

Living our Mission Pathway to the Future

2015 Annual Report



Individuals may enter the Luther Manor care continuum through any of our program options. As health needs change, our broad range of clinical and housing services provides a safety net that offers peace of mind for residents and their families.



Independent Living

Luther Manor offers 18 different Terrace apartment styles, which range from a studio efficiency to two-bedrooms with living room and dining room. A wide range of life enrichment activities – both in the facility and out in the greater Milwaukee community – ensure that residents may live life to its fullest.



Supportive Living

Supportive Living in the Terrace program provides the independent lifestyle of apartment living along with the confidence of knowing services like nursing and personal care are available when needed. Services are customized for each resident and are adjusted to allow for independence as long as possible.



Assisted Living

Whether residents need assistance with routine activities (grooming, managing medicine) or memory support, a wide range of services are available in two locations: Wauwatosa and Mequon. Our goal is to help residents maintain the greatest possible level of physical health, independence and emotional well-being.



Skilled Nursing

The Health Care Center provides a dedicated team of specially trained staff members and medical professionals ready to deliver high-quality care for those in need of 24-hour skilled nursing.



Rehabilitation

Physicians, nurses, therapists and case managers will work with clients to create an individual care plan to help them achieve their health goals. We provide education and support to prepare clients and their families for the return home.



Adult Day Services

Offered at our Wauwatosa campus and in Grafton, Adult Day Services promote health, independent living, social confidence and personal growth in an environment of care and support geared toward older adults.



Memory Care

Luther Manor offers memory care programs for individuals with dementia and Alzheimer's disease to maximize independence throughout each stage of memory loss. Our person-centered memory care is facilitated through small groups, frequent one-on-one interactions, and special activities.



Hospice Care

Hospice Care gives patients and their loved ones the opportunity to make decisions about end-of-life care, while being supported by a dedicated, compassionate staff, including physicians, chaplain, nurses, caregivers, hospice aides, social workers, spiritual care coordinators, and bereavement counselors.



Two roads diverged in a yellow wood,
And sorry I could not travel both
And be one traveler, long I stood
And looked down one as far as I could
To where it bent in the undergrowth.....

Two roads diverged in a wood, and I—
I took the one less traveled by,
And that has made all the difference.

- Robert Frost

It's a crisp autumn morning and you are walking through a beautiful wood with people you love. The sun warms your face. You can barely see your breath. The trees are glorious with yellow and orange leaves. You can hear birds sing and squirrels busy scurrying back and forth collecting nuts to store up for the winter ahead. It is one of the moments that you thank God you are alive, and you thank God for the people who are on the pathway with you. You realize that life truly is a blessing. The people walking the pathway are friends that have become family. Some of them have been walking the pathway for many years and some have just joined the group. Some are filled with energy and excitement, some walk slowly with years of experience, and some care for friends who need help making the journey. But no one is too far ahead and no one ever gets left behind. The group comes to a crossroads. There are two paths that diverge in

Reflections on the Pathway Ahead

Board of Directors and Administration Report

the yellow wood and both seem inviting and wonderful, but you can only take one. Which pathway will you take? Which pathway will lead you to your future?

It has been truly an honor and a blessing to be asked to lead the Board at Luther Manor. I truly feel we are called to walk this beautiful journey of life with some of the most wonderful and caring people I have ever met in my life. Our residents and their families are why we walk this pathway. They fill the journey with joy and beauty. They remind us to love and to laugh. They help us to see life as more than just getting from point A to point B, but rather a journey shared with dear friends that bless us each day. Thank you to our residents and families for the honor and privilege of walking the pathway with you.

On every journey you have leaders and guides that help you along the way. They make difficult decisions and their work many times goes unnoticed. They help us to see and experience amazing moments we might miss. They rescue us when we lose our way or tend to us when we get hurt on the journey. Without these wonderful people the journey would not be possible. Thank you staff of Luther Manor. Thank you

volunteers, board members, foundation members, donors, and ULPA congregations. You are truly heroes on our journey, and your love and dedication make an eternal difference on the journey of so many dear people.

2016 holds so much promise for Luther Manor. Our CEO, Stephanie Chedid, and our leadership team have started us down a wonderful pathway to a new and bright future. It is an exciting time to be a resident and employee, and I am certain that the pathway we are on is one that will be filled with love, success, surprises, and opportunities. It is the pathway that we will travel together with those we love and those that will join us on the way. And in the end, when we look back, we will see that it is the pathway that will have made "all the difference" in the world to so many wonderful people.

Blessings and Love on the way,
Pastor Bill Knapp, *Chairperson* ♦



ULPA Board of Directors 2015

Officers

Pastor Bill Knapp, *Chair*
Stephanie Chedid,
President
Tim Schoewe, *Treasurer*
Kathy Czarniak, *Secretary*

Directors

David Anderson
Greg Fream
Jim Hoffman
Dale Kirchner
Steve Knowles

Marilyn Lange
Elaine Schmeda

Board Committees 2015

Executive Committee

Pastor Bill Knapp, *Chair*
Stephanie Chedid
Jim Hoffman
Dale Kirchner
Tim Schoewe

Finance Committee

Tim Schoewe, *Chair*
Dave Anderson
Stephanie Chedid
Bette Diehl
Dale Kirchner
Steve Knowles

Nominating Committee

Bill Pickering
Jim Hoffman
Stephanie Chedid
Dale Kirchner
Elaine Schmeda
Cherie Swenson

Governance Task Force

Steve Knowles, *Chair*
Stephanie Chedid
Kathy Czarniak
Jim Hoffman
Pastor Bill Knapp

Audit Task Force

Tim Schoewe, *Chair*
Stephanie Chedid
Bette Diehl

Leadership Team Current

Stephanie Chedid, *President & Chief Executive Officer*
Bette Diehl, *Chief Financial Officer*
Lauren Malensek, *Chief Human Resource Officer*
Cherie Swenson, *Executive Director, Luther Manor Foundation*
Melanie Varin, *Chief Marketing Officer*

Memberships and Affiliations

Alzheimer's Association
(SE Wisconsin Chapter)

American Society on
Aging

Evangelical Lutheran
Church in America
(ELCA)

Greater Milwaukee
Synod of the ELCA
(GMS)

LeadingAge

LeadingAge-Wisconsin

Lutheran Planning
Giving of Wisconsin
(LPGW)

Lutheran Services in
America (LSA)

Mequon Chamber of
Commerce

Milwaukee Metropolitan
Chamber of Commerce

National Adult Day
Services Association

National Hospice
and Palliative Care
Organization

Non-Profit Center of
Milwaukee

The Hospice
Organization and
Palliative Experts of
Wisconsin

Wauwatosa Chamber of
Commerce

Wisconsin Adult Day
Services Association

Wisconsin RCAC Quality
Improvement Network

Did you know...

Luther Manor Supportive Living
services just celebrated its

10 year anniversary?

Primary care physicians are
available to Luther Manor residents

5 mornings a week?

Luther Manor is **55**
years old this year and has only
had **3** Presidents?

There were **4**
Baptismal services last
year at Luther Manor?

Independent Living
residents may chose
from as many as

45 activity
options
per week?

Annually there are **174**
midweek Bible Studies at Luther Manor
with an average attendance of **25**?

Luther Manor has **34** rooms
dedicated for residents needing short-term
Rehabilitation services?

Luther Manor has **1** great reason to exist –
for you and your loved ones who can benefit
from our mission of sharing God's love by
enriching the lives of older adults through
excellent housing, care and services?

There are **7** medical
specialists available to all
Luther Manor residents right in
our on-site clinic: audiology,
dentistry, dermatologist, ENT,
ophthalmology, podiatry, and
geriatric psychology?

Our Partners

Luther Manor's valued partnership with 70 congregations of the Evangelical Lutheran Church in America (ELCA), Greater Milwaukee Synod, is a ministry that strengthens each of the partners and the people we serve. From the early beginnings of the United Lutheran Program for the Aging (ULPA), affiliated congregations have supported this ministry through encouragement, leadership and prayers, along with the gifts of volunteer service and financial resources. Financial contributions from our member congregations (highlighted in bold) support the growing number of community outreach ministries provided by Luther Manor, including Adult Day Services and community support groups. We gratefully acknowledge those partner congregations whose gifts totaled \$21,847, as well as 1,766 dozen cookies in 2015. ♦

ULPA affiliated congregations gifts totaled \$21,847

Abiding Savior, Milwaukee
Adoration, Greenfield
Advent, Cedarburg
Ascension, Milwaukee
Ascension, Waukesha
Atonement, Muskego
Bay Shore, Whitefish Bay
Bethlehem, Muskego
Calvary, Brookfield
Capitol Drive, Milwaukee
Christ Church ELCA, Mequon
Christ Our Savior, Sussex
Christ the King, Brookfield
Christ the King, Port Washington
Christ the Victor, New Berlin
Cross, Milwaukee
Cross of Life, Brookfield
Faith/Santa Fe, Milwaukee
Faith, Cedarburg
First, West Allis
Fox Point, Fox Point
Galilee, Pewaukee
Gethsemane, Brookfield
Gloria Dei, Menomonee Falls
Good Shepherd Trinity, Milwaukee
Grace, Grafton

Grace, Thiensville
Hephatha, Milwaukee
Holy Cross, Menomonee Falls
Holy Trinity, West Allis
House of Prayer, Franklin
Immanuel, Cedarburg
Immanuel, Milwaukee
Incarnation, Milwaukee
Jackson Park, Milwaukee
King of Glory, Greenfield
Kingo, Shorewood
Lake Park, Milwaukee
Lincoln Park, Glendale
Lutheran Church of the Living Christ, Germantown
Luther Memorial Lutheran EV Church, West Allis
Martin Luther, Milwaukee
Memorial, Glendale
Mt. Carmel, Milwaukee
Mt. Hope, West Allis
Mt. Zion, Wauwatosa
Nativity, Wauwatosa
Our Savior's, Milwaukee
Peace, Milwaukee
Prince of Peace, Milwaukee
Redeemer, Milwaukee

Redemption, Wauwatosa
Reformation, Brookfield
Reformation, Milwaukee
Resurrection, New Berlin
St. John, Grafton
St. John's, Brookfield
St. John's, West Milwaukee
St. Luke's, Greendale
St. Luke's, Waukesha
St. Mark's, Cudahy
St. Mark's, Waukesha
St. Matthew's, Wauwatosa
St. Paul's, Milwaukee
Shepherd of the Hills, Hubertus
Spirit of Peace, Milwaukee
Unity, Milwaukee
Wellington Park, Milwaukee
Whitnall Park, Hales Corners



Congregational Ties

Congregations remain vital to Luther Manor. Relationships with our ULPA member congregations, community congregations and our neighbors continue to flourish, enriching the lives of our residents, families, employees and volunteers.

Luther Manor is a gathering place for congregations and related ministries. In 2015, Galilee Lutheran (Pewaukee), Gethsemane (Brookfield), and Prince of Peace (Milwaukee) held church and council retreats at Luther Manor. We were also the site of Women of the ELCA Leadership Retreat and ELCA Women of the Church Annual Breakfast Business Meeting.

Strengthening the faith of our residents and the greater Luther Manor community is central to our mission. The following churches walk with us in our faith journeys through bible studies, communion offerings and special worship events to celebrate seasons and occasions throughout the year: Berea Lutheran, Blessed Savior Catholic Church, Covenant Lutheran Church, Cross Lutheran, Fox Point Lutheran, Good Shepherd Trinity, Mount Carmel Lutheran Church, Our Redeemer Lutheran Church, Redemption Lutheran Church, River West Group, St. Catherine Catholic Church, St. Margaret Mary Catholic Church, St. Matthew's Lutheran Church, Sherman Park Lutheran Church, The School Sisters of Notre Dame, Wauwatosa Presbyterian, and Wellington Park Lutheran.

Each day, churches have a presence at Luther Manor for which we are grateful. If we have omitted anyone in this acknowledgment of participation in our mission, please accept our apologies. We invite you to share with us your work on our campus as we are grateful for our congregational partners. ♦



Courtyards Resident Carolyn Lausterer enjoys the greenery and gardens that surround Luther Manor.

“ I am impressed with the outstanding care and services provided to Luther Manor residents. Given where we are and where we're headed, I am very optimistic about the future of Luther Manor! ”

— Melanie Varin, former Board Member and current Chief Marketing Officer

Nearly every room in Luther Manor has a window to view the beautiful green space afforded by our 29 acres and the park next door.



Friends board: Sandy Wals, Bill Schier, Kathy Conrad, and Pat Behling

A Vital Link

Friends of Luther Manor

The reach of Friends of Luther Manor is great. With 24 congregations and 970 members, Friends is an important tie to not only local congregations, but to the greater community. Within their congregations, 39 key persons and co-workers build support and awareness for Luther Manor through annual membership drives. Through the annual Love Lights fund raiser, they further extend their reach by providing the opportunity for people from throughout the region to remember and honor family and friends. From as close as Luther Manor's Wauwatosa campus to as far away as Dallas, Texas, and Bangor, Maine, Love Lights brighten the lives of many here and afar.

The Friends saw a record year in 2015, contributing \$16,000 for important funding projects. These include:

- Campus signage
- Six outdoor benches
- Two Hoyer lifts for the Courtyards
- Maintenance and upkeep for the Terrace Aquarium
- Annual Love Lights Tree

2015 Love Lights



Friends of Luther Manor

2015 Board of Directors

Sandy Wals, *President, Holy Cross, Menomonee Falls*

Kathy Conrad, *Immediate Past President, Cross of Life, Brookfield*

Bill Schier, *Secretary, St. Matthews, Wauwatosa*

Pat Behling, *Treasurer, Luther Manor Terrace Resident*

Friends of Luther Manor Congregational Representatives

Congregation.....	Keyperson	Co-Worker
Abiding Savior		Gladys Larson
Advent	Marcy Mattson	
Ascension, Milwaukee	Marilyn Lange	Shirley Willson
Calvary	Linda Berger.....	Ruby Hauch
Capitol Drive	Carol Hess	
Christ Our Savior	Joan Singer	Nancy Klingbiel
Christ the King, Brkfld.	Ann Borowski	Lois Roesch
Cross	Lela Franklin	
Cross of Life	Kathy Conrad.....	
Faith, Cedarburg	Joyce Christie	
Fox Point	Janet Quail	
Gloria Dei	Robert and Joan Coffey ..	
Grace, Thiensville	Leigh Benson.....	Pam Stockbridge
Holy Cross	Sandy Wals.....	
Holy Trinity	Jean Verban	
King of Glory	Priscilla Tentoni.....	
Kingo	Beverly Swanson	
Lake Park	Linda Gaalaas	
Lincoln Park	Ida Wachs	
Living Christ	Barbara Faude.....	
Luther Manor		
Park Terrace	Gloria Larson	
Luther Manor		
Garden Terrace	Betty Mattson (retired) ...	
Martin Luther	Carol Henk	
Memorial	Phyllis Mittelstadt	
Mt. Carmel		Judy Lukas
Mt. Zion	Bob & Nancy Schrap (retired)	
Our Savior's	Dolores Schrupa	
Prince of Peace.....	Carol Ginter	
Redemption	Arleen Reiff (retired).....	Donald Reiff (retired)
St. John's, Brookfield	LoAnn Petermann	Kathi Campbell
St. John's, W. Milw.	Marjorie Heinrich.....	
St. Mark's, Waukesha	Larry & Vicki Nines...John & Betty Thompson	
St. Matthew's	William Schier (retired)....	
.....	Mary Ann Abrahamson (retired)	
St. Paul's	Shirley Toomey	
Wellington Park		Loretta Braun
Whitnall Park.....	Kathy Sonntag	Sandy Abraham



Resident Gloria Weinhold purchased cookies during a Terrace fundraiser to support the Alzheimer's Association Walk to End Alzheimer's. Of the 227 teams that participated, the Luther Manor team ranked 5th in fundraising.

Luther Manor uses Memories in the Making[®], the art program of the Alzheimer's Association, to enrich the lives of residents in our Health Care Center and Courtyards Assisted Living as well as guests enrolled in our Adult Day Services.

Programs Facts and Figures

	2015	2014	2013
Luther Manor Health Care Center			
Licensed Nursing Facility	210	210	223
Total Resident Days	68,979	71,729	73,463
Private Pay	11,710	13,682	14,049
Medicaid (Title XIX)	45,666	47,643	50,434
Medicare (Title XVIII)	10,090	10,404	8,980
New Residents	377	426	432
Discharges	390	422	428
Occupancy Rate	90%	94%	90%
The Courtyards at Luther Manor			
Assisted Living Units	140	140	153
Total Resident Days	37,524	39,373	42,685
New Residents	50	60	63
Discharges	51	67	65
Occupancy Rate	73.4%	77.1%	76.4%
Luther Manor at River Oaks (Mequon)			
Assisted Living Units	16	16	16
Total Resident Days	5,668	5,398	5,212
New Residents	5	8	12
Discharges	4	6	9
Occupancy Rate	97.05%	92.4%	89.2%
Luther Manor Terrace			
Independent Living Units	342	366	366
New Residents	40	31	20
Occupancy Rate	70.50%	66.4%	69%
Assisted Living (RCAC) Participants	68	62	56
Assisted Living (RCAC) Service Days	10,999	9,677	10,128
Adult Day Care Center (Wauwatosa)			
Weekday Participants Served	103	159	208
Total Participant Days	11,309	12,223	11,585
Lakefield Adult Day Center (Grafton)			
Weekday Participants Served	45	56	68
Total Participant Days	3,706	3,182	3,958
Luther Manor Hospice			
Patients Served	126	110	96
Total Service Days	6,705	5,385	5,491
Average Service Days/Enrollee	53.2	53	57
Average Enrollment	18.4	15	13
Volunteer Services			
Number of Volunteers	519	544	594
Adults	361	381	421
Students	158	163	173
Total Volunteer Service Hours	45,727	46,424	46,820
Employees			
Number of Full and Part-Time Employees	561	578	629
Number of Employee Hours	987,355	963,523	1,016,315
Annual Payroll	\$17,839,491	\$16,918,292	\$17,676,414

Supporting the Work of the Larger Church

During 2015, Luther Manor's Sunday worship and special offerings given by residents, visitors and staff members were used to expand Luther Manor's benevolence to the larger church.

The 2015 benevolence dollars were distributed as follows:

- ◆ \$2,460 to the ELCA Greater Milwaukee Synod
- ◆ \$300 to Lutheran Bible Translators
- ◆ \$159 for "Nepal Earthquake" Disaster Response to ELCA Disaster Response Fund
- ◆ \$1031 to the ELCA World Hunger Program
- ◆ \$899 to Lutheran World Relief
- ◆ \$337 to Lutherdale Bible Camp

In addition to the \$5,186 in monetary donations, also given, were 38 blankets/quilts to Lutheran World Relief, and 343 grocery bags of non-perishable items for Tosa Cares.

Thank you all for your generosity in helping Luther Manor continue its mission of "sharing God's love."



The energy, enthusiasm, and smiles of student volunteers brings warmth to the hearts of Luther Manor residents and staff. Pictured L-R are Hannah McTrusty, Jessica Olson, and Caroline Schneider.

“ It's easy to prioritize Luther Manor when the people are so beautiful and inspiring and being there makes you feel happy, grateful, energized and at peace. ”

– Ana Mercado, volunteer and Caroline Scholar at Mount Mary University

Luther Manor is fortunate to have over 500 volunteers, ages 9 months to 102, including many of our independent living residents and family members of current and former residents.



Historian David Wiedenkiller portrayed General George S. Patton, Jr. during a Veterans Day presentation on the general's birthday, November 11th.

“Over 100 Veterans are served and celebrated at Luther Manor.”

– Dave Myers, 25-year Army Veteran and 4-year Luther Manor resident.

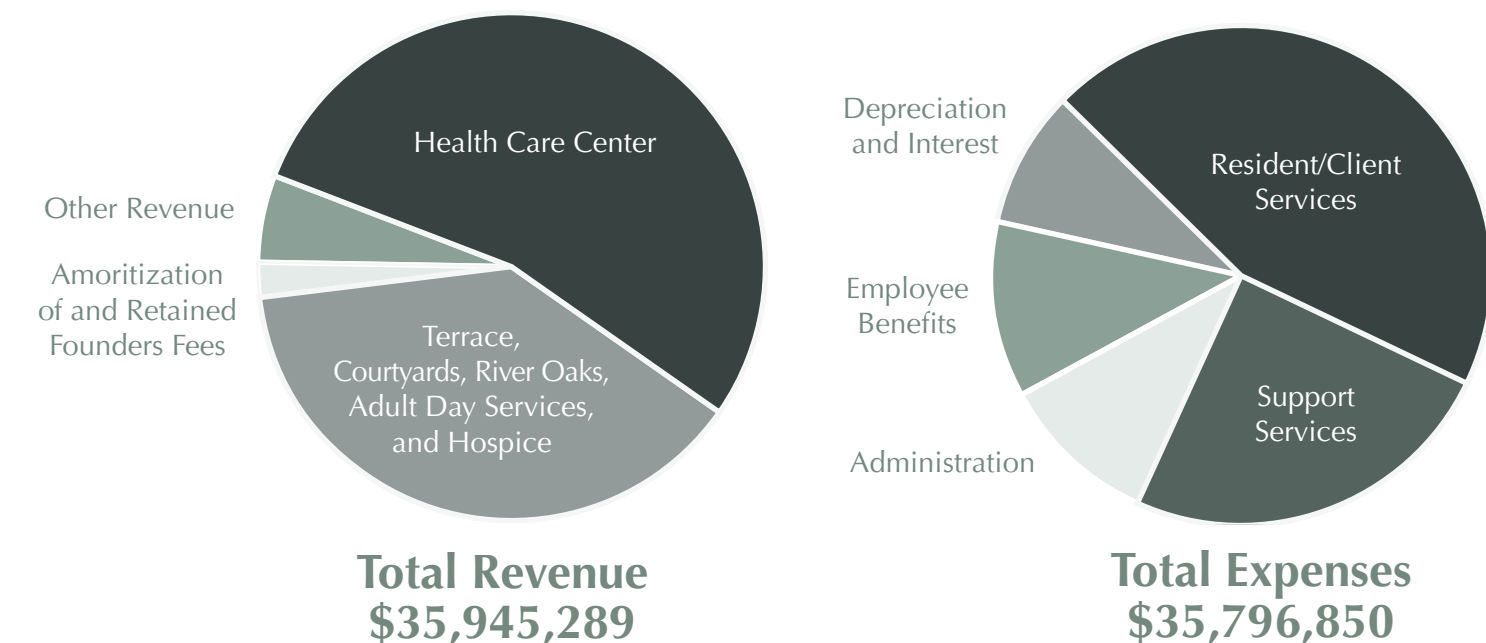
Statement of Operations

	2015	2014	2013
Revenue			
Resident Services			
Health Care Center	\$19,371,473	\$19,523,601	\$18,865,948
Terrace, The Courtyards, River Oaks, Adult Day Services and Hospice	13,809,182	\$14,221,567	\$14,844,505
Amoritization of and Retained Founders Fees	793,546	\$795,348	\$912,842
Total Resident/Client Services Revenue	\$33,974,201	\$34,540,516	\$34,623,295
Other Revenue	\$1,971,088	\$1,813,155	\$1,907,605
Total Revenue	\$35,945,289	\$36,353,671	\$36,530,900

Balance Sheet

Assets	2015	2014	2013
Current Assets			
Cash and Investments	\$26,121,631	\$26,077,656	\$24,313,123
Accounts and Interest Receivable, Inventories, Prepaid Expenses and Other Assets	\$3,231,437	\$3,607,457	\$3,444,264
Total Current Assets	\$29,353,068	\$29,685,113	\$27,757,387
Other Assets			
Assets Whose Use is Limited	\$0	\$920,111	\$919,741
Other Assets	\$90,325	\$99,129	\$141,168
Property, Buildings and Equipment, Net	\$23,380,094	\$24,506,812	\$25,957,123
Total Assets	\$52,823,487	\$55,211,165	\$54,775,419

Liabilities and Net Assets	2015	2014	2013
Current Liabilities			
Accounts Payable, Wages, Interest, Property Taxes	\$2,949,053	\$3,873,811	\$3,760,661
Current Portion of Long-Term Debt	\$1,320,000	\$1,245,000	\$1,185,000
Total Current Liabilities	\$4,269,053	\$5,118,811	\$4,945,661
Other Liabilities			
Deferred Compensation and Reserves for Others	\$45,833	\$0	\$0
Unamoritized Founders Fees	\$9,369,171	\$9,002,690	\$8,869,480
Total Other Liabilities	\$9,415,004	\$9,002,690	\$8,869,480
Long-Term Debt, Less Current Portion	\$16,290,000	\$17,610,000	\$18,855,000
Net Assets	\$22,849,430	\$23,479,664	\$22,105,278
Total Liabilities and Net Assets	\$52,823,487	\$55,211,165	\$54,775,419



Operating Expenses	2015	2014	2013
Resident/Client Services	\$16,083,442	\$15,420,395	\$15,239,884
Support Services	\$8,789,646	\$9,614,632	\$9,615,717
Administration	\$3,679,638	\$3,145,740	\$3,422,799
Employee Benefits	\$4,132,577	\$4,380,001	\$4,574,740
Depreciation and Interest	\$3,111,547	\$3,190,498	\$3,191,972
Total Operating Expenses	\$35,796,850	\$35,751,266	\$36,045,112

	2015	2014	2013
Operating Income	\$148,439	\$602,405	\$485,788
Unrealized Market Value Adjustment on Investments	(\$905,831)	\$662,940	(\$887,004)
"Net Assets Released from Restrictions - Purchase of Property and Equipment"	\$157,377	\$89,663	\$21,206
Increase(Decrease) in Unrestricted Net Assets	(\$600,015)	\$1,355,008	(\$380,010)



President & CEO, Stephanie Chedid, and resident Joyce Heinrich led two teams in a friendly competition at the Bible Rally on September 2nd.

Luther Manor attempts to meet the spiritual needs of all residents. As such, more than 150 communion services were held last year: 110 Lutheran, 24 Catholic, and 40 individual communion requests.

Gifts of Treasure

In 2015, people continued to bless Luther Manor with their generosity. On the following pages, we recognize those individuals, corporations, foundations and organizations that, through their financial gifts, support our mission to share God's love with older adults through excellent housing, care and services. The lists contained in this Annual Report reflect gifts received between January 1 and December 31, 2015.

Gifts and grants to Luther Manor (ULPA) and the Luther Manor Foundation in 2015 from all sources include:

- **Planned Gifts** (bequests, annuities) **\$196,873**
- **Memorial and Tribute Gifts**..... **\$47,823**
- **Annual Fund** **\$86,252**
- **Support from Congregations** **\$21,847**
- **Special Grants for Projects** **\$20,000**
- **Miscellaneous gifts** **\$83,125**

(including Den of Antiquity Resale Shop, Friends of Luther Manor funding initiatives, United Way, Thrivent Choice Program, Special Projects, etc.)



We renew our promise to be careful stewards of these generous gifts.

Luther Manor celebrates each contribution equally and every effort is made to acknowledge all gifts correctly. If your name was omitted or incorrectly listed, please accept our sincere apologies and call the **Luther Manor Foundation** at (414) 831-8950 so we may update our records.

Luther Manor Foundation 2015 Accountability Report Pathway to the Future

There is perhaps no greater testimony of Luther Manor's ministry with older adults than the Luther Manor Foundation. Established in 1985 with the primary purpose to support residents whose resources no longer meet their expenses, it enables people to continue calling Luther Manor home.

Luther Manor is embarking on a Pathway to the Future campaign defined by innovation and investment and underlined by a strong commitment to its mission. As Luther Manor Foundation remains steadfast in its commitment to provide essential financial support to ensure the quality care and robust experience that residents have come to expect and appreciate, we recognize the magnitude of our role in the continued evolution of Luther Manor.

To best meet the increasingly complex needs of the older adults we are called to serve, we

must strengthen fundraising. Compromising the quality of care and enrichment opportunities for residents is not an option. Increasing revenues is the most important way Luther Manor Foundation can help ensure a healthy organization today and in the future. Fortifying giving combined with careful and thoughtful stewardship of the generous gifts provided us, the Luther Manor Foundation will remain a testimony to and resource for the ministry of Luther Manor.

I am pleased to present you this statement of accountability for 2015. As we embark upon our Pathway to the Future, I thank you for supporting Luther Manor's mission to share God's love with older adults through excellent housing, care and services. Through your generosity, you join us on the journey.

Tom Buck, Chair

Luther Manor Foundation 2015/2016 Board of Directors

- Fred Anderson, *Treasurer*
- Thomas Buck, *Chair*
- Stephanie Chedid, *President*
- Gwen Jackson, *Director*
- William Pickering, *Secretary*
- Amy Sarles, *Director*
- John Silseth, *Immediate Past Chair*

The Luther Manor Foundation was created in 1985 as the sole-support charitable nonprofit organization to provide long-term financial support for Luther Manor. An important priority is the Resident Support Fund to provide for residents whose resources may no longer meet their expenses. The goal is growth of the corpus through contributions and market performance.

If you have any questions or would like to make a contribution, please contact the Luther Manor Foundation at (414) 831-8950.

In 2015, more than \$329,000 was contributed to Luther Manor Foundation. On December 31, 2015, the Luther Manor Foundation had a value of \$15.865 million. Earnings and contributions, combined with a draw from the corpus, enabled the foundation to provide a grant of \$1.446 million to meet the needs of Luther Manor.

We steward gifts carefully and thoughtfully in consideration for the gifts bestowed upon Luther Manor Foundation by generous donors. Preserving the corpus remains a priority in order to provide for Luther Manor long into the future.

Sources of Your Gifts	2015	2014	2013
Contributions	\$162,685	\$177,652	\$216,534
Legacies	\$130,782	\$160,512	\$101,081
Memorials/Tributes	\$35,888	\$35,567	\$44,186
Total	\$329,355	\$373,731	\$361,801

Uses from Earnings	2015	2014	2013
Resident support (grants to Luther Manor)	\$1,446,080	\$875,142	\$680,188
Expenses	\$127,559	\$110,188	\$157,599
Total	\$1,573,639	\$985,330	\$837,787

2015 Luther Manor Donor Recognition Society

The Donor Recognition Society celebrates individuals, businesses and foundations who count Luther Manor and the Luther Manor Foundation among their favorite charitable organizations. Luther Manor welcomes membership to one of the following donor circles based on cumulative giving for one calendar year. ♦

Benefactor's Circle - \$10,000 or more
 President's Circle - \$1,000 to \$9,999 • Founder's Circle - \$500 to \$999
 Sustainer's Circle - \$100 to \$499 • Friend's Circle - \$1 to \$99

Benefactors Circle

Den of Antiquity Resale Shop
 Gwenda French Endowment Fund
 - ELCA
 Friends of Luther Manor
 Lutheran Services for the Elderly
 Endowment at the ELCA Fdn.
 Duane Maas
 Gloria Schultz†
 Norma Warmiet†

President's Circle

Martha Andeen
 David & Carol Anderson Family
 Foundation
 Anonymous (3)
 Nancy Becher & Miloudi Elafess
 Richard & Shirley Behrendt
 David Beinlich
 Mr. & Mrs. Ronald Biffel
 BMO Harris Bank N.A.
 Dorothy Brosin
 Tom & Joyce Christie
 Cleary Gull
 Rick & Bette Diehl
 Audrey B. Falk
 Rev. Ronald G. Froehlich
 Grace Lutheran Church
 (Thiensville) Endowment Fund
 Greater Milwaukee Foundation's
 Flomar Thanksgiving Fund
 Inga Harwick
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Maurice Klasner was a guest on the Stars & Strips Honor Flight to Washington, DC in June. Stephanie Chedid, President & CEO, along with friends and church members were waiting at Mitchell Airport to greet him upon his return.

“ My husband, Jim, and I loved living at Luther Manor. Everyone took such good care of him, that I wanted to give back in appreciation.”

— Virginia McCormick, resident and donor, whose recent gift enabled the purchase of new communion ware for the Faith & Education Center.

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Luther Manor's excellent kitchen staff prepare healthy and wholesome meals as well as goodies for special events and occasions. Pictured L-R are Benny Watson-Cook, Joyce Liddell-Supervisor, and Sodexo Executive Chef Michael Hill.

“It's amazing what three meals a day and medication management can do! We've had residents 'graduate' to independent living after spending a month in assisted living here at Luther Manor.”

- Kristy Johnson-Fofanah, Director of Courtyards and River Oaks

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The mission and ministry of Luther Manor is enhanced with the support and partnership of **over 500** dedicated individual Luther Manor, Lakefield and River Oaks volunteers who provide nearly **46,000 hours** of service annually. ♦

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Alva Heup (100 at the time, now 101!) participated in a Brewer's Game outing. She was well-equipped with her sign and hoped for a few minutes of fame on the jumbotron.

“Lakefield has been a blessing to my family. From the first moment I toured, I felt this was the place for my mother. I didn't want to consider checking out any other options. Although my mother initially pushed back, she quickly got into the routine and now looks forward to attending.”

— Kathryn Walczyk, mother of patient in Luther Manor's Lakefield Adult Day Services program

Each program area – Independent Living (Terrace), Assisted Living (Courtyards and River Oaks), and Skilled Nursing (Health Care Center) – have their own Life Enrichment teams and calendars. Schedules and activities are geared toward the capabilities of the residents in that particular community.



Health Care Center residents and Rehabilitation guests look forward to receiving their personal mail from volunteers, such as Angelika Speckhard.

“Luther Manor is a community of friends and neighbors. We look in on each other.”

— Russ Hansen, 3-year resident who moved to Luther Manor from Connecticut

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 Eleanor Tautges
 Marian Thielke
 Beverly Thompson
 Irma Thompson
 Arline Thoss
 Grace Tillman
 Mary Tollander
 Orville Treptow
 Donna Trethewey
 Jack Trethewey
 Nancy Truby
 Norbert Tym
 Joyce Van Valzah
 Mark Van Weelden
 Farrell Vangsness
 Jean Verban
 Alice Wagner
 Marge Wangemann
 Patricia Warth
 Donna Wechlo
 Judy Weiss
 Rose West
 Carol Wichmann
 Glorystine Williams
 Carl Wisler
 Constance Wixson
 Randall Wizner
 Susan Wizner
 James Wrangell
 Jean Yancheske
 Lakefield Volunteers
 Don Burhop

Joyce Christie
 Tom Christie
 Joan Horsefield
 Judith Kornemann
 Joanne Levenick
 Brooke Reuter
 Roger Van Ryzin

River Oaks Volunteers

Patricia Clemens
 Lois Kinsfogel
 Judith Kornemann
 Tom Smrz
 Mary Wirth

Student Volunteers

Akindele Akindutire
 Menyene-Abasi Akpan
 Precious Akpan
 Kimberly Anas
 Prince Awosika
 Melissa Baker
 Jacqueline Biel
 Sabrina Black
 Joseph Bosman
 Samuel Bosman
 Emily Braun
 Kendyl Braun
 Elizabeth Brefka
 Anna Butler
 C'aira Butler
 Merritt Butz
 Dvija Cardine
 Leah Cashaw
 Claudia Chedid
 Kianna Clarke
 Kacey Collins
 Bobby Cranfield
 Skylar Cranfield

Essence Cross
 Dakarai Dean-Harris
 Markeese Delk
 Quavari Duneaway
 Allyson Engelbrecht
 Claudia Evangelista Calvario
 Amanda Fahrendorf
 James Farmer
 Nichelle Francis
 Shelby Fritz
 Adrianna Galindo
 Madeline Glawe
 Ashley Handley
 Bria Harris
 Zaynab Hassan
 Erin Henderson
 Matthew Henderson
 Collin Hilger
 Emily Hilger
 Noel Hinch
 Annalise Ho
 Sarah Hood
 Tiffany Huang
 Daniel Ifelowo
 Jeannette Ingabire
 Christina Ishaq
 Anna Jace
 Jimmari Jackson
 Abhishek Janardan
 Azaria Johnson
 Laurin Johnson
 Natalie Johnson
 Mandy Kauss
 Braden Keebler
 Brenna Kempen
 Kelsey Kempen
 Kieran Kevlin
 Bailey Krimmer
 Mara Kubit



Mary Ann and Harvin Abrahamson dance the night away at one of Luther Manor's annual summer nights outdoor concerts.

Emily Lamm
 Erin Lamm
 Nasiir LeFlore
 Peter Lehman
 Pachia Lo
 Pachoua Lor
 Kelsey Mack
 Marilyn Mack
 Miyona Malone
 Marika Marklin
 Kaili Marshall
 Allison Martinelli
 Sara Martinelli
 Alexandria Mason
 Elisabeth Mason

Rhiannon Matson
 Matthew McConville
 Erika McCoy-Lipsey
 Hannah McTrusty
 Ana Mercado
 Aliyah Mfinanga
 Mikayla Mikolajewski
 Sofia Miller
 Jada Mitchell
 Juhi Mody
 Alfonso Morales
 Zachary Mrozek
 Kyiah Neal
 D'Marier Nicholson
 Sarah Nustad
 Johnna Odom
 Jessica Olson
 Somtoo Onwuasoanya
 Courtney Owens
 Murali Palathinkara
 Alana Parey
 Andrew Parey
 Donald Parey
 Matthew Placzek
 Shikirva Polk
 Taylor Pratt
 Gabriella Procopis
 Melina Procopis
 Ritika Punathil
 Rohitha Punathil
 Margaret Radske
 Breanna Rady
 Nicole Ranney
 Samantha Ranney
 Mackenzie Rhoten
 Katie Rickert
 Dorian Roberson-Hawthorne
 Isaiah Robinson
 Margaret Roethle

Taylor Ronco
 Patrick Rooney
 Johnia Rucker
 Ashley Salomone
 Katherine Savage Stewart
 Caitlyn Scherrer
 Autumn Schlesner
 Andrew Schneider
 Caroline Schneider
 Sabrina Schreck
 Shanae Scott
 Amalia Seeger
 Benjamin Seegert
 Shayna Seegert
 Maura Skelton
 Tamera Solomon
 Stanley Song
 Kaitlyn Sonnenberg
 Khalehia Stanback
 Jylecia Tatum
 Simone Tatum
 Don Taylor
 LaFayette Turman
 Emma Ugolini
 Caroline Vandervest
 Bella Vang
 Chaia Vang
 Clare Vang
 Sean Vang
 Lola Wasserman
 Rex Wasserman
 Lydia Wehrley
 Amelia Weidemann
 Wittney White
 Angela Wilson
 Nicole Wlodarski
 Hannah Woods
 Kiley Woyte
 Raven Yates

Gifts of time and talent from community groups

In addition, Luther Manor acknowledges and greatly appreciates the many community, civic and faith-based organizations including educational, university and college connections and professional and corporate teams who creatively engage residents and participants in services and programming. ♦

Volunteer Groups

AARP Foundation Tax-Aide Volunteers
 Advent Lutheran Church
 Annie Moser's Piano Students
 Annunciation Greek Orthodox Church
 Alisha York Piano Students
 Ark of the New Covenant Gospel Choir
 Association of Women Lawyers
 Boys & Girls Club Engleburg School
 Berea Lutheran Church
 Bradford Memorial AME Church
 Brookfield Academy Volunteer Club
 Brookfield Lutheran Church
 Brownie Troop #8551 95th Street School
 Brownie Troop #6252 Goodridge Elementary School
 Brownie #839 & Girl Scouts Troops Madison Elementary
 Caroline Trotier Piano Students
 Christ Lutheran Church
 Covenant Lutheran Church
 Craig Montessori School Students
 Cross of Life Lutheran Church
 Daisy Troop #10052 Our Redeemer Lutheran Church

Davis Family Singers
 Dead End Car Gang
 Direct Supply Partner Volunteers
 Divine Savior Holy Angels Alumni
 Divine Savior Holy Angels Freshmen Service Day
 Eastbrook Academy Orchestra Students
 Ellsworth Correctional Center WIGBAC
 Engleburg Elementary School Students
 Faith Lutheran Church, Cedarburg
 First Stage Children's Theatre
 Fox Point Lutheran Church
 Good Shepherd Catholic Church "Matthew 25 Workcamp"
 Grace Lutheran Church, Grafton
 Greater Galilee Mission Baptist Church
 Holy Cross Lutheran Church
 Homestead High School Choir
 House of Prayer Lutheran Church
 Immanuel Lutheran Church, Brookfield
 Immanuel Lutheran Church, Cedarburg
 Irish Song Circle
 Joan Georg Piano Students
 Junior League of Milwaukee

Keeley Monahan Piano Students
 Kimberly Rosenau Piano Recital Students
 Living Hope Lutheran Church, Saukville
 Loose Bead Society
 Lumen Christi Catholic Church
 Marilyn Jarc Piano Students
 Marquette University Students
 Mequon-Thiensville Elementary Orchestra
 Messmer Preparatory Catholic School Students
 Milwaukee Pictorialists
 Milwaukee School of Languages Students
 Mt. Calvary HOPE Club
 Mt. Carmel Lutheran Church
 Mt. Zion Lutheran Church
 Mt. Mary University Art Therapy Students
 North Shore Suzuki Violin Students
 Northwest Baptist Church
 Our Savior's Lutheran Church, Neenah
 OUTLET
 Ozaukee Congregational Church, Grafton
 Peace United Methodist Church
 Pilgrim United Church of Christ, Grafton
 Pius XI Freshman Service Day
 Redemption Lutheran Church



Health Care Center Life Enrichment Coordinator, Terri Bartlett, poses with guests during the 10th Annual Classic Car Show.

“ My wife, Joyce, and I lived in senior apartments in Brookfield for twelve years. We should have come here a long time ago! ”

— Red Corder, Luther Manor resident since June of 2015

“Well-rounded You!” programs attempt to provide spiritual, vocational, physical, financial, environmental, emotional, social and intellectual options for residents.

- St. John’s Lutheran Church, Brookfield
- St. John’s Lutheran Church, Grafton
- St. Margaret Mary Catholic Church
- St. Mark’s Lutheran Church
- St. Matthew’s Lutheran Church
- St. Paul Lutheran Church, Grafton
- Shelby Dodge Car Club
- Sherman Park Lutheran Church
- Trinity Lutheran Church, Cedarburg
- Unity Lutheran Church
- UW-Milwaukee Delta Sigma Pi Business Fraternity
- UW-Milwaukee Future Health Care Executives
- UW- Milwaukee Nursing Students
- Vincent High School Students
- Vintage Chevrolet Car Club of America
- Washington Park Gospel Choir
- Wauwatosa Presbyterian Church
- Wellington Park Lutheran Church
- Whitefish Bay United Methodist Church Joy Singers
- Whitman Middle School Girls Scout Troop #1615
- World Outreach Bible and Training Center
- Zion Lutheran School

Recognizing gifts of legacy

The Luther Manor Heritage Partner Society was established in 1997 to recognize faithful donors who include Luther Manor’s ministry in their charitable estate planning, ensuring that Luther Manor’s compassionate care and service for God’s older adults continues. Examples of such charitable estate planning include remembering Luther Manor in your will; obtaining a charitable gift annuity that names Luther Manor as the ultimate beneficiary; making provisions for Luther Manor in a trust arrangement; naming Luther Manor as your life insurance beneficiary; or naming Luther Manor as beneficiary of a retirement account. We gratefully acknowledge and celebrate the following members of the Heritage Partner Society who have included Luther Manor (ULPA) and/or Luther Manor Foundation in their charitable estate plans. This kind gesture goes a long way toward ensuring the continuation of Luther Manor’s mission in the future. ♦

Luther Manor Heritage Partner Society

Mary Ann Abrahamson	Joan Heyne	Mr. & Mrs. Martin H. Panning
Martha Andeen	Kenneth Holley	Vicki Petzko
David & Carol Anderson	Evelyn Holtze	Dr. & Mrs. Frederick A. Pflughoeft
Anonymous (4)	William & Barbara Jordan	Mr. & Mrs. Glenn Port
Mr. & Mrs. Perry B. Bartlett	Marjorie Jothan	Jean M. Rosier
Nancy Carroll Becher & Miloudi Elafess	Rhea I. Kagler	George & Dotty Roth
Shirley Behrendt	Rev. David J. Keller	Mr. & Mrs. Charles Schrader
Robert & Caryl Braatz	Mr. & Mrs. Donald Koehler	William Schreiber
Dorothy Brosin	Marianne Koehler	Mary Rose Schroeder
Marilyn Bub	Sr. Rose J. Kroeger	Mr. & Mrs. William H. Schulz
Lynne P. Cole	Rosemary S. Link	Shirley Skarr
Mary Alice Dean	B. H. Lohr	Ron & Kathy Sonntag
Ardell Doerr	Mr. & Mrs. Robert E. Long	Joyce M. Stibbe
John Ellison	Lillian Love	Howard Allen Tapper Trust
Carlyle & Marjorie Fay	Anita Lucht	Nancy Lee DeLand Tapper
Shirley M. Fischer	Mr. & Mrs. Edwin E. Manske	Rev. & Mrs. Jack E. Trethewey
Linda Gaalaas & George Gurria	Mr. & Mrs. Richard Mattson	Lori & Jeff Van Dalen
Mr. & Mrs. Luther W. Graef	Fr. Wayne A. R. Mionske	David Warner
Inga Harwick	Lawrence & Vicki Nines	Doug Yeager
Win Hensel	Robert A. Otzelberger	

The individuals listed below included Luther Manor (ULPA) or Luther Manor Foundation in their estate plans. Their generosity totaling \$96,098.43 was received in 2015. We celebrate the lives of these individuals and acknowledge their legacies, which live on in Luther Manor’s mission. ♦

Lucille Moll • Elaine Nelson • Ruth Rudolph • Norma Warmie • Charlotte Zekavica

Ministries of the ELCA serving Wisconsin comprise Lutheran Planned Giving of Wisconsin (LPGW). This partnership includes the East-Central, LaCrosse, Greater Milwaukee and South-Central Synods of Wisconsin. Luther Manor is pleased to be a member of this partnership. Gift planning counselors provide services within the four synods to assist the partners, synods, synod churches and individuals in gift, estate and endowment planned giving. By encouraging planned giving, the partnership assists ELCA ministries serving Wisconsin to make Christ known in this century. If you are interested in learning more about planned giving, please contact Cherie Swenson, Luther Manor Foundation, at cswenson@luthermanor.org or (414) 831-8950 or Tim Knutson, Regional Gift Planner at Lutheran Planned Giving of Wisconsin at timothy.knutson@elca.org or (414) 477-9979.

The Luther Manor Community

As a nonprofit, faith-based organization and one of the finest senior living communities in Southeastern Wisconsin, Luther Manor has been caring and advocating for seniors for more than 50 years. **Our mission is to share God's love by enriching the lives of older adults through excellent housing, care and services.** In addition to independent living, assisted living and long-term care options, we offer rehabilitation services, adult day services, hospice care and community outreach programs.

Guided by our Christian heritage and values, we consistently strive to exceed the expectations of those we serve, and you can count on our commitment and reputation when selecting housing or healthcare services for yourself or someone you love.



A ministry of the United Lutheran Program for the Aging

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(414) 464-3880 • www.luthermanor.org

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