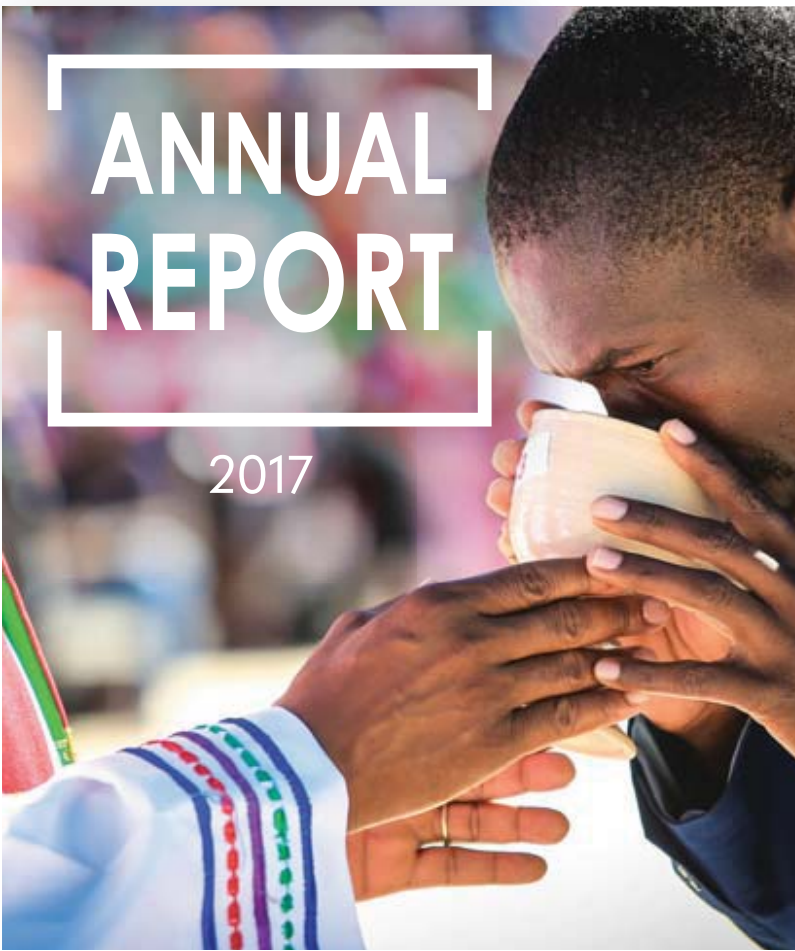


ANNUAL REPORT

2017



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

**Saint Andrew Lutheran Church
Annual Report
For Year Ending December 31, 2017**

Table of Contents

2017 Balance Sheet & Income Statement	1-2
Information about Members, Attendance and Pastoral Acts 2017	3-4
Pastors' Reports	5-7
Council President Report.....	8
Council Vice President Report	9
Parish Administrator Report.....	10
Ministry Reports	
Christian Education.....	11
Youth.....	12
Fellowship.....	13
Finance/Stewardship	14
Member Outreach	15
Memorial Gift.....	16
Personnel	17
Property	18
Social Ministry.....	19
Worship	21
Altar Guild	23

2017 CHURCH COUNCIL

NAME	OFFICE/MINISTRY LIASON	TERM EXPIRES
Ken Luer	President	January 2019
Dayna Herold	Vice-President	January 2019
Dayna Herold	Christian Education	January 2019
Tammy Schilling	Fellowship	January 2020
Mike Williams	Finance/Stewardship	January 2018
Ken Luer	Memorial Gift	January 2019
Dan Malm	Personnel	January 2018
Russ Van Sike	Property	January 2018
Lyn Weis	Social	January 2020
Mari Card	Worship	January 2020
Lisa Werger	Youth	January 2019

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.

SAINT ANDREW LUTHERAN CHURCH
BALANCE SHEET
December 31, 2017

<u>ASSETS</u>	<u>OPERATING</u>	<u>PROPERTY & EQUIPMENT</u>	<u>DESIGNATED FUNDS</u>	<u>TOTAL</u>
CURRENT ASSETS				
CASH	3,071		140,614	
ELCA - Endowment/Seminary Accts			60,561	204,247
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	3,071	3,804,773	201,175	4,009,020
<u>LIABILITIES AND FUND BALANCES</u>				
CURRENT LIABILITIES				
ACCOUNTS PAYABLE	0			0
TAXES PAYABLE (Payroll)	4,276			4,276
LONG TERM LIABILITIES				
CHURCH SITE AND BUILDING		911,748		911,748
OFFICE EQUIPMENT LOAN				0
TOTAL LIABILITIES	4,276	911,748		916,024
FUND BALANCES				
FUND BALANCE			3,092,996	3,092,996
DESIGNATED FUNDS				
PASTORS DISCRETIONARY FUND (2)			4,497	
SABBATICAL FUNDING			13,448	
WEDDING/EVENT DEPOSITS			850	
FELLOWSHIP			1,422	
WORLD HUNGER			700	
SOCIAL MINISTRY			3,540	
MUSIC FUND			3,467	
ADMIN/OPERATIONS DISCRETIONARY FUND			5,980	
YOUTH			5,987	
PROPERTY CAPITAL FUND			660	
GIFT FUND			15,205	
KITCHEN			2,135	
ROSE FUND			52	
CONTIGENCY FUND			34,541	
SEMINARY ENDOWMENT FUND			7,242	
ENDOWMENT FUND			59,135	
EOY CARRY FORWARD			51,220	
TOTAL DESIGNATED FUND BALANCES			210,081	
TOTAL LIABILITIES AND FUND BALANCES	4,276	911,748	3,303,077	4,009,020

SAINT ANDREW LUTHERAN CHURCH							
INCOME STATEMENT							
For The Year Ending December 31,2017							
				2017	2017	VARIANCE	2016
				<u>ACTUAL</u>	<u>BUDGET</u>	<u>B / (W)</u>	<u>ACTUAL</u>
OPERATING INCOME							
	CONTRIBUTIONS			748,092	768,000	(19,908)	759,356
	BUILDING USE DONATIONS			2,205	2,000	205	1,945
	INTEREST INCOME			108	0	108	87
	TOTAL OPERATING INCOME			\$ 750,405	\$ 770,000	(19,595)	761,388
	TRANSFER FROM DESIGNATED FUNDS			5,459			
	TOTAL INCOME			\$ 755,864	\$ 770,000	(14,136)	\$ 761,388
OPERATING EXPENSES							
	OUTREACH MINISTRIES						
	REGULAR BENEVOLENCE			44,971	43,820	(1,151)	47,036
	EXTENDED MINISTRIES						
	WORSHIP			5,113	12,275	7,162	5,248
	CHRISTIAN EDUCATION			8,186	8,950	764	7,084
	MEMBER OUTREACH			1,810	1,455	(355)	1,828
	SOCIAL MINISTRY			0	0	0	0
	FELLOWSHIP			0	0	0	232
	YOUTH			1,464	1,250	(214)	2,960
	STEWARDSHIP			2,213	3,400	1,187	3,594
	SUPPORT			482,576	487,475	4,899	471,103
	PROPERTY CHURCH SITE			25,540	35,700	10,160	34,490
	SUB-TOTAL			571,873	594,325	22,452	573,575
	CHURCH FIXED EXPENSES			33,011	34,875	1,864	34,790
	FINANCE EXPENSES			980	1,000	20	778
	MORTGAGE EXPENSE			150,000	150,000		150,000
	TOTAL OPERATING EXPENSES			\$ 755,864	\$ 780,200	24,336	\$ 759,143
	TRANSFER TO DESIGNATED FUNDS						2,245
	TOTAL EXPENSES			\$ 755,864	\$ 780,200	\$ 24,336	761,388
	EXCESS OPERATING INCOME OR (EXPENSE)			\$ (5,459)	\$ (10,200)		\$ 2,245.00
** CORRECTED COPY **							

MEMBER STATISTICS - 2017

History of Baptized and Confirmed Membership 1981-2017

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	2172	+20	-1

Membership Age Grouping

Age	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
0-5	275	294	273	265	241	214	192	175	175	169
6-10	213	219	221	227	246	253	252	252	234	215
11-15	217	221	228	238	232	225	228	230	234	239
16-20	211	211	211	201	212	223	228	233	242	224
21-25	183	189	182	199	206	223	208	211	202	214
26-30	193	215	183	178	176	181	194	208	216	217
31-35	202	207	211	210	227	223	227	220	199	190
36-40	217	204	199	210	212	207	212	220	217	229
41-45	195	206	222	226	222	227	203	200	208	196
46-50	228	223	228	212	222	218	220	228	232	226
51-55	214	223	215	224	229	233	230	236	210	208
56-60	166	178	188	199	206	212	221	215	220	226
61-65	125	143	145	163	169	161	178	197	193	194
66-70	54	71	75	88	106	124	139	150	159	159
71-75	46	46	38	40	52	59	70	79	87	98
76-80	34	41	47	46	43	43	42	40	40	50
81-100	22	35	30	34	38	42	46	54	56	57

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

2017 PASTORAL ACTS
New Members & Attendance Breakdown

Pastoral Acts - 2017	
Baptisms	31
(Adult)	0
Weddings	4
Funerals	19
First Communion	31
Confirmations	
Youth	30
Adult	0

New Members Received 2017	
February 19	18
May 28	15
October 29	24
Joined via Confirmation	2
<i>TOTAL</i>	<i>59</i>

Average Weekly Worship Attendance

(Between 1981 and 2017)

<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	527	-18
2016	573	+46
2017	517	-56

Average Worship Attendance – 2017	
<i>Thursday</i>	
12:15	33
6:15	28
<i>Sunday</i>	
8:00	132
9:30	218
10:45	30

Special Worship Services - 2017

Ash Wednesday (12:15)	90
Ash Wednesday (6:15)	264
Midweek Lenten Worship (12:15) (avg.)	65
Midweek Lenten Worship (6:15) (avg.)	167
Maundy Thursday (12:15)	81
Maundy Thursday (6:15)	87
Good Friday (12:15)	212
Good Friday (6:15)	145
Easter Sunday (6:00)	527
Easter Sunday (8:00)	254
Easter Sunday (9:30)	598
Easter Sunday (11:00)	165
Thanksgiving Eve (6:15)	86
Christmas Eve (4:00)	468
Christmas Eve (6:00)	503
Christmas Eve (8:00)	319
Christmas Eve (10:00)	113
Christmas Day (9:30 am)	139

Lead Pastor

Pastor Craig Swenson

As I prepare to write this report of pastoral ministry at the conclusion of another year, the following words from a prayer in the Lutheran Book of Worship came to mind. *“Merciful Father, we offer with joy and thanksgiving what you have first given us—our selves, our time, and our possessions, signs of your gracious love.”* Thinking over the year now behind us and in anticipation of the hope of life before us, I am moved with joy and thanksgiving for what God has so richly provided as signs of love. I have seen love expressed through those who gather for worship, who sing and play in the choirs, who quietly bring food items and donate money, time and other resources for school kits, quilts, food pantry baskets, and to provide a Thanksgiving dinner. I am thankful for teachers, mentors, altar and funeral guild members. I am filled with joy knowing that expressions of generosity have witnessed support and gratitude for the ministry efforts through Saint Andrew. Fair Trade, Noisy Offerings, local and Church-wide offerings, hurricane response and World Hunger donations are yet more ways you have contributed to the life of Saint Andrew with your support. Several people have participated in Wednesday morning bible studies, and Sunday evening catechism reviews. A faithful group continues to meet on Sunday mornings as well to equip members to grow in biblical knowledge and spiritual insight. A growing number of people also volunteer at the Wausau Warming Center as extensions of the life we are given to share with others. For the seeds planted and numerous conversations around God’s word, I am thankful.

I am grateful for a competent staff who works as a team to prepare and integrate members into the life of ministry through Saint Andrew. Much of what is done may appear as routine and sometimes boring, but it only takes one phone call, email or visit and routine goes out the window as staff members spring into action and work together to respond to the most recent need. I am equally thankful to Pastor Jenn and Pastor Jeff for their collegial relationship. Their dedication and heartfelt service to Christ’s church is valued by many.

I am additionally grateful for the privilege of participating in the synod’s candidacy committee where I am blessed to engage in conversation with those who are preparing for a life of leadership through the church. This is a rewarding and humbling opportunity that allows me to extend the presence of Saint Andrew with the larger church. The need for leadership in the church is growing as the number of rostered leaders preparing to retire is outnumbering those who are discerning a call and preparing for leadership through one of several theological programs among the seminaries. This shortage is raising awareness to the need to ask the question to a variety of people as to whether God might be calling and stirring among us to do as Saint Paul says to the Ephesians, to “equip the saints for the work of ministry.” Who knows, maybe God has such a plan for you but no one has dared ask to consider the possibilities. This is a growing edge for Saint Andrew as well as the entire church.

As we turn the page on another year, it is exciting to anticipate what is before us. Regardless where we might find ourselves at the end of 2018, it is with joy and thanksgiving that I look with eagerness for what God is preparing for our future through Christ’s church. Thank you for your partnership and for your support as together we strive to bear witness to God’s greatest expression of love for the world in Jesus and to define and fulfill the mission we share together through Saint Andrew Lutheran Church.

Blessed to serve among you,
Pastor Craig Swenson

Associate Pastor

Pastor Jenn Collins

It always feels slightly like a miracle to me – that on a Sunday morning or a Thursday afternoon or evening, you come to be here at church and receive a message of grace, comfort, and challenge through the Holy Scriptures and the Holy Meal that we share. In his explanation on the Third Article of the Apostles' Creed, Martin Luther teaches and reminds that we can thank the work of the Holy Spirit for bringing us all together again and again.

I believe that by my own understanding or strength I cannot believe in Jesus Christ my Lord or come to him, but instead the Holy Spirit has called me through the gospel, enlightened me with his gifts, made me holy, and kept me in the true faith, just as he calls, gathers, enlightens, and makes holy the whole Christian church on earth and keeps it with Jesus Christ in the one common, true faith.

Martin Luther, The Small Catechism

Called. Gathered. Enlightened. This is most certainly the story of our life together this past year. Called into expanded ministry in the community, members of Saint Andrew have shared commitments of time at Wausau's Warming Center, in the hills of Appalachia, in the church building proper, and in the homes, offices, and school rooms to which we are daily called.

Gathered together for worship, the numbers at the front of this report remind us that the ongoing work of life and death draws us together – as our community experienced by tragedy and joy this past year. Note the number of baptisms, the number of members under the age of 20, the number added to those who affirmed their baptism through confirmation, and the saints who joined the church triumphant.

Enlightened by God's word – whether sung at choir practice, studied during one of our various opportunities for learning, or through heartfelt conversation taking place over cookies and coffee on Sunday morning, I am yet surprised at the visions and hopes we share together for ministry to Christ's church through Saint Andrew.

In this, the 500th anniversary of the reformation movement within the whole church, we as Lutherans have had much to celebrate. The legacy of the reformation now continues through us. I would invite you to consider how you might jump into shaping the next movement of the Holy Spirit through the church. Perhaps that means joining a ministry and serving in a smaller way. Maybe that is making a spiritual discipline to immerse yourself in God's word. It could look like dedication to praying for someone specifically or for our life together as a community.

This year I was profoundly grateful for the gift of a sabbatical. While "thank you" doesn't seem quite enough – summed up in those words is an experience I have had of healing, rest and renewal. Even now as this report is shared, the second portion of my sabbatical is underway. I pray that this time helps to renew our commitment to shared ministry as pastor and people... a special thank you to Pastor Craig and the staff for their care and efforts to cover a larger work load in my absence. The time and funds to explore reformation heritage in Germany, participate in leadership development through the ELCA, and renew my spirit has been a profound gift. For those gifts and for your prayers, thank you. It continues to be one of the deepest joys of my life to be a pastor in this place. May God continue to bless us and keep us.

In Christ's love,
Pastor Jenn Collins

Visitation Pastor

Pastor Jeff Martinson

“Grace and Peace from God, our Father, and our Lord and Savior, Jesus Christ.”

That is, dear friends, our context as we end and begin, as we hello and goodbye, as we invoke and benedict; yes, as we are born and as we die to be raised, we live in God’s grace; in Christ’s peace.

The first Sunday again of the new year is The Baptism of our Lord. I confess that the Sacrament of Baptism has become more meaningful and substantial in both my particular ministry, as well as my faith.

As a visitation pastor, and an on-call chaplain, I often return to the baptismal blessings and promises in the context of life, and even more so in the context of death. Through this last Christmas at the hospital, I have been involved in at least six deaths. As I use the Commendation Service, it includes the words from Romans 6; *“Do you not know that all of us who have been baptized into Christ Jesus were baptized into his death? We were buried therefore with him by baptism into death, so that as Christ was raised from the dead by the glory of the Father, we too might walk in newness of life. For if we have been united with him in a death like his, we shall certainly be united with him in a resurrection like his.”*

God chose and loved us. Luther reflected on Baptism as a sign of God’s ownership of us. God has paid a price for us, bought us and marked us. We need not fear Luther reasoned, for God is a “jealous” God, and does not take kind to other gods fooling with us. William Willimon writes in *“Remember Who You Are”*...“Baptism insures that my whole life, from birth to death, start to finish, will be under the promise and sign of the cross. Baptism is a sign and means of God’s ceaseless striving for us, the ceaseless urging of grace. God reaches for us first when we are baptized as babies, and God continues to reach for us throughout life.” The *Heidelberg Catechism (1563)* asked; “What is your only comfort in life and in death?” Answer: That I belong—body and soul—not to myself, but my faithful Savior, Jesus Christ.

How marvelous it is to reflect of the gift and grace of Baptism-God’s daily and ceaseless striving for us (think of how this is in your life) and for this world – as we are called to baptize and be channels of grace as Jesus commissions to go and baptize in his name and power.

Our Baptism certainly is a life-long gift with a life-long of unwrapping; of acceptance, affirmation and spirit-filled activity and fruits. We have a friend who is deeply moved when she witnesses a Baptism; usually in her church, it is an infant (not always). As she would understand it, infant baptism is pure absolute grace, as we do nothing to earn it. Willimon says when Paul writes that God loved us when we were helpless, he could have used the word babies. Our friend seems to realize her baptism with each baptized and is reminded of her own infant baptism; as she rejoices with song and tears, and yes, promises with the faith family to witness God’s love for the child and the world in Jesus – as she is a Sunday School teacher and Confirmation leader/mentor.

It was the 500th Anniversary of the Reformation last year; that makes this the 501st in these anxious days and times, through inner turmoil, confusion and dark nights of the soul, we may do as Martin Luther did; sometimes touching his forehead and saying to himself, “Martin, be calm, you are baptized.”

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 this year, as Council President, with a sense of awe at the tremendous amount of work and effort that goes into what I think of as Saint Andrew.

I thought that since we have been active members for over 25 years that I 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 what I think of as the congregation of Saint Andrew. There is a tremendous amount of hours of work from both the staff and volunteers that goes into the running of Saint Andrew.

The dedication behind the efforts of so many is remarkable. It is through the efforts of so many individuals that, added together, make up the whole of what I now better understand is Saint Andrew.

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

Respectfully submitted,
Ken Luer
Council President

Vice President

It was my pleasure to serve as the Council Vice President during my second year on Council. I have truly enjoyed getting to know Saint Andrew beyond Sunday mornings and beyond the church walls. My view of Saint Andrew has slowly transformed from that of a place of worship, to an active body of Christ. A church family. We have all been given unique gifts, and it has been a heartwarming and humbling experience to see those gifts being shared in our congregation and community.

I was thankful to be able to serve a second year as the Council Liaison on the Christian Education Ministry. This ministry continues to be my passion as it directly impacts my family, and a growing population in our church family. Our group has worked hard to not only provide learning opportunities, but to experiment and thereby increase participation and build relationships among children and families. The pastors and staff have been very flexible and encouraging in this process!

Thank you for being a caring and supportive church family. Thank you for your generosity with your time, talent, and money. I'm looking forward to everything we can accomplish together in 2018. God's Work – Our Hands.

Respectfully submitted,
Dayna Herold
Council Vice President

Parish Administrator

As I reflect on 2017 I see blessings and challenges, grateful to remember that we live daily with confidence in God's grace and the gift when Christ chose to bear the cross for each of us! We are given the privilege to be both servants and leaders, making decisions how to use the talents and gifts God has generously shared with each of us. 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. With gratitude we thank the congregation for supporting our efforts and partnering with us by sharing your time and talent in volunteering.

God has entrusted this work to our hands - what a gift and what an opportunity!

Thank you also 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
SALC Scout Troop
SALC Library
March 22nd Shooting-Victims Fund
ASP Mission Trip Thank You Offering Gift
ELCA Disaster Relief
Lutheran World Relief Quilts and School Bags Shipping
The Wausau Women's Community
AODA Partnership - Push Back Against Drugs
Wausau/Everest Schools - Blessings in a Back Pack
Habitat for Humanity
The Wausau Warming Shelter
Wausau Hospice House
Share The Holidays (Benefiting the Neighbors' Place and Salvation Army)
Zeerust Lutheran Church
The Marathon County Humane Society
SALC Seminary Support - Matt Seegert at Wartburg Seminary

I am excited to move into a new year of Ministry, continuing to build on the many opportunities to walk with others in our community and to be in accompaniment and grow the connections with our South African congregation as well. Please look for ways to support and pray for the Saint Andrew members who will travel to Zeerust, South Africa this coming July.

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 Ministry

Chairperson: Heidi Wiesman

Council Liaison: Dayna Herold

Members: Stephanie Birchler and Julie Brown

What is the purpose of the Ministry?

The purpose of the Christian Education Ministry is to support the faith formation and spiritual growth of the congregation by offering and encouraging education opportunities.

What goals did the Ministry achieve over the past year?

- Sunday school, continue with the addition of the First Faith class for 2-3 year olds
- New curriculum to ensure children are learning the Bible stories prior to confirmation
- Vacation Bible School with Crossways Camp Counselors and Volunteers
- Christmas Program
- Sunday school room renovations (Thanks to the Clark family for their hard work and organization for painting the murals)
- First "Camp Sunday" with Crossways Camp Counselor

What are your goals and visions for next year?

- Offer opportunities to build relationships among Sunday school age children and families
- Complete the Sunday school room renovation project (map in 2nd-5th grade hallway, Noah's Ark mural in First Faith-1st grade hallway)
- Enhance communication with and among Sunday school teachers
- Review Sunday school curriculum
- Gain additional members for the ministry
- Schedule "Camp Sunday" with Crossways Camp Counselor monthly

Thank you to those who gave their valuable time as Sunday school teachers, VBS volunteers, and confirmation mentors.

Thank you to those who donated money and supplies for VBS, Sunday school room renovations, and Easter breakfast.

Thank you to Mari Card for coordinating, rehearsing, and playing piano/guitar at the Christmas Program.

Thank you to Mark, Pam, and Matthew Clark for organizing the mural paintings in the Sunday school rooms and all of your time spent helping!

Thank you to Sara Goetsch for sharing your talents and sketching and painting murals.

Thank you to Pastor Craig, Pastor Jenn, and the Saint Andrew staff for their support of our ministry initiatives.

*Respectfully submitted,
Heidi Wiesman
Chairperson*

Youth Ministry

Chairperson: Mark Clark

Council Liaison: Lisa Werger

Members: Sandy, Keith and Jenna Rusch, Jen Ferris and Danielle Weiland

Mission/Purpose/Goal:

The Youth Ministry continues to try and find a working model for bringing the youth together in social and service settings to promote youth participation. We find our youth of today are very scheduled outside of church and we are trying to find ways to interest them in coming together through church.

Highlights/Year In Review:

- 1) Successful fund raisers for the ASP (Appalachia Service Project) group who went to Kentucky.
- 2) Group of teens and adults traveled to Kentucky through ASP to help rebuild lives. They developed good relationships.
- 3) Youth and parents completed landscaping projects for the two Rib Mountain Habitat for Humanity homes.
- 4) Confirmation kids went to Waypost for faith development.
- 5) Post confirmation picnic.
- 6) Youth movie night in December.

Agenda/Goals/Vision for 2008:

- 1) Meet monthly on ministry night.
- 2) Grow our members. Grow our ideas.
- 3) Have monthly Sunday evening activities for the 7-12 graders.
- 4) After confirmation fellowship for 7-8th graders from 7:30-8:15 for the remainder of the 2017-2018 school year.
- 5) Develop changing confirmation for fall to be from 6-8 pm with fellowship in the middle of that time for relationship development through fun activities.
- 6) Develop a better number of youth group participants who participate regularly.
- 7) We have planned for 2018 thus far; 2 community dinner servings, 2 Blessings In a Back Pack packing, church scavenger hunt.

Respectfully submitted,

Lisa Werger

Council Liaison

Fellowship Ministry

Chairperson: Amy Frolik

Council Liaison: Tammy Schilling

Members: Bonita Alafouzou (Secretary), Pam Clark, Dede Gnatz, Joanne Howard, Ann McDonald, Vickie Mrotek 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; support the OWLS's monthly group activities; 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 were held for anyone to come to paint-by-number on the drawings. Talented artists within Saint Andrew have worked continuously on the murals from May through December and will continue into 2018 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.

2017 Ministry Events & Activities:

- | | |
|--|----------------|
| • Pretzel Sunday (1 st Sunday in Lent) | March 5 |
| • Assisted in the Soup Kitchen | March 22 |
| • Hot Cross Buns (Palm Sunday) | April 9 |
| • Sunday School Room Mural Project (4 wall murals) | May - December |
| • Mural Paint party (w/ Christian Ed) | March 13 |
| • Sundae Sunday | June 5 |
| • Mural Paint party (w/ Christian Ed) | June 11 |
| • Lutheran Ladies Craft & Fellowship Event | June 15 |
| • SALC Golf Outing | July 22 |
| • Mural Paint Parties(w/ Christian Ed) | July 9 & 18 |
| • Church Picnic | September 10 |
| • Oktoberfest (Reformation Celebration) | October 15 |
| • Gingerbread Village Decorating | December 2 |
| • Cookie Exchange | December 9 |

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, so are responsible for coordinating volunteers to host the early and late services and to bake cookies. The annual church picnic is one of the major events that we are responsible for. We had a bouncy house, yards games, potluck and special DJ music by youth member Matthew Clark.

In 2018, 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

Chairperson

Finance/Stewardship Ministry

Chairperson: Bill Radloff

Council Liaison: Mike Williams

Treasurer: Terri Wiederhoeft

Members: Mike Howlett, Sheldon Geiger, Amber Schuck, Mark Gleisner, Kay Sitko and Tom Weiland

The Finance/Stewardship Ministry is a very active group and is responsible for the following:

Audit Committee

The Audit Committee is in the process of finalizing the audit for the 2016 financials. Recommended enhancements for clarity and recording keeping will be reviewed and discussed.

Endowment Committee

Our Endowment Fund continues to grow. As of year-end, the balance is \$59,135, after we supported five different grants for a total of \$4,500.

Finance

The Finance/Stewardship Ministry meets monthly to review contribution and expense statements that show the current financial position of Saint Andrew. Support and recommendations are provided to ministries and the council from this information as requested or needed.

Financial Peace University

To assist members with their own personal financial process, the Dave Ransey Financial Peace Course also continues to be offered annually at Saint Andrew.

Stewardship & Budget Process

We continue to see a similar pattern over the last few years. Approximately one-third of SALC households pledge and contribute, one-third do not pledge but do contribute and roughly one-third are inactive with no contribution. This poses the question, "Will the congregation support the proposed budget?" So far they have - ***Thank you for that!***

This is the third year sharing the Narrative Budget format which has been received well, reflecting the ministry outreach and programs at Saint Andrew. Again for the coming year of 2018, we have proposed a budget that exceeds anticipated income currently pledged and hope the SALC membership will respond generously to meet or exceed our program needs.

Respectfully submitted,

Bill Radloff

Chairperson

Member Outreach Ministry

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

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.

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

Care Note Program – 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 and Card Program - An Outreach Ministry member makes phone calls and sends cards to members that are made by church school children, 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 Shawl Program - Prayer shawls are knitted and crocheted by members for anyone that needs a shawl to provide comfort and prayers.

Ongoing Goals:

- Member Outreach is looking for additional members and welcomes suggestions for outreach ideas to grow this ministry.
- 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 and Shelby Gjertson

Council Liaison: Ken Luer

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

The role of the Memorial Gift Ministry is to oversee 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, the ministry group will direct its use for that purpose. If the gift is undesignated, the group will discuss what Saint Andrew's needs are at the time.

We now have 4 sets of altar paraments thanks to money from the Undesignated Fund:

- Green --2008
- White —2013
- Purple —2015
- Blue —2016

Purchases in 2017 from Undesignated gifts include:

- Money to update the Sanctuary sound system plus expand sound to the Fellowship Hall and Kitchen
- 10 engraved pavers were added to the Celebration Patio
- Making new reserved seating signs for the sanctuary
- Print and wall words in the Narthex Seating Area

Saint Andrew is very appreciative to Scott Sann, the Quirt family and other gifts given for the stained glass windows in the sanctuary in memory of Sara Quirt-Sann.

If you are interested in gifting a memorial to Saint Andrew, please contact Pastor Craig, Pastor Jenn, or Parish Administrator, Shelby Gjertson.

Respectfully submitted,

Marilyn Olson

Chairperson

Personnel Ministry

Chairperson: Don Skare

Council Liaison: Dan Malm

Staff Advisor: Pastor Craig

Members: Laura Johnson, Wayne Johnson, 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 2018 salaries for all Saint Andrew staff, clergy and non-clergy
- Met with employees to discuss concerns
- Updated annual holiday and pay dates calendar for 2017
- Updated an annual Personnel Ministry calendar
- Review employee benefits through Portico and recommend renewal
- Reviewed Pastor Jenn's Sabbatical request and recommended approval to Church Council

What are the goals and visions for next year?

- Twice during 2018, individually meet with Saint Andrew non-clergy staff to provide support, answer questions, and address concerns
- Review benefit plan offerings for 2019 before a commitment for the next year
- Review job descriptions for accuracy
- Review policies for personnel not included in the Non-Clergy Employee Handbook
- Review Sabbatical policy for possible revisions

A special appreciation goes to our support staff, Shelby Gjertson our Parish Administrator, Joy Mitchell our Administrative Secretary, Shannon Vujnovich and Dave Paisar our Custodians, Al Freiberg our Coordinator of Music, Sheldon Geiger our Bookkeeper, and Ben Johnson our Sexton.

Respectfully submitted,

Don Skare

Chairperson

Property Ministry

Council Liaison: Russ Van Skike

Members: Shelby Gjertson-Parish Administrator, Dave Paisar, Al Brace, Mike Zenner, Randy Trollop and Keith Rush, Phil Bickley and John Brauer

The Property Ministry oversees the care, maintenance, repair, protection and replacement of all equipment and furnishings of the church. They also oversee the upkeep for 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 2017

- Held the fall, spring and roadside clean-up.
- Crack-filled all lots and seal-coated/painted south & east parking lots.
- Pest Control, Blue Magic Paper Box and Recycling Services were added in 2017
- Property assisted with the new education wing classrooms that had murals painted on the walls.
- Assisted with the installation of expanding the sound system to the Fellowship Hall and Kitchen.
- Assessed lighting requirements in all areas and made adjustments as needed.
- Repaired and replaced west entrance lamp post lighting
- Assisted with the decision to accept the stained glass memorial gift for the sanctuary.
- Addressed numerous ongoing property needs.

Goals for 2018

- Continued service of the facility and grounds.
- Possible upgrade for heating system.

Thank you to Keith Rusch who has chaired the Property Ministry for multiple years and will continue to participate with the ministry in the future!

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 on 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,
Shelby Gjertson
Parish Administrator

Social Ministry

Chairperson: Adam Wurz

Council Liaison: Lyn Weis

Ministry Members: Maureen Anklam, Ron Mathsen, Ruth Poutanen, Billie Schmidt, Alice Van Skike, Jeanne Willems, Kathy Wurz and Mary Grund

Mission of Ministry: Programs and activities have been 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 2017: Our goal of partnering with other faith based non-profits continued this year. We again developed a team of volunteers from Saint Andrew to staff the Wausau Warming Center two Fridays a month, from November 1st to April 30th. We continued our involvement in the area school program, Blessings In A Back Pack, shopping for and making two deliveries from our ministry, as well as four church council sponsored deliveries. With your continued support of our activities, we were able again this year to support our many community and church programs with monetary donations of \$3,507 as well as another \$400 for ELCA World Hunger. We continue to provide emergency food baskets to meet the needs of church members and members of our community.

- **Supported:** Saint Andrew VBS, Hardel's Hope, Wausau Women's Community, Area Hygiene Drive, Neighbors Place Empty Bowls, Wausau Warming Center, Adaptive Community, Open Doors, Blessings In A Back Pack and Covenant Community Presbyterian Hearts Of Hope
- **ELCA:** Lenten season drive to end world hunger

Other supported activity

- **Super Bowl Snack Sale:** Many prepared and/or purchased snacks to support our annual sale.
- **Lenten Soup and Sandwich:** Many volunteers, adults and youth alike, help to 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 the soup, which supports most of our activities throughout the year.
- **Tuesday Morning Quilters and Individual Volunteers:** Our quilters made 83 quilts and 50 school bags for Lutheran World Relief. Quilts were also donated to the Wausau Women's Community and lap activity mats were donated to area Alzheimer patients.
- **Congregation:** The congregation supported a pull tag board to help cover the cost of filling the school bags for LWR and supplies for lap activity mats.
- **Community Dinner:** Three meals are planned, prepared and served on three Sundays during the year. The meals are served at First Presbyterian Church in Wausau. We average about 100 servings per meal.
- **Fair Trade Coffee and Chocolate:** We offer this product at cost. Your support benefits small farmers.
- **Crop Walk:** The Crop Walk took in a record amount of \$2000 with 17 walkers participating.
- **Emergency Food Baskets:** Food baskets are available to all in 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. Requests are taken at the church office.
- **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 for 6 months a year, the WWC offers many opportunities to volunteer nightly from 6:30 pm to 8:00 am. Twenty-eight congregation members have volunteered to cook for and staff the center during the 2017-2018 season.

Goals and Vision for 2018

- Continue to meet the needs of our congregation through better communication on what services can be 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 would like to help with the many activities
- Continue to explore ways to work with other faith based non-profits within our community
- Explore ways to partner with our church youth group to participate in a local mission project

Respectfully submitted,
Adam Wurz
Chairperson

Worship Ministry

Chairperson: Cheryl Allen

Council Liaison: Mari Card

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

The year 2017 was a year of local and national tragedies, but also a year of accomplishment as we worked to live the Saint Andrew Mission statement: *[we] wish to express [our] faith in God through Jesus Christ by worship, learning, witness, and service.*

Saint Andrew was blessed with this year with the following gifts of time, talent, and treasure that contributed to our worship journey:

- **Celebration of Reformation** - 'Nailed It!' Worked with Education and Social ministries to recognize the 500th anniversary of Reformation with (root) Beer and Pretzel Sunday and discussion of Luther's Small Catechism during services and additional study. Doors with Luther quotes were positioned in the fellowship hall throughout the year to encourage discussion and thought.
- **Stained Glass in the Sanctuary** – We thank the family and friends of Sara Quirt-Sann for this gift in her memory. Memorial Gift and Property worked with the family and the artists to create a design that will enhance the worship experience for everyone entering the sanctuary.
- **The music staff** – A special call-out to Al Freiberg for coordinating five worship services a week with 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.
- **Refurbished and expanded sound system** – Thanks to the Memorial Gift and Property Ministries, new sound equipment and microphones were purchased. The system is now compliant with current FCC bandwidth use rules, the 'dead zone' in the sanctuary has been improved, and new speakers have been installed in the fellowship hall, kitchen, and chapel to allow the service to be heard in those areas. Sound can be controlled remotely by PC or tablet. All labor for this project was donated. Thank you to Al Brace of Property for drilling the speaker holes in the fellowship hall and running the wiring; Phil Bickley for getting the scissors lift to allow installation of additional speakers in the sanctuary and open area of the fellowship hall; Joel Freiberg to identify and order the correct equipment, then install and calibrate it; and Al Freiberg for documenting requirements and coordinating all the installation work. Did we mention that all this labor was donated?
- **Reserved cloth signs completed** – speaking of donated labor, a multi-year, in-house project to create cloth Reserved signs to replace smaller lead-weighted signs that weren't reliable was completed this year. The cloth signs were used for the first time on Sunday, August 6th for a baptism. This was a combined effort of Worship, Memorial Gift, and Altar Guild members to select and pay for the material and embroidery. All cutting and sewing was done by members of the congregation. A special thank you to Darlene Bahr for finishing the project.

- **First Faith** – Last year Christian Education Ministry, the pastors, and parents came together to work out an option for 2-5 year olds to learn prayers and simple songs in their own setting and hopefully allow parents a Sunday or two to focus fully on worship. A room and materials customized for toddlers was set up, decorated and staffed and has been a success for the children and parents.
- **ALL the Saint Andrew volunteers and staff** – Thank you on behalf of the entire congregation to the Altar Guild, choir members, 9:30 am nursery staffers, nursery toy cleaners, 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. You met so many worship needs for this congregation that we can't name everyone individually but are grateful for your time and talents shared.

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, 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 and staff.

Team members prepare communion bread, set up/clean up communion and 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 from 3 months-25 years.

In the fall of 2017 five new members joined the existing altar guild teams. Welcome: Denise, Jennifer, Lisa, Barb and Jess.

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 Mary Weiland 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

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON

Dear sisters and brothers in Christ,

In 2017, Lutherans around the world observed the 500th anniversary of the Reformation. As the Evangelical Lutheran Church in America, we are called to foster unity within the church and to live into God's calling together in the years ahead. Through our more than 3.7 million members and friends, we will continue to proclaim the good news of Jesus Christ crucified and risen for the life of the world.

We are church together, united by a common vision.

A world experiencing the difference God's grace and love in Christ makes for all people and creation.

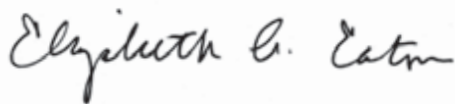
We are church for the sake of the world, united by a common purpose.

Together in Jesus Christ, we are freed by grace to live faithfully, witness boldly and serve joyfully.

As we strive to live into this vision and purpose, we face many challenges. In a radically individualistic society, we seek to create and sustain life-giving relationships and communities that connect us to God and one another. In a society that is becoming increasingly secular while facing many tensions, we seek to proclaim the gospel and share the story of Jesus as a source of hope, inclusion, peace and reconciliation. And, in a world that misuses power and authority while struggling with growing inequality, we seek to follow Jesus who spoke publicly for those who were oppressed and marginalized.

As your church family gathers to make decisions about using the gifts God has entrusted to you, may you remember that by the tender love of God, by the ceaseless pursuit of the Spirit, we are members of the body of Christ. We are family. We share our lives. We love each other. By the reconciling expression of God's grace, we can live confidently and generously in this community of faith and in service of others because we are joined in the death and resurrection of Jesus Christ.

Living together in community with Christ,



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



Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord, and there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good.

1 Corinthians 12:4-7

REFLECTIONS ON OUR RESPONSE TO GOD'S GRACE AND OUR WORK TOGETHER

Whether we are gathered in our faith community or sent into our daily lives, we remember that we are a new creation through God's living word by the power of the Holy Spirit, and we are to proclaim the good news of God in Christ through word and deed. As we live into God's word and deed, we are also reminded to be faithful stewards of God's creation and gifts. Faithful stewardship is about holding to God's purpose and ensuring the responsibilities and resources that God has entrusted to us are used with great care and with accountability to God, to each other and those served by the church.

With the adoption of Strategic Directions 2025 in 2017, the goals and priority areas for the ELCA as a whole church are identified. These goals and priorities are based on a shared trust and hope that the future is in God's hands. As stewards of God's grace, we are responsible for the time, talents and resources that will make these goals and priorities attainable in the many expressions of the church. As you consider your goals, priorities and resources for the years ahead, please consider how the following strategic directions are connected to your ministry.



1

A thriving church spreading the gospel and deepening faith for all people

(Acts 1:8, 1 Peter 2:9-10, Matthew 28:16-20, Romans 1:16)



2

A church equipping people for their baptismal vocations in the world and the church

(Philippians 2:4-11, 1 Corinthians 12:4-7, Romans 6:3-4, Mark 10:13-16)



3

An inviting and welcoming church that reflects and embraces the diversity of our communities and the gifts and opportunities that diversity brings

(1 Corinthians 12, Ephesians 2:14-20, Acts 10, Galatians 3:26-28)



4

A visible church deeply committed to working ecumenically and with other people of faith for justice, peace and reconciliation in communities and around the world

(2 Corinthians 5:14-21, John 13:12-15, Isaiah 58:1-11)



5

A well-governed, connected and sustainable church

(1 Corinthians 4:1-2, 2 Corinthians 4:1-2, Micah 6:8, 2 Corinthians 9)