

ANNUAL REPORT

— 2018 —



Evangelical Lutheran Church in America
God's work. Our hands.

A message from Presiding Bishop Elizabeth Eaton

Dear siblings in Christ,

As members of the Evangelical Lutheran Church in America, we are freed by grace to live faithfully, witness boldly and serve joyfully. As communities of Jesus that nurture life-changing relationships with God, one another and the world, we are confident about who we are in Christ and what God is calling us to do. Whether worshiping wherever two or more are gathered, engaging in lively conversations about faith, or rolling up our sleeves and getting to work, we strive to share God's grace and love in Christ for all people and creation. This reflects the vitality we find in Jesus Christ, our own spiritual life and our desire to participate in what God is doing today.

Within each community of Jesus there are leaders who strive to model an attitude of servanthood, trustworthiness, humility, patience and listening first while striving to work with others in healthy ways. These leaders teach all ages, motivate believers, build consensus, share a vision, discern direction and facilitate action. Their attention is focused on growing disciples who are sent into their daily life to love and serve others as friends, neighbors, parents, citizens and workers. Together we recognize the importance of growing disciples and multiplying leaders who serve inside your congregation and beyond your walls.

As our congregations plan their work for the coming year and how to use the resources God has entrusted to them, I invite you all to think about the relationships that bring you vitality and the leaders you nurture for God's mission in the world. While you make many decisions, remember you are not alone. We are all partners in sharing the gospel. Together, by God's grace, we can do what God is calling us to. May you go forth to do justice, love kindness and walk humbly with God.

Serving together in Christ's name,



The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America



You shall love the Lord your God
with all your heart, and with all
your soul, and with all your mind,
and with all your strength.

Mark 12:30

**Saint Andrew Lutheran Church
Annual Report
For Year Ending December 31, 2018**

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2018 CHURCH COUNCIL

NAME	OFFICE/MINISTRY LIASON	TERM EXPIRES
Ken Luer	President	January 2019
Kerry Fehrman	Vice-President	January 2021
Dayna Herold	Christian Education	January 2019
Tammy Schilling	Fellowship	January 2020
Lyn Weis	Finance/Stewardship	January 2020
Ken Luer	Memorial Gift	January 2019
Kerry Fehrman	Personnel	January 2021
Chris Hagen	Property	January 2021
Sandra Fischer	Social	January 2021
Sheila Hagen, Alternate	Worship	January 2020
Lisa Werger	Youth	January 2019

SAINT ANDREW LUTHERAN CHURCH				
BALANCE SHEET				
December 31, 2018				
<u>ASSETS</u>	<u>OPERATING</u>	<u>PROPERTY & EQUIPMENT</u>	<u>DESIGNATED FUNDS</u>	<u>TOTAL</u>
CURRENT ASSETS				
CASH	5,515		148,302	
ELCA - Endowment/Seminary Accts			65,185	219,002
FIXED ASSETS				
LAND AND BUILDING				
CHURCH SITE		171,300		171,300
BUILDING IMPROVEMENTS		3,633,473		3,633,473
VACANT LOTS				0
SUBTOTAL	0		0	
TOTAL ASSETS	5,515	3,804,773	213,487	4,023,775
LIABILITIES AND FUND BALANCES				
CURRENT LIABILITIES				
ACCOUNTS PAYABLE	0			0
TAXES PAYABLE (Payroll)	4,060			4,060
LONG TERM LIABILITIES				
CHURCH SITE AND BUILDING		787,989		787,989
OFFICE EQUIPMENT LOAN				0
TOTAL LIABILITIES	4,060	787,989		792,049
FUND BALANCES				
FUND BALANCE			3,231,726	3,231,726
DESIGNATED FUNDS				
PASTORS DISCRETIONARY FUND (2)			608	
SABBATICAL FUNDING			15,015	
WEDDING/EVENT DEPOSITS			1,140	
FELLOWSHIP			1,698	
WORLD HUNGER			804	
SOCIAL MINISTRY			3,983	
MUSIC FUND			754	
ADMIN/OPERATIONS DISCRETIONARY FUND			4,943	
GOOD SAMARITAN FUND			1,548	
YOUTH			6,509	
BUILDING CAPITAL FUND			13,000	
BUILDING MORTGAGE FUND			1,549	
MEMORIAL GIFT FUND			20,202	
KITCHEN			3,284	
ROSE FUND			62	
CONTIGENCY FUND			29,197	
SEMINARY ENDOWMENT FUND			9,050	
ENDOWMENT FUND			60,204	
EOY CARRY FORWARD			29,000	
TOTAL DESIGNATED FUND BALANCES			202,550	
TOTAL LIABILITIES AND FUND BALANCES	4,060	787,989	3,434,276	4,023,775

SAINT ANDREW LUTHERAN CHURCH					
INCOME STATEMENT					
For the Year ended December 31, 2018					
	2,018	2,018	B/(W)	2,017	
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>VARIANCE</u>	<u>LAST YEAR</u>	
OPERATING INCOME					
CONTRIBUTIONS	759,498	773,000	(13,502)	748,092	
BUILDING USE DONATIONS	1,725	2,000	(275)	2,205	
INTEREST INCOME	473	0	473	108	
TOTAL OPERATING INCOME	761,696	775,000	(13,304)	750,405	
TRANSFER FROM CONTINGENCY FUND	0			5,459	
TOTAL INCOME	761,696	775,000	(13,304)	755,864	
OPERATING EXPENSES					
OUTREACH MINISTRIES					
REGULAR BENEVOLENCE	45,586	44,440	1,146	44,971	
EXTENDED MINISTRIES					
WORSHIP	9,254	13,000	(3,746)	5,113	
CHRISTIAN EDUCATION	7,227	11,400	(4,173)	8,186	
MEMBER OUTREACH	1,651	1,755	(104)	1,810	
SOCIAL MINISTRY	0	0	0	0	
FELLOWSHIP	0	0	0	0	
YOUTH	284	2,000	(1,716)	1,464	
STEWARDSHIP	3,249	3,200	49	2,213	
SUPPORT	460,841	495,680	(34,839)	482,585	
PROPERTY CHURCH SITE	33,905	33,700	205	25,540	
SUB-TOTAL	561,997	605,175	(43,178)	571,882	
CHURCH FIXED EXPENSES(Utilites)	35,937	33,625	2,312	33,002	
FINANCE EXPENSE	1,259	1,200	59	980	
MORTGAGE EXPENSE	150,000	150,000	0	150,000	
TOTAL OPERATING EXPENSES	749,193	790,000	(40,807)	755,864	
TRANSFER TO DESIGNATED FUNDS	12,503	0	12,503	0	
TOTAL EXPENSES	761,696	790,000	(28,304)	755,864	
EXCESS OPERATING INCOME/(EXPENSE)	12,503	(15,000)	27,503	(5,459)	

REPORTS

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 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.

MEMBER STATISTICS - 2018

History of Baptized and Confirmed Membership 1981-2018

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
2009	2939	2074	+84	+90
2010	3026	2112	+87	+38
2011	3127	2184	+101	+72
2012	3176	2205	+ 49	+21
2013	3185	2197	+9	-8
2014	3197	2215	+12	+18
2015	3213	2214	+16	-1
2016	3187	2173	-26	-41
2017	3207	2171	+20	-2
2018	3225	2180	+18	+9

Membership Age Grouping										
Age	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
0-5	294	273	265	241	214	192	175	175	169	168
6-10	219	221	227	246	253	252	252	234	215	196
11-15	221	228	238	232	225	228	230	234	239	246
16-20	211	211	201	212	223	228	233	242	224	224
21-25	189	182	199	206	223	208	211	202	214	222
26-30	215	183	178	176	181	194	208	216	217	215
31-35	207	211	210	227	223	227	220	199	190	189
36-40	204	199	210	212	207	212	220	217	229	233
41-45	206	222	226	222	227	203	200	208	196	196
46-50	223	228	212	222	218	220	228	232	226	224
51-55	223	215	224	229	233	230	236	210	208	213
56-60	178	188	199	206	212	221	215	220	226	227
61-65	143	145	163	169	161	178	197	193	194	200
66-70	71	75	88	106	124	139	150	159	159	154
71-75	46	38	40	52	59	70	79	87	98	126
76-80	41	47	46	43	43	42	40	40	50	55
81-100	35	30	34	38	42	46	54	56	57	57

Note: These numbers are approximate as some birth dates have not been reported.

2018 PASTORAL ACTS
New Members & Attendance Breakdown

Pastoral Acts - 2018	
Baptisms	29
(Adult)	0
Weddings	9
Funerals	12
First Communion	20
Confirmations	
Youth	23
Adult	0

New Members Received 2018	
March 18	6
October 7	9
Joined via Confirmation	0
TOTAL	15

Average Weekly Worship Attendance

(Between 1981 and 2018)

<u>Year</u>	<u>Avg. Att.</u>	<u>Change</u>
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
2009	548	-55
2010	525	-23
2011	593	+68
2012	565	-28
2013	550	-15
2014	545	-5
2015	524	-21
2016	531	+7
2017	535	+4
2018	493	-42

Average Worship Attendance – 2018

<i>Thursday</i>	
12:15	31
6:15	27
<i>Sunday</i>	
8:00	119
9:30	209
10:45	20

Special Worship Services - 2018

Ash Wednesday (12:15)	105
Ash Wednesday (6:15)	207
Midweek Lenten Worship (12:15) (avg.)	64
Midweek Lenten Worship (6:15) (avg.)	155
Maundy Thursday (12:15)	74
Maundy Thursday (6:15)	65
Good Friday (12:15)	203
Good Friday (6:15)	90
Easter Sunday (6:00)	250
Easter Sunday (8:00)	314
Easter Sunday (9:30)	461
Easter Sunday (11:00)	129
Thanksgiving Eve (6:15)	89
Christmas Eve (4:00)	401
Christmas Eve (6:00)	481
Christmas Eve (8:00)	303
Christmas Eve (10:00)	138
Christmas Day (9:30 am)	120

Interim Pastor

Pastor Gary Brandenburg

I have been the Interim Pastor at Saint Andrew Lutheran Church since November 1, 2018. Therefore my report will reflect two months of work.

My task is to serve from November 1, 2018 to May 1, 2019 in a contractual agreement with the people of Saint Andrew Lutheran Church as they experience the ending of Pastor Craig Swenson's pastorate and call a new Senior Pastor, hopefully by May 1, 2019. Bishop Associate Reverend Amy Engebose appointed me, as the Interim Pastor, and the SALC Council confirmed the appointment.

The stages of an interim ministry usually include a self-study, search for a primary candidate, a negotiation, a congregational 2/3 vote to extend a call, the installation of the elected pastor and a new beginning of pastoral ministry. Saint Andrew Lutheran Church is now in the self-study time of an interim. Let us give thanks for the committee accomplishing this developmental task.

Prior to arriving November 1, my wife and I made a couple trips from our home in Columbia, South Carolina to find an apartment and make the necessary arrangements for this transition. My wife remains in South Carolina taking care of our home, two dogs and continuing her work as a retired pastor in the ELCA.

I feel like I have settled in to the interim work at SALC. I have appreciated the excellent staff that provides the work needed to accomplish God's mission at SALC. Along with the paid staff are numerous volunteer members who faithfully create a powerful ministry presence in this community. Thank you paid staff and volunteers!

I am working at getting the names connected to the members of SALC, but it is a positive challenge because of the many people who attend the worship services and activities of this gathered people of God. To all the members, thank you for your warm welcome and please keep participating in the life of this parish. Everyone matters, especially in the calling of a new Senior Pastor.

What the Apostle Paul wrote in Philippians 3:6 also expresses my belief in Saint Andrew Lutheran Church: *"I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ."*

God's peace and a blessed year in 2019!

Pastor Gary Brandenburg

Associate Pastor

Pastor Jenn Collins

On my wall sits a *Letter of Call* that was extended to me by Saint Andrew to serve as Associate Pastor on May 13, 2012 following a congregational vote. A portion of that letter reads,

“With this call, we pledge our prayers, love, esteem, and personal support for the sake of the ministry entrusted to you by God and for our ministry together in Christ’s name.”

Between the end of a sabbatical time in February of 2018, the conclusion of Pastor Craig’s faithful ministry, and the extension of an invitation for Pastor Gary to serve as Interim Lead Pastor, I have seen and felt your prayers, love, esteem and personal support in tangible ways. While some have taken the time to write a note or speak an encouraging word, others have provided meals, prayers, and presence. Thank you for these things and also for the good ministry taking place at Saint Andrew through you.

As we now look further down the road into a call process for a new pastor and a visioning process that will help us to prepare to celebrate our 40th anniversary as a congregation in the year 2020, I am excited and encouraged by what I see. Many have connected to church through new opportunities that have unfolded: expansion of Bible Study offerings, participation in ministry teams, an expanded weekend of service through *God’s Work, Our Hands*, a significant opportunity to visit for the first time with our partner congregation in Zeerust, South Africa and other opportunities throughout the community where Saint Andrew members have been invited to volunteer, teach, listen, share, and grow.

The Faith Formation task force has created a plan that integrates a vision for every person, at every stage of life to do the work of learning and growing so that faith in Christ is deepened. Be on the lookout for how this ministry and others will continue to be revitalized and grow in the next season of our life together. One idea that was sparked was the expansion of learning opportunities for adults. In the coming year you will see invitations to connect to people both inside and outside of our walls.

We are in God’s good hands and we trust the one in whose name we serve: Jesus Christ. Through Christ and his church, we commit ourselves to the way of the cross – a way that seeks the good of those who are vulnerable; where the lowly are lifted; and the low in spirit are brought good news.

To that end, thank you for your partnership in sharing in the gospel. We are Christ’s church together – *open to all* that God has in store.

Peace, through Christ –
Pastor Jenn

Visitation Pastor

Pastor Jeff Martinson

Dear friends in Christ, grace to you. Yes, that's it ... and grace back to me, too! Amazing it is!

John Newton's hymn is a witness of his experience of God's divine intervention, saving love and mercy is the tune that plays through my days as Visitation Pastor, sinner and redeemed child of God.

It is by grace that I have been able to serve another year and share that holy ground of your faith, story, pain and joy in those sacred spaces of your homes, rooms, tables and coffee cups.

Monthly visits and contacts by phone are made – some become weekly or bi-weekly depending on the situation – to 12-20 members who are unable to attend worship regularly. These always include the language of prayer and usually the Sacrament of Holy Communion. By Word and Spirit we connect with the larger church and proclaim the feast of Christ's victory. The blessings and benefits of forgiveness, peace, renewed faith and continued presence are affirmed.

I also make visits in the hospitals and communicate with the pastors – Craig, Jenn and Gary – concerning particular needs or follow-up care.

I consider myself very blessed and graced to have the trust of pastors, staff and congregation to be a particular steward of your and God's love to members, patients and families in these situations and settings.

As I reflect on 2018, I recall several visits that I am thankful I was able to make that particularly remind me of God's grace – "Through many dangers, toils and snares I have already come; 'tis grace has brought me safe thus far, and grace will lead me home." *ELW #779 v. 3*

If I have been a blessing in this calling, I count it as grace and what I have received from you in these visits is amazing! So we go on by and in God's grace upon grace.

"When we've been there ten thousand years, bright shining as the sun, we've no less days to sing God's praise than when we'd first begun." *ELW #779 v. 5*

Sincerely blessed,
Pastor Jeff Martinson

President

“For even the Son of Man did not come to be served, but to serve....” Mark 10:45

I come to the end of my second year as your Church Council President with a sense of awe at the tremendous amount of work and effort that goes into the ministry of Saint Andrew.

I thought that since we have been active members for over 30 years I fully understood Saint Andrew, but, I was wrong!

It is a moving experience for me to begin to understand all of the WORK and EFFORT that makes up the congregation. There is a tremendous amount of hours of work from both the staff and volunteers that goes into the ongoing operation of Saint Andrew.

The dedication is remarkable! It is through the efforts of so many individuals that, added together make up the WHOLE of who we are together as Christ’s church.

The bedrock of Saint Andrew is certainly seen in the pastors and staff, but this is only part of the unified effort that at the end of the day makes up Saint Andrew.

I now more fully see Saint Andrew as a family that has **“come to serve and not be served.”**

Respectfully submitted,
Ken Luer

Vice President

This year has been a wonderful, spirit-filled year for me as the Vice President of the Saint Andrew Council. It is so energizing to work with such a strong team of capable and faithful leaders. I am grateful to my fellow council members and officers, pastors and church staff for their support of me in my role this year. I am also grateful for you, the people of Saint Andrew. Your faith is our mission and your love, compassion and care for one another and our community are visible daily in the many works done and words spoken among us. I am proud to call Saint Andrew my church and you my brothers and sisters in Christ.

Obviously 2018 will be remembered as the year we unexpectedly began a period of pastoral transition. In August, the congregation of Saint Andrew gave thanks to God for Pastor Craig Swenson and his service at SALC as we shared stories and said good bye to him and his wife, Karen. By the end of September, we had moved forward with the help of the Bishop's office to contract Pastor Gary Brandenburg to walk with us through the transition period as the Interim Lead Pastor at Saint Andrew. By November 1, the council appointed a Ministry Site Profile Committee to compile a document that describes the ministry of Saint Andrew which will serve as a valuable document for the Call Committee and potential candidates. And by the end of December, the Mission Site Profile Committee was finishing its work and the council was preparing to appoint a Call Committee to continue our transition journey into 2019. I am excited to see where God is leading us.

Again, thank you for your prayers and actions of support of Saint Andrew in 2018.

Kerry Fehrman
Council Vice President

Parish Administrator

The Christmas and New Year season feels like the perfect time to look back and reflect on the multitude of blessings from 2018. The parish staff at Saint Andrew continues to serve daily in Christ's church in witness and support to the congregation of Saint Andrew Lutheran Church. Heartfelt thanks to the congregation for supporting our efforts and partnering with us by sharing your time volunteering by;

preaching, teaching & mentoring, reading, greeting, ushering & assisting with communion, altar guild, singing in the choir & from the pew, ringing, accompanying, fellowship hosting & clean up, serving on council-ministry group or task force, sewing-quilting-stitching-calligraphy, pulling a tag & donating needed items, chaperoning, nursery care, baking cookies, communion bread, cooking meals & grilling, shopping, pickup, loading & delivery, library maintenance, study & learning, blood pressure checks, decorating/undecorating, set up/tear down, cleaning, mowing, weeding/trimming/hauling to yard waste, painting & maintaining the church building and grounds, building furniture, highway cleanup, helping in the office, website maintenance, counting & financial record keeping, photography, phone calling, taking minutes, dartball team participation, hosting visitors, planning events & activities, volunteering in the community on behalf of Saint Andrew and PRAYING.....

We celebrate these faithful ways to worship God and help others at Saint Andrew, the community and our world.....God has entrusted this work to our hands - what a gift and what an opportunity!

Sincerest gratitude also to SALC members for financially supporting the mission and ministry we share through Saint Andrew. In addition to the benevolence gifts given to the larger church wide community of the ELCA and in support of World Hunger and Lutheran World Relief, the following also received benevolence gifts from the congregation of Saint Andrew:

- | | |
|--|--|
| -Crossways Camping Ministries | -The East Central Synod of Wisconsin |
| -SALC Scout Troop | -Appalachia Service Project |
| -Compassion International, Sponsoring a Child | -ELCA Immigration/Refugee Services |
| -Lutheran World Relief Quilts & School Bags Shipping | -The Wausau Women's Community |
| -Wausau/Everest Schools - Blessings in a Back Pack | -Habitat for Humanity |
| -The Wausau Warming Shelter | -Wausau Hospice House |
| -Zeerust Lutheran Church | -The Marathon County Humane Society |
| -89Q Radio Station | -SALC Library |
| -Wartburg Seminary | -Share the Holidays (to benefit Neighbor's Place & Salvation Army) |

We are excited to move into a new year of ministry, with the obvious to call another Pastor to Saint Andrew and the implementation of many recommendations from the Faith Formation Task Force and the Emergency Action Plan Task Group. These two groups of Saint Andrew members shared many hours meeting to discuss, research and create very detailed action plans to assist the ministries moving the mission of Saint Andrew forward.

As we look to fresh starts and new initiatives please take a moment to think about what WE as a congregation can do to sustain the good work and build on new visions and initiatives to share the mission of Saint Andrew. Continuing to seek connections, strengthen relationships with others in our community and be in intentional accompaniment to grow the partnership with our South African companion congregation as well.

*We are faithful Lutherans and this is what we do - share with others.
Not as individuals but as church together unified as we do God's work!*

Blessed to serve together,
Shelby Gjertson
Parish Administrator

Christian Education/Youth Ministries

Chairpersons: Mark Clark and Stephanie Birchler

Council Liaisons: Lisa Werger and Dayna Herold

Members: Erin Jacobson, Karoline Schwantes, Heidi Wiesman, Leann Boll, Melissa Murphy, Sandra Rusch, Sheila Hagen

Purpose: To support the faith formation and spiritual growth of the congregation by offering and encouraging education opportunities.

What did we accomplish over the past year? Christian Education and Youth ministries combined resources and teamed together to provide the existing faith formation programs while working on new ways to invite and involve members. Several ministry members also participated in a discussion group that studied the book, "Growing Young: Six essential Strategies to Help Young People Discover and Love Your Church." The book sparked many ideas and launched a Faith Formation Task Force. The Faith Formation Task Force Report was presented to the council and ministries in the fall, and is available to members upon request. Several accomplishments this year resulted from the book study and task force:

- Sunday School & Camp Sundays: Crossways staff led the children in songs & lessons several Sundays
- Easter Breakfast
- Vacation Bible School
- Spark Story Bibles as a gift at baptism
- Confirmation
- Care packages for confirmation campers
- Keychain gifts for backpack blessing
- New women's lectionary Bible study, in addition to existing Bible studies
- South hallway renovation: canvases painted and displayed during God's Work, Our Hands Day
- North hallway mural completed
- Christmas Program, with great support from parent volunteers
- Ornaments given to Sunday school students
- Advent cards given to each Sunday school family

Goals and visions for the next year - 2019 will be a busy and exciting year as we move forward with ambitious goals developed throughout 2018. Christian Education and Youth ministries will formally merge to create Faith Formation Ministry. The new ministry will continue the work established while expanding to better support *all* members on their life-long faith formation journeys. Goals for 2019 include:

- Work with Personnel Ministry, Staff and Council to hire a Faith Formation Coordinator
- Lent book study
- Intergenerational ASP Mission Trip June 23-29, 2019
- New! Day Camp at Waypost July 16-18, 2019 and VBS at Saint Andrew August 2019
- Re-establish a Children's Choir
- Create annual/seasonal learning themes and offer quarterly learning workshops/retreats
- Encourage and support group dinners for confirmation families on Wednesday evenings
- Offer Wednesday night bible studies for 9th-12th graders
- Explore ideas to continue the confirmation mentor relationship through high school and beyond
- Explore ideas that better integrate youth into the work and life of the church
- Begin plans for high school youth to attend the National Gathering 2021 in Minneapolis
- Develop a variety of small groups, leveraging lay leaders to assist with facilitating
- Recognize high school graduation and other milestones
- Explore new communication tools

Thank you to Pastor Craig, Pastor Jenn, the staff and the many volunteers that supported the work of our ministries and the visioning process we took on this year. We are excited for 2019!

Respectfully submitted

Stephanie Birchler, Chairperson and Dayna Herold, Council Liaison

Faith Formation Task Force

“...though we might have made demands as apostles of Christ. But we were gentle among you, like a nurse tenderly caring for her own children. So deeply do we care for you that we are determined to share with you not only the gospel of God but also our own selves, because you have become very dear to us.”

1 Thessalonians 2:7-8¹

Background

Since early 2018 Christian Education and Youth Ministries have been combining their resources and teaming together to work on ways to involve members and provide enriching activities. A part of that effort included forming a discussion group that studied and completed the exercises and questions that were part of the book *Growing Young: Six Essential Strategies to Help Young People Discover and Love Your Church*². With the help of the book, this team developed 10 recommendations for further consideration. The group also determined that merging the Christian Education and Youth Ministries would broaden the scope of the faith ministries at Saint Andrew and make them more encompassing. Their results were presented to the Church Council in May 2018. This prompted the Council to recommend the creation of a Faith Formation Task Force to continue this work and expand on it. The purpose of the Task Force was to identify specific ways Saint Andrew can intentionally:

1. Support its members on their life-long faith formation journeys.
2. Equip its members to be confident in expressing their beliefs and faith.
3. Support its youth and integrate them into the work and life of the church in meaningful ways.
4. Foster intergenerational relationships and a sense of community.
5. Integrate and build awareness of all aspects of the work and life of the church.

The task force, which met seven times, consisted of the following members:

Dayna Herold, Facilitator
Stephanie Birchler
Ruth Heyne
Pastor Craig Swenson

Nate Card
Marissa Hagen
Sandy Rusch
Bob Wiederhoeft

Pastor Jenn Collins
Sheila Hagen
Karoline Schwantes

The Task Force began by creating a definition of “faith formation”.

Faith Formation is:

- Living out our baptismal covenant
- Fostering community through connections that create a sense of belonging, and
- Being grounded in the love of Jesus for being equipped to share the message of Christ with confidence.

Recommendations

The Task Force, over the course of several months of meetings, listened and brainstormed. Ideas were discussed and documented. Previous congregation surveys were also reviewed. The excellent ideas and thoughts began to fall into recommendations which reflected the task force’s goals. The recommendations for action fell into the following categories:

¹ New Revised Standard Version (NRSV), Published by National Council of the Churches of Christ

² Kara Powell, Jake Mulder, and Brad Griffin, *Growing Young: Six Essential Strategies to Help Young People Discover and Love Your Church*, Published by BakerBooks

1. Develop Faith Formation Ministry & associated staff leadership that supports all members on their life-long faith formation journeys.
2. Create opportunities for intergenerational engagement and relationships.
3. Enhance Youth Ministry through mentorship, service outreach, integration in church life, and intergenerational relationships.
4. Develop Small Groups that allow self-management with faith growth, community, social and relationship building connections.
5. Re-engage and leverage lay leaders/members within Saint Andrew to assist with the development and/or facilitation of small group and other ministries.
6. Develop intentional Milestone Ministries to help build and strengthen the church family community we call Saint Andrew.
7. Enhance Saint Andrew communications to allow for consistent awareness among members and the community we serve.
8. Leverage and enhance worship time to allow for engagement, learning, relationship building and faith growth.
9. Strengthen relationship to community, with fellow conference churches and other faith groups in the area by partnering on things such as events, joint projects, and collaborative learning events.
10. Seek out ways to make our 40th Anniversary (December 21, 2020) a milestone that reaffirms our mission and what God wants us to be in the decade to come.

The recommended action items related to these recommendations can be found in the Faith Formation Task Force Final Report, which is available via email or printed copy upon request. The full report was presented to Council in October 2018. Members of the Task Force then met with the ministries in November 2018 to share the recommended action items that pertain to each ministry. As of January 2019, the Christian Education and Youth ministries have formally merged to create Faith Formation Ministry. The task force plans to reconvene in February 2019 to begin plans to further explore and implement recommended action items over the next 1-3 years.

Fellowship Ministry

Chairperson: Amy Frolik (term 2011 – present)

Council Liaison: Tammy Schilling (term 2018)

Members: Vickie Mrotek (Secretary), Pam Clark, Joanne Howard, Ann McDonald and Dave Mueller

The Fellowship Ministry supports the Mission of Saint Andrew by planning and coordinating activities and events for all members to provide opportunities for participation in the community life of the church. We host the weekly Sunday fellowship and the annual Church Picnic, Pretzel Sunday and Palm Sunday and plan and organize special family outings, community service projects and seasonal events.

New this year, we organized the design and painting of wall murals for four Sunday school rooms under the direction of artist Pam Clark. The murals' designs are illustrations from the Spark Bible. Multiple painting parties with assistance from Christian Education Ministry were held for anyone to paint-by-number on the drawings. Talented artists within Saint Andrew worked continuously on the murals from May through December and will continue into 2019 on the final details. Fellowship also planned a new ladies night out craft event to help bring women together in a fun way and will plan to do one or two more in 2018.

2018 Ministry Events & Activities:

- | | |
|---|-------------|
| • SALC Painting & Fellowship Event | January 25 |
| • Cabin Fever Crafts | February 11 |
| • Pretzel Sunday for 1 st Sunday in Lent | February 18 |
| • Assisted in the Soup Kitchen | February 21 |
| • Cabin Fever Crafts | March 18 |
| • Hot Cross Buns for Palm Sunday | March 25 |
| • Kindness Rock | April 22 |
| • Donut Sunday | May 20 |
| • Sundae Sunday | June 24 |
| • SALC Golf Outing | July 21 |
| • Church Picnic | September 9 |
| • Fair Trade Coffee Sampling | October 17 |
| • Gingerbread Village | December 2 |
| • Cookie Exchange | December 16 |
| • Sunday School Murals | Ongoing |

Weekly: Fellowship on Sundays - Coordinate and schedule volunteers for coffee service and cookie baking.

Monthly: OWLS activities (Older Wiser Lutherans est. 2010) The group is self-run by members and organizes social events such as potlucks, speakers and field trips.

Following each Sunday morning worship service, we offer coffee, juice, milk and cookies for fellowship between services, so are responsible for coordinating volunteers to bake the cookies and hosts for the early & late services. The annual church picnic is one of the major events that we are responsible for. We had the bouncy house, yards games (run by youth), potluck and music by a youth member.

In 2019, the Fellowship Ministry looks forward to continuing our weekly Sunday Fellowship and annual events as well as trying new ones. Our goals will be to recruit more volunteers to serve on the ministry, to provide activities and events that are enjoyed by all ages and to increase fellowship within our congregation. *We appreciate all the volunteers that help make the activities so enjoyable.*

Respectfully submitted,
Amy Frolik

Finance/Stewardship Ministry

Chairperson: Mark Gleisner

Council Liaison: Lyn Weis

Treasurer: Terri Wiederhoeft

Members: Mike Howlett, Financial Secretary; Sheldon Geiger, Bookkeeper; Amber Schuck, Kay Sitko, and Tom Weiland

Stewardship - *The goal of our stewardship ministry is to help our congregation to grow in their relationship with Jesus through the use of the time, talents and treasures God has entrusted to them, in fulfilling the mission of Saint Andrew Lutheran Church.*

Financial Peace University was conducted again in early 2018 to offer a resource for SALC members to learn about improving the stewardship of their personal finances. We will continue to offer this Dave Ramsey course as member interest is received.

The Time & Talent booklet for 2019 was updated with some new opportunities. In addition, our ministry is working on plans to emphasize all aspects of stewardship throughout the entire year and to better communicate the mission work of Saint Andrew is having on people's lives.

Finance - *The goal of the Finance Ministry is to help ensure that the offerings and gifts that Saint Andrew Lutheran Church has been entrusted with are applied effectively in advancing the mission of Saint Andrew, by assisting with the development of an appropriate annual budget, conducting monthly review of the finances, providing information and support to the council and ministries, and providing oversight of the Audit and the Endowment Fund Committees.*

The Narrative Spending Plan format is used, which shows how the contributed financial resources are utilized to achieve the mission of Saint Andrew. The allocation to the five main categories (Worship, Congregational Support, Learning, Witness and Service), has changed very little in the last few years. While the proposed spending plan for 2019 again exceeds current pledged income, we are confident that the mission work of Saint Andrew will continue to be done with the generous support from congregation members.

Audit Committee - Members: Melissa Beese-Chairperson, Jason Rickstad, Jessica Tipple, Tim Freiberg. The committee completed the audit of the period January 1, 2014 through December 31, 2016. This committee reviews the records for clarity and accuracy. The committee offers recommendations for consideration and improvement. The Finance Ministry then works to implement changes as needed. Please note: Audit Committee members are needed for the upcoming 2017 -2018 audit.

Endowment Committee - Members: Ray Skare-Chairperson, Josh Wiesman, Jack Fischer, Sarah Verber, Dick Jarvis, Karen Gleisner. The Endowment Fund balance per the last statement is \$60,204. Three grants totaling \$5,000 were paid in 2018. \$1,000 to Central Lay School of Ministry, \$1,000 to The Open Door of Marathon County and \$3,000 to the East Central Synod of Wisconsin ARISE campaign. Total additions to the fund in 2018 were \$6,069. The fund is allowed to pay out up to 10% of the prior year-end balance in the next year.

Counters - Dewey Allen, Barb Breese, Charmaine Burnett, Barbara Geiger, Annette Green, Dick Jarvis, Lynn Klein, Jennifer Luer, Marsha Otto, Judy Paszek, Leslie Sorensen, Mary Wittich and Duane Zietlow. Every week, the Counting Teams come in to total and categorize all of the offerings and cash received for the week and provide reports for the Financial Secretary and Bookkeeper.

Mortgage - The current mortgage balance for Saint Andrew is now \$787,989 down from \$911,748 last year. An extra \$10,916 *Freed for Mission* contributions were received in 2018 to pay this loan down quicker with approximately 72 payments left.

Respectfully submitted- *Mark Gleisner, Chairperson*

Member Outreach Ministry

Staff Liaison: Shelby Gjertson, Parish Administrator

Members: Pastor Jeff Martinson, Sue Paisar, Annette Green and Marsha Otto

Outreach ministry is offered to help visitors and members of Saint Andrew feel welcome, connected and cared for. As members of a community of faith, Saint Andrew welcomes and acknowledges each other in times of need, support and blessings. This ministry does not currently meet on a monthly basis but members continue to share their time with the following activities:

Hospital and Homebound Visitation - Area hospitals are contacted during the work week to inquire about member hospitalizations so pastoral care visits can be made to those members. Additionally, regular visits and communion is shared with SALC members that may be unable to leave their homes and attend worship.

Greeters - SALC members volunteer through time and talent to greet members and visitors as they arrive to attend Sunday morning worship services.

Care Notes – There is a materials rack in the Narthex that offers information brochures, as well as reading booklets for all ages to offer comfort and reflection with regard to personal situations.

Phone Calling - An Outreach Ministry member makes phone calls, sharing with them that they are thought of and that the church is praying for them. Another member makes calls to members who have signed up on their time and talent cards to make food for funerals, Lenten soup desserts and other events as needed.

Quilt Group - On the second Tuesday of each month quilts are made to be shared in the community (the VA and local hospitals, Women's Shelter, Salvation Army, Hospice House, local fire departments).

Prayer Shawls - Prayer shawls are knitted and crocheted by members for anyone that needs a shawl to provide comfort and prayers.

Funeral Guild - When requested by the family, Saint Andrew will prepare and serve a meal following funeral services. There are currently three teams of volunteers who rotate as funerals are scheduled to provide this important time of fellowship.

Ongoing Goals:

- Form a task group to support the companion relationship with Zeerust Lutheran Church in South Africa.
- Offer a new opportunity to sew or knit "Chemo" caps to be shared with local individuals who are receiving oncology treatment and support.

Respectfully submitted,
Shelby Gjertson
Parish Administrator

Memorial Gift Ministry

Chairperson: Marilyn Olson

Staff Advisors: Pastor Craig Swenson, Pastor Jenn Collins, Pastor Gary Brandenburg and Shelby Gjertson, Administrator

Council Liaison: Ken Luer

Ministry Members: Mavis Bloom, Annette Green, Kris Lemke, Donna Peth, Mary Weiland and Mary Wittich

The role of this Ministry is to monitor the Memorial Gift Guidelines, maintain a list of needed items and disburse monetary gifts in a timely manner. If the gift is designated to a certain area, the ministry members will work with ministry groups to match it for that purpose. If the gift is undesignated, it will be utilized for current needs and projects.

1. The following memorial has been used for 3 new albs for assisting ministers: *Laine*
2. The following memorials have been used to purchase a new chalice for the gluten free communion bread and juice to replace the one Pastor Craig had shared while he was at Saint Andrew: *Bohlman & Woller*
3. A portion of the following memorial has been used for new Dartball team supplies: *Tritten*

Future goals include: A hearing loop or handheld aids for the chapel and a projector for the sanctuary and Fellowship Hall.

If you are interested in gifting a memorial to Saint Andrew in honor or memory of a loved one, please contact our Parish Administrator, Shelby Gjertson.

Respectfully submitted,
Marilyn Olson
Chairperson

Personnel Ministry

Chairperson: Don Skare

Council Liaison: Kerry Fehrman

Staff Advisor: Pastor Craig/Pastor Jenn

Members: Laura Johnson, Wayne Johnson, Dan Malm, Penny Nowak, Rick Radloff

What is the purpose of the Ministry?

Duties and Responsibilities of the Personnel Ministry:

- Develop appropriate personnel policies and procedures
- Re-assess the role and format of the performance review process
- Review all ministry and staff job descriptions for accuracy
- Explore the use of lay professionals to fill identified voids
- Review Ministry Guidelines to comply with the mission of Saint Andrew
- Identify requirements for staff positions
- Identify personnel issues that may require review
- Review and update personnel policies

What goals did the Ministry achieve over the past year?

- Conducted semi-annual salary/benefit reviews with all Saint Andrew non-clergy staff
- Determined and recommended 2019 salaries for all Saint Andrew staff, clergy and non-clergy
- Met with employees to discuss concerns
- Updated annual holiday and pay dates calendar for 2018
- Updated the annual Personnel Ministry calendar
- Review employee benefits through Portico and recommend renewal
- Sat in as a member of the staff since Pastor Craig left; reviewed and worked with staff on many issues

What are the goals and visions for next year?

- Twice during 2019, individually meet with Saint Andrew non-clergy staff to provide support, answer questions and address concerns
- Review benefit plan offerings for 2020 before a commitment for the next year
- Review job descriptions for accuracy and make necessary changes
- Review policies for personnel not included in Non-Clergy Employee Handbook
- Review Sabbatical Policy for possible revisions

Special appreciation and thanks goes to the SALC support staff; Shelby Gjertson-Parish Administrator, Joy Mitchell- Administrative Secretary, Shannon Vujnovich-Custodian, Al Freiberg-Coordinator of Music, Sheldon Geiger-Bookkeeper, Matthew Clark, Jenna Rusch and Dave Mueller-Sextons.

Respectfully submitted,

Don Skare

Chairperson

Property Ministry

Council Liaison: Chris Hagen

Staff Liaison: Shelby Gjertson, Parish Administrator

Members: Dave Paisar, Al Brace, Mike Williams, John Brauer and Randy Trollop

The Property Ministry oversees the care, maintenance, repair, protection and replacement of equipment and furnishings for the church facility. They also oversee the upkeep of the landscaping and church grounds. They assist with the development and updating of job descriptions and outlines that relate to the ministry's work and responsibilities. The ministry is supported by the Parish Administrator who coordinates the use of the property with the other SALC ministry groups and members as well as with groups and organizations outside of the church.

Ministry projects and activities completed in 2018:

- Held roadside clean-up.
- Determined how to split the responsibilities of the part-time custodian following Dave Paisar's resignation.
 - Responsibilities will be split between the full-time custodian and the ministry members.
- Determined the urgency of the sanctuary lighting replacement.
 - Replacement cost is too large to be done at one time.
 - Line item added to the budget to begin replacing sections on a yearly basis.
- Assisted with determining the Sanctuary flooring needs to be replaced.
 - Multiple bids were brought in to determine the future cost impact for this project.
- Gutter was added over emergency exit door in Sanctuary near the piano.
- Organized all the numerous property blueprints for future reference.
- Property assisted with moving the confirmation pictures down the south education wing hallway to make room for artwork on the west wall.
- Received a report and presentation from the "Emergency Preparedness Task Force."
- Addressed numerous ongoing property needs.

Goals for 2019:

- Continued service of the facility and grounds.
- Possible upgrade for heating system.
- Possible replacement of certain lights in Sanctuary.
- Continue to assess/plan (funding & scope of work) for the replacing of the sanctuary flooring.
- Determine what items from the "Emergency Preparedness Task Force" could be done this year.

The Property Ministry would like to thank those who participated with weeding/pruning, spring/fall and roadside clean-up projects as well as ALL who assisted with numerous other opportunities. Your ongoing support and willingness to help care for Christ's church together is greatly appreciated. God's Work - Our Hands!

Respectfully Submitted,

Chris Hagen

Council Liaison

Social Ministry

Committee Name: Social Ministry

Chairperson: Adam Wurz

Council Liaison: Sandra Fischer

Committee Members: Maureen Anklam, Mary Grund, Ron Mathsen, Ruth Poutanen, Billie Schmidt, Kathy Wurz, Alice Van Skike, Russ Van Skike (who has returned after serving on the church council) and Jeanne Willems

Mission of Ministry: Programs and activities were developed and expanded by social ministry to minister to the needs of Saint Andrew and to the needs of our neighbors beyond the doors of Saint Andrew.

Goals met by Social Ministry in 2018: Our goal of partnering with other faith based non-profits continued in 2018. For the third year, we developed and increased the team of volunteers from Saint Andrew to staff the Wausau Warming Center three Fridays per month, from November 1 to April 30. We continued our involvement in the area school program, Blessings in a Back Pack, making four deliveries per year with funds from the council and our ministry. With the church's continued support of our activities, we were able to donate \$3,000 to community and church programs, as well as another \$477 for the trip to Zeerust, South Africa. We continue to provide emergency food baskets to meet the needs of church members and members of our greater community.

- **Supported:** Saint Andrew VBS, Hardel's Hope, Open Door of Marathon County, Covenant Community Presbyterian Church Hearts of Hope, Channel 7 Sharing the Holidays, Peyton's Promise, Mosinee Community of Hope Pantry, Faith in Action of Marathon County, the Wausau Warming Center, Neighbors Place Empty Bowls, four community dinners at First Presbyterian Church, the area Hygiene Drive and Blessings in a Back Pack to help stock food pantries at three area schools.
- **Trip to Zeerust Africa:** We covered the cost of travel insurance and sponsored a spaghetti dinner.
- **Fair Trade Coffee Farmers:** Partnering with the Fellowship Ministry, we provide Fair Trade coffee for Sunday Fellowship.

Other supported activities

- **Super Bowl Snack Sale:** Many prepared and/or purchased snacks to support the annual sale.
- **Lenten Soup and Sandwich:** Many volunteers, adults and youth alike help make these dinners a huge success each year. We are **very thankful to the many** that supported us by partaking in the meals and purchasing our soups, which in turn supports most of our activities throughout the year.
- **Tuesday Morning Quilters and Individual Volunteers:** The quilters made 80 quilts and 50 school bags for Lutheran World Relief. Quilts were also made and donated to the Women's Community, Inc. and to the Men of Valor for the veterans. Lap activity mats were donated to the Veterans Home in King, WI and to area Alzheimer patients.
- **Congregation:** The Congregation supported pull-tag boards to help cover the cost of filling LWR school bags, area Hygiene Drive, and supplies for activity lap mats.
- **Community Dinner:** Four meals were planned, prepared and served on four Sundays during the year. Meals are served at First Presbyterian Church in Wausau. The average attendance is 100 people.
- **Fair Trade Coffee and Chocolate:** We offer these products at cost. Your support benefits small landowner farmers.
- **Crop Walk:** We had another great year raising \$2,000 to help end hunger.
- **Emergency Food Baskets:** Available from our church pantry to anyone who has a need.
- **Cradle of Love Baskets:** Located by our entry doors, these baskets encourage weekly food donations
- **Holiday Food Baskets:** Food baskets are available at Easter and Christmas to all who are in need.

- **Thanksgiving Meal:** A traditional Thanksgiving dinner is offered to all, creating an opportunity to both volunteer and partake. Over 170 people were served this year.
- **Wausau Warming Center:** Open 7 days a week, 6 months a year, the WWC operates through Catholic Charities. Close to 40 congregation members have volunteered to cook and staff all shifts at the center during the 2018-2019 winter season.

Goals and Visions for 2019

- Continue to meet the needs of the congregation through better communication on what services are offered by our ministry, through our mission as stated in Matthew 25.35
- Continue to find ways to improve participation and communication with those who express a desire to help with our many activities
- Continue to explore ways to work with other faith based non-profit programs within our community
- Explore ways to partner with our church youth group

Respectfully Submitted,
Adam Wurz
Chairperson

Worship Ministry

Ministry Name: Worship Ministry

Chairperson: Cheryl Allen

Council Liaison: Sheila Hagen

Members: Al Freiberg (Coordinator of Music), Barb Breese, Lenette Hoover, Jan Nelson, Mary Wittich, Shelby Gjertson (Altar Guild Coordinator), Kaja Yirkovsky (Nursery Coordinator)

The Worship Ministry is the umbrella ministry for the entire worship life at the church of Saint Andrew. The members oversee:

- Altar Guild
- Communion Servers and Plate Holders
- Lay Readers
- Music, including
 - Accompanists
 - Bell Choir
 - Chancel Choir
 - Special services and musicians
- Nursery
- Ushers

Where to begin? With great humility and gratitude. 2018 was a year of change and transition at Saint Andrew. But we have been blessed with many, many gifts of grace to keep us moving forward. Here are some of our gifts this year.

- **The music staff** – Al Freiberg coordinated five worship services a week AND this year he presented a marvelous Christmas Cantata, a Release from Call, and an Ordination. He was assisted by accompanists Joel Freiberg, Joanne Howard, and Mari and Nate Card. Also, Jan Nelson not only contributes special music with her flute throughout the year, she is also the music librarian, organizing the Saint Andrew music inventory.
- **The rest of the staff** – All the parts that make our worship experience ‘just happen’ – we all know it does NOT ‘just happen’. It happens because of the Altar Guild, choir members, 9:30 nursery staffers, nursery toy cleaners, Shannon, the sextons, First Faith parents and teachers, musicians, lay readers, ushers, activity bag fillers, the traffic guides on Christmas Eve and Easter Sunday, the shovelers on the mountain for Easter.
- **The Internet** – not all of it, just a healthy part of it – and yes, there are healthy parts. www.salc-wausau.org – that’s where our web master, Bob Wiederhoeft – provides the Sunday 9:30 a.m. gospel and sermon in the Worship archive and links to other learning and worship opportunities. Stay tuned for new features in 2019.
- **Farewell to Pastor Craig Swenson** – We are grateful to Pastor Craig’s years of service to us and we were sad to see him accept another call, but it has opened up a time of transition that will, we pray, show us God’s plan for our congregation and our personal faith journeys. His farewell service gave us a glimpse of what could be possible.
- **Sending Pastor Matt Seegert** – The Church of Saint Andrew was honored when Matt chose to be ordained here. It was a special experience to witness a start of service.
- **Welcoming Pastor Gary Brandenburg** – As part of our journey of discernment for calling a Senior Pastor, we are blessed with an Interim Pastor to help us on our way with an outside perspective and years of wise experience.
- **Pastor Jenn** – As we have weathered the changes this year, Pastor Jenn has given us her guidance and her great faith to lean on. In return she has allowed many in the congregation to support her by assisting at services and providing help where needed. In our journey forward we have a steady pilot.
- **The New Year** – what gifts will you bring to the new year? What are you being called to do?

Respectfully submitted,
Cheryl Allen
Chairperson

Altar Guild

Chairperson: Shelby Gjertson, Parish Administrator

Members: Ann McDonald, Denise Skare, Jennifer Luer, Sandra Fischer, Sheila McCarthy, Darlene Caillouette, Lisa Weber, Joyce Schoepke, Sue McFaul, Jodi Gargulak, Barb Geiger, Mavis Bloom, Mary Wittich, Mary Weiland, Ruth Koch, Julie Weller, Holly Herwig, Rosalie Doering and Jess Tipple

The ministry of Altar Guild at Saint Andrew is a group of multiple teams. The Chairperson assists the teams by preparing the weekly schedule, orders needed supplies, fills in if needed and coordinates plans for seasonal decorating during the church year with team leaders & staff.

Team members prepare communion bread, set-up/clean-up communion & credence cloths after all services and change the paraments on the altar according to the church calendar. Saint Andrew is blessed to have team members who have served faithfully from 1-27 years.

Whether it is baking bread, preparing the altar, changing paraments, filling the candles with oil, laundering linens or decorating for festive worship services, the work is never a burden but is always a privilege!

Thank you to the team members and bread makers for their dedicated time and service. Special thanks to Ruth Koch for laundering the linens regularly. Additional thanks to other individuals who volunteer on time and talent to serve as “extra” bread bakers for special and seasonal worship services!

Altar Guild members contribute to the life of the church in other ways. This includes serving, providing desserts and clean-up for the Lenten Soup and Sandwich meals. Several members gather to decorate the sanctuary altar and chapel for Christmas and Easter and others strip the altar on Maundy Thursday.

Thank you to the additional support provided by SALC members and staff who assist with the 6:00 am Easter Sunrise Service on top of Rib Mountain and with other seasonal worship preparations and decorating.

Ongoing goals:

- Welcome additional members – both men & women are invited to serve as team members or bread bakers
- Welcome a new chairperson or two individuals to co-chair this ministry

Respectfully submitted,
Shelby Gjertson
Chairperson

[Annual congregational meeting opening liturgy]

Spirit of God, Descend upon My Heart



1 Spir - it of God, de - scend up - on my heart;
 2 I ask no dream, no proph - et ec - sta - sies;
 3 Have you not bid you, God and King;
 4 Teach me to love you as your an - gels love;

wean it from earth, through all its puls - es move;
 no sud - den rend - ing of the veil of clay;
 all your own, soul, heart, and strength, and mind?
 one ho - ly pas - sion fill - ing all my frame;

stoop to my weak - ness, strength to me im - part,
 no an - gel vis - i - tant, no op - 'ning skies;
 I see your cross; there teach my heart to cling;
 the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.
 but take the dim - ness of my soul a - way.
 Oh, let me seek you and, oh, let me find!
 my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

Text and music are in the public domain. Reproduced from Evangelical Lutheran Worship, hymn #800. May be reproduced without restriction.

Litany

- L Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.
- C And also with you.
- L Teach us, O Lord, to love you with all our heart, soul, mind and strength.
- C Lord in your name we pray.
- L Descend on our hearts, O Lord, that we may love others in the way Jesus loves us.
- C Christ in your name we pray.
- L Empower us, O Lord, to be enthusiastic in pursuing your vision for our congregation.
- C Lord in your name we pray.
- L Move us, O Lord, to engage issues in our community in Christ-like ways, and to pursue deep and authentic relationships with those we serve and partner.
- C Jesus in your name we pray.
- L Strengthen us, O Lord, to face the barriers we encounter in doing your work, learning to work with others although we may not agree.
- C Lord in your name we pray.
- L Give us, O Lord, the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.
- C Christ in your name we pray.
- L Guide us, O Lord, to be a healthy congregation that learns from our failures as well as our successes and offers wisdom to others.
- C Lord in your name we pray.
- L Let us pray. As we strive to become the church that we proclaim to be, help us to grow leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus the Christ. Help us to take a fresh look at our baptism each day so we may discover vitality in our relationship with you, each other and those we serve in the world.
- C Amen.

Reflections on understanding a living and vital faith

In Mark 12:28 Jesus is asked by a scribe: "Which commandment is first of all?" Jesus responded with "the Lord is one," and went on to say, "You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength" (Mark 12:30). These words are very similar to those that served as Israel's central confession of faith (Deuteronomy 6:4-5). Joshua (22:5) later reminded the people of Israel to observe these words. With this text as a guide, how do we begin to explore the ways we will nurture a living and vital faith in each person and the congregation?

Within the work of the Evangelical Lutheran Church in America, congregational vitality is defined as "communities of Jesus where there are life-changing relationships with God, one another and the world." These are three important dimensions of our work together. But it is the way in which we bring our heart, soul, mind and strength into our life and work that shows how the light of Christ shines in and through us. Our heart is the way we feel and sense God's presence in and through emotions. The soul is our mindful awareness of the presence of God within us and the world. This awareness encourages us to find meaning and purpose in life, both individually and as a community of faith. The mind is how we learn our beliefs, perspectives and practices that shape our understanding, knowledge and expressions of faith. And strength is the way we use our abilities, passions and skills to shape and live a life of faith.

The vitality of our faith as Christians, and as a church in the Lutheran tradition, finds meaning and purpose in Jesus' words from Mark 12:30. As we engage our strategic directions for the future, we find both power and insight by reflecting on what brings us vitality. Please consider the following:

Heart

- When are the times you feel or sense God is present?
- How are these experiences different when you are with others rather than alone?
- How do these emotions bring vitality to your faith and relationship with God?

Soul

- What Scripture passages give you an awareness of life or "living faith"?
- How does this awareness of a living faith help you find meaning and purpose in life?
- What about your life experiences brings a sense of vitality to your faith?

Mind

- What motivates you to continue growing in your relationship with God?
- What have you found helps you learn more about God?
- Where do you find vitality through your learnings and spiritual practices?

Strengths

- What God-given abilities, passions and skills have you discovered in your life?
- How does your faith guide you in using these?
- What about using these abilities, passions and gifts gives you vitality?

May your responses to these questions help you gain new insight and vitality into your relationship with God, each other and the world.