



Evangelical
Lutheran Church
in America



ANNUAL REPORT
2024

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

“More majestic than the thunders
of mighty waters, more majestic
than the waves of the sea,
majestic on high is the Lord!
Your decrees are very sure;
holiness befits your house, O
Lord, forevermore.”

—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.



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

**Saint Andrew Lutheran Church
Annual Report
For Year Ending December 31, 2024**

Table of Contents

2024 Balance Sheet & Income Statement.....	1-2
Information about Members, Attendance and Pastoral Acts 2024	3-4
Interim Pastor Report.....	5-6
Council President Report.....	7-8
Council Vice President Report	9
Ministry and Staff Reports	
Communications	10
Faith Formation Coordinator	11-12
Faith Formation	13
Fellowship.....	14
Finance.....	15
Endowment Committee.....	16
Leadership Development.....	17
Memorial Gift.....	18
Personnel	19
Facility Coordinator	20-21
Property	22
Social.....	23
Director of Worship and Music.....	24
Worship	25
Altar Guild	26

2024 CHURCH COUNCIL

NAME	OFFICE/MINISTRY LIASON	TERM EXPIRES
Diane Goetsch	President	January 2025
Mark Clark		January 2027
Kim Hoff	Vice-President	January 2026
Kim Hoff	Faith Formation	January 2026
	Communications	
Pam Clark	Fellowship/Member Outreach	January 2025
Bob Wiederhoeft	Finance	January 2026
	Memorial Gift	
Mark Clark	Leadership Development	January 2027
Randy Trollop	Personnel	January 2025
Phil Bickley	Property	January 2025
Karen Wegge-Alternate	Social	January 2025
Juli Antonson	Worship	January 2025
Terri Fronek	Treasurer	Appointed
Beth Hansen	Financial Secretary	Appointed
Denise Skare	Secretary	Appointed

REPORTS

Mission Statement

Together we worship joyfully, serve generously, love unconditionally, foster spiritual growth, and spread God's grace to all.

**SAINT ANDREW LUTHERAN CHURCH
BALANCE SHEET
December 31, 2024**

<u>ASSETS</u>	<u>OPERATING</u>	<u>DESIGNATED FUNDS</u>	<u>TOTAL</u>
CURRENT ASSETS			
CASH	(396)	264,602	264,206
Endowment Funds in Savings		(5,986)	(5,986)
Endowment Funds @ ELCA		84,484	84,484
Seminary Funds in Savings		5,210	5,210
Seminary Funds @ ELCA		0	0
FIXED ASSETS			
LAND AND BUILDING			
CHURCH SITE	171,300		171,300
BUILDING IMPROVEMENTS	3,751,038		3,751,038
SUBTOTAL			
TOTAL ASSETS	3,921,942	348,310	4,270,252
<hr/>			
<u>LIABILITIES AND FUND BALANCES</u>			
CURRENT LIABILITIES			
TAXES PAYABLE (Payroll)	(589)		(589)
LONG TERM LIABILITIES			
CHURCH SITE AND BUILDING	0		0
TOTAL LIABILITIES	(589)		(589)
FUND BALANCES			
FUND BALANCE	3,922,532		3,922,532
DESIGNATED FUNDS			
04 SABBATICAL FUNDING		10,000	
05 WEDDING/EVENT DEPOSITS		800	
06 FELLOWSHIP		2,660	
07 WORLD HUNGER		460	
08 SOCIAL MINISTRY		7,098	
09 PASTOR DISCRETIONARY		615	
10 MUSIC FUND		3,377	
11 TRANSACTION TIMING FUND		6,182	
12 GOOD SAMARITAN FUND		2,829	
15 ADMIN DISCRETIONARY FUND		792	
18 BUILDING MORTGAGE FUND		0	
20 BUILDING CAPITAL FUND		80,000	
21 FAITH FORMATION		6,742	
23 ZEERUST		1,140	
25 PROPERTY MINISTRY		4,365	
28 MEMORIAL GIFT FUND		6,340	
29 KITCHEN		2,533	
30 ROSE FUND		795	
40 CONTIGENCY FUND		109,874	
50 SEMINARY FUND		5,210	
55 ENDOWMENT FUND		78,498	
41 EOY CARRY FORWARD		18,000	
		348,310	348,310
TOTAL LIABILITIES AND FUND BALANCES	3,921,942	348,310	4,270,252

SAINT ANDREW LUTHERAN CHURCH					
INCOME STATEMENT					
For the Year ended December 31, 2024					
	2024	2024	B/(W)	2023	
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>VARIANCE</u>	<u>LAST YEAR</u>	
OPERATING INCOME					
CONTRIBUTIONS	593,260	543,800	49,460	570,234	
INTEREST INCOME	6,143	4,200	1,943	4,591	
MISC INCOME	117				
TOTAL OPERATING INCOME	599,520	548,000	51,520	574,825	
OPERATING EXPENSES					
OUTREACH MINISTRIES					
REGULAR BENEVOLENCE	24,564	25,520	(957)	31,046	
EXTENDED MINISTRIES					
WORSHIP	15,365	8,754	6,611	5,386	
FAITH FORMATION	7,881	11,200	(3,319)	7,340	
MEMBER OUTREACH	1,172	2,400	(1,228)	1,197	
SOCIAL MINISTRY	0	0	0	0	
FELLOWSHIP	0	0	0	0	
STEWARDSHIP	2,528	2,900	(372)	2,962	
OFFICE SUPPORT	19,664	19,500	164		
SUPPORT	323,507	326,118	(2,611)	390,913	
PROPERTY CHURCH SITE	42,942	35,900	7,042	44,007	
SUB-TOTAL	437,622	432,292	5,330	482,851	
CHURCH FIXED EXPENSES(Utilities, Insurance)	38,473	51,572	(13,099)	43,236	
FINANCE EXPENSE	2,910	4,136	(1,226)	3,329	
MORTGAGE EXPENSE	60,039	60,000	39	59,995	
TOTAL OPERATING EXPENSES	539,045	548,000	(8,955)	589,411	
OPERATING INCOME / (LOSS)	60,475	0	60,475	(14,586)	
TRANSFER TO PROPERTY PROJECTS FUND	33,000	0	33,000		
TRANSFER TO (FROM) CONTINGENCY FUND	27,475	0	27,475	(14,586)	
TOTAL NET EXPENSES	599,520	548,000	51,520	574,825	
NET OPERATING INCOME / (LOSS)	(0)	0	(0)	0	

MEMBER STATISTICS - 2024

History of Baptized and Confirmed Membership 1981-2024

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
2024	3044	2026	+4	+4

Membership Age Grouping										
Age	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
0-5	175	175	169	168	157	140	136	108	88	86
6-10	252	234	215	196	178	167	157	157	152	143
11-15	230	234	239	246	261	264	236	217	187	165
16-20	233	242	224	224	232	233	246	245	252	251
21-25	211	202	214	222	230	228	237	227	228	229
26-30	208	216	217	215	218	223	213	214	217	221
31-35	220	199	190	189	217	221	235	238	227	226
36-40	220	217	229	233	276	262	241	225	214	215
41-45	200	208	196	196	221	230	233	249	253	270
46-50	228	232	226	224	196	194	97	203	202	211
51-55	236	210	208	213	218	222	224	214	210	190
56-60	215	220	226	227	228	219	121	198	198	193
61-65	197	193	194	200	216	203	129	207	207	206
66-70	150	159	159	154	171	188	55	184	176	184
71-75	79	87	98	126	129	122	145	142	133	155
76-80	40	40	50	55	68	73	73	78	90	100
81-100	54	56	57	57	63	67	8	70	73	76

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

2024 PASTORAL ACTS
New Members & Attendance Breakdown

Average Weekly Worship Attendance

<u>Year</u>	<u>Avg. Att.</u>	<u>Change</u>
1981	165	0
1982	182	+ 17
1983	196	+ 14
1984	214	+ 18
1985	263	+ 49
1986	244	- 19
1987	292	+ 48
1988	303	+ 11
1989	311	+ 8
1990	347	+ 36
1991	338	- 9
1992	345	+ 7
1993	330	- 15
1994	357	+ 27
1995	389	+ 32
1996	420	+ 31
1997	482	+ 62
1998	503	+ 21
1999	523	+ 20
2000	542	+ 19
2001	543	+ 1
2002	559	+16
2003	587	+ 28
2004	552	-35
2005	558	+6
2006	508	-50
2007	593	+85
2008	603	+6
2009	548	-55
2010	525	-23
2011	593	+68
2012	565	-28
2013	550	-15
2014	545	-5
2015	524	-21
2016	531	+7
2017	535	+4
2018	493	-42
2019	482	-11
2020	531	+49
2021	265	-266
2022	379	+114
2023	267	-112
2024	274	+7

Pastoral Acts

Baptisms	18
(Adult)	1
Weddings	0
Funerals	8
First Communions	18
Confirmations	
Youth	6
Adult	0

New Members Received

March 17	20
October 20	12
Received by Council Action	0
Joined via Confirmation	0
<i>TOTAL</i>	32

Average Worship Attendance

<i>Thursday</i>	
12:15 pm	21
6:15 pm	6
<i>Sunday</i>	
9:00 am	*274
6:00 pm	17

Special Worship Services

Ash Wednesday - 12:15 pm	72
Ash Wednesday – 6:15	*144
Midweek Lenten Worship – Avg.	
12:15 pm	47
6:15 pm	*128
Maundy Thursday - 12:15 pm	20
Maundy Thursday – 6:15 pm	*118
Good Friday - 12:15 pm	*112
Good Friday – 6:15 pm	95
Easter Sunday - 6:00 am	235
Easter Sunday - 8:00 am	*254
Easter Sunday – 10:00 am	*395
Thanksgiving Eve – Combined community worship held at Good Shepherd, Wausau	
Christmas Eve - 3:00 pm	257
Christmas Eve - 6:00 pm	*451
Christmas Eve - 9:00 pm	72

*Livestreamed worship service. Attendance is calculated by adding in-person attendance to livestream attendance. Livestream attendance uses Facebook and You Tube statistics and procedures recommended by the ELCA.

Interim Pastor

By the time you read this, I will be floating in the Lazy River in Southern California.

It has been a joy to serve you during this year. My covenant with Saint Andrew expires on December 31, 2024. I have indicated to the Personnel Ministry that, if you have not called a pastor during the winter months, I am willing to return on April 1, 2025, that I am willing to increase my weekly hours from 30 to 35, but that I will need a week off after every 8 working weeks to recharge my batteries.

For the sake of an organized presentation, allow me to segment this report into categories.

Worship

The Sunday morning service is thriving. Attendance is strong. There are countless growth opportunities. Attendance is driven by “special event” Sundays. Christmas and Easter, obviously, but also Confirmation Day and Mother’s Day. We do really well when our Faith Formation and Fellowship ministries host special events such as: Epiphany Pageant, Lenten Meal, Hot Cross buns, Sundae Sunday, the Church Picnic, Gingerbread Sunday, and even Annual Meeting day.

I would like to see us add two or three “special event” Sundays. Maybe a Veterans recognition Sunday on the second Sunday in November. Maybe a relationship celebration near Valentine’s day. How about recognitions on Grandparents’ Day or on Father’s Day? The key to adding special event Sundays is having 3 - 5 people who are willing to plan each event.

We reestablished two Thursday services in 2024. The response to our 6:30 pm service was disappointing and was canceled after a 10 week trial. The 12:15 pm service has a regular, faithful core of 20-25 people in attendance each week.

We instituted a Sunday evening Welcome Table service that is struggling for a regular attendance base. Attendance can range from 10 to 40. It was and is a great idea for growing Saint Andrew but, as of this writing, it appears that the service will end. We have not been able to build enough of a feeder ministry to make the service viable.

The Sunday 9:00 am service is full. In order to reach my 15% growth benchmark, we will need to add a second Sunday morning service. People who study worship attendance say that the addition of a worship service will raise attendance by 20%. Due to a number of circumstances in congregational life, our current thinking is to start a second Sunday morning service in mid-September. We will need weeks of planning and communicating for a second service to be successful and lasting.

Congregational Structure

All of our ministries are understaffed. Some ministry members/leaders have served for a decade or longer. In an attempt to identify and develop a more reliable flow of leaders into all the ministries of Saint Andrew, I recommended the establishment of a Leadership Development Ministry. They are already making a positive contribution.

A second strategy is to take the Congregation Council out of the management business so that the ministries are empowered to make actual decisions, within the parameters of the annual budget. We need the Council to be in the visioning business which is work done most effectively by fewer people. All leaders have worked incredibly hard during 2024. We worked extensively to develop our Ministry Site Profile. We identified our strengths as a congregation. We adopted fresh vision and mission statements. We have the beginnings of a strategic plan.

Communication

I have sought to keep members as informed as possible during the year. Our every other month forums have been well attended. As much as the forums are a way for me to relay information to the members, it

is also a way for the members to advise me on the direction of the ministry. Even though it is not possible to quickly implement every idea, I do eagerly receive your ideas and enjoy letting them percolate in the idea factory of my mind.

2025 Initiatives

I worry about complacency. 2024 worked because you wanted it to work. We are meeting our benchmarks for worship attendance and budget growth. But, when the church looks full, do we start to think that it is good enough.

The Cottage Meetings initiative is my attempt to keep the momentum going. We have about 25 meetings scheduled. I will lead each meeting. I want to know what you need from Saint Andrew. We will create new ministry opportunities and adapt our current ministry based on these conversations. If 2024 was the year of blasting off from the launching pad, then Cottage Meetings will be the firing of our booster rockets for 2025. In 2024, I met with about 75 of you as I launched this interim. Cottage Meetings will allow me to meet with 600 of you. Together, we can make this work!

Sunday Afternoon and Evening Programs

Given the probable elimination of our Sunday evening service, this initiative needs to be reconsidered. I will have additional thoughts for you in April.

Hospitality Initiative

I expect this to be an emphasis for Fall, 2025. Some changes have been made in the Narthex in anticipation of the initiative. This could have a major impact on membership growth and on visitors' first impression of the Saint Andrew experience.

None of us can know when the Holy Spirit will match Saint Andrew with a new lead pastor. I know that the Call Committee is making their best effort to find the person who can lead the congregation into the future that God has in mind for us. Until that day, I will be proud to serve in this interim capacity to the best of my ability.

Thank you for allowing me this opportunity.

The Rev. Gary L. Froseth
Interim Pastor

President

Dearest Beloved Members of Saint Andrew Lutheran Church

It feels as if we have turned a corner and are on the path to a great future! The past couple of years have been challenging, but this year has brought hope and inspiration. The pews are filling up at Sunday morning worship and there is an energy that brings joy to my heart.

We have had several major blessings this year; including Rev. Gary Froseth's willingness to serve as our Interim Pastor and paying off the remaining building mortgage. Pastor Gary has brought leadership and energy to our church and inspired the council. Starting with a new Vision and Mission Statement: The Mission Statement is shown above on the Report's title page and is very closely aligned with our Vision Statement "Worship, Serve, Love. Together". This simple Vision Statement covers a lot of territory and I feel it is very representative of Saint Andrew's core values.

With these values and vision in mind, a three-year strategic plan has been developed. As of this date we are ahead of schedule in our objectives, but don't be concerned that we will relax because of this; we will simply update the plan and advance our goals. Is this an easy process to implement? No, it is not, but having set objectives keeps us moving forward. Having objectives means trying new things and, yes, I know change is hard. I think if we are honest with ourselves, we realize that the church and our lives are in constant change and change needs to happen to remain relevant to our community's needs. The second word in the Vision Statement is "Serve". We need to adapt to serve the needs of our members, the church and our surrounding community. We are changing and adapting and I encourage you to be part of the change and embrace the future.

Your Church Council has been very busy this past year adapting to the new direction Pastor Gary is encouraging council to aspire to. For 2024, council has been leading with more of a visioning role than an oversight role. I would expect this to become even more prevalent in future years with ministries in their respective areas being empowered to make decisions and move forward as is appropriate. With this new direction, the council has been given plenty of homework and spent many long evenings planning for our future. I'll list a few of those activities here:

- Studied Kennon Callahan's "Twelve Keys to an Effective Church" producing data for and working on the workbook that is associated with this "plan"
- Preparing our Church for a new pastor including:
 - Reimagining our Church's purpose and direction considering events and changes in the past ten years. This resulted in the creation of a new Mission Statement and Vision Statement
 - Forming a Ministry Site Profile (MSP) team and empowering them to create an up-to-date MSP reflecting our current core values and place in our community
 - Open conversations with the congregation to learn of your concerns and opinions on the purpose and future of SALC
 - Working with the Financial Ministry to prepare for a new pastor resulting in the Imagine Together Stewardship campaign that resulted in the complete payoff of the mortgage of our building
 - Formation of a representative and respected Call Committee to take on the task of finding and hiring the pastor that is going to lead us into the future
- The formation of a Leadership Development Ministry to provide support to all our ministries, council and staff
- Implementation of a Strategic Growth Plan

We can all be proud of our church's ministry teams. They provide support for our staff, opportunities for our members and those in need in our local and greater world communities. Please take a moment to read about the many accomplishments of these ministries in the reports that follow in this annual report.

I am overjoyed to see new members, regular visitors, visitors and young families worshipping with us. These are the future of Saint Andrew and we need to continue to attract people to our church and to provide a loving, supportive environment to keep them involved and participating in our church.

Pastor Gary has agreed to come back after a well-deserved, extended break this winter, but we need to remember that he is interim. While it may not feel like we are in between pastors, we are indeed looking for a future permanent pastor to lead our flock. The ELCA and many other denominations are suffering from a lack of available ordained pastors and the East Central Synod is no exception with far more openings than candidates. Our Call Committee works diligently to find a suitable candidate, but they, wisely, are not going to settle for someone who is just “okay”. We will be filling the pastor position with an inspired and loving pastor that can lead us into the future. Given this challenge, we also need to be inspired; can we really expect a top quality candidate to want to come to a church that is not inspired themselves?

Please join me in continuing our efforts to make Saint Andrew a welcoming, loving and positive force in our community. I am sure that when you join in our efforts to help and support others, you’ll quickly find these efforts will lift and support you as well.

I would like to sincerely thank our staff for their leadership, determination and willingness to push forward. They are here to support us and, in turn, we need to do our part to support them. I am in awe of the commitment of the volunteers in our church to make our worship and activities meaningful and dependable. Please consider joining our volunteers to make our church and our community a better place. I also am thankful for you, members of Saint Andrew. Your loving and caring ways continue to impress me and those who come to visit us.

Looking forward to an equally inspiring and meaningful 2025.

Sincerely,
Mark Clark
Church Council President

Vice President

Dear Saint Andrew Family,

Looking back on 2024, I had the opportunity to work with a wonderful group of leaders on Saint Andrew's council. We spent time learning about and creating a plan to continue to grow and invigorate our congregation. I look forward to watching it take shape.

As we begin a new year, I have been reflecting on the incredible gifts each of us has been given and how we, in turn, can offer our gifts back to God and to one another in a way that brings us joy. Each of us is unique and has a special contribution that we are able to make at Saint Andrew, and I believe that through finding opportunities to gather with our church family, doing something that we feel passionate about, we can honor God with the gifts that he has given us, grow deeper in our fellowship with one another, and find a sense of exhilaration and revitalization in the work that we do.

When we serve in the church, we are giving to something greater than ourselves. We are saying, "I want to be part of what God is doing here in this place and through these people." As I write this, I know that many of you may feel you are already too busy. I know that many of you may feel uncomfortable becoming a part of a group of people you do not yet know. I know that many of you may feel the inconvenience of seeking out the work that I am writing about. I know this because I have had the same thoughts and feelings, but let's not let them stop us from finding an opportunity to do something that we'll enjoy with fellow Christians that can become friends. I encourage each of you to reflect on what brings you joy. What are the things that fuel you? What are your talents, your passions, and your skills? How might God be calling you to use those joys to serve Him?

Whether you are someone who enjoys behind-the-scenes work or you thrive in direct interactions with others, whether your time is abundant or in short supply, there is a place for you here. Volunteering or becoming involved in a church group is not only about fulfilling a need—it is about deepening our connections with one another. When we serve together, we have the opportunity to get to know one another in new and meaningful ways.

I also want to take a moment to say thank you and to encourage those of you who have already found your place here at Saint Andrew to continue being a welcoming and supportive presence for new volunteers and group members. Each time someone offers their time and gifts, we have the ability to offer advice, share our experiences, or simply provide a friendly face. Your kindness will make all the difference in helping them feel a part of the Saint Andrew family. Together, we can create a church where everyone, old and new, can grow in their faith, discover their passions, and joyfully serve the Lord.

With gratitude and blessings,
Kimberly Hoff
Council Vice President

Communications Ministry

Chairperson: Mark Clark

Council Liaison: Vacant

Members: Amanda Shuda, Bob Wiederhoeft, Pam Czerwinski, Patrick Kieper and Kim Skadah

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 2024 calendar year:

- Maintain and create content for the SALC web page
- Create content for Sunday morning live stream (slides / announcements / video)
- Prepare to actively advertise in the community for "Big Sundays"

Respectfully submitted,

Mark Clark

Chairperson

Faith Formation Coordinator

Summary of Position:

The Faith Formation Coordinator is tasked with nurturing the life-long faith journey and development of our church family. They are responsible for designing and implementing educational programs and activities for all age groups while collaborating with the Pastor(s), staff, and lay leadership of the congregation.

Annual Children Ministry Events

Our Epiphany Pageant was held in January. The pageant was presented on Epiphany Sunday as a separate event after worship and we hosted a soup luncheon afterwards. It was a very well-received presentation with around 15 kids participating and around 75 people in attendance. Thank you to all the volunteers who helped hand out costumes, read lines with kids, and coordinated lunch.

First Communion was offered to all children using the resource, "A Place for You". We had 18 students take part in instruction and celebrate their first Holy Communion on May 12. The program was planned with parent and child participation in mind, and I would like to see that continue, using the curriculum as a "refresher" for adults as well.

Vacation Bible School was offered as a 4-day morning program in August, using the program "What a Mess." The theme was a lot of fun and well-received by our 18 kids, aged 4-7. Our VBS kids also sang the gathering and sending songs at Sunday worship to wrap up the week. This is a program that could still use more volunteer involvement, but I am grateful to all those that came to help.

Day Camp was a 4-day program offered for students in grades 3-6 and was hosted at Waypost and facilitated by camp staff. Saint Andrew sent 2 adults to chaperone each day. 32 participants were able to experience everything that Waypost Camp has to offer including swimming, crafts, games, and bible study. Day-Camp participants were invited to help lead music at the Welcome Table to wrap up their week.

Faith Formation Programs

Children/Family

Sunday School (spring season): From January to May our Sunday school program ran 3 classrooms, averaging 16 students each week (47 total registered). We averaged 4-5 teachers each week, which was below our coverage goal of 6.

During Lent, Faith Formation hosted a Resurrection Egg event where families created a set of eggs to tell the Easter story. 45 participants assembled their set of eggs while hearing the scripture telling of Jesus' death and resurrection.

Sunday Spark: In the fall, Faith Formation made a pivot to a short, one-room gathering for young children after worship. This shift was due to a low number of available volunteers to cover proper supervision each week for a rotational model of Sunday programming. Currently, these gatherings average 7 students each week. My goal is to use the rest of the program year to build relationships with more parents to encourage and equip them to serve within the ministry.

Family Faith Events: Faith Formation has monthly family-based activities planned through the 2024-2025 program. This fall, families made luminaries, advent wreaths, decorated gingerbread houses and created homemade ornaments to decorate our Fellowship Hall Christmas tree. These events are hosted by Faith Formation and other partnering ministries with an average attendance of 35-45 participants (children and adults).

Youth/Young Adult

Confirmation: This year we had 6 confirmands affirm their baptism in November. Currently we have 32 students (6th-8th grade) attending confirmation class. I plan and lead large group lessons, prepare lessons for small groups to be led by parent volunteers and communicate with families. I am grateful to Pr. Gary for adjusting his workday to be able to support the confirmation program, helping to lead large group lessons. We have an average of 4 adult volunteers each week to lead small group discussions (1 adult per small group). My goal is to consistently have 2 adults per small group.

Through confirmation I have met a goal of integrating more youth into worship, by including opportunities to serve into their class requirements. Students have served as musicians, tech booth volunteers, ushers, and communion servers on Sundays.

Adult/Intergenerational

I continue to support adult programs and small groups, that are being led by volunteers, in any ways that I can. Saint Andrew currently offers Adult Bible Study on Sunday mornings, weekday bible studies for men and women, and weekly yoga classes. Pr. Gary added a short-term study on Revelations during November-December. I would like to see more opportunities for adult learning in the future.

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 members of all ages to continue to grow in their own faith by sharing it with others.

Online Presence and Graphic Design

This year I have spent more time helping to create graphics and regular posts to help enhance our online presence. I have created graphics for our Lent “Witness and Service” theme, our summer “Ride the Wave” theme, a new church graphic including our vision statement, seasonal Facebook Cover graphics, a logo for upcoming cottage meetings, and weekly sermon highlight posts.

Faith Formation Coordinator Goals 2025

- Create new faith learning opportunities/small groups for adults
- Nurture online community through online touchpoints of micro-practices, digital playlists, or increased social media presence
- Build relationships to better serve and recruit volunteers to meet programming and safety needs
- Develop a plan to maintain youth engagement throughout the year

Respectfully submitted,
Jenna Diedrich

Faith Formation Ministry

Chairperson: Molly Kieper

Staff Liaison: Jenna Diedrich

Council Liaison: Kim Hoff

Mission:

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

2024 Highlights:

Our ministry has had some big shifts in our Sunday morning children's programming. What started out as making changes to increase engagement resulted in having to revamp due to lack of volunteers. Ninth grade confirmation was moved to Sunday evenings since Jenna is primarily leading all of the classes (with some support from Pastor Gary and mentors). Other intentional opportunities for learning and growing our faith community include:

- Epiphany Pageant
- Bible studies: Wonder? Women, Son Risers, Sunday Morning, Sunday Evening
- First Communion Classes
- Sunday School Teacher Gifts
- Waypost Day Camp and Vacation Bible School: Four-Day Programs with Online Registration
- Collaboration with Property, Worship and Fellowship Ministries Offering Youth and Family Opportunities
- Valentine Heartwarming Cards
- High School Graduates Recognized
- Bibles Given to 3rd Graders
- Blessing of Backpacks: Notebooks Given to Children
- Sunday school (through May) and Sunday Spark (beginning in October) on Sunday mornings
- Family Faith Events Monthly Starting in September
- 9th Grade Confirmation Moved to Sunday Evening
- Safe Gathering Certifications for Volunteers
- Yoga Offered Multiple Times Weekly

Goals for 2025:

- Work cooperatively with other ministries to offer opportunities for all ages, including service and fellowship.
- Align our ministry goals to the new SALC mission statement
- Develop longer-term goals future short-term goals that will build toward those long-term goals.
- Reevaluate the needs for children and family programming, especially regarding the best time to offer programming.
- Develop programming for young children that runs parallel with adult opportunities.
- Offer book studies and tools to help potential volunteers become more comfortable and confident in leadership roles.
- Have 50 adults in the congregation who are Safe Gathering certified, including all Faith Formation Ministry members and staff.

A significant need in Faith Formation Ministry is volunteer support, especially in our youth and children's programs and events. We are working to build a solid base of volunteers and offer flexible opportunities to appeal to a variety of commitment preferences.

Respectfully submitted,

Molly Kieper

Chairperson

Fellowship Ministry

Chairperson: Amy Frolik and Sandi Rusch

Council Liaison: Pam Clark

Members: Ann McDonald, Joanne Howard, Vickie Mrotek, Chet and Sandra Fisher, Caitlin Vandre-Schmidt and Sarah Parsch

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, we offer coffee, juice, and cookies and are responsible for coordinating volunteers to host. We encourage the congregation to wear name tags on new member Sundays. A new member and visitor table in the Fellowship Hall is available so members can welcome them.

2024 Ministry Events:

- | | |
|---|--------------|
| • Art Devo Session - Valentine Cards | February 4 |
| • Pretzel Sunday- First Sunday in Lent | February 18 |
| • New Member Reception | March 17 |
| • Help with Lenten Soup - serve, desserts, & clean up | March 8 |
| • Hot Cross Buns for Palm Sunday | March 24 |
| • Decorate Fellowship Hall for Easter Breakfast | March 30 |
| • Easter Breakfast Beverage Service | March 31 |
| • Art Devo Session - Gift Box Making | April 10 |
| • Art Devo Session- Flutter/Meander books | May 8 |
| • Sundae Sunday - Last Day of Sunday School | May 19 |
| • Annual Picnic - Food, Games and Fellowship | September 25 |
| • New Member Reception | October 20 |
| • Art Devo Session - Cabin Fever Craft | November 1 |
| • Advent Centerpiece Making | November 17 |
| • Special Holiday Treats During Sunday Fellowship | December |
| • Fellowship Hall Decorating for Advent | November 30 |
| • Gingerbread House Event | December 8 |
| • Set Up Gingerbread House Village at NCHC | December 11 |
| • Luminary Candle Making | December 15 |

Weekly: Sundays - coordinate volunteers for fellowship.

Monthly: The Art Devo drop-in art and devotion studio with Pam Clark. The studio is open 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 also want to expand our group of volunteers who want to help on an occasional basis for special events. 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 Fronck

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

Finance *The goal of the Finance Ministry is to help ensure the offerings and gifts Saint Andrew Lutheran Church has been entrusted with are applied effectively in advancing the mission of Saint Andrew. This is accomplished 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 to the Audit Committee.*

From a financial prospective, 2024 was a great year for Saint Andrew, fueled in my opinion, by the renewed energy and enthusiasm in the congregation. After five consecutive years of declining offerings, 2024 saw an increase in giving over 2023. One of the highlights for Saint Andrew is that we paid off our mortgage! In addition, we replaced \$25,000 of our Contingency Fund, increased our Property Projects Reserve Fund by \$33,000 and ended the year with an excess of \$27,475 which increases our Contingency Fund to \$109,873.

For 2025, our various ministries were asked to prepare their spending plans in line with the goals and initiatives set out for 2025 and thanks to your generous response to the Stewardship appeal, we were able to present a balanced spending plan again for 2025 with a second year of increased giving.

Audit Committee

This committee reviews the records and transactions for clarity and accuracy and then makes recommendations for changes and improvements. Mark Gleisner and Tom Weiland completed the audit for 2021 and 2022 and no significant issues were found. We need 2 or 3 new members to help with the 2023 and 2024 audit.

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 Ministry, Stewardship Ministry and the Church Council.

Bookkeeper

Kerry Fehrman has been our bookkeeper the last 3 years. The Bookkeeper maintains the accounting records, 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. Kerry has resigned to pursue other interests and we thank her for her faithful service.

Counters

The counters this year were Dewey Allen, Barb Breese, Jodi Gargulak, Barb Geiger, Dick Jarvis, Lynn Klein, Jennifer Luer, Marsha Otto, Mary Wittich and Duane Zietlow. Weekly, a counting team totals and categorizes the offerings and cash received for the week and provides reports for the Financial Secretary and Bookkeeper.

Mortgage

What mortgage? The mortgage is paid off! Thanks to the generosity of the congregation and especially the generosity of the families that matched funds, \$284,240 was raised to pay off the mortgage along with \$76,727 from our Contingency Fund. This milestone event strengthens the finances of Saint Andrew as we pursue our vision of Worship, Serve, Love. Together.

Respectfully submitted,
Mark Gleisner
Chairperson

Endowment Fund Committee

Chairperson: Bob Wiederhoeft

Members: Mike Stelzl, Secretary; Jack Fisher; Kris Lemke; Dick Jarvis; and Nate Birchler.

The mission and purpose of the Saint Andrew Endowment Fund is to provide a process that allows people to give a gift or legacy as a means of extending the mission of Christ's church. The committee provides funds to organizations in our community, and beyond, that assist people in need of support, compassion and love. The committee meets quarterly to review received grant applications and then determine the level of funds that will be provided.

This year marks the 10th anniversary of the fund. Over these past ten years, more \$45,000 of grants have been provided to support the organizations in our community!

The fund is allowed to pay out up to 10% of the prior year-end balance in the next year. In 2024, \$7,313.29 was available for grants. \$5,500 in grants were approved in 2024 to include the following:

- Granite House: \$2,000.00
- New Beginnings for Refugees: \$2,000.00
- The Open Door: \$1,500

One grant, a tuition request from Kepha Mwangi, Nairobi, Kenya, was not approved.

In addition to reviewing grant requests, the committee has been working on developing communications to the congregation with the purpose of the fund and the ways we have helped the community in the past. We have also begun to evaluate the guidelines that have been used to help review requests.

Thanks to all who have donated towards this fund in direct gifts and for those of you who have or are considering remembering this fund in your estate planning documents. The nature of endowment funds is that they will live on in perpetuity and are great ways for your giving to last for many generations to come!

We will continue to serve by being the hands and feet of Jesus to help fill needs in our community and world.

Respectfully submitted,

Bob Wiederhoeft

Chairperson

Leadership Development Ministry

The Leadership Development Ministry (LDM) works to identify, select, train and support those volunteers who direct the ministries of Saint Andrew Lutheran Church (SALC). The ministry seeks out those with leadership skills within the membership and matches leadership skills within the membership and also matches leadership skills with congregational needs. Aware of the voluntary nature of leadership in the congregation, the ministry develops policies and procedures that mitigate leader burn-out and promote an experience that is life-giving and spiritually uplifting. The ministry engages in continual recruitment and trains both new and experienced leaders, enabling them to flourish with increasing responsibilities.

LDM was approved by the Church Council in January of 2024. Our early focus was getting started as a new ministry and building membership. We started with a membership of two and have grown to our current status of seven. We will continue to seek out new members for the future.

Identification and Selection of Ministry Members and Volunteers

Early on, we began working to evaluate our challenge of recruitment. The result was the establishment of the need for a new Time & Talent tool. With considerable help from church staff, we were able to successfully incorporate an online tool, Planning Center, that is now in use on the Saint Andrew digital platform. We look forward to continuing to model and encourage the use of Planning Center at Saint Andrew, and we look forward to meeting the continuing challenge of recruiting volunteers.

Leadership and Development Training

Another important early task was to look closely at the ministries at Saint Andrew in order to get to know them and to determine how we might assist them. As a result, we affirmed the importance of this ministry, especially in the areas of recruitment and training. During this time we visited ministry meetings or met with ministry chairs and gained greater knowledge and appreciation for their work. The most important things we learned are that they are all doing extremely well at serving Saint Andrew, and they all need more people to be involved in their ministries. The LDM also confirmed that avoiding burn-out and ensuring that the ministry experience is life-giving and spiritually uplifting will continue to be paramount for the Leadership Development Ministry.

The ministry is engaged in training the ministries of Saint Andrew and has provided presentations during Ministry Night on the topics of Meeting Group Norms and Meeting Agendas, Conflict Resolution/Management and Resilience. We are planning future training on a variety of topics as well as planning to extend our efforts at leadership training beyond Saint Andrew with a series of short courses and workshops that would be open to all ELCA churches in the Wausau and Central Wisconsin area.

Current and Future Tasks

We have several important tasks on our agenda, including:

1. Defining the role of Council Ministry Liaisons
2. Continuing to develop and perfect the Time & Talent within Planning Center
3. Assisting the Church Council with a model for strategic planning
4. Exploring the possibility of using Planning Center to create an updated church directory
5. Finding a way to accurately confirm membership status at Saint Andrew
6. Building a slate of candidates that will run for Church Council
7. Creating a rewards/recognition program at Saint Andrew
8. Assisting Pastor Gary with 40 Cottage Meetings

Summary

Since its inception, LDM has only just begun to fully discover its role as leadership development at Saint Andrew; it will clearly need to continue to evolve based on the needs of the congregation and its leadership. Recruiting volunteers to serve on SALC ministries and Church Council and ensuring that the volunteer experience at SALC is spiritually uplifting and life-giving have been established as the most important endeavors of this ministry. We have lofty goals to love, listen, and learn as we train and develop both new and experienced leaders with the intent of enabling them to flourish at SALC.

Respectfully submitted,
Michael Johnson, *Chairperson*

Memorial Gift

Mission:

The ministry distributes the designated and undesignated gifts that are received throughout the year. Congregational are reported and filled if there is money available.

Gifts:

Several requests were received this year and certain amounts were designated to fill the needs: skirts and padding for the bell choir tables, chairs for the Fellowship Hall, a new keyboard with a movable track so it could be used in many areas, technical support items and kitchen items as needed. Money was also requested to help pay for the new sidewalk at the main entrance. We try to purchase what is requested as money is available.

We thank everyone that contributed to this ministry.

Love and peace to all,
Mary Wittich
Chairperson

Personnel and Development Ministry

Chairperson: Annie Teeters

Council Liaison: Randy Trollop

Members: Penny Skahaug, Chris Teeters and Terry Klegin

Mission and Purpose of Personnel Ministry

The Ministry of Personnel & Development serves the administrative needs of Saint Andrew by developing appropriate personnel policies and procedures that promote and enhance the mission and ministry of Saint Andrew by monitoring and reviewing parish staff position descriptions, recommending fair compensation for all parish staff, establishing documentation to assist the Lead Pastor with annual staff reviews, assisting with new employee orientation, and identifying personnel issues.

- Visioning for future staffing and church needs
- Develop, review and update personnel policies and procedures
- Review all ministry and staff job descriptions for accuracy
- Identify requirements for staff positions
- Review Ministry Guidelines to comply with the mission of Saint Andrew
- Identify personnel issues that may require review

Goals and Highlights for 2024

- Reviewed and updated Job Descriptions: Administrative Secretary, Faith Formation, Bookkeeper, Director of Worship and Music, Pianist, Sexton
 - Remaining in 2025 – Facility Coordinator
- Met with individual employees to discuss their role, responsibilities, and job satisfaction
- Reviewed and recommended compensation for Saint Andrew staff, clergy and non-clergy, as well as a new pastor salary and benefits.
- Provided 2025 Portico Gold+ and Silver A+ health information to staff for selection and enrollment.
- Determined and recommended 2025 salaries
- Chris and Annie Teeters, and Terry Klegin joined the committee
- Unfortunately, in 2024 we lost long-standing ministry member and leader, Wayne Johnson. Wayne passed away unexpectedly and will be greatly missed. He was a wonderful person and member of SALC.

Goals and Vision for 2025

- Review and update remaining Job Descriptions: Facility Coordinator
- 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 all church policies for accuracy and make necessary changes.
- Review Employee Handbook and update

Respectfully submitted,

Annie Teeters

Chairperson

Facility Coordinator

Summary of Position:

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. Supported in this role by the Property ministry members, volunteers, and staff.

Summary for 2024:

Saint Andrew continues to be an active building with both outside groups and SALC groups. 2024 was a busy year with numerous outside groups utilizing our facility on a regular basis – Boy Scouts, Alzheimer’s Association, American Red Cross Blood Drives, AA/Alanon and WaeGo to name a few. With Saint Andrew events and activities mixed in, there are rarely “quiet” days in the building, leading to endless demand for maintaining Saint Andrew. The first Wednesday of each month, Saint Andrew sees as many as 7 different groups utilizing space at Saint Andrew, each requiring different set-ups. The custodian position, previously held by Dave Paisar, remains vacant due to budget limitations which makes continued support from volunteers essential to maintaining 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, as well as some of the more skilled trades such as electrical, HVAC, carpentry, landscaping, and painting. I am grateful for the support of the Property Ministry team and other volunteers that are dedicated to keeping our facility running well and is inviting to the community. This fall we had an amazing turn out of volunteers willing to show their love for Saint Andrew by serving on our Fall Clean-up days; I hope to continue this enthusiasm on future workdays to help improve and maintain Saint Andrew. To be added to the list of volunteers, please contact Patrick at patrick@salc-wausau.org. The Planning Center application is a great platform to get connected to various volunteer opportunities as well; with the roll-out of a renewed Time & Talent through this platform this fall, we once again have an up-to-date database for tracking and recruiting volunteers. Thank you to those that have joined the Property Ministry team or the Property & Facility support interest group.

As we enter our 45th year as a congregation, portions of our building are now also over 40 years old, and even the most recent additions are approaching 20 years old. This leads to greater maintenance requirements that will need to happen in the next 3-5 years to keep Saint Andrew’s facility both attractive and inviting while also maintaining a safe place for all. Some of the major projects coming up in the next few years include replacement of the Sanctuary roof, continued parking lot renovations, and heating & cooling updates, as well as hopefully implementing clean energy solutions to help reduce our reliance on fossil fuels and reduce our energy costs. There is also the ever-growing list of desired improvements to our facility: remodeling the “old” education wing, restroom renovations, handicap accessibility improvements, and Council’s Narthex revitalization are just a few of the requests to be considered. It will require significant support from the members of Saint Andrew both in financial pledges and volunteering to accomplish these goals in the coming years.

Notable projects of 2024:

- Workroom renovation
- “Old” Education wing furnace replacement
- Software updates to HVAC and door systems
- Sidewalk replacement
- Installation of basketball hoop

Goals for 2025:

- Recruit a “Green Team” to work with the Faith In Place organization to explore opportunities of implementing clean energy solutions, which requires 2-3 volunteers to serve on the team.
- Enhance our courtyard entrance area to be a space that can be used as a sensory prayer garden.
- Increase our handicap accessibility, going beyond thinking of those with mobility restrictions to include being more accessible for those with vision and hearing impairment.

- To invite more community groups into our space(s) to use for meetings and events; increasing our exposure to more community members is a great way to bridge connections into potential new members.

Volunteer opportunities in 2025:

- Routine cleaning and deep cleaning
- Ongoing maintenance needs
- Landscape improvements
 - Seasonal workdays:
 - Spring Highway Clean-up (May)
 - Summer Workday (TBD)
 - Fall Clean-up (late October)
 -

Respectfully submitted,
Patrick Kieper
Facility Coordinator

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

Property Ministry

Chairperson: Keith Rusch

Council Liaison: Phil Bickley

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 2024:
 - Replacement of furnace unit in “old” education wing – February
 - Spring Highway clean-up – May
 - Workroom update; new paint and countertop - June
 - Clean and refresh of Celebration Patio – July/August
 - Exterior siding repair - July
 - Replacement of main front entrance sidewalk - August
 - Installed basketball pole purchased by Faith Formation Ministry – September
 - Exterior painting – September-October
 - Continued parking lot repairs - November
 - Fall Clean-up - November
- ◆ Planned projects for 2025 -
 - Continued parking lot/sidewalk repairs and improvements
 - Rooftop Furnace/A/C unit compressor replacement
- ◆ Long-range planning for capital improvements for the next 3-5 years include:
 - Sanctuary roof (2026)
 - West-end parking lot (2027, tentatively)

Respectfully submitted on behalf of Property Ministry,

Patrick Kieper

Facility Coordinator

Social Ministry

Chairperson: Bob and Janet Grady

Council Liaison: Karen Wegge

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

Fair Trade Coordinators: Bob and Terri Wiederhoeft

Food Pantry Coordinators: Ruth Koch and Joan Smith

Mission of Social Advocacy 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.

2024 Goals and Accomplishments:

- The **Social Ministry** has been exploring changing names to better reflect the ministry more clearly. The name has officially been changed to the **Social Advocacy Ministry**.
- **Good Shepherd Shelter:** Saint Andrew continues to have an extraordinarily 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 Ruth puts into this ministry is very much appreciated and admired.
- **Food Pantry:** Ruth Koch and Joan Smith oversee the Food Pantry and put together food baskets as requested by those in need as well as special baskets at Easter and Christmas.
- **Lenten Soup Suppers:** Terri Wiederhoeft coordinated the Lenten Soup Suppers in 2024. Thank you Terri!!
- **Community Dinners:** First Presbyterian Church organizes groups to provide a meal to anyone in need. Saint Andrew provided meals on March 17, May 19, July 21 and September 15, 2024.
- **Lutheran World Relief (LWR):** Social Advocacy coordinated donations for school bag kits, personal care kits and quilts. In October 2024, we sent 108 quilts, 44 school kits and 34 personal care (hygiene) kits to LWR.
- **Quilts:** In addition to quilts for LWR, 92 quilts were donated to Women's Community, Aspirus Hospice, Heartland Hospice, Marshfield Medical Center, Rib Mountain Fire Department and one quilt to The Neighbor's Place raffle.
- **Fair Trade Products:** There is a "kiosk" in the Fellowship Hall containing coffee, tea, hot chocolate, and chocolate bars which are available for purchase.
- **Christmas Gifts for Needy Families:** Social Advocacy received names of six families from the St. Lawrence Program at Catholic Charities in need of Christmas gifts. The response from the congregation was again overwhelming. Thank You!

2025 Ministry Goals and Vision:

- Social Advocacy will be looking at the purpose of Lenten Soup Suppers (other than for raising money) and how it fits into its mission.
- Continue to explore the idea of bringing a chapter of "Sleep in Heavenly Peace" to Wausau and what that would mean for the Saint Andrew community. The plan is to host a building event in September 2025.
- Continue to participate in the quarterly Community Dinners. The dates for 2025 are March 16, May 18, July 20 and September 21.
- Social Ministry is seeking 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".

Respectfully submitted,
Robert and Janet Grady,
Chairpersons

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 honoring tradition, equipping the congregation, and embracing new and returning worship opportunities at Saint Andrew Lutheran Church.

As we entered pastoral transition at the end of 2023, we entered a season where it became apparent to honor tradition. In worship, we began to utilize the Revised Common Lectionary, which led us to familiar sung liturgies, hymn selections, and service structures. In service planning, I try to thread the needle each week between providing comfort and familiarity and sharing new music and liturgy that help us to learn and grow together in Christ.

This summer and fall, we began equipping the congregation through Planning Center. Since July 2024, Saint Andrew has connected over 200 people in Planning Center, including 130+ volunteers covering 230+ positions, and 90 Group members. Soon, almost every way to get connected and serve with Saint Andrew will be in one place, while ministries can continue to connect with new volunteers and group members through unique and personal forms of connection.

In March, we began a new worship service called The Welcome Table. The Welcome Table has offered a meal, contemporary worship music, and opportunities to learn and grow in faith and in community with one another. In April 2024, Saint Andrew reestablished the Thursday 12:15 pm worship service, which has been welcomed back by the community of Saint Andrew with consistent attendance. Providing these opportunities to worship on times other than Sunday morning has made a significant difference to how our community connects with one another. At the end of 2024 Saint Andrew made the difficult decision to suspend The Welcome Table. Saint Andrew will carry positives and lessons learned from The Welcome Table forward into 2025, and Worship Ministry and the church at large will discern a new plan and dream to open our doors to the wider community through worship.

In 2025, Worship Ministry's focus will be on engaging, equipping, and welcoming. In 2025, we plan to engage the membership of Saint Andrew through Planning Center to live out our mission to, "Worship, serve, love. Together." We will continue to equip leaders through Planning Center to help vision and lead their respective ministry areas while connecting beyond their circles. We will partner with the wider church to enhance our hospitality ministry to better welcome all who connect online or in person with Saint Andrew.

A huge thank you to all the people who serve this community through worship and music! There are now over 130 people that contribute in over 230 ways through official volunteer roles related to worship/music/fellowship, and plenty of people who help when they see a need. This church is a community, and I am thankful to be a part of it to, "Worship, serve, love. Together."

Respectfully submitted,
Jonathan Smith

Worship Ministry

Chairperson: Nicholas Josiger

Council Liaison: Juli Antonson

Staff Liaison: Jonathan Smith, Director of Worship and Music

Members: Barb Breese, Dayna Herold, Mary Wittich and Denise Skare (Secretary)

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/Youtube livestream, and projecting worship materials.

Accomplishments in 2024:

Together, we were able to achieve the organization of the handbell choir and chancel choir again and start to grow our congregation over the past year. We were able to increase the number of Worship volunteers and completed usher and communion server schedules and training.

In 2024, we added a unique church service to the schedule called The Welcome Table. This service takes place on Sunday evenings. It has three core components that include interest groups, dinner/fellowship, and a worship service. The interest group includes gathering in a small group based on common life stages/interests. The worship service is more of a contemporary and reflective style that includes discussion of how the scripture can be seen and implemented into our life. Communion is also served at this service. Due to low attendance at the end of the year, it was decided to end this service. We will continue to see how this type of service can be successful at Saint Andrew in the future.

We also brought back our Thursday mid-week worship and is currently offered at 12:15 pm. Over the summer months we also offered a service at 6:15 pm but made the decision to discontinue it due to low attendance.

In coordination with other ministries and church staff, the Worship Ministry helped with the implementation of Planning Center to assist in coordinating volunteers churchwide for Sunday morning services, weddings, and funerals.

Goals 2025:

With the assistance of the Call Committee, we hope to extend a call to a full-time pastor this year. We will continue to grow by increasing and diversifying our Worship volunteers. We will also continue to experiment with worship service options to meet the needs of our congregation and our community.

For 2025, the Worship Ministry will be looking to replace the aging technology equipment in the tech/streaming booth. This is important for our ministry so that we can continue to offer this form of worship to our members and the community.

Lastly, we want to thank our congregation for their generosity throughout the year through their prayers, giving, continuous attendance in the services, and for volunteering to assist with worship whether it be before, during or after the service. Our members continue to step up and make a difference every Sunday and we look to take that into 2025.

Respectfully submitted,

Nicholas Josiger

Chairperson

Altar Guild

Chairperson: Denise Skare

Members: Ann McDonald, Jennifer Luer, Nick Josiger, Ruth Heyne, Rosalie Doering, Mary Weiland, Mavis Bloom and Ruth Koch

Purpose:

The purpose of the Altar Guild is to prepare the communion elements for God's people to receive the sacrament at Sunday worship each week. Worship Ministry oversees Altar Guild along with Jonathan Smith, Director of Worship and Music.

As chairperson of the Altar Guild, I share leadership with three teams of people who rotate their schedules every two weeks to assist in setting up communion. Our leadership made the decision to reduce worship services to one service at 9:00 am on Sundays.

Accomplishments in 2024:

With Jonathan's leadership, we were able to achieve organization and began to grow over the past year. One of the tasks of the Altar Guild is to decorate the altar at the Christmas and Easter holidays with beautiful plants purchased by the congregation. The flowers and decorations beautified the altar and lifted the spirits of our members making them feel welcome as they enter the Sanctuary.

Goals for 2025:

In 2025, we need to continue to grow the Altar Guild by increasing and diversifying volunteers. We have reassessed our communion ware and communion practices as we prepare to gather. We are always looking forward to new members joining our ministry. We currently have three teams of three to four volunteers with one person being the captain of each team. It is our goal to recruit at least one to two additional teams to add to our roster for serving communion. It is our hope that we are able to add a second service on Sunday mornings.

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 everyone who contributed to setting up communion this year!

Gratefully submitted,
Denise Skare
Chairpersons

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