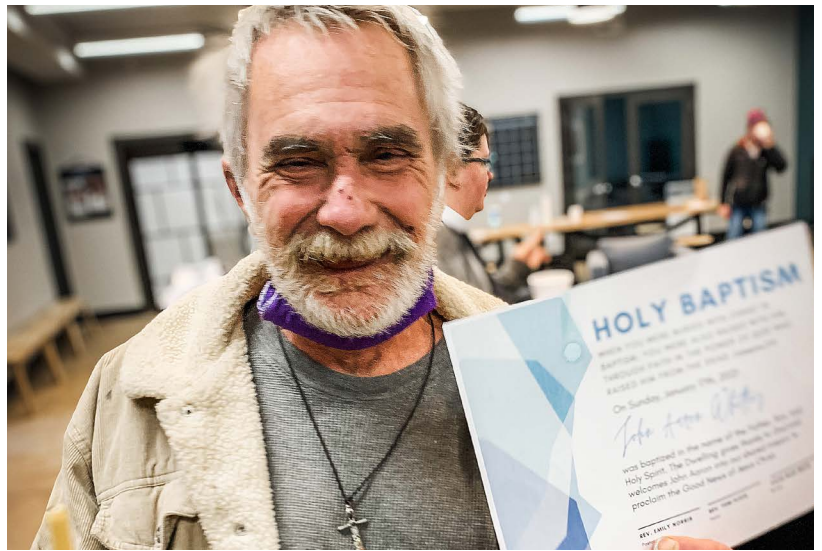


ANNUAL REPORT

2021



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



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

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

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

**Saint Andrew Lutheran Church
Annual Report
For Year Ending December 31, 2021**

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2021 CHURCH COUNCIL

NAME	OFFICE/MINISTRY LIASON	TERM EXPIRES
Derek Hoff	President	January 2022
Dayna Herold	Vice-President	January 2022
	Faith Formation	
Mark Clark	Communications	January 2024
Vickie Mrotek	Fellowship	January 2024
Bob Wiederhoeft	Finance/Stewardship	January 2023
Tammy Schilling	Member Outreach	January 2023
Ken Luer and Herb Heyne	Personnel	January 2022 January 2023
Jeanne Willems	Property	January 2024
Phil Bickley	Social	January 2023
Dayna Herold	Worship	January 2022
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, 2021				
		DESIGNATED		
ASSETS	OPERATING	FUNDS		TOTAL
CURRENT ASSETS				
Cash Accounts	968	302,830		303,798
Endowment Funds in Savings		4,898		4,898
Endowment Funds @ ELCA		73,919		73,919
Seminary Funds @ ELCA		376		376
FIXED ASSETS				
LAND AND BUILDING				
CHURCH SITE	171,300			171,300
BUILDING IMPROVEMENTS	3,633,473			3,633,473
SUBTOTAL				
TOTAL ASSETS	3,805,741	382,023		4,187,764
LIABILITIES AND FUND BALANCES				
CURRENT LIABILITIES				
TAXES PAYABLE (Payroll)	850			850
PPP LOAN	0			0
LONG TERM LIABILITIES				
CHURCH SITE AND BUILDING	498,394			498,394
TOTAL LIABILITIES	499,243			499,243
FUND BALANCES				
FUND BALANCE	3,306,498			3,306,498
DESIGNATED FUNDS				
03 PR DISCRETIONARY FUND-SMOOT		60		
04 SABBATICAL FUNDING		20,000		
05 WEDDING/EVENT DEPOSITS		1,242		
06 FELLOWSHIP		3,304		
07 WORLD HUNGER		565		
08 SOCIAL MINISTRY		4,881		
09 PASTOR DISCRETIONARY-COLLINS		0		
10 MUSIC FUND		3,498		
11 ADMIN DISCRETIONARY FUND		(70)		
12 GOOD SAMARITAN FUND		2,714		
15 \$40 FOR 40TH ANNIVERSARY		11,305		
18 BUILDING MORTGAGE FUND		350		
20 BUILDING CAPITAL FUND		18,000		
21 YOUTH		5,889		
23 ZEERUST		1,140		
25 PROPERTY MINISTRY		27,000		
28 MEMORIAL GIFT FUND		14,544		
29 KITCHEN		1,036		
30 ROSE FUND		311		
40 CONTIGENCY FUND		167,111		
50 SEMINARY ENDOWMENT FUND		4,826		
55 ENDOWMENT FUND		78,816		
41 EOY CARRY FORWARD		15,500		
		382,023		382,023
TOTAL LIABILITIES AND FUND BALANCES	3,805,741	382,023		4,187,764

SAINT ANDREW LUTHERAN CHURCH					
INCOME STATEMENT					
For the Year ended December 31, 2021					
	2021	2021	B/(W)	2020	
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>VARIANCE</u>	<u>LAST YEAR</u>	
OPERATING INCOME				2	
CONTRIBUTIONS	634,187	700,000	(65,813)	697,406	
BUILDING USE DONATIONS	370	0	370	985	
INTEREST INCOME	1,024	0	1,024	127	
TOTAL OPERATING INCOME	635,581	700,000	(64,419)	698,518	
TRANSFER FROM CONTINGENCY FUND	0			0	
TOTAL INCOME	635,581	700,000	(64,419)	698,518	
OPERATING EXPENSES					
OUTREACH MINISTRIES					
REGULAR BENEVOLENCE	46,374	45,750	624	44,795	
EXTENDED MINISTRIES					
WORSHIP	8,611	15,575	(6,964)	7,385	
FAITH FORMATION	7,583	16,650	(9,067)	6,831	
MEMBER OUTREACH	3,244	8,900	(5,656)	3,165	
SOCIAL MINISTRY	634	0	634	0	
FELLOWSHIP	842	0	842	141	
STEWARDSHIP	1,791	2,500	(709)	2,030	
SUPPORT	391,896	462,530	(70,634)	445,108	
PROPERTY CHURCH SITE	53,438	33,250	20,188	16,269	
SUB-TOTAL	514,413	585,155	(70,742)	525,724	
CHURCH FIXED EXPENSES(Utilites)	32,342	33,150	(808)	29,443	
FINANCE EXPENSE	2,347	2,495	(148)	2,218	
MORTGAGE EXPENSE	63,200	79,200	(16,000)	135,000	
TOTAL OPERATING EXPENSES	612,302	700,000	(87,698)	692,385	
TRANSFER TO DESIGNATED FUNDS	23,279	0	23,279	6,133	
TOTAL EXPENSES	635,581	700,000	(64,419)	698,518	
EXCESS OPERATING INCOME/(EXPENSE)	0	0	0	0	

MEMBER STATISTICS - 2021

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
2021	3161	2142	-30	-4

Membership Age Grouping										
Age	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
0-5	241	214	192	175	175	169	168	157	140	136
6-10	246	253	252	252	234	215	196	178	167	157
11-15	232	225	228	230	234	239	246	261	264	236
16-20	212	223	228	233	242	224	224	232	233	246
21-25	206	223	208	211	202	214	222	230	228	237
26-30	176	181	194	208	216	217	215	218	223	213
31-35	227	223	227	220	199	190	189	217	221	235
36-40	212	207	212	220	217	229	233	276	262	241
41-45	222	227	203	200	208	196	196	221	230	233
46-50	222	218	220	228	232	226	224	196	194	97
51-55	229	233	230	236	210	208	213	218	222	224
56-60	206	212	221	215	220	226	227	228	219	121
61-65	169	161	178	197	193	194	200	216	203	129
66-70	106	124	139	150	159	159	154	171	188	55
71-75	52	59	70	79	87	98	126	129	122	145
76-80	43	43	42	40	40	50	55	68	73	73
81-100	38	42	46	54	56	57	57	63	67	8

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

2021 PASTORAL ACTS
New Members & Attendance Breakdown

Pastoral Acts	
Baptisms	22
(Adult)	1
Weddings	7
Funerals	11
First Communion	31
Confirmations	
Youth	42
Adult	0

New Members Received	
January 31	8
October 17	4
Received by Council Action	3
Joined via Confirmation	0
TOTAL	15

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
2021	265	-266

*Average Worship Attendance	
<i>Thursday</i>	
12:15	27
6:15	21
<i>Sunday</i>	
8:00	47
9:15	210

*Special Worship Services	
Ash Wednesday - 6:15 pm	260
Midweek Lenten Worship – Avg. 6:15 pm	124
Maundy Thursday - 12:15 & 6:15 pm	60
Good Friday - 12:15 & 6:15 pm	60
Easter Vigil - Saturday-6:15 pm	112
Easter Sunday - 6:00 am	316
Easter Sunday - 8:30 am	432
Easter Sunday - 10:30 am	150
Pr. Jenn Conclusion of a Call	324
Thanksgiving Eve - 6:15 pm	144
Christmas Eve - 2:00 pm	91
Christmas Eve - 4:00 pm	273
Christmas Eve - 6:00 pm	242
Christmas Eve - 8:00 pm	92
Christmas Eve - 10:00 pm	64
Christmas Day - 9:15 am	139

*Worship attendance is calculated by adding in-person attendance to livestream attendance. Livestream attendance uses Facebook statistics and procedures recommended by the ELCA.

Associate Pastor

Pastor Justin Smoot

In preparing for this report, I read over the previous year's report. What I wrote about 9 months into the pandemic seemed more optimistic than how I feel now. The continuing pandemic is wearing on all of us. I hardly recall what we were doing last year. One thing that stands out from 2020 was the practice of virtual communion.

We began 2021 in the 10th month of the Covid-19 Pandemic. Our Plan to Gather document was our living record of the safety practices. Although it felt as if it was a barrier to gathering, it was truly the work of faithful members who did their best to stay on top of the ever-growing knowledge of the SARS Covid-2 2019 Novel Coronavirus, known to us all as Covid-19. Our greatest fear was that gathering too soon and without proper precautions would result in infection, sickness, and death.

Despite all of this, we know that community is important. Our Lenten series in 2021 was entitled Created for Community. Each week, we heard from an organization that worked to keep us in touch with our community, creation, and our world. We attempted this through the medium of Zoom worship, which was supposed to remind us of being face-to-face in church. This did not work as well as we would like, but all things considered, our general adaptation to livestream worship matured in the past year.

For the sake of community, the pastoral leadership entered into the murky theological waters of celebrating Holy Communion on the livestream service and inviting all who participated in worship via the livestream to celebrate as the virtual body of Christ. This is a practice that was hotly debated in the pastoral circles since the beginning of the pandemic. Knowing that the grace of God comes to us through sharing the elements of Holy Communion, we distributed the celebrations cups to those who desired to participate in Holy Communion in this manner. The practice of sharing the cups mirrored the distribution of the elements in what was once, and will be again, the Eucharistic sharing we remember placing bread in hand down by the chancel steps.

While the future of Saint Andrew Lutheran Church will include a hybrid worship option, the practice of celebrating communion via the livestream will, in all likelihood, not last. The historic practice of communion ministers carrying the consecrated elements to those who are not able to gather with us will likely replace it. These communion ministers serve as an extension of our Sunday gathering, extending the distribution of the communion elements to those who are not able to join us.

Another hallmark of the past year was the slow process of regathering. We had been praying for a vaccine, but its arrival was met with equal amounts of skepticism and welcome. We watched as the growing rate of vaccination appeared to be the cause of the drop in the burden level that had been our measure of how safe it would be to gather. At first we gathered outdoors, in person, creating a regular worship service on our Celebration Patio which was welcomed as a potential, regular summer practice.

The specter of weather forced our hand with regards to the long-delayed Confirmation celebration that was originally going to be held in 2020. The controversial decision to hold the Confirmation service in the Sanctuary instead of the parking lot saved our technology from the downpour that hit at the end of the service. However, it did force us into a position to understand that masking and distancing were safe ways to gather indoors. What followed was a blessed drop in the burden level where we began a familiar, regular Sunday worship schedule.

This was a comfort, even as we grieved the loss of Pr. Jenn to the synod office. In her absence, the Church Council asked that I step up into the roll of Staff Supervisor. Luther Seminary's Faith+Lead platform hosted a seminar with noted clergy coach and church consultant Susan Beaumont called Stepping up to Supervision. Along with reading Jim Clifton's and Jim Harter's book It's the Manager I have used my continuing education to build on my administrative skills.

I was also able to begin a coaching relationship with another pastor and church consultant Rev. Robert Driver-Bishop who has worked with congregations in transition since before the ELCA was formed. Through this relationship, I was able to attend the Lutheran Association of Larger Congregations in Lake Geneva, WI where I was in conversation with the pastors of Lutheran congregations as large, or larger, discerning “What’s Next” for congregations. We know that when we follow our tendency to ‘circle the wagons’ we limit our options, become victims of our affluence, and captive to comfort. We also know that being part of the Body of Christ is connecting people to one another and to God. Sometimes, like the friends of the paralytic in Luke 5, we need to bypass walls and remove ceilings to do so.

While the Church Council and the Call Committee were faithfully leading us through this sacred season of transition, I endeavored to bring the new synod staff in closer contact with Saint Andrew Lutheran Church. Pr. Asher O’Callaghan, Associate to the Bishop Director of Transitions and Discernment, and Pr. Grant Applehans, the Director of Evangelical Mission, were able, after a few false starts, to join us for both Thursday and Sunday worship.

But, most of all, I remember the unorthodox nature of this past year. We have worshiped in new and various ways. We have learned more about public health, the value of virtual gatherings, and how to navigate transitions with grace. We have been a witness for safe gatherings and public health in the midst of the pandemic. We have served one another and our community through the ministries centered here, our benevolent generosity, and creativity. I know that what Saint Andrew Lutheran Church looks like has shifted, but we have stayed who we have always been, the people God called here to express our faith in God through Christ Jesus through worship, learning, witness, and service.

That is more than optimism. It’s hope.

Pr. Justin

Visitation Pastor

Pastor Jeff Martinson

Dear Friends in Christ,

Grace and Peace to You! How privileged I am to continue to serve as Visitation Pastor at Saint Andrew; visiting those who are sick and hospitalized; bringing Holy Communion to members homebound or in assisted living facilities, as I have been able, and blessed to be part of this body of Christ in this time, sharing partnership in the Gospel with all of you; excellent pastors, wonderful staff, lay leaders, council members and congregation sisters and brothers.

Thank you for keeping our pew (the “love seat” as Pastor Emeritus named it) polished and ready to go – even as we worshipped in the great outdoors – even when that same Pastor Emeritus pulled up his fancy lawn chair next to mine, and said, “You’re not going to sing too loud, are you?” A light faith moment. Are you kidding; whether it’s my glorious voice or the virus, no. I am muffled in this face mask (we truly appreciate Saint Andrew following the CDC guidelines in love for one another and our neighbors) but I’ll sing loud in my heart! And now we can sing at home and forever in the shower. Loud, huh?

With singing in mind, let me share a hymn that has stayed with me and stirred this and past Christmases. The beautifully honest “In the Bleak Mid-Winter” (ELW #294). You know the words by Christina Rossetti:

What can I give him, poor as I am
If I were a shepherd, I would bring a lamb;
If I were a wiseman, I would do my part;
yet, what can I give him; give him my heart.

What else can I give my Lord and Prince, my Savior and King? My heart! We love because he first loved us – our poverty and our wealth. May our hearts given to our Lord be filled with God’s many gifts, to be topped off with love. Love for God and love for neighbor in this day and this year of 2022, as we pray and witness “thy kingdom come....on earth as it is in heaven”.

As we give our hearts, God gives his Son. May we desire worship and prayer, fellowship and service. It’s about Love.

Sincerely blessed,
Pastor Jeff Martinson

P.S. The “love seat” is open, as is Saint Andrew, to all.

President

My Fellow Members,

It has been a seemingly long and difficult journey the past two years. The pandemic and the parting of our dear Pastor Jenn has left quite the strain on our congregation. However, the resolve of our staff, council, ministries, volunteers, and all of our members has been incredible. I want to send a personal thank you from the Hoff Family for continuing to create an inclusive and loving environment for all. The people of Saint Andrew are exceptional and will continue to be the reason that our church will grow and prosper. We are moving into a new era at Saint Andrew and I believe that we will be a beacon for the Wausau community for all to find faith and hope.

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! One of my favorite quotes of all time comes from the timeless children's book, *The Lorax*, "Unless someone like you cares a whole awful lot, nothing is going to get better. It's not." I know you all care and I'd love for more people to step up. Step into a role that is perhaps out of your comfort zone. Saint Andrew needs to continue to get better and we have the people in our congregation who can help drive it forward. JUMP! Take a leap to volunteer. Let your talents shine! God Bless.

Respectfully submitted,
Derek Hoff

Vice President

Dear Fellow Members,

Six years ago, my husband Paul and I were relatively new members that came to church on Sunday mornings and did our best to participate in worship while wrestling our 1 and 3 year old girls in the pew. I received an email asking if I would be willing to be on Church Council, which honestly shocked me. Clearly there were many people in our congregation that would be a better option than me, but with only a few weeks left until the annual meeting, there was still a need. I said yes despite my doubts, and I'm so thankful! Being involved in the church beyond sitting in a pew has been life-changing for me and Paul, and has formed a solid faith foundation for our daughters, Gracie and Gabby.

Although the past few years have been especially challenging, I have found comfort recently in the words of Saint Andrew's mission statement: "With the guidance of the Holy Spirit, the life and mission of this church can be fulfilled by those within it." The first people of Saint Andrew were an active group! They personally invited people with various faith backgrounds to worship with them, they set up and tore down a worship space in a gym every Sunday, and they raised money to build the beautiful church building we have today. We face new challenges now, but I believe that the life and mission of this church can *still* be fulfilled by those within it.

While my time on Church Council has ended after serving two terms, I look forward to continued participation in the life and ministries of Saint Andrew. I'm excited to see where the Holy Spirit guides us in 2022!

Respectfully submitted,
Dayna Herold

Communications Ministry

Chairperson: Amanda Shuda

Council Liaison: Mark Clark

Members: Bob Wiederhoeft, Patrick Kieper

Looking back at the past year, there is no doubt the pandemic challenged us all, not only in our personal lives but also in the life of the church; transforming a once packed church into names, profile pictures, phone numbers and email addresses to communicate God's work happening at Saint Andrew. While we faced these many challenges to stay connected with one another, the Communications Ministry continued to uphold our mission throughout the year, "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."

The small but mighty Communications Ministry completed many requests in 2021. We developed new ways in which we communicate with the ministries and share their missions, work that we will continue into 2022 and beyond. In an effort to collaborate and streamline communication with other ministries, an online request form was developed. This form assists in gathering the information in an organized manner, sharing with those that need the information and to better assist in sharing their message. While this form has proven to be useful, we look forward to laying out a larger long-term strategy in 2022, where each ministry can share their visions in a collaborative document in an effort to plan in a more proactive manner. There are many hands doing God's work at Saint Andrew, the more involved in the "big picture", the stronger the message.

Throughout 2021, we continued to use the capabilities of our team to support our website, Facebook, and graphic media. Below is a list of some of the projects that were supported in 2021 by our ministry:

- Continued messaging the COVID-19 "Plan to Gather" phases and plans.
- Adding a "Council Corner" communication area on the website to share updates from Saint Andrew Church Council.
- Created online ordering for "Soup-To-Go " during Lent, promoting it on the website and social media.
- Promoted multiple events through various communication mediums, such as:
 - Art Devo
 - Paper Crane project
 - Food Pantry needs
 - Indoor and outdoor church decorating events
 - Christmas basket requests and information
 - Cross Creations workshop
 - Gingerbread House decorating
- Worked diligently with Liturgical Arts to develop an online digital Advent calendar and daily videos which incorporated readings (read by members), animated graphics and music for "The Jesse Tree". We continued to support this journey on Facebook as well.
- Assisted in the communication of the annual time and talent as well as the financial commitment pledges.
- Assisted the Personnel Ministry by posting 3 staff positions online.
- As the Call Committee works to fill the Lead Pastor role, in an effort to communicate with members quickly and easily, the Communication Ministry created a graphic to show what stage the process is in. This infographic is being promoted through the Network and online presence.

As in the past year, we seek to continue to share our mission with fellow ministries in order to support their goals. We will continue to engage and work closely with the ministries, learning their long-term goals, plans, needs and collaborating on the communication of their activities.

We will continue to support our digital communication (internet, social media) that has become vital and remains important for 2022 and beyond.

As time permits, we will review and update tools and materials that we use 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 our team has accomplished. We hope to encourage those interested in doing this work with us to come share their talents and help fulfill our ministry's mission. We look forward to the opportunities 2022 will bring.

Respectfully submitted,
Amanda Shuda, Chairperson
Mark Clark, Council Liaison

Faith Formation Coordinator

In 2021, Saint Andrew saw the return of some of our traditional programs while still adjusting throughout the year to provide a variety of ways for our members to learn and connect. This year in particular, the largest focus for Faith Formation was on children's ministry. Most programs were either created new or adapted from various resources to fit our own purpose.

2021 Highlights

- Continued at-home/small group Sunday school lessons February-May (tRIBe)
- Hosted Good Friday Stations of the Cross interactive stations
- Created Stations of the Cross devotional videos
- Virtual Easter Pageant (filmed and edited by high school students)
- Palm Sunday parade in the Wausau community
- Confirmation - May 23
 - Originally planned as an outdoor event, but moved indoors due to inclement weather
- 5 students attended Confirmation Camp at Waypost
- Return to in-person VBS
 - Shortened to a 3-day program
- Rainbeau Corner Playground was opened in the Fellowship Hall
- At-home Sunday school option created - 12 families participating (all ages)
- Return to in-person Sunday school
 - 3rd-6th Grade combined based on registration/attendance and available teachers
- 1-day Confirmation retreat at church
- Confirmation - October 31
- Sunday school Advent project: *Sunday School presents The Jesse Tree*
A 4-Sunday program where students presented symbols of the Jesse Tree

2022 Goals

- Work with Faith Formation ministry to recruit new members
- Create a model and framework for lifelong Faith Formation within Saint Andrew
- Develop 3rd-6th grade Sunday school curriculum teaching the ministry of the church
- Utilize digital platforms and create resources to enhance at-home church experiences

Respectfully submitted,
Jenna Diedrich

Faith Formation Ministry

Chairperson: Stephanie Birchler

Staff Liaison: Jenna Diedrich

Members: Sheila Hagen, Christina Johnson, Haylee Kaiser, Molly Kieper, Sara Knighton, Karoline Schwantes and Becky Tyjeski

Mission:

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

2021 Accomplishments:

As written in our mission statement, our ministry was able to offer educational and social opportunities this year while keeping in mind the needs of our members. We offered choices with social distancing, at-home activities, and in-person events. Multigenerational involvement continued to be in the front of our minds as we planned activities and invited members to be involved. The opportunities we provided this year included:

- Confirmation offered in small groups with at-home learning also offered
- 2 Confirmation classes and worship services (May and October)
- Teamed with two local churches at Waypost to offer Confirmation Camp
- Rainbeau Corner, a safe and inviting place for children to play, in the Fellowship Hall was made a reality
- Library Guild graciously moved the library across the Fellowship Hall to allow for extra space for Rainbeau Corner
- Palm Sunday parade through the Wausau community
- Vacation Bible School took place at church with twenty-one, 4-7 year olds
- Waypost Day Camp was offered the same week with thirteen, 8-11 year olds and a high school volunteer assisting
- A Spark Story Bible or Lutheran Study Bible was given to each newly baptized member
- Bibles were given to all 3rd grade students as well as any child who needed one on Rally Sunday
- Blessing of backpacks took place for children during the outdoor Rally Sunday service and keychain gifts were given
- 3rd-6th grade Sunday school transitioned to ministry-based activities (Spark sessions)
- Sunday School start time was moved to 9:00 am, fifteen minutes before the 9:15 service, allowing the classes to join in worship with the congregation for communion, baptisms, song, and prayer.
- First Communion classes were offered to 5th and 6th grade students and families
- Sunday School presented Jesse Tree stories and symbols during Advent services
- Handbells for children were purchased to integrate music into programs
- Wonder Women and Son Riser's bible studies met weekly, mainly virtually

2022 Goals and Vision:

- Establish and communicate a Safe Place Policy for all volunteers
- Team with communication ministry to create awareness of programming opportunities
- Invite members to be included in the ministry and provide opportunities to engage in a variety of projects
- Offer a virtual Easter Pageant
- Develop Spark Sessions with ministry themes for 3rd-6th grade Sunday school classes
- Offer service opportunities
- Discuss expanding the age for First Communion

Our ministry was able to stay active during the uncertainties of the pandemic this year thanks to the leadership of our coordinator, Jenna Diedrich. Passionate volunteers from other ministries also stepped in

to share their gifts and a special thanks goes out to them: Pam Clark, Faith Fehrman, Phil Bickley, Patrick Kieper, our Sunday school teachers, and bible study leaders! We look forward to taking the lessons learned this year and grow our ministry in the year ahead.

Respectfully submitted,
Stephanie Birchler
Chairperson

Fellowship Ministry

Chairperson: Amy Frolik

Council Liaison: Vickie Mrotek

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

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, 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 fellowship and to bake cookies.

Fellowship Ministry members regrouped in February through a Zoom virtual meeting. We looked at ways to create opportunities for fellowship and fun in safe ways during the pandemic. Our first big endeavor was in collaboration with Liturgical Arts. A flock of colorful origami cranes were created to represent the congregation gathering for the Lenten season. The theme was "Create for Community". Materials were made available in the Narthex and trained people how to fold the paper into cranes via Zoom and video. The number of cranes turned in was overwhelming, so they were hung all over the church.

2021 Ministry Events:

- | | |
|-----------------------------------------------------------------|--------------------|
| • Lent "Created for Community" Origami Flocks of Cranes Project | February - March |
| • Fresh baked hot cross buns (served 120 to go) for Palm Sunday | March 28 |
| • Art Devo devotion and craft monthly sessions resumed | April |
| • Served coffee at some outdoor services | May - October |
| • Pastor Jenn's Conclusion of a Call Reception | May 23 |
| • Helped with Treasure and Market Sale | June 3-5 |
| • Annual Picnic with catered food, crafts and games | September 12 |
| • Indoor Sunday fellowship resumed | October |
| • Helped with Liturgical Arts project "100 Crosses for Hope" | November 11 and 14 |
| • Gingerbread House Decorating Event | December 5 |
| • Cross Decorating craft event | December 12 |

Weekly: Sundays - coordinate and schedule volunteers for fellowship. Cookie-baking on hold.

Monthly: OWLS (Older Wiser Lutherans est. 2010) The group is self-run by members and organizes social events such as potlucks, speakers and field trips. Currently not meeting.

Monthly: The monthly Art Devo drop-in art and devotion classes with Pam Clark resumed in April. See Network for upcoming dates.

Follow Fellowship events on Facebook.com/salcwausau

For 2022, the Fellowship Ministry plans to meet in person. We welcome new members to the ministry to provide activities and events that are enjoyed by all ages and to increase fellowship within the congregation. A new ministry chair is welcome to bring new energy and leadership to this fun group and someone to coordinate the coffee scheduling. *We appreciate all the volunteers that help make the activities so enjoyable.*

Be kind, be thankful and trust in God.

Respectfully submitted,
Amy Frolik
Chairperson

Finance/Stewardship Ministry

Chairperson: Mark Gleisner

Council Liaison: Bob Wiederhoeft

Treasurer: Terri Fronck

Members: Beth Hansen, Financial Secretary; Sheldon Geiger, Bookkeeper; Kay Sitko, Secretary; Mike Howlett, 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 appeal for 2022 emphasized the need for rebuilding and renewal as we move out of the pandemic when so many activities and opportunities to participate were curtailed. While we had a good response, there is still a need for more people to participate in all of the various ministries and committees.

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.*

2021 was another challenging year financially as offerings declined again from the prior year but fortunately, expenses were kept considerably below the Spending Plan and we ended the year with a slight excess. We are grateful for the continued generous financial and participation support given to Saint Andrew by our congregation again this year.

The Spending Plan for 2022 is based upon our intent to rebuild, reinvigorate and grow with a new Lead Pastor and although our projected revenues don't fully fund our planned activities, we are confident that our congregation will provide the resources we need to accomplish our mission. We continue to use the Narrative Spending Plan format.

Audit Committee

Members: Mark Gleisner and Tom Weiland. This committee reviews the records for clarity and accuracy and then offers recommendations for improvement. The audit report for 2017 and 2018 was completed and there were no significant findings. The 2019 and 2020 filed work is completed and the report is in process and again there were no significant findings. We are in need of three new members for the 2021 audit.

Endowment Committee

Members: Sarah Verber-Chairperson, Jack Fischer, Kris Lemke, Mike Stelzl and Bob Wiederhoeft. In 2021, \$7,645 was available for grants. One grant totaling \$2,000 was approved to Monk Gardens for their after-school program and \$5,000 was approved to The Gospel TLC in Wausau to help with acquisition of a building for a long-term recovery facility. Two grant applications were denied. The fund is allowed to pay out up to 10% of the year-end balance in the next year. One additional member is needed for this committee for 2022 and 2023.

Financial Secretary

The Financial Secretary is responsible for maintaining records of giving, pledging, electronic giving, for maintaining the PowerChurch contributions module and for sending quarterly giving statements and providing reports as needed by the Bookkeeper, Treasurer, Finance/Stewardship Ministry and Church Council. Beth Hansen has assumed the position of Financial Secretary as Mike Howlett retired this year after 35 years of faithful service. Thank you Mike for your service to Saint Andrew and thank you Beth for volunteering to be the Financial Secretary.

Bookkeeper

The Bookkeeper maintains all the accounting records, the general ledger accounts, pays the bills, processes payroll, deposits cash receipts, makes journal entries, provides monthly reports, assists the treasurer with budgets and issuing the financial statements, and schedules the counters. Sheldon Geiger is retiring after 12 years as Saint Andrew's Bookkeeper. Thank You Sheldon for your faithful service. Kerry Fehrman will be starting as the new Bookkeeper in January, 2022. Thank You Kerry for taking on this job.

Counters

The Saint Andrew counters are: Dewey Allen, Barb Breese, Barb Geiger, Annette Green, Dick Jarvis, Lynn Klein, Jennifer Luer, Marsha Otto, Penny Robinson, Mary Wittich and Duane Zietlow. In May of this year counting returned to weekly from 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

The Payroll Protection Program (PPP) loan Saint Andrew applied for and received in April 2020 was forgiven by the government in 2021 so we did not have to repay the \$71,000 loan. These funds provided a valuable cash cushion to pay our staff, our mortgage and some of our utilities. The proceeds were treated as Designated Giving in 2021 and added to the Contingency Fund.

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 paid \$6,600 in January and February but due to declining offerings reduced payments to \$5,000 per month for the rest of 2021 to conserve cash. The 2022 Spending Plan continues monthly payments of \$5,000. The balance as of December 31 is \$498,393, down from \$542,828 last year. An extra \$3,949 in *Freed for Mission* contributions was received in 2021.

Respectfully submitted,
Mark Gleisner
Chairperson

Memorial Gift Ministry

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 2021 memorials were significantly used to create Rainbeau Corner in the Fellowship Hall in memory of Beau Kaiser. This is a special place in the Fellowship Hall set apart for parents and young families to engage in active fellowship.

Other memorial gifts were used to support Never Forgotten Honor Flight, SALC quilters for supplies, and SALC classroom technology updates.

Thank you to the many saints triumphant and their loved ones for the memorial gifts received in 2021 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 or would like to learn more about participating on the memorial gift ministry, please contact the church office.

Respectfully submitted on behalf of the
Memorial Gift Ministry

Personnel Ministry

Chairperson: Wayne Johnson

Council Liaison: Ken Luer, Herb Heyne

Staff Advisor: Pastor Justin Smoot

Members: Bev Miller, Laura Johnson, Dan Malm, Penny Nowak, Rick Radloff

What is the purpose of the Ministry?

Duties and Responsibilities of the Personnel and 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?

- Determined and recommended 2021 salaries for all Saint Andrew staff, clergy and non-clergy
- Updated the Employee Handbook to provide family and spousal health coverage
- Posted Facility Coordinator job, formed an interview team, and hired Patrick Kieper
- Revised Job Descriptions for Communications Coordinator and Parish Secretary
- Hired Faith Fehrman and Nicholas Josiger as Sextons
- Reviewed and posted the Bookkeeper position and hired Kerry Fehrman to begin January, 2022
- Adopted Portico Silver+A benefit plan that provided the employees with the option to select the Gold+ or Silver+A plan which includes church contribution to an HSA (Health Savings Account)
- Reviewed and updated the Wedding Policy
- Attended weekly church staff meetings as an employee resource

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 2022 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, Jenna Diedrich-Faith Formation Coordinator, Patrick Kieper-Facility Coordinator, Al Freiberg-Coordinator of Music, Sheldon Geiger-Bookkeeper, David Paisar-part time Custodian, and Faith Fehrman and Nicholas Josiger-Sextons.

Don Skare, the Personnel Ministry Chair for ten years, passed away in March. He was passionate about our ministry and touched all processes. His compassion, steadiness, and support has been a gift to the staff and ministry.

Respectfully submitted,

Wayne Johnson

Chairperson

Facility Coordinator

2021 was not the year we were hoping for a year ago. While we saw some new signs of life in the church again, and at times thought we were done with Covid and going to be able to return to “normal,” we have learned that we need to continue to live into a new normal and adapt.

My position at Saint Andrew began after Easter in the spring of 2021; I knew coming in that this role was not a small undertaking. 2021 has certainly shown how much goes into keeping a facility like Saint Andrew running while also maintaining a clean, healthy and safe building. Living into this new form of ministry each month has been a new learning curve as we bring back familiar programs and activities in new ways. I look forward to 2022 as we continue to adapt and live into something new.

Notable projects of 2021:

- New Sanctuary lighting installed
- Changed old lightbulbs to new LED bulbs throughout the Sanctuary
- Re-organized/consolidated storage areas throughout Saint Andrew
- Removed and recycled outdated, unused electronics – e-cycled through The Good News Project
- Worked with Property Ministry and Liturgical Arts to establish plans for the Sanctuary renewal with new carpet and paint
- Repaired and replaced plumbing fixtures
- All hard floors scrubbed and polished
- Refurbished Narthex fountain
- Upgraded HVAC control software
- Ongoing routine maintenance

Projects for 2022

- Sanctuary renewal project; to see that it is completed in an efficient and timely manner so that we are back in the Sanctuary for worship before the Lenten season. While this project will have its ups and downs, disrupting the “normal” functions of the church, this project will bring a fresh feel to the worship space
- Installation of grab bars in all bathroom stalls to better serve the aging and/or disabled
- Expansion of tech capabilities with internet service to better serve all areas of the building; also, to allow for the installation of hybrid learning classrooms in the Parish room and Activity room – financial assistance will be provided by the East Central Synod of Wisconsin Lay School
- Recruitment of additional Property Ministry members
- Improvements to the landscaping to maintain the outside of Saint Andrew
- Develop a comprehensive inventory of the equipment and furnishings
- Clean and organize the west basement storage area

Respectfully submitted,
Patrick Kieper

Property Ministry

Council Liaison: Jeanne Willems

Staff Advisor: Patrick Kieper

Council Members: Allan Brace, David Paisar, Randall Trollop, 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 Facility Coordinator, Patrick Kieper, 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.

Here is a short list of completed property projects for 2021:

- Library moved across the Fellowship Hall and Rainbeau Corner completed
- Spring and fall clean-up of outside grounds, and Highway NN
- Office renovation: installed larger desk with more leg room in Patrick's office
- Inside lighting upgrades
- Planned for and obtained quotes for painting and carpet removal in the Sanctuary
- Cleaned out Sanctuary to include moving pews into the Chapel and the removal of all wall hangings in preparation of painting and carpet replacement for the Sanctuary Renewal project

Budgeted for 2022 and discussed long range planning for roof replacement and parking lot.

Respectfully submitted,

Randy Trollop

Chairperson

Social Ministry

Chairperson: Adam Wurz

Council Liaison: Phil Bickley

Ministry 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

*Russell Van Skike passed away on June 11, 2021. Our church congregation, ministry and the greater Wausau community was blessed to have Russ Van Skike in our lives. Russ served not only on this ministry, but various other church positions for many years. Russ served in every community he lived in throughout his life; as a Cedarburg City Policeman, Marathon County Public Defender, and a Red Cross Disaster Relief volunteer, and his leadership and positive “can-do” determination will be missed by so many.

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

Goals met by Social Ministry in 2021: Our 2021 ministry goals were limited to what we could do within the boundaries of the pandemic. Our ministry members and congregation were involved in staffing the Wausau Warming Center throughout the winter from November 1, 2020 to April 30, 2021. During the Lenten season, soup was made and sold for pick-up only. All profits, \$8,000, supported five local charities. The ministry prepared and served 4 Community Dinners which served over 300 meals. In October quilters shipped 137 quilts, 81 schoolbags and 44 personal care kits to LWR. We reopened our emergency food pantry in April. We partnered with The Salvation Army to collect food donations for their Thanksgiving food baskets. And again, this fall, the ministry and congregation is taking a lead role at the Wausau Warming Center.

Other Supported Activities

- **Super Bowl Snack Sale:** We were not able to do this in 2021. We hope to be able to continue in 2022.
- **Lenten Soup and Sandwich:** Soup was prepared and sold for pick-up only in 2021 with very little volunteer involvement. Hoping to serve soup as we have in the past in 2022.
- **Quilters:** 241 quilts were made. 137 were given to Lutheran World Relief and 104 to local charities.
- **Hygiene Drive:** The annual ‘Help for the Homeless’ hygiene drive will start February 13, 2022.
- **Community Dinner:** 4 meals were prepared and served to over 300 people in 2021. We will be looking for a new head cook and continue this ministry in 2022.
- **Fair Trade Coffee, Chocolate and Catalog Products:** Products were offered and sold online in 2021. They will be offered online again in 2022 and hope to make them available in-person at the church as well.
- **Cradle of Love Baskets:** The cradles are being used again to help restock the emergency food pantry.
- **Emergency Food Baskets/Holiday Food Baskets:** The emergency Food Pantry reopened in May of 2021 and Christmas food baskets were offered in December.
- **Thanksgiving Meal:** This meal, once again, was cancelled due to the pandemic. Instead, the ministry partnered with Salvation Army to help fill their 400 plus requests for food baskets. Two carts full of non-perishable food was collected as well as four frozen turkeys for the food baskets. It is hoped that the traditional Thanksgiving meal can resume in 2022.
- **Wausau Warming Center:** Again in 2021 our church and ministry volunteers have worked throughout the pandemic and we will continue to volunteer in 2022. Every Friday in 2021 volunteers from Saint Andrew staffed the center. Other volunteers helped to restock the center and deliver and pick up blankets for laundering, while other congregation members filled in where needed on other shifts.

Goals and Visions for 2022

- We are ready to take on the challenge that 2022 presents as the pandemic continues to affect planning annual events.
- We will continue to partner with local charitable agencies to meet our goals.
- We will continue to strive to meet the needs of our congregation and other faith-based non-profit organizations.

Respectfully submitted,
Adam Wurz
Chairperson

Worship Ministry

Chairperson: Dayna Herold

Council Liaison: Dayna Herold

Members: Al Freiberg (Coordinator of Music), Barb Breese, Sandra Fischer, Denise Skare, and Mary Wittich

Purpose:

The purpose of the Worship Ministry is to provide God's people an opportunity to encounter God, grow in faith, be nourished and refreshed, and gather together to offer thanks and praise to God.

The Worship Ministry is responsible for coordinating Altar Guild, music, lay readers, ushers, communion servers, acolytes and assisting ministers. Over the past two years, worship has evolved to include technology that allows us to have "worship options for all." We also welcomed a new Liturgical Arts group that creatively enhances our worship experience.

Goals Achieved in 2021:

With Covid cases dropping in the spring of 2021, the Worship Ministry worked collaboratively with the Plan to Gather Task Force, Church Council, Pastor Justin, Staff, Property Ministry, Communications Ministry, and many others to safely return to in-person worship. In June we returned to worship in the Sanctuary in addition to the Facebook livestream and outdoor worship on the Celebration Patio.

Goals for 2022:

Music. Music has historically been an important part of worship at Saint Andrew. Rising Covid cases this fall caused us to pause our plans for the return of our beloved choirs. In 2022 we look forward to choirs, special music, and hymnals returning.

Communion. We are hearing from members that they miss the special rhythm of receiving communion at the front of the church. Our ministry is preparing to return to this practice once the Sanctuary Renewal project is complete.

Adapt. Change is hard! Worship at Saint Andrew was smooth sailing for many years. Covid and pastoral transitions definitely rocked the boat! We will continue to adapt and be open to change.

Thank You:

This was my first experience with the Worship Ministry, and I am amazed at how much goes into planning and accomplishing worship services! Thank you to all who worked tirelessly this year to offer "worship options for all".

Respectfully submitted,

Dayna Herold

Council Liaison and Chairperson

Altar Guild

Chairpersons: Sandra Fischer and Denise Skare

The work of the Altar Guild focuses on preparing communion elements for those receiving the sacrament. Since COVID-19 began, our church suspended baking communion bread and began using “Celebration Cups”. As chairpersons, we shared leadership with three teams of people who helped set up tables in the Narthex to distribute the communion cups and bulletins to the congregation. We also set the table for each worship service.

Even though COVID-19 is still among us, we have a strong desire to celebrate in the word of Christ. We were able to participate with in-person worship again with up to 80 members in the Sanctuary socially distanced and wearing masks at 8:00 and 9:15 am. We were also able to have an outdoor service during the summer and early fall months at 10:30 am on Sunday.

It was also our joy to participate in beautifying the altar for the Thanksgiving and Christmas holidays. These flowers and decorations lifted the spirits of all who came to worship.

In 2022, we look forward to continuing with in-person church services on Thursdays and Sundays. If and when the COVID-19 numbers drop, we hope to reassess our communion ware and communion practice as we prepare to gather. We are always looking for new members to join our ministry and assist in the joy of serving church in this way.

Gratefully submitted,
Denise Skare and Sandra Fischer
Chairpersons

Liturgical Arts

Members: Jayne Sisterman, Diane Kronenwetter, Pam Clark

This is a NEW ministry at Saint Andrew with the mission statement:

The purpose of including and inspiring the use of liturgical arts in our worship and in our church life together;

To illuminate the scripture: make us aware of God and the world in which we meet God;

To enhance the experience of worship: deepen our spiritual lives;

Involve the congregation in the liturgy;

To cultivate beauty.

Our goal is to interpret the liturgy in different ways that will help support and facilitate our community to experience their connection with God and one another.

We have added the following enhanced worship experiences this year:

Lent: Crane installation and baptismal mobile: a congregational practice to make beautiful things out of ordinary paper, folding peace, love, hope and healing into each crane. We are called to create, participate and transform.

Pentecost: Fire/Dove ring installation: the Holy Spirit was symbolized with fire-colored ribbons and origami doves, connected to a welded pole which was skillfully formed and donated by Dave Isberner. This was used for the 2020 confirmands whose service had been postponed until 2021.

Fall Theme: Deeper Roots, New Branches: installation of yarn-wrapped branched tree in the Sanctuary symbolizing “we are just like trees.” We grow the most during those times we seem lost when our roots drive deeper into greater mysteries of God. Our branches transform and adapt, reaching to grow towards God’s promised future for us.

The following congregational practices were directly related to the tree:

Bushel of Prayers: The congregation wrote prayers on leaves that were then attached to the tree, unlocking our empathy for others, binding us together in relationship, and connecting us personally to God in ways that cannot be measured.

Giving Tree:

- **Share the Bounty Food Drive:** By giving generous food donations to the Neighbor’s Place, we were able to help feed hungry people in the community.
- **Cross Creations:** Even wood from fallen trees can give new life. 100 wooden crosses, made and donated by wood-smith Al Brace, were transformed by willing congregation members into expressions of love to be given to people that need a reminder of God’s love. This began the new idea of the SALC Hope Chest, which we will continue to grow. There are many people that need a symbol of God’s love at different times in their lives.
- **NCHC Holiday Donations:** Generous donations from the congregation were delivered to residents that have needs and circumstances beyond their control. Needed essentials touched many lives with hope and love.

Sunday School: Taught the 3rd, 4th, 5th and 6th grade students about liturgical arts, the spiritual lessons from trees and a body prayer we called “The Tree Prayer.”

The Jesse Tree: An Advent Journey: A congregational 28-day advent devotional that explained the family tree of Jesus with symbols, stories and prayers to help us connect our own lives more deeply with Jesus and find the true meaning of Christmas. We appreciated the help we received from the Communications Ministry to broadcast the message.

We welcome new members to this ministry with ideas and a willingness to achieve them through a wide range of artistic expressions.

“If anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come.

2 Corinthians 5:17

Respectfully submitted,
Jayne Sisterman
Diane Kronenwetter

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

God has called us for such a time as this.

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

God has called us for such a time as this.

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

God has called us for such a time as this.

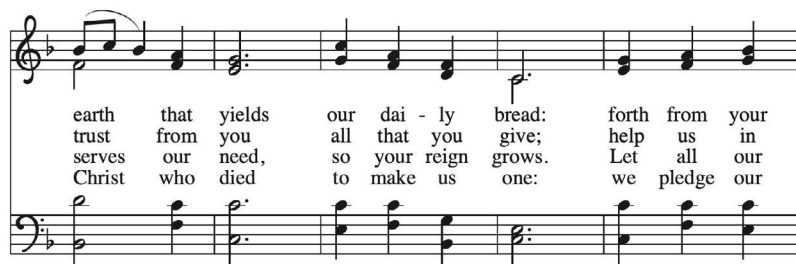
We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

God has called us for such a time as this.

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

You have called us for such a time as this.

God of the Fertile Fields



All Creation Sings #1063

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**O God,
you have called your servants
to ventures of which we cannot see the ending,
by paths as yet untrodden,
through perils unknown.
Give us faith to go out with good courage,
not knowing where we go,
but only that your hand is leading us
and your love supporting us;
through Jesus Christ our Lord.
Amen. (ELW, p. 317)**

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for **Living Christ Lutheran Church** in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “**Stories of Faith in Action**” at [ELCA.org/SOFIA](https://elca.org/SOFIA).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at **Sitka Lutheran Church** in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

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