



EXTRAORDINARY  
LUTHERAN  
MINISTRIES

# 2015 annual report



Thank you for being part of a remarkable year. We celebrated 25+ years of Lutheran ministry by publicly-identified LGBTQ people. And there was a 25% increase in Proclaim members during 2015 alone!

You make this ministry real through your prayers, encouragement, and financial support. Thanks to you, we reached our goal of a 12% increase in giving to support our expanding work. You celebrated calls to a record number of LGBTQ people – a few notables – the Rev. Asher O’Callaghan – the first openly transgender person ordained through the regular ELCA process. The Rev. Ángel David Marrero Ayala – who launched a new Latino/Latina congregation that is intentionally LGBTQ-affirming. The Rev. Nate Gruel – a former LC-MS pastor who returned to the pulpit after 36 years. You achieved progress for transgender people called to rostered ministry, including our work with Portico Benefit Services as they voted to remove all transgender exclusions and expand trans-inclusive coverage. We engaged in deep in-person work at our spring and fall board meetings, and in anti-racism and intercultural competency training at the ELM board meeting and national Proclaim Gathering. On the following page, you will learn more about how your support strengthened and grew our Proclaim, Accompaniment, and Ministry Engagement programs.

Throughout the year, one of our greatest joys is being with you in person. Thank you for welcoming us to be with you. After attending the 2015 Proclaim Gathering, seminarian Mack Patrick said: “This is the first time since discerning my call that I have felt 100% at home...I am finally not alone and it is an extraordinary feeling.” You create that feeling. Thanks for an extraordinary year. We look forward to the coming year as together we “kindle the flame.”

Amalia Vagts, Executive Director

# You accomplished this last year!

Accompaniment - Visits to seminaries – Program Director Rev. Jen visited Wartburg Seminary, Southern, and Pacific Lutheran Theological Seminary, holding presentations on campus about ELM, deepening connections with staff/faculty, engaging Proclaim members on campus, and building support among allies. Seminarian Outreach Team – with representatives from each ELCA seminary and one divinity school rep, this powerhouse group shares information and creative ideas between our schools. Awaiting Call Coaches – responding to the ongoing challenge of LGBTQ folks finding a first call. Project leader Rev. Javen Swanson coordinated 15 matches between coaches and those awaiting call in 2015. “Mysteries of the Ages - a handy guide for LGBTQ people exploring or preparing for rostered ministry in the ELCA.” – completed last year by a team led by Rev. Asher O’Callaghan – and is already receiving accolades from LGBTQ candidates, seminary staff/faculty, and synod and churchwide staff. We branched out into college and Campus Ministry engagement.



We’re thankful for incredible volunteers like Randy Nelson, former Accompaniment Convener, who is surrounded by grateful Proclaimers.

Ministry Engagement – Created new workshop “Light to All in the House” to help congregations “get ready” to consider an LGBTQ candidate in their call process. ELM Local Contacts – 9 people serving in 8 synods as local connections for ELM, specifically to connect with synod staff and local congregations about opening call opportunities for LGBTQ candidates and sharing our *Enrich & Transform* resource. Synod Assemblies – targeted outreach effort at key synod assemblies. Our goal was to have a presence in places with current strong Proclaim representation and where we believe more congregations would like to learn how to support LGBTQ people in ministry.



Proclaim creates community and networking between newer and more experienced leaders.

Proclaim - Connecting new members. Proclaim-led initiative including outreach by email and phone, new member orientation, and pairing up new and current members to connect in person. Proclaim Gathering 2015 in Upstate New York – 65 LGBTQ leaders gathered for renewal, learning, and connection. #Proclaim200 – Facebook campaign celebrating 200 members, a way for Proclaim members to be visible about their connection (public witness), invite conversation on Facebook, and reach people beyond the ELM network. Proclaim Connect – matching Proclaim members with another for conversation and support. Affinity Groups – Proclaim has Sparkle\* (trans affinity group) and Spice (significants of Proclaim members). Regional/Local Gatherings – working with Proclaim Team to help support Proclaim members to host local/regional gatherings in their area. Investing in leadership – nurturing the Proclaim Team and developing other leaders for regional/local meet ups and affinity groups.

## Joyful farewell blessings for Jen Rude!

Rev. Jen Rude, who has served as ELM’s program director since 2013, has received and accepted a new call as University Pastor at Pacific Lutheran University. Jen has worked in creative and deeply thoughtful ways to expand ELM’s three programs, which have experienced tremendous growth under Jen’s leadership. Jen has been a passionate and faithful leader, and a pastoral presence for the Proclaim community, staff and ELM board, who has led with purpose and unparalleled integrity. She will be deeply missed by all of us who worked with her, and a tremendous gift to her new community at Pacific Lutheran University.



# 2015 Giving

## Extraordinarily Faithful & Fabulous Friends (\$15,000 +)

E. Rhodes & Leona Carpenter Foundation  
Bruce Jervis & Jim Kowalski

## (\$10,000 +)

Timothy Nguyen & Randy Presuhn  
Margaret Moreland & Bennett Falk

## (\$5,000 – 9,999)

Blanche I. Grube  
Mari Griffiths Irvin  
Grady & Kenneth Kase  
Richard Tribble  
Nathan Urquhart

### Foundations

Philip N. Knutson Endowment

## (\$2,500 – 4,999)

Gregory Allen Egertson  
Julie & Luther Grafe  
H. Leon Hoover  
Charles W. Horn  
Nicole Johnson & Rev. Barbara Lundblad  
Sarah & Mark Stegemoeller  
Amalia Vagts & David Lester  
Bonny & John Vaught

### Foundations

Portico Benefit Services

## Faithful & Fabulous Friends (\$1,000 – 2,499)

Sarah Auerenhammer  
Mary Barton  
Rev. Rose Beeson  
Bob & Gwen Bergh  
Rev. Dr. J. Elise Brown  
Rev. James DeLange  
Shirley Egertson  
Ida Marie Hakkarinen  
Betsy Holmquist  
Betty & Dale Johnson  
Max Kirkeberg & Gabriel Proo  
Judy Kittleson & Rev. Michael Wilker  
Jim and Elizabeth Loken  
Joseph McMahon  
Marcia & Jim Nagel  
Rev. Dr. Randy & Joy Nelson  
Dr. Russell H. Miller & Mr. Kirk Alan Pessner  
John Eric Rolfstad  
Rev. Jen Rude  
Rev. Bradley Schmeling & Rev. Darin Easler  
Richmond L. Schmidt  
Glenn Schrader  
Rev. Gordon Straw & Evelyn Soto  
Merton Spencer  
Gerald & Valerie Vagts

Lois Voss

Raymond & Linda Wiebe

Raydon & Betty Workin

### Congregations & Foundations

Salem Evangelical Lutheran Church; Minneapolis, MN  
Edina Community Lutheran Church; Edina, MN  
St. Francis Lutheran Church Endowment, San Francisco  
Grace University Lutheran Church; Minneapolis, MN  
St. Paul Lutheran Church; Oakland, CA

## Fabulous Friends (\$600 – 999)

Rev. Richard E. Andersen  
Linda and Larry Christensen  
Rev. Beate Chun  
Rev. Sherwood & Jeanne Glover  
Rev. Robert Goldstein  
Merle Longwood  
Rev. David & Debbie Miller  
Rob Montry  
Rev. Jen Nagel & Rev. Jane McBride  
Cheryl Persigehl & Jonathan Flak  
Nancy & Rev. Ron Rude  
The Rev. Jeff R. Johnson & J Guadalupe (Pepe) Sánchez Aldaco  
Michael Nelson & Dale von Seggern  
Jim & Karen Shanower  
Rev. AJ Striffler  
Bp. Jim & Ellie Sudbrock  
Michael Ward

### Congregations

Augustana Lutheran Church  
Gloria Dei Lutheran Church; St. Paul, MN  
St. Luke's Lutheran Church of Logan Square;  
Chicago, IL

## Faithful Friends (\$300 – 599)

Rev. Jay Berry  
Rev. Erik Christensen  
Gisele Clark  
Rev. Paul Clark  
Donna & Allan Dieter  
Rev. Donna Duensing  
Crystalle Ebbinga  
Janice & Al Edwards  
Kathy & Dave Endorf  
Ingrid & Rev. Paul Feiertag  
Sally M. Gibbs  
Rev. Carolina Glauster  
Ben Grafe  
Karen and Michael Hahn  
Kirk Hall  
Linda Headrick  
Tim Hillerman  
Ben Hogue  
Debra Holcomb & Dale Ashlock  
Bishop Mark & Debbi Holmerud  
Mary Ann Horton  
Douglas Howard  
Carl Hunter & Rev. Daniel Hooper

Tom Jacobson

Jeannine Janson

Jennifer Jervis

Paul Andrew Johnson

Ronald and Barbara Johnson

John Jorde

Rev. Stephen Keiser & Dennis Bower

Fredric Kinsey & Kim Beckmann

Rev. Rachel Knoke

Rev. Sara Cogsil & Rev. Laura Kuntz

Leona Lee

Kenneth Marks

Norma Martin

John Aakre & Cynthia Michael

Lynn Mickelson and Sharon Kilburn

Rev. Craig Minich

Rev. Asher Herman O'Callaghan

Rev. Vicki Pedersen & Rev. Martha Lang

Janelle Petersen

Rev. Dale Poland

Bruce Radtke

Thomas Allyn Ray

Rev. Julie Boleyn & Rev. Jeanine Reardon

Rev. Brenda Bos & Janis Reid

Rev. Douglas & Rev. Christine Meyer

Robin & Paul Saydak

Rev. Jill Rode & Rev. Gretchen Colby Rode

Rev. Donn L Rosenauer

Carolyn Riehl & Peter Santogade

Joseph C. Steins

Rev. Javen Swanson

Janet Thuesen

Rachel Vagts

Rev. Kyle Severson & Clyde Andrew Walter

Karen Herseth-Wee & David Wee

Amy Spomer & Sally Yelkin

### Congregations and Foundations

Ebenezer Lutheran Church; Chicago, IL  
St. John's Lutheran Church; Manhattan, NY  
Holy Trinity Lutheran Church; Chicago, IL  
Lutheran Church of The Master; Los Angeles, CA  
Lutherans Concerned of Tucson; Tucson, AZ  
St. Paul's Lutheran Church; Evanston, IL  
University Lutheran Chapel; Berkeley, CA

## Joel R. Workin Memorial Fund Donors

H. Leon Hoover

Bruce Jervis & James Kowalski

Mari's Books And... (Book sales from the late Bp.  
Paul Egertson)

John Eric Rolfstad

Ray & Betty Workin

We have made every effort to display names correctly. If you see any errors, please accept our heartfelt apology and contact Amalia at 563-382-6277 so we can make the change.

## Extraordinary Friends (Giving \$10+ Monthly or \$25+ Quarterly)

Glenn & Audrey Anderson, Mary Barton + Rev. Cary Bass-Deschenes + Michael Bass-Deschenes + Rev. Bruce & Carol Benson + Joel Bergeland + Rev. Jay Berry + Bill and Sandy Bixby + Amy Carr + Rev. Erik Christensen + Linda and Larry Christensen + Rev. Beate Chun + Rev. David W Coffman + Rev. Caleb Cramer + Rebecca and Dennis Cremin + Jason DeRose + Gordon & Carol Duprey + Rev. Darin Easler + Crystalle Ebbinga + Shirley Egertson + Gregory Allen Egertson + Lewis Eggleston + Rev. Mark Erson & Scott Jordan + Rev. Emily Elizabeth Ewing + Ingrid & Rev. Paul Feiertag + Abby Ferjak, D.M. & Rev. Rebecca Seely + Rev. Thad William Fisher + Steve Mosco & Joe Flint + Rev. Ruth Frost + Rev. Phyllis Zillhart + Sally M. Gibbs + Rev. Paul Gibson + Rev. Shawn Brandon & Mo Goff + Ronald & Susan Graef + Mary & Dick Graves + Rev. Nathan Gruel + Bonnie Joy Gunzenhauser + Rev. Susan Halvor + Rev. Dr. Shauna K. Hannan + Amy Hanson + Tim Hillerman + Rev. Erik Haaland & Daniel Holmgren + Rev. Allyn Iterly + Jeannine Janson + Betty & Dale Johnson + Paul Andrew Johnson + John Jorde + Grady & Kenneth Kase + Max Kirkeberg & Gabriel Proo + Judy Kittleson & Rev. Michael Wilker + Kristian Kohler + Rev. Richard W Krug + Rev. Sara Cogsil & Rev. Laura Kuntz + Rev. Vince Lavieri + Amalia Vagts & David Lester + Rev. Ángel D Marrero-Roe + Rev. Jennifer Mason & Rev. Jodi Barry + Laura McDaniel + Meagan McLaughlin + Joseph McMahon + Rev. David & Debbie Miller + Rev. Jen Nagel & Rev. Jane McBride + Rev. Andrew Nelson + Rev. Dr. Randy & Joy Nelson + Rev. Asher Herman O'Callaghan + Rev. Kevin O'Hara + Mack Patrick + Cheryl Persigehl & Jonathan Flak + Rev. Dale Poland + Jason Poole + Timothy Nguyen & Randy Presuhn + Rev. Julie Boleyn & Rev. Jeanine Reardon + Rev. Brenda Bos & Janis Reid + Rev. Gretchen Colby Rode & Rev. Jill Rode + Rev. Donn L Rosenauer + Rev. Jen Rude + Clare Tallon Ruen & Rev. Daniel Ruen + Miriam Samuelson-Roberts + The Rev. Jeff R. Johnson & J Guadalupe (Pepe) Sánchez Aldaco Peter Carlson Schattauer + Rev. Bradley Schmeling & Rev. Darin Easler + Jana Schofield & Michael Isensee + Kathy & Jim Shattuck + Rev. Gordon Straw & Evelyn Soto + Rev. Kevin L. Strickland + Rev. AJ Striffler + Rev. Susan M Strouse + Rev. Javen Swanson + Kelsie Theiss + Jennifer & Vance Thomas + Rev. Manda Truchinski + Gerald & Valerie Vagts + Rachel Vagts + Nancy VanBrundt and Connie Wood + Bonny & John Vaught + Lois Voss + Rev. Kyle Severson & Clyde Andrew Walter + Karen Herseth-Wee & David Wee + Rev. Tim Weisman + Margaret Schuster & David Weiss + Rev. Matthew James & John Weit + Lauren Morse Wendt, D.M. + Nancy Wichmann + Raymond & Linda Wiebe + Rev. Jay Wilson + Charles Witschorik

2015 CONTRIBUTIONS/INCOME	
Individuals & Congregations	\$213,576
Foundations	\$30,000
Proclaim Gathering Registration	\$13,427
Proclaim Gathering Scholarships	\$10,000
Proclaim Retreat Grants	\$2,000
<b>Total Receipts</b>	<b>\$270,457</b>

2015 EXPENSES	
Program	\$151,281
Administration	\$69,577
- Governance	\$13,518
- Office Rent & Utilities	\$6,976
- Communications	\$6,483
- Insurance	\$6,303*
- Reserves	\$11,000
Development	\$43,409
<b>Total Expenses</b>	<b>\$253,916</b>

<b>Total Income</b>	<b>\$270,457</b>
<b>Total Expenditures</b>	<b>\$253,916</b>
<b>Surplus</b>	<b>\$16,541</b>

\*The insurance line is higher because we changed providers mid-year - we will see a refund and lower costs in 2016.

Joel Workin Endowment Fund	
2015 Contributions	\$18,219
<b>2015 Year End Total</b>	<b>\$74,875</b>

### Special Matching Gift –

We received a special \$10,000 matching challenge gift at the end of 2015 for new, returning, and increasing donors- here are some results of how this gift was fruitful and multiplying (looking at donors giving \$1,000 or less):

- 46 people made their first gift to ELM in December - a total of \$4,273!
- 54 people who gave in the past, but not in 2014 gave - a total of \$9,560!
- 122 increased from what they gave last year - by a total of \$6,596!

By the numbers...506 individuals and congregations—104 were Extraordinary Friends! 100% of the ELM Board of Directors. 101 new donors. 115 Proclaim members contributed - of those, 43 were Extraordinary Friends!

### Joel Bergland, Proclaim Member and First Call Candidate: Why I give to ELM.

“[ELM] has taught me how to center oneself in God’s grace while doing hard work. Their work is marked by many of the things that our faith calls us to which are simultaneously really good and really difficult: Deep listening, compassionate advocacy, life-honoring work schedules, a willingness to be wrong and to reset the course as necessary. And the practice of constantly asking “Who is being left out?” “Who is still facing oppression?” “Who doesn’t have a seat at the table?” If my congregation isn’t grappling with what it means to live together in Christ to the same extent that ELM is, I’ll know we have a problem.”



### Looking ahead – 2016 Fundraising Goals

	2016 Goal
Goal – Individuals, Congregations, Foundations	255,000
Total Unique Donors	525
Total New Donors	100
Extraordinary Friends (Giving \$10+ monthly)	125
Retained Donors (Donors who also gave in 2015)	425

Current Board of Directors: Rev. Brad Froslee & Rev. Dr. Elise Brown (Co-chairs). Rev. Michael Wilker (Secretary). Charlie Horn (Treasurer). Rev. Rose Beeson, Rev. Gordon Straw, Dr. Margaret Moreland, Rev. Emily Ewing, Nicole Johnson, Rev. Dr. Barbara Lundblad, Rev. Jeff R. Johnson, Emily Ann Garcia.

**REMINDER: ELM HAS A NEW MAILING ADDRESS.** Please update your records, as any mail sent to our old address will be returned to sender. Our mailing address is: ELM + PO Box 14317 + Chicago, IL 60614-8503  
 Contact Info: Amalia Vagts  
 director@elm.org + 563-382-6277. Website: www.elm.org