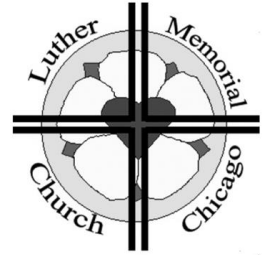


Annual Report of Luther Memorial Church

For the 2017 Annual Meeting



*The 2017 Annual Meeting will take place on **January 22nd at 11:00 a.m. in Fellowship Hall** following a combined worship service at 10:00 a.m. This report contains documents for review in advance of that meeting, including:*

- *The Agenda for the 2017 Annual Meeting*
- *Copies of Minutes from all 2016 Congregational Meetings*
- *Reports from Ministry Staff, Administration, and Leadership Teams*

The Treasurer's report and proposed 2017 budget were discussed in detail at the January 8, 2017 budget meeting. Those documents are available separately.

Our Mission

Transforming Chicagoland in Christ's Name.

Our Vision

We reach people with the Gospel by **rejoicing, reforming, responding, and renewing**. We rejoice in the love of God shown through Christ in engaging worship. We reform ourselves and the world around us. We respond to our neighbor through service and advocacy. We renew our faith and support others on their faith journey.

Our Call

We **Rejoice** in the God shown through Christ. We worship fully, sing soulfully, and seek opportunities for prayer and deep conversation as God invites us to grow together. We are a church where people make worship part of their weekly habit.

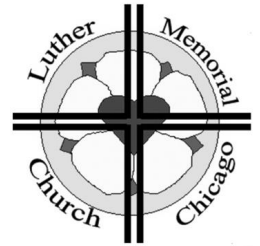
We **Reform** ourselves and our community through changing lives and being changed. We seek opportunities to be radically hospitable through our space. We are a church that is open and welcoming and will reform ourselves again and again as we grow in Christ.

We **Respond** to our neighbor and our world. We work for a world where social justice is lived and embodied as Christ embodied God's love for all. We strive for all to have food, for gun violence to cease, for equality, for the marginalized to have a voice, and for peace to thrive throughout the world.

We **Renew** our faith and the faith of all people through study, devotion, encouraging spiritual practices and lifting up spiritual gifts. We are a church who is active in faith formation. We continually renew our connections with our community partners, renewing Chicago and the world in the process.

Annual Meeting of Luther Memorial Church

+ 11:00 a.m. + January 22, 2017+



AGENDA

Opening Prayer

Dear God, at some point we each ask ourselves what our place or purpose is in life. We wonder what difference it makes that we exist, what our role is in the larger scheme of things. We question whether it's worth the trouble to work hard at our lives, to learn all we can, to grow into the best person we can possibly be.

The contribution we make compared to all our efforts may seem very small. But all large, important things are made up of many small, seemingly insignificant parts. Every person is part of the world, of human history, of the energy of the planet and the universe. Give us the good judgment to work together as pieces for the whole of your world. **Amen.**

Approval of Minutes from Congregational Meetings Held in 2016

Call Team Update

Capital Improvements Update

Election of New Member to Investment Team

Honor Outgoing Investment Team Member Susan Barreto

Election of Treasurer

Stewardship Team Appeal

Treasurer's Report and Vote to Approve 2017 Budget

Honor Outgoing Council Members Dave Byerly and Misti Peppler

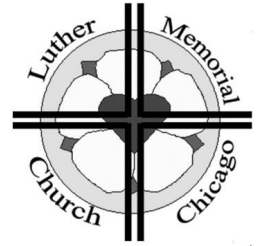
Old Business

New Business

Closing Prayer and Adjournment

Lord, thank you for all the marvelous things you have done today. Thank you for the love that you have revealed to us, and for the love that we share together as your body. Fan into flame the gifts that you have given us, and as we leave this place now, thank you that you walk with us. May we be alert to your promptings and live in your endless love. For yours is the kingdom, the power and glory in this age and forevermore. **Amen.**

Annual Report of Luther Memorial Church
2016 Minutes



Minutes of 2016 Congregational Meetings For Approval

Minutes of the LMC Congregational Meeting 2016

In Attendance: 88

Meeting opened at 10:15am, Feb. 7, 2016

Convene meeting in prayer: Justin Shimko

Quorum acknowledged by Cooper, Dieterich and Peppler.

Jamie Schupp moved to approve minutes: Betten Seconded. Unanimous approval

Bates Larson moved to approve agenda: Betten seconded. Unanimous approval.

Peppler adjusted order of agenda because of the delay in opening the meeting.

Presidents Report – Peppler delivered the report, highlighting the accomplishments of the church in the past year despite turbulence at the end. She read the Mission and Vision of LMC. Received 37 new members in the last year. Finished Phase 1 of Capital Campaign. Also experienced a lot of loss that has caused turbulence of the congregation: passing of members, loss of pastor and loss of band leader. Peppler read statement regarding the last aspect. Peppler brought up continuity on leadership and discussed the way to ensure leadership and experience remains on Council despite change in term lengths. Downes praised the change in when Council members are elected.

Peppler then reinforced that LMC is continuing to grow, not just in numbers but in spiritual and emotional growth and that LMC will not stop growing. Peppler also introduced the concept of radical hospitality, communication changes, building renovation and the formation of the call team.

Pastor's Comments – Pr. Martha Halls delivered comments on her time at LMC and what she sees coming for the next year.

Capital Campaign Update – Jay Kapp discussed the past year in the Capital Campaign and what will happen in the next year. He said that pledges are at \$530,490 from over 93 families and 153 individuals. He also brought up Tim Klein's gift to the campaign to renovate the gym. The campaign will continue, as well, as it is a three-year initiative.

Investment Team Update – Alphonse Gray delivered remarks on the team, how the year started out great, like most portfolios. He said the end of the year turned downward as the overall market also turned downward. The portfolio is diversified to protect the principle while also enabling some growth. But the portfolio was about flat. Going forward in 2016 will be more difficult with the idea to transfer stocks to safer grounds for the coming year. Gray also said the team will seek help from the ELCA Investment Fund. Wegat Fund is required to keep the principle protected at all times. The plan is to switch the fund from a money market to a CD and investment bonds to see principle actually grow.

Audrey Downes and Mike Dixon introduced the nominees for the team. Kevin Massey and Dan Kapzinski. Marcia Mawe moved to vote by voice the slate of nominees. Toietta Dixon seconded. Voice approval.

Treasurer's report and budget presentation – Ben Dieterich discussed the previous year's spending and revenue. He highlighted the budget was in the black. Dieterich also brought up the bequests from the past year: (Need names). He also presented the proposed budget for the coming year. Highlighted the increase in operating budget and the confidence in the church meeting that increase. Mentioned the capital budget decreased because all major projects of building coming from Capital Campaign or already spent. Christopher Haite questioned if additional expenses are needed for a new pastor. Dieterich said those costs are automatically built in. Susan Barretta asked if property insurance will be increasing every year. Dieterich said

the team will be looking at how to reduce the expense in the coming year. Margaret H. asked if other staff will have benefits outside of the staff. Dieterich said there are benefits for staff.

Approval of the 2016 budget – Joe Jensen moved to approve budget. Bates Larson seconded. Approved by voice acclamation.

Recognizing outgoing council member Linda Khoury – Diane Betten thanked Khoury for her work on the Council, the mission and vision team, capital campaign, WELCA, and the small group leadership.

Christian Kern introduced Jeff Conway as the nominee for the open Council position. Move to approve Conway to council by voice approval by J , seconded by Christopher Haite. Voice approved.

Congregational Treasurer's election – Ben Dieterich nominated to Treasurer by Christopher Haite. Christian Kern seconded. Voice acclamation.

Old Business:

Update on Kitchen construction – Peppler said the design planning and acquisition of appliances, work with ComEd and other necessary moves has commenced. A meeting to detail the update with a final plan for review will be held.

New Business – None.

Point of Order: Dixie Downed reminded the congregation about the chili cook-off.

Closing prayer and Doxology – Christine Shaw delivered closing prayer

Adjournment – 10:59 am

Congregational meeting of LMC

June 26, 2016

Meeting begins at 10:10am

1. Peppler opens with prayer
2. Acknowledgement of quorum
3. Clarify budget procedural items – Peppler discussed roof issues in the sanctuary, discussed the need to repair the roof to maintain for 50-75 years. Discussed the place the church is at regarding capital campaign projects.
 - a. Property team discussed roof repairs. Ron meadows discussed the need to avoid band aid work and actually fix the roof.
 - b. Diane Schulte asked if the repair would solve some of the storm flooding problems. Answer was no because it is a different roof and a separate challenge.
 - c. Audrey Downes asked about the price regarding the fix. Proposals came in at \$69k and \$59k. Third proposal dropped because of lack of scope understanding.
 - d. Joe Jensen asked about scaffolding. It is outside of scope.
 - e. Dan Hunt asked about studying a way to divert the drain to handle the storm water overflow. The capital campaign is not finished and clarified that the work outside of kitchen and roof can be done in the campaign if the funds are raised.
 - f. Toietta Dixon asked what is the ask. Peppler responded for \$69k to fix the roof.
 - i. Peppler explained the predicament council has been discussing about where the funds would come from. Property team advocated for using capital campaign funds. Council was split on the method.
 - ii. Melissa Busch asked what the financial reserves are for. Ben Dieterich answered.
 - iii. Pr Martha Halls asked what the long term reserves are for.
 - iv. Chris Haite asked if we can transfer funds down the road.
 - v. Jesse Lava asked what would be knocked off the goal list if the roof is capital campaign.
 - g. Kern moved to release funds of \$69k from capital campaign for roof repairs. Toietta Dixon seconded. Jensen amended 10 percent added. Kern agreed. Ayes had it on voice vote.
4. Peppler introduced building use and child safety policies
5. Kapp and Heather Vandenburg discussed building use policy.
 - a. Downes, Jensen and Busch asked about clarification on the building use policy. Kapp announced detailed discussions will be held in August for both policies.
6. Shimko presented child safety policy.
7. Meeting adjourned at 10:50a

Minutes of the LMC Congregational Meeting October 2016

Meeting Commenced at 10:16am

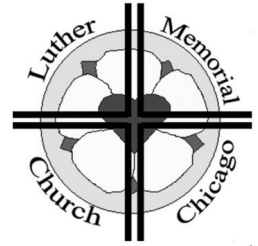
Quorum has been acknowledged

1. Melissa Busch announces next steps in Stewardship actions for pledges –
2. Roof Work announced to begin this week
3. Announced hiring of Dan Ruzic of Chicago Management Associates as project manager to help with moving multiple projects forward towards renovations of the church.
4. Update on Kitchen Project – Peppler announced kitchen budget and permit are ready to go and back on track.
 - a. Increased requirements added on because of what was needed, requiring changes to kitchen plan.
 - b. Ruzic helped reexamine how we use kitchen and what we can do to still get what we need and want and put it back on budget.
 - c. Kapp acknowledged the help of the kitchen team – Ron Meadows, Chris Haite and Tim Klein.
 - d. Said the kitchen is not where you can prepare from scratch food but serve as a warming kitchen, much like now.
 - i. Heidi Bush asked what would make take the kitchen to a food-prep location.
 - ii. Nothing has changed and the congregation can prepare food as before and serve communities in a non-commercial manner.
 - e. Wayne Busch asked about the timeline – Peppler laid out next steps in securing the final bids and move forward. Will keep congregation updated.
5. Review and Approval of Capital Build Budget –
 - a. Updated on goals, pledged and collected.
 - b. Discussed moving the elevator to another campaign because of cause.
 - c. Discovered new requirements to stay up to code and safe, including fire security and roofing.
 - d. Peppler detailed the budget proposal for the Capital Campaign Budget.
 - i. Discussed releveling the floor at the Red Door entrance to prepare for the elevator.
 - ii. Bates Larson moved to approve budget. Jamie Schupp seconded. Approved by voice acclamation.
6. Elect New Council Members – Introduced nominating team of Byerly, Peppler, Heidi Bush and Linda Miranda.
 - a. Peppler explained the decision to expand council by one member.
 - b. Emily Haite brought up the possibility of adding a high school member to council in the future.
 - c. Heidi Bush introduced the nominations of Nicole VanderDoes, Toietta Dixon and Audrey Downes.
 - d. Anneke Uresti moves to elect slate. Diane Betten seconded. Approved by voice vote.
7. Miranda thanked Peppler for her efforts as Council President.

Meeting adjourned at 11:02am

Annual Report of Luther Memorial Church

Pastor's Report



The guys in my family got ties for Christmas. That is not unusual, they all like wearing ties. What is interesting, is that the tie company sent little red tags with each purchase. The tag said: *Work hard and be excellent to each other.*

Accomplishing projects, especially in partnership with others and having fun while doing the work is satisfying. The difficulty comes when the work or project becomes a competition or a battleground and the project becomes more important than the people involved. Projects in the church (and everywhere else!) are never more important than the people God puts in our lives.

LMC has been working on numerous projects in the last year. Some of those projects have been in the works for years while others have just begun as God calls this community of faith to new places. Either way, it's hard to be patient because we want the work to be done. We want the chaos to go away and we want life to return to normal. What we may not realize or refuse to admit, is that there really is no "normal." There has always been and there will always be, some big new project, burning issue, challenging idea, or changing economic or social situation facing the church. There will always be work for us to do that will involve getting messy, making hard choices, being challenged and changed by new ideas or people, and living with uncertainty and chaos. Perhaps what we need to hope and pray for in the midst of this work is that God will help us to *work hard and be excellent to each other.*

As fine as that motto is, it isn't good news. It won't bring peace. It won't repair broken relationships. It won't heal broken hearts. It won't soften hardened hearts. It won't take back ugly or false words spoken in anger and impatience. It won't change who we are. Only God can do that in Christ. "So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation" 2 Corinthians 5:17-18 (NRSV). We are a new creation in Christ! We get another opportunity to work hard, be excellent to each other and forgive each other as Christ has forgiven us. It is actually quite a privilege to get messy, make hard choices, be challenged and changed, to live with uncertainty and chaos in this community of faith.

Here are some things that we have been working on together that may not have been mentioned in other reports. Some of them have been accomplished, some may still be a bit chaotic, messy, and challenging, but we are learning and growing together:

1. **Eucharistic Ministers** meet every other month to share concerns and support each other. Their ministry is to bring Holy Communion and friendship to those members of our congregation who are not able to get to worship. Diane Betten, Diane Schulte, Audrey Downs, Dixie Downs, Laurie Nelson, Margarete Gergen, Linda Miranda, Jan Arnett, Linda Khoury are presently serving as Eucharistic Ministers.

2. **Reformation 500** - a planning team - Linda Khoury, Wayne Busch, Kelly Weiss, Bill Phelps, Deaconess Claire Schoepp and others - will brainstorm ideas about how LMC will celebrate this milestone in 2017. Your ideas may be submitted to any of these team members.
3. **Window's Sunday November 13, 2016** - Dieter Schulte, Karl Raack, John Albrecht and Heather Vanderberg worked on a celebration that gave thanks to God for 50 years of worship under the stained glass windows in the sanctuary, honored artist Richard R. Caemmerer, the more senior members of LMC and Pastor Emeritus David Miller celebrating 60 years of ordination. Members of LMC are encouraged to take a Windows book. If multiple copies are desired, please talk to Dieter Schulte about a small donation.
4. **Conversation about how to support Briana and Gigi** and discuss feelings and concerns about Briana's arrest were held this fall. The group (25 + people) has decided to meet regularly to learn about prison ministry, support each other, find ways to support Briana and her family, address issues related to helping survivors of sexual abuse, talking to our children about abuse and devising a plan that can be activated when members or staff of LMC face crisis situations (please see #5 below).
5. **S.O.S. Plan - this name may be changed** - Jenny Araujo, Rob Klein and Rebecca Heneghan are the beginnings of this team. This plan will help the congregation show genuine care and concern for people in crisis as part of our everyday call as the baptized people of God. Supporting does not mean accepting responsibility or liability. It does mean exhibiting compassion and providing support. This plan will be part of a larger plan for responding to a disaster. If you are interested in serving on the disaster plan team, contact members listed above. There is a detailed resource from the ELCA that will be used to guide this larger plan and process.

Finally, I hope you will join me in showing appreciation for and saying "thank you" to your staff. Below you will find a few reasons to do so, besides the fact that they are actually doing their jobs. In the past year, every member of the staff has:

- spoken of their work at LMC as something that they feel called to do
- worked more hours than they get paid for
- filled in for other staff members when needed
- asked if help was needed before leaving for the day
- asked for help when they need it
- expressed love and appreciation for the congregation
- apologized when appropriate
- responded to criticism and unkindness with grace
- gone out of their way to do (many!) things that are not on their job descriptions
- politely let people know what is not their job thus keeping good boundaries
- trusted each other enough to be vulnerable
- laughed at themselves and with others
- changed personal plans to be at LMC for something important
- expressed concern about individuals in the congregation
- taken time for rest, refreshment and learning
- worked to improve communication with leadership and the congregation
- worked hard to do their job well

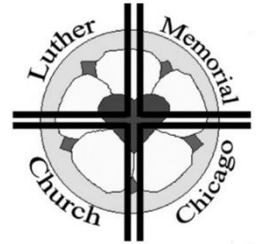
- eagerly shared their thoughts and ideas
- lived the good news of Jesus through their words and compassionate actions

It is indeed a privilege to be a part of Luther Memorial Church of Chicago! *By the Grace of God in Jesus our Savior, we forgive each other, continue to work hard and strive to be excellent to each other.*

With love and gratitude,
Pastor Martha Halls

Annual Report of Luther Memorial Church

Administration Report



Putting a year of church administration into a single report reminds me a bit of what it was like to be a stay-at-home mom and field the question, "What did you do all day?" Each day is full to the absolute brim and, yet, it can be hard to put each day into concrete terms. Looking back over 2016, this report is a small snapshot of the administration of LMC.

LMC By the Numbers

As the primary record-keeper for LMC, the office maintains the written church register as well as the Shepherd's Staff church management database. We have participated in several webinar training sessions in 2016 to optimize our use of the Membership functions in Shepherd's Staff for record-keeping in addition to tracking contributions and financials (tasks handled by bookkeeper Amy Karp). Some numbers:

- Total Active Membership* for 2016: ~275
 - New Members Welcomed through The Great Conversation: 19
 - Baptisms: 11
- Number of Worship Services in 2016
 - Average Attendance in Worship (9 AM): ~110
 - Average Attendance in Worship (11 AM): ~65
 - Most Attended 2016 Service: Palm Sunday 9:00 Service with 253 attendees

*Includes members and friends who regularly attend and/or contribute. This is not the official number that will be reported to the ELCA, a number which has not yet been finalized for year end.

Building Use

This year saw the adoption of a consistent, streamlined Building Use Policy. Under the new policy, we offer our space to outside community groups and nonprofits at a very low rate. As such, our building is active throughout the week. The building is also available at low rates to members for private functions.

A sampling of organizations using space (some on-going; some one-time) in 2016:

Alcoholics Anonymous	Lincoln Square Fencing
Al-Anon	Parents 4 Teachers
Anna Torgerson, piano teacher	Manor Square Garden Club
Cub Scout Pack 3894	Ravenswood Garden Home Owners Association
Global Explorers Summer Camp	Tzedek Chicago
Greater Rockwell Organization	Waters Elementary School
La Leche League	

2017 will present a challenge as we accommodate construction throughout many of the highly-used areas of our building, but we are actively planning ways to offer alternative spaces and minimize disruptions so that our building can continue to be a blessing to our wider community.

Weekly Communications

Following on the communications audit conducted in 2015, we started some large-scale communications initiatives including, most notably, a branding project and a complete overhaul of our

LMC website. More details on those projects can be found in the Communications Team report in this packet. This report focuses on regular, weekly LMC communications.

Electronic Newsletters

- **What's Up Wednesday** is the weekly update from our Child, Youth, and Family Team published on Wednesdays. It highlights our Child, Youth, and Family Ministry programs, news of interest to families, and One Stop Wednesday Activities.
 - The design of this newsletter was completely overhauled this summer with an aim towards being more visually appealing as well as eliminating repeat information.
- **News and Notes** is our church-wide newsletter. Published on Fridays, News and Notes highlights activities and information within our own church as well as news from the ELCA and community organizations of interest. Tweaks this year include:
 - Addition of links to upcoming scripture for Sunday Services
 - Creation of a Child, Youth, and Family section that highlights one or two family-focused events and links to the current What's Up Wednesday newsletter for more program info.
 - Creation of a Community News and Partner Organization section to better highlight non-LMC programs of interest.
- Look for updates to the look and feel of both newsletters as part of our branding process.

Bulletin and Worship Announcements

Did you know that we print 100 worship bulletins per 9:00 a.m. service; 75 bulletins per 11:00 a.m. service, and ~175 bulletins for a combined service? There is a minimum of one page of announcements for each bulletin and that announcement page is revised and updated every week (the announcements for the 9 and 11 services are identical when space permits). Pastor Martha makes 2-5 verbal announcements per worship service. That means:

- We published at least one unique page of news and event announcements in ~9,450 bulletins
- Pastor Martha made ~360 verbal announcements highlighting news and programs of interest

Facebook

- In 2016, we published 416 posts on the Luther Memorial Church of Chicago page. That's an average of 8 posts per week.
- We converted the Members of Luther Memorial Church to a closed group to allow members to share private information (e.g. contact information or personal details) more securely. To be added to this group, you must be approved by an administrator. Criteria for membership in the group is membership at LMC.

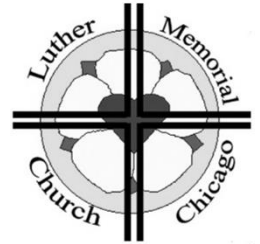
Volunteers

Many thanks to those who help (or who have offered to help) with office tasks. A special thank you to AnnaLisa Lunn who keeps our Sanctuary stocked and straight and to Diane Betten and Mike and Deb Renda for scheduling our worship servers. To the rest of our fantastic volunteers, like a celebrity at an awards show, I will leave someone out. So please know that I value each and every one of you and am so grateful for your service even if I don't "name names" here.

Heather Vanderberg
Director of Communication and Administration
office@lmcchicago.org

Annual Report of Luther Memorial Church

Adult Enrichment Report



From: Nicole VanderDoes

For the purposes of this report, Adult Enrichment encompasses Bible study, education, small groups, and opportunities for spiritual growth primarily aimed at adult participants.

2016 Adult Enrichment Activities

Some of the Adult Enrichment activities that took place during 2016 include:

- **WELCA:** Adult Enrichment activities include Bible Study (contact Jenny Araujo at incagirl2@yahoo.com), Spirituality Group (contact Linda Miranda at linda.miranda912@gmail.com), and Book Club (contact Rebecca Heneghan at rebeccaheneghan@gmail.com).
- **Lunch with Luther:** Senior members and friends are invited to bring a sack lunch at 11:30am on the first Wednesday of the month to discuss Luther's Small Catechism.
- **Thursday Scripture Conversation:** All are welcome for informal Bible study, discussion, and conversation Thursdays at 11:00 a.m. (Contact AnnaLisa Lunn at allfilms@aol.com or (773) 343-3456 for more information).
- **Wired Word:** Meets between services to discuss current events from a Biblical perspective using curriculum that is emailed to participants ahead of time. (Contact Larry Gehrke at larry-gehrke@comcast.net for more information).
- **Tuesday Ongoing Small Group:** Meets Tuesdays at 7:00 p.m. This group uses books to guide its spiritual study, gets to know one another through regular conversation, and prays for and with each other. This is not a drop-in group, but new members are welcome. (Contact Nicole VanderDoes at nvd1390@aol.com or (216) 644-3585 for more information).
- **Sunday Adult Education** (between services):
 - Lectionary Daily Discipleship: Met from Oct. 2–Nov. 6, 2016.
 - ELCA Word Hunger Advent Series: Met from Nov. 27–Dec. 18, 2016.
 - Various adult education series are expected to continue in 2017.
- **Lenten Devotional Book:**
 - 39 authors helped create a daily devotional booklet. The devotional was used by individuals, families, and small groups, was shared with friends around the world, and complemented the Lenten Vespers services and the Sunday messages.
- **Lenten Discussion Group:** Led by Linda Khoury, this group met after Lenten Vespers services to discuss *Keeping the Sabbath Wholly* by Marva J. Dawn.
- **Aging Faithfully Small Group:** Met in the fall at Paula Giovacchini's home to discuss *The Art of Growing Old: A Guide to Faithful Aging* by Carroll Saussy.
- **Financial Peace University:** Twice in 2016, Dan Kopczynski led this 9-week series that helps participants learn how to get rid of debt, manage money, and spend and save wisely God's way.

Adult Enrichment Survey

In the fall of 2016, 33 individuals responded to an electronic and paper survey seeking information about the congregation's interest in Adult Enrichment. Some respondents have been connected with opportunities related to their interests. However, additional opportunities are still in need of creation. More than a third of respondents expressed interest in a small group that would meet on Monday, Tuesday, or Thursday evenings on a short term (4–8 weeks), short term with option to continue, or seasonal basis. Nearly two-thirds of respondents expressed some interest in Bible study, adult education, or small groups that meet on Sundays between services. A few respondents expressed interest in an early morning weekday group. Specific topics of interest included marriage/relationships, aging, forgiveness, current events, LGBTQ+, women's spirituality, parenting, living like Jesus, writings of Bonhoeffer, and Bible study generally.

Looking Ahead

Sunday Series: Beginning Sunday morning, January 29, 2017, you are invited to participate in "Faith, Sexism and Justice: Conversations Toward a Social Statement." Led by diverse members of the LMC community, the study uses seven modules to explore questions surrounding issues of faith and justice as they relate to sexism. Some questions include: Why do we need to talk about women and justice together? Why do images and words for God matter? This is both an opportunity to learn and to have your voice heard as the ELCA works toward a Social Statement.

Lent 2017: Resources and devotional materials will be made available, and small groups will be formed based upon interest.

LMC Devotional Book: Plans are underway to create the next LMC devotional book to guide us when we enter Ordinary Time following Pentecost. A call for authors will go out at the beginning of Lent and volunteers will be sought to lead summer discussion groups, including a virtual group, if feasible.

More Information: When the new LMC website is up and running, every effort will be made to keep information about Adult Enrichment activities updated and easy to find.

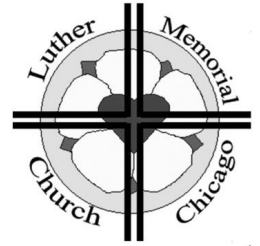
Get Involved

Your interests and personal needs reflect where God is calling you—and, whether you know it or not, there are others at LMC who share the same interests and needs. If you have a specific area of interest, please consider facilitating a small group, leading a discussion series during the Sunday adult education hour, or starting a new adult enrichment opportunity. Please contact Heather Vanderberg at office@lmcchicago.org or Nicole VanderDoes at nvd1390@aol.com or (216) 644-3585 to discuss how to transform your area of interest into an opportunity to benefit the LMC congregation.

An Adult Enrichment Committee is forming, which will meet one evening per month. This Committee will, among other things: provide support, training, and resources to LMC members who seek to start new groups/classes; identify spiritual needs and ways to meet them; ensure that adult enrichment opportunities are communicated effectively; and pray for those who lead and participate in adult enrichment activities. If you are interested in joining the Adult Enrichment Committee, please contact Nicole VanderDoes at nvd1390@aol.com or (216) 644-3585.

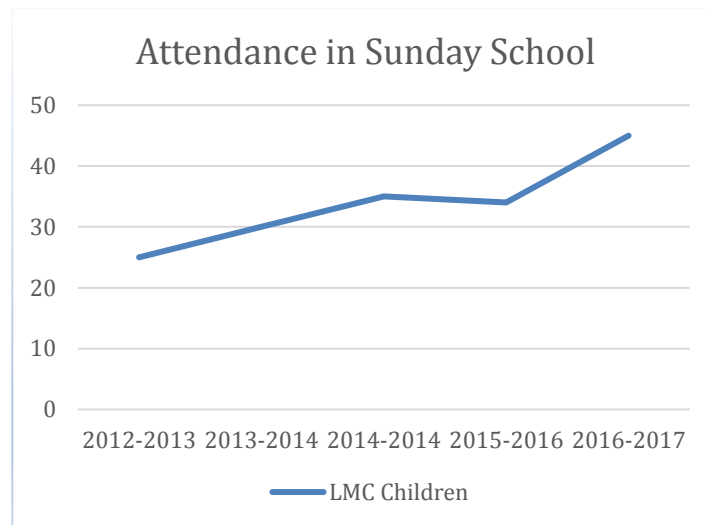
Annual Report of Luther Memorial Church

Child and Family Ministries Report



Celebrations

- We welcomed a few new families with children to LMC over the past year. If we had everyone PreK 3- 12th grade show up for Sunday School, we'd have **94 children and youth**. The renovations of the Capital Campaign will help us plan for growing numbers of children.
- We started new parent and me Sunday School classes for children that are Nursery Aged with the Frolic curriculum.
- We ran background checks for 22 individuals as we initiated our Child Protection Plan this fall.
- We continue to support and grow the Little Neighbor's Playgroup, a great place for connections in the neighborhood that is entirely volunteer led.
- Sunday School Attendance has been excellent this year. We have nearly doubled attendance since 2012.



Needs

- Families with and without young children at LMC to continue to develop personal connections with one another.
- A couple volunteers to help organize the Nursery Closet.

Hopes

- To continue to encourage a mentorship mentality in all volunteers.
- To encourage more intergenerational connections.
- To train a few volunteers to lead Children's Messages over the course of the next few years.
- To develop together with the new ministry staff (with input from Council & families) a strategic plan for children, youth, & family ministries over the course of a couple years.
- To continue to grow the Service & Spirit Initiative of this year (increasing focus on service projects and prayer as a part of Sunday School)

Dates

- Family Retreat: Ordinary Extraordinary – January 21, 2017
- VBS – July 17-21

A Few More Numbers

Rally Day 2016 by the Numbers

- 35 people participated in the Walk for Water
- 41 people signed up to bring sides
- 9 people made ribs
- 804 pairs of undies were donated
- 7 people sang in the choir
- over 200 people were at worship
- 20 were on our list of volunteers
- more people helped day of
- Took in: \$785

Reforween

- 6 snack bringers
- 3 game runners
- 1 set up helper
- 1 nursery host
- 1 donut bringer
- 25+ kids and families and friends

St. Nicholas Breakfast

- 27 adults
- 27 children
- 9 + families brought treats
- 1 Santa
- 6 helpers (including 2 middle schoolers and 1 high schooler)
- 1 Program Leader (thanks Laurie Nelson)
- 1 devotion writer

Team Members

- **Sunday School:** Lori Goss, Angie Cooper, Misti Peppler, Laurie Nelson, Vaughn Walker, Melanie Shank, Melissa Bush, Casey McMillin, Vicki Thoms, Suzanne Bensch, Megan Roddy, Ben Campana,
- **Youth & Family Team:** Diane Schulte & Megan O'Connell
- **Playgroup:** Bethany Simmons & Mindi Schoof
- **Clothing Swap:** Mindi Schoof & Sonja Martinez
- **Frolic:** Angel Heinz & Rebecca Ryan

Christmas Caroling at St. Paul's House

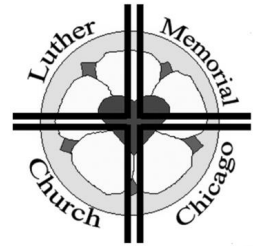
- 3 Parent Leaders (thanks Bates, Heather, & Ann)
- 15 + children
- Lots of parents

Christmas Program

- 2 directors
- 1 pianist
- 1 tech guru/sound board runner (aka: Sean Heneghan)
- 55+ kids
- 5 cupcake reception volunteers
- 1 snack leader with 1 helper
- 10 Sunday School Team adult leaders
- 250+ members attending worship in support of children in leadership at LMC

Annual Report of Luther Memorial Church

Communications Team Report



Team Members: Laura Baker, Jeff Conway, Amanda Yu Dieterich, Heather Vanderberg Schupp, Matt Volmerding

Additional Support and Volunteers: Joe Jensen, Nicole Kerstetter, Kelly Weiss

Update:

In 2016, the Communications Team focused on ways to enhance and streamline communications and outreach to LMC members and the surrounding community. Building on the insights and recommendations provided as an output of the communications audit conducted by Kairos and Associates in late 2015, the communications team concentrated on two main initiatives:

- 1) Updating the Luther Memorial Church Brand
- 2) Updating the LMC website

To address the branding initiative, the communications team conducted an RFP over the summer and reviewed proposals from three design agencies. Scout Design, an agency located in Ravenswood was chosen based on their portfolio & design strength, proximity to LMC and overall professionalism.

In the late fall, Scout Design presented three distinct brand identities and designs for review. The communications team, with approval from the council, chose a design that leverages the façade of LMC as its inspiration. It evokes and a modern, urban, approachable and welcoming spiritual community.

The website project proved to be a bit more complicated. In the fall, LMC suffered a catastrophic crash of our website which resulted in the loss of all of our website information. The crash occurred at the same time that we were exploring options for updating our website and associated technology. The team was faced with two choices, rebuild on our existing technology or embark in a new direction that would better serve the congregation and our communications needs into the future. The decision was made to move forward with a new website built on a new platform.

The communications team, with input from the technology team, reviewed a number of cloud based solutions and decided to move forward with a Concordia Technologies Church360 Unite, a cloud-based website platform. The solution offers a number advantages that will allow LMC to better manage and update our website. It also integrates directly with Shepard Staff, our CRM system.

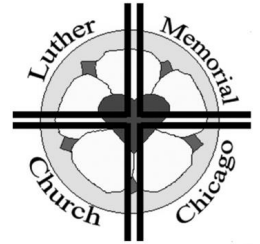
We are currently in the process of rolling out the new website and new brand identity. You should see some exciting changes in the coming weeks.

Some numbers:

- Subscribers to the weekly News and Notes: 343
- Subscribers to the weekly Youth and Family Update: 121
- Facebook Likes: 419 total (57 new in 2016)

Annual Report of Luther Memorial Church

Human Resources Report



The Council HR Liaison works closely with the Pastor, Director of Communication and Administration, volunteers, and individual staff members. In 2016 we accomplished the following:

- Gathered all available print and electronic job descriptions, past and present, from all known sources and locations
- Created and maintained shared HR folder on Google Drive
- Revised Director of Choirs job description
- Hired Director of Choirs, Eron Dupree
- Revised Director of Child and Family Ministries job description
- Revised Director of Youth and Young Adult Ministries job description
- Hired Director of Youth and Young Adult Ministries, Donald Erickson
- Participated in Staff/Council retreat
- Completed Sexton exit interview
- Revised Sexton job description
- Revised Nursery Attendant job description
- Participated in staff reviews
- Updated hiring protocol based on requirements of the new Child Safety Policy
- Created Personnel Policy
- Hired Sexton, Kevin Dill
- Began distribution of Personnel Policy
- Began updates of job descriptions based on staff review conversations

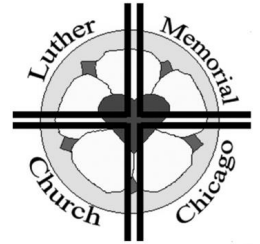
There are a few action items on deck for 2017:

- Finish distributing Personnel Policy
- Finish updates of job descriptions based on staff review conversations
- Create/update covenant letters for all staff based on salaries in 2017 approved budget
- Continue to update/maintain shared HR folder
- Participate in annual staff/council retreat
- Complete annual staff reviews in the fall with new pastor

Angie Cooper
Council HR Liaison
hiring@lmcchicago.org

Annual Report of Luther Memorial Church

Investment Team Report



2016 LMC Investment Team Report

The returns of the Wegat fund and the main endowment portfolio were positive in 2016 as the stock and bond markets had gains during the year. The endowment portfolio currently is diversified between stocks, bonds and low-cost mutual funds.

The Wegat fund totaled \$142,000 at year-end and remains in a savings account. In early 2017, the plan is to move the Wegat Fund to a bond ladder portfolio via our Vanguard account as the goal is to grow the fund and use the interest gained over the course of each year for church mission. The endowment portfolio totals approximately \$189,602.47 as of year-end. The investment team plans on transferring \$125,000 to the ELCA Foundation in January 2017, which is a prudently managed portfolio offered through a church wide affiliated organization that assigns assets across a number of well-known institutional money managers.

Highlights of 2016 include:

- Establishing an investment policy statement that offers a broad guide to how the assets in the portfolios are managed and how decisions are made by the investment team.
- We are able to accept donations of stock through our current Vanguard account and have received 3 transactions in 2016 that were sold and transferred to cash at the Bridgeview Bank account and applied to the Capital Campaign and LMC Operating Fund.
- Welcomed Kevin Massey and Dan Kopczynski to the investment team!

Goals for 2017

- Create a prudently managed bond ladder portfolio for the Wegat Fund, investing in investment-grade bonds.
- Transfer a portion of endowment assets to the ELCA Foundation Portfolio.
- Nominate a new investment team member to replace Susan Barreto, who is resigning after one full term and is moving out of the Chicago area. The church council nominating team is tasked with finding her replacement.

LMC Investment Team Members

Susan Barreto

Treasurer Ben Dietrich (non-voting member)

Audrey Downes

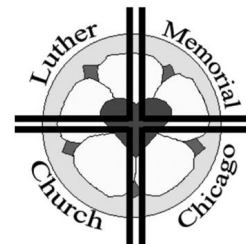
Alphonse Gray

Dan Kopczynski

Kevin Massey

Annual Report of Luther Memorial Church

Music Ministries Report



LMC Celebration Band

The LMC Celebration Band includes Sean Heneghan (Guitar & Vocals); Sarah Schubert (Piano & Vocals); Sara Russell (Vocals); Rob Klein (Guitar); Jon Pepler (Harmonica); Andres Hernandez (Percussion). In June 2016, we said goodbye to our friend and bass player Val Kolovos. The LMC Celebration Band continues to provide a lively and meaningful worship experience for our congregation.

Celebrations:

- Sarah Schubert and Sean Heneghan leadership
- Learning new pieces of music for worship and trying new and different

Looking Ahead:

- Musical Growth (skills, balance & blending, thriving for excellence)
- Incorporate New Music
- Continued Congregation Involvement
 - Can You Sing? Play an Instrument? Contact Sarah or Sean! (We are seeking Bass Players.)

LMC Children's Choir

The Children's Choir is comprised of 18 members for both 2015-2016 and 2016-2017 program years. Currently the group is made of these age groups: Kindergarten (3), First Grade (7), Second Grade (2), Third Grade (4), and Fifth Grade (2). The Children's Choir participates in both the 9:00am and 11:00am services.

Celebrations:

- Deaconess Claire Schoepp (original Children's Choir director, until April 2016)
- Combining with the Handbell Choir and Chancel Choir to sing on Reformation Sunday
- Participation in the 2016 Children's Christmas Program "Joy to the World"
- Participate in Worship (once a month, alternating between 9:00 and 11:00am services)

Looking Ahead:

- Continue to provide music reflective of both the traditional and contemporary services
- Continue building a quality Children's Choir Program

We are looking forward to a wonderful 2017 and anyone interested in singing or helping with the Children's Choir, please contact Eron!

LMC Chancel Choir

The LMC Chancel Choir is comprised of eighteen members. The Chancel Choir participates in the 9:00am service.

Celebrations:

- Tim Cooper, Interim Director (until April 2016)
- Combining with the Handbell Choir and Children's Choir to sing on Reformation Sunday
- Participate in Worship (approximately twice a month)
- Participate in multiple Festival Days (Rally Day, Reformation Sunday, All Saints, Windows Celebration, Christ the King, and Christmas Eve)

Looking Ahead:

- New Members (especially men).
- Continue to provide quality music, expressive of our worship services.

We are looking forward to a wonderful 2017 and anyone interested in singing with the Chancel Choir, please contact Eron!

LMC Handbell Choir

The LMC Handbell Choir is comprised of twelve members. The Handbell Choir participates in the 9:00am service.

Celebrations:

- Melissa Busch, Interim Director (until April 2016)
- Participate in Worship (approximately once a month)
- Participate in Festival Sundays (Reformation Sunday and Christmas Eve)
- Combining with the Children's Choir and Chancel Choir to ring on Reformation Sunday

Looking Ahead:

- New Members (especially substitutes).
- Continue to provide quality music, expressive of our worship services.

We are looking forward to a wonderful 2017 and anyone interested in ringing with the Handbell Choir, please contact Eron!

Behind the Scenes

With the help of the Pastor, Staff Members and choir members, much work went on behind the scenes during the past year. Here's what you may not have noticed:

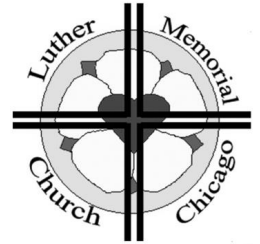
- Created a Long Range and Vision Plan that Outlines the Choir Programs at Luther
 - Looking Ahead: Update and Maintain Plan with input from Choir Members
- Special Music for Summer Months
 - Looking Ahead: Continue Working on Scheduling Special Music for Summer and throughout the year.
- Move the music room from the basement to the 2nd Floor.
 - Looking Ahead: Move Piano from basement to the 2nd Floor.
- Organized the music library for both the Chancel Choir and Handbell Choir
 - Looking Ahead: Recycle outdated music and order new music (when appropriate).
- Set up a Box.com account (with the assistance of Sean Heneghan) to share music files with Choir members
- Cantor for 9:00am Service
 - Looking Ahead: Create a Cantor Schedule for additional Cantors

Eron Dupree
Director of Choirs
choirs@lmcchicago.org

Sarah Schubert
Lead Musician
sschubert4@gmail.com

Annual Report of Luther Memorial Church

Property and Build Team Report



The combined property, kitchen renovation and capital build teams have been busy working with architect Paul Tebben and consultant Dan Ruzic to of Chicago Project Management to design and gather bids for capital improvements and renovation of our old building.

- "As is" building plans and preliminary drawings of an elevator location were completed to ensure that as we move forward in renovating our building we are planning long term so that we will not have to undo newly renovated areas as we work towards our goal of installing an elevator.
- New light fixtures and electrical wiring was completed on the main stairway in the education wing.
- In June, the congregation approved money to repair the roof above the sanctuary. Those repairs along with repair of some deteriorated masonry on the parapets were completed in December.
- New 100 AMP Commercial Sub Panel for the west building were installed by the back door eliminating multiple non-code compliant junction boxes.
- Two new ejector pumps were installed on the main pit and new control panel installed.
- Kitchen designs were completed and Mizener Construction was selected as the general contractor for the renovation. Demolition will begin the first week of February with an estimated project completion by May.

In the coming year, the following projects are on the docket for completion, the team is dubbing "Big, Messy Summer of 2017" as a time when much renovation will be taking place.

- Asbestos removal and new flooring on the third-floor Sunday School space
- New flooring in the basement rooms
- Installation of drop ceiling throughout basement hall, nursery and large meeting room
- Renovation of fellowship hall
- Tuck pointing on the west wall of the education building
- Continued replacement of electrical panels and upgrade of wiring

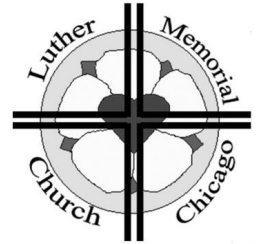
As we move into this crazy, busy year of regeneration we are looking for others to join us to move our projects along. Contact Tim Klein, Chris Haite or Ron Meadows if you might have time or skills that could help us in this process.

Yours in Christ,
Christopher Haite
Bob Jones
Tim Klien

Claudia Raack
Misti Peppler
Craig Ross

Annual Report of Luther Memorial Church

Stewardship Team Report



In 2016, the Stewardship Team focused on the following efforts:

Bequest Recognition:

Bequest Recognition Sunday was held on All Saints Sunday, November 6, 2016. This event recognized bequests and larger "in memory" gifts received by LMC since 2008. A bulletin insert was created with the bios of 9 families and individuals who generously remembered LMC, and a special liturgy was included during Sunday service. The intent is to hold such recognition events on a more regular basis going forward.

Annual Pledge Campaign:

The Annual pledge campaign was held in November, culminating in Pledge Sunday on November 13, 2016. The Stewardship Team developed updated pledge cards and an appeal letter that was sent to all member households. Stewardship members shared mission moments during Sunday services and a combination of reminder phone calls and emails were completed on the Friday and Saturday before Pledge Sunday. As of December 9, 2016, \$173,731 has been pledged to LMC for 2017 from 47 households.

Miracle Sunday:

The Stewardship Team coordinated and implemented "Miracle Sunday" on Sunday, December 11, 2016. In particular, LMC members were asked to consider an additional gift to help address the projected year-end budget gap of approximately \$28,000. LMC received a dollar-for-dollar matching gift of up to \$15,000 from an anonymous donor. The Stewardship Team promoted Miracle Sunday through News & Notes, Sunday worship bulletins, and worship announcements. As of this writing, 67 households gave \$25,277 – when combined with the match, the current Miracle Sunday total is \$40,277. A heart-felt "thank you" to everyone that contributed to making this "Miracle" happen.

Gifts of Time and Talent:

The Stewardship Team held **Volunteer Recognition** Sunday on April 10, 2016 in conjunction with National Volunteer Week (coordinated by team member Rachel Lauber). As a part of such celebration, LMC members were asked to stand in recognition of the many ways they give their time and talent at LMC, in our community, and across Chicago, the country and the world. LMC members wore name tags during Sunday services listing their volunteer roles/activities at LMC. The Stewardship Team hosted a volunteer recognition reception during fellowship hour. Volunteer team leads were informed and given the opportunity to also thank their volunteers in some way during the week.

- Sunday School teachers were thanked in May, 2016, with corsages, Starbucks gift cards, and thank-you cards handmade by students.
- The Stewardship Team has been actively discussing ways to help new members feel more connected to LMC and to make it easier for new members to get involved at LMC. As part of such effort, Team member Bates Larson developed a new member packet, which was distributed

during the Spring 2016 Great Conversation that included information on Luther Memorial, contact information for volunteer program/ministry leads, etc.

Recognition: If anyone was inadvertently omitted from any of the efforts described below, the Stewardship Team sincerely apologizes. Please let us know so that any oversight can be corrected in the future.

- Hand-written thank-you notes were sent to everyone who gave in 2015 and didn't get a Thank You note with respect to a separate pledge/donation made to the Capital Campaign;
- A typed letter was sent out with tax receipts to everyone who had done any of the following in 2015: i) pledged and/or gave to LMC in 2015; ii) made a Capital Campaign pledge or gift (confirming the pledged amount with a reminder to set-up online giving, if necessary); and iii) volunteered at or through LMC in 2015;
- Mid-year update letters were sent to all households in July. Such letters set forth year to date giving (both pledged and unpledged); the amount of one's 2016 pledge if applicable and the total amount of capital campaign giving (both pledged and unpledged) if applicable.

The Stewardship team also prepared a 2015 Narrative Budget update for the Congregational Meeting held in January, 2016.

2017: In addition to continuing many of the efforts described above, the Stewardship Team is also focused on several new initiatives in 2017.

- **Volunteer Management:** The Team (led by Bates Larson and Melissa Busch) has been coordinating with Heather Vanderberg in an effort to develop a framework for better identification, use and management of volunteers. The goal is to update member data in Shepherd's Staff (a database used by LMC to manage membership) in an effort to develop tools to better recruit and manage volunteers.

- **Year-Round Stewardship:** This is an exciting new initiative. Using a model and framework from ELCA (*Stewards of God's Love*), the Stewardship Team has developed a plan for year-round stewardship, which will begin in January 2017 as follows:

Q1 (Jan., Feb., March): Stewards of the Story (led by Justin Bush and Brian Myers)

Q2 (Apr., May, June): Stewards of Time (led by Tim Klein and Bates Larson)

Q3 (July, Aug., Sep.): Stewards of Local and Global Communities (led by Rachel Lauber and Kevin Massey)

Q4 (Oct., Nov., Dec.): Annual Financial Response (led by Melissa Busch and Jay Kapp)

Stewardship Team Members

Melissa Busch

Justin Bush

Jay Kapp

Tim Klein

Bates Larson

Rachel Lauber

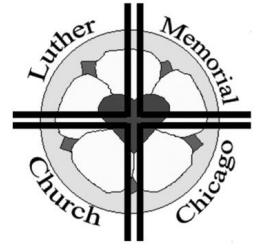
Kevin Massey

Brian Myers (joined in October 2016)

Dieter Schulte (rolled off in September 2016)

Annual Report of Luther Memorial Church

Women's Ministries (WELCA) Report



WELCA is a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

Events and Updates:

We had our 5th annual chili party with 11 chili makers. Winner this year was Ron Meadows.

We held our eighth annual Women's Spiritual Retreat, using the theme "Remember the Sabbath". It was held at Techny Towers. Our guest speaker was Rev. M. Wyvetta Bullock who has been serving as the executive for leadership development for the ELCA. We look forward to planning the 2017 retreat which is the 500th Anniversary of the Lutheran Reformation. All very exciting and challenging.

This year we again participated in the Lutheran-Catholic Annual Women's Day of Dialogue and Prayer at St Mark's Lutheran Church in Mt. Prospect.

Rachel's Day on June 5th was over the top. Pastor Martha with help from Heather Vanderberg designed the Sunday Service around Rachel's day with appropriate lessons, prayers and confession. Megan Roddy gave temple talk about "Rachel's Day" and then during coffee hour she gave a slide presentation about "Undocumented Minors."

We continue to collect travel size toiletries for the LSSI prison and family ministry and have helped with funerals and other events as needed (one being the Pre-Thanksgiving Dinner). This year our Fall Kickoff was held on Sept 19 and our monthly group meetings began in October with Book Club on the last Thursday of the month.

Six of our Luther Memorial WELCA members attended the Metro Chicago Synod WELCA Assembly at Bethany Lutheran Church in Batavia, IL.

WELCA continues to sell fair trade products through Lutheran World Relief/Equal Exchange." On December 11, we held our latest Fair Trade and Bake Sale to benefit WELCA's ongoing ministries.

Bringing 2016 to close, WELCA partnered with Concordia Place to support The Wishing Star Project which aims to provide a meaningful Christmas for Chicago children and families.

Disbursements:

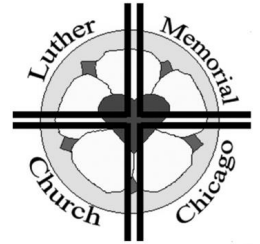
Night Ministry	\$500.00
LS Friendship Center	\$500.00
Katie's Fund	\$500.00
Metro Chicago Synod	\$250.00
LSSI "Life Books"	\$250.00

Respectfully submitted by

Diane Betten, Vicki Thoms, Linda Miranda and Dixie Downes

Annual Report of Luther Memorial Church

Youth and Young Adult Ministries Report



Youth Group:

- High School Youth Group has been conversationally focused on the issues that the youth are facing and living in, while being guided by Don Erickson and Dave Goss to see and be signs of God in those issues
- Attendance has been variable but strong for both High School and Combined Youth Group
 - High School attendance varies from 4-8 youth per Wednesday night with friends of our high schoolers attending often
 - Combined Youth Group nights are very strong with 12-18 youth attending on Wednesday night that we have together each month
- Dave Goss has been a volunteer in the Youth Group for Wednesday nights and Sunday morning, aiding with conversation and encouragement.
- Trampoline Park Night for Middle and High School on 10/7/16 saw 9 youth attending with the help of several parents for transportation
- Ultimate Lock-in for Middle and High School on 11/4/16 saw 8 youth attending with the help of Christine Shaw for transportation
- Youth Group Christmas Party for Middle and High School on 12/21/16 saw 18 youth attending for a White Elephant Christmas Exchange and a Christmas Card project.

Sunday Morning Equip:

- SME has been struggling in attendance, which makes the training difficult to provide. The High School youth, save for a few select, are not accustomed to coming to Sunday service and staying for programming. This has caused only 1-2 High School youth to be present for SME and it has not been uncommon to not have any present on Sundays.
- Going into the New Year, Don's focus will be more about encouraging the High School youth to attend service on Sundays and participating before or after the services. If they are receptive to attending, we will continue the SME program where it has left off.
- Going forward being flexible to the response of the youth will allow the Director of Youth and Family Ministries to evaluate and adjust programming to concentrate efforts on building the program and being as effective as possible.

Young Adult:

- The young adult group has met once every month, each time for a shared meal and conversation about each other's lives. Going forward, we are planning to have an event combined with the Youth Group and focus on meditation in the Spring.

Looking forward:

- High School Service Trip is July 16-21, 2017 at Camp Amnicon's River Clean-up Trip in Northern Wisconsin. More information about this trip is available in the Youth and Family Update.
- The details about Confirmation Camp are being hammered out and will be released in January