

**The Twenty-eighth Annual Report
of
Saint Andrew Lutheran Church
Wausau, Wisconsin**

Year Ending December 31, 2008

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2008 CHURCH COUNCIL

NAME	OFFICE/COMMITTEE LIASON	TERM EXPIRES
Lynne Holt	President/Stewardship	12-31-2010
Tim Wimmer	Vice-President/Finance	12-31-2009
Keith Rusch	Christian Education	12-31-2011
Dave Mueller	Fellowship	12-31-2008
Annette Green	Member Outreach	12-31-2011
Jan Nelson	Memorial Gift	12-31-2011
Randy Trollop	Personnel	12-31-2011
Mitch Fromm	Property	12-31-2011
Phil Bickley	Social Ministry	12-31-2008
Andy Clark	Development	12-31-2008
Pam Burnett	Worship	12-31-2009
Todd Punke	Youth	12-31-2008

**SAINT ANDREW LUTHERAN CHURCH
BALANCE SHEET
December 31, 2008**

<u>ASSETS</u>	<u>OPERATING</u>	<u>PROPERTY & EQUIPMENT</u>	<u>DESIGNATED FUNDS</u>	<u>TOTAL</u>
CURRENT ASSETS				
CASH AND INVESTMENTS	16,541		11,706	28,247
FIXED ASSETS				
LAND AND BUILDING				
CHURCH SITE		3,804,773		3,804,773
BUILDING IMPROVEMENTS				0
VACANT LOTS				0
EQUIPMENT				
OFFICE EQUIPMENT		15,000		15,000
FURNITURE AND FIXTURES		135,000		135,000
VEHICLES				
BUS		10,500		10,500
SUBTOTAL	0	3,965,273	0	3,965,273
TOTAL ASSETS	16,541	3,965,273	11,706	3,993,520
<hr/>				
<u>LIABILITIES AND FUND BALANCES</u>				
CURRENT LIABILITIES				
ACCOUNTS PAYABLE	6,346			6,346
TAXES PAYABLE	4,721			4,721
LONG TERM LIABILITIES				
CHURCH SITE AND BUILDING		1,985,470		1,985,470
OFFICE EQUIPMENT LOAN				0
TOTAL LIABILITIES	11,067	1,985,470		1,996,537
FUND BALANCES				
FUND BALANCE	16,541	1,930,174		1,946,715
DESIGNATED FUNDS				
PASTOR'S DISCRETIONARY FUND			215	215
CHURCH FUNCTION REIMBURSEMENTS			2,340	2,340
FELLOWSHIP			906	906
WORLD HUNGER			372	372
FOOD PANTRY			2,784	2,784
MUSIC FUND			2,353	2,353
SPECIAL MUSICAL FUND			28	28
BUILDING CAPITAL FUND			17,235	17,235
YOUTH			50	50
PROPERTY CAPITAL FUND			15,754	15,754
GIFT FUND			6,577	6,577
KITCHEN			802	802
ROSE FUND			253	253
OFFICE EQUIPMENT			599	599
TOTAL DESIGNATED FUND BALANCES			50,268	50,268
TOTAL LIABILITIES AND FUND BALANCE!	27,608	3,915,644	50,268	3,993,520

**SAINT ANDREW LUTHERAN CHURCH
INCOME STATEMENT
For the Year ended December 31, 2008**

	ACTUAL	BUDGET	B/(W) BUDGET	LAST YEAR
OPERATING INCOME				
CONTRIBUTIONS	632,063	662,697	(30,634)	643,444
TRANSFER FROM DESIGNATED FUNDS				23,158
CARRYOVER FROM PRIOR YEARS		15,982		
RENTAL INCOME	4,397	2,000	2,397	1,580
INVESTMENT INCOME	2,471	2,000	471	4,047
TOTAL OPERATING INCOME	638,931	682,679	(27,766)	672,229
OPERATING EXPENSES				
OUTREACH MINISTRIES				
REGULAR BENEVOLENCE	41,692	41,313	(379)	40,781
EXTENDED MINISTRIES				
WORSHIP	3,387	5,450	2,063	5,473
CHRISTIAN EDUCATION	5,041	8,000	2,959	6,675
MEMBER OUTREACH	1,334	1,050	(284)	1,199
SOCIAL MINISTRY			0	0
FELLOWSHIP	812	1,000	188	1,427
YOUTH	11,680	8,100	(3,580)	11,799
STEWARDSHIP	7,192	6,800	(392)	5,605
SUPPORT	409,547	439,014	29,467	440,030
PROPERTY CHURCH SITE	15,824	15,200	(624)	11,859
SUB-TOTAL	496,509	525,927	29,418	524,848
CHURCH FIXED EXPENSES	46,676	47,150	474	50,472
FINANCE EXPENSE	14	13,602	13,588	310
TRANSFER TO DESIGNATED FUNDS			0	
TRANSFER TO 2008 BUDGET			0	1,426
MORTGAGE EXPENSE	95,173	96,000	827	95,173
TOTAL OPERATING EXPENSES	638,372	682,679	44,307	672,229
EXCESS OPERATING INCOME/(EXPENSE)	559	0	559	0
TOTAL DESIGNATED FUND CONTRIBUTIONS				
BUILDING CAPITAL FUND	185,917			269,534
OTHER FUNDS	48,262			95,418
TRANSFER FROM OPERATING				
TOTAL DESIGNATED FUND CONTRIBUTIONS	234,179			364,952
DESIGNATED FUND EXPENSES				
BUILDING CAPITAL FUND	170,728			278,162
OTHER FUNDS	75,628			108,173
TOTAL DESIGNATED FUND EXPENSES	246,356			386,335

SUMMARY OF BENEVOLENCE GIVING

	ACTUAL	LAST YEAR
REGULAR BENEVOLENCE		
EVANGELICAL LUTHERAN CHURCH	27,313	25,927
AREH	1,000	1,050
CROSSWAYS CAMPING MINISTRIES	4,000	
CUB SCOUT PACK 480	1,000	
HANDS OF CHRIST DEAF MINISTRY		
HOSPICE		
RAWHIDE BOYS RANCH		3,000
SALC FOOD PANTRY		3,000
SALC YOUTH	1,000	1,400
SCHOLARSHIPS	1,500	2,000
THE NEIGHBOR'S PLACE	3,000	
THRIVENT		750
WOMEN'S COMMUNITY	3,000	3,000
SPECIAL DESIGNATED		
WORLD HUNGER	3,885	3,516
FOOD PANTRY	13,671	10,991
TOTAL BENEVOLENCE GIVING	59,369	54,634

Notes to the Saint Andrew Financial Statement

December 31, 2008

- Equipment - The value of the equipment was either at the cost or fair market value of the equipment donated. The furnishings for the church office have been assigned a fair market value.

- Land - Church Building Site - In 1980 the Division for Mission in North America (DMNA) purchased for \$90,000 three (3) acres of land at the corner of N. Mountain Road and Partridge Avenue in the Town of Rib Mountain for the future building site of Saint Andrew Lutheran Church. Subsequently, a grant of \$30,000 was received from Strength for Mission (SFM), which was applied to the purchase price.

At a congregational meeting held September 25, 1983, a resolution was passed authorizing the purchase of the future church site of \$60,000 from the Board of American Missions of the Lutheran Church in America; however, no principal payments or interest on the debt would accrue until construction was started. On October 6, 1983, a Warranty Deed was signed transferring title to Saint Andrew Lutheran Church. In August 1984 the Site Loan of \$60,800 was paid and the debt was transferred to a note held by the Board of American Missions.

- Building Indebtedness

On July 15, 1984, the congregation of Saint Andrew Lutheran Church approved two building loans of \$193,000 and \$130,000.

The loan of \$193,000 was held by the Board of American Missions with an interest rate of 5%, which matured on December 31, 1988. When the loan matured in 1988, Saint Andrew was required to refinance the loan balance through other commercial financial institutions.

The other loan of \$130,000, which was financed through the Chase Manhattan Bank of New York City, was refinanced through Aid Association for Lutherans (AAL). The actual amount borrowed was \$135,000. The interest rate per annum was 9.5%.

On September 21, 1992, Building and Land notes were refinanced at Peoples State Bank with a \$250,000, 9.0% per annum 5-year note. The note balance on December 31, 1994 was \$203,473, with monthly payments of \$3,166.89.

On October 15, 1993, financing was secured for a construction loan at Peoples State Bank. This loan was not to exceed \$600,000 at the interest rate of 7.5%. When construction was complete, this loan was rolled together with the existing mortgage. On June 5, 1994, the congregation authorized to increase the line of credit on the construction loan to \$675,000.

On September 8, 1995, the construction loan dated October 15, 1993 and the Building/Land note dated September 21, 1992 were refinanced at Peoples State Bank. The refinancing included the necessary funds to purchase the three vacant lots described in the "Land-Vacant Lots" section below. The resulting mortgage note, with a principal balance of \$889,084, requires monthly payments of \$7,856.93 and contains a guaranteed interest rate of 8.75 for two years. The mortgage note did not exceed the \$916,000 authorized by the congregation.

On September 8, 1997, Building and Land notes were refinanced at Peoples State Bank with an \$853,181, 8.891% per annum 1-year note. The mortgage note balance on December 31, 1997 was \$846,498.

On November 7, 1998, Building and Land notes were refinanced at Peoples State Bank with an \$828,975, 8.500% per annum 3-year note. The mortgage note balance on December 31, 1998 was \$825,235.

On November 8, 2001, Building and Land notes were refinanced at Peoples State Bank with a \$740,811, 7.9% per annum, two-year note. The mortgage note balance on December 31, 2001 was \$736,387.

On April 26, 2002, Building and Land notes were refinanced at Peoples State Bank with a \$725,764, 6.9% per annum, two-year note. The mortgage note balance on December 31, 2002 was \$696,026.

On May 8, 2003, Building and Land notes were refinanced at People's State Bank with a \$676,282.98, 5.35% per annum, two-year note. The mortgage note balance on December 31, 2004 was \$579,150.49.

On November 8, 2005, Building and Land notes were refinanced at People's State Bank with a \$519,493, 6.35% per annum, six-month note. The mortgage note balance on December 31, 2005 was \$513,801.

On September 27, 2006, financing was secured for a construction loan at People's State Bank. This loan was not to exceed \$2,300,000 at the interest rate of prime less ½ point. The existing mortgage of \$486,639 was rolled into the construction loan at this time. The construction loan/mortgage balance as of December 31, 2006 was \$786,487.

The construction loan taken out in September of 2006 remained in effect throughout 2007. The interest rate (prime less ½ point) at year-end 2007 was 6.75%. The mortgage note balance as of December 31, 2007 was \$2,150,726.

On October 30, 2008, the construction loan was closed and converted to a three-month note at People's State Bank for \$2,049,719.53 at 4.5% per year. The mortgage balance on December 31, 2008 was \$1,985,470.

- Land - Vacant Lots - On April 18, 1990, the Church Council of Saint Andrew Lutheran Church adopted a resolution for the purchase of two vacant building lots, lying immediately north of and contiguous to the present church parking lot. A second resolution authorizing the funding necessary to complete the purchase was also adopted at this meeting.

On May 15, 1990, the lots were purchased at a price of \$27,000 and financed with a \$26,000, 10% per annum, two-year note from Peoples State Bank.

On April 3, 1992, this land note was refinanced as per the above section.

On September 25, 1994 the congregation authorized the purchase of three lots that are adjacent to the west side of the church property that will eventually be used for parking. The offer of \$51,000 was accepted for the lots.

On December 23, 1997, a 3,080 square foot section of Lot 56 was sold for \$3,080.

INFORMATION ABOUT MEMBERS - 2008

History of Baptized and Confirmed Membership 1981-2008

Year	Baptized	Confirmed	Baptized Change	Confirmed Change
1981	351	213		
1982	446	269	+ 95	+ 56
1983	521	297	+ 75	+ 28
1984	588	332	+ 67	+ 35
1985	697	403	+109	+ 71
1986	767	451	+ 70	+ 48
1987	912	525	+145	+ 74
1988	1020	625	+108	+ 100
1989	1208	703	+188	+ 78
1990	1295	815	+ 87	+ 112
1991	1351	855	+ 56	+ 40
1992	1403	912	+ 52	+ 57
1993	1440	940	+ 37	+ 28
1994	1605	1013	+165	+ 73
1995	1724	1105	+119	+ 92
1996	1797	1178	+ 73	+ 73
1997	1974	1293	+ 177	+115
1998	2114	1430	+ 140	+137
1999	2144	1461	+ 30	+ 31
2000	2239	1534	+ 95	+ 73
2001	2288	1589	+ 49	+ 55
2002	2402	1651	+ 114	+ 62
2003	2504	1746	+102	+95
2004	2577	1833	+73	+87
2005	2616	1866	+39	+33
2006	2711	1894	+95	+28
2007	2766	1923	+55	+29
2008	2855	1984	+89	+61

MEMBERSHIP AGE GROUPING

Age	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
0 - 5	170	180	178	207	211	236	238	231	242	241	222	228	255	266	275
6 - 10	136	146	151	168	164	180	175	182	199	212	215	212	222	209	213
11 - 15	174	178	172	171	174	179	189	182	189	193	204	201	197	213	217
16 - 20	112	142	151	147	163	187	183	179	180	191	194	198	216	212	211
21 - 25	52	75	80	102	97	111	147	163	151	171	188	165	172	166	183
26 - 30	106	115	121	144	143	151	156	147	147	157	153	162	174	179	193
31 - 35	121	125	121	134	143	167	180	187	191	203	180	168	193	194	202
36 - 40	164	170	180	193	188	189	184	184	194	195	191	184	204	210	217
41 - 45	148	175	179	209	220	220	223	207	196	204	211	200	206	202	195
46 - 50	110	114	137	140	144	169	194	210	228	233	229	210	203	224	228
51 - 55	46	58	72	87	106	118	130	154	166	175	186	197	202	201	214
56 - 60	32	25	28	34	46	53	63	70	83	121	141	148	169	169	166
61 - 65	22	32	26	17	35	34	32	39	51	57	67	82	88	110	125
66 - 70	18	14	18	17	20	26	35	32	35	45	40	37	44	55	54
71 - 75	8	12	12	9	11	14	13	17	22	14	35	44	41	49	46
76 - 80	4	5	8	9	8	9	15	12	13	14	18	18	24	27	34
81 - 100	1	1	1	1	2	3	4	8	10	11	15	17	23	28	22

Note: These numbers are approximate as some have never reported their birth dates.

2008 PASTORAL ACTS

New Members & Attendance Breakdown

Pastoral Acts - 2008

Baptisms	53
(Adult)	0
Weddings	22
Funerals	11
First Communion	51
Confirmations	
Youth	37
Adult	0

New Members Received 2008

March 9	34
May 18	27
September 28	31
November 18	10
Joined via Confirmation	

TOTAL 102

Average Weekly Worship Attendance

(Between 1981 and 2008)

Year	Avg. Att.	Change
1981	165	0
1982	182	+ 17
1983	196	+ 14
1984	214	+ 18
1985	263	+ 49
1986	244	- 19
1987	292	+ 48
1988	303	+ 11
1989	311	+ 8
1990	347	+ 36
1991	338	- 9
1992	345	+ 7
1993	330	- 15
1994	357	+ 27
1995	389	+ 32
1996	420	+ 31
1997	482	+ 62
1998	503	+ 21
1999	523	+ 20
2000	542	+ 19
2001	543	+ 1
2002	559	+16
2003	587	+ 28
2004	552	-35
2005	558	+6
2006	508	-50
2007	593	+85
2008	603	+6

Service Break-down - 2008

Average Attendance

12:15	24
6:15	60
8:00	167
10:30	256

Special Worship Services - 2008

Ash Wednesday (12:15)	
Ash Wednesday (6:15)	425
Midweek Lenten Worship (12:15) (avg.)	47
Midweek Lenten Worship (6:15) (avg.)	395
Maundy Thursday (12:15)	65
Maundy Thursday (7:00)	420
Good Friday (12:15)	244
Good Friday (7:00)	151
Easter Sunday (6:00)	303
Easter Sunday (8:00)	381
Easter Sunday (9:30)	518
Easter Sunday (11:00)	258
Thanksgiving Eve (7:00)	112
Christmas Eve (4:00)	468
Christmas Eve (6:00)	422
Christmas Eve (8:00)	454
Christmas Eve (10:00)	182
Christmas Day (10:00am)	184
Christmas Programs (Sunday and Thursday)	354

REPORTS

Senior Pastor

This is my 28th "Pastor's Report". As reports go, the Annual Report is just a glimpse of some of the ways we planned to do ministry during the year and some of the ways we went about doing it. The report includes a numerical summary of membership, giving and spending, and a lot of thanks to a lot of people who planned and fulfilled the mission and ministry of Saint Andrew during 2008.

MEMBERSHIP

During 2008 the life and ministry of Saint Andrew was sustained by over 2,600 baptized (over 1,900 confirmed) members representing some 900 households.

WORSHIP

Worship is at the very center of congregational life. Four opportunities of worship are offered each week with a combined average attendance of 500-600 each week. In addition, there were mid-week services offered throughout the Season of Lent and Holy Week.

During the regularly scheduled worship services the congregation celebrated 54 baptisms; 51 children received their first communion; and 37 were confirmed. And, there were 22 weddings and 11 funerals.

THANK YOU

The year began with a Parish Staff consisting of myself and Pastor Jon Gallatin; Shelby Reif, *Parish Administrator*, Debbie Allen-Norum, *Administrative Secretary*; Kerry Fehrman, *Bookkeeper*; Loranda Addison, *Christian Education Coordinator*; Al Freiberg, *Minister of Music*; Everett Schmidt, Jr., *Minister of Youth*; Shannon Vujnovich, Dennis Gillingham, *Custodians*; Ron Sandquist, *Sexton*; and, Joanne Howard and Joel Freiberg, *Pianists*.

Within the first month of 2008, Pr. Gallatin, after serving 5-years here, accepted a call to Gloria Dei Lutheran Church, Neenah, WI. In addition, Debbie Allen-Norum, *Administrative Secretary*, moved to Arizona.

During the remaining eleven months of 2008 the pastoral vacancy has received the help and support of Pr. Erik Olson, *Assisting Pastor* and Pr. Gerald Kort, *Visitation Pastor*. Pr. Olson is also the pastor of Trinity and St. John's Lutheran Church, Birnamwood, WI., and Pr. Kort is a retired ELCA pastor and member of Saint Andrew. In addition, Joy Mitchell began as *Administrative Secretary* in November.

The shared ministry of the Parish Staff along with the ministry of the congregation was administered with great commitment and care by the *President* and *Vice-President* of the congregation, Lynne Holt and Tim Wimmer, respectively; Susan Sell, *Treasurer*; Michael Howlett, *Financial Secretary*; Kerry Fehrman, *Council Secretary*; the ten other members of the Church Council, the twelve standing ministries and the endless number of volunteers who carried out the mission and ministry of Saint Andrew during 2008. Their respective reports of our mutual ministries are within this Annual Report.

Through the leadership and support of these people and the congregation, the mission and ministry of Saint Andrew was extended locally, regionally, and nationally during 2008.

Working for His Mission,
Pastor John Roseth

President

This past year, the council focused on growing our ministries to make the most effective and efficient use of our facilities and resources. The ministry reports that follow will give you the details.

The challenges of managing change and growth bring with them significant financial challenges as well. The council, our pastors, our ministries and our staff have done an outstanding job of managing their expenses to our 2008 budget. At the end of 2008, your contributions to our operations totaled \$659,381. At the same time, our expenses totaled \$633,322. This was due primarily to the fact that we have not yet hired an associate pastor.

The Grow With God campaign ended on December 31st with contributions of \$246,704.

Our budget for 2009 includes the impact of our new facility's annual operating expenses and our new mortgage payment. The details of our 2009 budget are shown separately in this report.

If you are still considering what your time, talent and financial support for 2009 will be, please take a moment to reflect on the value of the pastoral care, the spiritual education of our children and youth, the services offered by our ministries and the worship opportunities we have at Saint Andrew. Let the benefits that they provide for you and your family's spiritual well-being guide you as you develop your plan to support our day-to-day operations.

This coming year the Council will continue to focus on growing our ministries. We will have another in-service workshop designed to hone the leadership skills of our ministry volunteers and develop a ministry communication network. In addition, we will have another Ministry Expo to give all of you the opportunity to learn more about what our ministries do.

It has been an honor to lead the congregation during the past year. The members of the Church Council are an outstanding and talented group of leaders. I am grateful for their support and treasure their good humor. All of us look forward to your continued support and ask for your prayers as we move through the changes and challenges of the Saint Andrew family this year.

Yours in Christ,
Lynne Holt, Council President

Vice President

2008 certainly has been an interesting year. The United States has elected a new President, the stock market has crashed and lost 50% of its value, the government has had to bail out the banking industry, the automotive industry is on the verge of collapse, we have seen the highest gasoline prices in our history only to see them drop to lows that we haven't seen in years. What does all this tell us? It tells me that the world and events change fast and sometimes we do not have any control over the change; we either embrace it or the change can be forced upon us.

Saint Andrew certainly has seen its share of change during 2008. Pastor Gallatin has left for a new pastoral call in Neenah. The Church is now in search of his replacement. The current economy has affected the church's operating expenses as well as our income. We have seen changes to the church's operations and procedures to help us keep up with the changing times. Sometimes, change can force us to lose our vision. However, the church council takes action and initiates change with the thought of fulfilling the mission statement below.

Mission Statement

The life and ministry of Saint Andrew Lutheran Church shall be open to all who wish to express their faith in God through Jesus Christ by worship, learning, witness, and service. From this gathering of God's people shall come Christian love as its members minister to each other, the community, the nation and the world. With the guidance of the Holy Spirit, the life and mission of this church can be fulfilled by those within it. Therefore, we wish to express our love of Jesus Christ through faithful support of, and active participation in, the mission and ministry of Saint Andrew Lutheran Church.

This mission statement NEVER changes; it stays true no matter what the economy, no matter who is president, no matter what is happening to gasoline prices. It is this mission statement that keeps us as a congregation on track to fulfill God's work.

I look forward to the challenges that 2009 brings to Saint Andrew. We as a congregation must continue to work together to fulfill the mission of Christ as stated in our mission statement. Together I feel we are capable of unbelievable results. I would like to share with you one of my favorite quotes on Team work.

TEAM WORK – at a horse show, one horse pulled 9,000 lbs. Another pulled 8,000 lbs. Yoked together; they pulled 17,000 lbs. – right? Wrong, working as a team, the two horses pulled 30,000 lbs.

In 2009 let's see what we are all capable of doing when "yoked" together. Let's work together to fulfill Saint Andrew's Mission Statement in 2009. Together, we as a congregation, have the ability to influence positive change in each other, the community, the nation and the world.

Yours in Christ,
Tim Wimmer

Parish Administrator

"Never a dull moment" would be the consensus from the parish staff to describe 2008. It hardly seems possible that another year in the life of Saint Andrew Lutheran Church has passed in the blink of an eye.

It has been a tremendous blessing to see our expanded church facility being used and filled to maximum capacity on a regular basis. The list is endless as to the variety of activities and events that have taken place over the past year in addition to the regular worship services and outreach programs already offered at Saint Andrew. To top it off, whether it is an outside entity or from you our members, the feedback and appreciation has been overwhelmingly positive.

Please also enjoy and accept this shared gratitude in recognition for your contributions these past three years in the Grow With God campaign and your continued financial support of the mission and ministry of your church. Without everyone working together, none of this would be possible.

Highlights for the year would include the new electronic sign, interior office renovations, beautiful landscaping and exterior lighting. Additionally, our technology resources have been greatly expanded with our computers networked through the new server. The updating and expansion of our church library is currently in progress and will be completed early in 2009.

We were sad to say farewell to Pastor Jon Gallatin in February and our secretary, Debbie Allen-Norum in December. We have been blessed to welcome Joy Mitchell as our new Administrative Secretary and are in prayerful anticipation of the upcoming call of a second pastor.

The staff has enjoyed the multitude of opportunities to participate in these ongoing projects and progress through facility maintenance, administrative assistance, Christian education, worship planning, and youth ministry. On their behalf and mine, I would like to personally thank all of you for your partnership and support of our efforts.

Again, I would like to invite and welcome you to take advantage of all the great things offered by your church. The 2009 calendar is filling quickly with a variety of opportunities for you to enjoy and share the love and grace that has been given to us all.

Thank you and God's blessings,
Shelby Reif, Parish Administrator

Minister of Youth

The event of the year for the Sr. High youth group was a mission trip to Rosebud South Dakota. Sixteen of us left on July 19th and did a little site seeing of Mount Rushmore, Wall Drug, Custer National Park, Crazy Horse and the Bad Lands before heading to Mission, South Dakota. After a little looking, we were also able to see a herd of buffalo. Through Youth Works, we were painted a couple of houses and worked with the kids of the community. It was a great time of helping the area and experiencing the culture of the Sioux Indians. We were responsible for our own meals, had our own club time and found out what it was like to be helping out as Jesus would have us. Every 3 years we have a mission trip and will look for another site in the future. This summer 25 of our youth and four adult chaperones will be attending the National Youth Gathering in New Orleans in July along with 36,000 other ELCA people.

Saint Andrew continues with our traditional events; lock-ins, bowling, swimming, broomball, corn maze, Noah's Ark trip, CROP Walk, Scavenger Hunt for food items, Jr. High and Sr. High Youth Gatherings, and the Sr. High conference retreat. The 6th – 8th graders continue to collect an abundance of food for our food pantry. They collected the most items ever this year! The 9th – 12th grade youth group couldn't get the broomball trophy back from Good Shepherd which we have not had for 4 years. We are already looking forward to this year's tournament and getting the trophy back in its proper place here at Saint Andrew. We continue to have the most kids attend our Junior High Synod Youth Gathering in Oshkosh and Senior High Synod Youth Gathering in Manitowoc. "Nightmare in Marshfield" has become a traditional event with 30 people attending this year. The youth groups continue to sponsor a child in Ethiopia named Brook.

I continue to work with the confirmation program, teach 6th grade pre-confirmation classes, go to Bible Camp with our 7th – 8th graders in the summer, lead the 6th grade Baptism Retreat in January, teach High School Sunday School class, preach occasionally, lead family Christmas caroling, and drive the bus.

I also am involved with another aspect of Saint Andrew which I think is very important. That is softball and basketball. We run a basketball program for 8 weeks where you can get some exercise and fellowship at the Marathon Grade School gym. We also have a fast pitch softball team. We finished 8-4 and won a playoff game for 1st place. This is the first time Saint Andrew has won a 1st place trophy which is displayed in the back of the church.

I would like to thank Jamie Kersten, Todd Punke and the Youth Committee; Carol Matushak, Andy Natzke, Lennie Kersten, Todd Punke, Zena Knudsen, Pam Fromm, and LeAnn Stankowski who are a big part of the success we are having with our Youth Ministry programs. Thank you to the Senior High Board, Haley Punke (past president), Connor Stankowski (present president), which plans and runs all the 9th – 12th grade events. A big thank you to everyone at Saint Andrew for all your support. Without it the youth ministry programs here would not be as successful as they are.

In His name,
Schmidty, Minister of Youth

Christian Education Coordinator

The Church School programs which meet Sunday mornings and Thursday evenings have shown a growth in numbers during the 2008-2009 school year. Enrollment for Sunday is over 150 children, and an average of 40 students for Thursday.

There were 51 5th grade students who received their First Communion and 37 students who were confirmed last spring.

Cradle Roll continues to send out Christian materials (with special coloring added by the church school children) to parents with infants until their 4th birthday.

Play Group continues to meet on the 3rd Thursday of the month during the regular school year. The goal of the Play Group is to allow children of the same age level to play together and parents to meet and socialize.

The Book Club continues to meet on Tuesdays at 9:00 to further their knowledge of the Christian faith.

Vacation Bible School students enjoyed SonWorld Adventure Park this year with over 140 students enjoying the Christian journey.

Thank you for supporting the Christian Education Program efforts within the church from the birth of a child on up through adulthood.

In Christ,
Loranda Addison

Christian Education Ministry

Chairperson: Jill M. Hersperger
Council Liaison: Keith Rusch
Staff Advisor: Loranda Addison
Committee Members: Melissa Beese, Todd Punke, and Lyn Weis,

The mission statement of the Christian Education Committee is to provide the means, tools, and guidance needed for members of Saint Andrew to grow in their knowledge, love and following of Christ our Savior. To that end, the committee is dedicated to providing educational opportunities for all members of our congregation.

The Christian Education Committee tasks and goals are to:

- Provide direction, support and decision-making for our educational ministries.
- Establish program calendars and special event dates.
- Coordinate staffing, facilities, and materials needed for our ministries and programs.
- Develop ways to sustain and nourish the growth of our ministries and programs.

The ministries that Christian Education is responsible for and who leads them are:

Adult Confirmation	Pastor John Roseth
Church School	Loranda Addison
Cradle Roll	Sandy Tepe
First Communion	Pastor John Roseth
Library	Mary Kregel
Play Group	Jill Brillhardt
Puppets	Melissa Beese
Small Group Studies	Pastor John Roseth
Vacation Bible School	Lyn Weis
Youth Confirmation	Loranda Addison
Women's Book Study	Grace Mittelsteadt

Youth Confirmation was moved back to Christian Education Ministry. The curriculum has been redefined and provides the teacher with a course outline which has increased the interest in getting more teachers involved.

It has been a pleasure serving on the Christian Education Committee for five years and as the Chairperson for the third year.

Peace and blessings.

Respectfully submitted,
Jill M. Hersperger

Development Ministry

Chairperson: Bob Wiederhoeft
Council Liaison: Andy Clark
Staff Liaison: Shelby Reif
Members: Peggy Reno, Terry Klegin

The mission of the Development Ministry is to develop short-term and long-range plans for Saint Andrew Lutheran Church, based on the church's mission, ministries, and needs. This year much of the Ministry's focus was to strengthen the awareness of the congregation as to the purpose and activities of the various ministries at Saint Andrew. The work included:

- Organizing and facilitating the Spring Ministry Workshop
- Organizing Fall Ministry Expo
- Reviewing and distributing the Saint Andrew Guidelines for Ministries, Chairpersons and members.

Goals for 2009 include:

- Continuing both the Ministry Workshop and Expo
- Review of Five Year Staffing Plan
- Personally invite several new members to ministry

The Ministry members encourage you to consider joining us as we help shape the future of Saint Andrew. The Development Ministry meets on the first Wednesday of the month at 6:00pm.

Fellowship Ministry

Chairperson: Debra Allen-Norum

Council Liaison: Dave Mueller

Members: Bonnie Alafouzos, Dianne Kucirek, and Diane Champaigne

Purpose of the Ministry: The Fellowship Ministry is responsible for planning and coordinating fellowship activities for the purpose of service and fun.

Following each Sunday morning worship service, we are responsible for coffee, juice, and donuts. We assist our dartball, softball, and basketball teams with their dues each year. The list below includes events that have been held for many years plus a few new ones we tried out. If you have any ideas for events that would promote fellowship, please let the church office know.

Events of 2008

- Movie Matinee Jan. 26
- Pretzel Sunday Feb. 10
- Assist in the Soup Kitchen March 5
- New Member Potluck March 9
- Hot Cross Buns March 16
- Volunteer Appreciation Sunday April 27
- New Member Potluck May 18
- Night at the Ballgame June 25
- Cookie Sunday July 13
- Church Picnic July 27
- Litter Patrol on Hwy NN August 16
- New Member Potluck Sept. 28
- Hayride at Starwood in Ringle Oct. 4
- Litter Patrol on Hwy NN Oct. 25
- New Member Potluck Nov. 16
- Hot Cocoa and Cookies Dec. 7

I met many new church members while working on this committee, and enjoyed planning events with my faithful ministry members! I pray that 2009 will be just as successful for the Fellowship Ministry under the guidance of a new leader.

God's blessings!

Debra Allen-Norum

Finance Ministry

Chairperson: Fred Fuchs

Council Liaison: Tim Wimmer

Treasurer: Susan Sell

Staff Advisor: Kerry Fehrman

Committee Members: Betty Dotseth, Jayne Germinaro

The goal of the Finance Ministry is to effectively monitor and communicate the church's financial status and make recommendations to the Church council in support of continued growth. This is accomplished through the following objectives:

- Monitor and manage monthly cash flow to ensure timely payments to vendors and staff.
- Ensure that acceptable accounting practices and procedures are used.
- Review the overall financial position of the church on a monthly basis.
- Coordinate the annual budget process and make recommendations to the Church Council.
- Coordinate the annual audit.
- Count and deposit the weekly offerings each Monday.

We accomplished all those objectives during 2008 and successfully coordinated an audit of the 2005 and 2006 books. We will conduct an audit of 2007 and 2008 during this coming year and then get back on an annual schedule.

The volunteer efforts made by our weekly counters are an important part of the Finance Ministry. We would like to thank Susan Sell, Mike Howlett and Kerry Fehrman for the volunteer contributions they make as our treasurer, financial secretary and bookkeeper.

Membership in the Finance committee is open to all members of the congregation, and a financial background is not needed to serve. The group meets the third Tuesday of every month, except for summer months, at 6:30 pm. If you have an interest in the financial operations of our church, please consider contributing your time and talent. Contact the church office to volunteer to serve as a ministry member or a weekly counter.

Respectfully submitted,
Fred Fuchs, Chairperson

Member Outreach Ministry

Chairperson: Linda Vogen

Council Liaison: Annette Green

Staff Advisor: Pastor Gallatin/Vacant

Members: Babs Hintz, Billie Schmidt, Gerry Parsch, Linda Adams, Amy Frolik, Lucy Lahr and Rosetta Ahles

The goal of the Member Outreach Ministry is to help each member feel they are part of our Saint Andrew Church family. As members of a family, we need to support and acknowledge each other in time of need and blessing, welcome each other, try to know and understand each other, and perform the necessary jobs to keep the family functioning. We try to facilitate this through our many outreach programs. Four times a year we host the New Member Orientation and its Reception and welcome new members with a potluck after the service in which they are received officially into the church family.

The *Armed Forces Program* collects and mails care packages to our soldiers fighting overseas.

An important part of Member Outreach is the *Greeter Program*. We have many members who volunteer to warmly greet our members and visitors as they arrive for services.

Our *Care Notes Program* and *Sunshine Circle* minister to our members during times of need. *Care Notes* provide reading material that may offer solace and reflection in regard to personal situation. The *Sunshine Circle* makes phone calls, provides meals, and sends cards to members telling them that we are thinking of them and that they are in our prayers.

The *Tuesday Quilting Group* meets during the second week of the month and welcomes any member wanting to participate. The quilts are made for both Lutheran World Relief and members in our own community who are in need. This year about 70 quilts were made.

We completed the new pictorial directory for Saint Andrew members and it should be distributed in early 2009. This project was chaired by Amy Frolik.

Respectfully submitted,
Linda Vogen

Memorial Gift Ministry

Chairperson: Marilyn Olson

Council Liaison: Jan Nelson

Staff Advisors: Pastor John Roeth and Shelby Reif

Committee Members: Dick Jarvis, Patty Marceille, Donna Peth, Rick Radloff, Julie Weller and Mary Wittich

The overall role of the Memorial Gift Ministry is to monitor the Memorial Gift Guidelines, maintain a list of needed "gifts" and disburse monetary gifts in a timely manner. If the gift is designated to a certain area, we will work to make sure it is used for that purpose. If the gift is undesignated, we will discuss what items Saint Andrew needs at the time. Input is provided by the Council and other ministries for ideas to add to our "Wish List" which is located in our brochure for future reference.

Thanks to the generosity of the following memorials, this is what has been purchased in 2008:

- J. Laffin memorial: new green paraments for the altar
- J. Weller memorial: new green paraments for the altar
- D. Olson memorial: new green paraments for the altar
- D. Wittich memorial: new green paraments for the altar
- W. Kutil gift: new green paraments for the altar
- Falkowski Baptism gift: new green paraments for the altar
- Leanne Meyer gift: nursery mural
- Rusch/Hibbard memorial: nursery mural
- B. Schmidt memorial: nursery mural
- C. Rutherford memorial: ciborium, 2 altar cloths for the chapel and 2 white round tables
- C. Schade memorial: children's funeral pall
- L. Jonas memorial: library bookshelves
- E.O. Johnson memorial: dumpster enclosure and all of the new landscaping done this year at Saint Andrew
- Phil & Helen Bickley: new computer server
- Bren & Beth Hartinger: new west entrance electronic sign from Graphic House
- Tim & Merry Wimmer: new office computer and west entrance door for the church

Our main goals for 2009 are to complete the landscaping of the entire building (thanks to the Johnson memorial), continue reviewing options for window coverings for the new classrooms and chapel windows, pipe in sound from the sanctuary to the nursery and install a new "memorial patio" by the north Parish room entrance off the fellowship hall (more information on this exciting project to follow soon).

If you are interested in contributing a gift to Saint Andrew in memory or honor of a special loved one, please contact Pastor John or our Parish Administrator, Shelby.

Respectfully submitted,
Marilyn Olson, Chairperson

Personnel Ministry

Chairperson: Jodi Punke

Council Liaison: Randy Trollop

Staff Advisor: Shelby Reif

Committee Members: Deb Geary, Shelby Gerbig, Wayne Johnson, Penny Nowak

2008 Highlights/Year in Review

- Reviewed job descriptions for Minister of Music and Minister of Youth
- Revised Personnel Ministry brochure
- Developed Task Study for each staff person
- Developed 403B plan document as required by the IRS
- Recommended 2009 budget for all staff salaries and hourly wages
- Recommended salary and benefit package for calling a second Pastor
- Hired Administrative Secretary

Goals/Vision for 2009

- Complete updated job description for Minister of Music; develop a coordinator of youth music
- Complete updated job description for Minister of Youth
- Utilizing the information from the task study, re-evaluate staff positions to insure the needs of the church are fully met.
- Use of trained lay persons to assist with pastoral vacancies
- Recruit two new ministry members
- Review Non-Clergy Personnel Policies Manual

Continue to strive to offer a warm and inviting place of employment and to best use the resources of the congregation to serve the ministry of Saint Andrew.

Respectfully submitted,
Jodi Punke

Property Ministry

Chairperson: Jeff Marcell

Council Liaison: Mitch Fromm

Staff Advisor: Shelby Reif

Committee Members: Phil Bickley, Dave Paisar, Dan Holt, Jim Kraeger, Fritz Seehafer, Vern Whereatt, David Froehlich, Greg Oelke, Jeri Brunner, John Brauer, Jerry Waraksa

The purpose of the Property Ministry is to direct and assist the Parish Administrator and custodians with upkeep and general maintenance of the church grounds. The Property Ministry is also involved in new projects as required.

2008 Projects Completed:

- Installed three new property ministry members: Jeri Brunner, Greg Oelke and Jerry Waraksa.
- Installed new gutters on the main entrance and the south side educational wing.
- Helped with Lenten soup and sandwich.
- Purchased a new Rug Doctor carpet cleaning machine for cleaning all inside floors. This saved on having someone from outside coming in and providing the carpet cleaning service.
- Purchased new griddles for the kitchen. (Worked great for the pancake breakfast).
- School bus door repair and general maintenance.
- Lift truck for changing lights in the sanctuary was donated by Van Ert Electrical and will be stored at Phil Bickley's business. (Both are greatly appreciated).
- Custodians repaired the door and rooms in the south educational wing.
- Fund raisers for the parking lot resurfacing project included the 105th Harley Davidson Ride in August where we sold breakfast sandwiches and the pancake breakfast that was served in November.
- Upkeep of the new landscaping.
- Helped with the new landscaping project.

Future Projects

- Future replacement of asphalt parking lot.
- Additional fund raising projects.

Respectfully submitted,
Jeff Marcell

Social Ministry

Interim Chairperson: Billie Schmidt

Council Liaison: Phil Bickley

Committee Members: Marge Bohlman, Grace Mittlestadt, Jamie Mangels, Kathy Wurz, Adam Wurz, Jill Meyer, Pat Luce

Programs and activities developed by the Social Ministry with the cooperation and support of the congregation of Saint Andrew to meet the needs of the people, and through them, the congregation lives out our Lord's commands, "to feed the hungry, clothe the naked, welcome the stranger, and minister to the sick and imprisoned".

Funds for our Ministry are raised through donations from the congregation and fund raisers such as Super Bowl Sunday snacks, Lenten soup and sandwich suppers and lay school meals. Our projects for 2008 included:

- Super Bowl Sunday snacks
- Youth scavenger hunt
- Collecting food and school supplies from Sunday and Thursday church school and VBS
- Lutheran World Relief Quilts and School Bags
 - 109 school bags were sewn, filled with school supplies from VBS and sent to those in need
 - 38 quilts were cut, sewn and sent to those in need
- Lay school meals
- Community supper (six times per year)
- Pick N' Save "We Care" program
- Lenten soup and sandwich suppers
- Cradle of Love food donations
- Food baskets
 - 53 Holiday Baskets (Easter, Thanksgiving, and Christmas)
 - 33 Regular food baskets
 - 86 Families served (150 adults, 154 children)

Many changes took place in Social Ministry during 2008. We would like to acknowledge and thank Linda Standiford, Dixie Woller and Jeri Brunner for their many years of service to Social Ministry. We look forward to expanding our areas of Ministry and services. If you have a passion for helping others, please consider joining our ministry. We meet at 11:45 a.m. on the first Sunday of each month.

In His service,
Billie Schmidt

Stewardship Ministry

Chairperson: Tom Brunner
Council Liaison: Lynne Holt
Staff Advisor: Pr. John Roseth
Members: Kerry Fehrman, Mike Howlett, and Bill Radloff

This year proved to be a remarkable year from a stewardship standpoint. With just one pastor, we witnessed many of the extraordinary abilities and talents our members **POSSES** and we were blessed by their willingness to share. A couple of weeks Pastor John even got a respite from preparing and presenting the sermon.

The stewardship ministry tries to help each of us recognize our talents and how our talents can best be used. Your stewardship committee is proud of the time and effort so many of you put into the ministries in which you participate, and the dedication and love you put into that sharing.

The stewardship ministry also encourages each of us to share financially. The dollars we share allow us to be able to celebrate and spread the word of God. **Just as we cannot** live by bread alone, we do not grow without sharing both our dollars and our time and talents.

Annual stewardship appeals are substantial undertakings organized by your Stewardship Ministry. Planning starts in summer and the work continues until all pledges are recorded and verified.

For this year's Every Member Response campaign, several members prepared a presentation to highlight the many ministries and activities that make our church so special. The presentation was shared between Sunday services for two weeks. The presentation also celebrated the accomplishments of our building campaign, and helped us understand our transition, to which our combined gifts will once again all flow through the general fund. In pictures and words we were able to see how our general fund budget would have to increase to cover the higher mortgage.

Your stewardship ministry continued to encourage contributions by electronic transfer. It is so easy and convenient to use T.O.E., and it provides regularity, a good thing in more ways than one. The approximately 200 members using T.O.E. for their regular contributions gave more than 37% of the total in 2008. What better way to give off the top?

Our church is so much more than just a place and community to worship together. Everyone can be proud of the ministries shared.

Stewardship Ministry shares lunch while holding its meetings at noon the 3rd Tuesday of each month. Regular agenda items include reviewing the status of contributions, financial management, and stewardship activities.

The Stewardship Ministry hopes to continue expanding stewardship recognition and education throughout 2009.

Respectfully submitted,
Tom Brunner, Chairperson

Worship Ministry

Chairperson: Cindy Brenner

Council Liaison: Pam Burnett

Staff Advisor: Al Freiberg

Committee Members: Marilyn Olson(Altar Guild Chairperson), Sara Goetsch, Barbara Breese, Carmen Siegel and Chris Welsh

The Worship Committee oversees the worship life at the church of Saint Andrew. They meet quarterly, with additional meetings as needed throughout the year and help plan the seasonal worship services such as: Lent, Easter, Thanksgiving, Advent, and Christmas. They oversee the following:

- Altar Guild
- Music
- Nursery
- Lay readers
- Communion assistants
- Ushers
- Acolyte training
- Sexton

The committee would like to thank all of the volunteers who served as ushers, communion assistants, lay readers, nursery attendants, and members of the choirs.

Respectfully,
Cindy Brenner, Chairperson

Altar Guild

Chairperson: Marilyn Olson

Members: Mavis Bloom, Cindy Brenner, Pam Burnett, Sandra Fischer, Jodi Gargulak, Paula Kuhlmann, Pam Levra, Doug Luce, Patti Marceille, Ann McDonald, Sue McFaul, Joleen Meier, Jody Merchant, Donna Peth, Vicki Porter, Carmen Siegel, Joyce Schoepke, Stephanie Wage, Julie Weller and Mary Wittich.

Staff Liaison: Al Freiberg

The Altar Guild at Saint Andrew is considered to be a "quiet ministry", requiring consistency and dedication of its members to get things done in a timely fashion. We have six teams with three members on each team and a total of 20 members including Al. We are grateful to Pam Burnett for cleaning the altar and Credence table after all of the Thursday evening services throughout the year.

This year we purchased new green paraments for the altar, thanks to memorial gifts from the following memorials: J. Laffin, D. Olson, D. Wittich and J. Weller. They were ordered from Augsburg Fortress and were actually made in Belgium. They are very beautifully handcrafted. Next year we would like to order new white paraments as the ones we have are looking a bit shabby. They are about 20 years old.

Our weekly responsibilities include: baking the communion bread for every service, setting up and taking down the communion bread, wine and altar cloths after all the services, changing and caring for the paraments, flowers, candles and baptismal details.

We also decorate the altar for Easter, Thanksgiving and Christmas to add to the beauty of the current season. Spring flowers grace our altar for Easter. Pumpkins, gourds, bittersweet, pine cones, etc. are used for the Thanksgiving display. Christmas decorations include a large ceramic Nativity set, small white lights and Poinsettias. Our new responsibility is decorating the Chapel for all of the seasons as well. We are also responsible for ordering all of the Communion wine from IGA and the communion hosts and wafers from the Christian Bookstore throughout the year.

During Lent we help serve, make desserts and clean up for the Soup and Sandwich Supper. Five of us strip the altar at the Maundy Thursday evening service. A special thank you goes to Lenette Hoover and her family again this year for baking the bread, setting up and serving at the 6:00 a.m. service on the mountain on Easter morning.

Bev Schmidt, a Saint Andrew member who works for Blossoms and Bows, continues to make our weekly altar bouquets. She does a beautiful job for us and we thank her for her creativity. We now order all of our seasonal plants from Blossoms and Bows as well. A very special thank you goes to Shannon who always supports our ministry throughout the year by doing all of the physical work!! Thanks, Shannon!!

I am honored to serve as committee chairperson of this dedicated group of people. For the upcoming year, we will continue to strive in support of a meaningful ministry and we look forward to any comments or suggestions others may have to accomplish that goal.

Respectfully submitted,
Marilyn Olson, Chairperson

Youth Ministry

Chairperson: Jamie Kersten

Council Liaison: Pete Kempen and Todd Punke

Staff Advisor: Schmidty

Members: Pam Fromm, Zena Knudsen, Jamie & Lenny Kersten, Andy Natzke, Carol Matushak and LeAnn Stankowski

The Saint Andrew Youth Committee works with the Minister of Youth, Schmidty, to support and promote youth ministry at Saint Andrew. The activities, events, and programs of the Youth Ministry are geared toward three different age groups: 6th grade, 7th & 8th grades and 9th – 12th grades. The committee and Schmidty continue to plan and run the 6th grade pre-confirmation program. It continues to have expectations of sermon and Lenten responses, community service, and Baptismal retreat. They also start their confirmation class with an opening in the chapel with announcements, singing and worship.

The 6th grade activities include swimming at Marathon Swim Center, CROP Walk, our annual scavenger hunt for food items, bowling, tubing at Sylvan Hills and the summer trip to Noah's Ark. We always encourage them to bring a friend. Events usually end with the usual pizza and pop at church.

The 7th and 8th grade activities include CROP Walk, bowling, tubing, the scavenger hunt, lock in, Noah's Ark, and the Junior High Gathering in Oshkosh. We usually bring one of the largest groups to this gathering. The 7th grade attended Confirmation Camp at Waypost as part of their confirmation program.

The 9th – 12th grades, our High School group, activities include fund raising, lock in, bowling, movies, the Senior High Youth Gathering, broomball, and a summer event. This year they went on a mission trip to South Dakota. The High School group does their own planning and running of their activities with a board that they elect each fall. This year's president is Connor Stankowski. They are now working towards their summer trip to the National Youth Gathering in New Orleans.

Each Youth Ministry member is a part of Youth Ministry at Saint Andrew. Thank you to all our members for their help this past year. Our ministry team meets the first Thursday of the month except in June and July. Also, thank you to all of Saint Andrew for your support of our Youth Ministry programs.

Respectfully submitted,
Jamie Kersten