



ANNUAL REPORT

— 2020 —



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



A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

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

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

**Saint Andrew Lutheran Church
Annual Report
For Year Ending December 31, 2020**

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2020 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
Bob Wiederhoeft	Communications	January 2023
	Fellowship	
Pr. Jenn Collins	Finance/Stewardship	
Tammy Schilling	Member Outreach	January 2023
Ken Luer and Derek Hoff	Personnel	January 2022 January 2022
Chris Hagen and Phil Bickley	Property	January 2021 January 2023
Sandra Fischer	Social	January 2021
Herb Heyne	Worship	January 2023
Terri Fronek	Treasurer	Appointed
Mike Howlett	Financial Secretary	Appointed
Denise Skare	Secretary	Appointed

REPORTS

Mission Statement

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

SAINT ANDREW LUTHERAN CHURCH
BALANCE SHEET
December 31, 2020

ASSETS	OPERATING	DESIGNATED FUNDS	TOTAL
CURRENT ASSETS			
CASH	77,075	230,161	307,236
Endowment Savings		8,159	8,159
Endowment @ ELCA		58,180	58,180
Seminary Funs @ ELCA		4,353	4,353
FIXED ASSETS			
LAND AND BUILDING			
CHURCH SITE	171,300		171,300
BUILDING IMPROVEMENTS	3,633,473		3,633,473
SUBTOTAL			
TOTAL ASSETS	3,881,848	300,853	4,182,701
LIABILITIES AND FUND BALANCES			
CURRENT LIABILITIES			
TAXES PAYABLE (Payroll)	5,956		5,956
PPP LOAN	71,000		71,000
LONG TERM LIABILITIES			
CHURCH SITE AND BUILDING	542,828		542,828
TOTAL LIABILITIES	619,784		619,784
FUND BALANCES			
FUND BALANCE	3,262,064		3,262,064
DESIGNATED FUNDS			
03 PR DISCRETIONARY FUND-SMOOT		40	
04 SABBATICAL FUNDING		19,015	
05 WEDDING/EVENT DEPOSITS		2,369	
06 FELLOWSHIP		3,304	
07 WORLD HUNGER		500	
08 SOCIAL MINISTRY		5,881	
09 PASTOR DISCRETIONARY-COLLINS		703	
10 MUSIC FUND		3,473	
11 ADMIN DISCRETIONARY FUND		684	
12 GOOD SAMARITAN FUND		5,612	
15 \$40 FOR 40TH ANNIVERSARY		68,195	
18 BUILDING MORTGAGE FUND		1,835	
20 BUILDING CAPITAL FUND		0	
21 YOUTH		6,206	
23 ZEERUST		1,140	
25 PROPERTY MINISTRY		15,000	
28 MEMORIAL GIFT FUND		13,366	
29 KITCHEN		2,718	
30 ROSE FUND		288	
40 CONTIGENCY FUND		76,832	
50 SEMINARY ENDOWMENT FUND		4,353	
55 ENDOWMENT FUND		66,339	
41 EOY CARRY FORWARD		3,000	
		300,853	300,853
TOTAL LIABILITIES AND FUND BALANCE	3,881,848	300,853	4,182,701

SAINT ANDREW LUTHERAN CHURCH
INCOME STATEMENT
For the Year ended December 31, 2020

	2,020 ACTUAL	2,020 BUDGET	BI(W) VARIANCE	2,019 LAST YEAR
OPERATING INCOME				
CONTRIBUTIONS	697,406	778,000	(80,594)	744,949
BUILDING USE DONATIONS	985	2,000	(1,015)	1,821
INTEREST INCOME	127	0	127	1,066
TOTAL OPERATING INCOME	698,518	780,000	(81,482)	747,836
TRANSFER FROM CONTINGENCY FUND	0			0
TOTAL INCOME	698,518	780,000	(81,482)	747,836
OPERATING EXPENSES				
OUTREACH MINISTRIES				
REGULAR BENEVOLENCE	44,795	47,450	(2,655)	44,263
EXTENDED MINISTRIES				
WORSHIP	7,385	13,575	(6,190)	6,118
CHRISTIAN EDUCATION (Faith Formation)	6,831	17,300	(10,469)	13,433
MEMBER OUTREACH	3,165	12,875	(9,710)	1,852
SOCIAL MINISTRY	0	0	0	0
FELLOWSHIP	141	0	141	0
YOUTH	0	0	0	0
STEWARDSHIP	2,030	3,000	(970)	2,831
SUPPORT	445,108	498,810	(53,702)	412,712
PROPERTY CHURCH SITE	16,269	35,450	(19,181)	37,802
SUB-TOTAL	525,724	628,460	(102,736)	519,010
CHURCH FIXED EXPENSES (Utilities)	29,443	35,140	(5,697)	34,109
FINANCE EXPENSE	2,218	1,400	818	1,294
MORTGAGE EXPENSE	135,000	150,000	(15,000)	151,274
TOTAL OPERATING EXPENSES	692,385	815,000	(122,615)	705,687
TRANSFER TO DESIGNATED FUNDS	6,133	0	6,133	42,148
TOTAL EXPENSES	698,518	815,000	(116,482)	747,836
EXCESS OPERATING INCOME/(EXPENSE)	0	(35,000)	35,000	0

MEMBER STATISTICS - 2020

History of Baptized and Confirmed Membership 1981-2020

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
2020	3191	2146	-36	-47

Membership Age Grouping										
Age	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
0-5	265	241	214	192	175	175	169	168	157	140
6-10	227	246	253	252	252	234	215	196	178	167
11-15	238	232	225	228	230	234	239	246	261	264
16-20	201	212	223	228	233	242	224	224	232	233
21-25	199	206	223	208	211	202	214	222	230	228
26-30	178	176	181	194	208	216	217	215	218	223
31-35	210	227	223	227	220	199	190	189	217	221
36-40	210	212	207	212	220	217	229	233	276	262
41-45	226	222	227	203	200	208	196	196	221	230
46-50	212	222	218	220	228	232	226	224	196	194
51-55	224	229	233	230	236	210	208	213	218	222
56-60	199	206	212	221	215	220	226	227	228	219
61-65	163	169	161	178	197	193	194	200	216	203
66-70	88	106	124	139	150	159	159	154	171	188
71-75	40	52	59	70	79	87	98	126	129	122
76-80	46	43	43	42	40	40	50	55	68	73
81-100	34	38	42	46	54	56	57	57	63	67

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

2020 PASTORAL ACTS
New Members & Attendance Breakdown

Pastoral Acts	
Baptisms	15
(Adult)	0
Weddings	6
Funerals	16
*First Communions	0
*Confirmations	
Youth	0
Adult	0

New Members Received	
February 24	15
Received by Council Action	5
Joined via Confirmation	0
TOTAL	20

Average Weekly Worship Attendance

<u>Year</u>	<u>Avg. Att.</u>	<u>Change</u>
1981	165	0
1982	182	+ 17
1983	196	+ 14
1984	214	+ 18
1985	263	+ 49
1986	244	- 19
1987	292	+ 48
1988	303	+ 11
1989	311	+ 8
1990	347	+ 36
1991	338	- 9
1992	345	+ 7
1993	330	- 15
1994	357	+ 27
1995	389	+ 32
1996	420	+ 31
1997	482	+ 62
1998	503	+ 21
1999	523	+ 20
2000	542	+ 19
2001	543	+ 1
2002	559	+16
2003	587	+ 28
2004	552	-35
2005	558	+6
2006	508	-50
2007	593	+85
2008	603	+6
2009	548	-55
2010	525	-23
2011	593	+68
2012	565	-28
2013	550	-15
2014	545	-5
2015	524	-21
2016	531	+7
2017	535	+4
2018	493	-42
2019	482	-11
2020	531	+49

Average Worship Attendance**	
<i>Thursday</i>	
12:15	71
6:15	26
<i>Sunday</i>	
8:00	142
9:30	318
<i>(Includes livestream worship)</i>	

Special Worship Services	
Ash Wednesday (12:15)	130
Ash Wednesday (6:15)	237
Midweek Lenten Worship – Avg. (12:15)	242
Midweek Lenten Worship – Avg. (6:15)	94
Midweek Prayer – Avg. (Monday-Tuesday-Wednesday of Holy Week)	339
Maundy Thursday (12:15)	302
Good Friday (12:15)	387
Easter Vigil (Saturday-6:15)	365
Easter Sunday (9:00)	999
Thanksgiving Eve (6:15)	272
Christmas Eve (4:00)	64
Christmas Eve (6:00)	334
Christmas Eve (8:00)	539
Christmas Eve (10:00)	263
Christmas Day (9:30 am)	220

*First Communion and Confirmation Worship Services were postponed to 2021 due to COVID-19

**In-person worship was suspended due to the COVID-19 pandemic. Worship attendance via livestream was recorded using Facebook statistics and procedures recommended by the ELCA

Lead Pastor

Pastor Jenn Collins

*God be with you till we meet again; when life's perils thick confound you,
put unfailing arms around you. God be with you till we meet again.*

Text: Jeremiah E. Rankin, 1828–1904

When we say, “Go in peace. Serve the Lord,” we acknowledge the mission we share: to be out in the world with the good news of God’s unrelenting love in Christ Jesus.

It has always been the case that most ministry occurs outside of the building and the walls of the sanctuary. The mission of Saint Andrew extends to wherever its members are actively serving – in the halls of hospitals, on screens, as teachers, in the grocery store, in the small business, at the theater, the convenience store, in the forest, at daycare, in the insurance industry, on the production line, at the bank, on the road. God’s love travels with us as an extension of our worship in the mission field.

Like our first years, who would have thought we would have spent most of our 40th year outside of a building? This year our anniversary gave us reason to celebrate the legacy and ministry of Pastor John by bestowing the title, “Pastor Emeritus” upon him. We are eager to formalize this with a blessing and celebrate this with charter members when the time comes for us to be together again. On a personal note, Pastor John has been a profound mentor and encourager for me this year. I cannot thank him enough for his words of wisdom and listening ear.

Forty years ago, with the help of the Holy Spirit, Pastor John Roseth went door to door to call together a faith community that formed, not in a church, but in a school. As the years passed on – it was clear that Saint Andrew’s unique mission, to be “open to all through Jesus Christ – by worship, learning, witness, and service” adapted to meet the challenges and needs of the community and the people participating along the way.

This was not how we planned to spend our fortieth year in ministry together. The bulletin from March 15, our last service together in person before the Covid-19 pandemic began on occasion still falls out of my hymnal. The rocks in the Sanctuary that were placed there under last year’s Lenten theme, “life in the wilderness” are waiting and holding a place for all of you until our return to corporate, in-person worship.

But, by the grace of God – from this gathering of God’s people still comes Christian love. Saint Andrew, from its beginnings, was designed to be “a people” – not “a place.” While we all long to return to “the place” – in the meantime we have been called into action as “the people.” With worship on the live stream, we have shown ourselves and the people that God loves that the focus of our ministry is not US. But it’s “out there” like it always has been.

This year we have reached people all across the country through the worship live stream. We have engaged new members. We have reactivated the interest of members who have been away for a while. This year, baptisms continued. Each a little slice of community. This year, weddings took place. Dearly departed loved ones were celebrated.

Of note, we wait to celebrate the life and legacy of Saint Andrew member Lynne Holt. Lynne served on council for many years, managed communications, served on personnel and personally took time to mentor me when I arrived as a young person in 2012. Lynne passed away of COVID-19 in November of 2020. To my knowledge, she is the only member of Saint Andrew who died because of COVID-19. May Christ hold her and keep her safe in his resurrection arms.

Which brings me to the Plan to Gather Task Force. These six servants have been diligent in their commitment to care for the congregation with the creation of a plan that honors our mission to wait until we know we can be “open to all” without any hesitation. They have stayed consistent, listening to data and science – as well as deep and trusting faith. By following the medical community through the

Wisconsin Department of Health they have kept close tabs on the status of Saint Andrew's "Plan to Gather" and directed council even when it was difficult to do so. Even when to do so meant the postponement of a child's confirmation, the missing of a grandchild's baptism, and much more. Their sound advice goes back to the gospel and the mission we share: to be open. Open to those who are vulnerable and aged. Open to those who have been working on behalf of all of us. Open to all without restriction in number. Open to all and with good care for all. Please join me in thanking God for this group of faithful servants.

The church council this year has been called upon to be courageous and step out in faith. Alongside of them, we have weathered the trauma of suspending all in-person activities and worship and adapting to stay mission focused the whole way through. On the heels of two pastoral transitions, they could have been too weary to give it their all. But they have studied, explored resources, engaged in conversation, and made decisions as a unit even when there were strong disagreements within the body. Together, these women and men put the mission of the gospel before any other agenda. At the helm with us, Kerry Fehrman served with integrity and joy. Her skillset, business experience, deep faith, synodical leadership, joyful personality, and willingness to work has kept our ship steady this year. Please join me in thanking God for these faithful servants.

The Saint Andrew staff members have served you with full focus, energy, and with great love and care. Laying down all programming and gathering, they stayed agile and creative, working from home and developing new ways of engaging members in ministry. Joy completed a thorough membership audit of our database. Jenna adapted just about every single program to be held in the home or over the screen.

Al found a way to focus with Joel on the virtual adaptation of our worship planning – taking a strong lead on creating the "production process" and Stream Team with the help of some critical volunteers – Bob Wiederhoeft who shared in managing most graphics for worship services and Mark Clark, who carried the technology piece until Memorial Gift could fully fund and support the project of permanent camera and streaming equipment.

Pastor Jeff risked his health and wellbeing to continue ministering to Saint Andrew members over the phone or from a distance. He also stayed on as a chaplain through Aspirus. He helped pass along much needed resources to members in need. Sheldon helped to keep us steady in maintaining healthy financial practices and ensured we were stewarding your gifts well. And Shannon, after 26 years of full time work at Saint Andrew, survived a bout of critical illness and hospitalization and retired faithfully as custodian in December. In her absence, Dave kept disinfecting the focus with the help of a core group of volunteers to disinfect and clean. Our newest staff person, Michelle, stepped into her role of Communications Coordinator at a time when a new publication, the Weekly Wave was newly launched and communication more important than ever. With many thanks to Amanda Schuda for her help focusing on website maintenance.

Pastor Justin came. Thanks be to God. His installation was just one week prior to our last in-person service. I give thanks to God for his collegiality and gifts and companionship at coffee talk. He has helped us all dive deeper into the scripture and has given a prophetic new voice to the way we hear the gospel – all while supervising in-home learning, supporting his spouse and colleague, Pastor Phyllis. He has been a faithful pastor and leader and I am grateful for him.

And finally, there is you to thank. Thank you for continuing to support the ministry of Saint Andrew by participating in the live stream, offering a prayer, making a visit, supporting a neighbor, and offering a gift. You cannot begin to know how much the support from members have kept us going as we have ministered in new ways. I wish you all could see and know the work we are doing.

Church was never just about in-person worship. This year proved that. Together we gave generously to community partners, helped people connect to one another and grow deeper through on-line learning and worship, fed the hungry, visited the sick, the lonely, and those who are homeless. Together we gave voice to the stories of our members: the struggle of infertility, the challenges of parenting, the response

of care when crisis happens to help put a roof on the Murillo family home after hurricanes devastated Nicaragua. Masks were sewn and shared before they were easily ordered or purchased. Food support continued. Pastoral care was provided. Students had a place to ponder identity. The grieving found comfort and care. And God was ever with us as we did what we said we would do: to go in peace, loving and serving the Lord.

I remain thankful to have been supported by my partner Don and his family – even as they grieved the death of his father in March. With their tender care, and the support of my family from a distance and so many of you – I give thanks to God for all we accomplished together.

My prayer is that the outcome and benefit of the brave decisions we made this year will never be known. But what I can say is this: no one was hospitalized or lost their life because of the ministry of Saint Andrew during the COVID-19 pandemic. While history will be left to interpret our actions one day – and while some of them were painful and sacrificial – we made them together. We made them for each other. We made them so that God willing, when we return to in-person worship again, we will be “open to all.”

Shared with love for you, because of Jesus –
Pastor Jenn Collins

Associate Pastor

Pastor Justin Smoot

The joy of doing anything in a pandemic year overflows within me. Seriously. In a year where our lives and our nation are turned upside down, I still find joy.

I have the joy of the enthusiastic welcome that you extended to me from well before I stood before you and said, “as you may have noticed, I am not Pastor Jenn.” In every way that your call committee welcomed me and eased my family’s transition in the weeks prior to our arrival in Wisconsin, I feel your joy. I’ve felt the joy in your continued introductions to me and my family in the community, both pre- and post-COVID-19 precautions.

I have seen the joy that you have in your participation in the life of Saint Andrew. I did not have a long time to do so, but it was clear that Saint Andrew Lutheran Church has a special place in your lives. You have found community. You have found hope. You have experienced God’s action for you. I have also seen that joy, conversely, in the frustration that is experienced in this time where we are not gathering, so we do not contribute to the spread of the pandemic. It is a form of grief that I have seen many times, where the depth of love is reflected in the depth of pain at a loss. Yet, every time an invitation is extended to help Saint Andrew and the greater community, you jump with joy at the chance to serve your neighbors as God in Christ has served you.

I have found joy, through getting connected with Wausau Pilot and Review for biweekly Sunday articles on religion. I was looking forward to connecting Saint Andrew Lutheran Church more with the Wausau area community. With the COVID-19 precautions in place, many places were trying to retool their own procedures. I was also trying to understand the gifts, skills, and talents that we all have for worship, learning, witness, and service. I applaud those of you who have still found ways to connect with the community over this past year, who have continued to volunteer and support the Neighbor’s Place, who have contributed to our “Cozy Christmas” gift drive for North Central Health Care, and who have reached out to friends and neighbors to support them with acts of kindness, remote connections, and support. I know that as the vaccination rate rises, so too will our opportunities to connect with one another and with the community.

I have found joy in figuring out the process of how to connect via social media through study and worship. The technology education has found me uttering the phrase, “they didn’t teach this in seminary,” but we have gotten on our feet. As we become Power Users of Zoom, Switcher Studio, and Facebook Live we will be continuing to bring you worship, devotionals, studies, and connection through these mediums. I know the Coffee Talks have really been a great way to connect with you and for you to get to know me, in what was probably one of the best things to come out of this whole situation.

I have found joy through growth and hard conversations. The events of this year prompted a lot of overdue and long overlooked conversations on race and justice. The Anti-Racism training offered by the synod office, along with a few books that I have been able to read: “I’m Still Here” by Austin Channing Brown, “White Fragility” by Robin Di’Angelo, “The Cross and the Lynching Tree” by Rev. Dr. James Cone, and “You’ll Never Believe What Happened to Lacey” by Amber Ruffin and Lacey Lamar, have opened my eyes to an experience my Black colleagues have long talked about. These are just the briefest of introduction to a reality that our BIPOC (Black, Indigenous, People of Color) neighbors have lived with. These have been tough things to hear, unpleasant conversations to have, difficult confessions to make, but they are the way forward.

I have even found joy in the writing of this Annual Report because it has let me see how, in spite of the COVID-19 grief, the fatigue of the precautions, and the intensity of our national discussion, there is still joy in this world. This joy is not tritely chosen but tenaciously grounded, like the dandelion in the cement.

Pastor Justin Smoot

Visitation Pastor

Pastor Jeff Martinson

Grace and Peace to you Friends in Christ!

Wow! Sorry. That's how it feels through this strange year and alienating time. I haven't been much inspired to say or do. Yet, it is you who remind me God is good.

The word that came to me is from Psalm 42:1, "As the deer pants for streams of fresh water, so my soul pants for you, O God," as I have felt dry, dispirited, downcast and disconnected. I do not connect well techno-wise, and truly appreciate all who are skilled, creative, and innovative in this astonishing stuff. I am amazed by the work done on-line and over the internet by our pastors, staff and Stream Team to keep us connected to God in Word and Sacrament, in music and mission, and connected to one another in faith's body sharing peace, joys and burdens. Thank you Pastor Jenn, Pastor Justin, Joy, Jenna, Al, Joel, Joanne, Michelle, Shannon, Sheldon, Dave and Sue, along with the Church Council for your exceptional work which you have been certainly called to and the expense of your time with wisdom, care and love for us. Oh yeah, and without my wife, Faith, helping me connect, I would probably be found in a cyber-space conspiracy instead of in worship.

As for me, because of the circumstances, I have asked to cut back and with my age, am ready for the change. I think of my cross-country races when I had fallen back-breathing harder and praying longer. They always do include some form of the Beatitudes and Matthew 25. Yes, it is you who remind me God is good.

I would like to conclude with a poem, which I wrote many years ago as a meditation on the above verse; "Run, My Heart" happens to be the title of this life's poetry collection.

Grace and Peace,
Pastor Jeff Martinson

Run, My Heart (Psalm 42)

Run, my heart, like a deer
from the flesh borne smells
and the worldly snares
of poisoned water
and polluted air.

Run to where the beat is clear;
Oh, run, my heart to God.

Run, my heart, like a deer
from the hunter's boot
and the sinner's sneer,
from the hell that's spreading
across the sphere

Run to where the beat is clear;
Oh, Run, my heart to God.

Run, my heart, like a deer
from the smoking guns,
and the sexy mirror;
from the hypocrisy exploding
on Sabbath's prayers.

Run to where the beat is clear;
Oh, run, my heart to God.

Run, my heart, like a deer
to the sacred place
where you can hear
the Word of God
sweet and clear

where the beat of love
expels the fear

and bring you nearer
as a dear

to the fresh and living God.

President

Brothers and Sisters in Christ;

With the guidance of the Holy Spirit, Pastor Jennie Collins and Pastor Justin Smoot, Saint Andrew navigated the ups and downs of 2020.

The dedicated team of capable and faithful leaders that comprise our church council, Plan to Gather Task Force, ministry teams and church staff navigated the many changes and challenges associated with the COVID-19 pandemic with confidence and grace. Their faith in the mission of Saint Andrew and their love, compassion and care for one another and our community were visible daily in the many works done and words spoken among us.

Though 2020 saw us be church together in completely new and unfamiliar settings, much was begun, continued and accomplished by Saint Andrew. You will find details of the works of our ministries in the detailed ministry reports included in this annual report.

I am grateful for you, my brothers and sisters in Christ, and I look forward to 2021 and the hope of being together with all of you in person once again.

Respectfully submitted,
Kerry Fehrman

Vice President

My Fellow Members,

Navigating uncharted territory. Describing this past year for our church and its leadership is best characterized utilizing this phrase. Many times our emotional wants and the new worlds demand for fast answers creates tension when navigating uncharted territory. I think we can all safely agree that when moving into an unknown like this pandemic we all failed in some respect. Maybe we were quick to judge, maybe we leaned on one political statement too hard, maybe we lost our cool, maybe we tried to take control, or maybe we lost complete control. Regardless of any of your actions or feelings in this past year, I think we all were reminded of the importance of patience.

Think how patient God is with us as we continue to fail and sin. Think of how kind and forgiving he has been with us since childhood into our mistakes as adults. God is good ALL THE TIME. He is in complete control, he is all knowing, and we as humans will consistently fail to understand the WHY of God's actions. The church and its leadership has had a light leading it through all of this. We've been blessed with great people in the right positions to continue to help us navigate these uncharted territories. Thank you to all who have contributed to Christ's work throughout this past year.

As we move into our new year I would reach back to a statement of mine from a year ago "There are so many opportunities to give glory to God through our work in the church." Join a ministry group! Volunteer to help with a service! Get involved! I can't wait to see you all again at church. Isn't that an interesting thought...we will all be reunited through our faith in Christ - God's Promise!

Respectfully submitted,
Derek Hoff

Communications Ministry

Chairperson: Amanda Shuda

Council Liaison: Bob Wiederhoeft

Staff Advisor: Michelle Tlusty

Members: Mark Clark, Patrick Kieper, Vickie Mrotek

Mission:

Help create and tell the story of God's work, as expressed through the ministries of Saint Andrew Lutheran Church, to the members and surrounding community.

What did we accomplish over the past year?

The ministry began in the fall of 2020. With a limited year, we have been busy! SALC welcomed a new staff member, Michelle Tlusty, as the Communications Coordinator. We have used the capabilities of the team to support the website, Facebook, and graphic media. Below is a list of some of the initiatives this team supported:

- Help communicate needs and encourage additional volunteers for the Wausau Warming Center through a special page and editorial content on the SALC website, www.salc-wausau.org, as well as promoted through Facebook and The Weekly Wave.
- COVID-19 messaging for our congregation including the Plan to Gather plan posted on the website, www.salc-wausau.org, as well as a video posted to Facebook.
- Support the messaging of all the Advent and Christmas activities and services
 - Accomplished through website content, on-line forms as well as billboard signage along Highway 29 west for the "I'll Be Home for Christmas" messaging
- Assisted in the communication of the annual Time & Talent and the COVID Time & Talent requests.

What are the goals and visions for the next year?

In the next year, we seek to share our mission with fellow ministries to support their missions. We will do this by engaging and working closely with the ministries, learning their goals, needs and collaborating on the communication of their activities.

We will continue to support digital communication (internet, social media) that has become vital in this pandemic time and will certainly remain important for 2021 and beyond.

As time permits, we will review and update tools and materials that are used routinely to welcome new members and communicate preparations for baptisms, weddings, funerals, etc. We will continue to seek ways to streamline and bring together the information in an effective, meaningful way that aligns with the mission of Saint Andrew Lutheran Church.

We are pleased with the work this team has accomplished and adapted to in such a short amount of time in 2020, especially during this challenging time for all. We look forward to the opportunities this ministry can provide in sharing the mission across all ministries of SALC in 2021.

Respectfully submitted,

Amanda Shuda, Chairperson

Bob Wiederhoeft, Council Liaison

Faith Formation Coordinator

2020 proved to be a challenging year, but also an exercise in adaptability and innovation. I am very proud of the work that Faith Formation Ministry continued to do through a difficult year.

With the ministry focused on creating learning opportunities and fostering a sense of community, we were tasked with finding new ways to connect outside our church walls.

Some of the most notable program adjustments:

- Children's Sermon videos moved from the pastoral team to the Faith Formation Coordinator
- Virtual VBS: Saint Andrew on a Mission. A 4-week video series incorporating lessons, at-church activities, and service projects.
- Creation of tRIBe, a family and small group curriculum to fill the gap left after the suspension of in-person Sunday school.
- Confirmation class format: to comply with the *Plan to Gather*, we host students in small groups only and started a virtual small group option.
- 9th Grade Confirmation: worship was rescheduled to May 23, 2021, with their final preparations translated to an at-home study.
- Along with the Christmas Task Force we created an Advent Luminary Walk, inviting members to visit church, engage in prayer, and re-center before Christmas.
- Virtual Christmas Program: over 50 people participated in our Virtual Christmas Program, "Do Not Be Afraid". The online video was very well received.

Faith Formation Coordinator Goals for 2021

- Create a model for Lifelong Faith Formation—a way to structure our vision and offer programs tailored to different age groups and styles of learning.
- Create more opportunities for small group learning—continue offering family and child-centered curriculum, offer more evening adult programming, etc.
- Utilize digital platforms to promote Faith Formation programs—Facebook groups or other online communities, digital playlists for learning at home, content creation for our YouTube channel

Though the year saw cancellations and rescheduling of beloved events and activities, it also put us in a position to rethink how we present our programs, how we can best connect to members, and pushed us to dream outside the box. Thank you to the Faith Formation Ministry for being open to any and all ideas and changes that were thrown at you this last year. I am looking forward to another year of learning and growing with Saint Andrew. I can't wait to see what we can come up with for 2021.

Respectfully submitted,
Jenna Diedrich

Faith Formation Ministry

Chairperson: Stephanie Birchler

Council Liaison: Dayna Herold

Staff Liaison: Jenna Diedrich

Members: Mark Clark, Karoline Schwantes and Sheila Hagen

Mission:

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

2020 Accomplishments:

The ministry creatively persevered through the challenging year with our mission to foster a sense of community while offering educational opportunities always in mind. The year started with excitement and energy during the Winter Retreat at Waypost where fifteen children formed connections and learned about the love of Jesus with two nights at camp. Adults met early in the year, with similar enthusiasm for Nights with the Holy Spirit at Timekeeper Distillery. Both events brought members together to enrich their faith in a fun and casual environment.

As COVID-19 drew closer to our community, we started to navigate the new world of virtual meetings over Zoom, wearing masks and meeting outside. The ministry showed creativity and vitality as we etched out ideas for virtual Vacation Bible School, filled the gap that was left without in-person Sunday School, created room for community with Watch Parties, and ended with the success of our first ever virtual Christmas Program. Other accomplishments this year include:

- Confirmation classes met in a hybrid model of in-person and virtual
- Spark Story Bibles were given at each Baptism
- Spark Bibles were given to second graders during an outdoor service in September
- Blessing of backpacks and devices was done with a cross gift for each child
- tRIBE small group learning was created and launched
- Luminary Walk brought members back to church during Advent
- Christmas To Go bags with an ornament gift were given to enrich virtual Christmas services
- Sue Paisar and the Library Guild continued to manage the library inventory and offer library hours

One of the goals for 2020 was to explore new communication tools. As we reflect on the year, we are thankful for the Saint Andrew staff that helped us use new tools to stay connected. We also continued to invest time and resources into celebrating faith milestones. The ministry has made it a priority to have bibles given as gifts from the church for milestones like baptisms and for children in second grade. These small and large events in the year have drawn us closer to the ministry goals of supporting life-long learning and relationships.

2021 Goals and Vision:

We look forward to 2021 knowing that we can be flexible and adjust our programs to stay safe and stay connected. The goals include:

- Create a space for school age children to connect and play in the Fellowship Hall
- Offer a Lent learning opportunity
- Continue tRIBE small groups for Sunday School curriculum
- Offer youth and family summer service opportunities
- Offer weekly outdoor fellowship opportunities over the summer
- Begin a Sunday School Taskforce/Book Study to reimagine traditional "Sunday School"
- Offer Daycamp at Waypost in August
- Grow milestone ministries
- Discuss expanding the age for First Communion

- Create a Vacation Bible School opportunity for the summer
- Prepare for the Youth Gathering to take place in Minneapolis (July 2022)
- Invite and include new ministry members

A special thanks to our coordinator, Jenna Diedrich. Many of the opportunities to learn and connect were possible because of her creativity and dedication to faith formation. We are also grateful for the support of the Saint Andrew Staff: Pastor Jenn, Pastor Justin, Joy, Shannon, and the many volunteers of all ages that contributed to the life of the ministry. We are looking forward to a year filled with faith and joy in the journey!

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

Fellowship Ministry

Chairperson: Amy Frolik (term 2011 – present)

Council Liaison: Kerry Fehrman

Members: Vickie Mrotek, Secretary; Pam Clark, Joanne Howard, Ann McDonald, Dave Mueller, Tina Spiegel and Sara Goetsch

The Fellowship Ministry supports the mission of Saint Andrew by planning and coordinating activities and events for all members to provide opportunities to participate in the community life of the church. We host weekly Sunday fellowship, the annual Church Picnic, Pretzel Sunday, Palm Sunday Hot Cross Buns 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.

We started out 2020 with a couple new craft events that were well attended, the weekly Art Devo drop-in art and devotion studio with Pam Clark and a welcome reception for Pastor Justin Smoot. When the pandemic started, the remaining annual events were cancelled, and the ministry went into hiatus.

2020 Ministry Events:

- | | |
|--|------------|
| • Vintage Jewelry Workshop | February 3 |
| • Pretzel Sunday - First Sunday in Lent | March 1 |
| • Assisted in the Soup Kitchen | March 4 |
| • Pastor Justin Smoot Welcome Reception | March 8 |
| • Lent Inukshuk Rock Statues Craft Event | March 1 |

For 2021, the Fellowship Ministry will resume meeting virtually until it is safe to meet in-person. We will take the time to review the ministry's mission and how we can best meet the needs of the congregation in the future.

The ministry welcomes new members to help plan events. A new ministry chair is needed to bring new energy and leadership to this fun group and someone who could help with the coffee scheduling when it resumes.

We will look forward to the time our congregation can gather in person so we can continue weekly Sunday Fellowship and annual events. *Please be safe, be kind, be thankful and trust in God.*

Respectfully submitted,
Amy Frolik, Chairperson

Finance/Stewardship Ministry

Chairperson: Mark Gleisner

Council Liaison: Terri Fronek and Pr. Jenn Collins

Treasurer: Terri Fronek

Members: Mike Howlett, Financial Secretary; Sheldon Geiger, Bookkeeper; Kay Sitko, Secretary; Amber Schuck 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 for 2021 included a supplemental insert with immediate new needs for things like the Stream Team and live stream worship activities. While there was a very good response, there is a need for more volunteers to participate on all the various ministries.

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.*

This year's Spending Plan was a blend of two versions each ministry put together: a Pandemic plan that assumed we would continue with live streaming worship services and a Post-Pandemic Plan that assumed we would resume in-person worship in January. We ended up using the revenue projections from the Pandemic version and the expenses from the Post-pandemic version and reduced the amount of the mortgage payments to attain a balanced plan. We continue to use the Narrative Spending Plan format. Allocation percentages to the categories were updated to reflect our present realities. We are grateful for the continued generous financial and participation support of the congregation during these difficult times.

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 field work for 2017 and 2018 is now completed and the report is in process. There were no significant findings. We are in need of two new members for the 2019 and 2020 audit.

Endowment Committee

Members: Dick Jarvis-Chairperson, Jack Fischer, Sarah Verber, Karen Gleisner, Christine Welch and Kris Lemke. In 2020, \$6,619 was available for grants. One grant totaling \$2,000 was approved to Crossways Camping Ministry. One grant application was denied. The fund is allowed to pay out up to 10% of the year-end balance in the next year. Two new members are needed for this committee.

Financial Secretary

Mike Howlett has been our dedicated Financial Secretary for 35 years. Mike is stepping down this year so we are seeking a replacement for this important volunteer position. If you are interested, you may get a copy of the job duties from the church office. Thank you, Mike, for your many years of faithful service.

Counters

Dewey Allen, Barb Breese, Barbara Geiger, Annette Green, Dick Jarvis, Lynn Klein, Jennifer Luer, Marsha Otto, Penny Robinson, Leslie Sorensen, Keith Watson, Mary Wittich and Duane Zietlow. This year due to the pandemic, counting is done every other 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.

PPP Loan

In April 2020, Saint Andrew applied for and received a loan under the Payroll Protection Program in the amount of \$71,000. These funds helped pay the staff, mortgage and some utilities during the early stages of the pandemic. We are in the process of applying for loan forgiveness, which if approved would mean we do not have to repay the loan.

Mortgage

The mortgage was refinanced in 2019 with a 20-year amortization at 4.59% for 5 years. This reduced the required minimum payment amount to \$4,557.86. We continued to pay our customary amount of \$12,500 through October of 2020 however, starting in November, payments were reduced to \$5,000 per month to conserve cash with the intent to pay additional principal amounts as cash flow allowed. The 2021 Spending Plan provides for monthly payments of \$6,600. The December 31st balance is \$542,828; down from \$658,813 last year. An extra \$8,739 in *Freed for Mission* contributions were received in 2020.

Respectfully submitted,
Mark Gleisner, Chairperson

Member Outreach Ministry

Chairperson and Council Liaison: Tammy Schilling

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

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

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

This past year has been anything but normal, but the one constant is that we stay committed to reaching out and focusing on the well-being and safety of our members. The groundwork that had been planned to focus on receiving people from our sister congregation was placed on hold, but we are working to focus on ways to stay connect with our companion church in Zeerust. As a ministry we were able to connect with some of our members that were homebound to provide them with prayer and devotionals. During the holidays we were able to connect to some of our military members who were serving our country by providing them with a gift package filled with some treats, devotionals and the sacraments, so they too could share in the communion with Saint Andrew. As the ministry approaches 2021 support will continue for the Plan to Gather Task Force, the church council and other guiding officials. Times of transition can be challenging; however, they also offer new perspectives, occasions for discovery and adjusting to build on what is working and improve in other areas. We see 2021 as a year of great opportunity and faith.

Ongoing and Existing Opportunities:

- **Hospital and Homebound Visitation** - Area hospitals are contacted during the work week to inquire about member hospitalizations so pastoral care connections 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. This year many visits were done over the phone due to COVID-19 concerns.
- **Sunday Greeters** - SALC members volunteer through time and talent to greet members and visitors as they arrive to attend Sunday morning worship services. We look forward to expanding this ministry to include live-stream hosts.
- **Care Note Program** – An information rack in the Narthex offers brochures, as well as reading booklets for all ages to offer comfort and reflection for 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 those who have signed up on their time and talent cards to make food for funerals, Lenten soup desserts and other events as needed. Many thanks to Sue Paisar for reaching out to members so faithfully through these calls.
- **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:

- Military care notes and packages
 - Letters of thanks
 - Providing the sacraments
- 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,
Tammy Schilling
Chairperson

Memorial Gift Ministry

Chairperson: Vacant

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 2020 memorials were significantly used to upgrade the Sanctuary to include permanent live-streaming technology, hardware, and software. The installation of two cameras, a control room, computer equipment, and a switcher was fully paid for up front because of these gifts given in memory or in honor of loved ones.

Thank you to the many saints triumphant and their loved ones for the memorial gifts received in 2020 and the ongoing legacy of faith which these gifts signify.

And finally, many thanks to longtime outgoing chairperson Marilyn Olson for her faithful leadership of her ministry. We look forward to resuming Memorial Gift Ministry meetings in 2021 and are excited to see the fruit of designated gifts being put to work in a special project in the works now – a special place in the Fellowship Hall set apart for parents and young families to engage in active fellowship.

If you are interested in gifting a memorial to Saint Andrew in honor of a loved one or would like to learn more about the memorial gift chairperson responsibilities, please contact Pastor Jenn Collins.

Respectfully submitted,

Pastor Jenn on behalf of Memorial Gift Ministry

Personnel Ministry

Chairperson: Don Skare

Council Liaison: Ken Luer, Derek Hoff

Staff Advisor: Pastor Jenn Collins

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

What is the purpose of the Ministry?

Duties and Responsibilities of the Personnel & Development 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 2020 salaries for all Saint Andrew staff, clergy and non-clergy
- Met with employees to discuss any concerns
- Updated annual holiday and pay dates calendar for 2020
- Updated an annual Personnel Ministry calendar
- Updated and revised Job Descriptions
- Reviewed employee benefits through Portico and recommended renewal
- Attended Tuesday church staff meetings as an employee resource
- Teamed up with the Communications Ministry to hire a part time Communications Coordinator position, Michelle Tlusty.
- Helped facilitate our Custodian, Shannon Vujnovich's retirement and worked with her to review and revise the custodian job description and duties to help Saint Andrew in this interim period.
- Worked with pastoral staff and office staff through the COVID-19 concerns for Saint Andrew

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 to our support staff, Joy Mitchell - Administrative Secretary, Shannon Vujnovich - Custodian, Jenna Diedrich - Faith Formation Coordinator, Al Freiberg - Coordinator of Music, Sheldon Geiger – Bookkeeper, Dave Paisar-Custodian, Michele Tlusty-Communications Coordinator, Joel Freiberg and Joanne Howard – Accompanists.

Respectfully submitted,

Don Skare

Chairperson

Property Ministry

Council Liaison: Chris Hagen

Staff Liaison: Shannon Vujnovich, Custodian; Pastor Jenn Collins; Dave Paisar, 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, 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 coordinates the use of the property with the other SALC ministry groups and members as well as with groups and organizations outside of the church.

Ministry projects and activities completed in 2020:

- Held the fall and spring property clean-up.
- Assisted in updating the church usage policy and application forms to include COVID-19 protocols.
- With guidance and commitment from Joel Freiberg, worked to create a video booth for worship streaming that seamlessly fits into the Narthex – as well as installation of cameras, moving of outlets, and mounting a projector for streaming purposes.
- Gratefully received a donation to install a new electronic sign and marquee on County Road NN along with up-to-date software.
- Replaced rusted refrigerator shelving.
- Assisted with the refreshing of office spaces for the front office, work room, and associate pastor space.
- Oversaw Christmas decorating and undecorating including receiving the gift of Christmas trees, new swags, and wreaths.
- Completed a risk assessment walk-through with Church Mutual Insurance Company.
- Using \$40 for 40 funds already in place, worked with local companies and accepted a bid for new lighting for the Sanctuary to be installed in spring of 2021.
- Submitted a budget for 2021.
- Implemented COVID-19 disinfecting and cleaning procedures with much help from Jeanne Willems who is coordinating cleaning volunteers.
- Elected a new chairperson, Randy Trollop – with many thanks to Chris Hagen for chairing this ministry while serving as Council Liaison

Goals for 2021:

- Continue service of the facility and grounds.
- Assist in the "\$40 for 40" fundraiser to upgrade the Sanctuary renewal with help from a Sanctuary Renewal team that will be put into place early in 2021 which includes lighting and carpeting upgrades.
- Assist in replacing the TV monitor in the Narthex.
- Assist Faith Formation Ministry and the Library Guild to refresh Fellowship Hall space that includes a "Pray ground" area for families and kids to better enjoy fellowship together when we resume meeting in person.
- Participate in the hiring and selection of a Facilities Coordinator to replace Shannon. We give thanks to Shannon for her diligent effort and care in the work of maintaining this facility for so many years and wish her God's blessings in this new chapter of her life.

The Property Ministry would like to thank those who participated with the work of taking care of Saint Andrew's facility. Your ongoing support and willingness to help care for Christ's church together is greatly appreciated. Special thanks to the Schilling family for keeping an eye on shoveling, for those who give of their time and resources to care for our lawn and grounds, exterior seasonal decorations, and snow plowing. We are always in need of new members for this ministry. If you appreciate hands on work,

please reach out and jump in. There are always various projects going on around church to support and further the mission we share. We truly are all in this together! God's Work - Our Hands!

Respectfully submitted,
Randy Trollop
Chairperson

Social Ministry

Committee Name: Social Ministry

Chairperson: Adam Wurz

Council Liaison: Sandra Fischer

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

Fair Trade Volunteers: Bob and Terri Wiederhoeft

Mission of Ministry: 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 2020: Even in a year that forced change in the way the ministry would normally function, we were able to meet some of the goals set in past years. Fair Trade is still being offered for purchase through the church website. In May we purchased bunk beds for KATS (Keeping Area Teens Safe), partnering with area non-profit organizations. Through the church office, the food pantry distributed Lamb's Fresh Market gift cards to those who requested food. In April, the pantry stock of non-perishable items was cleared out and was donated to other local pantries to be used in our community. Three Community Dinners were served in 2020. The ministry continued to support the Wausau Warming Center through the end of April when it closed for the season and began supporting it again when it re-opened for the 2020-2021 season. Eighteen families received gift cards from Lamb's Fresh Market in lieu of Christmas Holiday baskets. The Marathon County Hygiene drive was a success in the spring. A monetary donation was made to a member of the congregation whose family was devastated by late season hurricanes.

Other Supported Activities

- **Super Bowl Snack Sale:** Many prepared or purchased snacks to make 2020 one of the most successful sales in recent years.
- **Lenten Soup and Sandwich:** Only two soup dinners were served in 2020, but they were successful, and all the costs for the year were covered.
- **Quilters:** The quilters made 95 quilts and 40 school bags for Lutheran World Relief, which were loaded and shipped on October 30, 2020. They also donated 78 quilts to the Women's Community Inc., Aspirus Hospice Services and local nursing homes. Many face masks were also sewn for members and health care workers.
- **Hygiene Drive:** Partnering with 88.5-The Family-Hygiene Drive, the congregation supported a pull-tag board donating many hygiene products for the community.
- **Community Dinner:** Three meals were prepared in 2020. The January meal was served at the First Presbyterian Church, Wausau, by volunteers. The March and September meals were prepared at the First Presbyterian Church, but for pick-up only. It was a change in procedure while still offering a meal every Sunday.
- **Fair Trade Coffee, Chocolate and Catalog Items:** These items are offered at cost and supports small farmers and craft people worldwide.
- **Cradle of Love Baskets:** Items donated in early 2020 were used to fill emergency food baskets. The remaining food was donated to local pantries in April.
- **Emergency Food Baskets:** This was discontinued in late March. Nine families received food baskets by mid-March. Through the church office, Lamb's Fresh Market gift cards were offered for the remainder of 2020.
- **Thanksgiving Meal:** This event was canceled in 2020. It is hoped that it can be resumed in 2021, offering many the opportunity to both volunteer and enjoy a meal and fellowship with many church members and neighbors within our community.
- **Wausau Warming Center:** The WWC continues to offer many opportunities to volunteer as a Saint Andrew Team member or an individual volunteer. The Saint Andrew team volunteers every Friday night from November through April. WWC, operated by Catholic Charities, provides a safe place to sleep for the homeless which Saint Andrew proudly supports.

Goals and Visions 2021

- To take on the challenge that 2021 will present to the ministry as we start the year not knowing how long the pandemic will continue.
- To meet the needs of the congregation and other faith-based non-profit entities.
- Share “Soup for Community” as a way of financially supporting community partners and non-profit entities. All while helping members enjoy Lent soup suppers “to go.”
- To re-open the pantry as the situation permits, resume Lenten Soup Dinners, plan the annual Thanksgiving Dinner and restock area school food pantries.
- Again, as the situation permits, to raise funds through normal ministry activities. Going into 2021, the ministry expects to meet most of their goals from their designated fund, though the budget is limited this year.

Respectfully Submitted,
Adam Wurz
Chairperson

Worship Ministry

Ministry Name: Worship Ministry

Chairperson: Herb Heyne

Council Liaison: Herb Heyne

Members: Al Freiberg (Coordinator of Music), Barb Breese, Lenette Hoover, Jan Nelson, Mary Wittich, Cheryl Allen, Sandra Fischer and Denise Skare.

The Worship Ministry is the umbrella ministry for the worship life at 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

2020 was a year we will never forget due to the pandemic and the challenges it presented not only to this ministry but to all of us. We thank God that we have been able not only to survive the challenges presented but to continue to praise and worship our God, to whom we give thanks and glory.

Pastoral

Pastor Jenn Collins completed her first full year as Lead Pastor
Pastor Justin Smoot was installed as our new Associate Pastor
Seminarists, Karoline Schwantes and Christina Johnson, assisted as needed
Pastor Jeff Martinson continued in his role as Visitation Pastor ministering to the needs of the sick and homebound

Challenges Faced

In addition to the challenges presented by the pandemic, the ministry saw the retirement of its long-time chair, Cheryl Allen. We thank her for her many years of prayerful service to the ministry and the congregation. Shortly thereafter, another important contributor, Jan Nelson, announced her resignation. Both members have been greatly missed.

Requirements set forth by the pandemic issued challenges concerning the means and location of services. Joel Freiberg stepped up to the challenge and has been instrumental in organizing and directing a dedicated staff of people in the process of acquiring and installing the needed equipment, building a special control room, and providing the technical expertise needed to broadcast our services through Facebook and other means. We offer a special thanks to all involved in this process as it continues today. We also called on the services of the lay readers and choir members, along with others to assist in worship services either in person on Sunday or via recordings.

Plans to hold special services and activities to commemorate our 40th anniversary have been postponed and we look forward to them in the coming year.

Two outdoor worship services were held; one at State Park Speedway and the other in our parking lot. These services were the first opportunity to share Holy Communion and since those services communion is now offered as a part of our virtual service process and to those who wish to come to the church following the worship service.

A heartfelt thanks to all who participated in worship services this year as readers, instrumentalists, soloists, Stream Team participants, and especially to Jenna Diedrich for the fabulous childrens' sermons she presented every Sunday.

We look forward to the coming year and challenges we face concerning a return to normal worship practices and in the replacement of personnel in the ministry and the election of a new chairperson.

Respectfully submitted,
Herb Heyne
Council Liaison and Acting Chair

Altar Guild Ministry

The work of the Altar Guild focuses on preparing communion elements for members to receive the sacrament. As chairpersons, we shared leadership with five teams of people who baked bread and set the table for each worship service.

When COVID-19 began we fasted from receiving communion until our first ever communion service held online late this summer in conjunction with two outdoor services. From then on, communion was received on the first and fourth Sundays of the month in the form of "Celebration Cups" which are individually pre-packaged wafers and grape juice. Communion was distributed during office hours and at various times over the weekend for members to pick up. It was also sent home in the "Christmas to Go" bags. The pastors made communion available following communion services at the church in a drive-up format.

It was also our joy to participate in beautifying the altar for Thanksgiving and Christmas seasons.

In 2021 we look forward to resuming in-person worship when it is safe to do so and will reassess our communion ware and communion practice as we prepare to gather. We would love to introduce new Altar Guild members to the joy of serving church in this way.

Gratefully submitted,
Denise Skare and Sandra Fischer
Altar Guild Chairpersons