

# ANNUAL REPORT 2025



Evangelical  
Lutheran Church  
in America



# A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: "As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving" (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God's grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work

together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



  
The Rev. Yehiel Curry  
Presiding Bishop  
Evangelical Lutheran  
Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7

**Saint Andrew Lutheran Church  
Annual Report  
For Year Ending December 31, 2025**

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**2025 Church Council**

Name	Office/Ministry Liaison	Term Expires
Karen Wegge	Co-President	January 2027
Mark Clark	Co-President	January 2027
Kim Hoff	Vice-President	January 2026
Bob Wiederhoeft	Communications/Finance	January 2026
	Memorial Gift	
Mark Clark	Faith Form./Leadership Dev.	January 2027
Kim Hoff	Fellowship/Outreach	January 2026
Randy Trollop	Personnel/Property	January 2027
Keith Hilts	Property	January 2027
Karen Wegge	Social Advocacy	January 2027
Juli Antonson	Worship	January 2026
Terri Fronek	Treasurer	Appointed
Beth Hansen	Financial Secretary	Appointed
Denise Skare	Secretary	Appointed

**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, 2025**

<u>ASSETS</u>	<u>OPERATING</u>	<u>DESIGNATED FUNDS</u>	<u>TOTAL</u>
<b>CURRENT ASSETS</b>			
CASH	5,085	405,927	411,012
Endowment Funds in Savings		(8,268)	(8,268)
Endowment Funds @ ELCA		95,940	95,940
Seminary Funds in Savings		7,120	7,120
Seminary Funds @ ELCA		0	0
<b>FIXED ASSETS</b>			
<b>LAND AND BUILDING</b>			
CHURCH SITE	171,300		171,300
BUILDING IMPROVEMENTS	3,751,038		3,751,038
<b>SUBTOTAL</b>			
<b>TOTAL ASSETS</b>	<b>3,927,423</b>	<b>500,719</b>	<b>4,428,142</b>
<hr/>			
<b><u>LIABILITIES AND FUND BALANCES</u></b>			
<b>CURRENT LIABILITIES</b>			
ACCOUNTS PAYABLE	4,891		4,891
<b>LONG TERM LIABILITIES</b>			
CHURCH SITE AND BUILDING	0		0
<b>TOTAL LIABILITIES</b>	<b>4,891</b>		<b>4,891</b>
<b>FUND BALANCES</b>			
FUND BALANCE	<b>3,922,532</b>		<b>3,922,532</b>
<b>DESIGNATED FUNDS</b>			
04 SABBATICAL FUNDING		10,000	
05 WEDDING/EVENT DEP		800	
06 FELLOWSHIP		2,660	
07 WORLD HUNGER		530	
08 SOCIAL ADVOCACY MIN		4,098	
09 PASTOR DISCRETIONARY		1,715	
10 MUSIC FUND		3,287	
11 TRANSACTION TIMING FND		2,335	
12 GOOD SAMARITAN FND		2,629	
14 CANTATA FUNDING		4,300	
15 ADMIN DISCRETION. FND		614	
18 BUILDING MORTGAGE FND		500	
20 MAJOR PROP. PROJECTS		178,184	
21 FAITH FORMATION		7,027	
22 YOGA DEVOTIONS		1,192	
23 ZEERUST		1,140	
25 PROPERTY MINISTRY		0	
28 MEMORIAL GIFT FUND		5,428	
29 KITCHEN		3,126	
30 ROSE FUND		813	
40 CONTINGENCY FUND		153,049	
50 SEMINARY FUND		7,120	
55 ENDOWMENT FUND		87,672	
41 EOY CARRY FORWARD		22,500	
		<b>500,719</b>	<b>500,719</b>
<b>TOTAL LIABILITIES &amp; FUND BALANCES</b>	<b>3,927,423</b>	<b>500,719</b>	<b>4,428,142</b>

**SAINT ANDREW LUTHERAN CHURCH**  
**INCOME STATEMENT**  
For the Year ended December 31, 2025

	<b>2025</b>	<b>2025</b>	<b>B/(W)</b>	<b>2024</b>
	<b><u>ACTUAL</u></b>	<b><u>BUDGET</u></b>	<b><u>VARIANCE</u></b>	<b><u>LAST YEAR</u></b>
<b>OPERATING INCOME</b>				
CONTRIBUTIONS	676,188	607,800	68,388	593,260
INTEREST INCOME	5,086	4,200	886	6,260
MISC INCOME	0			
<b>TOTAL OPERATING INCOME</b>	<b>681,274</b>	<b>612,000</b>	<b>69,274</b>	<b>599,520</b>
<b>OPERATING EXPENSES</b>				
OUTREACH MINISTRIES				
REGULAR BENEVOLENCE	38,680	37,750	930	24,564
EXTENDED MINISTRIES				
WORSHIP	12,475	13,230	(755)	15,364
FAITH FORMATION	3,778	13,400	(9,622)	7,881
MEMBER OUTREACH	2,281	1,650	631	1,173
SOCIAL ADVOCACY MINISTRY	1,319	0	1,319	0
FELLOWSHIP	267	0	267	0
COMMUNICATIONS	4,857	5,000	(143)	0
LEADERSHIP AND DEVELOPMENT	(94)	1,000		0
STEWARDSHIP	2,522	3,250	(728)	2,528
OFFICE SUPPORT	28,149	23,100	5,049	19,664
SUPPORT	360,937	372,281	(11,344)	323,507
PROPERTY CHURCH SITE	166,672	77,559	89,113	42,942
<b>SUB-TOTAL</b>	<b>621,841</b>	<b>548,220</b>	<b>73,621</b>	<b>437,623</b>
CHURCH FIXED EXPENSES(Utilities, Insurance)	42,832	60,430	(17,598)	38,473
FINANCE EXPENSE	3,160	3,350	(190)	2,908
MORTGAGE EXPENSE	0	0	0	60,039
<b>TOTAL OPERATING EXPENSES</b>	<b>667,834</b>	<b>612,000</b>	<b>55,834</b>	<b>539,044</b>
<b>OPERATING INCOME / (LOSS)</b>	<b>13,441</b>	<b>0</b>	<b>13,441</b>	<b>60,476</b>
TRANSFER TO PROPERTY PROJECTS FUND	0	0	33,000	33,000
TRANSFER TO (FROM) CONTINGENCY FUND	13,441	0	27,475	27,475
<b>TOTAL NET EXPENSES</b>	<b>681,274</b>	<b>612,000</b>	<b>116,309</b>	<b>599,519</b>
<b>NET OPERATING INCOME / (LOSS)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## MEMBER STATISTICS - 2025

### History of Baptized and Confirmed Membership 1981-2025

Year	Baptized		Confirmed	
	Baptized	Confirmed	Change	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
2025	3020	2021	-24	-5

Membership Age Grouping										
Age	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
0-5	175	169	168	157	140	136	108	88	86	76
6-10	234	215	196	178	167	157	157	152	143	122
11-15	234	239	246	261	264	236	217	187	165	160
16-20	242	224	224	232	233	246	245	252	251	249
21-25	202	214	222	230	228	237	227	228	229	225
26-30	216	217	215	218	223	213	214	217	221	220
31-35	199	190	189	217	221	235	238	227	226	225
36-40	217	229	233	276	262	241	225	214	215	221
41-45	208	196	196	221	230	233	249	253	270	253
46-50	232	226	224	196	194	97	203	202	211	221
51-55	210	208	213	218	222	224	214	210	190	183
56-60	220	226	227	228	219	121	198	198	193	200
61-65	193	194	200	216	203	129	207	207	206	206
66-70	159	159	154	171	188	55	184	176	184	179
71-75	87	98	126	129	122	145	142	133	155	170
76-80	40	50	55	68	73	73	78	90	100	104
81-100	56	57	57	63	67	8	70	73	76	85

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

**2025 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
2025	297	+23

**New Members Received**

April 25	1
September 28	15
Received by Council Action	0
Joined via Confirmation	2
<b>TOTAL</b>	<b>18</b>

**Average Worship Attendance**

<i>Thursday</i>	
12:15 pm	23
<i>Sunday</i>	
8:00 am	*192
9:00 am	*250
10:00 am	*127

**Special Worship Services**

Ash Wednesday - 12:15 pm	24
Ash Wednesday – 6:15	*187
Midweek Lenten Worship – Avg.	
12:15 pm	39
6:15 pm	*146
Maundy Thursday - 12:15 pm	48
Maundy Thursday – 6:15 pm	*101
Good Friday - 12:15 pm	144
Good Friday – 6:15 pm	*132
Easter Sunday - 6:00 am	325
Easter Sunday - 8:00 am	*246
Easter Sunday – 10:00 am	*368
Thanksgiving Eve – 6:30 pm	*243
Combined community worship held at Saint Andrew	
Christmas Eve - 4:00 pm	*365
Christmas Eve - 6:00 pm	*415
Christmas Eve - 8:00 pm	145

**Pastoral Acts**

Baptisms	10
(Adult)	0
Weddings	0
Funerals	13
First Communions	8
Confirmations	
Youth	15
Adult	0

\*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.

## Lead Pastor

Dear Friends in Christ,

Has it only been/already been four months? It is surprising to me that I only began my call here in September; time has flown by, while it feels as if I have been here for years. My family and I have felt continually embraced by this congregation, and have been thankful for all of the support, appreciation and love that has been sent our way as we have settled in here. For my part, I am grateful to be working with such a professional, hardworking, and Christ-centered staff, who make every day of work a pleasure, as well as a compassionate and thoughtful group of lay leaders on council. Saint Andrew is blessed, not only with a vibrant community, but with congregational leaders who are intent on steering this community toward a closer walk with Christ. In the midst of a changing world, together we are drawn to the one who does not change, the Rock, our Savior Jesus.

Saint Andrew has been through considerable change. In September, this church ended a long-term interim with Pastor Gary Froseth, who throughout his time here encouraged new growth in membership, helped introduce new formats of worship, and brought a spirit of joy and humor to his role that is hard to follow. Many thanks to Pastor Gary for his work at Saint Andrew, walking with you all as you prepared for my call.

The changes did not stop when I arrived, either. Only a few weeks after beginning, we began a new worship schedule, with two different worship formats each Sunday; thus far, we have seen a roughly 20% increase in Sunday morning attendance as a result of this change. I have also heard a great deal of appreciation for the wonderful music given weekly by the 10:00 am worship team, and for the continued musical excellence of the Chancel and Handbell Choirs at 8:00 am worship. I am also not the only new member of staff; Deb Yellow Thunder has had a great first year here as bookkeeper, and we have welcomed to staff a part-time custodian, Tom Morel – both who are Saint Andrew members. As for our council, it continues to transition into becoming a visioning body, overseeing and advising ministries, but working on long-term plans for the future of Saint Andrew. Finally, we have just finished an extra-busy Christmas season, to include the return of a seasonal cantata and three well-attended services on Christmas Eve. Congratulations on a job well done to Joel Freiberg and all musicians who participated in “The Winter Rose”.

Amid all these things, the life of the church goes on. We have celebrated with the newly baptized and our class of confirmands, we have mourned for those who have passed, we visit and pray for those who are homebound or ill, and we continue to do the works of love and kindness which the Holy Spirit is always urging us toward. It is in these last things, quiet and many times unseen, that the life of Christ is most fully lived, and it is a life we all share in. As we look forward to a new year of ministry in 2026, I pray for our walk together, that like Jesus himself, it be “full of grace and truth.” (John 1:14)

Peace,  
*Pr. Jack Busche*

### **I Corinthians 3:6-9**

*I planted, Apollos watered, but God gave the growth. So neither the one who plants nor the one who waters is anything, but only God who gives the growth. The one who plants and the one who waters have one purpose, and each will receive wages according to their own labor. For we are God’s coworkers, working together; you are God’s field, God’s building.*

## President

Dear Beloved Members of Saint Andrew Lutheran Church,

Another year has passed, and once again we give thanks for God's faithfulness among us. For the third year in a row, worship attendance has grown—an encouraging sign of a vibrant and welcoming congregation.

We were blessed to have Pastor Gary Froseth as our interim pastor. His inspired worship leadership and thoughtful guidance were a gift to our congregation and council. Later in the summer, our Call Committee joyfully announced that they had found an excellent candidate for Lead Pastor. Pastor Jack Busche, who has family roots in Central Wisconsin, joined us as the school year began and was installed in the fall. We are grateful for his leadership and energy, and we thank the Call Committee for their faithful and diligent work.

This fall also brought the addition of a second worship service—a modern service led by our worship team. The talent and dedication of these musicians have been remarkable. While any change takes time to adjust to, early results have been encouraging, including an overall increase in Sunday attendance and many new and returning faces. We are deeply thankful to the many volunteers whose behind-the-scenes efforts make worship meaningful and welcoming each week.

The joyful presence of children and youth continues to bless our congregation. Hearing young voices in worship and seeing children gather for the message reminds us of God's promise for the future. The Faith Formation Ministry and Sunday school volunteers work faithfully to nurture young hearts and families, and we thank them for their dedication.

Fellowship is another lively and cherished part of life at Saint Andrew. From Sunday morning coffee to special events throughout the year, the Fellowship Ministry creates welcoming spaces for connection and community. We are grateful for their creativity, hospitality, and care.

Guided by our mission and vision—**Worship, Serve, Love. Together.**—we are called beyond our walls. The Social Advocacy Ministry lives out this call through community meals, support of the warming shelter, and drives for essential items. Their work reflects God's love in tangible ways, and we invite others to join them, even for a single event.

We also give thanks for the many ministries that faithfully care for the resources and operations of our church, including Finance, Property, Communications, Stewardship, and Personnel. Their work often happens quietly, but it is essential to all that we do.

The Leadership Development Ministry continues to strengthen our congregation by supporting ministry leaders and inviting new voices into service. Likewise, the Church Council provides guidance and vision for the future of Saint Andrew. We are grateful for all who have served and those who continue to discern how God is calling this church forward.

Finally, we extend our heartfelt appreciation to our dedicated staff. Their daily work and commitment shape the welcoming, faithful community we cherish.

We have much to be thankful for. We encourage you to consider how you might become more involved in the life of Saint Andrew—whether through a ministry, an event, or a single act of service. We trust that as you give of your time, you will also receive abundant joy and connection in return.

With Peace,  
*Karen Wegge and Mark Clark*  
*2025 Church Council Co-Presidents of Saint Andrew Lutheran Church*

## Vice President

Dear Saint Andrew Family,

As I look back on 2025, I am grateful for the many ways God has been at work among us at Saint Andrew. Serving as a part of council leadership this year has been a joy, as we continued to grow and strengthen our congregation with a shared vision for the future.

As we work to create this vision and these goals for Saint Andrew it is invigorating to welcome a new pastor who is ready to walk alongside us, encourage us, and help us grow in faith and mission. This is a hopeful and energizing time for Saint Andrew.

In addition to council, one especially meaningful experience for me has been volunteering at the community shelter with the SALC group. Serving together reminds me how powerful it is when we live out our call to worship, serve, and love—together. During these experiences, through simple acts of kindness, compassion, and care, we are doing our best to follow Jesus and share His love with all people.

Each of us has been given unique gifts, and Saint Andrew is a place where those gifts matter. When we gather in worship, serve side by side, and love one another, we grow deeper in faith and connection. I look forward to continuing to grow with you this year.

With gratitude and blessings,  
*Kimberly Hoff*  
*Council Vice President*

# Communications Ministry

**Chairperson:** Mark Clark

**Council Liaison:** Bob Wiederhoeft

**Members:** Pam Czerwinski, Amanda Shuda, Kim SkadahI and Amy Frolik (Consultant)

## Mission and Purpose

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

## Year in Review: Goals & Highlights

- Continue to assist ministries in promoting their events via our website, Facebook and other outlets.
- We support Sunday worship through pre-service announcements and through online availability of worship bulletins on our website.
- We developed and promoted an invitation to Lenten worship and soup through use of media publication City Pages.
- Promoted Easter 6:00 am worship on Rib Mountain through electronic billboards and City Pages.
- Executed a comprehensive media campaign entitled "Compassion Lives Here" using billboards, Pilot Review online ads, and a postcard mailing to 33,000 households in the Wausau Area. Pr. Gary conducted an independent fundraising campaign that raised over \$18,660 to support the cost of this campaign. The goal of the campaign was to reach out to the unchurched, people who have become disenfranchised by past negative church experiences, and young families who are not connected to church life.
- Beginning a refresh of our website - SALC-Wausau.org - to update the look and feel to be more welcoming to anyone visiting our website. Our current website design is over 10 years old.

## Financial Overview

- Budget: \$5,000 plus \$18,660 for the "Compassion Lives Here" campaign.
- Actual Spending: expenditures are yet to be finalized.
- This year we learned the costs associated with the various publication outlets for future reference.

## Goals/Action Steps for 2026

- Continue to assist ministries in promoting their events via our website, Facebook and other outlets.
- Begin planning for advertising for our "Big Sundays & Events" in 2026.
- Consider promoting an SALC sponsored concert event.
- Develop tools to evaluate the effectiveness of our advertising and campaigns.

## Future Outlook

- We are excited to be able to expand the outreach of our church to the community in ways that are familiar to people in our daily lives via print media, billboards and social media.
- We continue to reach out to individuals who are interested in supporting and assisting our ministry work and projects.
- We will continue to find ways for Saint Andrew to be a top of mind Christian Lutheran group that is sought out to assist in social action and justice on our community.

Respectfully submitted,

*Mark Clark, Chairperson*

*Bob Wiederhoeft, Council Liaison*

# 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**

14 children participated in the Epiphany Pageant which was held January 5 during the 9:00 am worship service in place of the children's message. I coordinated the sign-up, assigned roles and costumes, and ran a rehearsal the day before. Thank you to all the volunteers who helped hand out costumes and read lines with kids.

8 students celebrated their first Holy Communion on Palm Sunday, April 13. First Communion is offered to all children using the resource, "A Place for You". I coordinated the sign-up and led two classes including having students make communion bread for Sunday worship. 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 (VBS) was offered as a 4-day morning program in August, using the program "Kingdom of the Son". This program was completely led by volunteers, as I was on maternity leave from June-August.

In lieu of the Day Camp program at Waypost, 9 children participated in Crossways Camp on Location, a day camp at Rib Mountain State Park. I promoted and communicated the program and Faith Formation was able to offer \$100 registration discount to any family that signed up.

## **Faith Formation Programs**

### **Children/Family**

Sunday Spark (spring season): From January to May on Sundays, Faith Formation offered a one-room gathering for young children after worship. These gatherings averaged 7 students each week.

Faith Formation offered monthly family events including the Epiphany Pageant, partnering with Fellowship in making Valentine cards, a Lent countdown project, praise music, and making worship bags. I planned, coordinated and led these events to engage families in our church vision to worship, serve, and love together.

Sunday school began in October. Faith Formation was able to expand Sunday school back to 4 classrooms, offering classes for preschoolers-5<sup>th</sup> grade between the two worship services. Averaging 22 students per week, our focus is still on recruiting and training more teachers to help promote flexible scheduling options for volunteers.

With various programs happening between worship services, there is less opportunity for me to teach classes, but I still support the program by maintaining attendance, ordering curriculum, purchases supplies, and copying weekly resources for classrooms.

### **Youth/Young Adult**

This year we had 15 confirmands affirm their baptism on Reformation Sunday. Currently we have 26 students attending confirmation class. Pr. Jack and I alternate lesson planning and teaching large group as well as filling in as small group leaders as needed. I also manage registration, communication with parents, and track all worship attendance and service logs for students.

We have an average of 2 adult volunteers each week to lead small groups. My goal is to consistently have 2 adults per small group. Through confirmation, I have been working toward the goal of integrating more youth into worship. Students are expected to participate in church a total of 5 times. Students have served as musicians, tech booth volunteers, ushers, and communion servers on Sundays.

### **Adult/Intergenerational**

20 youth and adults represented Saint Andrew at a mobile pack event for Feed My Starving Children, helping to pack thousands of meals to be sent to those in need all over the world. This was the first year I was able to participate and would love to see us continue to support this organization.

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. During Advent I was able to offer a study called “From the Manger”, a bible study focusing on hunger and connecting the Christmas story with gospel readings related to the ministry of Jesus. I am hoping to continue to offer seasonal or short-term studies throughout the year.

### **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, volunteers are always needed to expand learning opportunities at Saint Andrew.

### **Worship**

I continue to partner with the pastor to offer childrens’ sermons at Sunday worship. I love to share these messages with our youngest members.

I have also served as a vocalist for our new modern worship service. It is a joy to sing and share music with fellow musicians and the congregation—both current members and many visitors.

### **Digital Media**

Throughout the year I take and archive photos of worship services and ministry events. I also create graphics for seasonal themes such as “Christ Within Our Community” and “Waiting Well”, and the marketing campaign, “Compassion Lives here”, including a mailer and 5 billboards.

I help to manage and post to our Facebook page including designing graphics to help promote various events at church. I create the visuals for the Narrative Spending Plan and created a highlight slideshow for the annual meeting.

I would like to help Saint Andrew utilize social media more to promote and invite new people to church, including more regular posting and expanding to other social media to reach a more diverse audience.

### **Faith Formation Coordinator Goals 2026**

- Create new faith learning opportunities/small groups for adults, including 3–4-week classes on Lutheran Identity, Spiritual Practices, and biblical literacy (for example)
- Nurture online community through online touchpoints of micro-practices, digital playlists, or increased social media presence
- Develop a plan to maintain youth engagement throughout the year as a path of sending youth to the 2027 Youth Gathering in Minneapolis

Respectfully submitted,  
*Jenna Diedrich*

## Faith Formation Ministry

**Chairperson:** Pastor Richard Block

**Council Liaison:** Mark Clark

**Staff Member:** Jenna Diedrich

**Members:** Stephanie Birchler, Angie Blaubach and Lyn Weis

### Mission

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

### 2025 Highlights

New classes and new leadership shaped our ministry this year. We are grateful for Pastor Richard Block and his dedication to being our new chairperson. Our ministry also welcomed Pastor Jack Busche and we look forward to working closely on youth engagement and outreach through service opportunities. We are proud of our Sunday School program's growth this year from one class to four classes with a greater depth of volunteers that continues to grow. Yoga classes are also bringing new people into church three times a week. Other intentional opportunities for learning and growing our faith community include:

- Bible studies: Wonder Women, Son Risers, Sunday morning
- Epiphany Pageant
- First Communion Classes
- Vacation Bible School (VBS) with 39 students and 27 volunteers. A total of 27 families
- Journey with Jesus Camp with 2 students and one volunteer
- Meals served before confirmation
- Christmas cookies decorated and delivered to members in need by confirmation students
- Youth and families volunteered with Feed My Starving Children
- Valentine Cards
- Sunday school teacher gifts
- High school graduates recognized
- Seasonal Family Faith events
- Safe Gathering training for volunteers
- Yoga practices were offered three times per week; 2 mat-based, 1 chair-based
  - Attendance for Yoga totaled over 800 for the year
  - Yoga attendance is approximately 50% Saint Andrew members and 50% non-members
  - Yoga non-profit donations of \$4296 supported the Eli Yang family, Aspirus Family House, Community Center of Hope, Never Forgotten Honor Flight, and ELCA Good Gifts
  - Donations back into the yoga program totaled \$520.75
  - Donations to Saint Andrew to help offset heat, lights, etc. totaled \$346.5
  - Make & Take projects and Yoga Social at El Tequila Salsa offered time together off our mats

**Goals for 2026**

- Grow in volunteer engagement and training.
- Align our ministry goals to the new SALC mission statement.
- Develop longer-term goals.
- Develop future short-term goals that will build toward those long-term goals.
- Offer book studies and tools to help potential volunteers become more comfortable and confident in leadership roles.
- Community service projects across all ages and team with other ministries and churches.
- Offer yoga weekend retreat.
- Plan activities that promote youth groups.
- Prepare to send a group to the National Youth Gathering in 2027.

Expanding our ministry to include more members has been a goal for several years and as we look to 2026 we continue to seek new members to help our ministry flourish. Making connections to young families through Sunday School along with meeting new faces around yoga, bible studies, and seasonal activities will help us intentionally reach out and invite members to join us.

Respectfully submitted,  
*Faith Formation Ministry*

## Fellowship and Outreach Ministry

**Chairperson:** Amy Frolik and Sandi Rusch

**Council Liaison:** Kim Franzen-Hoff

**Members:** Ann McDonald, Joanne Howard, Vickie Mrotek, Chet and Sandra Fisher, Candace Schneider, Caitlin Vandre-Schmidt and Patty DeBroux

### Mission and Purpose

To plan and coordinate activities and events for all members that offer opportunities for fellowship and community with current and prospective members of Saint Andrew.

### Year in Review

- Art Devo Session - Valentine Cards January 29
- Pretzel Sunday First Sunday in Lent March 9
- Decorate Fellowship Hall for spring March 9
- Help with Lenten Soup - serve, desserts, & clean up March 19
- Art Devo Sessions March 12 & 26
- Hot Cross Buns for Palm Sunday/New Members April 13
- Easter Breakfast beverage service & decorations April 19 & 20
- Art Devo Session April 9 & 23
- Values in Action Seminar Series April 21, May 1 & 8
- Donut Sunday - last day of Sunday school June 8
- Farewell Reception for Pastor Gary August 10
- Decorate Fellowship Hall for fall September 2
- Welcome Reception for Pastor Jack September 7
- Annual Picnic - food, games and fellowship September 14
- New Member Reception September 28
- Art Devo/Faith Formation Session - Listening Stones September 28
- Art Devos - bookmarks, gift boxes October 29, November 12
- Installation Service Reception November 8
- Thanksgiving Eve Pie Social November 26
- Special holiday treats for Sunday fellowship December
- Fellowship Hall decorating for Christmas December 4
- Gingerbread House Event December 7
- Set up Gingerbread House village display at NCHC December 11
- Weekly: Sundays - coordinate volunteers for coffee service

### Financial Overview

- The Fellowship Ministry operates on a balanced budget. Our expenses for supplies and food are offset through the generosity of free will offerings from our members.

### Goals/Action Steps for 2026

- Continue to grow the number of members in our ministry
- Provide leadership and planning for the 2026 Lenten soup meals
- Increase the number of participants at our events
- Develop new events and opportunities for Fellowship

Respectfully submitted,  
*Sandi Rusch and Amy Frolik*  
Chairpersons

# Finance Ministry

**Chairperson:** Mark Gleisner

**Council Liaison:** Bob Wiederhoeft

**Treasurer:** Terri Fronck

**Members:** Beth Hansen, Financial Secretary; Deb Yellow Thunder, Bookkeeper; Amber Schuck, Secretary; Sheldon Geiger, Mike Howlett, Kurt Moeller and Andrew Ross

## **Mission and Purpose**

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.

## **Year In Review**

2025 was another great year for Saint Andrew from a financial perspective. We planned that offerings would match expenses this year, but offerings exceeded our projections which enabled us to end the year with an excess of \$13,441 even after we increased our Major Property Projects Fund to \$178,184. We now have 2 years of consecutive increased giving with the best December since 2015. We received the Employee Retention Credit we applied for in March totaling \$29,734. We added this to our Contingency Fund. The Contingency Fund has recovered after using much of it to pay off our mortgage last year. The balance is now at \$153,049, the second highest level ever.

For 2026, our various ministries were again asked to prepare their spending plans in line with the goals and initiatives set out for 2026. Because pledges were down this year, we had to be conservative with our income projection which led to a planned deficit of \$31,000 for 2026. Based upon the past generosity of our congregation, we are confident we will be provided the funds needed to carry out our mission.

We always welcome visitors to our Finance Ministry meetings, so if you are interested in learning about our finances, feel free to attend one of our meetings. No obligation to join.

## **Audit Committee**

This committee reviews the records and transactions for clarity and accuracy and then makes recommendations for changes and improvements. The audit for 2023 and 2024 has been started but is not completed yet. We need 2 or 3 new committee members to help with the auditing.

## **Financial Secretary**

Beth Hansen is our Financial Secretary. The Financial Secretary is responsible for maintaining records of giving, pledging, electronic giving, for maintaining the PowerChurch Contributions module and for sending quarterly and annual giving statements and providing reports as needed by the Bookkeeper, Treasurer, Finance Ministry, Stewardship Ministry and the Church Council.

## **Bookkeeper**

Deb Yellow Thunder has completed her first year as 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 members with TOE contributions, assists the Treasurer with budgets and issuing the financial statements and schedules the counters.

## **Counters**

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

**Stewardship Ministry Mission and Purpose**

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

Kerry Fehrman is the Chair of the Stewardship Ministry. The stewardship theme this year was “Imagine Together”. This year Time and Talent sign-ups are now handled through Church Center. It will soon be available from the Saint Andrew website but for now you can find it at this here: <https://salc-wausau.churchcenter.com/home>. Stewardship would welcome some new members to their ministry.

Respectfully submitted,  
*Mark Gleisner*  
*Chairperson*

# Endowment Fund Committee

**Chairperson:** Bob Wiederhoeft

**Members:** Mike Stelzl, Secretary, Sara Verber, Kris Lemke, Dick Jarvis and Nate Birchler

## **Mission and Purpose**

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 is the eleventh anniversary of the fund. Over these past ten years, over \$53,000 of grants have been provided to support the organizations in our community!

## **2025 Grants**

The fund is allowed to pay out up to 10% of the prior year-end balance in the next year.

In 2025, \$7,772.34 were available for grants and \$7,700 in grants were approved and given to:

- Bridge Street Mission - \$4,100
- Sleep In Heavenly Peace, Wausau - \$3,600

## **Communication**

In addition to reviewing grant requests, the committee developed a Q&A communication that appeared in The Network newsletter over 14 weeks in the summer. The goal was to inform the congregation of the purpose, history, and processes of the Endowment Fund. We also have brief videos from our grant recipients that will be used to further promote the fund and have developed a logo that symbolizes our purpose and provide a visual image of the fund.

## **Grant Guidelines**

The committee approved guidelines that will be used to help review and approve grant requests. This is in addition to the by-laws provided by the Saint Andrew constitution.

Thank you to all who have donated toward 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

**Chairperson:** Michael Johnson

**Staff Liaison:** Joy Mitchell

**Council Liaison:** Keth Hilts

**Members:** Rick Radloff, Teri Soderholm, Roger King and Brian Meliska

## Mission and Purpose

The Leadership Development Ministry (LDM) works to identify, select, train and support those volunteers who direct the ministries of Saint Andrew Lutheran Church (SALC). We strive to listen, learn and love as we support ministry leaders, volunteers, church council and the congregation to worship, serve and love together at Saint Andrew Lutheran Church.

## Year in Review

- Provided training during Ministry Night on the topics of conflict resolution, resilience, writing meeting agendas and meeting notes.
- Worked with the Nominating Committee to create a slate of candidates for the Church Council election.
- Worked with Council to identify attributes and skill sets necessary for future Council members.
- Met with outgoing council members to receive feedback and learn about their experience serving on council.
- Ongoing promoting and training the Saint Andrew congregation to use Church Center.
- Provided scribes to take notes and summarize cottage meeting discussions.
- Helped to organize and serve Easter breakfast.
- Formally recognized Saint Andrew staff for their accomplishments over the past year.
- Assisted and will continue to assist worship teams with the addition of a second Sunday worship service at Saint Andrew.
- Promoted and assisted with three “Try-On” Sundays in an attempt to recruit volunteers to serve on worship teams.
- Worked to recruit volunteers to serve on ministries.

## Goals and Future Endeavors

- Working to recruit and train volunteers to serve on church ministries.
- Plan a Leadership Development Conference for September 26, 2026.
- Looking forward to working with ministry members and leaders to accomplish their missions and meet their goals.

## Financial Overview

- Budget: \$1,000
- Actual Spending: \$505.99

## Future Outlook

The role of the Leadership Development Ministry is still evolving as we discover additional tasks and needs that fall under our ministry’s description. Recruiting volunteers to serve on SALC ministries and Church Council and ensuring that the volunteer experience at SALC is spiritually uplifting and life giving will continue to be the most important goal of the LDM. We will continue to assist and train leaders and train ministry members. The LDM has lofty goals to love, listen, and learn as we train and develop both new and experienced leaders enabling them to flourish at Saint Andrew Lutheran Church as they worship, serve and love together.

Respectfully submitted,  
*Michael Johnson*  
Chairperson

## Memorial Gift

**Chairperson:** Mary Wittich

**Members:** Mavis Bloom, Lucy Harvey, Kris Lemke, Mary Weiland, Pastor Jack Busche

### **Mission**

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

### **Gifts**

Funds were given to:

- purchase additional bells for the handbell choir
- the Saint Andrew quilting group
- purchase needed technical products
- purchase new Christmas trees.

As a ministry we try to be aware of what funds are needed to purchase equipment as it wears out or becomes outdated.

Respectfully Submitted,  
*Mary Wittich*  
*Chairperson*

# Personnel Ministry

**Chairpersons:** Annie Teeters and Teri Soderholm

**Council Liaison:** Randy Trollop

**Members:** Penny Skahaug, Chris Teeters and Terry Klegin

## Mission and Purpose

The Personnel Ministry serves the human resources needs of Saint Andrew by developing appropriate personnel policies and procedures that promote and enhance the mission and ministry of Saint Andrew.

- Vision for future staffing and church needs; identify requirements for staff positions.
- Recommend and administer fair compensation and benefits plan for parish staff.
- Develop, review and update personnel policies and procedures.
- Review all ministry and staff job descriptions for accuracy.
- Review Ministry Guidelines to comply with the mission of Saint Andrew.
- Identify personnel issues that may require review.

## Year in Review

- Reviewed and updated Job Descriptions: Facility Coordinator and part-time Housekeeper.
- Reviewed and recommended compensation for Saint Andrew staff, clergy and non-clergy, as well as a new pastor salary and benefits.
- Participated in interviews and onboarding of new employees.
- Provided updated 2026 Portico benefit plans and started evaluating improved benefit options for staff.
- Teri Soderholm joined the ministry in August and assumed the role of chairperson.
- Updated the employee handbook to include parental leave.

## Goals and Vision for 2026

- Prioritize HR staff resolution.
- Recruit additional ministry members and chairperson for 2027.
- Determine church direction on active shooter training and move the initiative to the proper ministry if needed.
  - Determine which security recommendation to implement and apply for DHS (Department Homeland Security) eligible grants.
- Review all church policies for accuracy and make necessary changes.
- Create an employee review process to assist Pastor Jack with annual reviews.
- Understand ELCA/Brotherhood in how they can support the congregation policies and staff.
- Provide HR and staff support for Pastor Jack as needed to ensure he is properly supported.
- Research improved employee benefit plans.

## Future Outlook

- A significant need is volunteer support.
- Proposal for part-time HR staff member.

Respectfully submitted,

*Annie Teeters and Teri Soderholm*

*Chairpersons*

## Facility Coordinator

### Summary of Position

The role of the Facility Coordinator is to collaborate with the pastor(s), staff, and lay leadership of the congregation to maintain a clean, healthy and safe campus at Saint Andrew Lutheran Church. Ensuring proper set-up and clean-up for all the various events held at Saint Andrew.

### Summary for 2025

Saint Andrew is not a church just for Sundays. It is an increasingly active building with both community groups and SALC groups using space for events and meetings on a regular basis. In 2025 we welcomed a few new community groups: the Pine Tree Quilters meet twice a month gathering 50-70 quilters, and the Marathon County Sheriff's Benevolence Association has met here and plans to continue meeting here in 2026. We welcomed two small groups that relocated to Saint Andrew from Immanuel Lutheran Church: Strong Bones - a small aerobics group for senior citizens that meet Tuesdays and Thursdays at 10:30 am; and a men's discussion group which has become another adult learning opportunity for Saint Andrew on Thursday mornings. We continue to be the home for numerous outside groups utilizing our facility on a regular basis: Boy Scouts, Alzheimer's Association, 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 which leads to endless demand for maintaining the facility. We hope to continue to be an active building and community partner to many organizations in 2026 as well as welcome new groups, including the Wausau Lyric Choir performance in March.

I would like to thank the Personnel Ministry for recognizing the need for restoring the part-time housekeeper position that has been vacant for a few years. In the fall of 2025, we welcomed Tom Morel to the staff team. Having this part-time role to help cover the routine cleaning tasks has allowed me to refocus on some of the other priorities of the Facilitator Coordinator and complete many items on the never-ending "to-do" list.

I am also grateful for the support of the staff, Property Ministry team and other volunteers that are dedicated to keeping our facility running well and inviting community members into our space.

### Notable Accomplishments of 2025

- Worked with Lexie Meliska to complete her Eagle Scout project to enhance our Courtyard entrance area to be a space that includes a small seating area
- Welcomed new groups that meet routinely at Saint Andrew
- Sanctuary and Chapel skylight refinishing was completed by SpecPro

### Goals for 2026

- Install a 'Free Little Library' near the Courtyard entrance
- Explore opportunities of implementing clean energy solutions, grant or incentive programs. Hopeful to create a "Green Team" to work with the Faith In Place organization who helps houses of worship research and navigate the many factors to best serve us and the surrounding community.
- Working with local officials and Church Mutual to research and implement enhanced preparedness practices for emergency situations and potential threats

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:** Keith Hiltz and Randy Trollop

**Staff Liaison:** Patrick Kieper

**Members:** Dave Paisar, Mike Steltenpohl, Al Brace and John Brauer

## **Mission and Purpose**

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.

## **Year in Review: Highlights**

- Spring and Highway Clean-Up – Keeping our adopted stretch of County Road NN clean of litter and debris.
- Supported Lexi Meliska’s Eagle Scout Project – Revitalizing the Courtyard entrance landscaping to now include a small outdoor seating area.
- Fall Clean-Up – Thank you to the volunteers who came to rake, prune, and clean up the landscaping around the building.
- Approved the purchase of a commercial walk behind floor scrubber greatly improving the quality and efficiency of keeping our hard floors clean.
- Upgraded Parking Lot Lighting – A huge thank you to a generous donation that allowed for brightening and improving visibility in our lots as well as greatly reducing the costs of lighting our parking lot areas.

## **Financial Overview**

- Budget: \$26,100.00
- Actual Spending: \$19,258.24 (as of October Year-to-Date report)
- Spending remained under budget while supporting facility maintenance needs.

## **Goals for 2026**

- Recruit additional volunteers to serve on the Property Ministry team.
- Build up a broader volunteer base for project days and various facility needs through Planning Center - Property and Facilities support.
- General building exterior maintenance and repairs

## **Future Outlook Over the Next 3-5 Years**

- Parking lot maintenance and repairs
- Sanctuary roof replacement, possibly to include old education wing
- HVAC updates

Respectfully submitted on behalf of Property Ministry,

*Patrick Kieper*

*Facility Coordinator*

# Social Advocacy Ministry

**Chairperson:** Bob and Janet Grady

**Council Liaison:** Karen Wegge

**Members:** Lynn and Dick Lawson, Ruth Poutanen, Jeanne Willems and Cheryl Allen

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

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

**Quilting Group Contact:** Linda Peterson

## Mission

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.

## 2025 Goals and Accomplishments

- **Sleep in Heavenly Peace (SHP):** SHP established a Wausau chapter in October with Karen Wegge as the Chapter President. A practice "build" is scheduled for January 10, 2026.
- **Shelters for the Unhoused:** Saint Andrew continues to have an extraordinarily strong presence at the Good Shepherd and Wausau Marathon County (WMC) Shelters. Ruth Poutanen coordinates SALC volunteers for each shelter. The amount of time and energy Ruth puts into this ministry is very much appreciated and admired.
- **Food Pantry/Baskets:** Ruth Koch and Joan Smith oversee the Food Pantry and put together food baskets for requests throughout the year as well as at Easter and Christmas.
- **Lenten Soup Suppers:** Sandra Fischer coordinated Lenten Soup Suppers in 2025. Thank You Sandra!! Beginning in 2026, Fellowship Ministry will oversee Lenten Soup Suppers.
- **Community Dinners:** In 2025, First United Methodist Church took on the role of organizing groups to provide a meal to anyone in need. Saint Andrew provided meals on March 16, May 18, July 20 and Sept 21, 2025. We provided 76-111 meals each evening.
- **Lutheran World Relief (LWR):** Social Advocacy coordinated donations for school bag kits, personal care kits and quilts. In October 2025, 145 quilts, 49 school kits and 57 personal care (hygiene) kits were sent to LWR.
- **Quilts:** In addition to quilts for LWR, 94 quilts were donated to Women's Community, Aspirus Hospice, Heartland Hospice, Refugee Center, North Carolina Hurricane Survivors, Sleep in Heavenly Peace and Neighbor's Place.
- **Fair Trade Products:** A "kiosk" is located in the Fellowship Hall with coffee, tea, hot chocolate, and chocolate bars available for purchase.
- **The ONE Winter Clothing Drive:** Began November 1, 2025 and will run through the end of March, 2026. To date, more than 1000 items of clothing have been collected and distributed to The Open Door, Marty Bus, GS and WMC shelters as well as the Wausau School District.
- **Christmas Gifts for Families in Need:** Names of seven families in need of Christmas gifts were received from the St. Lawrence Program at Catholic Charities. The response from SALC was overwhelming with a total of 120 gifts donated and distributed in time for Christmas. Thank You!

## 2025 Ministry Goals and Vision

- Partner with the community to have 3-4 SHP Build Days.
- Create a Community Assistance Fund to allow area ELCA churches to collect and share resources to those in need.
- Continue to participate in the quarterly Community Dinners. 2026 dates are March 16, May 18, July 20 and September 21.
- A Volunteer Appreciation event would for GSS and Open Door volunteers.

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 discernment, preparation, and expanding our capacity to worship, serve, love, together.

In December 2024, it was discerned that The Welcome Table (the Sunday evening dinner church worship service) would end. In that same season, Worship Ministry, Pastor Gary, and myself began a season of discernment. At the end of 2024, I was accepted into the Siebert Foundation's Missional Cohort on Adaptive Leadership, led by Luther Seminary. This program has helped teach me how to discern, and how to lead others in discernment related to adaptive challenges that have no clear technical solutions. In February, a discernment team was formed. The discernment team met multiple times to figure out what challenge God was calling us to. That challenge adapted and changed over time, and what eventually arose was, "we don't know how to meaningfully share the Gospel with those who did not grow up Lutheran or within a liturgical church. How might we make time and space to connect to God's love for us and our neighbor in a way that inspires and compels the congregation to connect in community, to serve the church, and meet the mutual needs of our neighbors?"

Through Bible study and discernment, we began doing little experiments and surveying the congregation. On March 30 we held a trial contemporary worship service and surveyed the congregation. Through positive survey results and more prayerful discernment, the church began to refine the modern worship service to better serve the congregation and the adaptive challenge. By June, church leadership chose a path to an October 5 modern service launch date and continued to learn through preview services and surveys. Additionally, the church experimented with how we might equip and connect others to service via pop up volunteering in August. This led to communion servers inviting others to partner with them, as well as "Try-On Volunteering" led by Leadership Development Ministry in November.

Worship Ministry will continue to seek feedback and prayerfully discern how this community can accomplish the mission God has shared with us all. Saint Andrew has connected with over 300 members via Planning Center and 20% more group members and volunteers than in 2024. 160+ worship volunteers cover between 30-60 roles every Sunday morning! The 10:00 am modern worship service created about 40% more volunteer roles, at this point we likely need about 20% more worship volunteers to help ensure all feel spiritually nourished and fulfilled through service. Many have stepped up to serve more often than usual, allowing Saint Andrew to be able to try to better live into the mission God has given us. Thank you for your service!

My position description summary says that I am to equip the congregation in service in ways that nurture spiritual growth. This past year, church leadership discerned it was time to offer a major musical work at Saint Andrew. Joel Freiberg was up to the task of leading and invited 100+ musicians from 12+ congregations into shared ministry through The Winter Rose cantata. Through prayer, discernment with Pastor Jack, and Joel, I am happy to share that Joel will be the Chancel Choir Director going forward.

Over this past year, I have been trying to listen to God and discerning how I'm feeling called to share my gifts with Saint Andrew. I would like to dive deeper in leadership, piano, composing, and sharing scriptural truth in ways that promote life changes. I have recently applied for Seminary and have entered Candidacy to possibly become a Deacon. A Deacon connects the social concerns of the community with the church and equips all the baptized in service. I am especially interested in accompanying and equipping leaders through discernment and adaptive challenges. I believe that when we are freed to serve God in the ways that most connect with our gifts and passions, the people and the church will thrive. I look forward to identifying, equipping, and accompanying leaders, regardless of whether I become a Deacon or attend Seminary this next year in addition to serving Saint Andrew.

Respectfully submitted,  
*Jonathan Smith*

# Worship Ministry

**Chairperson:** Nicholas Josiger

**Council Liaison:** Juli Antonson

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

**Members:** Denise Skare, secretary, Mary Wittich, Lucy Harvey, Dayna Herold and Ken Luer

## 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 services which include the Altar Guild, music, lay readers, ushers, communion servers, assisting ministers, Facebook/Youtube Livestream, and projecting worship materials. We strive to be open to all who wish to worship, serve, and love together.

## Accomplishments in 2025

First, as a church wide accomplishment, we are excited that Pastor Jack Busche has joined us. His leadership will no doubt guide Saint Andrew in a positive way as we move into the future. We as a ministry are excited about working with him on many different things!

We have continued to expand our volunteer base during worship services. Ushers, communion servers, and greeters have all seen more people willing to serve. This has been awesome to see and makes our church feel welcoming to newcomers along with current members.

In October, after months of discernment and prayerful guidance, we launched a modern style worship service. This worship offering has modern music led by a band of members and also serves Holy Communion. The service is well attended, and we hope to connect people in the community to God through our diverse worship offerings.

Overall attendance numbers for 2025 worship services are 16% higher than 2024. This is exciting on so many levels to have a full church again. But let's not stop there and continue to new heights in 2026.

## Goals for 2026

We plan to hire another Sexton to help cover worship services with our current Sexton, David DeLeón. Sextons help set up the Sanctuary and serve as a point person during and after worship. This is a paid position and is open to all ages! For more information, please contact the church office.

As always, we are looking for more volunteers to help with worship. Widening the volunteer base helps members become more engaged and feel connected not only to the church but with each other. This also helps current volunteers feel supported which will lessen any burnout feeling.

We are also looking for more people to join our ministry. As our congregation continues to grow, we know that opinions and feelings will become more diverse, and we want to hear all of it! This helps the church come up with and flesh out new ideas of how best to serve you. All are welcome!

Lastly, we would like to thank our congregation for their continued generosity throughout 2025 with their prayers, offerings, and for your continued engagement with our worship services. We also want to thank all of the volunteers who stepped up and served before, during and after worship. These worship services are only possible with your help. We are excited to take this momentum into 2026 and beyond.

Respectfully submitted,  
*Nicholas Josiger*  
Chairperson

## Altar Guild

**Chairperson:** Denise Skare

<b>Members:</b>	<u>Team #1</u>	<u>Team #2</u>	<u>Team #3</u>
	Ann McDonald	Cheryl Allen	Mavis Bloom
	Jennifer Luer	Mallory Yang	Mary Weiland
	Denise Skare	Rosalie Doering	Mary Wittich
	Ezekiel Juel	Dayna Herold	Ruth Koch
	Joanne Howard		

### **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 at 8:00 am and 10:00 am. The 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.

### **Accomplishments in 2025**

With Jonathan's leadership, we were able to achieve organization and began to grow over the past year. We introduced an additional modern worship service at 10:00 am on October 5, 2025.

One of the tasks of the Altar Guild is to decorate the altar at Thanksgiving, 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.

Pastor Gary ended his time as our Interim Pastor with his last Sunday on August 10, 2025. A Call Committee was formed and set out to look for a new pastor. Pastor Jack Busche was hired and preached his first Sunday service on Sunday, September 7, 2025.

### **Goals for 2026**

In 2026, 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 at least 4 to 5 volunteers with one person being the captain of each team. It is our goal to recruit at least one to two additional teams of volunteers to add to our roster for serving communion.

### **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 continued to serve on Altar Guild and who contributed to setting up communion this year!

Gratefully submitted,  
*Denise Skare*  
*Chairperson*



## THROUGH YOUR GENEROSITY, GOD IS AT WORK ACROSS THE ELCA.

### MISSION SUPPORT

A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice.

### ELCA WORLD HUNGER

Part of our church's long tradition of meeting human needs, ELCA World Hunger testifies to our hope for and commitment to God's promise of a time when we will hunger and thirst no more. ELCA World Hunger walks alongside communities in more than 60 countries — including the United States — to create unique solutions to hunger and poverty.

### LUTHERAN DISASTER RESPONSE

Lutheran Disaster Response shares God's hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

### WHERE NEEDED MOST

Where Needed Most supports the powerful ways we work together around the world — supporting leaders, inspiring young people, fueling ministries and championing global mission. Gifts to Where Needed Most support and sustain the people, congregations, synods and ministries working around the world to realize the hope-filled future God promises.



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Read about Mission Support and learn more at [LivingLutheran.org/SOFIA](https://LivingLutheran.org/SOFIA).