



Evangelical Lutheran Church in America

God's work. Our hands.



ANNUAL REPORT

2019



**Saint Andrew Lutheran Church
Annual Report
For Year Ending December 31, 2019**

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2019 CHURCH COUNCIL

NAME	OFFICE/MINISTRY LIASON	TERM EXPIRES
Kerry Fehrman	President	January 2021
Derek Hoff	Vice-President	January 2022
Dayna Herold	Faith Formation	January 2022
Lyn Weis	Fellowship	January 2020
Derek Hoff	Finance/Stewardship	January 2022
Kerry Fehrman	Memorial Gift	January 2021
Tammy Schilling	Member Outreach	January 2020
Ken Luer	Personnel	January 2022
Chris Hagen	Property	January 2021
Sandra Fischer	Social	January 2021
Herb Heyne	Worship	January 2020
Dan Malm, Alternate		January 2020

SAINT ANDREW LUTHERAN CHURCH				
BALANCE SHEET				
December 31, 2019				
			DESIGNATED	
ASSETS	OPERATING		FUNDS	TOTAL
CURRENT ASSETS				
CASH	5,047		177,945	182,992
Endowment Savings			5,025	
Endowment @ ELCA			57,658	57,658
Seminary Funds @ ELCA			7,304	7,304
FIXED ASSETS				
LAND AND BUILDING				
CHURCH SITE	171,300			171,300
BUILDING IMPROVEMENTS	3,633,473			3,633,473
SUBTOTAL				
TOTAL ASSETS	3,809,820		247,933	4,057,753
LIABILITIES AND FUND BALANCES				
CURRENT LIABILITIES				
TAXES PAYABLE (Payroll)	5,158			5,158
LONG TERM LIABILITIES				
CHURCH SITE AND BUILDING	658,813			0
TOTAL LIABILITIES	663,971			663,971
FUND BALANCES				
FUND BALANCE	3,145,849			3,145,849
DESIGNATED FUNDS				
04 SABBATICAL FUNDING			19,015	
05 WEDDING/EVENT DEPOSITS			1,866	
06 FELLOWSHIP			3,304	
07 WORLD HUNGER			765	
08 SOCIAL MINISTRY			4,044	
09 PASTOR DISCRETIONARY-COLLINS			1,476	
10 MUSIC FUND			1,587	
11 ADMIN DISCRETIONARY FUND			873	
12 GOOD SAMARITAN FUND			607	
18 BUILDING MORTGAGE FUND			1,960	
20 BUILDING CAPITAL FUND			0	
21 YOUTH			5,911	
23 ZEERUST			300	
25 PROPERTY MINISTRY			15,000	
28 MEMORIAL GIFT FUND			11,618	
29 KITCHEN			2,745	
30 ROSE FUND			157	
40 CONTIGENCY FUND			77,719	
50 SEMINARY ENDOWMENT FUND			7,304	
55 ENDOWMENT FUND			62,683	
41 EOY CARRY FORWARD			29,000	
			247,933	247,933
TOTAL LIABILITIES AND FUND BALANCES	3,809,820		247,933	4,057,753

SAINT ANDREW LUTHERAN CHURCH					
INCOME STATEMENT					
For the Year ended December 31, 2019					
	2,019	2,019	B/(W)	2,018	
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>VARIANCE</u>	<u>LAST YEAR</u>	
OPERATING INCOME					
CONTRIBUTIONS	744,949	748,000	(3,051)	759,498	
BUILDING USE DONATIONS	1,821	2,000	(179)	1,725	
INTEREST INCOME	1,066	0	1,066	473	
TOTAL OPERATING INCOME	747,836	750,000	(2,164)	761,696	
TRANSFER FROM CONTINGENCY FUND	0			0	
TOTAL INCOME	747,836	750,000	(2,164)	761,696	
OPERATING EXPENSES					
OUTREACH MINISTRIES					
REGULAR BENEVOLENCE	44,263	44,300	(37)	45,586	
EXTENDED MINISTRIES					
WORSHIP	6,118	11,125	(5,007)	9,254	
CHRISTIAN EDUCATION (Faith Formaion)	13,433	16,650	(3,217)	7,227	
MEMBER OUTREACH	1,852	1,755	97	1,651	
SOCIAL MINISTRY	0	0	0	0	
FELLOWSHIP	0	0	0	0	
YOUTH	0	0	0	284	
STEWARDSHIP	2,831	2,850	(19)	3,249	
SUPPORT	412,712	492,360	(79,648)	460,841	
PROPERTY CHURCH SITE	37,802	34,450	3,352	33,905	
SUB-TOTAL	519,010	603,490	(84,480)	561,997	
CHURCH FIXED EXPENSES(Utilitites)	34,109	34,555	(446)	35,937	
FINANCE EXPENSE	1,294	1,400	(106)	1,259	
MORTGAGE EXPENSE	151,274	150,000	1,274	150,000	
TOTAL OPERATING EXPENSES	705,687	789,445	(83,758)	749,193	
TRANSFER TO DESIGNATED FUNDS	42,148	0	42,148	12,503	
TOTAL EXPENSES	747,836	789,445	(41,609)	761,696	
EXCESS OPERATING INCOME/(EXPENSE)	0	(39,445)	39,445	0	

REPORTS

Mission Statement

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

MEMBER STATISTICS - 2019

History of Baptized and Confirmed Membership 1981-2019

Year	Baptized	Confirmed	Baptized Change	Confirmed Change
1981	351	213		
1982	446	269	+ 95	+ 56
1983	521	297	+ 75	+ 28
1984	588	332	+ 67	+ 35
1985	697	403	+109	+ 71
1986	767	451	+ 70	+ 48
1987	912	525	+145	+ 74
1988	1020	625	+108	+ 100
1989	1208	703	+188	+ 78
1990	1295	815	+ 87	+ 112
1991	1351	855	+ 56	+ 40
1992	1403	912	+ 52	+ 57
1993	1440	940	+ 37	+ 28
1994	1605	1013	+165	+ 73
1995	1724	1105	+119	+ 92
1996	1797	1178	+ 73	+ 73
1997	1974	1293	+ 177	+ 115
1998	2114	1430	+ 140	+ 137
1999	2144	1461	+ 30	+ 31
2000	2239	1534	+ 95	+ 73
2001	2288	1589	+ 49	+ 55
2002	2402	1651	+ 114	+ 62
2003	2504	1746	+102	+95
2004	2577	1833	+73	+ 87
2005	2616	1866	+39	+ 33
2006	2711	1894	+95	+ 28
2007	2766	1923	+55	+ 29
2008	2855	1984	+89	+ 61
2009	2939	2074	+84	+ 90
2010	3026	2112	+87	+ 38
2011	3127	2184	+101	+ 72
2012	3176	2205	+ 49	+ 21
2013	3185	2197	+9	-8
2014	3197	2215	+12	+18
2015	3213	2214	+16	-1
2016	3187	2173	-26	-41
2017	3207	2171	+20	-2
2018	3225	2180	+18	+9
2019	3227	2193	+2	+13

Membership Age Grouping										
Age	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
0-5	273	265	241	214	192	175	175	169	168	157
6-10	221	227	246	253	252	252	234	215	196	178
11-15	228	238	232	225	228	230	234	239	246	261
16-20	211	201	212	223	228	233	242	224	224	232
21-25	182	199	206	223	208	211	202	214	222	230
26-30	183	178	176	181	194	208	216	217	215	218
31-35	211	210	227	223	227	220	199	190	189	217
36-40	199	210	212	207	212	220	217	229	233	276
41-45	222	226	222	227	203	200	208	196	196	221
46-50	228	212	222	218	220	228	232	226	224	196
51-55	215	224	229	233	230	236	210	208	213	218
56-60	188	199	206	212	221	215	220	226	227	228
61-65	145	163	169	161	178	197	193	194	200	216
66-70	75	88	106	124	139	150	159	159	154	171
71-75	38	40	52	59	70	79	87	98	126	129
76-80	47	46	43	43	42	40	40	50	55	68
81-100	30	34	38	42	46	54	56	57	57	63

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

2019 PASTORAL ACTS
New Members & Attendance Breakdown

Pastoral Acts - 2019	
Baptisms	19
(Adult)	0
Weddings	8
Funerals	16
First Communion	17
Confirmations	
Youth	31
Adult	0

New Members Received 2019	
February 24	9
October 13	12
Joined via Confirmation	3
TOTAL	24

Average Weekly Worship Attendance		
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(Between 1981 and 2019)

Year	Avg. Att.	Change
1981	165	0
1982	182	+ 17
1983	196	+ 14
1984	214	+ 18
1985	263	+ 49
1986	244	- 19
1987	292	+ 48
1988	303	+ 11
1989	311	+ 8
1990	347	+ 36
1991	338	- 9
1992	345	+ 7
1993	330	- 15
1994	357	+ 27
1995	389	+ 32
1996	420	+ 31
1997	482	+ 62
1998	503	+ 21
1999	523	+ 20
2000	542	+ 19
2001	543	+ 1
2002	559	+16
2003	587	+ 28
2004	552	-35
2005	558	+6
2006	508	-50
2007	593	+85
2008	603	+6
2009	548	-55
2010	525	-23
2011	593	+68
2012	565	-28
2013	550	-15
2014	545	-5
2015	524	-21
2016	531	+7
2017	535	+4
2018	493	-42
2019	482	-11

Average Worship Attendance – 2019	
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Thursday

12:15	34
6:15	25

Sunday

8:00	124
9:30	210
10:45	19

Special Worship Services - 2019	
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Ash Wednesday (12:15)	96
Ash Wednesday (6:15)	266

Midweek Lenten Worship (12:15) (avg.)	71
Midweek Lenten Worship (6:15) (avg.)	178

Maundy Thursday (12:15)	81
Maundy Thursday (6:15)	89

Good Friday (12:15)	313
Good Friday (6:15)	123

Easter Sunday (6:00)	472
Easter Sunday (8:00)	295
Easter Sunday (9:30)	473
Easter Sunday (11:00)	86

Thanksgiving Eve (6:15)	65
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Christmas Eve (4:00)	359
Christmas Eve (6:00)	465
Christmas Eve (8:00)	319
Christmas Eve (10:00)	129
Christmas Day (9:30 am)	107

Associate and Lead Pastor

Pastor Jenn Collins

*"Lord let my heart be good soil, open to the seed of your word.
Lord let my heart be good soil, where love can grow and peace is understood."*

- Handt Hanson

The definition of growth spurt is "growing quickly and suddenly in a short period of time." It's amazing to me that a kernel of corn can go from being planted late in April to a 10-foot-tall plant in about 56 days; and be fully harvested in 135 days. What's more amazing is that this happens every year. The stole and paraments that we see the most at Saint Andrew are the green set that feature leaves and berries which represent growth.

This was a year of growth at Saint Andrew in every sense of the word. In the reports that follow mine you will find a harvest of fruit – where through diligent planning and care, people have extended the mission of Saint Andrew deeper and wider than ever before. When your mission is *openness* to everyone, because of Christ's openness to us, the fruit of that openness looks like growth.

Because of Saint Andrew's unique mission, to be open to all through worship, learning, witness, and service, we have seen people's lives change for the better. The hungry have been fed; the homeless have been visited; the stressed out parent has been consoled; the ones in love have been married; homes have been blessed; babies have been baptized; children have been taught; communion has been brought; the burden of grief has been shared; the choirs have sung, and throughout it all, God has been providing growth.

Growth can also feel like change. And change can sometimes be difficult and even sad. In 2019 we had two significant farewells: After 12 years of faithful service in the role of Parish Administrator, we bid farewell to Shelby Gjertson. Her deep faith and care in ensuring a smooth transition was a gift to me personally and professionally. After ten months of faithful service, Pastor Gary Brandenburg ended his interim ministry at Saint Andrew and is now ministering to Grace Lutheran Church in Tomahawk. His wisdom and guidance helped me to grow in my sense and understanding of "call" and I am grateful to call him "friend."

This was also a year of substantial change for me. Seven years (to the day) after you called me to serve as Associate Pastor, my first call came to an end as you entrusted me again to serve in a new capacity as Lead Pastor. Although the pastoral care part is the same, as is the worship leading, preaching and teaching, much of the behind the scenes work is not the same. When asked by colleagues how things are going at Saint Andrew and with my call I will often reply, "It's a new call in a familiar setting."

We also are fortunate to see the good fruit growing as a result of the diligent work of the faith formation ministry: Jenna Diedrich joined the staff in August and has brought with her significant leadership development skills and her focus on working with the confirmation program and learning at every age has brought some much needed consistency to these opportunities.

I have been challenged to grow in asking for help frequently, and so many of you have responded with care, support, and encouragement. Your notes, kind words, visits, and cards have sustained me in this season of fullness. A special thank you to Joy Mitchell, Shannon Vujnovich, Pastor Jeff Martinson, Al Freiberg, Sheldon Geiger, and the rest of the staff is necessary. As is to the church council, ministry leaders and members, and the executive council, Kerry Fehrman and Derek Hoff, who have given so much of their time and energy in this year of transition. This talented and strong team continues to work hard for the mission of Saint Andrew and so many of you and I am fortunate to serve among them.

Soon we welcome Pastor Justin Smoot who will share with us his love for God's story and provide good and steady pastoral care for members of Saint Andrew and this community. I am excited to watch him

flourish and grow well into this new call that we all share together with him as he begins to enter your lives in the role in which it has been a privilege of mine to serve.

Now as we begin the 40th year of our life together – I look forward to witnessing the continued growth that is possible when we are planted together in good soil and open to the seed of God's good word among us.

With peace from God and gratitude for all of you and our life together,

Pastor Jenn Collins

Visitation Pastor

Pastor Jeff Martinson

2020! Holy Wow! It seemed like yesterday as I began 2019 with: “When we’ve been there ten thousand years bright shining as the sun; we’ve no less days to sing God’s praise than when we’d first begun.”

We didn’t know what 2019 would have in store (please accept this personal report in relationship to my work/calling). In February I went to Florida to celebrate my parents’ 70th wedding anniversary. It was a wonderful time - though at ages 93 and 95 there were concerns. From August to September I made three more trips. Dad needed emergency surgery, and when hopes for his recovery and rehab were exhausted, he was admitted to hospice care, and died September 25th.

Thus, we return to the theme of “Amazing Grace” every year - for me, every other day. Dad (Harland) was an independent, determined, stubborn promise keeping Norwegian; he was to care for Mom, as was the vow.

My Dad was not meant to lie in bed in a hospital gown; he wanted his shoes; to go work in the orchard, to check out the car. He had driven three million miles (two million as a truck driver). Last February he drove us the 30 miles to Abiding Savior (their church) for worship. Dad passed the faith on to his children. Last April Dad and Mom were the Easter Greeters – robustly pushing walkers with the news of the Resurrection of our Lord.

Dad had a faith-salvation story which he had submitted to Guidepost. On that wintry day, early morning on ice, he lost control of the semi-trailer carrying dairy products on I-94 between Milwaukee and Madison. The trailer skidded and swerved, crashing down the embankment into the Rock River – where it stopped. The refrigeration unit slammed, clanked and shook the cab, as the large truck clung, by that unit, to the great rock before the river. Amazing Grace - sound familiar? The man in the tow truck assessing the situation, asked Dad if he believed in God (pointing out how his life was spared-saved).

In hospice care, when he wanted his pants on to go to work, I helped to remember the story, and all the trips he made - prayed safely home. As God has, God promised and will. (Dad sincerely sought to imitate Christ, in his way, he was a light. Even then we shared real and current concerns we had about the country; then he would affirm that God is still in control, and to trust.) Let’s back up a verse or two:

“Through many dangers, toils and snares, I have already come; tis grace has brought me safe thus far, and grace will lead me home.”

So, then my Dad asked if we could take a picture. In that smile was salvation in both real and eternal time. (Say Cheese and Go Packers was a line and crinkle). I realized my roles, Son, Pastor-Chaplain - callings and roles were joined in blessing. And, certainly, I can thank my Father, in part, for this grace that I can be here now in this wonderful place, even in this very challenging time to help keep faith and affirm God’s saving grace to a world, yet lost and idolatrous, which God so loved.

Then if there are no less days to sing God’s grace, there is no less grace to speak God’s Word, and proclaim God’s Love, than when we first begun. Thanks be to God; Thy kingdom come!

Grace and Peace,
Pastor Jeff Martinson

President

Brothers and Sisters in Christ;

What a wonderful, spirit-filled year of transition we have had at Saint Andrew. With the guidance of the Holy Spirit, Saint Andrew called Pastor Jennie Collins as our Lead Pastor in June, and shortly thereafter in November we called Pastor Justin Smoot as our new Associate Pastor. The dedicated team of capable and faithful leaders that comprise our church council, ministry teams and church staff navigated the many changes and challenges associated with these transitions with confidence and grace. Their faith in the mission of Saint Andrew and their love, compassion and care for one another and our community are visible daily in the many works done and words spoken among us.

In 2019 the Church Council was kept busy approving and overseeing projects associated with the pastoral transitions. Most notably being the updates to office spaces, IT and security systems. The council also approved the refinance of our mortgage of \$675,000 for 5 years. You will find more details of these updates and the other works of our ministries in the detailed ministry reports included in this report.

I am grateful for you, my brothers and sisters in Christ, and I look forward to 2020 and celebrating with you the 40th Anniversary of Saint Andrew ministry in our community.

Respectfully submitted,
Kerry Fehrman

Vice President

My Fellow Members,

As a new addition to the church in 2018 and new addition to church leadership in 2019 I have been enlightened to the beauty of our church, the members, the staff, the ministry groups and the council. There is a lot that happens behind the scenes that I was unaware of. There are a lot of people that put in a lot of time, effort, and energy into making this church so exceptional. I simply want to share my newfound appreciation for all the things that happen here at Saint Andrew. I want to thank all of those that have volunteered, and I encourage anyone who hasn't, to consider giving it a shot. Join a ministry group! Volunteer to usher! Join the choir! Teach Sunday school! There are so many opportunities to give glory to God through our work in the church. Ask me, the staff, or anyone in leadership how to get involved!

We have been blessed with two pastoral moves this year: two accepted calls by two exceptional people to guide us into the future with Christ. I look forward to serving with you all in 2020 as we celebrate the 40th anniversary of Saint Andrew!

Respectfully submitted,
Derek Hoff

Faith Formation Coordinator

The Faith Formation Coordinator Position officially started in August of 2019. This position came with a full schedule of programs already in place with room to explore new and different ways to guide Saint Andrew members on their lifelong faith formation journeys.

September kicked off with Rally Sunday and the church picnic and 99 students attended the first day of Sunday school. Confirmation started, welcoming in 17 - 7th grade students.

October was a busy month starting with the 9th grade confirmation retreat and then worship confirming 31 students. I also attended the Vibrant Faith Symposium in Chicago. It was a very informative experience and the ideas I picked up there were very influential in creating my plans for a model of lifelong faith formation to present to Saint Andrew in 2020.

In November we taught First Communion sessions to 15 students. This was a new time of year, and the First Communion worship was held during the early part of December during Advent. We also had three people attend the 5G: Generosity Project in Plover to learn skills in Intergenerational Programming.

Faith Formation presented "Too Many Shepherds" as the annual Christmas Program for Sunday school students. The skit was a change of pace from the previous years of singing. It was also optional for kids to participate.

Throughout the fall season we also created a committee to plan the 40th anniversary in 2020. The team came up with four events to highlight the legacy of SALC and celebrate the gifts we have been blessed with over the last 40 years.

I also worked to enhance Saint Andrew's online presence, highlighting archives and history posts as well as current events happening at church and engaging our online audience.

These areas of the Faith Formation Report have received focused efforts:

- Develop Faith Formation Ministry and associated staff leadership that supports all members on their life-long faith formation journeys
 - Hired full-time Faith Formation Coordinator
- Enhance Saint Andrew communications to allow for consistent awareness among members and the community we serve
 - Improved SALC's Facebook presence
- Created a 40th Anniversary Team for 2020 celebration
- Develop Small Groups that allow self-management with faith growth, community, social, and relationship building connections
 - Started "Evening with the Holy Sprits" as a casual faith-based discussion group

Goals for 2020

- Strengthen relationship to community, with fellow conference churches and other faith groups in the area
 - Host Global Leadership Summit
- Create opportunities for intergenerational engagement and relationships
 - Facilitate Generosity Project: 5G throughout the year
- Develop a model and framework for lifelong Faith Formation within Saint Andrew
 - Work with/incorporate 40th Anniversary

Respectfully submitted,
Jenna Diedrich

Faith Formation Ministry

Chairperson: Stephanie Birchler

Council Liaison: Dayna Herold

Members: Mark Clark, Erin Jacobson, Karoline Schwantes, Heidi Wiesman, Leann Boll, Sheila Hagen and Lisa Werger

Purpose:

To support the life-long faith formation journeys of all members by offering educational opportunities and fostering a sense of community.

What did we accomplish over the past year?

The Christian Education and Youth ministries officially became one: Faith Formation Ministry. We continued to provide the existing faith formation programs while working to implement the recommendations of the Faith Formation Task Force. One major accomplishment was hiring a Faith Formation Coordinator; Jenna Diedrich joined the Saint Andrew Staff in August 2019. Thank you to the Personnel ministry, staff and council for making our dream a reality! Other accomplishments this year include:

- Revamping Vacation Bible School to be led by Saint Andrew volunteers and gearing the experience toward 4-year-old – 2nd grade members and friends
- Partnering with Crossways to offer Day Camp at Waypost, a VBS alternative for 2nd – 6th graders, including children and volunteers from First English and Good Shepherd congregations
- Recognizing high school graduates during 9:30 am worship as part of our goal to recognize milestones with the congregation
- Celebrating First Communion during 9:30 am worship as part of our goal to recognize milestones with the congregation
- Experimenting with a Children's Choir
- Experimenting with a "Evening with the Holy Spirits" small group discussion at Time Keepers Distillery.
- ASP intergenerational mission trip
- Sunday School
- Confirmation
- Confirmation dinners
- Easter Breakfast fundraiser for ASP mission trip
- Treasure Sale fundraiser for VBS
- Spark Story Bibles as a gift at baptism
- Spark Bibles as a gift to 2nd graders
- Winter Retreat and Confirmation Retreat at Crossways Waypost Camp
- Care packages for confirmation campers
- Lent book study
- Keychain gifts for backpack blessing
- Bible studies
- Christmas Program led by Jenna Diedrich, Faith Formation Coordinator
- Christmas Ornaments given to Sunday School students
- Advent cards given to Sunday School families
- Attending Faith Formation symposium through Vibrant Faith

What are our goals and visions for the next year?

We are excited to begin a new year with our Faith Formation Coordinator on board! Our goals for 2020 include:

- Youth trip to Christikon Lutheran Church Camp in Montana
- Day Camp at Crossways Waypost, partnering with Wausau-area ELCA churches
- VBS at Saint Andrew
- Quarterly learning workshops/retreats

- Summer bible study for 9th-12th graders
- Exploring ideas to continue the confirmation mentor relationship through high school and beyond
- Exploring ideas to better integrate youth into the work and life of the church
- Attending the Youth Gathering 2021 in Minneapolis
- Developing a variety of small groups, leveraging lay leaders to assist with facilitating
- Growing milestone ministries
- Exploring new communication tools

Thank you to the Saint Andrew Staff, Pastor Jenn, Pastor Gary, and the many volunteers of all ages that supported the work of our ministry this year. We are excited for 2020!

Respectfully submitted,
Stephanie Birchler, Chairperson
Dayna Herold, Council Liaison

Fellowship Ministry

Chairperson: Amy Frolik (term 2011 – present)

Council Liaison: Lyn Weis

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

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 weekly Sunday fellowship, the annual Church Picnic, Pretzel Sunday and Palm Sunday and plan and organize special family outings, community service projects and seasonal events. Following 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.

New this year, we organized new craft events: paint pouring and advent centerpiece workshop. The paint pouring evolved into a weekly art/fellowship event called ArtDevo. It is open to all in the Activity room and run by Pam Clark. Talented artists from Saint Andrew continued work on the final details of the murals in the Sunday School Rooms.

2019 Ministry Events & Activities:

• Sunday School Murals	January-December
• Craft Event - Paint Pouring Workshop	Feb 19
• Pretzel Sunday - First Sunday in Lent	March 10
• Assisted in the Soup Kitchen	March 13
• Hot Cross Buns for Palm Sunday	April 14
• Craft Event - Kindness Rock painting	May 5
• Sundae Sunday	June 16
• Craft Event - Paint Pouring Workshops	June 19
• Faith and Family Day at the Woodchucks	June 23
• Pastor Jenn's Installation Reception	June 30
• SALC Golf Outing	July 20
• Church Picnic (Rally Sunday)	September 8
• Ministry Fairs	September 8, 16, 22, 29
• Fall Hike at the EC Dells Park	October 12
• Craft Event - Advent Candle Succulent Centerpiece	November 18
• Gingerbread Village	December 15
• Help with Children's Program Cookie Reception	December 15

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.

In 2020, the Fellowship Ministry looks forward to continuing our weekly Sunday Fellowship and annual events as well as trying new ones. Our goals will be to recruit more volunteers to serve on the ministry to provide activities and events that are enjoyed by all ages and to increase fellowship within our congregation. *We appreciate all the volunteers that help make the activities so enjoyable.*

Respectfully submitted,
Amy Frolik

Finance/Stewardship Ministry

Chairperson: Mark Gleisner

Council Liaison: Derek Hoff

Treasurer: Terri Fronek

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

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

The Time and Talent booklet was updated for 2020 to include *Interests, Occupations and Resources* to provide more opportunities for people to participate in and contribute to the life of Saint Andrew. A Ministry Fair was held in September so members could learn about the work of our various ministries and how they can participate.

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

We continue to use the narrative spending plan format which shows how the offerings we receive are used to achieve the missions of Saint Andrew. The allocation to the five main categories (Worship, Congregational Support, Learning, Witness and Service), has changed for 2020 to show increased emphasis on Learning, Service and Congregational Support. While the proposed spending plan for 2020 again exceeds anticipated income, we are confident that the mission work of Saint Andrew will continue to be done with the generous support of our congregation.

Audit Committee

Members: Mark Gleisner, Tom Weiland and Terri Fronek. This committee reviews the records for clarity and accuracy and then offers recommendations for improvement. The audit for 2017 and 2018 is still in process. A new Accounting Policies and Procedures Manual has been created as recommended by the previous audit.

Endowment Committee

Members: Ray Skare-Chairperson, Josh Wiesman, Jack Fischer, Sarah Verber, Dick Jarvis and Karen Gleisner. In 2019, \$5,506 was available for grants. Two grants totaling \$3,700 were approved in 2019: \$1,000 to the Library Guild and \$2,700 to the Senior/Lead Pastor Training Program at United Lutheran Seminary. One grant application was denied. The fund is allowed to pay out up to 10% of the year-end balance in the next year.

Counters

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

Mortgage

The mortgage came due in July and was refinanced with a 20-year amortization at 4.59% for 5 years. The balance is now \$658,813 down from \$787,898 last year. An extra \$10,768 in *Freed for Mission* contributions were received in 2019. At our current payment pace, there are about 58 payments left.

Respectfully submitted,
Mark Gleisner, Chairperson

Member Outreach Ministry

Chairperson and Council Liaison: Tammy Schilling

Participants and Ministry Members: Pastor Jeff Martinson, Susan Paisar, Ruth Heyne, Ron and Betty Dotseth, Bob Wiederhoeft, Annette Green

Funeral Guild Team Leaders: Marilyn Olson, Denise Skare, Mary Wittch, Linda Peterson

Outreach ministry is offered to help visitors and members of Saint Andrew feel welcome, connected, and cared for.

In February of 2019, council had intentional conversation about rebooting the Member Outreach Ministry to include new goals that came forward as recommendations from the faith formation task force.

In addition to the ongoing work that has already taken place to connect members to the community and resources needed, a **Ministry Fair** was hosted to allow members to gain a sense for deeper connection to Saint Andrew and **Trunk or Treat** was held October to make outreach to members and the community visible. Special focus is now being placed through this ministry on the connection with our companion congregation, **Zeerust Lutheran Church**. This past year groundwork has been laid to receive 15-17 people from our sister congregation **June 17-June 30, 2020**.

The focus of their visit is accompaniment, which is a calling to live with and bless others different from the way religion too often has been used to divide people. In the love and forgiveness given in Jesus, we are called into a joy that enriches relationships, deepens life, and is a blessing to all. Pertaining to this visit there are four essential needs:

- **Host Homes** – If you have a spare bed in your home please consider hosting an individual or a couple for one or more blocks of time which will be announced soon.
- **Day Visits**—If you cannot host but would be willing to accompany our siblings in Christ for day excursions or activities, this would help our hosts to balance their commitment.
- **Meals** – Invite an individual or several to your home to share a meal and fellowship – or take a meal to a home that is hosting guests.
- **Transportation**—Assist host families with transportation as needed.

Ongoing and Existing Opportunities:

- **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.
- **Sunday Greeters** - 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 regarding personal situations.
- **Prayer List and Phone Calls** - An Outreach Ministry member makes phone calls, sharing with them that they are thought of and that the church is praying for them. Another member makes calls to members who have signed up on their time and talent cards to make food for funerals, Lenten soup desserts and other events as needed.
- **Quilt Group** - On the second Tuesday of each month quilts are made to be shared in the community (the VA and local hospitals, Women's Shelter, Salvation Army, Hospice House, local fire departments).

- **Prayer Shawl Program** - Prayer shawls are knitted and crocheted by members for anyone that needs a shawl to provide comfort and prayers.
- **Funeral Guild** - When requested by the family, Saint Andrew will prepare and serve a meal following funeral services. There are currently three teams of volunteers who rotate as funerals are scheduled to provide this important time of fellowship.

New Opportunities:

- Develop casual peer groups
 - Veterans, Singles, Divorcees, Newlyweds, New Moms, Empty Nesters, High School Graduates staying in Wausau
- Develop casual intergenerational groups
 - New Members, New to Wausau, Widow/Widower/Grief Group
- In conjunction with pastors, review New Member Orientation
- Continue to support and grow the relationship with Zeerust Lutheran Church in South Africa
- Milestone Ministries
 - Recognize high school graduates
 - Other milestones (newlyweds, 25th/50th anniversary, etc.)

Respectfully submitted,
Pr. Jenn on behalf of Member Outreach and Tammy Schilling

Memorial Gift Ministry

Chairperson: Marilyn Olson

Staff Advisor: Pastor Jenn Collins

Council Liaison: Kerry Fehrman

Members: Mavis Bloom, Annette Green, Jill Hersperger, Kris Lemke, Mary Weiland, Christine Welsh and Mary Wittich

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

In 2019 memorials have been used for room darkening shades for the two rooms adjacent to the Fellowship Hall. Funds were also allocated to update technology and office furniture at Saint Andrew.

Thank you to the many saints triumphant and their loved ones for the memorial gifts received in 2019 and the ongoing legacy of faith which these gifts signify. If you are interested in gifting a memorial to Saint Andrew in honor of a loved one, please contact Pastor Jenn Collins.

Respectfully submitted,

Marilyn Olson

Chairperson

Personnel Ministry

Chairperson: Don Skare

Council Liaison: Ken Luer

Staff Advisor: Interim Pastor Gary Brandenburg, Pastor Jenn Collins

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

What is the purpose of the Ministry?

Duties and Responsibilities of the Personnel Ministry:

- Visioning for future staffing and church needs
- Develop appropriate personnel policies and procedures
- 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 church policies

What goals did the Ministry achieve over the past year?

- Conducted annual salary/benefit reviews with all Saint Andrew non-clergy staff
- Determined and recommended 2019 salaries for all Saint Andrew staff, clergy and non-clergy; updated Lead Pastor salary per synod guidelines
- Met with employees to discuss concerns
- Updated annual Holiday and pay dates calendar for 2019
- Updated an annual Personnel Ministry calendar
- Updated the Employee Handbook
- Updated new and revised Job Descriptions
- Reviewed employee benefits through Portico and recommend renewal
- Attended weekly Staff Meetings as an employee resource
- Reviewed and helped set job requirements, formed an interview team and ultimately hired a Faith Formation Coordinator-Jenna Diedrich
- Assisted the Call Committee with salary recommendations for the Associate Pastor per synod guidelines

What are the goals and visions for next year?

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

A special appreciation goes to our support staff; Joy Mitchell, Administrative Secretary, Shannon Vujnovich, Custodian, Jenna Diedrich, Faith Formation Coordinator, Jeff Martinson, Visitation Pastor, Al Freiberg, Coordinator of Music, Sheldon Geiger, Bookkeeper, Dave Paisar, Custodian, and Matthew Clark, Jenna Rusch and Dave Mueller, Sextons.

Respectfully submitted,

Don Skare

Chairperson

Property Ministry Liaison/Custodian

My position is to implement Property Ministry decisions and be on standby for urgent attention with problems day-to-day, with a side of custodial care. A liaison between church and property. My old-world knowledge and the new ideas forming have prospered into a fast-paced sometimes challenging, new existence in my continued work. Picking up where others have left off has opened my eyes in the ever-changing assistance I once provided and the larger picture in how I am now blessed to be of assistance. My prayer would be that I have adequately executed where I have been needed to provide the best outcome possible.

The Property Ministry annual report is expansive and busy. As we all go through our daily events at Saint Andrew, and I am present, I have discovered even I am oblivious to the hard working, mindful individuals who tirelessly strive to improve and protect our sanctuary here. I have been blessed to be a part of the Emergency Action Plan Task Force and see it through to its completion. I had no idea that three long years of accumulating data and implementation have now come to pass, an extraordinary job well done.

Saint Andrew can say it is extraordinary in its accomplishments as a church and members. We continue to be a bustling, strong, seriously dynamic and ever-changing place where nothing is impossible. Hats Off to us All!

As we move to the 40th Anniversary of our existence and the year 2020, I have no doubt with God's endless grace, love and support whatever is in store for our parish, we WILL exceed anyone's expectations, and that's how we do it here.

In Christ,
Shannon Vujnovich

Property Ministry

Council Liaison: Chris Hagen

Staff Liaison: Shannon Vujnovich, Custodian

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

The Property Ministry oversees the care, maintenance, repair, protection and replacement of all equipment and furnishings of the church and 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 ministry members and the custodian, Shannon Vujnovich, who coordinate 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 2019:

- Held the fall and spring and property clean-up.
- Assisted in updating the church usage policy and application forms.
- Implemented items recommended from the "Emergency Preparedness Task Force":
 - Overhauled and installed new locks and security system for all the doors in the building.
 - Installed emergency floorplan maps throughout the building.
- Assisted with the office transition which consisted of:
 - Office reorganization and revitalization.
 - Assisting with updating the computer system to Microsoft 2010.
- Assisted in reviewing and updating the church's insurance policy with Church Mutual.
- Built and installed two additional bookshelves in the library for children's books.
- Addressed numerous ongoing property needs.

Goals for 2020:

- Continue service of the facility and grounds.
- Assist in the "\$40 for 40" fundraiser to upgrade the Sanctuary carpeting and lighting.
- Implement additional items from the "Emergency Preparedness Task Force":
 - Room numbering on windows for fire department or emergency personnel.
 - Distribution of the safety procedure manuals to accompany the floorplan maps.
- Assist in replacing the TV monitor in the Narthex.

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

Respectfully Submitted,
Chris Hagen
Council Liaison

Social Ministry

Committee Name: Social Ministry

Chairperson: Adam Wurz

Council Liaison: Sandra Fischer

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

Mission: Develop programs and activities that can be expanded to minister to the needs of the Saint Andrew congregation and to our neighbors beyond the doors of Saint Andrew.

Goals met by Social Ministry in 2019: We continued the goal of partnering with other area faith-based non-profit agencies in 2019. We have increased our Wausau Warming Center Saint Andrew volunteer team to staff every Friday night, from November 1 - April 30. We continue to help stock three area school food pantries, making four deliveries a year with funds from the Church Council as well as our ministry. With the congregation supporting our activities, we were able to donate over \$4,400 to our community and church programs. We continue to provide emergency and holiday food baskets to church members, as well as those in need within our community. We were also able to contribute \$1,120 to the ELCA 40 days of Lent to end hunger.

- **Supported:** Saint Andrew Youth Mission Trip, Tuesday morning quilters, Covenant Community Presbyterian Hearts of Hope, Channel 7 Sharing the Holidays, KATS (Keeping Area Teens Safe), Wausau Warming Center, stocking three area school food Pantries, Faith in Action; help for Elderly drive, Marathon County Hygiene drive, and four community dinners at First Presbyterian Church.
- **Fair Trade:** This year we expanded beyond just offering coffee, tea and chocolate, by offering more products from the Fair-Trade catalog. We will be helping not only small farmers but small businesses as well. After many years heading our Fair-Trade sales, Ron and Lil Mathsen are taking a well-deserved break. Their great passion and support for the world small farmer spans decades of promoting their cause. Their dedication has been greatly appreciated. We will continue to support Fair Trade with Bob and Terri Wiederhoeft, who will take over with Fair Trade Sales in 2020.

Other supported activities

- **Super Bowl Snack Sale:** Many prepared or purchased snacks to support our annual sale which supports the Saint Andrew food pantry.
- **Lenten Soup and Sandwich:** Many volunteers, adults and youth alike, help to make our dinners a huge success each year. We are very thankful to the many who supported us by partaking in the meals and purchasing soup, which in turn supports most of our activities throughout the year.
- **Tuesday Morning Quilters and Individual Volunteers:** Our quilters made 96 quilts and 57 school bags for Lutheran World Relief. Quilts were also made and donated to the Women's Community Inc. and to the Men of Valor for the veterans. Lap activity mats were made and donated to area Alzheimer's patients.
- **Congregation:** The congregation supported pull-tag boards to help cover the cost of filling 57 school bags and 33 personal care kits for LWR (Lutheran World Relief), Faith in Action Elderly Drive and the Help for the Homeless hygiene drive.
- **Community Dinner:** Meals were planned, prepared and served by volunteers on four Sundays during 2019. The meals fed an average of 75 people at First Presbyterian Church in downtown Wausau.
- **Cradle of Love Baskets:** Located at three entry doors to help stock our church emergency food pantry.

- **Emergency Food Basket:** Available from our church pantry to all who have a need. Call the church office.
- **Holiday Food Baskets:** Food baskets are **available to all** at Easter and Christmas upon request.
- **Thanksgiving meal:** A traditional Thanksgiving dinner is offered to all, creating an opportunity to both volunteer and to enjoy a meal of fellowship with many church members and neighbors within our community.
- **Wausau Warming Center:** Continues to offer many opportunities to volunteer as a Saint Andrew Team member or as an individual volunteer. Our team volunteers every Friday night November 1 - April 30. WWC is operated by Catholic Charities. We support their efforts to provide a safe place to sleep for the homeless.

Goals and Visions for 2020

- Continue to meet the needs of the Congregation through better communication on what services are offered by our ministry through our ministry mission.
- Continue to find ways to improve participation and to better communicate with those who express a desire to help with our many activities.
- Continue to look for ways to partner with other faith based or non-profit agencies that align with the mission of Saint Andrew.

Respectfully Submitted,
Adam Wurz
Chairperson

Worship Ministry

Ministry Name: Worship Ministry

Chairperson: Cheryl Allen

Council Liaison: Herb Heyne

Members: Al Freiberg (Coordinator of Music), Barb Breese, Lenette Hoover, Jan Nelson, Mary Wittich, Kaja Yirkovsky (Nursery Coordinator), Shelby Gjertson (Altar Guild coordinator through March), Sandra Fischer and Denise Skare (Co-Altar Guild Coordinators beginning in April)

The Worship Ministry is the umbrella ministry for the worship life at the church of Saint Andrew and oversees:

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

Last year this report started *“2018 was a year of change and transition at Saint Andrew...”* I feel the Year 2019 saw that and said: ‘Hold my coffee.’ Here are some of the changes, challenges, and successes:

- Pastoral staff changes
 - Pastor Jenn was called and installed as Lead Pastor.
 - The congregation called Pastor Justin Smoot to be the new associate pastor to start in 2020.
 - Interim Pastor Gary Brandenburg led us through our Lenten journey in the wilderness and the senior pastor call process before moving north to a new interim assignment.
 - Seminary student Karoline Schwantes and member, Christina Johnson assisted with services and sermons to take some of the load off Pastor Jenn’s shoulders.
 - Throughout all this change, Pastor Jeff continued steady visitation ministry to the sick and homebound. The visits are in the hundreds if not thousands this year alone and he has worn out multiple visitation communion kits.
- Challenges
 - Shelby Gjertson, as Parish Administrator, faithfully supported the Altar Guild. Sandra Fischer and Denise Skare currently lead the Altar Guild.
 - Blossoms and Bows Florist burned down just before Easter. They were our flower provider for many years. The only way to describe what happened next is either a miracle or perfect timing – the Easter flowers were still in route and the owner diverted them to Saint Andrew. The owner maintained the delivery schedule for flowers until May when she was able to hand it off to Floral Magic.
 - Other scheduling and role adjustments – First Communion was moved to December, after consulting with the parents. First Faith was moved from Worship to Faith Formation. Children’s Choir will be coordinated from Faith Formation also. After reviewing resources and requirements with the new staffing structure and availability, the Sunday 10:45 service was discontinued by council action at the ministry’s recommendation.
- Celebrating Success and looking forward to 2020 – Saint Andrew’s 40th Year!
 - Congratulations and thank you to Al Freiberg, who celebrated 25 years with Saint Andrew this year.
 - All Saints Day was celebrated with a Dixieland band and the chancel choir brought

down the house.

- Over 1300 people attended Christmas Eve and Christmas services this year. The 4 p.m. children's service featured Silent Night with battery operated candles so even small children could hold them.
- Two 'Equipping the Saints' training sessions were held for ushers, lay readers, and greeters to outline the building security changes and how that affected duties before, during, and after services.
- Worship Ministry worked with Pastor Jenn to plan 2020 Lenten services. Jan Nelson took the lead on theme and structure. Wait and see!
- Finally, none of the challenges could have been met, nor the successes accomplished without many, many hours of work from all the members listed in the opening paragraph. Thank you all.

Respectfully submitted,
Cheryl Allen
Chairperson



A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The script is fluid and cursive.

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

"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17

Beyond the Wall: Making All Things New



When have you discovered newness in life through Christ? Did you have to step out in faith to do so? Perhaps you had to let go of your will and accept God's will. This

is a major turning point in the faith journey of many people. There are examples in Scripture about Job (Job 29-30), Elijah (I Kings 19:4-14), Mary Magdalene (Luke 8:1-2) and the women at the tomb (Luke 23:55 – 24:5). Consider the story of the rich young man (Matthew 19:16-26, Mark 10:17-31, Luke 18:18-30). He approached Jesus with a simple question: "What must I do to inherit eternal life?" Jesus replied, "Go, sell what you own, and give the money to the poor, and you will have treasure in heaven." When the young man heard this, he was very sad and walked away, because he was very rich. Given the choice, he found it difficult to forsake wealth in this world for the promise of God and eternal life.

Sometimes there are barriers or walls that complicate trying something new or stepping out in faith. What walls or barriers have you encountered? Consider the story of Zacchaeus (Luke 19:1-10), who wanted to witness Jesus preaching but was too short to see past the crowd. After Zacchaeus climbed a tree, Jesus called out to him and invited himself to lunch in Zacchaeus' home. We know what Jesus said to Zacchaeus,

and he was a different person afterward. He had changed from wanting wealth and success in this world to desiring significance through a life of faith. When have you, or your congregation, chosen success over significance? Perhaps when using numbers or the size of your facilities as a measure. Moving toward significance usually means sacrificing success. In what areas of ministry is your congregation seeking significance today?

Stepping out in faith may be a personal choice for a short time but usually involves accompanying others. As members in the body of Christ, we are not called to meet our own needs alone. The Great Commission (Matthew 28:16-20) calls us to go beyond our barriers and bring the message of Jesus Christ to others. This helps us grow beyond a Christian enclave to become servants of Christ and a serving community. In what ways has your congregation moved from an enclave to a servant community?

Overcoming barriers and walls to make things new involves stepping out in faith. It means shaking loose from lethargy and moving out from sheltered comfort. In the process we break the chains of sin that hold us back and divide us from making us one in Christ. When we share in the distress of God's heart to do the kingdom's work, we are in tune with God's will, choosing significance over success and becoming a servant community. This is when we feel the vitality of our faith and the power of the Holy Spirit. May you experience this newness in Christ in and through your ministry.

Litany

- L. Gathering together as God's people in this place, may we always be aware of your presence in our midst.
- C. Lord, may we always be aware of your presence.
- L. Knowing that the Word is our light, may we continue to grow in our scriptural and confessional understandings.
- C. Lord, may our minds continue to grow in your word.
- L. Recognizing that stepping out in faith is not easy, we ask that you give us strength, O Lord, to listen and be bold and daring.
- C. Lord, give us the patience to listen and the strength to be bold and daring.
- L. While we strive to know ourselves and your will for us, may we build our relationships with our brothers and sisters in Christ.
- C. Lord, help us to build faith-filled and healthy relationships with others.
- L. Recognizing that we are often the ones asking, "And who is my neighbor?" may we open our eyes, ears and hearts to all those in the community in which we live.
- C. Lord, may we always be open to those in the community in which we live.
- L. Recognizing the importance of Moses, the prophets and disciples, may we work together to accompany and raise up leaders for your church.
- C. Lord, may we have the insight, encouragement and skills to raise up courageous leaders.
- L. Recognizing the many gifts you have entrusted to us, may we use these gifts to do your work in the world today.
- C. Lord, may we use the gifts entrusted to us to do your work.

God of Tempest, God of Whirlwind



1 God of tem - pest, God of whirl-wind, as on Pen - te -
 2 God of blaz - ing, God of burn - ing, all that blocks your
 3 God of earth - quake, God of thun - der, shake us loose from
 4 God of pas - sion, God un - sleep - ing, stir in us love's

cost de - scend! Drive us out from shel - tered com - fort;
 pur - pose, purge! Through your church, Christ's liv - ing Bod - y,
 leth - ar - gy! Break the chains of sin a - sun - der,
 rest - less - ness! Where the peo - ple cry in an - guish,

past these walls your peo - ple send! Sweep us in - to cost - ly ser - vice,
 let your flam - ing Spir - it surge! Where de - ceit con - ceals in - jus - tice,
 for earth's heal - ing set us free! Crum - ble walls that still di - vide us;
 may we share your heart's dis - tress. Rouse us from con - tent with e - vil;

there with Christ to bear the cross, there with Christ to bear the cross!
 kin - dle us to speak your truth, kin - dle us to speak your truth!
 make us one in Christ our Lord, make us one in Christ our Lord!
 claim us for your king - dom's work, claim us for your king - dom's work!

Text: Herman G. Stuempfle

Music: John Hughes

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- L. Let us pray. As we strive to be your church of the present and the future, may we nurture a spirit of collaboration and solidarity. May we all be partners in sharing the gospel and believing in Jesus Christ crucified and risen for the life of the world.
- C. Amen.