



ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,



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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”
(Hebrews 13:16).

**Saint Andrew Lutheran Church
Annual Report
For Year Ending December 31, 2022**

Table of Contents

2022 Balance Sheet & Income Statement.....	1-2
Information about Members, Attendance and Pastoral Acts 2022	3-4
Pastors' Reports	5-7
Council President Report.....	8
Council Vice President Report	9
Ministry and Staff Reports	
Communications	10
Facility Coordinator	11
Faith Formation Coordinator	12-13
Faith Formation	14-15
Fellowship	16
Finance/Stewardship	17-18
Personnel	19
Social	20-21
Worship	22
Altar Guild	23

2022 CHURCH COUNCIL

NAME	OFFICE/MINISTRY LIASON	TERM EXPIRES
Herb Heyne	President	January 2023
Diane Goetsch	Vice-President	January 2025
Pam Clark and Nick Josiger	Faith Formation	January 2025 January 2025
Mark Clark	Communications	January 2024
Vickie Mrotek Tammy Schilling	Fellowship/Member Outreach	January 2024 January 2023
Bob Wiederhoeft	Finance/Stewardship	January 2023
Diane Goetsch	Liturgical Arts	January 2025
Bob Wiederhoeft	Memorial Gift	January 2023
Randy Trollop	Personnel	January 2025
Jeanne Willems	Property	January 2024
Phil Bickley	Social	January 2023
Diane Goetsch	Worship	January 2025
Terri Fronek	Treasurer	Appointed
Beth Hansen	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, 2022			
		DESIGNATED	
ASSETS	OPERATING	FUNDS	TOTAL
CURRENT ASSETS			
CASH	119	261,700	261,819
Endowment Funds in Savings		(1,246)	(1,246)
Endowment Funds @ ELCA		67,297	67,297
Seminary Funds in Savings		1,110	1,110
Seminary Funds @ ELCA		7,882	7,882
FIXED ASSETS			
LAND AND BUILDING			
CHURCH SITE	171,300		171,300
BUILDING IMPROVEMENTS	3,633,473		3,633,473
SUBTOTAL			
TOTAL ASSETS	3,804,892	336,743	4,141,635
LIABILITIES AND FUND BALANCES			
CURRENT LIABILITIES			
TAXES PAYABLE (Payroll)	0		0
LONG TERM LIABILITIES			
CHURCH SITE AND BUILDING	447,747		447,747
TOTAL LIABILITIES	447,747		447,747
FUND BALANCES			
FUND BALANCE	3,357,145		3,357,145
DESIGNATED FUNDS			
03 PR DISCRETIONARY FUND-SMOOT		60	
04 SABBATICAL FUNDING		10,000	
05 WEDDING/EVENT DEPOSITS		1,242	
06 FELLOWSHIP		2,489	
07 WORLD HUNGER		320	
08 SOCIAL MINISTRY		6,655	
09 PASTOR DISCRETIONARY-OCALLAGHAN		1,000	
10 MUSIC FUND		3,498	
11 TRANSACTION TIMING FUND		509	
12 GOOD SAMARITAN FUND		3,013	
15 \$40 FOR 40TH ANNIVERSARY		0	
18 BUILDING MORTGAGE FUND		1,005	
20 BUILDING CAPITAL FUND		36,000	
21 YOUTH		6,194	
23 ZEERUST		1,140	
25 PROPERTY MINISTRY		21,599	
28 MEMORIAL GIFT FUND		14,013	
29 KITCHEN		1,998	
30 ROSE FUND		519	
40 CONTINGENCY FUND		146,446	
50 SEMINARY FUND		8,992	
55 ENDOWMENT FUND		66,051	
41 EOY CARRY FORWARD		4,000	
		336,743	336,743
TOTAL LIABILITIES AND FUND BALANCES	3,804,892	336,743	4,141,635

SAINT ANDREW LUTHERAN CHURCH				
INCOME STATEMENT				
For the Year ended December 31, 2022				
	2022	2022	B/(W)	2021
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>VARIANCE</u>	<u>LAST YEAR</u>
OPERATING INCOME				
CONTRIBUTIONS	623,381	670,000	(46,619)	634,182
BUILDING USE DONATIONS	.	0	0	370
INTEREST INCOME	770	0	770	1,024
TOTAL OPERATING INCOME	624,151	670,000	(45,849)	635,581
OPERATING EXPENSES				
OUTREACH MINISTRIES				
REGULAR BENEVOLENCE	42,449	46,950	(4,501)	46,374
EXTENDED MINISTRIES				
WORSHIP	9,322	9,500	(178)	8,611
FAITH FORMATION	6,870	14,500	(7,630)	7,583
MEMBER OUTREACH	2,245	2,900	(655)	3,244
SOCIAL MINISTRY	0	0	0	634
FELLOWSHIP	0	0	0	842
STEWARDSHIP	2,173	2,250	(77)	1,791
SUPPORT	439,776	556,085	(116,309)	391,896
PROPERTY CHURCH SITE	49,380	50,250	(870)	53,438
SUB-TOTAL	552,215	682,435	(130,220)	514,413
CHURCH FIXED EXPENSES(Utilites, Insurance)	40,094	40,050	44	32,342
FINANCE EXPENSE	2,507	2,515	(8)	2,347
MORTGAGE EXPENSE	60,000	60,000	0	63,200
TOTAL OPERATING EXPENSES	654,816	785,000	(130,184)	612,302
OPERATING INCOME / (LOSS)	(30,665)	(115,000)	84,335	23,279
TRANSFER TO (FROM) CONTINGENCY FUND (To Zero out P&L)	(30,665)	0	(30,665)	23,279
TOTAL NET EXPENSES	624,151	785,000	(160,849)	635,581
NET OPERATING INCOME / (LOSS)	0	(115,000)	115,000	0

MEMBER STATISTICS - 2022

History of Baptized and Confirmed Membership 1981-2022

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
2022	3083	2078	-78	-64

Membership Age Grouping										
Age	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
0-5	214	192	175	175	169	168	157	140	136	108
6-10	253	252	252	234	215	196	178	167	157	157
11-15	225	228	230	234	239	246	261	264	236	217
16-20	223	228	233	242	224	224	232	233	246	245
21-25	223	208	211	202	214	222	230	228	237	227
26-30	181	194	208	216	217	215	218	223	213	214
31-35	223	227	220	199	190	189	217	221	235	238
36-40	207	212	220	217	229	233	276	262	241	225
41-45	227	203	200	208	196	196	221	230	233	249
46-50	218	220	228	232	226	224	196	194	97	203
51-55	233	230	236	210	208	213	218	222	224	214
56-60	212	221	215	220	226	227	228	219	121	198
61-65	161	178	197	193	194	200	216	203	129	207
66-70	124	139	150	159	159	154	171	188	55	184
71-75	59	70	79	87	98	126	129	122	145	142
76-80	43	42	40	40	50	55	68	73	73	78
81-100	42	46	54	56	57	57	63	67	8	70

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

2022 PASTORAL ACTS
New Members & Attendance Breakdown

Pastoral Acts	
Baptisms	9
(Adult)	1
Weddings	1
Funerals	7
First Communion	0
Confirmations	
Youth	16
Adult	0

New Members Received	
March 6	1
July 31	7
Received by Council Action	1
Joined via Confirmation	0
TOTAL	9

Average Weekly Worship Attendance

Year	Avg. Att.	Change
1981	165	0
1982	182	+ 17
1983	196	+ 14
1984	214	+ 18
1985	263	+ 49
1986	244	- 19
1987	292	+ 48
1988	303	+ 11
1989	311	+ 8
1990	347	+ 36
1991	338	- 9
1992	345	+ 7
1993	330	- 15
1994	357	+ 27
1995	389	+ 32
1996	420	+ 31
1997	482	+ 62
1998	503	+ 21
1999	523	+ 20
2000	542	+ 19
2001	543	+ 1
2002	559	+16
2003	587	+ 28
2004	552	-35
2005	558	+6
2006	508	-50
2007	593	+85
2008	603	+6
2009	548	-55
2010	525	-23
2011	593	+68
2012	565	-28
2013	550	-15
2014	545	-5
2015	524	-21
2016	531	+7
2017	535	+4
2018	493	-42
2019	482	-11
2020	531	+49
2021	265	-266
2022	379	+114

***Average Worship Attendance
(Includes Livestream Attendance)**

<i>Wednesday</i>	
12:15 pm	15
<i>Thursday</i>	
12:15 pm	15
6:15 pm	3
<i>Sunday</i>	
8:00 am	65
9:00/9:15 am	303
10:00/10:30 am	176

Special Worship Services

Ash Wednesday - 12:15 pm	**171
Ash Wednesday – 6:15	114
Midweek Lenten Worship – Avg.	
12:15 pm	**113
6:15 pm	58
Maundy Thursday - 12:15 pm	37
Maundy Thursday – 6:15 pm	**227
Good Friday - 12:15 pm	**293
Good Friday – 6:15 pm	95
Easter Sunday - 6:00 am	247
Easter Sunday - 8:00 am	128
Easter Sunday - 9:30 am	**464
Easter Sunday – 11:00 am	50
All Saints Day	**175
Thanksgiving Eve - 6:15 pm	**384
Christmas Eve - 4:00 pm	357
Christmas Eve - 6:00 pm	**615
Christmas Eve - 10:00 pm	79
Christmas Day - 9:30 am	60

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

**Livestreamed worship services.

Lead Pastor

Rev. Leslie K. O'Callaghan

I thank my God for every remembrance of you, always in every one of my prayers for all of you, praying with joy for your partnership in the gospel from the first day until now. – Philippians 1:3-4

This year's annual meeting marks the one-year anniversary of you calling me to join you as your lead pastor here at Saint Andrew. The past ten months have been such a joy as I have begun to know you, your stories, your families, and the ways in which you embody Christ for one another and this community, which I am also getting to know and love!

It has been an honor to come alongside Pastor Justin and the rest of our staff as they embrace the day-to-day operations of the congregation. Jenna has nimbly adapted to more in-person events and has coordinated faith formation for all ages, from collaboration on our adult offerings, to confirmation for our 50 students, and Sunday School for ages 3-12. She has also stepped in with some beautiful graphic and social media work to help with our communication efforts. Patrick continues to manage our facilities with an adept eye to the big picture of a week at the church and with grace as he interacts with a large group of volunteers and ministry leaders. Joy is the first face a visitor to the office sees, and her presence and hospitality are a blessing in addition to her work in our office. Kerry has now been here for a year as our bookkeeper, and we could not be more grateful for the experience and care she brings to her work and care of our expenses. In April we said farewell to Al Frieberg, who had faithfully served this congregation in music for 28 years. In November we welcomed Jonathan Smith as our Worship and Music Director. He has already been a blessing in worship and weekly life, connecting with members, our musical groups, and those who gather for worship. I look forward to continuing to plan and dream alongside this amazing staff.

This year, we have continued to emerge from the cocoon of Covid and have embraced the times of fellowship and connection. A cup of coffee after worship is more than just coffee. It is time to catch up with one another, to encourage each other, and to welcome visitors and new folks with hospitality and warmth. S'mores after campfire worship this summer, picnic food on Rally Day, and pie after our joint thanksgiving eve worship service were also beautiful times of connection, and I look forward to more this year as we focus on strengthening our sense of community!

The challenging reality of this new season has also moved us to some difficult decisions. I am incredibly grateful for the leadership of the Council, Personnel, and Finance ministries for the hours of difficult conversations carried on in love and care for this congregation and those who have yet to walk in our doors. The hard decision was to reduce the pastoral staff of Saint Andrew to one full-time pastor. No other staff reductions are planned at this time. With that decision, we said farewell to Pastor Justin at the end of December, giving thanks for his ministry with us during a difficult span of years and transition processes.

I am excited for this next year of ministry together as your pastor. We have some healing to do and work that will continue as we refocus our mission and put some plans into place. I encourage you to prayerfully seek where God is calling you to give of your time, talents, and treasures for the work of Christ's church here in this place. I could not be more thankful for the ways I see God at work in you.

Joy be our journey,
Pastor Leslie

Associate Pastor

Pastor Justin Smoot

I have written a lot in these past weeks. I have written about my leaving and about transitions. I feel, in many ways, that I have reached the limits of my ability to write about what has been going on, but this year has been about more than just the end of my time at Saint Andrew.

Looking back to my previous annual report from last year, I ended with, “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.” Our look has changed this past year as well. We renovated the Sanctuary, sent me to the Holy Land while welcoming a new Lead Pastor, and have connected with the Community Partners Campus.

That is the thing about congregations, they always change as they continue to live out their calling to witness to Christ. That is because the needs of the community and the congregation shift and grow with the cycle of the seasons. We had a season of renewal in the Sanctuary renovations. Adapting not just our service, but our technology setup to the new space and back again. It was amazing to see all of us come out and help with the move both in and out of the space. Thank you, to everyone who helped to make this possible as a part of our belated 40th anniversary commemoration.

I want to thank you also for the opportunity that you provided for me to travel to the Holy Land. I was able to have a much-needed time for spiritual renewal and connecting with the Gospel story on a new level. Thank you for your prayers and support throughout the trip. I know that you were able to follow some of my journey through Lil’ Luther’s Instagram and Facebook. I was able to renew my ordination vows at Jesus’ traditional baptismal site at the Jordan River and visit many of the churches built at the sites where Jesus was born, taught, and where he died. This trip also made it abundantly clear for the continued presence of Christians in the Holy Land to help serve those who are in need. We can support the Lutheran World Federation directly through the purchase of their olive oil that comes from the trees that still grow on the Mount of Olives outside of Jerusalem’s Old City.
(<https://jerusalem.lutheranworld.org/content/olive-oil-91>)

A gift that I brought back from the Holy Land were four Armenian Ceramic Bowls. These have been used for the distribution of communion at Saint Andrew. Armenian families moved to Palestine as part of restoration efforts, but in the process began a legacy that still exists to this day of decorative ceramics with striking images and bright colors. These bowls are painted with a replica of a 5th century mosaic from the Church of the Multiplication of Loaves and Fishes in Tabgha near the Sea of Galilee. The mosaic shows 2 fishes and 4 loaves, with the 5th loaf, from the Gospel story, being represented by the bread that would be placed on the altar above the mosaic, as part of Jesus words to the disciples, “You give them something to eat.”



Upon the return from my trip, I was able to get connected with the ECSW Synod Justice team and Claudette Herring. Together we are beginning to spread awareness about the oppression of the Palestinians in the Holy Land. As part of this, I read and reviewed the book Determined to Stay: Palestinian Youth Fight for their Village, which helped secure 24 free copies of the book for the ECSW. There will be 8 of these kept at Saint Andrew, as part of the synod presence here, which are a resource for anyone who wishes to learn about a community of Palestinians struggle to simply exist.

Part of this includes work with our ecumenical partners in the area. I met with Rev. Rebecca Voss, First United Methodist Church, and Wausau Mayor Katie Rosenberg to begin a conversation about advocacy and awareness about Palestine in the Wausau-area. This was also part of the post-Covid resurrection of

an ecumenical ministerium in the Wausau-area. The other part was the community prayer services that were organized in response to the Russian invasion of Ukraine. I joined with clergy from around the Wausau-area to pray for all those impacted by that war.

We have also been able to reach out to the Wausau community in new and powerful ways. The Community Partners Campus has the ability to reshape the landscape of helping the marginalized and underserved populations of the Wausau-area. We were able to help with the unloading and organizing the office furniture on three separate Saturdays. Thank you to everyone who was able to come out and be a part of helping this creative and impactful endeavor.

Each of these opportunities have pushed us in new ways to express our faith in God adapting to the needs of the community. The same way we adapted Ministry Night in a way that has improved communication between the ministries and have challenged the tendency for each ministry to remain an island unto itself.

These opportunities have also helped build relationships, which, from the beginning of Saint Andrew, has been the life blood of this community. Just because our relationship is ending does not mean the relationships that have been built here, among you, need to end. Continue the relationships that have been built through the work with Community Partners Campus, among one another in the ways you have stepped up to serve at Saint Andrew, and you will answer the command of Jesus, "you give them something to eat."

I pray traveling mercies upon you and you continue to journey forward in faith.

Respectfully submitted,
Rev. Justin H. Smoot

President

Members of Saint Andrew Lutheran Church

2022 has, without a doubt, been a most challenging year for Saint Andrew and its ministries. The major reason for the challenges has been the transition from full Covid-related shutdown to joint, in person worship, first with a continuation of the isolation communion practice to finally a return to full communion with distribution of the bread and wine in the manner we were so accustomed to.

In this challenging year we have seen fewer people returning to in person worship than we experienced prior to Covid. Along with the fewer numbers in church came a reduction in income. After many months of difficult discussion among members of the Finance Ministry, the Personnel Ministry and the Church Council, it was decided we could no longer afford to support two pastors, necessitating the request that Pastor Justin Smoot resign his call to ministry at Saint Andrew. He graciously accepted our request.

Challenges remain. All our ministries, under the direction of Pastor Leslie and the Church Council, are working diligently to develop programs to encourage our membership to return to active participation and in-person worship, and to increase contributions to support our ministry here and church wide. We have welcomed Jonathan Smith as our new Music and Worship Director and are seeing the benefits of his presence and are looking forward to the growth and development of a broadened worship and music program, especially among the youth of the congregation.

I want to thank all those who have worked so hard in the past year to maintain the ministries of this congregation and also the members of the Church Council for their dedication and many hours of difficult discussion concerning the over-riding issues of maintaining the operation of the congregation through prayer and the resulting guidance of the Holy Spirit.

Respectfully submitted,
Herbert B. Heyne

Vice President

Dear Saint Andrew Lutheran Church Community,

As we reflect on the past year, it is easy to recount all of the trials, conflicts, and hardships we have weathered to get us to this moment. All of these challenges have been placed before us for a reason. I feel like we have lived a year “as David”, the author of the beautiful book of Psalms. With each persecution and affliction he faced, it only drew him closer to God and helped David to embrace God’s love and strength to become the person God wanted him to be.

This past year as we worked through some “earthly obstacles”, we have learned:

- Worship can take place “anywhere” because of the **blessing** of Technology and those given the wisdom and knowledge to run our live stream ministry.
- The development of our “Plan to Gather” protocols allowed us to see the **blessing** of being together in the same space to study God’s word and to enjoy fellowship together.
- The return of taking Holy Communion in front of God’s holy altar is a **blessing** and is a very important part of our personal reflection on the sacrifice Jesus made for us.
- Staff changes, while difficult and unexpected, allowed us to reflect on the **blessing** of new perspectives, new leadership and provided us an opportunity to reflect on the mission of our church.
- Things here and in our world will probably not ever return to “normal”, but it has opened our eyes to many **blessings** and to the newness in Christ, which we may not have otherwise considered or invested our time and resources in as a church body.

This fall, the Church Council spent a day together reflecting on the path God has led us down in the past, our present path, and the one He is leading us toward as we move together in 2023. We are very excited for the plans He has for all of His beloved children in our church community and beyond. Please pray for God to show you how to use your gifts of time, talents, and treasures in these three key components of a renewed mission and vision for our members and our community:

- **Children, Youth, and Family Engagement**
- **Adult Spiritual Growth**
- **Strengthening our Sense of Community**

God knows the plans He has for us. I challenge us to be more like David and draw closer to God and follow the light taking us down the path He has set before us. Come, worship the King with our Saint Andrew community and experience His Love in worship, music, and fellowship.

With a Grateful Heart,

Diane Goetsch

The refrain from the song, “Blessings” by Laura Story

'Cause what if your blessings come through raindrops?

What if Your healing comes through tears?

What if a thousand sleepless nights

Are what it takes to know You're near?

And what if trials of this life are Your mercies in disguise?

Communications Ministry

Chairperson: Mark Clark

Council Liaison: Mark Clark

Members: Patrick Kieper, Amanda Shuda, Bob Wiederhoeft

The Communication Ministry's objective is to support communication of other ministries to members and non-members. The following is a list of activities this ministry supported during the 2022 calendar year:

- Maintain and create content for the SALC web page
- Update web site calendar as required
- Produce advertising - as necessary

Respectfully submitted,

Mark Clark

Chairperson

Facility Coordinator

The role of the Facility Coordinator is to oversee the care, maintenance, repair, protection and replacement of all equipment and furnishings of the church as well as the church grounds. I am supported in this role by the ministry members, volunteers, and staff.

2022 was a year full of events both old and new, as we continued to navigate staffing transitions and learning to live with covid in safe ways which meant some changes but also opened our eyes to new and different opportunities. 2022 saw the return of several groups as well as some new groups that use our facility on a regular basis. Between the outside groups and our own Saint Andrew ministry groups, there is rarely a day or evening that our building is not used.

2023 looks to be another active year with the return of some favorite activities and events along with a lot of new opportunities. We are also looking at some staffing changes, which includes the retirement of Dave Paisar who served many years as our part-time custodian. Dave went above and beyond doing the cleaning tasks many witnessed on Sunday or Monday mornings. Being able to maintain a clean and well-run facility will require additional support from volunteers to assist with some of the more routine tasks such as cleaning and assisting with event set-up(s). If you are interested in helping around the church, please contact the church office. To use one of my favorite quotes from Martin Luther, "God doesn't need your good works, but your neighbor does." Please consider Saint Andrew one of your neighbors that could use your good works.

Notable projects of 2022:

- Sanctuary renewal project: new paint and carpeting were installed
- Installation of grab bars in all bathroom stalls to better serve the aging and/or disabled
- Expanded tech capabilities with internet service to include all areas of our building
- Landscaping improvements
- Developed a comprehensive inventory of our equipment and furnishings
- Cleaned and organized the west basement storage area
- Developed a long-range plan for large scale projects (assisted by the Finance and Property Ministries)

Large Projects intended to be completed in 2023:

- HVAC Software update and upgrade – the current system is outdated and can no longer receives updates. This will be done after the new server is installed
- Front parking lot repair and resurface with new drainage system

2023 Volunteer Workday opportunities – watch for details in the Network and other communications:

- 'Old' Education Wing renewal – January/February
- Landscape improvements – Spring/Summer
- Exterior painting and repairs – Summer
- Workroom refresh – Summer/Fall
- Seasonal workdays

Respectfully submitted,
Patrick Kieper

"God doesn't need your good works, but your neighbor does." - Martin Luther

Faith Formation Coordinator

2022 proved to be another rebuilding year and Faith Formation continues to find meaningful ways to help members with their own lifelong faith journeys. Most participation is taking place on Sunday mornings and throughout the year the ministry explored ways to leverage that time to engage members of all ages.

Children/Family

Sunday school attendance has stayed consistent over the year with an average of 24 students per week. The worship schedule changed beginning in the fall of 2022 with services at 8:00 and 10:30 am and Sunday school held at 9:15 am between the services. While we may have seen that change affect registration of Sunday school, the weekly attendance did not change from the January-May season and September-December season.

The change in worship times gives our families the opportunity to participate in the complete service together and allow for a time of learning in age-appropriate settings.

We have supplemented Sunday school curriculum with ways for children to participate in the life of the church. Students made Valentines cards to send to members on our prayer list, made homemade tambourines to use during worship, and Christmas ornaments to decorate the Fellowship Hall Christmas tree.

Youth

Saint Andrew's most consistent youth program is confirmation. In fall of 2022, we included 6th grade in this program, creating a 3-year path. A goal for our confirmation classes, and youth in general, is to find ways to connect them into the life of the church. Starting in the 2022 class year we are asking students to volunteer at church six times. We are noticing that students are attending Wednesday evening classes, but their Sunday attendance is not as consistent.

In 2022 Faith Formation also started a College Connection program to stay connected to young adult members that have moved to college. We have a volunteer who started the program and currently connects with 5 students throughout the year, sending notes, emails, and small packages. We hope to continue to build this program over the next few years.

Adult

The fall of 2022 included intentional adult faith formation opportunities. Bible and book studies were added on Sunday mornings and Thursday evenings. Yoga devotion has also been introduced and has had a positive response from members.

Intergenerational

In addition to age specific learning opportunities, Faith Formation is working to create intentional intergenerational events to create connections between members. Prayer stations during Pentecost worship service and a learning event about the church seasons were two opportunities for all members to learn and explore their faith beside others.

2023 Goals

- Finding ways to engage children and families both in the life of the church, and equipping parents to support faith building at home.
- Inviting and integrating youth members to participate in Sunday worship. Partnering with worship ministry to create training and support of new volunteers.
- Hosting quarterly intergenerational events focused on faith practices and encouraging relationships and community between members.

Every piece of ministry at Saint Andrew has some element of Faith Formation and finding ways to identify and teach the building blocks of lifelong faith formation will continue to be my goal as Faith Formation Coordinator. I hope 2023 will be a year of faith growth for all our members.

Respectfully submitted,
Jenna Diedrich

Faith Formation Ministry

Chairperson: Stephanie Birchler

Staff Liaison: Jenna Diedrich

Members: Pam Clark and Nick Josiger

Mission:

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

2022 Accomplishments:

This year gave us the opportunity to bring back many beloved activities while intentionally beginning new practices as we gathered together. Some of our favorites included getting our hands sticky while working on Valentine cards to warm members' hearts and homes in February; getting our messy hands while creating Resurrection Gardens in March; giving high fives while singing during summer camps; and giving and receiving handfuls of candy during Trunk or Treat this fall. We have been active and many activities were enriched by other ministries that stepped in to lend a hand. A quieter accomplishment includes our Safe Place training that all adults working with children now complete online. Yoga and devotionals also take a more quiet tone on Thursday nights for members wishing to connect midweek. The year has been filled with a balance of busy hands and intentional learning. The opportunities included:

- Wonder? Women's Bible Study
- Early Son Risers Men's Bible Study
- First Communion Classes
- Sunday School Teacher Gifts
- Waypost Day Camp and Vacation Bible School: both four-day programs with online registration
- Collaboration with Social Ministry, Fellowship Ministry, and Liturgical Arts Ministry to offer member outreach as well as family enrichment activities:
 - Valentine Heartwarming Cards
 - Resurrection Gardens
 - Palm Sunday Tambourines
 - Milk Jug Tomb
 - Winter Fun Day
 - Trunk or Treat
- High School Graduates Recognized
- Bibles Given to 3rd Graders on Rally Sunday
- Blessing of Backpacks: Keychains Given to Children on Rally Sunday
- Sunday School "Opening" in the Sanctuary
- Education Hour/Faith Formation Study
- Confirmation Classes: Bibles Given to Students
- Safe Place Policy Training
- Ministry Fair
- Church Picnic: Seasons of Celebrations Collaborative Art Project
- College Connection Outreach Program
- Yoga and Devotions on Thursdays

2023 Goals and Visions:

- Align goals to compliment the council's goals of providing spiritual growth, youth and family engagement, and strengthening our sense of community
- Epiphany Pageant for all

- Nursery revamp
- Community service projects across all ages and team with other ministries
- Holy Spirits evening with conversations around faith
- Grow First Faith toddler Sunday School by mailing invitations
- Invite middle school and high school youth to assist ministries
- Offer First Communion classes to include more ages/grades

Expanding our ministry to include more members has been a goal for several years and as we look to 2023, we continue to seek new members to help our ministry flourish. Making connections to young families through First Faith and nursery care along with meeting new faces around yoga, Bible studies, and seasonal activities will help us intentionally reach out and invite members to join us.

A special thanks to our coordinator, Jenna Diedrich. Her dedication and creativity help keep us updated and prepared. We are also grateful for the support of Saint Andrew staff and Council. Their leadership and grace help us grow as a ministry. We look forward to another year filled with busy hands and faith building moments that bring us together.

Respectfully submitted,
Stephanie Birchler
 Chairperson

Fellowship Ministry

Chairperson: Amy Frolik (2011 – present)

Council Liaison: Vickie Mrotek

Members: Vickie Mrotek (Secretary), Ann McDonald, Joanne Howard, Sandi Rusch

The Fellowship Ministry supports the Mission of Saint Andrew by planning and coordinating activities and events for all members providing 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 outings, crafts events, community service projects and seasonal events. *Follow Fellowship events on Facebook.com/salcwausau*

Following Sunday morning worship service, we offer coffee, juice, milk, and cookies and are responsible for coordinating volunteers to host. We purchased name tags to use on all Sundays to help promote community as people come back to church services and as we welcome our new pastor. We initiated a new member/visitor table so other members can stop to talk with them.

2022 Ministry Events:

- | | |
|--|--------------|
| • Resumed Indoor Coffee Fellowship | |
| • Art Devo Session – Valentine Cards | March 3 |
| • Pretzel Sunday - First Sunday in Lent (also delivered to shut-ins) | March 6 |
| • Kindness Rocks Art Project | March 6 |
| • Art Devo Session - Hand Tracing | April 10 |
| • Hot Cross Buns for Palm Sunday (also delivered to shut-ins) | April 10 |
| • Decorate Fellowship Hall for Easter Breakfast | April 16 |
| • Art Devo Session - Mothers Day's Project | May 8 |
| • Al Frieberg's Recognition Reception | May 22 |
| • Day of Pentecost Sundae Sunday | June 5 |
| • Art Devo - Father's Day Card Project | June 5 |
| • Help with Treasure Sale | June 9-12 |
| • Pastor Leslie O'Callaghan's Installation Reception | June 12 |
| • New Member Reception | July 31 |
| • Karoline Schwantes' Ordination Reception | August 3 |
| • Annual Picnic (Games, Music and Catered Food) | September 11 |
| • Ministry Fair Display During Fellowship | September 18 |
| • Confirmation Reception | October 30 |
| • Gingerbread House Event (set up village display NCHC) | December 4 |

Weekly: Sundays - coordinate volunteers for Fellowship. Cookie baking on hold.

Monthly: Art Devo drop-in art and devotion with Pam Clark. Does not meet in summer months. See Network for upcoming dates.

We welcome new members to join our ministry to provide activities and events that are enjoyed by all ages and to increase fellowship within our congregation. We need a new ministry chair to bring new energy and leadership to our fun group and someone to coordinate the Sunday morning fellowship schedule. 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 Fronek

Members: Beth Hansen, Financial Secretary; Kerry Fehrman, Bookkeeper; Amber Schuck, Secretary; Sheldon Geiger, Mike Howlett and Tom Weiland.

Mid-year 2022, it was decided to separate the Finance and Stewardship ministries. Going forward, Pastor Leslie and Kerry Fehrman will be leading the Stewardship Ministry. As always, both ministries are looking for members.

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

The pledge appeal for 2023 emphasized gratitude, generosity, and stewardship together via the inter connectivity of all of us in the church and in our communities. This inter connectivity was represented by the beautiful visual of this on the loom with the inter-woven ribbons of yarn. While the results of our appeal were not what we were hoping for and left us short of the pledges needed to support our spending plan, we will continue to be the best stewards of the resources we are given as we fulfill the mission of Saint Andrew.

The 2023 Time and Talent appeal is coming soon with a fresh approach. With our financial constraints, there is more need than ever for our members to participate on all the various ministries, committees and in the various activities as we work to rebuild and grow our church. We are grateful for the continued generous participation and financial support given to Saint Andrew by our congregation again this year.

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.*

2022 was yet another difficult year for us financially as giving continued to decline. The effects of the pandemic shutdown, declining membership and the tough economic conditions have kept giving to the lowest levels since at least 2012. Though we went into 2022 with a projected deficit of \$115,000 and offerings and income were almost \$45,849 below the spending plan, our spending was \$130,184 less than planned which reduced our deficit to \$30,665. Projected expenses were significantly lower primarily due to the timing of new hires and the departure of employees.

In addition to the financial information posted on the Finance/Stewardship bulletin board each month, this year we provided the Ask Finance box located in the Narthex so people could ask questions anonymously about the church finances. The goal is to get our members more interested and involved in our finances. Visitors are welcome to attend our meetings on the third Tuesday of the month.

We know 2023 will be another challenging year for Saint Andrew financially. The Spending Plan for 2023 has been slimmed down to the bare essentials, but we are still facing a deficit. We continue to use the Narrative Spending Plan format and our focus will be upon the following three areas:

1. Engaging children, youth and family
2. Promoting adult spiritual growth
3. Strengthening our sense of community.

Although our projected revenues do not fully fund our planned activities, we are confident that our congregation will provide the resources we need to accomplish our mission.

Audit Committee

This committee reviews the records for clarity and accuracy and then offers recommendations for improvement. We are in need of two or three new members for the 2021 and 2022 audit.

Endowment Committee

Members: Bob Wiederhoeft-Chairperson, Jack Fisher, Kris Lemke, Dick Jarvis, Nate Birchler and Mike Stelzl. In 2022, \$8,140 was available for grants. Eight grants were approved in 2022:

- \$300 to Lutheran School of Theology at Chicago.
- \$1,300 to the Angel of Hope Memorial Garden.
- \$1,300 to Middle Grounds Teen Coffee Shop.
- \$1,300 to Monk Gardens Educational Programs for \$1,300.
- \$1,300 for Bridge Street Mission
- \$1,000 for The Hagar House
- \$600 for The Open Door
- \$1,040 for Keep Area Teens Safe (KATS)

No grant applications were denied. The fund is allowed to pay out up to 10% of the year-end balance in the next year.

Financial Secretary

Beth Hansen is our 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 and annual giving statements and providing reports as needed by the Bookkeeper, Treasurer, Finance/Stewardship Ministry and Church Council.

Bookkeeper

Kerry Fehrman is our 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.

Counters

The counters this year were Dewey Allen, Barb Breese, Jodi Gargulak, Barb Geiger, 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. Each counting team comes in to total and categorize all the offerings and cash received for the week and provide reports for the Financial Secretary and Bookkeeper.

Mortgage

The mortgage was refinanced in 2019 at 4.59% for 5 years. This reduced the required minimum payment amount to \$4,557.86. We paid \$5,000 per month in 2022 and plan to continue this in 2023. Our loan renewal is on 7/30/2024. The balance December 31st is \$447,747.66 down from \$498,393.66 last year. An extra \$13,757 in Freed for Mission contributions were received in 2022.

Respectfully submitted,
Mark Gleisner
Chairperson

Personnel and Development Ministry

Chairperson: Wayne Johnson

Council Liaison: Randy Trollop

Staff Advisor: Pastor Leslie O'Callaghan

Members: Dan Malm, Penny Skahaug, Rick Radloff and Ken Luer

What is the purpose of the Ministry?

Duties and Responsibilities of the Personnel & Development Ministry are:

- 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?

- Posted the Communication Coordinator job, formed an interview team, and hired Erik Mrotek.
- For the Call of Senior Pastor Leslie O'Callaghan, recommended/provided compensation, benefits, and responsibilities, and created and sent a Letter of Call.
- Revised Job Descriptions for Facilities Coordinator and Parish Secretary.
- Updated the sabbatical, wedding, and building usage policies and the equipment rental agreement.
- Provided 2023 Portico Gold+ and Silver +A health information to staff for selection/enrollment.
- Created the job description for a new full time Worship and Music Director, posted the job, formed an interview team and hired Jonathan Smith.
- Formed a committee in May to create a future staffing plan. The committee included the Executive Committee (Herb Heyne, Diane Goetsch, and Pastor Leslie O'Callaghan), Mark Gleisner from Finance and the Personnel and Development Ministry. The new staffing plan was created and submitted to and approved by Council in November.
- Determined and recommended 2023 salaries for all Saint Andrew staff, clergy and non-clergy.

What are the goals and visions for next year?

- Create an Active Shooter Policy and provide training
- Update the Funeral Policy
- Review job descriptions and church policies for accuracy and make necessary changes
- Explore use of lay professionals to fill identified voids

A special appreciation goes to our support staff, Joy Mitchell-Administrative Secretary, Jenna Diedrich-Faith Formation Coordinator, Patrick Kieper-Facility Coordinator, Kerry Fehrman-Bookkeeper, Faith Fehrman and Nick Josiger-Sextons, and Jonathan Smith our newest staff member serving as Worship and Music Director.

A special thank you to those who have served Saint Andrew for many years and have stepped down from their positions this year including Al Freiberg-Music Coordinator, David Paisar-part-time Custodian, Joanne Howard-Pianist, and Pastor Jeff Martinson-Visitation Pastor.

Respectfully submitted,

Wayne Johnson

Chairperson

Social Ministry

Chairperson: Terri Wiederhoeft

Council Liaison: Phil Bickley

Ministry Members: Ruth Poutanen, Janet and Bob Grady, Terri Wiederhoeft

Fair Trade Coordinators: Bob and Terri Wiederhoeft

Mission of Social Ministry:

Develop and coordinate programs and activities with the intention of ministering to the needs of our Saint Andrew family and our neighbors in the surrounding community.

2022 Goals:

With the COVID Pandemic clearing and the opportunity to now be more present with each other and the community, Social Ministry is again able to reach out and accomplish goals that have been curtailed in the past few years.

- We continue to have a very strong presence with the Wausau Warming Center with Saint Andrew volunteers comprising the largest group of volunteers. Many Saint Andrew volunteers assisted with the relocation of the facility to Grand Avenue, Wausau this fall. Ruth Poutanen continues to coordinate Saint Andrew volunteers. Her work with this ministry is very much appreciated and we admire the time she spends to ensure our presence at the Warming Center.
- We continue to maintain and supply the food pantry. This service is available to any SALC member as well as any community residents in need of assistance. We appreciate the donations of food from the congregation to help keep our shelves stocked. We also provide food baskets to anyone requesting them at Easter and Christmas.
- During the Lenten season Social Ministry coordinates the Soup and Sandwich meals served on Wednesdays. Any profit made from this event is used to support charities in need and to maintain the food pantry.
- A fundraiser was held in the fall for The Open Door. We had a food stand downtown during the Art Fair and were pleased to offer the profits to The Open Door, an organization that provides clothing, food and assistance to recently released inmates, the homeless and others in need.
- Community dinners, organized by and held at First Presbyterian Church, provides a Sunday evening meal to anyone in need. COVID restrictions have changed how these meals are served and I am pleased to say that Social Ministry is again able to participate in this program. This fall we served 88 meals. We are signed up to serve a meal each quarter of 2023.
- Saint Andrew participates in Lutheran World Relief and Social Ministry coordinated the donations for School bag kits, personal care kits and Quilts. We had a great congregational turnout to put the kits together and all enjoyed the fun and fellowship while getting to know each other.

Activities Social Ministry Coordinates:

- Super Bowl Sunday Snacks
- Lenten Soup and Sandwich Meals
- Saint Andrew Quilters Group – the beautiful quilts that grace our hallways are donated to local hospitals and hospice facilities as well as Lutheran World Relief
- Funeral Guild - prepare, serve, and clean up for funeral meals held at Saint Andrew
- Hygiene Drives - support local institutions as well as Lutheran World Relief
- Community Dinners – prepare and serve a meal to those in need at First Presbyterian Church, Wausau

- Fair Trade Products - During the pandemic we received orders through the Saint Andrew website. We are now looking forward to providing in-person service as we sell coffee, tea, hot chocolate and a variety of chocolate bars.
- Emergency and Holiday Food Baskets
- Wausau Warming Center - volunteers help re-stock the center, deliver and pick-up blankets for laundering and cover various shifts at the center.

Goals and Visions for 2023:

- Winter Warm-up – A new project for January and February to collect coats, hats, mittens, socks and hand/foot warmers to be donated to individuals, charities and schools in need of a warm winter hug.
- Community Dinners at First Presbyterian Church – provide at least one per quarter. We would also like to provide meals at the Warming Center as well.
- Provide open communication with the congregation regarding the services/project offered through Social Ministry. We look forward to meeting many more people who wish to volunteer and/or join our ministry.
- Improve all the services the ministry provides with feedback and ideas from the congregation
- We are excited to be able to continue and expand our ministry's projects and hope to see many more of the congregation join us in achieving these goals.

Go and serve the Lord!

Terri Wiederhoeft

Chairperson

Worship Ministry

Chairperson: Dayna Herold

Council Liaison: Diane Goetsch

Members: 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 works closely with staff to coordinate all aspects of worship including music, altar guild, lay readers, ushers, communion servers, acolytes, assisting ministers, Facebook live stream and projecting worship materials.

Goals Achieved in 2022:

I am pleased to report that we achieved the goals we set for 2022. Our beloved choirs are back, hymnals are in the pews, and we returned to receiving communion at the altar.

Goals for 2023:

Our ministry will support the Council's renewed vision for Saint Andrew by seeking new ways to engage children, youth and families, nurture adult spiritual growth, and strengthen a sense of community through active participation in worship. We recently welcomed Jonathan Smith as our Worship and Music Director and are excited to see how our ministry will evolve with the gifts that he brings.

Thank You:

Our Ministry relies on the body of Christ to be active during worship services as well as behind the scenes. Thank you to all who contributed to worship this year. The Worship Ministry would like to acknowledge Al Freiberg and Joanne Howard for their many years of musical ministry and Pastor Justin for guiding worship through the past several years. We wish them well as they continue their ministry journeys beyond the walls of Saint Andrew.

Respectfully submitted,

Dayna Herold

Chairperson

Altar Guild

Chairpersons: Sandra Fischer

Secretary: Denise Skare

The work of the Altar Guild focuses on preparing communion elements for those receiving the sacrament. Since COVID-19, our church suspended baking communion bread and distributing wine from a common cup and began using Celebration Cups which included a wafer and grape juice. As chairpersons, we shared leadership with three teams of people who helped set up tables in the Narthex to distribute the Celebration Cups and bulletins to the congregation for two church services each Sunday.

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

It was also our joy to participate in beautifying the altar for the Thanksgiving and Christmas holidays. We are very grateful to our parishioners for purchasing the beautiful flowers. These flowers and seasonal decorations lifted the spirits of everyone who came to church to worship.

As 2022 progressed, the COVID-19 restrictions were lifted. Our ministry decided to start baking bread as of December 4, 2022 and offering wine and juice in small glasses in trays at the altar. What a wonderful tradition to bring back. God smiled on us just in time for the holidays.

Gratefully submitted,

Denise Skare

Secretary

