	0	4,900	4,900	0
Youth	2,907	2,907	0	3,500	3,500	0
	5,500	5,500	0	8,400	8,400	0
Serving						
Benevolence Ministries	55,479	55,479	0	55,659	55,659	0
Community	12,881	12,881	0	12,950	12,950	0
	68,360	68,360	0	68,609	68,609	0
TOTAL MINISTRIES	88,638	88,638	0	97,409	97,409	0
MINISTRY SUPPORT						
Stewardship	3,026	3,026	0	3,600	3,600	0
Facilities	138,615	53,181	85,434	146,000	55,850	90,150
Administration	63,512	31,811	31,701	63,200	35,390	27,810
Ministry Team						
Total Salaries	366,432	326,407	40,025	399,126	353,193	45,932
Benefits	121,364	102,868	18,496	121,423	103,185	18,238
Allowances	46,782	41,063	5,719	51,615	45,371	6,245
	534,579	470,339	64,240	572,164	501,749	70,415
TOTAL MINISTRY SUPPORT	739,732	558,357	181,375	784,964	596,589	188,375
CHILD LIFE MINISTRIES	841,287	0	841,287	896,049	0	896,049
MINISTRIES	88,638	88,638	0	97,409	97,409	0
MINISTRY SUPPORT	739,732	558,357	181,375	784,964	596,589	188,375
CHILD LIFE MINISTRIES	841,287	0	841,287	896,049	0	896,049
TOTAL FINANCIAL PLAN	1,669,658	646,996	1,022,662	1,778,422	693,998	1,084,424

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:

Judith Lea Jurkowski	Joanne "Jan" Crooks	Jeff James Pace
Frances Claudette Parson	Sandy Stolz	Joan D. Wisnieski
Carol Sorenson	Jane Stoel	Marion Ruth Chapman
Virginia Steiner	Doris Schiller	Kenneth Larsen
Lois Nelson	James "Jim" L. Krueger	Randy Allen Kieck
James Walker	Geralda "Jerry" R. Schaefer	Anita Mae Huntington

Friends of St. Luke's:

Megan Sue Pederson	Sherry Morris
Robert "Bob" Skebba	Nancy Monosso

Council Roster

Roster of Council Members

President Chris Jackson	2027
Vice President Jenny Thorstad	2028
Secretary Kim Stair	2028
Treasurer Darius Outlaw	2027
Gloria Brechlin	2027
David Tank	2026
Laura Cameron	2026
Jim Federico	2028
Renee Messerschmidt	2028
Ron Staub	2028
Janet Steinquist	2028
Rev. Dr. Lindsay Paul Jordan	NA
Pastor Maren Hooper Associate Pastor	NA

Term Ending

2026 Monthly Mission Offerings

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 **Healing Hearts:** 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 **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 **Hadfield Elementary School Partnership:** 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 **Tanzania Partnership** (*see above*)

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.