

**The Thirty-First Annual Report
of
Saint Andrew Lutheran Church
Wausau, Wisconsin**

Year Ending December 31, 2011

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2011 CHURCH COUNCIL

NAME	OFFICE/COMMITTEE LIASON	TERM EXPIRES
Eric Jacobson	President	January 2014
Rick Radloff	Vice-President	January 2012
Pam Kyhos	Christian Education	January 2014
Lynne Holt	Communications	January 2013
Janice Nelson	Development	January 2012
Phil Bickley	Fellowship	January 2012
Bill VandenHeuvel	Finance/Stewardship	January 2013
Annette Green	Member Outreach	January 2014
Eric Jacobson	Memorial Gift	January 2014
Rick Radloff	Personnel	January 2012
Tim Wimmer	Property	January 2013
Mary Wittich	Social	January 2013
Sara Millard	Worship	January 2012
Randy Trollop	Youth	January 2014

**SAINT ANDREW LUTHERAN CHURCH
BALANCE SHEET
December 31, 2011**

<u>ASSETS</u>	<u>OPERATING</u>	<u>PROPERTY & EQUIPMENT</u>	<u>DESIGNATED FUNDS</u>	<u>TOTAL</u>
CURRENT ASSETS				
CASH AND INVESTMENTS	5,492		130,921	136,413
FIXED ASSETS				
LAND AND BUILDING				
CHURCH SITE		171,300		171,300
BUILDING IMPROVEMENTS		3,633,473		3,633,473
VACANT LOTS		0		0
EQUIPMENT				
OFFICE EQUIPMENT		15,000		15,000
FURNITURE AND FIXTURES		135,000		135,000
VEHICLES				
BUS		0		0
SUBTOTAL	0	3,954,773	0	3,954,773
TOTAL ASSETS	5,492	3,954,773	130,921	4,091,186
<hr/>				
<u>LIABILITIES AND FUND BALANCES</u>				
CURRENT LIABILITIES				
ACCOUNTS PAYABLE				0
TAXES PAYABLE	5,346			5,346
LONG TERM LIABILITIES				
CHURCH SITE AND BUILDING		1,769,009		1,769,009
OFFICE EQUIPMENT LOAN				0
TOTAL LIABILITIES	5,346	1,769,009		1,774,355
FUND BALANCES				
FUND BALANCE		2,185,910		2,185,910
DESIGNATED FUNDS				
PASTOR'S DISCRETIONARY FUND			709	709
CHURCH FUNCTION REIMBURSEMENTS			2,546	2,546
FELLOWSHIP			1,188	1,188
WORLD HUNGER			365	365
FOOD PANTRY			5,257	5,257
MUSIC FUND			1,823	1,823
SPECIAL MUSICAL FUND			0	0
MORTGAGE CAPITAL FUND			57,961	57,961
YOUTH			2,878	2,878
PROPERTY CAPITAL FUND			21,222	21,222
GIFT FUND			3,011	3,011
KITCHEN			569	569
ROSE FUND			136	136
OFFICE EQUIPMENT			(64)	(64)
			33,319	33,319
TOTAL DESIGNATED FUND BALANCES			130,921	130,921
TOTAL LIABILITIES AND FUND BALANCES	5,346	3,954,919	130,921	4,091,186

SAINT ANDREW LUTHERAN CHURCH
INCOME STATEMENT
For the Year ended December 31, 2011

	<u>ACTUAL</u>	<u>BUDGET</u>	<u>B/(W) BUDGET</u>	<u>LAST YEAR</u>
OPERATING INCOME				
CONTRIBUTIONS	790,896	718,410	72,486	706,211
TRANSFER FROM DESIGNATED FUNDS			0	
CARRYOVER FROM PRIOR YEARS	0	5,887	(5,887)	28,051
RENTAL INCOME	2,390	5,600	(3,210)	5,545
INVESTMENT INCOME	0	50	(50)	247
TOTAL OPERATING INCOME	793,286	729,947	63,339	740,054
OPERATING EXPENSES				
OUTREACH MINISTRIES				
REGULAR BENEVOLENCE	39,532	39,714	182	42,811
EXTENDED MINISTRIES				
WORSHIP	3,372	2,775	(597)	3,996
CHRISTIAN EDUCATION	6,660	8,420	1,760	7,723
MEMBER OUTREACH	1,501	1,800	299	1,509
SOCIAL MINISTRY	0	0	0	0
FELLOWSHIP	0	500	500	501
YOUTH	3,858	8,800	4,943	5,896
STEWARDSHIP	4,751	4,000	(751)	3,696
SUPPORT	436,171	443,348	7,177	483,112
PROPERTY CHURCH SITE	7,436	9,550	2,114	7,129
 SUB-TOTAL	 503,281	 0 518,907	 15,626	 556,374
CHURCH FIXED EXPENSES	38,431	42,540	4,109	35,533
FINANCE EXPENSE	255	500	245	265
TRANSFER TO DESIGNATED FUNDS	83,319		(83,319)	
TRANSFER TO OPERATING BUDGET			0	5,887
MORTGAGE EXPENSE	168,000	168,000	0	141,994
TOTAL OPERATING EXPENSES	793,286	729,947	(63,339)	740,054
EXCESS OPERATING INCOME/(EXPENSE)	(0)	0	(0)	0
DESIGNATED FUNDS BEG BALANCE:	43,844			33,156
TOTAL DESIGNATED FUND CONTRIBUTIONS				
FREED FOR MISSION DEBT REDUCTION	85,583			15,846
OTHER FUNDS	60,045			46,104
TOTAL DESIGNATED FUND CONTRIBUTIONS	145,627			61,950
DESIGNATED FUND EXPENSES				
FREED FOR MISSION DEBT REDUCTION	27,622			15,846
OTHER FUNDS	30,929			35,416
TRANSFER TO OPERATING	0			0
TOTAL DESIGNATED FUND EXPENSES	58,551			51,262
Designated Funds Ending Balance:	130,921			43,844

SUMMARY OF BENEVOLENCE GIVING

	<u>2011</u>	<u>LAST YEAR</u>
REGULAR BENEVOLENCE		
EVANGELICAL LUTHERAN CHURCH	26,714	29,810
CROSSWAYS CAMPING MINISTRIES	6,000	4,000
CUB SCOUT PACK 480	1,200	1,000
MERRILL TORNADO RELIEF FUND	1,300	0
HABITAT FOR HUMANITY	0	1,000
THE NEIGHBOR'S PLACE	3,000	1,500
SYNOD ASSEMBLY/WI RIVER VALLEY CONF	1,318	
WOMEN'S COMMUNITY	0	1,500
BUILD FROM THE HEART-TEETERS PROJECT	0	4,525
 SPECIAL DESIGNATED		
WORLD HUNGER	4,673	3,770
FOOD PANTRY	7,432	7,386
LSS ADOPTION SERVICES(Church School)	900	0
 COMPASSION CHILD(Youth)	 456	 456
TOTAL BENEVOLENCE GIVING	51,637	54,491

Notes to the Saint Andrew Financial Statement

December 31, 2011

- Equipment - The value of the equipment was either at the cost or fair market value of the equipment donated. The furnishings for the church office have been assigned a fair market value.
- Land - Church Building Site - In 1980 the Division for Mission in North America (DMNA) purchased for \$90,000 three (3) acres of land at the corner of N. Mountain Road and Partridge Avenue in the Town of Rib Mountain for the future building site of Saint Andrew Lutheran Church. Subsequently, a grant of \$30,000 was received from Strength for Mission (SFM), which was applied to the purchase price.

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

- Building Indebtedness

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The mortgage continued at the current rate of 4.5% and the balance on December 31, 2009 was \$1,930,047.

The mortgage was renewed for 12 month term on Feb 28, 2010 at a rate of 4.95%. The principal balance on December 31, 2010 was \$1,868,124.

The mortgage balance of \$1,852,605.92 was renewed for 36 monthes on Feb 28, 2011 at a rate of 5.35%. The principal balance on Dec 31, 2011 was \$1,769,009.39.

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

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

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

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

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

INFORMATION ABOUT MEMBERS - 2011

History of Baptized and Confirmed Membership 1981-2011

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

Membership Age Grouping										
Age	2002	2003`	2004	2005	2006	2007	2008	2009	2010	2011
0-5	242	241	222	228	255	266	275	294	273	265
6-10	199	212	215	212	222	209	213	219	221	227
11-15	189	193	204	201	197	213	217	221	228	238
16-20	180	191	194	198	216	212	211	211	211	201
21-25	151	171	188	165	172	166	183	189	182	199
26-30	147	157	153	162	174	179	193	215	183	178
31-35	191	203	180	168	193	194	202	207	211	210
36-40	194	195	191	184	204	210	217	204	199	210
41-45	196	204	211	200	206	202	195	206	222	226
46-50	228	233	229	210	203	224	228	223	228	212
51-55	166	175	186	197	202	201	214	223	215	224
56-60	83	121	141	148	169	169	166	178	188	199
61-65	51	57	67	82	88	110	125	143	145	163
66-70	35	45	40	37	44	55	54	71	75	88
71-75	22	14	35	44	41	49	46	46	38	40
76-80	13	14	18	18	24	27	34	41	47	46
81-100	10	11	15	17	23	28	22	35	30	34

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

2011 PASTORAL ACTS

New Members & Attendance Breakdown

Pastoral Acts - 2011	
Baptisms	43
(Adult)	0
Weddings	17
Funerals	10
First Communion	32
Confirmations	
Youth	35
Adult	0

New Members Received 2011

February 13	35
May 22	10
October 16	40
Joined via Confirmation	0

TOTAL 85

Average Weekly Worship Attendance

(Between 1981 and 2011)

<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

Service Break-down - 2011

Average Attendance

12:15	30
6:15	42
8:00	193
10:30	250

Special Worship Services - 2011

Ash Wednesday (12:15)	91
Ash Wednesday (6:15)	378
Midweek Lenten Worship (12:15) (avg.)	74
Midweek Lenten Worship (6:15) (avg.)	232
Maundy Thursday (12:15)	66
Maundy Thursday (6:15)	115
Good Friday (12:15)	274
Good Friday (6:15)	155
Easter Sunday (6:00)	576
Easter Sunday (8:00)	364
Easter Sunday (9:30)	511
Easter Sunday (11:00)	232
Thanksgiving Eve (6:15)	80
Christmas Eve (4:00)	593
Christmas Eve (6:00)	661
Christmas Eve (8:00)	392
Christmas Eve (10:00)	154
Christmas Day (10:00am)	146

REPORTS

Pastor

Pastor John Roseth

A year ago I announced that I would be retiring during the spring of 2012. And so, this will be my 31st and final "Pastor's Report".

A one-page "Pastor's Report" cannot possibly begin to fully convey, much less put into words how the congregation has responded over the past 31 years to the mission of Saint Andrew. Furthermore, a simple summary could not adequately express the countless and unlimited ways the congregation has gone about doing the ministry of Saint Andrew over the past 31 years.

With a charter membership of some 250 baptized people we are now, 31 years later, a congregation of approximately 3,000 baptized members. Over the past 31 years 1,400 persons have been baptized; almost 850 persons have confirmed their faith in Jesus Christ; almost 500 couples have been united in marriage; and, some 200 persons have moved from the "Church Militant" to the "Church Triumphant" because "Christ is Risen."

Worship

For the past 1,612 weeks the congregation has gathered together to encounter God's Word, to share a meal at the Lord's Table, and be sent into the world to serve. Our weekly liturgies within worship have recalled, proclaimed, and provided a way for the congregation to participate in the mystery of Christ's life, death, and resurrection.

Learning

Throughout each week for the past 31 years the Spirit of God has encountered people of all ages so that they are nurtured in faith, grow in knowledge and experience, and are inspired and empowered to live as followers of Jesus Christ.

Witness

Because each person has been marked by the sign of the cross in baptism — we pray, we prepare, we teach, and we invite others to follow and emulate the life of Christ.

Service

We are all called for service because we have been taught to care, to reach out to others within our community, nation, and world. Our ministries of service are different but our purpose is the same: to touch the lives of others with God's surprising grace.

Support

Through the support of the people of Saint Andrew, *both then and now*, gifts of time, talents, and treasures have been shared and given out of gratitude to God for all that God has given each of us. The mission and ministry of Saint Andrew has been sustained in the past and the present both here and beyond ourselves.

This Annual Report, just as the others over the past 31 years, is just a glimpse, a peek, a quick look, even a foretaste of some of the ways the people of Saint Andrew have brought to life the mission and ministry of Saint Andrew during this year and for the past 31 years.

This Annual Report includes numerical summaries of membership, giving and receiving, describing the present and envisioning the future as our mission and ministry together moves into the next decade and years beyond.

With gratitude to God, we give thanks for those before us and those with us now who have been and continue to **"be open to all who express their faith in God through Jesus Christ by worship, learning, witness, and service . . . and support."**

— from MISSION STATEMENT of SAINT ANDREW

Therefore, since through God's mercy we have this ministry, we do not lose heart.

*For what we preach is not ourselves, but Jesus Christ as Lord,
and ourselves as your servants for Jesus' sake.*

— SECOND CORINTHIANS 4:1 and 5 —

Pastor
Pastor Craig Swenson

As we move into another year, thoughts often focus on the past; what we will miss, as well as what we will be glad to leave behind as the next calendar year unfolds. Was 2011 a year of challenges and painful experiences or was it a year that holds treasured memories? Some people have died, some have been born. Some people moved away while others have arrived. Some have received news of restored health while others have learned that death draws near. Some relationships ended while others have just begun. Some people are gainfully employed while others make up the large number of those who are without adequate work.

As a pastor, I experienced people in each of these categories and while I do not have answers to many of life's difficult questions, I am confident in one thing, God is with us and my task is to be a messenger that points to the hope that is ours in Christ Jesus.

One of the new and exciting opportunities that developed last year and now lies ahead is a visit from members of our partner congregation in Zeerust South Africa. For many years, members from Zeerust have been praying a connection to Saint Andrew and a more realized partnership between us. They are so excited that over 20 individuals are now planning a personal visit this summer. This is a significant response to many years of anticipation. I hope many members will take advantage of this unique opportunity to nurture this relationship and grow in an awareness of ministry needs on both a local and global scale. This is no small undertaking and deserves our intentional effort to prepare for their visit and future sharing.

The parochial report shows the significant number of people who have shared life-passage events through Saint Andrew including Baptisms, First Communion, Confirmation, Weddings, and Funerals. Each of these are particularly significant for me as they include times for worship, which remains central to my understanding of what I believe is at the heart of any faith community -to regularly pray and praise God together. This past year two worship services were added to celebrate with those who came to the table for the first time and those who publicly affirmed their faith through the Rite of Confirmation & take on a more active identity in the life of the church. This coming year there will be a third special service added for another time of celebrating and offering thanks.

When I first interviewed for the call to serve at Saint Andrew now just 3 years ago, I did so with the understanding that the mission pastor who has provided consistent leadership over the course of this congregation's history was nearing retirement. The time frame was not set, but the intent was clearly defined. Pastor John was planning for retirement and the time we would share together would be instrumental in the transition of pastoral leadership when he retires. This past year, Pastor John announced his intention to retire in April 2012. A special worship service will be provided on April 29 to publicly thank God for the gifts Pastor John has shared and to officially release him from his role as a parish pastor so that he can fully embrace his time of retirement. While the news of his retirement was not surprising, it is received with a sense of bitter/sweetness. I want to publicly say that it has been and continues to be, a pleasure to serve with Pastor John in this call. His presence and participation will most certainly be missed. Pastor John has been a faithful servant and God has indeed blessed his gifts in ways that have allowed many people to express faith in God through Jesus Christ by worship, learning, witness and service. It is my prayer that Pastor John and Darlene enjoy many years of good health and God's abundant blessings in their shared years of retirement.

I continue to consider it a blessing to serve among the Saint Andrew faith community. I am grateful that I am welcomed into the hearts & lives of people

whose faith is nurtured by the mission & ministry of this congregation and who are faithful in generous support and active participation. As with any new year, there are more unknowns than the certainties that we desire. For some, that is exciting and for others it evokes a sense of anxiety and fear. And yet, in light of not knowing how the future will unfold, we make plans with hopeful expectation knowing that in our planning & in our visioning we grow in faith, love and obedience to God's good purpose for us.

Paul's words to the Ephesians continue to be ones that define my hope and anticipation for what we do together.

*"But each of us was given grace according to the measure of Christ's gift...
to equip the saints for the work of ministry, for building up the body of Christ.—*

— EPHESIANS 4:7 and 12 —

President

"Change" - this one word can sum up both 2011 and be a vision for 2012 at Saint Andrew Lutheran Church. 2011 brought us the announcement of Pastor John retiring; an event that we knew would come and have been anticipating. This past year also brought with it budget issues that forced the council, ministries, staff, and the church as a whole to re-look at every dollar we spend as a congregation. I am pleased with the progress that has been made. In 2012 we were able to make regular mortgage payments and with your help drive down our principal on our mortgage loan via the "Freed for Mission" campaign. As we move into 2012 we will continue to be good stewards of our congregation and strive to further drive down our debts while allowing for the changes of pastoral staff. Our debt is the one thing that is holding us back from doing what we want and what we can afford. I will continue to make debt reduction a focus so in the near future we can truly be "Freed for Mission".

2012 brings reason for great anticipation and excitement as we rejoice in the work that Pastor John has been able to accomplish over his career. As we plan to release Pastor John from call, we also open a new chapter in the life of our church as we transition Pastor Craig to lead us. This upcoming transition has put into motion a Pastoral call committee as they begin the work of calling a second pastor. In 2011 the five-year staffing group was appointed and put together a plan that would be a path for transition. This proposed plan was reviewed and unanimously approved by council in the fall. With it there will be change, but I also believe this will open up new areas where members of Saint Andrew can be more involved in the life of the church. All of this change will take the acceptance, work and dedication of our membership. Change is never easy, but nothing worthwhile is meant to be easy.

I am blessed to work with people on various levels and continue to be amazed with the "church first" mentality. This being Christ's church allows us to work for a common goal and I would invite all of you to find a way to get engaged at Saint Andrew. Maybe it is attending one council meeting a year, teaching church school or confirmation classes, assisting in worship, or serving on one of our various ministries. I know that each of you has gifts to share and maybe this year is the year to see how your gifts can impact others' lives at Saint Andrew.

Gods Peace,
Eric Jacobson
Council President

Vice President

"Good morning, welcome to Saint Andrew" says the greeter as my family and I walk into worship on Sunday mornings. The warmth and open invitation to worship and assist in Christ's church is why my wife and I joined this congregation, and is why we're still part of this growing and energetic family.

2011 was the beginning of an end. It was a year when the focus moved away from paying "hired staff" to do the work of Christ's church and towards asking "congregational members" to participate more with accomplishing that work. One driver was the financial impact of the past few years. The other driver of these changes was the refocus back on the mission of this congregation which was established over 30 years ago.

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

Let's focus on two key phrases. The first is that "**members minister to each other.**" This year we began conversations and efforts toward building member visitation teams. The intent is for members to enhance pastoral visitations. With over 3,000 members, our two pastors find themselves "reactive" to our needs. But, with the addition of this visitation ministry, our shut-in membership will be able to still participate in the Lord's Supper and God's Grace. By putting focus back on members ministering to each other, we strengthen this important part of our mission together.

The second is that "**life and mission of this church can be fulfilled by those within it.**" With the passage of the five-year staffing plan in late fall (planning actually began over five years ago), our focus shifts from just "paying staff" to "enabling members" to develop new ministries that better fulfill the mission of our church. Here are a few examples of ministry programs that we can enhance within the next few years:

- Family Ministry
- Global Missions (ELCA Disaster Response, ELCA World Hunger).
- Life Transition Guidance - Aging Issues, - Family Relations, Financial Challenges, Physical & Emotional Health, Youth Issues
- Men's Ministry
- Woman's (Women of the ELCA) Ministries
- Young Adult Ministry

2012 will be a year of shifting. While this happens, our mission and vision for Christ's church remains the same! Thanks to the pastors, staff, council members, ministry teams, and all of you for making Saint Andrew a great place to "come and serve the Lord."

Yours in Christ,
Rick Radloff

Parish Administrator

It is with gratitude as we reflect on 2011. The year began with faith being the important component to assist in the transition to reductions and budget limitations. Areas that began as challenges quickly became creative opportunities, with support from members of SALC at the forefront. With "standing room only" on Rib Mountain for Easter Sunrise, Christmas Eve and increased attendance at weekly worship, it is easy to understand how important it becomes for the faith community of Saint Andrew to take the lead in reaching out during times of challenges and unexpected uncertainty.

With increased numbers serving on the various ministry groups it is easy to recognize their success and efforts with the multitude of programs currently offered at Saint Andrew. After taking the chance to reflect and celebrate it is exciting to see continued effort given to enhance the next project with the goal of reaching out to more people in the community and including more members in the process.

A new area of outreach and service was added with the "Magic Paper Box" option for paper recycling. In addition to encouraging a "greener" lifestyle, it also brings to life the analogy of "one person's trash is another person's treasure". The donated paper is collected and Saint Andrew receives financial revenue each month. Currently the revenue has assisted the Saint Andrew youth with transportation costs to out of town activities. Your support and participation in this initiative is greatly appreciated.

Another new outreach initiative is the "blood donation drives" hosted at Saint Andrew to support both the American Red Cross and the local Blood Center of North Central Wisconsin. Each drive has been successful and the intent is to continue to offer these on a quarterly basis. All blood types are needed and please feel welcome to join in this worthy cause by donating or assisting with registration or hospitality.

Thank you for the generous gifts of time, talents and treasures. In addition to supporting the mission and ministry needs of your church, your financial gifts also contributed to the benevolence gifts shared by Saint Andrew with the following:

- The Evangelical Lutheran Church In America
- Saint Andrew Scout Troop
- Crossway's Camping Ministries
- The Neighbor's Place
- The Merrill Tornado Disaster Relief Fund

It is a pleasure to serve together and grow in faithfulness as Saint Andrew shares the love, grace and good news of Christ Jesus.

Blessings,
Shelby Gjertson

Coordinator of Youth

This summer the Senior High youth went on a mission trip to Philadelphia. We took the Amtrak from Milwaukee and rented vans while there. The trip was coordinated through Youth Works planning our the church we stayed in, meals, sight seeing at the Rocky Steps and the Liberty Bell, the evening Baptist worship service and our work sights. We spent five days helping in the community in their gardens, food pantries and community centers. Coming in the summer of 2012 is the National Youth Gathering in New Orleans. Watch for our fundraisers.

Saint Andrew continues with the traditional events; bowling, swimming, broomball, corn maze, Noah's Ark trip, CROP Walk, Scavenger Hunt for food items, tubing at Sylvan Hills, Junior High and Senior High Youth Gatherings. The 6th – 8th graders continue to collect food for the food pantry collecting the most items ever. The 9th – 12th grade youth group plays broomball. We are already looking forward to this year's tournament and keeping it here at Saint Andrew. The youth attend the Junior Youth Gathering (JYG) in Oshkosh and Senior Youth Gathering (SYG) in Manitowoc.

I continue to work with the confirmation program, teach 6th grade confirmation classes, go to Bible Camp with the 7th – 8th graders in the summer, lead the 6th grade Baptism Retreat in January and teach High School Sunday School class.

I also am involved with another aspect of Saint Andrew, which I think is very important. That is, softball and basketball. We run a basketball program at the Marathon Grade School gym for 8 weeks where you can get some exercise and fellowship. We also have a fast-pitch softball team which finished 2-10. Not a great year.

I would like to thank Randy Trollop and the Youth Ministry, Carol Matushak, Bev Schmidt, Lennie Kersten, Autumn Foley, Allie Andraski and LeAnn Stankowski who are a big part of the success of the Youth Ministry programs. Thanks to the Senior High Board, Dan Clark (past president) and Cassidy Branning (current president), who plans and runs all the 9th – 12th grade events. The three youth representatives, Casey Stankowski, Cassidy Branning and Courtney Grieser, also serve on the Synod Youth Board. The youth groups continue to sponsor a child in Ethiopia named Brook.

A big thank you to everyone at Saint Andrew for all your support. Without it the youth ministry programs here would not be as successful as they are.

In his Name,
Schmidty

Christian Education Ministry

Chairperson: Sandra Rusch

Council Liaison: Pam Kyhos

Members: Lyn Weis, Sheri VanDehey, Karen Swenson, Liz Sautebin, Sara Goetsch, Sheila Hagen and Jill Hersperger

Purpose of the Ministry: To provide the means, tools and guidance for members of Saint Andrew to grow in their knowledge, love and faith of Christ our Savior. The Ministry is dedicated to providing educational opportunities for all members of the congregation.

Goals Achieved by the Ministry this Past Year:

- Reestablishing and growing the ministry
- Reaching out and adding new members
- Establishing online registration for Sunday School through SPARK
- Acquiring teachers for Sunday and Thursday School, allowing for flexible scheduling & team teaching
- Developing a new format for Sunday School including RECONNECT Sundays
- Church picnic on Rally Day with Fall Registration for Sunday School
- Community Outreach Family Caroling event in place of traditional Christmas program
- Established a new worship practice to recognize First Communion (Grade 5) on Palm Sunday at 2 pm
- Established a special worship with Rite of Confirmation/Affirmation of Baptism on 1st Sunday in May at 2 pm
- Establishing a partnership with area churches for VBS program
- Successful week for VBS- Pandamania in August

Goals and Visions for Next Year:

- Increase the number of active ministry members
- Filling the Church School Coordinator position
- Evaluate the effectiveness of the Sunday School program format and make any necessary changes
- Get more children and parents involved in Thursday/Sunday Church School

Communications Ministry

Chairperson: Mike Williams

Council Liaison: Lynne Holt

Members: Chesley Powell

The Ministry focuses on creating communication strategies for ministry activities. Specifically, the ministry assists in the development of conventions and standards for all published materials, e-mail, social media, and other internet communication tools, photo displays and screen shows. Maintain the website and coordinate the use of email.

In 2011 the Ministry completed the following projects:

- 1) Found web site provider with church web site experience and offered sites that made editing and updating the website much more user friendly. Converted the website to this new provider.
- 2) Created an email strategy for the Network and other communications.

Goals and visions for next year are:

Institute Network email strategy

Install digital message board flat screen TV in Narthex

Find volunteers to assist in weekly communications updates

Assist other ministries with their communications needs

Identify and promote opportunities to use the website and electronic bulletin board to support the mission of Saint Andrew Lutheran Church

Respectfully submitted,
Mike Williams

Development Ministry

Chairperson: Shelby Niskanen

Council Liaison: Janice Nelson

Staff Liaison: Shelby Gjertson

Members: Bob Wiederhoeft and Dan Nordgren

The mission of the Development Ministry is to help develop and recommend short-term and long-range plans for Saint Andrew Lutheran Church. These plans are based on the church's mission, ministries and needs.

The focus of the Development Ministry this year included the following:

- Development of Safe Place guideline for church activities
- Follow-up to the Five Year Staffing Plan
- Update of the Ministry Guidelines
- Started the consolidating and updating of all Saint Andrew guidelines

The Development Ministry members would like to encourage you to consider joining us as we help shape the future of Saint Andrew!

In service through Christ,
Shelby Niskanen
Chairperson

Fellowship Ministry

Chairperson: Amy Frolik (term 2011–2012)

Council Liaison: Phil Bickley (term 2011)

Members: Bonita Alafouz (Secretary), Ann McDonald, Dave Mueller and Jamie Mangels

Associate Members: Karen Swenson (Cookie Bakers Coordinator) and Lucy Harvey (OWL's group Coordinator)

The Fellowship Ministry is responsible for planning and coordinating fellowship activities for the purpose of service and fun. This year has been about rebuilding the ministry. For the past three years, Fellowship had been merged with Member Outreach Ministry due to lack of members. We were able to recruit enough new members and separate the ministries in January. We were committed to continuing weekly and annual events as well as adding a few new ones.

Following each Sunday morning worship service, we offer coffee, juice, milk and cookies for fellowship between services, 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 coordinated it with Rally Sunday in September to help increase awareness and attendance. We helped with a church fundraiser held in October to that raised over \$5,000 for the Merrill tornado victims. We coordinated marketing including posters, table tents, notices to local media and worked at the event. Below is a list of events we organized or assisted with in 2011.

2011 Fellowship Schedule:

Pretzel Sunday (1 st Sunday in Lent)	March 13
Members Assisted in the (Lenten) Soup Kitchen	March 30
Hot Cross Buns Served (Palm Sunday)	April 13
Assisted w/ First Communion Pie Social	April 13
SALC Baseball Game – Family Night Outing	June 20
SALC Golf Outing at Rib Mountain	July 10
SALC Baseball Game – Family Night Outing	August 15
Annual Church Picnic (with Rally Sunday)	September 11
Assisted w/Merrill Tornado Victim Fundraiser	October 9
Ministry Fair – Set up booth to recruit volunteers	October 16
Gingerbread House/Cookies Decorating Event	December 11
Cookies for Church School Reconnect Sunday	December 18

The OWLS (Older, Wiser Lutherans est. 2010) group meets monthly for fun activities and is open to anyone. Fellowship Ministry also organized the design and production of new "Open to All" SALC t-shirts that we will continue to sell through the church office. We also assisted our winter dart ball and summer softball teams with their dues.

In 2012 the Fellowship Ministry looks forward to continuing our weekly and annual events as well as trying new ones. Our goals will be to recruit more volunteers to help with our activities and to serve on the ministry and to provide activities and events that are enjoyed and increase fellowship in our congregation.

We appreciate all the wonderful volunteers that made the activities in 2011 so enjoyable.

Finance Ministry

Chairperson: Nate Weller

Council Liaison: Bill VandenHeuval

Treasurer: Kerry Fehrman

Members: Sheldon Geiger and Betty Dotseth

The goal of the Finance Ministry is to monitor and communicate the church's financial status and make recommendations to the church council in support of continued growth. Regular tasks conducted by the Finance Ministry include:

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

The budget that was established for 2011 included some tough decisions with decreased funds in nearly every ministry in the church. However, by doing so, the financial status of the church was not jeopardized. It is believed that this prudent approach to setting the budget might be needed for several years to come.

The 2012 budget worksheets were a huge success. Thank you Kerry for all your hard work putting them together. All of the ministries submitted their requests on time as needed.

The Finance and Stewardship Ministry started operating in a joint effort this year. Although our ministry work is different, it was beneficial to discuss different ideas and considerations as a larger group.

Goals set by the council for 2011 focused on two major areas. First, to determine a standard methodology regarding Designated Funds purpose and usage, and work to apply this methodology. Secondly, it was requested that the minutes contain motions for approving expenses, point being to show that Finance was monitoring expenses carefully on a monthly basis.

The Finance Ministry was able to meet the goals as established. Working to rearrange the Designated Funds took much communication and discussion with several ministries throughout the church year. We were also able to control and monitor expenses very successfully this year.

The coming year will present more unique challenges that Finance Ministry will address as requested. Finance will continue to monitor expenses with the process established. The Finance Ministry will also be quite busy with making financial recommendations for staffing needs as Pastor John retires. Increasing our membership is always a goal.

In 2010, the ELCA Internal Control Guidelines were fully adopted. It would be beneficial in 2012 to review the best practices, compare those best practices to current SALC practices, and work to make necessary improvements. This could be considered an internal audit on our part with the coordination of the staff.

Lastly, we want to thank all of our volunteers who help with the weekly offering counting. Personally, I want to say it has been a pleasure working with the Stewardship Ministry throughout the year. Our partnership has given the Finance Ministry more insight into the decisions we make.

Yours in Christ

Nate Weller

Chairperson

Member Outreach Ministry

Chairperson: Linda Vogen

Council Liaison: Annette Green

Staff Advisor: Pastor Craig Swenson

Members: Babs Hintz, Dan Holt, Lucy Lahr, and Billie Schmidt

The goal of the Member Outreach Ministry is to help each member feel they are a part of the SALC family. As members of a family, we need to support and acknowledge each other in time of need and blessing, welcome each other, try to know and understand each other, and perform the necessary jobs to keep the family functioning. We try to facilitate this through our many outreach programs. Three times in 2011, we hosted the New Member Orientations and Receptions welcoming new members when they were officially received into the church family.

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

Our *Care Notes Program* and *Sunshine Circle* minister to our members during times of need. *Care Notes* provide reading material that may offer solace and reflection in regard to personal situations. The *Sunshine Circle* makes phone calls, provides meals, and sends cards made by our Sunday School children to members telling them that we are thinking of them and that they are in our prayers. This outreach also does the calling when food is needed for funerals or other events.

The *Tuesday Quilting Group* meets the second week of the month and welcomes any member wanting to participate making quilts for members of our community. A large number of quilts were made. The *Lutheran World Relief Quilt Group* meets on Mondays the first week of the month and made about 35 quilts that were sent to World Relief. In addition, prayer shawls were also knitted or crocheted.

Member Outreach is working to bring two new outreach programs to the congregation. The first is a visitation program where members of the congregation will be trained to bring communion, conversation, and comfort to those who are homebound. The other is a prayer ministry where members will purposefully pray for those who are in need of special prayers.

Respectfully submitted,
Linda Vogen
Chairperson

Memorial Gift Ministry

Chairperson: Marilyn Olson

Council Liaison: Eric Jacobson

Staff Advisors: Pastor John Roseth, Pastor Craig Swenson and Shelby Gjertson

Committee Members: Ron Goetzke, Annette Green, Dick Jarvis, Roger King, Mary Kregel, Patty Marceille, Donna Peth and Julie Weller

The overall role of the Memorial Gift Ministry is to monitor the Memorial Gift Guidelines, maintain a list of needed "gifts" and disburse monetary gifts in a timely manner. If the gift is designated to a certain area, we will work to make sure it is used for that purpose. If the gift is undesignated, we will discuss what Saint Andrew needs at the time.

Memorials received in 2011 by Marjory Nielsen and Samson/Peterson have been used to purchase a Koala Bear changing station, hooks and a diaper genie for the nursery.

Eric Jacobson has volunteered to set up a meeting with someone from Thrivent Financial to explain how to set up endowments to Saint Andrew.

Phil Bickley (from the Property Ministry) asked that a percentage of undesignated funds be given to the parking lot resurfacing project to be completed in four years. The ministry voted to give them 10% of all undesignated funds for the next four years.

Our main goals for 2011 are to finish the landscaping project on the south side of the church, install a wheelchair accessible door at the west entrance of the church, purchase new white paraments, install a hand rail by the sidewalk at the northeast entrance to the church, purchase a projector and a screen for the fellowship hall and assist with other ministry items as necessary and as monies are available.

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

Respectfully submitted,
Marilyn Olson
Chairperson

Personnel Ministry

Chairperson: Wayne Johnson

Council Liaison: Rick Radloff

Staff Liaison: Shelby Gjertson

Members: Julie Brekke, Ben Bliven, Pam Clark and Penny Novak

Duties and Responsibilities of the Personnel Ministry:

- Develop appropriate personnel policies and procedures
- Reassess 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?

- Held mid-year staff reviews and recognized staff for continued hard work.
- Worked closely with the 5-Year Staffing Task Force on identifying future staffing needs.
- Completed the initial review and updates to Non-Clergy Personnel Policies Handbook. The recommended updates will be sent to the Church Council for approval the first quarter of 2012.
- Developed budget proposal for all employees' based on:
 - 2011 EMR pledges
 - Council approved staff changes recommended by the 5 Year Staffing Task Force.

What are your goals and visions for next year?

- Develop job descriptions for Contract Pastor and Christian Education Coordinator
- Update all staff job descriptions based on proposed change from 5-Year Staffing Task force.

Property Ministry

Chairperson: Jim Kraeger

Council Liaison: Tim Wimmer

Staff Liaison: Shelby Gjertson

Members: Al Brace, Steve Mangels, Dave Paisar, Bill McCabe, Brian Marquardt, Rodger Josiger, Jeri Brunner, John Brauer, Gregg Oelke, and Jerry Waraksa

The Property Ministry oversees the care, maintenance, repair, protection and replacement of equipment and furnishings for Saint Andrew Lutheran Church. It also oversees the care maintenance, repair, protection and landscaping of the church grounds. The ministry coordinates the use of all property with other congregational ministries as well as other groups outside of the church.

The goals achieved in 2011 were:

- Moved the brown shed
- Added two handicap parking spaces and signs
- Fall pruning
- Coordinated the spring clean-up
- Sold the bus
- Power washed and painted the south side of the building

The goals and visions for 2012 and beyond are:

- Purchase and install site glass in 13 interior classroom and office doors
- Replace the sanctuary back door
- Install permanent electrical runs to the brown shed
- Spring and fall clean-up
- Utilize new time and talent volunteers for projects
- Re-surface the parking lot in the next five years

Respectfully submitted,

Jim Kraeger

Chairperson

Social Ministry

Chairperson: Adam Wurz

Council Liaison: Mary Wittich

Members: Maureen Anklam, Marge Bohlman, Sandra Fisher, Pat Luce, Connie Meurett, Jill Meyer, Billie Schmidt, Jeanne Willems and Kathy Wurz

Purpose of the Ministry: Programs and activities have been developed and expanded by Social Ministry to minister to the needs of the members of Saint Andrew and to the needs of our neighbors beyond the doors of Saint Andrew.

Goals achieved in 2011: Once again in 2011 Social Ministry enjoyed the support of many volunteers from our generous congregation. Without their help and support there are many events that would not be possible including:

- The Super Bowl Snack Sale which raised funds for the food pantry
- Cooked and served five Lenten Soup and Sandwich Dinners to raise funds for the food pantry
- Made a hand-crafted banner and sent it with a partnership candle to our sister congregation in Zeerust Africa
- Used the Cradle of Love to collect items for our food pantry
- Collected food and school supplies from students in Vacation Bible School
- Sold Fair Trade coffee and chocolates to support the cause
- 42 school bags and 62 quilts (33 made by one church member alone) were donated to Lutheran World Relief
- 20 additional quilts were made and distributed to individuals within our community
- Cooked and served Community Dinners to about 100 people on each of 6 Sunday evenings during the year
- Provided 10 gallons of soup for the Empty Bowls fundraiser for the Neighbor's Place
- Collected groceries through the Youth Scavenger Hunt
- Filled food baskets for over 60 families for Easter, Thanksgiving and Christmas
- Filled food baskets for families as needed throughout the year
- In conjunction with Our Savior Lutheran Church in Merrill, we held a benefit to raise money for the victims of the tornado in Merrill, raising over \$5600 with the help of matching funds from Thrivent Financial

Goals and Visions for 2012:

- Continue to meet the needs of our congregation through our mission – Matthew 25:35
- Continue to reach out beyond our church doors to be of service to our neighbors
- Recruit new ministry members and volunteers
- Take a lead role in the anticipated visit of members from our sister congregation in Zeerust Africa
- Improve our communication about what services we provide to the families and friends of Saint Andrew Lutheran Church
- Continue the established fundraising endeavors already in place to support the food pantry
- Act as representatives for the mission of Lutheran World Relief for our congregation

Stewardship Ministry

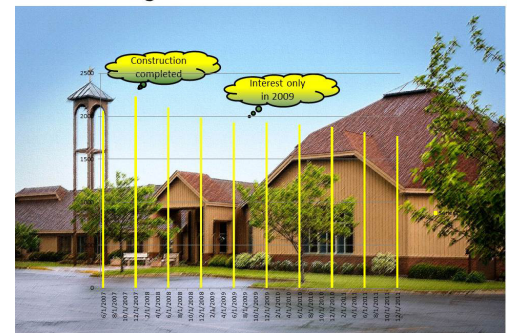


Our Stewardship efforts in 2011 resulted in very positive results. A number of Stewardship messages were sent to all members of the congregation, including those focused on the "Spare a Buck" campaign, proportional giving program, and debt reduction appeal. Calendar year 2011 ended with actual contributions exceeding pledged amounts by \$35,000 and, in addition, \$33,000 of debt reduction contributions were directly applied to the mortgage. Current indebtedness is now \$1,769,000, down from \$2,226,000 in 2007 at the completion of construction. The 2012 giving envelope has now been modified to allow members to separate general fund

giving from mortgage reduction giving. Thanks to all congregational members for your generous stewardship!

The 2012 Every Member Response campaign was divided into two distinct campaigns: in the summer, "Time and Talent" requests were mailed to members, and, this fall, the pledge requests were distributed. The current 2012 EMR pledge response has been disappointing with only 32% of congregational members having submitted a pledge. From 2011 to 2012, this represents a 12% decline in the pledged funds. Consequently, the Stewardship ministry has recommended a reduced budget. Follow-up calls will be made to members who pledged and gave in 2011 and have not yet pledged in 2012.

Progress Toward Debt Reduction



Stewardship is a call to each of us, with thankfulness to give back to God as He has given to each of us!

Respectively submitted,

Donovan Brekke
Stewardship Ministry,
Chairperson

Saint Andrew Lutheran Church WAUSAU, WISCONSIN		Offering for Ministry Support \$ _____ Mortgage Reduction \$ _____ Total Enclosed.....\$ _____	
		1188	JAN 15 2012
Giving is Simple			

Worship Ministry

Chairperson: Cheryl Allen

Council Liaison: Sara Millard

Members: Barb Breese, Al Freiberg (Coordinator of Music), Pauline Hartman, Christy Keele (Nursery Chairperson), Marilyn Olson (Altar Guild Chairperson)

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

- Altar Guild
- Communion Helpers
- Lay Readers
- Music, including
 - Accompanists
 - Bell Choir
 - Chancel Choir
 - Children's Choir
 - Special services and musicians
- Nursery
- Ushers

In 2011, the Worship Ministry, like all the ministries at Saint Andrew, was challenged by a severely reduced budget. Tracking and controlling expenses without hurting the quality of worship was our top priority this year. All the volunteers who served in the above ministries gave their time and talent to accomplish this goal. Thank you!

In spite of our budget constraints, Worship implemented two innovations this year: Adding a gluten-free option for Sunday communion and creating a truly functional and staffed Nursery. We were blessed with timely help from two people who stepped forward at the right time to set up the programs.

Laura Seanor stepped forward to work with Marilyn Olson and the Altar Guild on the guidelines for baking and handling gluten-free bread and juice. New bakers have volunteered to bake the bread, donating their time and ingredients, as all the Altar Guild bakers do.

Christy Keele recognized our need for a working nursery and stepped forward to help set it up even before she and her family became members. She identified a 'must-have' list including a diaper deck, play yard, shelving and storage. Our budget couldn't pay for any of it, but once again we were blessed – the Memorial Gift Ministry had money available to outfit the Nursery. A parish member donated a cabinet to store shoes. As of year-end, the Nursery was staffed with volunteers for most Sunday services and is a safer and more convenient space for the children of Saint Andrew.

In 2012, we will be taking on new challenges and adapting to changes. Marilyn Olson has retired from the Altar Guild and Shelby Niskanen will be assuming her duties. We are hoping to work with Christian Education to implement training and enrichment for all the volunteers in the worship ministries. Our overall goal will be to continue to support the mission statement: To provide the best possible environment for worship at the church of Saint Andrew that will help every member express their faith in God through Jesus Christ.

Respectfully submitted,
Cheryl Allen
Chairperson

Altar Guild

Chairperson: Marilyn Olson

Members: Mavis Bloom, Cindy Brenner, Sandra Fischer, Jodi Gargulak, Pam Levrea, Patti Marceille, Ann McDonald, Sue McFaul, Joleen Meier, Marilyn Olson, Donna Peth, Vicki Porter, Joyce Schoepke, Carmen Siegel, Stephanie Wage, Mary Weiland, Julie Weller and Mary Wittich.

Staff Liaison: Al Freiberg

Council Liaison: Sara Millard

The Altar Guild at Saint Andrew is considered to be a "quiet ministry", requiring consistency and dedication of its members to get things done in a timely fashion. We work in 6 teams and have 18 members. We are grateful to our new helpers, Georgie Fischer and Sherri Hessen for cleaning the altar and Credence table after most of the Thursday evening services throughout the year and thanks goes to Pam Burnett who retired from that duty.

Our weekly responsibilities include: baking the communion bread for all 4 services; setting up and taking down the communion bread, wine and credence cloths after all of the services; changing the color of the paraments on the altar according to our church calendar; filling the candles on each side of the altar with oil; and putting the flowers on the altar.

Many thanks to Mary Wittich for laundering all of the linens throughout the year and to Sandra Fischer who overlooked my altar guild responsibilities over the winter while I was in Arizona. The sexton, Ron Sandquist, takes care of all of the Baptismal details

We decorate the main altar and the chapel for Easter, Thanksgiving and Christmas to add to the beauty of the current season. Spring flowers grace our altar for Easter. Pumpkins, gourds, bittersweet, pine cones, etc. are used for the Thanksgiving display. Christmas decorations include a large ceramic Nativity set, small white lights and Poinsettias plus a small Nativity set that we place on the baptismal font.

Another responsibility is ordering all of the Communion wine from the Rib Mountain IGA and the beige hosts and white wafers from the Christian Bookstore. We use about four cases of wine (\$160), ten boxes of the beige hosts (\$130) and ten bags of the white wafers (\$60) for communion during the course of a year at Saint Andrew.

As of July, we now offer gluten-free bread and white grape juice for communion only on Sundays for those who need to follow a gluten-free diet. Laura Seanor coordinates the baking of the bread and she bakes as well as Helene Gjertson, Sheila Hagen, Linda Peterson and Rebecca Sonnentag and family.

We help serve, make desserts and clean up one Wednesday night for the Soup and Sandwich Supper during the Lenten season. Five of us strip the altar at the Maundy Thursday evening service. A special thank you goes to Lenette Hoover and her family this year for baking the bread, setting up and serving at the 6:00 am Easter service on the mountain.

As the chairperson, I also represent the altar guild at the Worship Ministry meetings on Ministry Night as we are a part of the Worship Ministry.

Bev Schmidt, a Saint Andrew member who works for Blossoms and Bows, continues to make up our weekly altar bouquets. She does a beautiful job for us and we thank

her for her creativity. We order the Easter flowers and Christmas Poinsettias from Blossoms and Bows as well.

A very special thank you goes to Shannon who always supports our ministry throughout the year by doing all of the physical work!! Thanks, Shannon!! And many thanks to Joy and Shelby for their help and support with my many projects and phone calls. I especially have appreciated the support from Pastor John over the years and from Pastor Craig for the short time he has been here.

I also want to thank my husband, Doug, who has been my computer expert and personal "secretary" setting up all of the programs for my paperwork for each meeting plus helping me haul the wine, set up for communion, change the paraments, etc.

It has been an honor and a privilege to serve on this committee for the past 13 years, but it is time to pass the torch to someone else and that someone else is Shelby Niskanen who has agreed to be the next Altar Guild Chairperson. I wish her luck and I know she will love working with this dedicated group of women. I could not have asked for a better group to work with as they have been very flexible and willing to do most anything that I asked of them. There have been many joys and very few problems so I am thankful for that and I know that we will be friends forever. I know that I will miss being the "church lady" here at Saint Andrew!!!

Respectfully submitted,
Marilyn Olson
Chairperson

Youth Ministry

Chairperson: Lenny Kersten

Council Liaison: Randy Trollop

Coordinator of Youth: Everett Schmidt "Schmidty"

Members: Carol Matushak, LeAnn Stankowski, Autumn Foley, Bev Schmidt

The purpose of the Youth Ministry is to provide activities and stewardship that helps the youth of our congregation stay involved with the church. Also, it builds relationships that can help them grow along their faith journey.

Over the past summer the Senior High Youth raised all the funds needed to complete a successful mission trip to Philadelphia where they worked at a local soup kitchen, helped out at a thrift shop and at an elderly center (21 youth, 3 adults).

Saint Andrew Youth Ministry works with the Coordinator of Youth to support and promote youth ministry at Saint Andrew. Activities are geared toward three age groups: 6th grade, 7th & 8th grades, and 9th–12th grades.

The 6th grade activities include bowling (12 youth), scavenger hunt to collect for the food pantry (6 youth), Christmas caroling, tubing (70), baptism retreat (33), Junior High Youth Gathering (JYG) (10 youth, 2 adults), CROP Walk (12 youth and adults) and swimming (12).

The 7th and 8th grade activities include corn maze (14), CROP walk, tubing, JYG and Christmas caroling. The 7th grade students attend Confirmation Camp at Waypost for a week in the summer as part of their confirmation journey (22 youth).

Our High School group, 9th–12th grades, had numerous fundraisers including a treasure sale, sub sale, Easter breakfast, apple pie sale and brat fries. They also help with the highway clean-up, monthly community dinner held at the First Presbyterian Church in Wausau, and Lenten soup. Some of their activities include broomball (16 youth), CROP walk, Senior High Youth Gathering (SYG) (21 youth, 4 adults), a progressive dinner (22) and Christmas caroling (18 youth and adults). There is a Senior High Youth Board that meets monthly to help plan activities. The summer of 2012 the Senior High Youth will be attending the National Youth Gathering in New Orleans (23 youth, 4 adults).

Our youth ministry is open to all youth at Saint Andrew. Our goal for the upcoming year is to get parents involved with the planning & programming and more youth of all ages participating in the activities offered at Saint Andrew. We thank the congregation for their continued support of this ministry and ask for your ideas and involvement. You are always welcome to attend Ministry Night and the Youth Ministry meetings.

Respectfully submitted,
Lenny Kersten
Chairperson