St. Luke’s Lutheran Church

2018

Annual Report
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# AGENDA

**February 10, 2019**

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*Helping people make a life changing connection with Jesus Christ, St. Luke’s is a faith community committed to connecting, growing and serving.*
“Now, Lord, You have kept Your promise, and You may let Your servant go in peace. For with 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**

- Jackie Bell
- Ernie Wegner
- Larry Borck
- Arlene Franklin
- Clint Knee
- Elfriede Ernst
- Judy Huebner
- Chris Cozzens
- Sally Tolbert
- LeAnn Lehrer
- Norma Reuss
- Chuck Kellogg
- Jack Kaepernick
- Sharon Long

**Friends of St. Luke’s**

- Brian Tolbert
- Arlene Greseth
- James Congdon
- Lorie Katzner
Call to Order: Congregation Council President Sharon Wood called the meeting to order at 12:00 pm. The meeting was attended by approximately seventy-two St. Luke’s Lutheran church members.

Council Members Present: Heidi Chada, Tim Grove, Chris Jackson, Jim Kieso, Maria Klassy, Cathy Whitsitt, Sharon Wood

Opening Devotion: Pastor Andersen led the opening devotion.

Approval of 2017 Annual Meeting Minutes: President Wood presented the minutes of the February 21, 2017 Annual Meeting for approval.

A motion was made and seconded to approve the February 21, 2017 minutes as presented; motion was approved.

Reports of the Nomination Committee:
Congregation Council
President Wood presented three candidates for election to fill three of the open positions on the Congregation Council for a term of three years – Jim Kieso, John Lindberg and Pam Olson.

A motion was made and seconded to approve the election of those candidates presented to serve on the Congregation Council; motion was approved.

President Sharon Wood expressed thanks to Maria Klassy, Jeannette Bjerke and Cathy Whitsitt for their time on Council.

Endowment Committee
President Wood presented two candidates for election to fill the two open positions on the Endowment Committee for a term of three years – R.J. Hildebran and Diane Voit.

A motion was made and seconded to approve the election of those candidates presented to serve on the Endowment Committee; motion was approved.

Finance Committee
President Wood presented one candidate for election to fill the one open positions on the Finance Committee for a term of three years – Touger Lee

A motion was made and seconded to approve the election of those candidates presented to serve on the Finance Committee; motion was approved.

Nominating Committee
President Wood presented two candidates for election to fill the two open positions on the Nominating Committee for a term of one year – R.J. Hildebran and Cathy Whitsitt

A motion was made and seconded to approve the election of those candidates presented to serve on the Nominating Committee; motion was approved.

Personnel Committee
President Wood presented two candidates for election to fill the two open positions on the Personnel Committee for a term of three years – Michelle Bedalov and Laura Tank

A motion was made and seconded to approve the election of those candidates presented to serve on the Personnel Committee; motion was approved.
Reports of the Capital Campaign Committee: Ed Raether and Jack Tans referred to page 9 of the annual report. Our current three year Capital Campaign ends on March 4, 2018. We have received $992,673 from this campaign and another $106,402 from the previous building fund as of December 31, 2017. Ed thanked the members of the original campaign. The initial renovation campaign was for $2.3 million. $1.9 million remains on the mortgage.

Our second three year campaign “Let it Shine” is underway with a goal of $750,000 with commitment weekend on March 17/18, 2018. Jack advised that there are several ways to give – stocks, real estate, etc.

Ed further explained that the building and sanctuary renewal fund are now combined into one fund and that it is also important that the congregation give to the General Fund so that staffing levels and services do not have to be reduced.

Old Business:


He advised that next year’s spending plan remains fairly flat and that with the hoped for small increase in giving, finances will be stable.

He extended thanks to the staff for their diligence and careful spending and to the congregation for their continued contributions to the general fund.

Review of the Annual Report
President Sharon Wood asked that everyone read the individual reports as they tell the story of our Connecting, Growing, and Serving. It takes lots of hands and hearts to accomplish these tasks and she asked that everyone consider where you may help.

She further advised that this is a time of change and though stressful, could also be very exciting as we near our 100th anniversary.

New Business:

Presentation and Approval of the 2018 Spending Plan: S. Wood presented the plan on page 26 of the Annual Report.

A motion was made and seconded to approve the 2018 Spending Plan as presented; motion was approved.

Call Committee: S. Wood advised that there is an application form for those interested in being on the Call Committee. The ELCA website has documentation that outlines the process if there is interest. The application forms can be given to any council member or turned into the office by March 5th. Council will review these and assemble a team with consideration to age, gender and membership time at St. Luke’s to construct a team consistent with our demographic.

Questions responded to included:

- Will a second Call Committee for formed after the Senior Pastor position is filled? Yes
- Will the Senior Pastor then be involved in that process? Yes, budget and need will be taken into consideration when it comes to additional staffing.
• When will we make Pastor Doug’s position permanent? Synod has a required process. Pastor Doug explained that the position we are calling is not the one he currently is serving and that the process needs to be followed to find the right person for St. Luke’s and that he also needs to be in the right place. “It is important that the integrity of the process be followed for both sides.”

• Can Council extend Pastor Doug’s time? Yes, we would work through the synod office and the terms would have to be acceptable to both the congregation and Pastor Doug. Pastor Doug advised it is an option, not a guarantee. Synod is responsible to fill the role. The congregation is responsible to complete the Call Process.

• Comment: The first step should be to decide what we want in a pastor. Waukesha demographics should be taken into consideration. The Mission Exploration Profile (MET) process has already determined that.

Flag: A motion was made by Clarence Stoel to have the flag visible to all of us. Barb Eberly seconded this motion.

Pastor Andersen advised that rules regarding the flag state that it must be the primary focus of the space and in our church that symbol is the cross, not the flag. Sharon Wood advised the locations of the current flags in the building and explained that they can be brought out for secular ceremonies. She explained the decision Council arrived at in April 2017 was to support the previous Council decision of 2008 that the cross must be the main focus in the sanctuary.

Comments:

• When I worship, I am in worship with Lutherans all around the world, not just American Lutherans.

• Other churches have the cross and the flag, why can’t we? Pastor Andersen advised that it is a decision made by each individual church. He agrees with our past leadership that it should not be in the sanctuary. Not all visitors here are US citizens and the cross is what our Christian symbol is. It can be represented, but not in the sanctuary.

• Pastor Andersen had requested those who have an interest to come forward to create a team to design and build a memorial wall in our “History Hall” where the flag could take center stage. There have been requests for interested parties to step up and design an appropriate memorial wall where the flag could be honored. Those interested should step up and volunteer to assist in the design of that wall.

Curt Steinquist moved to table this discussion; seconded by Jack Tans. Motion approved.

Adjournment: A motion was made and seconded to adjourn. The motion was approved.

Time: 1:10 PM. Jim Kieso closed the annual meeting with prayer.

Respectfully submitted,

Cathy Munz Whitsitt, Secretary
The following have been nominated to serve on the Congregation Council of St. Luke’s Lutheran Church for a term of three years (Elect 4):

Tim Grove (i)
Eli Larson (i)
Sherry Skogman (i)
Ashley Bregantini

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

Luke Bedalov

The following has been nominated to serve on the Finance Committee for a term of three years (Elect 1):

Jennifer Thorstad

The following have been nominated to serve on the Personnel Committee for a term of three years (Elect 2):

Cathy Jansen (i)
Jim Trainor (i)

The following has been nominated to serve on the Personnel Committee for a term of one year (Elect 1):

Cathy Whitsitt

The following have been nominated to serve on the Nominating Committee for 2019 (Elect 2):

Laura Cameron
Neal Buntrock

Submitted by the 2018 Nominating Committee

R.J. Hildebran
Chris Jackson
Pastor Lindsay Jordan
Doug Milway
Cathy Whitsitt
Sharon Wood
Senior Pastor

...Jesus got into one of the boats, the one belonging to Simon, and asked him to put out a little way from the shore.
...Jesus said to Simon, “Put out into the deep water and let down your nets for a catch.”
Simon answered, “Master, we have worked all night long but have caught nothing. Yet if you say so, I will let down the nets.”
When they had done this, they caught so many fish that their nets were beginning to break.
(Excerpts from Luke 5)

Dear Friends in Christ,

It is with joy and thanksgiving that we enter into our Annual Meeting. This is a congregation with a rich history of vitality and strength. We continue to do incredible things in the name of Jesus for the people of Waukesha and beyond. We “fish” for people and the Holy Spirit blesses our work – people’s lives are changed through our ministries.

My first couple of months at St. Luke’s have been wonderful. You’ve been gracious and loving as I’ve stepped into this fishing boat. As we’ve been putting out our nets, I’ve been getting to know you and appreciate the many kindnesses you’re showing as I learn how to fish new waters with you.

The call of God to this congregation is renewed whenever there is pastoral change. St. Luke’s season of transition has been long. Now, God is calling us to work together to drop the nets once again... to engage the neighborhood with the life-giving message of the gospel. Already, we are doing this: We worship weekly; we support working families through our Child Life Ministries; we encourage one another in the faith through Sunday School, Youth Group, Bible Studies, Confirmation, and other study groups. We cast many nets in response to the call of Jesus Christ. I hope we will continue to do this with intentional regularity – and that all our members will participate in a growth group of some sort.

As we fish together, congregational leaders and I are working together to think about what the next three years might bring. We are reading materials compiled during the MET process. We are talking about core values, reviewing the mission of God at St. Luke’s, and articulating priorities. In the coming months, these efforts will continue. We are doing this in full confidence that Jesus continues to call us to cast nets far and wide.

Please continue to pray for me and other leaders. As God calls us forward we need to be mindful of the Holy Spirit’s leadership among us.

In Peace,

Pastor Jordan
Dear Brothers and Sisters in Christ,

I want to thank you all for the warm welcoming experience that I have had here at St. Luke's. I also want to thank PJ and all the staff for being such a wonderful support team.

It has been only a few weeks since I started my transitional time among you and those weeks have been filled with pastoral calls, visits, prayers for healing, leading worship services and preaching. While that is a normal for every pastor, I have had the opportunity to witness the commitment of so many of you to make possible the ministry of St. Luke's to connect, grow and serve one another and the neighborhood where we are located and beyond.

I am really excited to see what the future holds for all of us and how can we make more impact in the ministries we serve.

Yours in Christ,

Pastor Betty
Dear Friends in Christ,

As I reflected on many things about 2018, the thought that kept coming to my mind was you; our St. Luke’s family and how God continually works through us to serve his people through ministries that strengthen his love for this world. When I think back to our September’s “God’s Work - Our Hands - Celebrating YOU!”, I remember our planning team being amazed when we had a list of over 350 of our faith family that serve inside our church walls throughout the year. This did not even take into account those that serve so diligently in our community and the world. This is a testament of our congregation living out their faith through service to God and others. I want to especially thank Sharon Wood and the outreach groups for coordinating the celebration. I also thank Katie, for her invaluable assistance with gathering and organizing all our volunteers names and missions!

I have also been reflecting about Installation weekend, I was serving as Assisting Minister and seated looking out towards the back of our sanctuary. As I sat there through worship, looking out from this viewpoint, a couple thoughts came to mind. First, I was struck by how different the sanctuary felt to me when looking from front to back, a perspective I had never really looked closely at or thought of before. Second, I was struck by the image of you, sitting in God’s House, coming together as one and worshipping our Lord, Jesus Christ. We are disciples of Christ, and as I reflect on that thought, along with the image of the people of St. Luke’s, I ask this question of us, “Are we ready, as disciples of Christ, to look at and think about new perspectives as we move forward into a new year in faith, acceptance and service?”

On Installation Weekend, Pastor Jordan expressed to us that just as he was called by God to St. Luke’s, so has St. Luke’s been called to be downtown Waukesha. We continue to pray and have conversations about “What does it mean to be a downtown place of ministry in Waukesha?” We began exploring this last summer and I want to thank those that stepped out in faith to visit with our neighbors. There is still much work to do. Leadership asks that you pray for guidance for us to go deeper and discover new perspectives with helping people make a life changing connection with Jesus Christ, or even simply, for them to feel the love of Christ through us.

This past year has been a privilege for me and all the council members to have served our St. Luke’s community faithfully and honorably. We thank all of you for the trust you place in us to lead St. Luke’s with God’s grace and love to guide us.

May we all continue to pray and seek God’s guidance in what He holds for the future of St. Luke’s.

God’s Peace and Blessings to You All,

Chris Jackson, Council President
SANCTUARY RENEWAL CAPITAL CAMPAIGN & DEBT REDUCTION PROGRAM

2018 was an eventful year for St. Luke’s with the windup of our initial three-year capital campaign and the kick-off of the debt reduction program (Let it Shine!) both occurring in March.

Pledges for the initial capital campaign totaled $1,240,000 and here are some contributions details from that three-year period:

- 54 Giving Units paid their pledges in full
- 68 Giving Units overpaid their respective pledges
- 208 Giving Units paid most of their respective pledges
- 229 Giving Units, who did not make a formal pledge, also gave generously

Including miscellaneous gifts and revenue from the former Building Fund, the initial three-year campaign resulted in total contributions of $1,146,384, a wonderful result. As we have said before, “Well done, thou good and faithful servant”. AMEN!

On March 17-18, Pastor Doug Andersen and retired Pastor Ted Romberg gave an inspired and thoughtful message as we kicked off the new debt reduction campaign, Let it Shine! Our goal was to receive pledges of $750,000, which we did.

As of December 31, we have received contributions of $249,046 from 180 Giving Units who made a formal pledge. Of these 180 Giving Units, 148 made partial payments, 8 paid off their pledge, and 6 overpaid their pledge. We have another 29 Giving Units who did not make a formal pledge and have already contributed $14,907. Total giving for this nine-month period is $263,953 or approximately one-third of our $750,000 goal and indicates we are moving positively toward that achievement.

We did experience a significant reduction in the number of Giving Units who pledged to our initial campaign but did not renew for the new debt reduction program. We pray that members who did not respond to the second campaign will be moved to contribute in the remaining months.

We are extremely grateful to all our members and friends for their stewardship and for honoring their respective pledges, regardless of how little or how much each gave. Everyone should be proud of the part they played in both campaigns to date.

As we reflect on our mission statement of being a faith community committed to connecting, growing and serving, just look at what has transpired at St Luke’s since early 2015. Groth Design Group, in conjunction with many of our members, and under the fantastic project leadership of Gary Chada and Phil Bangle, provided us with an outstanding and beautiful sanctuary, unique chapel, and a modernized fellowship hall. Since then, Groth Design Group has won several national awards for our project.

Under Pastor Lindsay Jordan’s pastoral leadership, we are on the threshold of making St. Luke’s a vibrant and inclusive place of worship. But we need continued financial support in order to properly fund our worship and other programs.

Members of the Debt Reduction Program Team include co-Chair Ed Raether, Co-Chair Jack Tans, Harold Bloch, Paul Geibl, Matt Hembrook, Chris Jackson, June Kieckhaefer, Jill Larson, Fran Parson, Sharon Wood, and Cathy Whitsitt. Support is also provided by Katie Woodford, Kelsey Jefferies and Richard and Caroline Huttner.

Respectfully submitted by Ed Raether and Jack Tans
Dear Members of St. Luke’s Lutheran,

Thank you for your continued support of the music programs in 2018! It was filled with more changes to our congregational life, but music brings us all together. And for that I am extremely grateful. In February we presented Pastor Boadwine with a commissioned piece based on ELW 808, Lord Jesus, You Shall Be My Song as I Journey, by Zebulon Highben. It was a surprise to her that she cherishes greatly.

In July we held our annual music camp, and we had 22 students, along with a myriad of adult and youth helpers. Our theme was We Are the Light of the World. It was a great experience, and I'm looking forward to music camp 2019 the week of July 22-26!

Our 5:00 and 8:30 worship services are mostly traditional in music, with our 10:00 being a blended service in the music. Thank you to Susan Wallenslager for her beautiful flute music at the 10:00 service almost every single week. We were blessed to use Holden Evening prayer during Advent and Lent. Thank you to the musicians who lead that service week in and week out. If you have not attended Holden, I encourage you to do so.

Our numerous musical ensembles continue to evolve and grow. We have so many diverse opportunities for all ages and abilities. Thank you to Anna Kate Morris for her outstanding leadership of the Angel Choir, which continues to grow by leaps and bounds! And thank you to Renee Carstensen for her work with the Lord’s Chimes.

On Thursday evenings we have continued our B.L.A.S.T.I.N.G. Zone time and meals for our kids, youth, and families. They have continued to be a great success as a time of fellowship for the families and kids of all ages. Thank you to the groups within the church who have helped provide meals, and thank you to Kathy Fontaine and Kathy Paulson for helping to serve almost every single week!

In 2018 our Fine Arts Series hosted numerous wonderful events. In January I gave a solo organ recital. The Wisconsin Philharmonic gave several concerts and recitals throughout the year. In November the Augustana Symphony Orchestra gave a concert here as well. We have numerous amazing events lined up for 2019 and beyond. Stay tuned for more information, and thank you for supporting the Fine Arts Series at St. Luke’s.

I am so excited for what 2019 and beyond will bring for the music ministry here at St. Luke’s Lutheran! You all have made it clear how important music is to this church. And for that I am eternally grateful.

Respectfully submitted,

Michael Schaner
Director of Music Ministries
Dear Brothers & Sisters in Christ,

In May I was approached by Pastor Doug (with the blessings of Personnel and Church Council) to entertain the idea of changing my job description. A need within our congregation had been identified for someone to coordinate ministry which encompassed our shut-in members, those in rehab, those who have lost loved ones, grief support and our prayer chain. In addition, I was asked to maintain my work with Communion Education, Bible Workshop and Vacation Bible School.

After much prayer, I joyfully accepted this new position which is now known as Care & Prayer Ministries Coordinator. I began that position on July 27. I am overwhelmed by the words of encouragement and support I have received in my new role, thank you!

**Care Ministries**

Home-bound/Health Care Facilities/Rehab facilities/Hospitals currently house 29 of our members. Those numbers fluctuate on a daily basis! Pastors and lay people visit with these people.

**Grief Ministry**

Communication is maintained with those who have lost loved ones. This is done on a quarterly basis via a booklet. Other communication the first year after a loved one has died is also part of Care & Prayer Ministry. Currently we have 10 people who are recipients of this ministry.

**Prayer Ministries**

*Prayer Team*

As requests come in, they are sent via email to our Prayer Team. Prayer requests are updated as needed. Currently we have 10 faithful people lifting up the needs we receive.

*Prayer/Care Requests*

A prayer desk is in the process of being made. On the wall near the TV will be a rack containing Care Note booklets addressing many different topics. There will be a rotation of booklets throughout the year. Our website is available to receive prayer and or care requests from you, please check it out!

**Growing Ministry**

*Communion Education*

Classes will begin for students and parents on Sunday, March 10 and conclude Saturday, April 13. Students will receive their First Communion on Maundy Thursday during the 7:00 service.

*Vacation Bible School*

Plans are underway for ROAR VBS! We meet August 12 - 16. This is a change of months so as not to conflict with public school summer school.

Together, we are the church, the body of Christ living in this world to be his hands and feet. We have been given the command to love one another, to reach out and share his love to all people. It is with joy and humility that I embrace this “new” ministry. I look forward to see where God leads the Care & Prayer Ministries in 2019.

In Faith,

Laurie Rohrwasser
Care & Prayer Ministries Coordinator
In 2018 we bid farewell to Judy Mayhew, who retired after 21 years of service at St. Luke’s Preschool. Liz Anderson was hired as Preschool Administrator. Liz became a part of the St. Luke’s team in 2010, and has been the 3 year old Preschool teacher since 2011. Her years of working for Judy have prepared her for this new role, and she was beyond thrilled to take over the position.

Liz and her husband, Eric, have sent 3 of their children through the CLM program - Emmett (7), Annabelle (5), and Nora, who is currently in the 2 year old Preschool and Childcare classrooms. St. Luke’s has become a second home for their family, and she is very excited to work more closely with the congregation and church staff in her new administrative role.

Even though we are in the Lower Level, CLM wants to make sure that church members feel welcome and encouraged to come down and experience our ministry! We have increased our communication with church families about open houses and registration events, and we also share all child-gear ed church events with our CLM families. We currently have 15 church member children that are a part of CLM, but look forward to increasing this number over the next few years! One of our favorite collaborations is Angel Choir! We have 9 CLM kids that have joined to sing their praises during church services!

We currently serve 143 children in our Early Learning Center which includes Childcare, Preschool, School District of Waukesha 4K, and a Before/After School program. From these 143 children, we have 65 children in Childcare only (29 of these are transported to and from local elementary schools), 18 children in Preschool only, and 15 children in 4K only. Now comes the fun part - all of the kids that are in multiple programs! There are 20 students in Childcare and Preschool, 13 students that are in Childcare and 4K, and 12 students that are in Childcare, Preschool, AND 4K! The flexibility and learning environments that we offer to working families (whether they go out to work or work in their home) are only a couple of the reasons that St. Luke’s CLM continues to be a top choice for Waukesha families. We run this ship with an educated, passionate group of 27 Early Childhood professionals!

Speaking of Early Childhood professionals, St. Luke’s has joined with WECA in providing T.E.A.C.H. scholarships to several of our teachers. We are so proud of our staff members that are continuing to build on their education! So far we have had four complete credentials through UW-Platteville and two will commission this year!

Blessings,

Courtney Stangl & Liz Anderson
Dear Friends in Christ,

On Sunday, our lower level continued to be a busy and fun place! Loads of smiles, hugs and the sharing of what went on during the week. It really is a great place to be! I had the distinct privilege and blessing of working with some incredible teachers and helpers who have a passion for kids and a love of sharing Jesus with them.

**January-May**

Our 1st & 2nd grade classes tried out a different curriculum that offered many options for teaching and learning. Based on our trial, the decision was made to switch to this curriculum which is cost effective and user friendly. Thank you Beth, Laura and Janaka for your willingness to give this a try!

**February- April**

Students and parents participated in Communion Education Classes held during the Education Hour. This was in preparation for receiving communion for the first time on Maundy Thursday. During this time, in addition to working through the Fed & Forgiven Workbook, chalices and banners were made. On Thursday, April 12 students received communion along with their families during the evening service.

**June**

“Shipwrecked, rescued by Jesus” (VBS) filled St. Luke’s with music, laughter and the love for and from Jesus! Kids, teachers and helpers learned Jesus is there with us no matter what happens in our lives. We sang fun songs, went on some really neat Bible adventures, had yummy snacks and made some awesome things to take home. In addition, we made some new friends, hung out with old friends and left each day knowing Jesus loves us!

None of this happens without very dedicated volunteers of which there were nearly 83! This includes those who helped create decorations, helped with set-up/take down, lead stations, guide our kids, help our guides, run audio equipment, shop, make and serve snacks.

A huge THANK YOU to all!

THANK YOU to all who took VBS tags and donated what we needed, VBS couldn't happen without you!

To all Sunday School parents, teachers and helpers, thank you for all your support during my time as Sunday School Director. It was both joy and blessing to work with all of you to share the love of Jesus with the kiddos!

God’s Blessings & Peace,

Laurie Rohrwasser
Dear Members of St. Luke’s Lutheran Church,

In late Summer of 2018, I took on a new role at St. Luke’s as the Coordinator of the Sunday School Program. When presented with this new role my first thought was how very exciting it would be to get to know the younger children and families that make up St. Luke’s.

On Sunday morning at St. Luke’s, the lower level is filled with noise, laughter and excitement – music to this coordinator’s ears!! This year we have 66 students registered for Sunday School and have 16 teachers and aides teaching and helping in Sunday School Classrooms. Also, for the first couple of months we were also blessed to have some of our 9th grade confirmation students help out!

This year we are using a Sunday School curriculum called “Dig In.” This is a fantastic curriculum that teachers and Sunday School students alike enjoy. The curriculum is set up in such a way that teachers are able to tailor the lesson to the needs of the students in the classrooms! It has been great fun to see the children of Sunday School get excited to grow in and learn about their faith.

During part of November and into December, the children and teachers were busy preparing for the Christmas program. The children had so much fun learning the songs and getting into character for the big day! A special thank you goes out to all the teachers and aides for all their hard work in getting the children ready for the Christmas Program. Another special thank you goes out to all the parents/guardians for bringing their children to church each Sunday and practicing with them at home. The program was a huge success and the congregation really enjoyed it. I received so many positive comments!! A job well done to all involved!

Thank you to all that welcomed me so positively into this new role. I look forward to helping the children grow in their faith and learn more about their relationship with God. I also look forward to working with the teachers and helping them teach our young children. Finally, I look forward to building our Sunday School program and involving new and returning volunteers in the program to help shape the faith of our young children.

Respectfully Submitted,

Kelli Zelinger
Director of Youth and Family Ministry
Dear Members of St. Luke’s Lutheran Church,

First off, I want to say THANK YOU. Thank you for making my third year at St. Luke’s a wonderful experience. I can’t believe how quickly the third year flew by and I am excited to see where God takes the youth, families and me in the next year and how he works in all of us!

The past year has been a busy one for the youth of St. Luke’s. The last bit of winter and spring were spent doing a number of activities which included fellowship outings to Soul Fire Art Studio as well as Uptown Art. In addition to fellowship outings, the youth spent a lot of time at church putting together fundraisers for their mission trip to Long Island, NY. A few fundraisers included Wall of Money, the Spaghetti Dinner and Silent Auction, a month of fundraising at Buffalo Wild Wings and Cinnamon Roll Sales.

During the second week of July, 23 youth and 6 adults traveled to Long Island, NY. The trip to New York was a quick one, as this year the youth and adults flew – a new and fun experience!! Next Step, the mission trip company that we have worked with for the past two years, was gracious and allowed us to stay in our “home base” church a day early and stay a day later than usual. It was great for youth and chaperones alike to be able to set up sleeping arrangements and get settled and then stay in one place for the week. During our free time while in New York we took a tour of the Statue of Liberty and Ellis Island. We also took time to do a tour of the World Trade Center Memorial and Museum as well as the Observatory – such amazing views of the city from the observatory. While for the youth on the trip, this experience was a piece of their history, for the adults it was hard to experience again. All enjoyed the experience and learning more about that tragic day.

The service projects during the week were all done to restore the area devastated by Superstorm Sandy in 2012. Our large group was split into three small groups. One of the groups traveled to a woman’s home that was flooded during the Superstorm. After the flood waters receded, the city put rules in place that homes had to be a certain height above sea level in order to be insured. The woman had to raise her home and thus needed help with getting drywall in place after a contractor did not return after scamming her out of money for the work he said he was going to do. The group assigned to this home was able to get a lot of the drywalling done so the groups that came in the next week would be able to take the home even further. Another one of the groups helped a family with odd jobs around their home – painting, working on a deck, etc. They were also able to spend time at a street fair playing games with young children and handing out food to those in need. Our last group spent time working on putting in a driveway at a family’s home. This group worked hard moving double the gravel they were supposed to move and getting the driveway prepped for the pouring of concrete. Each group worked hard, but also had fun while doing it.

At the end of the week, the youth were able to spend some time and Coney Island – exploring the area, shopping and riding various rides. For lunch, the group stopped at world famous Nathan’s Hotdogs. The place was so, so busy, but youth and chaperones alike enjoyed the meal and the experience. The youth and chaperones were also able to take some time and travel into the city to explore Times Square. So many people and things to look at - a fun and exciting experience for all!!!

A special thank you goes out to Cari Buskel-Thompson, RJ Hildebran, Melissa Jackson, Jim Mollet, and Paul Zelinger for chaperoning this mission trip.

Our Confirmation program kicked off at the beginning of September. We currently have 25 students that are participating in Confirmation. On October 28, 2018, 13 students were confirmed in front of family, friends, sponsors, godparents and the congregation. Pastor Doug Andersen and I along with Cari Buskel-Thompson and Pastor Jim Durnil have enjoyed working with the students and seeing them
grow in their faith. We look forward to working with Pastor Jordan and continuing this journey with them and seeing where God leads each one of them.

Looking forward, the youth group and I hope to get more 7th-12th graders involved in the youth group and youth activities. We hope to add in more service related projects in addition to keeping all the fun activities we enjoy doing together. Additionally, I hope to get more family-oriented activities going in the church as well as activities for the young adults of our faith community. Finally, I hope to get more adults volunteering and helping with youth events and confirmation.

I am so blessed to be a part of the lives of the youth and families here at St. Luke’s. I look forward to continuing to work with the youth and help them to grow in their faith. I also look forward to working more with the families of St. Luke’s and seeing where God takes all of us!

Respectfully Submitted,

Kelli Zelinger
Director of Youth and Family Ministry
SERVING MINISTRIES

HOSPITALITY

Primary Ministries:
Creating and maintaining an atmosphere of hospitality
Fulfilling duties at the Welcome Station as needed
Hosting and greeting at special events
New Member process and follow up

The team hosted, coordinated and participated in the following church events:

- Hosted new member sessions which entailed greeting the new members at their first session and representing them when they were introduced to the church. The new members have special nametags and continue to have a receiving line after service where they can be greeted and welcomed.
- The Hospitality Team continues to work with Sandy Hendrickson with the new member process and continues to work on new strategies for following up with new members.
- Hosted reception after Michael Schaner’s organ recital in January.
- Hosted Pastor Kathy Boadwine’s retirement reception in February.
- Help to host Judy Mayhew’s retirement reception in June.
- Hosted Evan Mayhew’s ordination reception in August.
- Hosted the ALCM Workshop lunch and snacks in October.
- Hosted Pastor Doug Andersen’s Farewell & Godspeed reception in October.
- Hosted the Augustana Symphony Orchestra reception in November.
- Hosted Pastor Jordan’s welcome reception in November.
- Hosted Pie Fest after the Thanksgiving Eve Service.
- Provided and served meals for B.L.A.S.T.I.N.G. Zone.
- Hospitality assisted with Sunday morning coffee when needed.
- Participated in providing a meal for one of the Lenten dinners.

Goals for the Hospitality Team in 2019:

- Continue to assist Sandy Hendrickson with the “New Member” process and look at new ways to improve follow up with new members.
- Host and greet special events throughout the year (this includes Pie Fest)
SERVING MINISTRIES

Neighborhood Outreach
Sharon Wood

Primary Ministries
Mission: Possible Days
Holiday Ministries
Partnerships
HOPE Center, ERAs, Food Pantry,
Whittier, The Women’s Center
Loaves and Fishes

Once again, the St. Luke’s faith community stepped up to volunteer and to share time, talents and gifts with those in need at the HOPE Center, Whittier School, Waukesha County Food Pantry, Loaves & Fishes, The Women’s Center, and many other locations throughout our neighborhood.

We packed backpacks, read with children, tutored, served meals, provided hospitality, raked leaves, cleaned gutters, spread mulch – just to name a few.

Meals were shared with the women and children of The Women’s Center. On week days this past summer, we served lunches and shared conversation with children at Roberta Park in partnership with the City of Waukesha and the Milwaukee Center for Independence.

It’s exciting to see young and old, families and members, all working on projects to help ease the way for others – and – enjoying fellowship with one another.

Holiday Ministries touched many in the community. There were warm hats, scarves and mittens for children at Whittier and tea, coffee and hot chocolate for the staff. Gifts for The Women’s Center, ERAs Seniors and the HOPE Center. You provided gas cards, clothes and toys for several families with a connection to St. Luke’s. You shared, cared and loved!

Thank you for your generosity, your talents, your donations and your time.

In 2019, we again invite you to watch for opportunities to reach out and serve somewhere in our community. One step at a time, we can make a difference! Not everyone can do everything, but we’re confident there is a place to serve for one and all! The reward is so great!

Neighborhood Outreach
Serving In Action began 2018 with an April mission trip to Houston, TX co-sponsored by St. Luke’s, Atonement-Muskego, Dr. Martin Luther, Oconomowoc, and Christ The King, Delafield. 50 volunteers (one of our largest groups since we started our annual Spring Adult Service Mission Trips in 2006) traveled to Salem Lutheran Church in Tomball, TX to help flood victims recover their homes after flooding in August 2017 caused by Hurricane Harvey’s prolonged rains and flash flooding along the Texas gulf coast. All participants enjoyed making new friends and being God’s hands in service.

During the non-summer months, St. Luke’s continued their very active Whittier Elementary partnership with volunteers supporting the Salvation Army Backpack68 (formally Snack Pack) Program, that helps feed needy Whittier families over weekends and Whittier Buddies are again mentoring students in classrooms during the days. During the summer months, we said goodbye to Principal, Cynthia Gannon, wished her well on her retirement, and met and welcomed the new Principal, Taheréh DeLeón. In December, the “Whittier Warmth" Christmas program continued, and Pastor Jordan had a “meet and greet” meeting with Ms. DeLeón. At the same time, St. Luke’s continues to financially support families in need at Whittier.

2019 is shaping up to be another busy year. In late-February, 49 people will travel to North Carolina to help people devastated by Hurricane Florence in September 2018. This year the trip is again co-sponsored by St. Luke’s, Atonement-Muskego, Dr. Martin Luther, Oconomowoc, Christ The King, Delafield, and we welcomed All Saints, Wales to the organizing team. Our partnership with Whittier continues in full swing, and early in 2019 St. Luke’s will sign a formal agreement that specifies the details of our ongoing relationship. And, as many of you have requested in the past, we have opened discussions with Habitat for Humanity of Waukesha County affiliate to formalize local volunteer opportunities over the coming months.

Long term, we are always looking for ways to expand Serving In Action. You can help that growth by continuing to volunteer, leading teams, and generating new project ideas. Serving is our calling as Christians. It makes you and those you serve feel better. There is a place for YOU in Serving In Action.
Meru Diocese Partnership
We signed a covenant with the Maroroni, Samaria, and Kilima Moja Parishes in Tanzania in 2015, and invited Ascension Lutheran Church in Waukesha to share our Tanzanian partnership with us! As a joint delegation, six from St. Luke’s (including Jessica Clark, Sandy Hendrickson, Dennis and Diane Voit) and seven from Ascension visited Tanzania in summer, 2018. During that visit, we renewed our partnership agreement with Maroroni and Kilima Moja, and Ascension signed a covenant with Samaria. The St. Luke’s delegates want to thank the St. Luke’s Endowment Committee for supporting some of the travel costs and gifts for our partners.

Our Tanzania Partnership subcommittee established priorities for our partnership in discussion with Rev. Lema during his 2015 stay in Waukesha, and updates in our progress follow:

- **Communicate on a regular basis with our partners.** We are now using WhatsApp for regular exchanges of messages and pictures. Look to the St. Luke’s website to see the photos shared and look for the Tanzania Corner in each monthly Epistle for the latest partnership news.

- **Pray for our partners.** The last Sunday in September has been designated the Common Day of Prayer and lists of prayer requests are exchanged and shared on that Partnership Day of Prayer. The 2018 Partnership Sunday was also used to share highlights of the recent delegation visit and insights into the common forms of worship at all three services.

- **Design ways to help primary and secondary students with tuition, uniforms, books, and supplies.** We were thanked by the primary and secondary students as we visited their schools for the funds we had sent for maize and beans and uniforms and tuition! It was heart-warming, until we discovered that most of their peers could not afford the cost of the corn and beans, so they were not able to eat any lunch! We also found out that if we buy the corn and beans at harvest prices (instead of offseason in January) we can buy a lot more! We took up a collection before we left to make an immediate purchase of corn for ALL students to be fed! After sharing our story, a generous response from the congregation was received to send to our partners for the Tanzanian Education Fund for uniforms and tuition costs and other church expenses.

- **Support the Professional Development Fund for pastor, evangelist, and teacher training.** In September, Rev. Nathan Makenge graduated and was assigned to Samaria. In December, Pastor Lema was reassigned by the Bishop’s office, and Rev. Makenge will assume the duties of the six churches in Maroroni and Samaria. Pr. Pallangyo retired in October, but he has agreed to continue under contract at Kilima Moja. The Greater Milwaukee Synod Meru Partnership Committee has pledged to send $20,000 each year for Professional Development.

- **Explore the possibility of a water project** to provide a drinkable water source for the area that makes up the Maroroni, Samaria, and Kilima Moja Parishes and potential funding sources. During 2017 Vacation Bible School students raised funds for the Savanah water retention system, and we were able to see the holding tank that was built to collect rain water.

- **Support purchasing trees in our partner parishes** and make them a living memorial to our Amigo Dick Nettesheim. The delegation traveling to Tanzania in the summer of 2018 planted 24 trees - three at each church - as a sign of our growing partnership!
Plowshare
After a HOT Topic presentation on fair trade, Plowshare Fair Trade Marketplace located in downtown Waukesha set up market items on display for sale between services in spring.

Mt. Meru Coffee Project
Ron Bohrer presented an interesting HOT Topic on the Mt. Meru Coffee Project. Sunday sales were continued from a mobile cart set up between Sunday services on the 2nd and 4th Sundays of each month. The Sponsor the Mt. Meru Coffee Hour allowing donors to buy a bag of Mt. Meru coffee for a month in honor of a birthday or anniversary or other special designation was a success. For 2019, a half-month sponsorship for $25 or a full month for $45 will be available. A special premium coffee called Peaberry was offered for sale in December. Sales were so successful, it will continue to be offered in 2019.

Lutheran World Relief
Needle and Thimble sent 219 quilts to Lutheran World Relief via the truck loaded at St. Luke’s and delivered to the box car in Milwaukee. Thank you to Bill Kron for driving his truck down and to the McCoys for their donations of materials. More quilts and fleece blankets were also delivered to the Salvation Army.
2019 Monthly Mission Envelopes

January  Lutheran Disaster Response
This organization of the ELCA brings God’s hope, healing and renewal to people whose lives have been disrupted by disasters in the United States and around the world. In 2018 Lutheran Disaster Response provided ongoing assistance to those affected by wildfires, hurricanes, tsunamis, flooding, earthquakes, drought, war and conflicts.

February  Whittier School Partnership and Snack Pack Program
St. Luke’s has a great relationship with Whittier Elementary School. People from St. Luke’s are in their building on a weekly and almost daily basis. It is a joy to partner with the Salvation Army to provide Snack Packs to Whittier students and families, which provide at least some food over many weekends when students do not have access to school breakfast or lunch.

March  Hope Center
St. Luke’s supports Hope Center each month with $400. All gifts will help offset this amount from our General Fund.

April  ERAs Senior Network
St. Luke’s supports ERAs at $300 per month. All gifts will help offset this amount from our General Fund.

May  Lutheran World Relief
Financial gifts will be 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 of St. Luke’s.

June  Hope Center (see above)

July  ERAs Senior Network (see above)

August  Seminaries of the Church
Luther Seminary and Wartburg Seminary

September  Healing Hearts
Healing Hearts of Waukesha County offers a peer-to-peer support program for children and teens, ages 4 through 18, who are grieving the loss of a loved one due to death, divorce, separation, incarceration, military deployment, or immigration.

October  Tanzania Partnership: Maroroni, Samaria, Kilima Moja Parishes
We give thanks for our Tanzania partnership and offer our gifts to continue to support these eight congregations. We support them through prayer, through learning, through relationship building and through financial assistance as well.

November  ELCA World Hunger & Waukesha Food Pantry
During the month of Thanksgiving we are motivated to share a portion of the gifts we have received from God with others so they too receive the gift of food. The ELCA World Hunger program is highly regarded in its effectiveness of its ministry as is the Waukesha Food Pantry in its ministry to Waukesha residents.

December  St. Luke’s Endowment Fund
Statistical Report

<table>
<thead>
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<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td>Baptized Membership</td>
<td>1541</td>
<td>1514</td>
<td>1518</td>
<td>1356</td>
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<tr>
<td>Confirmed Membership</td>
<td>1159</td>
<td>1131</td>
<td>1145</td>
<td>1046</td>
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<tr>
<td>Average Weekly Worship</td>
<td>415</td>
<td>412</td>
<td>367</td>
<td>335</td>
</tr>
</tbody>
</table>

OTHER STATISTICS:

- 25 new members joined St. Luke’s in 2018
- 14 were baptized
- There were 3 weddings
- There were 14 funerals (2 were non-member & 3 were inactive members)
- 14 students were confirmed
- 5 children received Holy Communion for the first time
- 91 students were enrolled in Sunday School, ages 3 through grade 6.
- 39 students were in our confirmation ministry – 7th and 8th grades
Endowment Committee

The St. Luke’s Endowment Committee continues to be pro-active in communicating to our congregation members the importance of our Endowment Fund and how it distributes and supports our local community of Waukesha and even on a more global scale.

As a reminder, we encourage our members who wish to consider estate planning and putting St Luke’s in their estate plan to meet privately and confidentially with Timothy Knutson who will guide/assist them in their planned giving wishes. He can be contacted at 1-414-477-9979 or by e-mail timothy.knutson@elca.org.

Over the past year, the following organizations and ministries have benefited from the continuing generosity of St. Luke’s Endowment Fund, with $23,598 distributed to:

* Habitat for Humanity-Waukesha
* St Luke’s Capital Campaign Fund
* Literacy Council of Greater Waukesha
* The Women’s Center, Waukesha
* SOPHIA
* Hebron House of Hospitality
* Hope Center
* ELCA Campaign Fund
* Kathy’s House
* Mororoni Convenent Support
* ERAs Senior Network
* Food Pantry of Waukesha County
* St. Joseph’s Medical & Dental Free Clinic
* Waukesha County Dental Clinic
* Tanzania Mission Trip
* Salvation Army
* ELCA Outreach for Hope
* NAMI-Waukesha
* Youth Mission Trip
* Tanzania Partnerships
* Healing Hearts of Waukesha County
* Whittier School of Partnership

Distributions to Mororoni Convenent Support, SOPHIA, Healing Hearts of Waukesha, County and St. Luke’s Youth Mission Trip were given in honor of St. Luke’s second Sanctuary Renewal Campaign.

The Endowment Fund also supports students from the congregation attending either a Lutheran College or a Seminary of the Church, and we currently have four students who are attending Lutheran colleges.

Monies added to our endowment fund during the year include memorials from members who have passed away, money from estates, and various other donations.

Our endowment fund, managed professionally by Investors Advisory Group, LLC, Waukesha, WI, and Scott Heins, Certified Financial Planner, had a balance of $560,502 as of December 31, 2018. Contributions in 2018 included $1,925 from congregation members’ offerings and memorials.

Funds available for distribution at the January 22, 2019 meeting will be $23,500 with the final distribution dependent on the various requests and needs of the respective organizations.

Special thanks and recognition are given to the following individuals who have been actively involved in the Endowment Committee in the past year:

Sherry Skogman, as Vice President of Congregation Council
Committee members: Don French, Ann Grove, Tim Grove, RJ Hildebran, Diane Voit
Guidance and support from Pastor Kathy Boadwine, Pastor Doug Andersen, RJ Hildebran, Diane Voit

Respectfully Submitted,

Fran Parson, Chairperson
The Facilities/Maintenance Team is the active steward of our wonderful facility. In partnership with the custodial staff and the Amigos (dedicated volunteers with unique skills and experiences), it is the Facilities/Maintenance Team which handles many of the issues in caring for our building and property. For work required to be done at St. Luke’s that is too large or outside of the Amigo’s skill set, we request proposals from outside contractors. The proposals are evaluated and contracts issued on critical matters. All other requests are evaluated; proposal requests made and acted upon if funding is available.

In 2018, there were a number of larger items that were researched and accomplished. These include:

- The parking lot developed cracks in some seams in the asphalt and concrete below the trash bin. The project was completed in 2018 with weather and church activities dictating the schedule.
- New steeple lighting was installed in the spring of 2018. Last year vendors were contacted, proposals evaluated and a vendor selected for the new Bright and Efficient LED lighting. We also received a $400 rebate from Focus on Energy. The lighting will pay for itself in as little as 8 years.
- A new flat roof was installed over the church offices, meeting rooms and Nursery.
- New LED lighting was installed, by the Amigos, in the Chapel.

Plans under consideration for the coming year include:

2019: Resurfacing for the New History Wall.
2019: Replacement of our aging and failing phone system.
2019: Replacement of an HVAC Roof Top Unit.
2019: Renewal or replacement of fluorescent lighting in the rooms and hallways in the church. This upgrade will save on electricity and the cost of replacing over 75 lamps and dozens of ballasts each year. We will work with Focus on Energy for any rebates available.
2019: Install battery backed exit lighting with safety illumination in the hallways, meeting and classrooms in the church.
2019: Install cooling for the Youth Room.

We thank the custodial staff for their continued work and all the extra tasks they willingly perform.

Special thanks go to the Amigos, our facility would not look and work as well as it does without their tireless efforts. They do countless repairs, installations and replacements every week. They save St. Luke’s tens of thousands of dollars every year.

Thanks to the Facilities/Maintenance Team: Pastor Lindsay Jordan, Debbie Knee, Kathy Pederson, Ed Raether and Phil Helker. Each one of you is a special gift.

Respectfully submitted,

Keith Jurkowski
Chairman
2018 FINANCIAL REPORT

THOSE WHO SERVED:

Treasurer: John Lindberg
Financial Secretary: Kelsey Jefferies
Chairman Finance Committee: Brad Skogman
Finance Committee Members: David Clark, Robbin Krueger, Touger Lee, Ed Raether, Pastor Lindsay Jordan

2018 FINANCIAL REPORT:
St. Luke’s had a better financial year in 2018 than 2017, as we ended the year with a surplus even as general giving decreased by (2)%. The surplus was the result of a significant decrease in general fund expenses due to reduced pastoral staffing and increased expense allocations to Child Life Ministries. CLM had a good year as income increased ~1% and expenses were down slightly.

In 2019 giving to the General Fund must increase to fund the planned pastoral staffing.

Giving to the Sanctuary Renewal/Building Fund continues to be strong and only slightly lower than pledges received during the Capital Campaign.

General Fund

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<tr>
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<th>2018</th>
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<th>2016</th>
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<td>General Income</td>
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<td>617,459</td>
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<td>CLM Income</td>
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<td>CLM Expenses</td>
<td>698,544</td>
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Building Fund / Sanctuary Renewal

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<td>Building/Sanctuary Income</td>
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<td>Building/Sanctuary Expenses</td>
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<td>Building Fund Income</td>
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Memorial Fund

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Endowment Fund

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<td>Restricted Fund/Orig. End</td>
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<td>Unrestricted Funds</td>
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A complete report is available in the church office upon request.
## ST. LUKE'S LUTHERAN CHURCH
### 2019 FINANCIAL PLAN

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<th>MINISTRIES</th>
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<th>2019 Proposed Plan</th>
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<tr>
<td><strong>Connecting</strong></td>
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<td>Community</td>
<td>12,908</td>
<td>12,876</td>
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<td>65,867</td>
<td>65,835</td>
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<tr>
<td><strong>MINISTRY SUPPORT</strong></td>
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<tr>
<td>Stewardship</td>
<td>3,675</td>
<td>3,750</td>
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<tr>
<td>Facilities</td>
<td>101,334</td>
<td>98,000</td>
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<tr>
<td>Administration</td>
<td>49,253</td>
<td>45,500</td>
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<td>Ministry Team</td>
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<td>Salaries</td>
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<td>296,644</td>
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<td>Benefits</td>
<td>59,347</td>
<td>97,429</td>
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<td>Allowances</td>
<td>22,716</td>
<td>43,270</td>
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<td>346,535</td>
<td>437,343</td>
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<tr>
<td><strong>CHILD LIFE MINISTRIES</strong></td>
<td>698,544</td>
<td>698,716</td>
</tr>
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</table>

**MINISTRIES** 94,453 94,415 0.0%
MINISTRY SUPPORT 500,797 584,593 16.7%
CHILD LIFE MINISTRIES 698,544 698,716 0.0%
TOTAL FINANCIAL PLAN 1,293,793 1,377,724 6.5%