



# ANNUAL REPORT 2023



Evangelical  
Lutheran Church  
in America



## A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.



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

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"I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." —John 15:5

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**Saint Andrew Lutheran Church  
Annual Report  
For Year Ending December 31, 2023**

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**2023 CHURCH COUNCIL**

<b>NAME</b>	<b>OFFICE/MINISTRY LIASON</b>	<b>TERM EXPIRES</b>
Herb Heyne	President	January 2026
Diane Goetsch	Vice-President	January 2025
Pam Clark	Faith Formation	January 2025
Mark Clark	Communications	January 2024
Vickie Mrotek Kimberly Hoff	Fellowship/Member Outreach	January 2024 January 2026
Bob Wiederhoeft	Finance	January 2026
Herb Heyne	Memorial Gift	January 2026
Randy Trollop	Personnel	January 2025
Mark Clark	Property	January 2024
Jeanne Willems Karen Wegge-Alternate	Social	January 2024 January 2025
Juli Antonson Nick Josiger	Worship	January 2026 August 2023
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, 2023				
			DESIGNATED	
ASSETS	OPERATING		FUNDS	TOTAL
CURRENT ASSETS				
CASH	19		273,770	273,789
Endowment Funds in Savings			(2,016)	(2,016)
Endowment Funds @ ELCA			71,736	71,736
Seminary Funds in Savings			4,860	4,860
Seminary Funds @ ELCA			150	150
FIXED ASSETS				
LAND AND BUILDING				
CHURCH SITE	171,300			171,300
BUILDING IMPROVEMENTS	3,633,473			3,633,473
SUBTOTAL				
<b>TOTAL ASSETS</b>	<b>3,804,792</b>		<b>348,500</b>	<b>4,153,292</b>
<b>LIABILITIES AND FUND BALANCES</b>				
CURRENT LIABILITIES				
TAXES PAYABLE (Payroll)	(100)			(100)
LONG TERM LIABILITIES				
CHURCH SITE AND BUILDING	388,865			388,865
<b>TOTAL LIABILITIES</b>	<b>388,765</b>			<b>388,765</b>
FUND BALANCES				
FUND BALANCE	<b>3,416,027</b>			<b>3,416,027</b>
DESIGNATED FUNDS				
04 SABBATICAL FUNDING			10,000	
05 WEDDING/EVENT DEPOSITS			100	
06 FELLOWSHIP			2,202	
07 WORLD HUNGER			680	
08 SOCIAL MINISTRY			6,399	
09 PASTOR DISCRETIONARY			615	
10 MUSIC FUND			4,026	
11 TRANSACTION TIMING FUND			2,000	
12 GOOD SAMARITAN FUND			3,013	
15 ADMIN DISCRETIONARY FUND			1,091	
18 BUILDING MORTGAGE FUND			33,825	
20 BUILDING CAPITAL FUND			47,000	
21 FAITH FORMATION			9,310	
23 ZEERUST			1,140	
25 PROPERTY MINISTRY			4,849	
28 MEMORIAL GIFT FUND			12,555	
29 KITCHEN			2,314	
30 ROSE FUND			791	
40 CONTIGENCY FUND			131,860	
50 SEMINARY FUND			5,010	
55 ENDOWMENT FUND			69,720	
41 EOY CARRY FORWARD			0	
			<b>348,500</b>	<b>348,500</b>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>3,804,792</b>		<b>348,500</b>	<b>4,153,292</b>

SAINT ANDREW LUTHERAN CHURCH							
INCOME STATEMENT							
For the Year ended December 31, 2023							
		2023		2023		B/(W)	2022
		<u>ACTUAL</u>		<u>BUDGET</u>		<u>VARIANCE</u>	<u>LAST YEAR</u>
<b>OPERATING INCOME</b>							
CONTRIBUTIONS		570,234		600,000		(29,766)	623,381
INTEREST INCOME		4,591		0		4,591	770
<b>TOTAL OPERATING INCOME</b>		<b>574,825</b>		<b>600,000</b>		<b>(25,175)</b>	<b>624,151</b>
<b>OPERATING EXPENSES</b>							
OUTREACH MINISTRIES							
REGULAR BENEVOLENCE		31,046		32,460		(1,414)	42,449
EXTENDED MINISTRIES							
WORSHIP		5,386		8,875		(3,489)	9,322
FAITH FORMATION		7,340		12,225		(4,885)	6,870
MEMBER OUTREACH		1,197		2,400		(1,203)	2,245
SOCIAL MINISTRY		0		0		0	0
FELLOWSHIP		0		0		0	0
STEWARDSHIP		2,962		2,815		147	2,173
SUPPORT		390,913		416,269		(25,356)	439,776
PROPERTY CHURCH SITE		44,007		42,580		1,427	49,380
SUB-TOTAL		<b>482,851</b>		<b>517,624</b>		<b>(34,773)</b>	<b>552,215</b>
CHURCH FIXED EXPENSES(Utilities, Insurance)		43,236		43,950		(714)	40,094
FINANCE EXPENSE		3,329		4,056		(727)	2,507
MORTGAGE EXPENSE		59,995		60,000		(5)	60,000
<b>TOTAL OPERATING EXPENSES</b>		<b>589,411</b>		<b>625,630</b>		<b>(36,219)</b>	<b>654,816</b>
<b>OPERATING INCOME / (LOSS)</b>		<b>(14,586)</b>		<b>(25,630)</b>		<b>11,044</b>	<b>(30,665)</b>
TRANSFER TO (FROM) CONTINGENCY FUND (To Zero out P&L)		(14,586)		0		(14,586)	(30,665)
<b>TOTAL NET EXPENSES</b>		<b>574,825</b>		<b>625,630</b>		<b>(50,805)</b>	<b>624,151</b>
<b>NET OPERATING INCOME / (LOSS)</b>		<b>0</b>		<b>(25,630)</b>		<b>25,630</b>	<b>0</b>

## MEMBER STATISTICS - 2023

### History of Baptized and Confirmed Membership 1981-2023

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
2023	3040	2030	-43	-48

Membership Age Grouping										
Age	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
0-5	192	175	175	169	168	157	140	136	108	88
6-10	252	252	234	215	196	178	167	157	157	152
11-15	228	230	234	239	246	261	264	236	217	187
16-20	228	233	242	224	224	232	233	246	245	252
21-25	208	211	202	214	222	230	228	237	227	228
26-30	194	208	216	217	215	218	223	213	214	217
31-35	227	220	199	190	189	217	221	235	238	227
36-40	212	220	217	229	233	276	262	241	225	214
41-45	203	200	208	196	196	221	230	233	249	253
46-50	220	228	232	226	224	196	194	97	203	202
51-55	230	236	210	208	213	218	222	224	214	210
56-60	221	215	220	226	227	228	219	121	198	198
61-65	178	197	193	194	200	216	203	129	207	207
66-70	139	150	159	159	154	171	188	55	184	176
71-75	70	79	87	98	126	129	122	145	142	133
76-80	42	40	40	50	55	68	73	73	78	90
81-100	46	54	56	57	57	63	67	8	70	73

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



**2023 PASTORAL ACTS**  
New Members & Attendance Breakdown

**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
2023	267	-112

**Pastoral Acts**

Baptisms	13
(Adult)	0
Weddings	0
Funerals	8
First Communions	21
Confirmations	
Youth	11
Adult	0

**New Members Received**

February 26	12
August 20	9
Received by Council Action	3
Joined via Confirmation	0
<b>TOTAL</b>	<b>24</b>

**Average Worship Attendance\***

<i>Wednesday</i>	
12:15 pm	13
<i>Sunday</i>	
8:00 am	**244
9:00/9:30 am	**188
10:30 am	**111

**Special Worship Services\***

Ash Wednesday - 12:15 pm	**160
Ash Wednesday – 6:15	63
Midweek Lenten Worship – Avg.	
12:15 pm	**166
6:15 pm	95
Maundy Thursday - 12:15 pm	28
Maundy Thursday – 6:15 pm	65
Good Friday - 12:15 pm	**320
Good Friday – 6:15 pm	0
Easter Sunday - 6:00 am	270
Easter Sunday - 8:00 am	**390
Easter Sunday – 10:00 am	267
Thanksgiving Eve – Combined community worship held at First English Lutheran Church, Wausau	
Christmas Eve - 4:00 pm	**471
Christmas Eve - 6:00 pm	212
Christmas Eve - 10:00 pm	73

\*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

## President

Dear Members of Saint Andrew,

2023 was indeed a most difficult year for Saint Andrew Lutheran Church and, therefore, also for the Church Council. We thank God for his guidance and assistance in leading us through these times.

The departure of two pastors in the same year certainly was unexpected and difficult, both emotionally and physically. The low attendance and accompanying low levels of giving presented unwanted challenges to all concerned. The Council thanks the Saint Andrew staff for stepping up and keeping the church operating at a very high level.

Recovery from the effects of Covid has been a constant source of stress and discussion. Early in the year we finally removed all restrictions and brought all discussion about Covid to a close. Our attention turned to determining who we are as a congregation and how we should proceed to become the church we were before Covid. Our membership continued to shrink as more and more decided, for one reason or another, to move away. The most difficult questions we have yet to answer are, "How many are still considering themselves members of Saint Andrew but simply haven't returned to regular, in person, worship?" And, "How do we most effectively invite them back to regular worship?" Another major question still to be answered, "How do we determine the financial ability of the remaining members when we aren't certain who they are?" That shall be a major question facing the new Council in the coming year as we develop our Ministry Site Profile and the details of a call for a new pastor.

God has been extremely good to us by sending us Interim Pastor, Rev. Gary Froseth. His positivity and creativity have immediately had a positive impact on the Council, the staff and the congregation as a whole. His 'Come Home' theme has shown positive results in improved attendance as many are answering his invitation.

Finally, I want to thank our council members, all of our members serving on various ministry teams, and each of our staff members for their efforts during the past year. Most importantly I want to give thanks to our gracious God for being with us and continuing to bless us in 2023. I pray that 2024 will be a year of rebirth for Saint Andrew Lutheran Church.

Respectfully submitted,  
*Herbert B. Heyne*

## Vice President

Dear Saint Andrew Lutheran Church Community,

This year's report will look very similar to my report for 2022. We again have had a year of 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 another 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.

It is the perfect time to "Come Home" to rejoin a community of believers who can navigate together the many BLESSINGS we have to give thanks for and to use as we navigate the new path God is laying before us. This past year as we worked through some "earthly obstacles", we have learned:

- ◆ Staff changes, while difficult and unexpected, allow us to reflect on the blessing of new perspectives, new leadership and provide an opportunity to reflect on the mission of our church.
- ◆ Worship can take on many different formats and include many different things because of the blessing of music, word, and artistic effects.
- ◆ 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.
- ◆ 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.

Our Call Process will have the theme of "Come Build A Church". This is a title to the song the Chancel Choir sang the last Sunday in September (and the first Sunday without a full time pastor to lead us forward). Please pray for God to show you how to use your gifts of time, talents, and treasures in these three key components we will be building into our renewed mission and vision for our members and our church 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 Home" to worship The King with our Saint Andrew community and experience His love in worship, music, and fellowship.

With a Grateful Heart,  
*Diane Goetsch*  
Vice President

*The "refrain" from the song "Come Build A Church" by Ken Medema*  
*Come Build A Church with soul and spirit,*  
*Come Build A Church of flesh and bone.*  
*We need no tower rising skyward, no house of wood, or glass or stone.*  
*Come Build A Church with human frailty,*  
*Come Build A Church of flesh and bone.*  
*Jesus will be its sure Foundation.*  
*It shall be built by the Hand of God.*

## Communications Ministry

**Chairperson:** Mark Clark

**Council Liaison:** Diane Goetsch

**Members:** Amanda Shuda, Bob Wiederhoeft, Pam Czerwinski, Patrick Kieper

The communication ministry's objective is to support other ministries by promoting activities and events via the web site or other marketing materials. The following is a list of activities that the communication ministry supported during the 2023 calendar year:

- Discussion about how to make the SALC website more contemporary and easier to use
- Significant effort to remove/replace out-of-date or inaccurate content on the SALC website
- Maintain and create content for the SALC website
- Create content for Sunday morning livestream (slides/announcements/video)
- Produce advertising as needed

Respectfully submitted,

*Mark Clark*

*Chairperson*

# Faith Formation Coordinator

## Summary of Position:

The role of the Faith Formation Coordinator is to collaborate with the pastor, staff, and lay leadership of the congregation to nurture the life-long faith journey among the family we call Saint Andrew Lutheran Church.

## Structured Faith Formation Opportunities:

### Children/Family

Sunday school: This fall, Sunday school was placed after 9:00 am worship on Sunday mornings. There are 45 registered students, with an average weekly attendance of 23. There are currently 4 classrooms each week. While we work to maintain safe supervision in each classroom, there is still a need for more volunteers to join our teaching team to ensure that each classroom has 2 adults.

*I continue to be a substitute teacher on Sundays as needed as well as coordinate coverage, secure curriculum and classroom materials, and communicate with parents/families.*

Our first Epiphany Pageant was held on a Friday night in January. I coordinated sign-up, rehearsals, costumes, set-up, and prepared materials for all participating families while volunteers coordinated food for a potluck dinner afterward. It was a very well received presentation with around 15 families participating.

First Communion was offered to all children using the resource, "A Place for You". Two-part classes were offered in March and April with First Communion being celebrated on Palm Sunday. The program was planned with parent and child participation in mind which I would like to see this continue, using the curriculum as a "refresher" for adults as well.

Vacation Bible School was offered as a 4-day program in August, using the program, "God's Living Water." VBS was offered to children ages 4-7. This is a program that could still use more volunteer involvement. I am grateful for those that came in to help with crafts, snacks, and as group leaders. We had a few high school students come in as well to help with crafts and as small group helpers.

Day-Camp was a 4-day program offered for students in grades 3-6 and was hosted at Waypost by camp staff. With help from Pr. Leslie, we were able to provide 2 adults as chaperones each day at camp.

### Youth/Young Adult

Confirmation: This year we had 11 confirmands affirm their baptism in October. Currently we have 30 students (6<sup>th</sup>-8<sup>th</sup> grade) attending confirmation class. I plan and lead large group lessons, as well as prepare lessons for small groups that are led by parent volunteers, and communicate with families. We currently do not have enough adult volunteers to provide 2 leaders per small group—I lead small groups as a substitute as needed.

### Adult/Intergenerational

I continue to support adult programs and small groups, that are being led by volunteers, in any way that I can. Saint Andrew currently offers Adult Bible Study on Sunday mornings, weekday bible studies for men and women, and weekly yoga devotion classes.

Holy Spirits: Adult Pub theology. This program was intended as an off-site evening gathering to have faith conversations with rotating topics. Two dates were scheduled in February and March but were not well attended.

Lenten Program: I helped create weekly lessons and displays throughout Lent to fit our theme of "We Come to the Hungry Feast". This consisted of creating spaces in the Sanctuary to represent the many ways to contribute to ELCA World Hunger (used primarily during Children's sermons). I also created rotating reflections to use with our prayer labyrinth set up in the Chapel.

Summer in the Psalms: I created a graphic for the summer theme/sermon series, presented children's sermons throughout the season, and put together a display in the Narthex to encourage congregational engagement.

#### **Opportunities for Spiritual Growth and Building Community**

Prayground: A designated space was established in the front of the Sanctuary for families with small children. Two pews were removed to allow for flexible floor space. This space allows children to see and engage in worship more fully and offers a welcoming space for young families.

Canvas Project: Children, youth, and ministries were invited to create a unique piece of canvas art that represented them as individuals or teams as part of the Saint Andrew family. These canvases are on display in the Sanctuary.

Online Engagement: I adapted ELCA World Hunger "40 Days of Giving" calendar to daily Facebook posts as touchpoints to our Lent theme. I have also created a daily Advent photo series adapted from Busted Halo's "InstaAdvent" photo challenge to encourage engagement with our online church community.

#### **Volunteer Coordination and Oversight**

Thank you to all volunteers who have been teaching, leading bible studies, leading confirmation groups, and engaging with church programs. While all planned programs throughout the year were executed, more volunteers are needed to expand learning opportunities at Saint Andrew. Since Faith Formation is a life-long journey, I would love to find new ways for our members to continue to grow in their own faith by sharing it with others.

#### **Faith Formation Coordinator Goals 2024**

- Inviting and integrating youth members to participate in Sunday worship.
- Hosting quarterly intergenerational events focused on faith practices and encouraging relationships and community between members.
- Creating and implementing a model of Lifelong Faith Formation
- Creating digital faith formation resources such as online touchpoints of micro-practices, digital playlists, and nurturing online community

Respectfully submitted,  
*Jenna Diedrich*



## Faith Formation Ministry

**Chairperson:** Stephanie Birchler

**Staff Liaison:** Jenna Diedrich

**Council Liaison:** Pam Clark

### **Mission:**

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

### **2023 Highlights:**

Our ministry has gained some momentum this year and we are eager to keep it going! Families with young children now have a welcoming space in the front of the Sanctuary to pray, play, and interact in our worship service by sitting or stretching out on the Prayground. Our Sunday school program shifted times so children, and their teachers, can be fully present in worship. We adjusted Sunday School time to maintain a large group opening session in the Sanctuary at the beginning for all ages, with a half an hour time afterward for grade level classes to meet. Each class also has two adults per room to follow the Safe Place policy, as well as to provide extra support to the teacher. Our confirmation class fills the Fellowship Hall every Wednesday evening, bringing midweek energy to the church. Other intentional opportunities for learning and growing our faith community have included:

- Epiphany Pageant
- 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
- Collaboration with Social Ministry and Fellowship Ministry to offer member outreach as well as family enrichment activities:
  - Valentine Heartwarming Cards
  - Resurrection Rocks
- High School Graduates Recognized
- Student Bibles given to students through confirmation age on Rally Sunday
- Blessing of Backpacks: keychains given to students on Rally Sunday
- Sunday School "Opening" in the Sanctuary
- Education Hour/Faith Formation Study
- Confirmation Classes: bibles given to students
- Confirmation students helping with soup dinners during Lent
- Safe Place Policy Training
- College Connection Outreach Program
- Yoga Devotions

### **2024 Goals and Visions:**

- Community service projects across all ages and collaborate with other ministries
- Holy Spirits evening with conversations around faith
- Grow First Faith toddler Sunday school by mailing invitations and following up with face-to-face conversations
- Participate in creating a new church mission statement and align our ministry's goals to it
- Create opportunities to grow in our Lutheran identity through multigenerational events

Expanding our ministry to include more members has been a goal for several years and as we look to 2024 we continue to seek new members to help our ministry flourish. Making connections to young families

through First Faith 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 keeping our momentum growing in current and new ways in 2024!

Respectfully submitted,  
*Stephanie Birchler*  
*Chairperson*

## Fellowship Ministry

**Chairperson:** Amy Frolik (2011 – present)

**Council Liaison:** Vickie Mrotek and Kim Hoff

**Members:** 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 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 Gingerbread events. We also organize special outings, crafts events, community service projects, and seasonal events.

Following Sunday morning worship service, we offer coffee, juice, and cookies and are responsible for coordinating volunteers to host during this time of fellowship. We encourage name tags on new member Sundays and provide a new member and visitor table so other members can stop to talk with them.

### 2023 Ministry Events:

♦ Art Devo Session - Valentine Cards	January 18 & 22
♦ Pretzel Sunday - first Sunday in Lent	February 26
♦ New Member Reception	February 26
♦ Help with Lenten Soup - serve, provide desserts, & clean up	March 8
♦ Art Devo Session - Cabin Fever Craft	March 15 & 29
♦ Hot Cross Buns for Palm Sunday	April 2
♦ Decorate Fellowship Hall for Easter Breakfast	April 7
♦ Easter Breakfast Beverage Service	April 9
♦ Sundae Sunday - last day of Sunday school	May 21
♦ Help with Treasure Sale	June 8-10
♦ Sunday Funday - bingo and tacos	June 11
♦ Sunday Funday - movie, jammies, pizza and popcorn	July 9
♦ Sunday Funday - campfire, picnic and yard games	August 13
♦ Annual Picnic - food, games and fellowship	September 17
♦ Art Devo Session - Cabin Fever Craft	November 1
♦ Ministry Fair display during fellowship	November 18
♦ Special holiday treats during Sunday fellowship	December
♦ Gingerbread House Event	December 3
♦ Set up Gingerbread House village display at NCHC	December 11

Weekly: Sundays - coordinate volunteers for fellowship.

Monthly: Art Devo drop-in art and devotion time with Pam Clark - open to all once a month, except in the 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 chairperson to bring new energy and leadership to our fun group and someone to coordinate the fellowship schedule. We appreciate all the volunteers who helped make the activities so enjoyable.

Respectfully submitted,

*Amy Frolik*

*Chairperson*

## Finance 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, Tom Weiland.

**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 a 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.*

2023 has proved to be another challenging year. Spending was kept to the essentials and thanks to the generosity of our congregation, our shortage was only \$14,586 vs. the planned amount of \$25,630, leaving us with a Contingency Fund balance of \$131,860.

Our Ministries were very frugal in preparing their spending plans for 2024 and thanks to your generous response to the Stewardship appeal, where the average pledge was up 12%, we were able to present a balanced Spending Plan for 2024 - the first since 2021.

Our Narrative Spending Plan category allocation changes reflect the priorities for the coming year as we determine who we are, where we are going as a church, and who our new Lead Pastor will be. We are confident that our congregation will provide the support and resources we need to accomplish these changes along with our mission.

### **Audit Committee**

This committee reviews the records and transactions for clarity and accuracy and then makes recommendations for changes and improvements. The audit for 2021 and 2022 is still in process. We could use 2 or 3 new members to help with the audits.

### **Endowment Committee**

Members: Bob Wiederhoeft-Chairperson, Jack Fisher, Kris Lemke, Dick Jarvis, Nate Birchler and Mike Stelzl. In 2023, \$6,460 was available for grants. One grant of \$2,500 for The Gospel TLC, was approved in 2023 while three grant applications were not approved. 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, 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 weekly 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. Each counting team

comes in to categorize and total 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 continued to pay \$5,000 per month in 2023 and plan to continue this in 2024 until our loan is refinanced on 7/30/2024. We expect interest rates will be significantly higher, so our ministry is considering a mortgage pay-down campaign in 2024 to reduce the balance prior to the refinance. If successful, we expect to have more funds available for mission.

The balance as of December 31, 2023 is \$388,865.63 - down from \$447,747.66 last year. An extra \$18,420 in Freed for Mission contributions were paid on the mortgage in 2023.

Respectfully submitted,  
*Mark Gleisner*  
*Chairperson*

## **Personnel and Development Ministry**

**Chairperson:** Wayne Johnson

**Council Liaison:** Randy Trollop

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

### **What is the purpose of the 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?**

- Posted Sexton position, recruited, and hired three new sextons.
- A Security Assessment of the building was completed with an officer from the Marathon County Sheriff's Department. Security recommendations for both outside and inside the building were documented and current security measures reviewed.
- Recommended and provided compensation and benefits for Interim Pastor, Rev. Gary Forseth.
- Revised the Job Description for the Director of Worship and Music.
- Provided 2024 Portico Gold+ and Silver A+ health information to staff for selection and enrollment.
- Determined and recommended 2024 salaries for all Saint Andrew staff, clergy and non-clergy.

### **What are the goals and visions for next year?**

- Work with the Property Ministry to create an Active Shooter Policy and provide training.
- Determine which security recommendation can initially be implemented and apply for DHS (Department Homeland Security) eligible grants.
- 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, Jonathan Smith-Director of Worship and Music, and Kerry Fehrman-Bookkeeper. Welcome and thank you to our new sextons Camille Doering, Martin Vargas and Kaylee Krueger. And thank you to Nick Josiger who served as our only sexton for a year and handled training before leaving for college.

A special thank you to Dan Malm who is stepping down after serving on the Personnel and Development for many years.

Respectfully submitted,

*Wayne Johnson*

*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 and the landscaping and church grounds. I am supported in this role by the ministry members, volunteers, and staff. Saint Andrew continues to be an active building with both outside groups and SALC groups. 2023 was no exception, with numerous outside groups utilizing our facility on a regular basis: Boy Scouts, Alzheimer's Association, Red Cross Blood Drives, AA/Alanon to name a few. Saint Andrew also hosted a multi-day First Call conference in November which included approximately 70 Pastors in their first call from all the synods of Wisconsin and Upper Michigan.

With Saint Andrew events and activities consistently taking place, there are rarely quiet days in the building which leads to endless demand for maintaining Saint Andrew. Continued support from volunteers is essential to being able to maintain a clean and well-run facility. We are always looking for volunteers to assist with some of the more routine tasks such as cleaning and assisting with event set-up(s) as well as some of the more skilled trades such as electrical, HVAC, carpentry, landscaping, and painting. To be added to the list of volunteers please contact the church office, send an email to [patrick@salc-wausau.org](mailto:patrick@salc-wausau.org) or catch me on a Sunday morning.

### Notable projects of 2023:

- Landscaping improvements to keep the outside of Saint Andrew looking nice and clean.
- West-end bathroom updated with fresh, lighter paint
- Parking lot renovations – removed drain in front lot, re-graded and resurfaced to allow better water run-off; re-striped lines in front and northeast lots
- HVAC & door security software update and upgrade – to be completed in early 2024
- Fascia repairs and removal of gutter on southeast side of Sanctuary
- Window added to side of Stream booth to comply with Safe Gatherings guidelines

### Volunteer opportunities in 2024:

- Cleaning volunteers to help with deep cleaning tasks and possibly fill-in in the event of staff absence
- Landscape improvements
- Workroom renovations to include removal of old wallpaper paste, repaint the walls and install new countertops (pending funding)
- Seasonal workdays
  - Spring Highway Clean-up (May)
  - Summer Workday (TBD)
  - Fall Clean-up
  -

Respectfully submitted,  
Patrick Kieper  
Facility Coordinator

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

## Property Ministry

**Chairperson:** Joe Duginski (as of December 2023)

**Council Liaison:** Mark Clark

**Staff Liaison:** Patrick Kieper

**Members:** Dave Paisar, Al Brace, Keith Rusch

- ◆ The Property Ministry collaborates with staff and other ministries to oversee improvements, maintenance, repair, protection and general care of all equipment and furnishings within the church building as well as the surrounding church property.
- ◆ Ministry highlights and completed projects in 2023:
  - Front parking lot drainage repaired
    - Drain removed, raised the corner of the parking area near the courtyard entrance to allow better water flow towards the existing ditch line
  - Single-occupant restrooms refreshed with new paint, wall art and some updated fixtures
  - Landscaping improvements around the building, primarily along the youth room and west entrance
- ◆ Planned projects for 2024 - will be kept to smaller budget projects to prepare for the Sanctuary roof replacement in 2025:
  - Continued parking lot/sidewalk repairs and improvements
  - Rooftop Furnace/A/C unit compressor replacement
  - Youth Room hallway – refreshed with removal of wallpaper and repaint.
  - Work room refurbishment – prepare walls from wallpaper removal to repaint; and replace countertops.

Respectfully submitted,  
*Property Ministry*

## Social Ministry

**Chairperson:** Terri Wiederhoeft (through 8/30/23); Bob Grady (as of 9/1/23)

**Council Liaison:** Jeanne Willems

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

**Fair Trade Coordinators:** Bob and Terri Wiederhoeft

**Food Pantry Coordinators:** Ruth Koch and Joan Smith

### **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, nation, and world.

### **2023 Goals and Accomplishments:**

- **Good Shepherd Shelter:** Saint Andrew continues to have a very strong presence at the Good Shepherd Shelter (formerly known as the Wausau Warming Center). Ruth Poutanen coordinates Saint Andrew volunteers for the shelter which is the largest group supporting the shelter. The amount of time and energy she puts into this ministry is very much appreciated and admired.
- **Food Pantry:** We now have two coordinators, Ruth Koch and Joan Smith, who oversee the Food Pantry and put together emergency food baskets for anyone requesting them throughout the year and also at Easter and Christmas.
- **Lenten Soup Suppers:** This activity was coordinated by Sandra Fisher on behalf of Social Ministry in 2023. Thank You Sandra!!
- **Community Dinners:** First Presbyterian Church organizes local groups to provide a meal to anyone in need. Saint Andrew provided meals on March 19, May 21, July 16 and Sept 17.
- **Lutheran World Relief (LWR):** Social Ministry coordinated the donations for school bag kits, personal care kits and quilts. In October 2023, we sent 116 quilts, 41 school kits and 35 personal care (hygiene) kits to LWR.
- **Fair Trade Products:** There now is a “kiosk” in the Narthex containing coffee, tea, hot chocolate, and chocolate bars which is available for purchase at any time.
- **Christmas Gifts for Needy Families:** Ruth Poutanen obtained names of two families in need of Christmas gifts from the St. Lawrence Program at Catholic Charities. The response from the congregation was overwhelming given the short turnaround time and provided these gifts.

### **2024 Ministry Goals and Vision:**

- Develop a new program collecting donations of coats, hats, mittens, etc. for children who need such items from the schools of Wausau and surrounding communities. Additionally, we are going to investigate the possibilities of participating in their after-school Tutoring Programs.
- Social Ministry would like to explore the idea of bringing a chapter of Sleep in Heavenly Peace to Wausau and what that would mean for the community.
- Social Ministry is seeking to recruit a broader and more diverse group of people from the Saint Andrew community to participate in existing programming as well as bringing new ideas in developing new ministries to serve a broader population of those in need within our own backyard.
- Working closely with Pastor Gary in getting Ruby’s Pantry established, as well as exploring his contacts within the community to gain expanded support of our programming and development of possible new avenues.
- Continue to participate in the quarterly Community Dinners.

Respectfully submitted,

Bob Grady

*Chairperson*

## Stewardship Ministry

### **Mission of Stewardship Ministry:**

*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.*

Throughout the history of Saint Andrew, we've been able to do things that are important to our mission, community, and the world because we haven't been afraid to step forward and ask our members for financial support through an annual pledge.

This year's stewardship pledge appeal theme was: Called Committed Counted. As members we are **Called** as partners in Christ's service; **Committed** to our faith, constant in our support of resources and time; and **Counted** in community within one another.

The pledges received for 2024 will allow Saint Andrew to prepare a balanced spending plan. Members who have not returned a pledge card can still do so, as any additional pledges received throughout the coming year will offer opportunities to expand in areas not currently planned.

The annual Time and Talent survey will resume in 2025. In the meantime, members are asked to remain connected in the SALC community by volunteering when asked and consider new ways they can share their time and talents at Saint Andrew.

We are grateful for the continued generous participation and financial support given to Saint Andrew by our congregation again this year.

Respectfully submitted,  
Kerry Fehrman  
*Chairperson*

## Director of Worship and Music

The role of the Director of Worship and Music is to collaborate with the pastor, staff, and lay leadership of the congregation to equip the congregation through worship, music, and service in ways that nurture spiritual growth in the life of all members of Saint Andrew Lutheran Church. This year focused on learning, sharing, and equipping.

It has been a joy and honor to be a part of your life and get to know the people and practices of Saint Andrew. I have enjoyed experimenting and trying new things to engage your spiritual life, such as Maundy Thursday's Last Supper-styled Communion, and learning your regular practices, such as favorite hymns, service structures, and liturgy. My goal is to continue to learn and grow with you, to better know your spiritual needs and to nurture them through worship and music, and to connect with the wider community and find ways to serve their needs.

As this church and many in our area are in pastoral transition, it has become abundantly clear that the ministry field of Saint Andrew is beyond our walls, and beyond our church. We have partnered with almost all local ELCA congregations this year, including Good Shepherd on Good Friday presenting parts of the cantata, "Song of the Shadows"; multiple churches for a July combined worship service at the Rothschild Pavilion; First English, Good Shepherd, and St. Stephen for Thanksgiving Eve in 2022 and 2023; and Mt. Calvary and Pilgrim for a Blue Christmas service. Shared ministry has helped us and the wider church to envision how we can be stronger together.

Most of my time this year has been connecting with the those who call this place home and equipping them to serve their neighbor through worship and music. Some volunteer schedules and systems were maintained, such as Assisting Ministers and Stream Team. Other teams were fully rebuilt, including Ushers and Communion servers. The Worship Ministry and I have helped equip and identify:

- **Worship:** 50+ ushers, 9 communion servers and 6 subs, and 5 new assisting ministers
- **Music:** 3 new Chancel Choir members and 3 new Handbell Choir members, 10+ new or returning Chancel Choir members sang in the summer Pop-Up Choirs, 15 musicians participated during Hymn Strum and Sing events, 10 congregants have shared contemporary music in worship
- **Youth:** Many kids and youth participated in the Epiphany Pageant and Vacation Bible School; 3 youth shared music during the offering in May

2024 will be a year of equipping leaders, visioning for what could be, and implementation. To empower and enable congregants, we will hand the keys of leadership over in various ministry areas. Saint Andrew will work to help equip and invite to be the hands and feet of Christ, at church and in the world!

I am ready to dream big dreams with you and church leadership, through prayer and God's guidance. I believe the next twelve months will be a period that we look back upon as the turning point when the people of Saint Andrew grew into the community God calls us to be.

A huge thank you to all the people who serve this community through worship and music.

- All worship teams and volunteers, including Altar Guild, communion servers, Chancel Choir, Handbell Choir, graphics creators, stream team, ushers, and Worship Ministry.
- All staff and pastors who have served our church in this past year.

We all are called to love and serve our neighbor, and I am so thankful to be serving the Wausau area and Saint Andrew with you.

Respectfully submitted,  
*Jonathan Smith*

## **Worship Ministry**

**Chairperson:** Dayna Herold

**Council Liaison:** Juli Antonson

**Staff Liaison:** Jonathan Smith, Director of Worship and Music

**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 the Saint Andrew staff to coordinate all aspects of worship including the Altar Guild, music, lay readers, ushers, communion servers, acolytes, assisting ministers, Facebook Livestream and projecting worship materials.

**Accomplishments in 2023:**

With Jonathan's leadership, we were able to achieve organization and start to grow over the past year. We increased the number of worship volunteers and completed usher and communion server schedules and training.

**Goals for 2024:**

In 2024 we need to continue to grow by increasing and diversifying our worship volunteers. We will also experiment with worship service options to meet the needs of our congregation and our community.

**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!

Respectfully submitted,

*Dayna Herold*

*Chairperson*



## Altar Guild

**Chairpersons:** Sandra Fischer

**Secretary:** Denise Skare

The work of the Altar Guild focuses on preparing the communion elements for our members to receive the sacrament at Sunday services. During 2023, COVID-19 was no longer a danger to our members. As chairpersons, we shared leadership with three teams of people who assisted us in setting up communion for every Sunday morning service.

We have a strong desire to celebrate in the Word of Christ. In 2023, our church was open to all again and we were able to participate in worship without any restrictions. We have reassessed our communionware and communion practices as we prepare to gather. Our leadership made the decision to reduce worship services to one service at 9:00 am on Sunday.

It is always our joy to participate in beautifying the altar for the Thanksgiving and Christmas holidays. These flowers and decorations lift the spirits of our members and make them feel welcome.

In 2024, we look forward to supporting Sunday morning worship service with the hope of the addition of another service during the week.

We are always looking for new members to join our ministry and assist in the joy of serving church in this way.

Gratefully submitted,

Sandra Fischer and Denise Skare  
*Altar Guild Chairpersons*



