

Faith 
LUTHERAN CHURCH
Loved by God. Living for others.

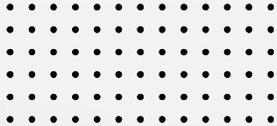
FAITH ALIVE IN 2025



ANNUAL REPORT 2025



Created January 15th, 2026
Revised January 27th, 2026
Revised February 11th, 2026
Version 7 AH



CHANGES TO THE ANNUAL REPORT

Revised February 11th, 2026

- p. # Ballot revisions - highlighted
- p. # Agenda revisions - highlighted
- Table of Contents all page numbers were changed

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MESSAGE FROM PASTOR HEATHER

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

I am confident of this, that the one who began a good work in you will continue to complete it until the day of Jesus Christ. (Philippians 1:3-6)

As I reflect on Faith Lutheran’s ministry in 2025, I am reminded of the words of Phil 1:3-6. Indeed, I am grateful to everyone for their tremendous efforts in moving Faith Lutheran’s ministry forward. The amazing partnership shown by our members is truly an inspiration! And we know that God has more in store for our church in 2026 and beyond.

One of the highlights of 2025 for me was the One-Year Bible Reading Group that met once-a-month (in-person/zoom). We started in January with Genesis and our goal was to read approximately two chapters of the Bible each day over the course of the year. As we covered the Old Testament, we had deep discussions about the ancient cultures, religions and customs described within its pages. When October came, we began reading the New Testament and felt the shift between the Old Covenant and the New Covenant when God sent his son, Jesus Christ. Like the familiar hymn says, we gained a new appreciation for “the old, old story of Jesus and his love.”

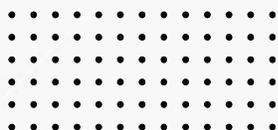
As baptized children of God, we know that God is on a mission to love and bless the world and he invites us to become a part of it. Each time someone is baptized, we hear the words of Martin Luther’s “Flood” prayer that describes how God has used water to love, save and bless his people. The stories of how Noah was saved from the flood waters and how the Israelites crossed through the Red Sea to safety, remind us that we, too, are part of God’s great story.

Indeed, God began a great work when Faith Lutheran Church was established in 1954. And he is using every single one of us to continue that work in 2026. I give thanks to God that we had the opportunity to participate in Luther Seminary’s “Fresh Expressions” program and learn new ways to connect with people outside of our church walls. During the summer, we held monthly gatherings at local parks with food, fellowship and fun and asked our members to invite others.

My prayer for 2026 is that we can continue developing our “Fresh Expressions” outreach and more as we live out our mission: “Loved by God. Living for Others.”

Faith Alive in 2025! Brick by Brick in 2026!

Pastor Heather Brown



Check out our Fresh Expressions Video on Youtube: Faith Marshfield



PASTORAL ACTS REPORT 2025

FUNERALS (Total members: 10)

- Lorraine Rogers
- Sally Jo Grassman
- Gary Oswald
- Jean Rasmussen
- Nola Lee
- James Legge
- Erv Somerville
- Dennis Frome
- Deborah Goebel*
- Tom Krake
- Alice Abbott

**non-member*

BAPTISMS (Total: 3)

Keegan Plank
Amari Ratsch
Desiree Tingue

CONFIRMATION/AFFIRMATION OF BAPTISM (Total: 5)

Bennett Biederwolf
Madason Cournoyer
Rachel Loucks
Riley McConnell
Louisa Rand

NEW MEMBERS (Total: 12)

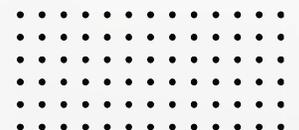
Brian & Cindy Johnson (Logan)
Ray Rhodes
Jessica Tingue (Desiree)
Susan Trembl
Wade & Candy Christianson (Tobias, Charlotte, Alice, Ruth Ann)

TRANSFERS (Total: 3)

Lisa Helstein to Immanuel Lutheran, Negaunee MI
Randy Leuth & Jill Meilahn to First Lutheran, Hayward WI

TOTAL BAPTIZED MEMBERS 2025: 513

TOTAL CONFIRMED MEMBERS 2025: 473





Annual Meeting Minutes

Date: February 16, 2025

Time: 10:20 AM

Location: Faith Lutheran Church Sanctuary

I. Call to Order

Co-President Diane Herron called the meeting to order at 10:20 AM.

A. Opening Devotion

Alivia Schiferl, Youth Council Member, led the opening devotion.

B. Introductions & Acknowledgements

Diane Herron, Co-President, introduced attendees and acknowledged key contributors.

C. Meeting Process Overview

- **Sign-in Requirement:** A quorum requires 5% of voting members.
- **Parliamentary Procedure:** Robert's Rules of Order will be followed.
- **Speaking Protocol:** Attendees wishing to speak must raise their hand; a microphone will be provided. Speakers should state their name for the record.
- **Live Streaming:** This meeting is not being live-streamed.
- **Meeting Summary:** A summary will be distributed via email and available upon request.
- **Voting Eligibility Clarification:** Vice President Michelle Rhodes provided clarification.

D. Approval of the Agenda

Michelle Rhodes, Vice President, presented the revised agenda.

- **Motion to approve the order of business** made by Pam Johnson, seconded by Kathy Campbell.
- **Vote:** All in favor. Motion passed.

II. Approval of Previous Meeting Minutes

Minutes from the **Annual Congregational Meeting on February 18, 2024**, were presented.

- **Motion to refrain from reading the minutes** made by Lori Bents, seconded by Mark Cournoyer.
- **Vote:** All in favor. Motion passed.
- **Motion to approve the February 18, 2024, minutes** made by Lori Bents, seconded by Mark Cournoyer.
- **Vote:** All in favor. Motion passed.

III. Reports

Reports were provided in the annual meeting booklet.

A. Pastor's Report

Pastor Heather Brown presented her report.

B. Presidents' Reports

Jeff Tisdell and Diane Herron provided updates.

C. Staff Reports (included in booklet)

- **Praise Band Director:** Linda Nelson-Schreiber
- **Youth Director:** Kim Vrana
- **Education & Family Ministry Co-Directors:** Brianne Thompson & Justin Polzin
- **Communications:** Cheryl Zimmerman

D. Financial Reports

- **Treasurer's Report:** Presented by Kent Mueller.
- **Memorial Fund Report:** in Annual Report Document.
- **Endowment Fund Report:** in Annual Report Document. Diane Herron mentioned that it was Paul Dietche's final year on board.
- **Audit Committee Report:** in Annual Report Document.

IV. Old Business

No old business was noted at the time of agenda preparation.

V. New Business

- **Consideration of the 2025 Budget**
- Kent Mueller presented the proposed 2025 budget.
- **Motion to approve the 2025 budget** made by Lois Krahn, seconded by Sally Rakovec.
- **Vote:** All in favor. Motion passed.
- **Budget Discussion:**
 - Mary Yohn inquired about surplus funds. Kent Mueller explained that extra funds would remain in the bank.
 - Justin Polzin asked about the sustainability of operating at a deficit. Kent Mueller advised caution.
 - Mark Cournoyer inquired about Memorial and Endowment Funds and if those needed to be paid back. Kent Mueller said that they do not need to be.

B. Election Voting

Positions up for election included:

- Church Council, Nominating Committee, Endowment Board, 2025 Synod Assembly Delegates
- **No nominations from the floor.**
- **Motion to approve the slate of nominees as printed** by Lori Bents, seconded by Donald Schreiber.
- **Vote:** All in favor. Motion passed.

C. Consideration of Parsonage Demolition

A recommendation was made to **raze (tear down) the parsonage and replace it with green space.**

- **Motion to approve demolition** made by Lori Bents, seconded by Donald Schreiber.
- **Vote:** 65 Yes | 2 No – Motion passed.
- Pam Johnson suggested forming a separate committee to oversee the demolition process.

D. Other New Business

No additional new business was raised.

VI. Announcements

- **Next Annual Meeting:** February 15, 2026.

VII. Closing Prayer

Pastor Heather Brown led the closing prayer.

VIII. Adjournment

- **Motion to adjourn** made by Steve Hadlock, seconded by Cheryl Ashbeck.
- **Vote:** All in favor. Motion passed.

Meeting adjourned 11:08 am



Faith Lutheran Church Congregational Meeting Minutes

Aug 17th, 2025

In Person/Zoom Option

- Call to order (Michelle) 10:05 AM 8-17-25
- Opening prayer (Pastor)
 - o October Synod Event Announcement.
 - o "Great Cloud of Witnesses".
- Call to approve agenda
 - o I, Marty Yohn Make a motion to approve the 8-17-25 Meeting Agenda. Paul Kapla Second. Voice vote. Approved.
- Motion #1: Discuss and vote on the bid and contingency for the Parsonage razing \$21,715 + \$8,285 which totals \$30,000
 - o History (Michelle): There was much discussion on the Parsonage at the Facilities Meeting. Discussion included dealing with possible asbestos, fluid in the oil tank, empty furnishings out of the house, etc. Jeff Tisdell brought two bids, the third did not submit a bid.
 - o Parsonage : Recommendation from Council to approve the Parsonage razing by Bach Construction of \$21,715 + \$8,285 which totals \$30,000
 - o **First motion:**
I, _Wayne Pittsley_ make a motion to discuss Council's recommendation to accept the bid from Bach Excavating of \$21,715 with an additional contingency of \$8,285 totaling \$30,000 to be approved by the congregation. _Paul Kapla_, second. All in favor (Yay/Nay) voice vote (Motion to Discuss-move to discussion) Voice vote Approved.
 - Nancy Young recognizes and thanks the Parsonage and Facilities groups for all the work done on this project.
 - Question raised on what will be done with the contents and furnishings inside of the Parsonage. Marty Yohn addressed the work that has been done and the proposed work to be done as we move forward.
 - Question raised (Jeff Johnson) as to The Better Way Club. Pam Johnson addressed the concerns to assure congregation that the Better Way Club has been working with Wood County to assure that clients will have services during the Club's transition period as they move to a different meeting location.
 - o **Second motion to end discussion:**
I, _Cheryl Ashbeck_ make a motion to end discussion. _Alice Kapla_, second. All in favor (Yay/Nay) Voice vote. Approved.

- **Third motion:**
I, Alice Kapla move to vote on the council recommendation to accept the bid from Bach Excavating. Don Schreiber, second. All in favor (Yay/Nay) Voice vote. Approved.
- Motion 2: Discuss and vote on the monies coming from Savings
 - Reason (Kent): As of the end of June, our undesignated savings balance was \$101,403. Assuming a cost of \$30,000 with contingencies, our undesignated savings balance would decrease to \$71,403. This would result in using almost 30% of our savings balance to raze the parsonage. Using savings will decrease our interest income and give us a smaller reserve to use in years where our income falls short of our expenses. This is a large decrease in our savings balance, but we feel that it is the best source of funds for this project considering we have an additional savings fund of \$80,000 for emergencies set aside in addition to the \$71,403 left in our undesignated savings. Potential ideas to discuss in the future would be how to replenish our savings if there are concerns.
 - Use funds in reserve account up to \$30,000
 - **First motion:**
I, Paul Kapla make a motion to discuss council's recommendation to use reserve savings to pay up to \$30,000 for the Parsonage razing. Wayne Pittsley, second. All in favor (Yay/Nay) voice vote (Motion to Discuss-move to discussion) Voice vote Approved
 - **Second motion to end discussion:**
I, Cheryl Ashbeck make a motion to end discussion. Alice Kapla, second. All in favor (Yay/Nay) Voice vote. Approved
 - **Third motion:**
I, Paul Kapla move to vote on the council recommendation to accept the use of reserve savings up to \$30,000 for the Parsonage razing. Ken Krahn, second. All in favor (Yay/Nay) voice vote. Approved.
- Adjourn the meeting
 - I, Marty Yohn move to adjourn the 8-17-25 Congregational Meeting. Cheryl Ashbeck second. Voice vote. Approved.
 - Meeting adjourned at 10:17 AM

- I. **Call To Order:** Diane Herron, President
 - A. **Opening Devotion:** Confirmation Students
 - B. **Introductions/Acknowledgements:** Diane Herron, President
 - C. **Process for this meeting:** Diane Herron, President
 - i. Sign in of those in attendance (Quorum is 5% of voting Members)
 - ii. Parliamentary/Robert's Rules of Order
 - iii. If you wish to speak, we ask that you please raise your hand and someone will bring you a microphone.
At the time please state your name clearly for the record.
 - iv. This meeting will not be live streamed this AM.
 - v. A summary of this meeting will be going out via email and on request.
 - vi. Voting Eligibility Clarification: Michelle Rhodes Vice President
 - D. **Approval Of The Agenda:** Michelle Rhodes, Vice President.
 - i. *Motion to approve meeting's order of business as outlined in this written agenda.*

- II. **Reading/Approval of Minutes of Congregational Annual Meeting of February 16th, 2025:**
Michelle Rhodes, Vice President
 - i. *Motion(s), discussion, vote(s)*

- III. **Reading/Approval of Minutes of Congregational Meeting of August 17th, 2025:**
Michelle Rhodes, Vice President
 - i. *Motion(s), discussion, vote(s)*

- IV. **Reports of Pastor, Council, Standing and Special Committees:**
 - A. **Pastor's Report:** Pastor Heather Brown
 - B. **Presidents' Reports:** Diane Herron
 - C. **Staff Reports:** Diane Herron, President
 - i. Praise Band Director: Linda Nelson-Schreiber
 - ii. Youth Director: Justin Polzin
 - iii. Education & Family Ministry Co-Directors: Brianne Thompson & Justin Polzin
 - iv. Communications: None
 - D. **Financial Reports:** Diane Herron President
 - i. Treasurer's Report: Kent Mueller
 - ii. Memorial Fund Report: Cindy Prust
 - iii. Endowment Fund Report: John Campbell
 - iv. Audit Committee Report: Zach Hansen

- V. **Old Business:** Diane Herron, President
 - i. Parsonage Committee Report: Jeff Tisdell

- VI. **New Business:** Michelle Rhodes, Vice President
 - A. Consideration of recommended 2026 budget: See Annual Report.
 - i. *Motion, discussion, voice vote.*



- B. Election Voting
 - i. Election of Church Council, Nominating Committee, Endowment Board, & 2026 Synod Assembly Delegates. Nominations from floor. Vote.
- C. Church Council has proposed amending the FLC Constitution regarding C12.05.3 from \$5,000 to \$15,000. It is as follows:
 - “The Congregation Council may enter into contracts up to a \$15,000 limit for emergency issues as determined by the council for items not included in the budget.”*
 - i. *Motion(s), discussion. Paper vote. Gather. Reveal.*
- D. Any other New Business?

VII. **Announcements** – Date of the next Annual Meeting: February 21st, 2027

VIII. **Closing Prayer:** Pastor Heather Brown

IX. **Adjourn Meeting:** Diane Herron

- A. *Motion to adjourn.*



2026 BALLOT *Revised 2.11.2026*

May be updated with nominations from the floor.

Congregation Council Candidates

(Five open positions, at least one youth and one young adult required by the FLC Constitution, Two-Year Terms)

- _ Tayllor Thompson – Young Adult
- _ Renee Stafford (2nd Term)
- _ Marty Yohn
- _ Nancy Young
- _ Jen Smith
- _ Amelia Zellner
- __ _____ Hold for nominations from the floor at Annual Meeting
- __ _____ Hold for nominations from the floor at Annual Meeting
- __ _____ Hold for nominations from the floor at Annual Meeting

Endowment Board Candidate (one open position, 5 year term)

- _ Lori Bents

Synod Assembly Representatives (two open positions)

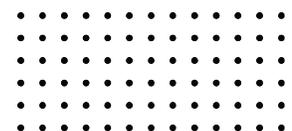
(Accompany Pastor Heather to Synod Assembly on April 25th, 2026)

- _ Diane Herron
- __ _____ Hold for nominations from the floor at Annual Meeting

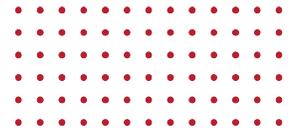
Nominating Committee Candidates (four open positions)

(this committee will recruit candidates for the 2027 ballot)

- _ Diane Herron
- _ Michelle Rhodes
- _ Jeff Tisdell
- __ _____ Hold for nominations from the floor at Annual Meeting



COUNCIL & STAFF INFORMATION



2025 Council Representatives

(five open positions, at least one youth and one young adult required by the FLC constitution, Two-Year Terms)

Final Term Year

Diane Herron — President, Personnel

ddherron6@gmail.com

Feb. 15th, 2026

Michelle Rhodes—Vice President, FIA & Youth

micheller0714@gmail.com

Feb. 15th, 2026

Kent Mueller — Treasurer, Finance

treasurer@faithmarshfield.com

appointed

Rich Tarter—Secretary, Communications (Admin/IT)

tarter.rich@marshfieldclinic.org

Feb. 15th, 2026

Jeff Tisdell— Finance, Youth

jttizzy78@gmail.com

Feb. 15th, 2026

Bonnie Brix—Worship & Music

bonniesbrix@gmail.com

Feb. 15th, 2026

Pam Johnson—Facilities, Education

majiella@gmail.com

Feb. 15th, 2026

Renee Stafford — Green & Social Concerns Team

renee.stafford@hotmail.com

Feb. 15th, 2026

Sally Rakovec—Worship & Music

dsrakovec@gmail.com

Feb. 14th, 2027

Don Streiff —Facilities

streiffonclay@tds.net

Feb. 14th, 2027

2026 Staff

Pastor Heather Brown

Justin Polzin, Youth Director

Justin Polzin, Co-Director of ED & Family Ministry

Brianne Thompson, Co-Director of ED & Family Ministry

Kent Mueller, Treasurer

Linda Nelson-Schreiber, Praise Band Director

Alicia Heinrich, Office Manager

Ryann Rhodes, Custodian

Kathy Biederwolf, Interim Choir Director

Emails

pastor@faithmarshfield.com

youth@faithmarshfield.com

familied@faithmarshfield.com

familied@faithmarshfield.com

treasurer@faithmarshfield.com

music@faithmarshfield.com

office@faithmarshfield.com

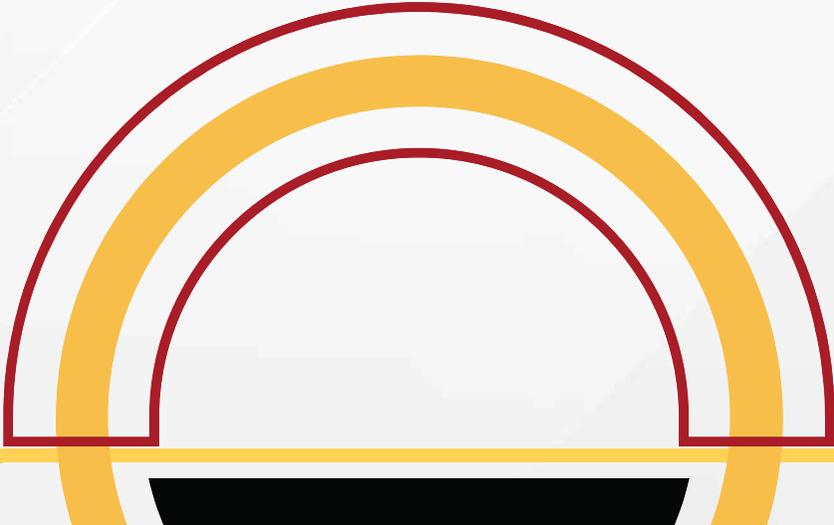
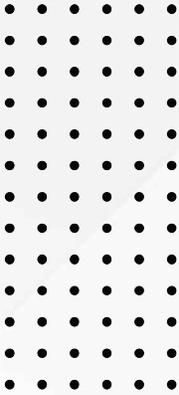
custodian@faithmarshfield.com

kathbiederwolf@yahoo.com

And the one who was seated on the throne said, "Behold, I am making all things new." Also he said, "Write this, for these words are trustworthy and true."

REVELATION 21:5

FINANCIAL REPORTS



TREASURER'S REPORT

KENT MUELLER

For the second year in a row, the budget that was approved by the congregation in February 2025 was a deficit budget, meaning that the budgeted expenses exceeded the budgeted income for the year by \$21,574.

Going into December, we had a deficit of over \$11 thousand. December giving was wonderful with \$56 thousand of general giving. With this, we ended the year with a surplus, where our income exceeded operating expenses by over \$20 thousand. This was \$42 thousand higher than expected! Higher general giving, lower operating expenses, and capital campaign contributions contributed to the favorable results for 2025.

In 2025, we continued to utilize the Memorial and Other Funds and Endowment funds to supplement the general fund. Examples include funding for a water heater replacement, purchase of a new computer, bibles, and other items. Utilizing these other available funds is a way to keep our general fund expenses lower.

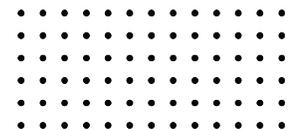
In addition, the fundraising for the capital improvement fund, which started in 2024, was very beneficial. These capital funds were used to replace one of the boilers for the church in January 2025.

Over \$10 thousand was raised in 2025 through fundraisers, the church garage sale, and donations from members, to rebuild the capital improvement fund. Thank you to everyone that helped with raising this money.

The congregation approved the razing of the parsonage at the annual meeting in February 2025. They also approved the budget of \$30 thousand at a special congregational meeting in August. Actual removal costs were \$32 thousand, which included asbestos testing and removal, and testing and removal of contaminated soil. With donations to this project and half of the Christmas donations designated for this project, the net cost was \$28,744.

For 2026, the council is recommending a balanced budget, so that the general giving and other income covers the budgeted expenses. Although the last two budgets that were approved were deficit budgets, the actual results were much better, with income covering expenses. We are optimistic that the general giving will be sufficient to cover the expenses in 2026, and are presenting a balanced budget for your approval.

We ask for your support and prayers as we go into 2026 to continue the mission of Faith Lutheran Church.



Faith Lutheran Church

Balance Sheet Comparison

As of December 31, 2025

	TOTAL		
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PY)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
102 Partners Bank - Checking	14,679.02	60,768.95	-46,089.93
104 Forward Bank - Checking	36,075.29	505.48	35,569.81
108 Forward Bank - Savings	1,192.43	20,521.74	-19,329.31
109 Cash on Hand	0.00	0.00	0.00
110 Mission Invest. Fund- Checking	71,651.03	89,635.33	-17,984.30
110.1 Mission Invest. Fund - Capital	25,534.96	26,439.31	-904.35
110.2 Mission Invest Fund - roof	10,195.00	10,195.00	0.00
110.3 MIF- Insurance reserve	30,000.00	5,000.00	25,000.00
Emergency Funds			
113 MIF - CD 8985 Emergency Fund	60,000.00	60,000.00	0.00
114 MIF - CD 9000 Emergency Fund	20,000.00	20,000.00	0.00
Total Emergency Funds	80,000.00	80,000.00	0.00
Total Bank Accounts	\$269,327.73	\$293,065.81	\$ -23,738.08
Accounts Receivable			
11000 Accounts Receivable	44.25	0.00	44.25
Total Accounts Receivable	\$44.25	\$0.00	\$44.25
Other Current Assets			
131 Prepaid Expense			
132 Prepaid Fed W/H and tax	1,968.16		1,968.16
133 Prepaid State W/H	1,003.35		1,003.35
Total 131 Prepaid Expense	2,971.51		2,971.51
131.1 Prepaid Expense - Subsplash	1,839.97	1,719.97	120.00
131.2 Prepaid Expense - Insurance	0.00	0.00	0.00
131.3 Prepaid Expense - Quickbooks	192.18	190.59	1.59
Total Other Current Assets	\$5,003.66	\$1,910.56	\$3,093.10
Total Current Assets	\$274,375.64	\$294,976.37	\$ -20,600.73
Fixed Assets			
150 Property and Equipment	1,342,244.85	1,338,728.22	3,516.63
151 Parsonage	21,257.48	99,960.75	-78,703.27
152 Parsonage removal cost	0.00		0.00
152.1 Parsonage removal cost - donations	0.00		0.00
Total Fixed Assets	\$1,363,502.33	\$1,438,688.97	\$ -75,186.64
TOTAL ASSETS	\$1,637,877.97	\$1,733,665.34	\$ -95,787.37



Faith Lutheran Church

Balance Sheet Comparison

As of December 31, 2025

	TOTAL		
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PY)	CHANGE
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
20000 *Accounts Payable	1,708.20	1,607.06	101.14
Total Accounts Payable	\$1,708.20	\$1,607.06	\$101.14
Other Current Liabilities			
203 Deferred Income	500.00	300.00	200.00
204.1 Credit Card Payable - Forward	1,620.29	3,423.92	-1,803.63
204.2 Pick N Save Card	51.25		51.25
Payroll Liabilities			
205 403b Payable Thrivent	0.00	0.00	0.00
206 FSA Withholding	0.00	0.00	0.00
207 Life Insurance Withholding	0.00	0.00	0.00
208 Vision withholding	0.00	0.00	0.00
209 Pretax retirement withholding	0.00	0.00	0.00
210 Employee withholding	0.00		0.00
220 FICA Payable	1,202.62	1,084.84	117.78
221 Federal Withholding Payable	765.54	645.79	119.75
222 State Withholding Tax Payable	1,003.35	862.47	140.88
Total Payroll Liabilities	2,971.51	2,593.10	378.41
Total Other Current Liabilities	\$5,143.05	\$6,317.02	\$ -1,173.97
Total Current Liabilities	\$6,851.25	\$7,924.08	\$ -1,072.83
Long-Term Liabilities			
203.1 Deferred income - roof donation	0.00	0.00	0.00
Total Long-Term Liabilities	\$0.00	\$0.00	\$0.00
Total Liabilities	\$6,851.25	\$7,924.08	\$ -1,072.83
Equity			
280 Opening Balance Equity	0.00	0.00	0.00
290 Fund Balance	1,645,690.88	1,645,690.88	0.00
291 Building Fund	0.00	0.00	0.00
292 Capital Improvement Fund	0.00	0.00	0.00
32000 Unrestricted Net Assets	80,050.38	18,498.09	61,552.29
Net Income	-94,714.54	61,552.29	-156,266.83
Total Equity	\$1,631,026.72	\$1,725,741.26	\$ -94,714.54
TOTAL LIABILITIES AND EQUITY	\$1,637,877.97	\$1,733,665.34	\$ -95,787.37



Faith Lutheran Church
Operating Results Summary

	2026 BUDGET	% of Income	2025 ACTUAL	% of Income	2025 BUDGET	% of Income	2024 ACTUAL
301 General Giving	333,878		315,936		297,008		297,018
Holiday Offerings - Net	5,075		4,262		6,800		9,886
Total - Unrestricted Gifts	<u>338,953</u>		<u>320,198</u>		<u>303,808</u>		<u>306,904</u>
Other Income:							
306.04 Fair Trade coffee	-		(869)		-		290
306.11 Building rental - others	700		791		700		680
306.17 Building rental - LSS	-		1,400		2,400		2,400
306.18 Building rental - BWC	-		2,400		3,600		2,925
306.07 Thrivent Choice Dollars	2,500		3,187		1,500		1,495
306.10 Capital Improvement donations	5,000		10,631		-		33,557
306.20 Forward Bank CMMA	485		485		485		462
820 Interest Income	6,780		7,497		5,004		6,611
Total Other Income	<u>15,465</u>		<u>25,522</u>		<u>13,689</u>		<u>48,420</u>
Total Income	<u>354,418</u>		<u>345,720</u>		<u>317,497</u>		<u>355,324</u>
Expenses:							
Personnel Costs:							
Employee Compensation:							
501 Comp - Pastor	71,604		66,535		66,535		62,728
501.1 Comp - Housing-Pastor	21,181		18,000		18,000		18,000
502 Comp - Family & Education Director	35,760		32,602		34,882		20,231
503 Comp - Office Manager	33,010		42,427		42,931		40,430
503.1 Comp - Office Assistant	7,488		-		-		-
504 Comp - Youth Director	16,526		12,696		10,451		10,227
505 Comp - Treasurer	5,502		5,366		5,366		5,170
508 Comp - Praise Band Leader	-		-		-		-
510 Custodial Services	10,945		11,138		10,945		5,760
Total Employee Compensation	<u>202,016</u>	57.00%	<u>188,764</u>	54.60%	<u>189,110</u>	59.56%	<u>162,546</u>
Contractors:							
505.1 Payroll services	2,280		1,819		2,220		1,797
506 Comp - W&M - Organist	500		-		700		-
507 Comp - Choir Director	3,600		-		3,600		2,000
514 Financial Secretary	1,000		1,000		1,000		1,000
510.1 Custodian - contracted	-		-		-		1,998
652 Pulpit Supply	1,150		1,329		750		825
582 Non-Member Musician	1,040		425		1,000		280
Total Contractor Compensation	<u>9,570</u>	2.70%	<u>4,573</u>	1.32%	<u>9,270</u>	2.92%	<u>7,900</u>
Benefits:							
526 FICA Expense	15,454		14,441		14,448		12,435
527 Pension & health - Pastor	26,998		24,999		24,999		26,600
525 Workers' Compensation Insurance	1,496		1,651		1,586		594
536 Car Allowance - Pastor	1,500		1,975		1,500		1,020
Total Benefits	<u>45,448</u>	12.82%	<u>43,066</u>	12.46%	<u>42,533</u>	13.40%	<u>40,649</u>
Other Employee Costs:							
530 Books - Pastor	300		-		300		-
531 Books - Family Director	400		-		400		-
533 Education - Pastor	900		450		900		474
538 Background checks	565		298		300		175
651 Conference & Conventions	600		297		600		967
651.1 Synod Assembly meeting	300		100		300		300
Total Other Employee Costs	<u>3,065</u>	0.86%	<u>1,145</u>	0.33%	<u>2,800</u>	0.88%	<u>1,916</u>
Total Personnel Costs	<u>260,098</u>	73.39%	<u>237,548</u>	68.71%	<u>243,713</u>	76.76%	<u>213,011</u>
Program Expenses:							
551 Education supplies	330		604		500		547
552 Adult education	-		53		-		-
553 Confirmation (supplies, food)	720		432		600		308
554 VBS/Day Camps	500		167		500		100
556 Crossways (Confirm Camp)	-		-		-		-
557 Sunday School Materials	924		584		1,200		607
558 Family Activities	525		471		400		190
576 Sharing the Faith/Faith in Action	2,125		1,118		2,125		826
577.1 Advertising and Promotion	1,390		526		960		473
577.2 IT/Administration & Technology	2,035		1,721		3,297		3,855
577.3 Audio/Visual	320		14		-		83
577.4 Online Management Software	4,250		4,296		4,250		2,408

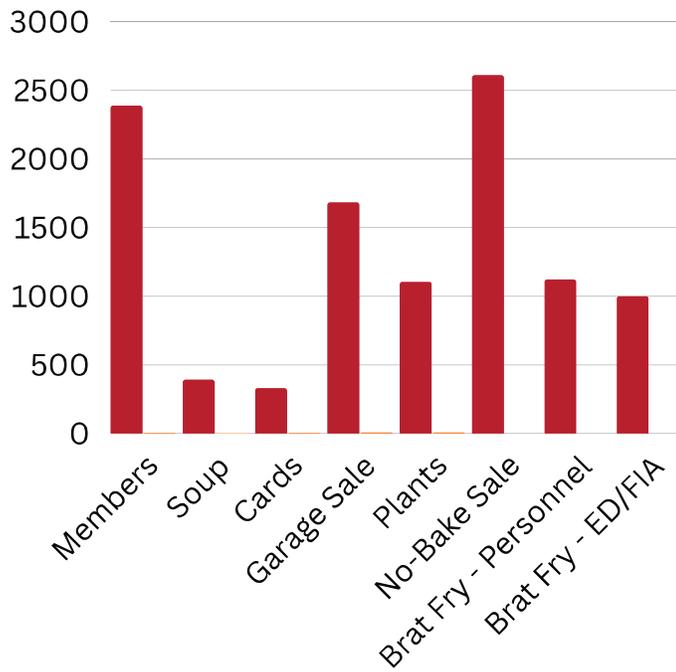
Faith Lutheran Church
Operating Results Summary

	2026 BUDGET	% of Income	2025 ACTUAL	% of Income	2025 BUDGET	% of Income	2024 ACTUAL
578 Social Concerns/Green Team	500		(271)		500		(204)
581 Worship & Music	3,500		2,819		3,750		2,669
583 Worship Hospitality	500		105		500		495
584 Altar	900		681		750		696
585 Youth	1,500		691		2,000		-
Total Program Expenses	20,019	5.65%	14,011	4.05%	21,332	6.72%	13,053
Facilities Expenses:							
Building Expenses:							
601 Maintenance & repairs	5,000		5,334		5,000		5,957
601.2 Elevator inspection/repairs	2,700		1,609		2,700		8,144
602 Maint - Invitational Supplies	800		666		1,100		1,109
603 Maint - Snow / Yard	1,500		1,777		2,300		1,110
604 Maint - Refuse	1,080		1,008		1,044		924
609 Utilities - Natural Gas	5,460		5,104		6,600		3,852
611 Utilities - electric, water, sewer	5,356		5,037		5,100		4,865
613 Insurance	13,550		12,082		11,027		6,183
606 Maint - Parsonage	-		-		500		133
610 Natural Gas - Parsonage	-		1,243		1,700		988
612 Utilities - Parsonage	-		869		950		859
614 Insurance - Parsonage	-		703		835		448
Total Building Expenses	35,446	10.00%	35,432	10.25%	38,856	12.24%	34,572
Office Expenses:							
626 Office Supplies	600		993		1,000		1,095
627 Bank Fees	-		-		65		-
628 Postage	600		309		700		866
630 Paper and supplies	750		784		500		473
631 Computer hardware & software	-		-		-		-
632 Copy Machine Maint & Lease	3,500		3,681		3,000		3,001
633 Telephone & Internet	2,350		2,344		2,340		2,210
653 Miscellaneous	300		620		600		800
654 Dues & Membership	400		383		300		296
655 Devotionals	750		833		700		434
655.1 Giving Envelopes	250		421		-		-
659 Subsplash Processing fees	675		675		720		556
657 Coffee hour supplies and donations	-		(175)		-		(388)
682 Living Lutheran	300		255		-		-
Total Office Expenses	10,475	2.96%	11,123	3.22%	9,925	3.13%	9,343
Total Facilities Expenses	45,921	12.96%	46,555	13.47%	48,781	15.36%	43,915
Benevolence and Dues:							
676 ELCA - General	8.5%	28,380	26,855		25,246		23,793
Total Benevolence & Dues		28,380	26,855	7.77%	25,246	7.95%	23,793
Total Expenses		354,418	324,969	94.00%	339,071	106.80%	293,772
Net income/(net expenses) before extraordinary items		0	20,751		(21,574)		61,552
Write off cost of old boiler			(8,018)				
Write off cost of parsonage (house only)			(78,703)				
Expense cost of removal of parsonage			(28,744)				
Net expenses after extraordinary items		0	(94,714)		(21,574)		61,552
Capital Improvement Items:							
Replace boiler		-	11,535		11,535		
Replace sewage pump		15,000	-		-		
Total Capital Items		15,000	11,535		11,535		
Source: Capital Improvement Fund		15,000	11,535		11,535		



CAPITAL CAMPAIGN UPDATE

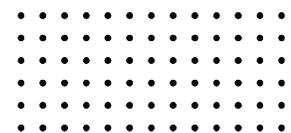
\$10,631



We have completed the second year of our 3-year Capital Campaign. You all reached our \$10 thousand goal for the second year in a row! Congratulations!

- Facilities Soup Supper \$ 392
- Communications Cards \$ 330
- Personnel Brat Fry \$1,122
- Education/FIA Brat Fry \$1,000
- Garage Sale \$1,684
- Plants from Parsonage \$1,105
- Member Donations \$2,388
- No-Bake Bake Sale \$2,610

Total \$10,631



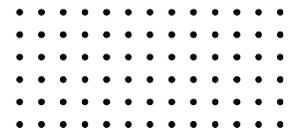
ENDOWMENT FUND

JOHN A. CAMPBELL, ENDOWMENT BOARD TREASURER

It is my pleasure to share this report with you on behalf of the Endowment Board. The Endowment Fund (the Fund) was formally established in 1998. The Fund is separate from the general operations of the church and has its own bylaws and Board of Directors elected by the congregation. Its purpose is to, “enhance the benevolent mission of our congregation.” Only certain income generated from the Fund investments can be spent. The Fund’s bylaws designate the following general areas of focus: 1) capital improvements, 2) scholarships/grants, 3) outreach, 4) ELCA at home or overseas missions.

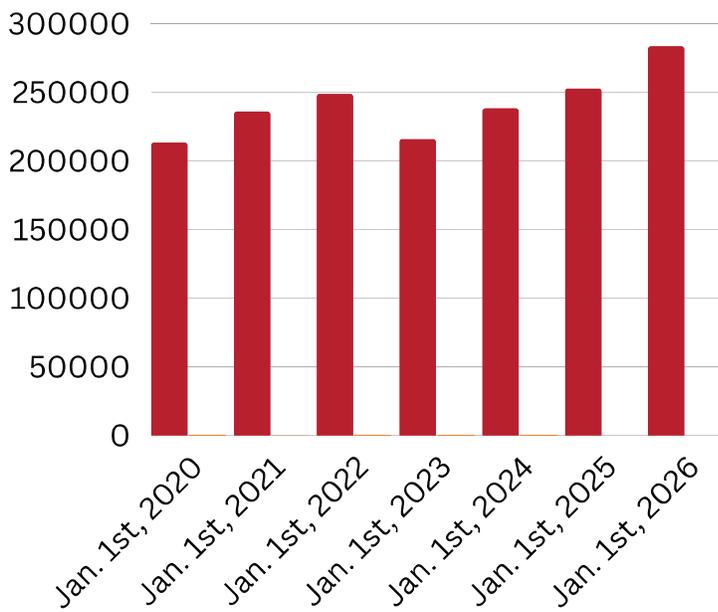
There are four funds within the portfolio. The Tamara Malueg and Evelyn Sabrowski funds are restricted in their purpose, with the Tamara Malueg Fund supporting Lutheran college/university/ seminary scholarships, and the Sabrowski Fund focusing more broadly on “Christian education.” The third fund is unrestricted, meaning it can be used for all purposes consistent with the Endowment bylaws and policies. The unrestricted funds include a Vanguard investment account and a Vanguard money market checking account.

The Endowment Board has five members, staggered five year terms, and although we operate independent of the church council, we do report to the council and pastor on a quarterly basis. and the pastor and council president are advisory, non-voting members of the Board. In 2025, Our elected voting members were John Campbell, Jean Swenson, Kathy Tremelling and Sheveney Verhulst.



2025 Highlights:

- Assets are invested at Vanguard in three funds. Life Strategy Income Fund, Life Strategy Conservative Growth Fund and the Life Strategy Moderate Growth Fund. The overall rate of return was estimated at 6.59% in 2025.
- Fund disbursements were \$360.00 for ELCA Youth Network, \$264.80 for puppets, \$200.00 for Crossroads Camping Ministry, \$1428.98 for Youth Director’s computer, and \$1053.10 for hot water heater replacement.
- Contributions totaled \$150.00
- Dividends and Capital Gains were \$14,413.74.



January 1, 2020	213,363.99
January 1, 2021	235,990.95
January 1, 2022	248,868.48
January 1, 2023	215,955.36
January 1, 2024	238,240.81
January 1, 2025	252,795.32
January 1, 2026	283,797.28

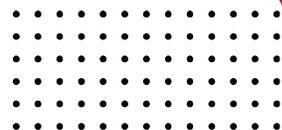
Net change in 2025	+ 30,767.40
Dividends and Capital Gains 2025	+ 14,413.74
Contributions	+ 150.00
Disbursements(all accounts) 2025	- 3,306.88
Change in Market Value	+ 19,510.54

We welcome your inquires and encourage you to consider a gift, large or small, to the Fund. It will be invested immediately. This is one important way to grow and sustain our common mission here at Faith.

Respectfully submitted,
 John A. Campbell, Endowment Fund Treasurer
 Submitted 8 January 2026

MEMORIAL FUND

CINDY PRUST, MEMORIAL FUND TREASURER



Memorial and Other Funds is the checking account that records all the memorial money and many other groups' funds within Faith Lutheran Church. These groups are not church funded and support their own mission through donations. It isn't feasible to have a checking account for each group; the Memorial and Other Funds account is used to record and administer the monies. These funds are restricted and distributions must be made by authorized individuals for each line item. All funds are pre-approved by specific individuals associated with that group prior to payment. In addition to Memorial monies, these are the groups:

Flowers & Altar	Piece Corps	Music Ministry
C Churkey Fund	Kitchen Remodel	Audio/Visual
Property Improvement	Fresh Expressions	Faith In Action
God's Work Our Hands		

Changes made in 2025:

- New line items added: Fresh Expressions, Audio/Visual
- Closed account at Partner's Bank and moved to Forward Bank
- Started a new email group, memorial@faithmarshfield.com and created a folder on One Drive to store the files. This makes emails and files available to Faith Lutheran staff and is not stored on the personal computer of treasurer.
- A memorial gift of \$5,000 in memory of Deborah Goebel was made. The money is earmarked for Audio/Visual upgrades and landscaping the old parsonage area.

Memorial and Other Funds Report

Balance as of:

January 1, 2025 - December 31, 2025

Beginning Cash Balance	\$27,664.21
Total Receipts	16,665.54
Total Disbursements	(9,096.30)
Net Change in Cash Balance	7,569.24
Ending Cash Balance	\$35,233.45

Memorial and Other Funds Detail Report	Beginning of Year Balance	Contributions	Disbursements	Fund Transfers	Balance
Memorial Fund Disbursements	-		(1,092.57)		-\$1,092.57
Memorials					
<i>Jan Taylor</i>		\$250.00		-\$250.00	
<i>Lorraine Rogers</i>		\$295.00		-\$280.00	
<i>No Person Listed</i>		\$120.00			
<i>Gary Oswald</i>		\$50.00			
<i>Lois McCouley</i>		\$50.00			
<i>Nola Lee</i>		\$310.00		-\$145.00	
<i>Sherrie Framness</i>		\$150.00		-\$150.00	
<i>Nancy Kramer</i>		\$70.00		-\$50.00	
<i>Jim Leggee</i>		\$130.00			
<i>Erv Sommerville</i>		\$590.00			
<i>Deborah Goebel</i>		\$5,000.00			(* see note below)
<i>Tom Krake</i>		\$570.00		-\$300.00	
<i>In Honor of Alice Abbott</i>		\$250.00			
<i>Undesignated</i>		\$20.00			
Interest Credit from Forward Bank		\$7.35			
Undesignated Memorial \$	\$10,814.14	\$7,862.35	\$0.00	-\$1,175.00	\$17,501.49
Subtotal of Memorial Funds					\$16,408.92

Congregating, Prayer and Services:

Flowers and Altar	3,361.37	1,460.00	(2,073.02)	250.00	2,998.35
Piece Corps	1,310.19	4,774.50	(3,967.46)	475.00	2,592.23
Music Ministry	4,321.22	200.00	(447.98)	200.00	4,273.24

Youth Ministry, Education and Teaching:

Christine Churkey Education Fund	2,941.37	40.00	(244.13)	-	2,737.24
God's Work Our Hands	1,025.58	-	(41.38)	-	984.20
Faith-In-Action	398.00	589.27	-	-	987.27
Fresh Expressions (new 6.25)	-	1,539.42	(965.95)	-	573.47

Building, Equipment and Grounds:

Property Improvement Fund	857.58	-	-	-	857.58
Kitchen Remodel	2,634.76	200.00	(263.81)	-	2,570.95
Audio/Visual (added 11.25)	-	-	-	250.00	250.00
Subtotal of Other Funds					18,824.53

CASH BALANCE AVAILABLE	\$27,664.21	\$16,665.54	-\$9,096.30	\$0.00	\$35,233.45
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Memorial-Fund Transfers: \$ given in memory of, then transferred to another account line item

NOTE: Starting July 1, 2025 the account at Partners Bank was closed and reopened at Forward Bank, Marshfield.

*Deborah Goebel Memorial Funds: her sister, Karen Heif, has designated using funds for A/V and landscaping green space.

Respectfully submitted by Cynthia Prust

CARE FUND

Care Fund is used to help those in need in the Marshfield area. The funds come from First Presbyterian and FLC. Funds are distributed when we receive a referral from St. Vincent de Paul, Personal Development Center (Orenda Center) or another area agency. Most assistance is for gas, utilities and rent helping people who have lost a job, experienced domestic violence, or fallen behind due to health-related issues. We thank the members of First Presbyterian and Faith Lutheran Church for this vital outreach.

In March of 2022, the Care Fund began receiving funds to assist the Refugee Resettlement for Marshfield (RRM). Expenses included housing, groceries, snow removal, background checks, and transportation materials. At the close of 2024 the remaining refugee funds were \$2,453.19. Our refugee team made the decision send the rest of the funds to the ECDC out of Wausau WI to help with refugee resettlement. These funds were sent during the first part of 2025.

In 2025 we added another area agency with the Wood County Health Department and FSET. This past year the Care Fund has helped 16 families in need. Thank you for your generosity. It's making a difference in our community.

Care Fund Balance on 12/31/2024	\$9,367.80
Faith Lutheran Contributions.	\$3,105.00
1 st Presbyterian Church Contributions	\$3,478.52
Memorial	\$230.00
Garage Sale monies	\$500.00
Interest	\$ 4.16
Total Contributions	\$7,317.68
Total Outreach Distribution	-\$ 5,821.40
Refugee ECDC	-\$ 2,453.19
Total Distributions	-\$8,274.59
Ending Balance on 12/31/2025	\$ 8,410.89

Submitted by the Care Fund Treasurer, Office Manager Alicia Heinrich

AUDIT COMMITTEE SUMMARY

Team Members: Zach Hansen, Max Heller, and Janeen Dietsche

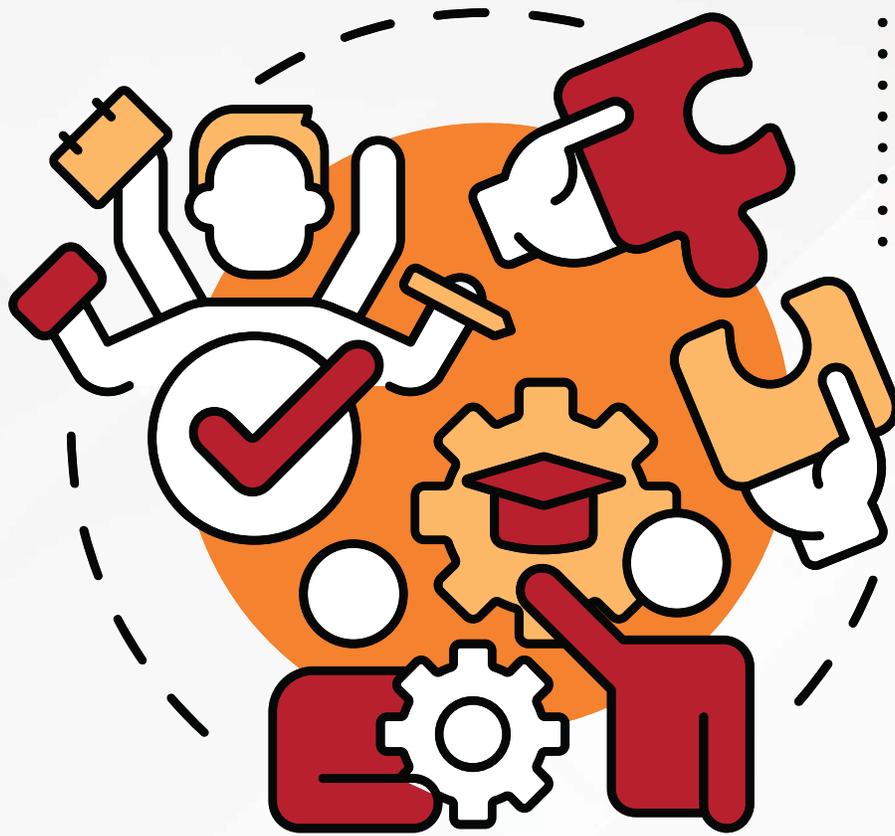
The Audit Committee met on January 19th, 2026 to do an annual review of the following accounts: General Operating Fund, Endowment Fund, Memorial and Other Funds, Care Fund, Faith Lutheran Women Fund, Youth Fund, Education & Family Ministry Fund. They found that receipts and disbursements were recorded accurately for all accounts. They thank those people who serve as treasurers and directors for their accuracy in recording and keeping these checkbooks. It is recommended, that in July/August of 2026 the Committee conducts a mid-year audit on all funds to ensure financial controls are functioning as intended.

Submitted by the Audit Committee

FUND ACCOUNTS & SIGNERS

- **Financial Groups/Areas/Funds of Faith Lutheran Church – Marshfield:**
 - **1. General Fund (Accounts payable & receivable)**
 - People involved:
 - Treasurer (Kent Mueller)
 - Financial Secretary (Sheveney Verhulst)
 - Managed Accounts:
 - Partners Bank – General Checking
 - Signers: Lloyd Mueller, Jamy Yohn, Kent Mueller
 - Forward Bank – Investment Savings & Checking
 - Signers: Lloyd Mueller, Jamy Yohn, Kent Mueller, Sheveney Verhulst
 - Mission Investment Fund CD Plus Interest – Emergency Fund
 - Signers: Cindy Prust, Kent Mueller
 - Mission Investment Fund Checking with interest – Reserves
 - Signers: Cindy Prust, Kent Mueller
 - **2. Memorial and Other Funds**
 - People involved:
 - Chair of Memorial/Treasurer of Memorial (Cindy Prust)
 - Signers: Cindy Prust, Kent Mueller
 - Managed Accounts: Forward Bank
 - Fund for Congregating, Prayer, & Services (Altar, Piece Corp, Music)
 - Fund for Youth & Family Education
 - Fund for Building, Equipment, and grounds
 - Memorial Undesignated
 - **3. Endowment Fund**
 - People involved:
 - President (John Campbell); Treasurer (John Campbell); Members (Kent Mueller; Kathy Tremelling; Sheveney Verhulst, Jean Swenson)
 - Accounts Managed: (Signers: John Campbell, Kent Mueller)
 - Vanguard – General Endowment Fund
 - Vanguard – Evelyn Sabrowsky Fund
 - Vanguard – Tamara Malueg Fund
 - **4. Care Fund**
 - People involved:
 - Main administrator: Alicia Heinrich & Pastor Brown; Team: The Finance Team
 - Signers: Pam Johnson; Lloyd Mueller, Jeff Tisdell
 - Managed Accounts: Forward Bank
 - Care Fund
 - **5. Other Funds managed by their own team: Forward Bank**
 - **Youth**
 - Signers: Justin Polzin, Kent Mueller
 - **Education & Family**
 - Signers: Brianne Thompson; Justin Polzin, Michelle Rhodes
 - **W/EELCA**
 - Signers: Karen Bohm, Arlene Norberg

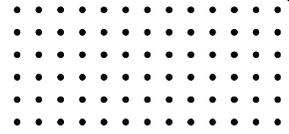
Date Revised 01/27/2026 AH



MISSION & MINISTRY TEAM REPORTS



MESSAGE FROM COUNCIL PRESIDENT DIANE HERRON



To My Faithful Congregation,

As the Holy Spirit led me to do be the Council President this past year, I was not sure what to expect. Yet here I am a year later, a stronger leader, more knowledgeable, and I have experienced a lot of growth as a person. As I reflect on this year; all I can say it has been an honor to be your Council President. By setting goals and having deadlines, we have seen progress. I think it is important to do a little recap on the year this Council has faced.

RECAP OF 2025

Continuing Resolutions: We updated the Continuing Resolutions with the assistance of Nancy Young's expertise, guiding each team to be sure they were aligned with the Constitution/By-Laws. This was a huge undertaking, but we did it.

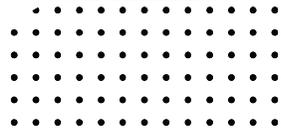
Council Goals: The Council created a 3-5-10 year plan back in July. This was also based on the 8/28/24 Team Leader Meeting. As Michelle Rhodes and I have done some updating on these goals in the past couple weeks, we have discovered how many things on the list that we, the Council, have done or are continuing to do. Let's keep Faith Lutheran Church moving forward!

Team Binders: Mission Teams now have binders filled with a lot of great information. The binders are a resource for what the purpose of each team is and what the team's responsibilities are. This binder will be updated each year by the teams, so it can be used by the future members.

Parsonage: This was a project long time coming (20 plus years?). I know Jeff Tisdell wanted this project accomplished before he stepped down from Council. He did it!! Great job Jeff, Kent, Marty, Rich, Renee, Mike, Don, Pam -- I hope I got everyone covered! If not, my apologies.

Audit Committee: Back in July we were scrambling to find enough help for this committee. Thank you to those who answered my call and agreed to help at that time. With the hard work from various people, we found a couple young men to agree to serve on this team along with a few faithful people that were on it for years. Thank you to everyone that worked on this process. The future of this team is promising.

Executive Committee: The formation of the Executive Committee is required by Chapter 13.01 of the Constitution. The committee is made up of the Officers of the Council. This committee has helped the Council out by getting some of the agenda items out of the way before the meeting, helped put the agenda together, and has been a great support to the president! Thanks, team 😊



COUNCIL PRESIDENT

Continued...

CONTINUED RECAP OF 2025

Time and Talent: The Executive Committee took over the Time & Talent forms year. The report was completed by the end of August, so it was ready and available for each team in September. A note to the Congregation -- it is extremely important that All of you fill a Time & Talent out each year even if you already serve on a team. Things change in people's lives and their circumstances, so it is important for you to fill these out. It's all about communication.

Photo board: Have you seen the great job Linda Nelson-Schrieber & Pam Johnson have done? They completed hanging staff photos in the gathering space and soon you'll see the Mission Teams photo up there as well.

Staff changes: Kim Vrana stepping away from the Youth Director position after 12 years. Justin Polzin accepted this position and stepped down from serving as custodian. We hired a new custodian, Ryann Rhodes, but first, an interim volunteer was cleaning for a few months. (Thank you for all your volunteer hours and the great job you have done). The shift of the Communications Director from Cheryl Zimmerman to the Office Assistant and Co-Education Director absorbing these duties took place during the middle of the year. Thank You, Cheryl, for your years of service!

Welcome Table: This is a growing ministry. The Welcome Table volunteers show hospitality to our visitors as well as welcoming our new members. They also update the visitors' gift bags with information and have created welcome packets for the new members. There is more work to be done, but it is off to a great start. Watch the bulletin for Faith Lutheran 101 in January.

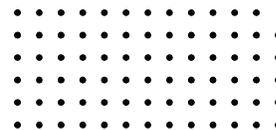
Branching Out: We created the Branching Out Team as part of Fresh Expressions (also part of Faithful Innovation). This team reaches out to our members through fellowship, food and fun! The team also reaches out to our community to welcome them as well. This is a great opportunity to connect with each other. This outreach made it possible to have a successful garage sale this past summer. It's all about community, fellowship and friendship.

Budget: Managing a budget is not an easy task. We need to thank Kent Mueller for his time and dedication, for his support made the budget seem like an easier task. His continuing support to keep the congregation informed through quarterly updates has helped as well. As the council is working hard on the 2026 budget, Lord willing the council will come up with a budget that will please the congregation.

Capital Campaign: The Capital Campaign is in its third year of a 3-year plan with this Council (to be revisited with the 2026 council, to see if it will benefit the future needs here at FLC.) It looks as if the target of \$10,000.00 will be met again this year. A huge Thank You, goes out to the congregation and all the mission teams for putting in the hard work and getting out into the community to raise these funds. Great Job!!

COUNCIL PRESIDENT

Continued...



CONTINUED RECAP OF 2025

Communications: Alicia Heinrich and Justin Polzin as well as the Communication Team have worked very hard on getting FLC out into the community through Facebook, weekly e-news, etc. Audio Visual has made great strides in getting our church service out on livestream.

Mission Team Sunday: "God's Work Our Hands" Mission Team Rally was held on September 14th. This was a great way to have a representative from each team to be available to touch base with the congregation on what the team does. This will become an annual event for teams to get their name out there. One comment, "It was great to see every team in the same room."

FLC Council Covenant: This is a Council Covenant designed for FLC and will be put in the Council Binders. We as the council voted on this on September 25th. This covenant was adapted from one that was used by our current Bishop of the NW Synod of WI. The covenant sets standards for how our members treat each other, how to address conflict in our congregation and calls for mutual understanding and cooperation as God's people.

As you can see, it has been a busy year with so much more to accomplish. Let's continue to keep FLC moving forward. If anyone has questions or would like more information, please feel to contact me. As President of the Council, I worked hard this year to continue the goals that were put into place three years ago, when I came first on Council. I hope you all have noticed that as a church we can make a difference! It takes teamwork to keep this church moving forward. And we have it here there is no doubt, FLC is a team!

It has been an honor and privilege to serve on Council here at Faith. I want to thank all of you who supported my journey and gave me great advice along the way. If I have learned one thing being on Council, Communication is the key to success! So, let's keep the communication going. I hope that all the teams communicate with the council and congregation moving forward. I will echo my thoughts from last year -- as we look forward to 2026, may the Lord guide us through difficult times and decisions that need to be made to keep FLC moving forward with success.

I would love to leave you in prayer...

Dear Heavenly Father,

As we bring this year to a close, Bless the hands and hearts of all who have contributed here at Faith Lutheran. Thank you for the ideas shared, the work accomplished, and the support offered along the way. May the connections we've built continue to strengthen us.

Father, please grant us wisdom and clarity for the decisions ahead, patience for the challenges we will meet, and joy in the opportunities that await us here at Faith Lutheran Church. Keep our hearts open, our hands ready to serve, and our spirits steady in hope.

May this coming year bring growth, peace, and renewed purpose to us all. In Jesus name, Amen

Many Blessings 😊 Diane Herron



FLC Council Covenant*

9/25/25

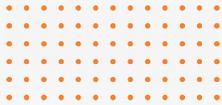
We, **the Council of Faith Lutheran Church**, as a group and individually, agree to uphold and abide by the following guidelines:

1. We acknowledge that we were selected to function as a spiritually discerning group, to make decisions on behalf of our congregation, to continue to build, by our example, a Spirit-led community of faith.
2. We acknowledge that God is present in all things.
3. We will commit to pray for each other.
4. We will commit to pray before making important decisions, asking "What is God's will for our church?"
5. We will come to meetings prepared.
6. We will practice active listening, without interrupting, to ideas with respect, tolerance and honest consideration.
7. We will trust one another to have the best interest of the church in our hearts and minds and not have any hidden agenda. We will be transparent about our positions, views and goals.
8. We recognize that God can be honored both through the lives of the people who worship in and work from the church and through the influence and effect our church has and can have in the world in which we live. We will strive to be examples of "God's work, our hands."
9. We accept the fact that disagreements do occur. We may disagree, but we will not be disagreeable toward each other.
10. When a conflict arises, we show willingness to bring about compromise.
11. We will accept decisions made by the Council and work together to implement those decisions. In public, we present ourselves as a team.
12. We affirm that all members of the council, as well as congregation, have a right to express their opinions about the life and ministry of the church.
13. The council encourages members to share their opinions directly with pastor or council member. If complaints are made through email, let the sender know you have received the message and invite them to meet with you.
14. Listen to the whole story. Be a good and careful listener. Be empathetic but remain neutral.
15. Ask for suggestions or ways they are willing to help solve the problem. Look for win/win solutions. Remember the purpose of the church is to participate in God's mission to redeem the world. Keep Jesus in the conversation.

16. When members of the congregation express an opinion, the council person shall ask “What would you like me to do with this information?” and offer to accompany them to meet with pastor or guide them to the appropriate committee member who can assist them.
17. If the member desires to have the information transmitted to the council, the member will be invited to bring the information to the next council meeting. Time and date of next meeting shall be given.
18. If the member does not wish to appear, the council member shall ask the member for permission to use their name. Opinion may be shared in writing, if signed. If permission is not given, the council member shall speak with the pastor for further discernment.

****This Council Covenant comes from St. John Lutheran Council, Bloomer WI (revised February 11, 2020). Bishop Martin Halom was serving as their pastor at the time.***

MISSION



“

*Loved by God,
Living for Others.*

”

MISSION TEAMS

- Communications Team
- Education & Family Ministry Team
- Facilities Management Team
 - Parsonage Committee
- Faith In Action Team
- Finance Team
- Green/Social Concerns Team
- Personnel Team
- Women of Faith Lutheran Team
- Worship & Music Team
 - Altar Team
- Youth Advisory Team

OTHER MINISTRY REPORTS

- Fresh Expressions
- Lenten Soup Supper



COMMUNICATIONS TEAM

Team Members: *Tom Loucks, Angie Loucks, Justin Polzin, Cheryl Zimmerman, Rich Tarter (council rep), Alicia Heinrich (interim chair), & Pastor Heather Brown.*

This year, the Communications Team focused on strengthening digital outreach, improving technical reliability, supporting ministry teams with creative tools, and enhancing internal communication systems.

Our work centered on helping Faith connect more clearly, consistently, and safely with members and the wider community—both in-person and online. Alicia Heinrich has stepped down as interim chair and Tom Loucks has accepted Chair position starting January 2026.

The Communications Team functions with three subcommittees: Audio/Visual, IT/Admin, and Marketing/Promotions.

IT & Administration

Office & Network Improvements

- Split Wi-Fi into two distinct networks: a secure staff network and a guest network, improving both security and reliability.
- Shared calendars for electronic access and door scheduling including paper copies put on each door, supporting clearer coordination and reduced confusion across teams.

Software & Systems

- Renewed Microsoft 365 with 10 free nonprofit licenses for staff.
- Applied for non-profit grant for Canva (graphic design software) for team and was granted free licenses.
- Updated the master volunteer directory for slides, sound, and livestream roles to maintain accurate scheduling and communication.

Digital Safety & Best Practices

- Addressed recent scam attempts through bulletin announcements and newsletters to help protect the congregation.
- Planned conversion of website contact email addresses into a secure contact form to reduce spam and improve message routing.

Subsplash Data Management Systems:

- Updated directory online
- Created recurring weekly services for online scheduling
- Created digital forms for new members, prayer, baptism, registrations for both GLOW, RISE, & FLY Programming.
- Trained staff in services, events, payments, attendance tracking, & group messaging.

COMMUNICATIONS

Continued...



Audio/Visual

Training & Documentation

- Jeff Johnson updated the AV checklist to better support volunteers and ensure consistency week to week.

Livestream Reach & Platforms

- Continued livestreaming worship services to multiple platforms including Facebook, YouTube, and Roku through Subsplash. Now on all TV Apps.

Audio / Visual Reliability

- Tested lower-resolution livestream settings to reduce disconnects and improve stream stability.
- Held discussions around replacing aging technology, including the router and iPad, and evaluating potential updates to the HELO system.

Marketing/Promotion

Digital Outreach & Visibility

- Maintained a strategic focus on directing online viewers to Faith's YouTube channel, but discussed moving to our Subsplash platform as the primary long-term home for worship services and recorded content.
- Puppet Ministry continued with syndication in multiple states. Viewership continues to grow.

Website/App

- Updates to the Youth

Engagement Initiatives

- Launched a Mission Team Social Media Challenge, the Youth Advisory Team won a pizza party. An Adult Engagement Challenge designed as a friendly Mission Team competition to encourage participation and connection with little participation.

Mission Team Resources

- Continued development of the Mission Team Binder as a shared administrative and communications resource.
- A marketing binder with past posters, newsletters was created.

Goals for 2026: Find more event photographers; website refresh, website additions: financial pages added for endowment, additional pages for each mission team and a resources page. Grow the sub-committees. Train more people on the app and communicate through messaging on our FLC Phone App. Need a Subsplash Volunteer scheduler.

EDUCATION & FAMILY MINISTRY TEAM

Team Members: *Justin (chair) & Jessica Polzin, Brianne Thompson, Pam Johnson, Ryann & Michelle Rhodes, Chivaun Rabbitt, and Alivia Schiferl*

2025 has been a year of growth, faith, and community for the Education & Family Ministries at Faith Lutheran Church. From our youngest SPARK students to our adult FLAME learners, we have witnessed remarkable engagement, spiritual development, and joyful fellowship. This report provides an overview of our programs, including GLOW (Pre-K–5th), RISE (6th–9th Confirmation & Middle School), TORCH (Mentorship), FLY (7th–12th Youth), and FLAME (Adult Education). It celebrates student accomplishments, highlights major events, and showcases how our church family has served together throughout the year.

The year began with a challenging January, as frigid temperatures forced the cancellation of some Sunday GLOW classes for safety. Despite this, students prepared for upcoming concerts, continued lesson plans and memory work, and confirmation students celebrated the Christmas season at Cheryl Ashbeck's home. Adult Education began a study of Max Lucado's Life Lessons from Revelation.

February brought the successful GLOW Café, where students served families, council members, and staff. Students also prepared for musical performances in March while engaging in offering projects for the Marshfield Area Pet Shelter (M.A.P.S.). Confirmation 8th graders attended a retreat at Auburndale School Forest, and 6th graders participated in an overnight retreat. Adult Education continued its study, focusing on perseverance and faith.

In March and April, students continued making progress on memory work and contributed ongoing support to M.A.P.S. Confirmation 8th graders prepared for May 4 Confirmation Sunday, while the Joyful Noise Choir performed for the Earth Day service on April 27. Classes were paused on Easter Sunday to allow families to celebrate together.

May marked the end-of-year wrap-up for GLOW and Confirmation students. Students completed memory work and offering projects, surpassing their goals for M.A.P.S., and celebrated the 8th graders' faith journey on Confirmation Sunday. The last day of GLOW classes coincided with Mother's Day on May 11, and new summer programs were announced, including Summer GLOW Nights and Vacation Bible School.



ED & FAMILY TEAM

Continued...

June highlighted continued service and celebration as GLOW students presented \$200 to M.A.P.S., confirmation families attended a wrap-up meeting, and the new teen group, RISE, launched for grades 6–9. Summer activities included the Summer GLOW Launch, Middle School Night, Vacation Bible School, and the Brat Fry fundraiser.

Summer programs continued in July with Summer GLOW Nights, RISE teen activities, and Vacation Bible School. Updates to both the confirmation and GLOW curriculum were underway to enhance engagement, while adult education focused on planning for the next season. August opened registration for the 2025–26 year and included a parent meeting welcoming Eric Ratsch as the new 7th-grade Confirmation teacher. New ministry branding was introduced across SPARK, GLOW, RISE, TORCH, FLY, and FLAME, reinforcing a faith journey from spark to flame. The month also included the Backpack Blessing, preparation for the TORCH mentorship kickoff, and continued FLAME Adult Education planning.

As the school year began in September, Summer GLOW concluded, and Sunday School launched with curriculum tied to worship. Preparations began to move the Christmas Program to a Saturday evening to better accommodate families. RISE classes resumed with a focus on the Sacraments and Apostles' Creed for 7th graders, and the TORCH mentorship program officially kicked off.

October brought an energetic start to GLOW Sunday School with 32 students and a 77% attendance rate. Students participated in Kids Day In, a neighborhood cleanup, and a guest speaker session on inclusive playgrounds. RISE classes continued their studies, and students designed a vehicle for Trunk or Treat. Christmas Program rehearsals began on October 19, while TORCH mentors and students prepared for the Dish with the Bish event on October 26.

In November, attendance remained strong, with Sunday classes averaging 85% and confirmation classes maintaining 100%. Students engaged in dual events with Kids Night Out and RISE Night Out, while RISE classes advanced in Apostles' Creed studies, fostering leadership, teamwork, and creativity.

December concluded the year with continued strong attendance—82% for Sunday classes and 100% for confirmation. GLOW students dedicated themselves to Christmas Program rehearsals for their program held on December 20, followed by a potluck celebration.

Confirmation classes continued Apostles' Creed studies with emphasis on teamwork and leadership, while TORCH mentors served during Sunday worship. Holiday service projects, including ornament decorating for shut-ins, encouraged students to share God's love in the community. FLAME Adult Education transitioned into Unit 2 of No Experience Necessary.

ED & FAMILY TEAM *Continued...*

Throughout 2025, the Education & Family Ministries experienced remarkable engagement and growth. Sunday School attendance averaged 82–85%, while confirmation maintained full participation. Students served M.A.P.S., participated in neighborhood cleanups, and assisted church shut-ins. TORCH mentorship expanded opportunities for middle school students to grow in faith, leadership, and service, while youth engagement flourished with Teen Night, RISE events, and Summer GLOW Nights. Adult Education provided meaningful fellowship and learning through studies of The Life of Esther and No Experience Necessary. New ministry branding and refreshed curriculum enhanced faith formation for all ages, and the GLOW Christmas Program showcased the talents, dedication, and faith of our students.

2025 has been a year of learning, growth, and joyful fellowship. Students, families, mentors, teachers, and adult learners alike have contributed to a vibrant, thriving ministry. Together, we have seen faith in action through service, creativity, learning, and worship. As we look ahead to 2026, we anticipate another year of nurturing lifelong faith journeys, from SPARK to FLAME. We extend our deepest thanks to everyone who made this year memorable, meaningful, and full of God’s love.

Financial Statement of Education Fund

DATE	DESCRIPTION	WITHDRAWAL	DEPOSIT	BALANCE
01/01/25	Beginning Balance			\$2,769.87
	Sunday School Offering Deposits		\$331.05	
	Donations		\$788.05	
	Fundraisers Deposit		\$2,739.64	
	Interest Deposits		\$0.64	
	Total Deposits		\$3,859.38	\$6,629.25
	Offering Checks	\$350.00		
	Teacher Gifts	\$60.00		
	Reimbursements	\$35.85		
	Fundraisers (Items Purch.)	\$2,222.76		
	Fun Events (Trunk or Treat)	\$112.60		
	Total Debits	\$2,781.21		
12/31/25	Ending Balance			\$3,848.04

FACILITIES MANAGEMENT TEAM

Team Members: *Paul Kapla, Jeff Tisdell, Justin Polzin, Linda Nelson Schreiber, Don Streiff (council rep), Judy Rhodes, John and Kathy Campbell, Pam Johnson (chair)*

Facility Team oversees the property of Faith Lutheran. They are mainly concerned with repairs, and trying to be proactive on projects.

- The main project this year was the razing of the Parsonage. It was voted on at a special 2025 Congregational meeting and it passed. A Subcommittee was formed to oversee the razing of the Parsonage. The subcommittee reported monthly to the Facility team as we went forward. (See Parsonage Razing Committee Report.)
- A new boiler was purchased for the church.
- The garage was cleaned up in May. The garage was used for a garage sale.
- The following renters of property: Lutheran Social Services in our building and Better Way Club in the Parsonage, are no longer using are facilities.
- The outside fan for the bathrooms in the newer addition was repaired this year and air circulation is much better.
- 5 kitchen and bathroom faucets in the building were replaced thanks to Terry Prust.
- The carpets in the Gathering area, hallways, Choir room, and classrooms were cleaned a couple times this year.
- Worked with a neighbor that was having issues with people using his driveway when we had events going on. We gave him orange cones and he was very appreciative.
- Pews were taken out of the Choir room and chairs were put in. The choir room was also divided into 2 sections so the quilters could use $\frac{1}{4}$ of the room to store rolling items that can't go up the stairs.
- Replaced outlets and lights so everything is updated inside and outside.
- A policy was written for lending church items. It was passed by Council that nothing can be lent out. Uses for Church sponsored events can take things off site.
- A new refrigerator was purchased for the Upper Room kitchen.
- A new hot water heater that supplies for most of the building was put in at the end of December. Being proactive, it was from 1995.
- Ryann Rhodes was hired as the Custodian starting in January 2026 after Justin Polzin took the Youth Director job. Don Streiff, a member of the Congregation volunteered to do the cleaning until a new custodian was hired. Thank you for all your hours of keeping us clean.

PARSONAGE RAZING COMMITTEE

(Sub-committee of Facilities Team)

Team Members: Mike Behiling, Kent Mueller, Renee Stafford, Rich Tarter, Jeff Tisdell, Marty Yohn

The parsonage razing committee was formed early in 2025 and met several times over the course of year to plan, organize, and complete the project.

Bids were secured to raze the building; bid was given to Bach Construction

- October - Brick from around the parking lot was removed
- October - Building was cleaned of all contents
- October - Asbestos was removed from the parsonage
- October - Habitat for Humanity removed and recycled several items for their use
- October - The utilities were disconnected
- November - The underground fuel oil tank was removed

Soil contamination was discovered and removed

- DNR was contacted
- Soil re-testing was completed, and came back with no further removal necessary
- November - Bach Construction began excavating and was completed in 3 days
- Debris was cleared and the area was leveled and reseeded
- Remaining work to be done
 - Replace brick around parking lot
 - Repair to some areas of the parking lot

Future plans for the site are undecided; the area will remain empty for one year to allow the ground to settle. Sometime in 2027 a committee will be formed to discuss ideas and suggestions for the area. A suggestion box will be put out so that members can share their ideas and thoughts and will be reviewed by the committee.

If you have any question on the process of the parsonage razing, please reach out to any of the committee members.

Submitted by,
Jeff Tisdell

PARSONAGE FINANCIAL REPORT

(Sub-committee of Facilities Team)

Parsonage Final Report:

See below for the final costs for the parsonage razing. This includes donations given from members and also ½ of the Christmas giving:

Parsonage removal cost recap

Item		
Bid - Bach	21,715.00	
Adjustment	(114.00)	
Additional costs:		
Gas service removal	(23.70)	
Disconnect water/sewer	478.00	
Fuel tank:		
Dispose of water in tank	180.00	
REI - site evaluation - contamination	2,696.00	
Extra excavation - contamination	135.00	
Load out contaminated soil	290.00	
Landfill disposal fee	700.80	
Haul soil to landfill	287.50	
Total - Bach	26,344.60	26,344.60
Asbestos - testing		2,355.00
Asbestos - removal		4,950.00
Sale of scrap metal	Copper	(797.33)
Sale of basement cabinets		(25.00)
Sale of scrap metal	wire	(18.00)
Sale of scrap metal	misc metal	(96.98)
Total costs		32,712.29
<u>Less:</u>		
Donations from members	1,570.00	
1/2 of Christmas donations	2,398.70	(3,968.70)
Total		28,743.59
Total approved including contingency		30,000.00
Under budget		(1,256.41)

FAITH IN ACTION

Team Members: *Ryann & Michelle Rhodes (secretary), Brianne Thompson, John & Kathy Campbell, Amber Corcoran, Treva Tisdell (chair), Alayna Ratsch, Justin Polzin, Pam Johnson?*

Our purpose is to bridge the barriers between our community and church, as well as strengthen and build our congregation's relationships and faith through outreach events and activities. We plan and hold various social activities throughout the year that promote community, fellowship, and closer personal ties in our congregation. All members of the congregation and anyone interested in helping the team pursue various activities are welcomed to plan and participate in Faith in Action functions. Those currently in the group have a diversity of talents and use them to provide leadership towards our purpose. All Faith in Action members contribute to the Annual Report and/or provide communication to the council and congregation as needed after activities and meetings.

Team Highlights:

- In February, our team sent out letters and pictures colored by the GLOW students to the shut-ins of our congregation. In March we sent letters to those who had not attended church in a while, letting them know they much were missed, and that we hoped to see them again soon.
- With the Holiday's over with and in the midst of the cold months, our Team thought we would try a Game Night in February for members and families of our congregation. Even though it was not well attended, those that came had a fun evening.
- In April we held our Fourth Annual Easter Egg Hunt. Children and youth from Faith as well as kids from the neighborhood attended. We provided games and snacks for the kids as well as the egg hunt. We had close to 200 parents, grandparents and kids who attended.
- In June, we again participated in the Marshfield Dairyfest Parade for a third year. Several members of Faith (adults and kids) gathered to help decorate the float and participated in the parade by either walking and handing out candy or riding on the float.

FAITH IN ACTION TEAM

Continued...

Team Highlights Continued...

- Thirty congregational members attended a Wisconsin Rapids Rafters baseball game in June. Something our Team will probably organize again.
- An outdoor movie (which was moved indoors due to the warm weather) was organized in August.
- A Congregational Bonfire Event at Auburndale School Forest was held once again in September. Food and beverages were provided as well as music from Jeff Johnson.
- In October we held our 4th annual Trunk or Treat Event, and we were once again blessed with good weather. We estimated that 200 adults and kids attended. This year our confirmation students organized all the games. Ten families/individuals participated in the Trunk or Treat part of our event, handing out candy to kids. The Marshfield Fire Department event joined us this year. We served hot chocolate, apple cider, water, cookies and popcorn. There was no fee to attend this event and all refreshments were free. Many comments that we heard from community members were about how much they enjoyed our event.
- In December, several adults and kids gathered to share their joy of song through Christmas Caroling. They visited a couple of nursing homes and several members homes.
- Also, in December we signed up to volunteer for a night at the Rotary Winter Wonderland. Even though the weather was very cold, several congregational members braved the weather to join our team and help out.

Our team wishes to thank the congregation for their support; donating when things were needed; and helping us to secure Thrivent Funds. It would have been very difficult to provide or do the things we did if it were not for all of you.

Our team would welcome any new thoughts, suggestions, and new members.

Prepared by,
Treva Tisdell, Chairperson
Michelle Rhodes, Secretary



FAITH LUTHERAN WOMEN

Team Members: *All Faith Lutheran Church Women*

Faith Lutheran Church Women are a part of the larger organization, Women of the ELCA or W/ELCA. According to the organization of the W/ELCA, the women of each congregation are considered a unit. Units are organized by area into conferences. The conferences are then grouped into synods, which are under the leadership of the Churchwide Women located in Chicago.

FLC women are in the Chequamegon Conference of the Northwest Synod of Wisconsin. Our women have long been involved at the conference level, attending events and serving on the Chequamegon board. In the past, there were also some that served on the synod board.

The Conference holds a Spring Rally and a Fall Retreat each year. The Spring Rally was held at Trinity Lutheran in Loyal with the theme of "Singing in the Rain". Destiny Jackson, speaker and author of Christian books, was our speaker. The Fall Retreat was held at Our Saviors Church at Medford with the theme, "Fall for Jesus-He never leaves you". Lunch is always included and these events are a wonderful way to grow our faith and meet new people.

The Faith Lutheran Women have several recurring activities. The Thankoffering Service is usually held in February and the money from donations is sent to W/ELCA Churchwide to help support their many programs. The ice cream social is held in June, we hosted a soup supper during Lent, helped with the garage sale, and purchased and organized gift bags for the homebound. We also served lunches for the following funerals: Lorraine Rogers, Nola Lee, James Legge, Erv Somerville, Dennis Frome, and Deborah Goebel.

We hold three planning meetings per year to discuss and plan any upcoming events. Any woman is welcome to attend and share their ideas. There are currently three women's Bible study groups that meet monthly. Consider joining one of those groups for Bible study, fun, and fellowship.

We welcomed our new treasurer, Arlene Norberg. Many thanks to our previous treasurer, Julaine Varsho, who served for many years. We are also looking for a new coordinator as I will be retiring from that position after many years.

Thank you to all who have shared their time and talents.

Respectfully submitted by,
Karen Bohm, Chair



FAITH LUTHERAN WOMEN

Financial Report

Faith Lutheran Church Women – Treasurer's Report 2025

Checking Account	Balance 12/31/2024	\$1,366.77
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Receipts

Circle Offering	\$ 336.90	
Hunger	205.65	
Thankoffering	1,773.00	
Soup Supper	190.00	
Ice Cream Social	150.00	
Funerals	1,784.00	
YTD Interest	<u>.24</u>	
Total Receipts	\$4,439.79	Sub Total \$5,806.56

Disbursements

Piece Corps	\$ 100.00	
Gather Magazine Subscription	39.90	
Funeral Expense-L.Behling	15.96	
WELCA Synod Unit Offering	50.00	
WELCA Thankoffering	1,773.00	
WELCA-SWO Convention Expense	30.00	
Soup Supper Food-J.Rhodes	53.00	
Pizza for Women's Meeting-J.Varsho	25.51	
MACCI 3 Staff Christmas gifts	150.00	
Postage/Envelopes No Bake Sale	<u>223.45</u>	
Total Disbursements	\$2,460.82	
Checking Account Balance	12/31/2025	\$3,345.74

Our No Bake-Bake Sale contributed \$2,610 to the Capital Campaign.

Respectfully submitted, Arlene Norberg, Treasurer

FINANCE TEAM

Team Members: *Alicia Heinrich (interim chair), Kent Mueller, Cindy Prust, Sheveney Verhulst, Jeff Tisdell (council rep), Dan Akin, Pam Johnson, Pastor Heather Brown*

The Finance Team continued to provide steady oversight, transparency, and faithful stewardship of Faith Lutheran Church's financial resources throughout 2025. Guided by a commitment to accountability and mission-focused budgeting, the team worked closely with staff, ministry leaders, and Council to ensure that financial practices supported the life and ministry of the congregation. This team is comprised of treasurers from multiple other fund accounts and lay members.

Financial Oversight & Accountability

Throughout the year, the Finance Team regularly reviewed income and expenses, monitored designated and restricted funds, and provided clear reporting to Council. Special care was taken to ensure that expenditures aligned with the approved deficit budget and kept the congregation informed of where we were at as a church with multiple temple talks, bulletin announcements, quarterly statements and a financial letter that went out to the entire congregation. End-of-year financial processes were strengthened through consistent communication with account treasurers and council.

Accomplishments this past year:

- All other fund accounts moved to Forward Bank in interest earning accounts
- Per request of council helped with supplying bank statements from all accounts monthly to help with oversight.
- Capital Improvement Fund Policy was created and Council approved.
- Decision to only send out paper statements biannually to save on postage. Digital statements to send quarterly. Members can access their statement anytime online if they have an account.
- A money counting procedure document was created by Tisdells, approved by Finance team.
- Recommended to council to increase our insurance reserves.
- Thrivent Temple talks and communication among mission teams to increase Choice Dollars and more Action Team Cards to supplement ministry programming.
- Helped orchestrate the forming of the Audit Committee with responsibilities and checklist.
- Pam Johnson has decided to retire the Financial Secretary position and Sheveney Verhulst has accepted the role of Financial Secretary starting Jan, 2026. Thank you Pam for your 12 years of service. :)
- Digital Giving cards were created and put in pew for online givers.
- Came up with solutions for a balanced budget recommendation for Council
- Proposed a Strategic Growth Committee for 2026-2027 to look at the overall giving trends, building needs and staffing projections within the next five years.

*Respectfully submitted,
Alicia Heinrich, Interim Chair*

GREEN & SOCIAL CONCERNS TEAM

Team Members: *Jen and Dave Smith, Susan Trembl, Joyce Cesar, Renee Stafford (council rep), Judy Rhodes, Nancy Young, Arlene Norberg, Kathy and John Campbell (chairs), Pastor Heather Brown*

He hath showed thee, O man what is good; and what doth the Lord require of thee but to do justice and to have mercy, and to walk humbly with thy God. Micah 6:8

We have shared Team responsibilities and have benefited from the talents of each member and from the enthusiastic help of Pastor Heather, Alicia Heinrich, Cheryl Zimmerman, and the congregation who practice Green by refusing, reducing, reusing, recycling and repurposing and who support our social concerns by giving of themselves to help others.

Some of our activities this year have included:

- Information on message boards and slides on ways to reduce, recycle, reuse, and repurpose goods.
- Helping to maintain the landscaping around the church and parsonage
- Recycling of plastics, eyeglasses, and card fronts.
- Participation in National Day of Service on Martin Luther King Day by providing needed supplies for Soup or Socks.
- Collection of goods for the homeless, Hanna, and Orenda Centers
- Partnered with Pastor Heather, Brianna, Justin, and GLOW as we participated in the Earth Day service.
- Made fresh produce donations directly to the Orenda and Hannah Centers and to Soup or Socks.
- Sponsored a Bounty Table for members of the congregation during the summer months.
- Supported Marshfield PFLAG and its activities in Central Wisconsin and participated in the PRIDE event at Wenzel Plaza.
- Collaborated with Pastor Heather and were a part of the Celebration of Indigenous Peoples Service
- We researched and wrote a land acknowledgement statement for FLC:

FAITH LUTHERAN CHURCH LAND ACKNOWLEDGMENT:

We gather on the ancestral lands of the Anishinaabe, Ho-Chunk, Menominee, and Stockbridge-Munsee peoples. Central Wisconsin remains home to Indigenous persons—resilient friends and neighbors—who continue to work, worship, and create better futures for all. As a community rooted in faith and stewardship, we commit to listening, learning, and caring for these sacred lands and waters - in the spirit of healing and hope.

GREEN & SOCIAL CONCERNS TEAM

Continued...

- We led an effort to recognize the National Day of Remembrance for U.S. Indian Boarding Schools on the last Sunday of September.
- Provided a Blessing of the Animals service for pets in person and represented by photographs.
- Sold Fair Trade products.
- Provided gift cards for the less fortunate through Operation Christmas Tree.
- Collected and delivered needed clothing, games, sports equipment, and art supplies for Homme Home.
- Volunteered at Soup or Socks.
- Provided a Soup Supper during Lent.
- With First Presbyterian and Good Shepherd facilitated and promoted the showing of Plastic People
- Presented materials to Council regarding exploration of RIC (Reconciled in Christ) program to become a partner.

Respectfully submitted,
Green/Social Concerns Team

PIECE CORPS RESULTS

Lutheran World Relief

List of Churches Dropped off at Faith Lutheran Church, Marshfield--truck to Wisconsin Rapids

<u>October 25, 2025</u>	<u>Quilts</u>		<u>Baby Care Kits</u>		<u>School Kits</u>		<u>Personal Care Kits</u>		<u>Fabric Kits</u>	
	Boxes	#	Boxes	#	Boxes	#	Boxes	#	Boxes	#
Faith Lutheran Church, Mfld	159	801	29	172					3	35
Christ Lutheran Church, Mfld										
Hope Lutheran Church, Edgar			5	25	26	200	19	138		
Trinity Lutheran Church, Spencer	5	24	2	8	6	59	6	50		
Our Saviors Lutheran, Greenwood	20	124								
Calvary Lutheran Church, Neillsville	16	112					2	12		
Trinity Lutheran Church, Loyal	13	109	17	68	10	71	7	58		
Estimated Total Sent to LWR	213	1200	53	273	42	330	36	288	3	35
2025 Cost to Ship per LWR:	<i>per quilt</i>	\$2.80	<i>per kit</i>	\$3.10	<i>per kit</i>	\$2.85	<i>per kit</i>	\$1.50	<i>per kit</i>	\$1.80
		\$3,360		\$846		\$941		\$432		\$63
							<i>(no longer incl toothpaste)</i>			\$5,642

PERSONNEL TEAM

Team Members: *Brenda Fellenz (chair), Paul Kapla, Diane Herron (council rep), Cheryl Ashbeck, Theresa Hanson, Pastor Heather Brown*

The Personnel Mission Team provides guidance to the Senior Pastor and Church Council on personnel issues related to Faith Lutheran Church Paid Staff.

This past year the team provided guidance with annual reviews, salary recommendations, and other staff issues as they arose throughout the year.

Staff/Contractor Changes in 2025:

- Kathy Biederwolf accepted the interim role of Adult Choir Director position for 2025–26. Thank you Kathy for continuing to share your musical talents in this role. We have all enjoyed listening to our choir this past year.
- Kim Vrana resigned from the Youth Director position. Thank you Kim for your dedication to our Youth Ministry and helping our youth to develop their faith for over 12 years.
- Justin Polzin accepted the Youth Director position and resigned from the custodian position. Thank you, Justin, for your work as a custodian and we look forward to helping you in your new role of Youth Director.
- Ryann Rhodes accepted the position of Custodian for Faith Lutheran Church effective January 2026. Thank you, Ryann, for taking on this role to keep our church and grounds neat and tidy.
- Pam Johnson resigned from the role of Financial Secretary after many years of fulfilling this role. We are grateful for all you have done to keep our giving and income records updated and recorded.
- Sheveney Verhulst has accepted the role of Financial Secretary effective January 2026. Thank you Sheveney for taking on this role for our church.

The Personnel Team was directed by the council to update the personnel policies which were created in the early 2000's. The policies were updated and sent to council for approval. This update took place over 2024 and 2025.

Our team contributed to the Capitol Drive fund through a brat fry at Festival Foods. The team was able to generate \$1100+ in the one day sale. More importantly we had hundreds of encounters with members of our community to share the mission of Faith Lutheran Church.

Goals 2026: Host a brat sale at Festival Foods and recruit for the Assistant Office Manager and Adult Choir Director position.

Blessings
Brenda Fellenz



WORSHIP & MUSIC TEAM

Team Members: *Linda Nelson-Schreiber (chair); Bonnie Brix (council rep); Sally Rakovec (council rep); Sue Vick; Kathy Biederwolf; Cheryl Zimmerman; Pastor Heather Brown*

The Worship & Music team works closely with Pastor Heather to interpret and enrich all aspects of the worship services. Faith Lutheran provides both traditional and contemporary services at 9:00 on Sunday morning. Kathy Biederwolf or Jean Able accompany hymns for traditional Sundays on the piano or the organ.

On the 1st Sunday of the month, Now the Feast and Celebration by Marty Haugen is led by Kathy Biederwolf on the piano and Nancy Young on the guitar. Faith Choir, directed by Kathy Biederwolf, sings the 2nd &/or 4th Sundays of the month from September through May, including a Christmas program and a Spring program.

Faith Fire Praise Band, directed by Linda Nelson-Schreiber, plays the 3rd Sunday of the month from January through December.

Lenten services were held on Wednesdays at 5:15 with a soup supper following the service. A 5:15 Good Friday service was also held at FLC. Two traditional services were held on Easter (8:00 & 10:00) and two on Christmas Eve - Contemporary at 3:00 and traditional at 5:30.

The choir room was rearranged during the summer. The filing cabinets, which hold music for Faith choir and Faith Fire Praise Band, were moved out from the wall to provide a designated quilters' area for fabric and equipment storage. The choir pews were removed and chairs provided for more efficient use for choir practice.

Items were donated by church members in September for GWOH for 2 domestic abuse centers in Marshfield, Shirley's House of Hope and the Orenda Center.

Worship and Music also sponsored a Culver's night November 3 and raised over \$400 for the Capital Campaign.

YOUTH ADVISORY TEAM

Team Members: *Justin (chair) & Jessica Polzin, Brianne Thompson, Pam Johnson, Michelle Rhodes, Brian & Nicole Quarne, Mark & Kelly Cournoyer, Tayllor Thompson, Chivaun Rabbitt, Alivia Schiferl, Angie Loucks, Jeff Tisdell*

A Year of Transition, Growth, and Faith

2025 was a year of transition, growth, and reflection for our youth ministry program at Faith Lutheran Church. On September 30, we said farewell to Kim Vrana, honoring his many years of faithful service at a celebration on September 21. On October 13, I began serving as Youth Director, continuing to nurture faith, fellowship, and service among our young people.

Fundraising Highlights

FLY's programs and mission trips are supported through dedicated fundraising efforts. In 2025, we continued beloved traditions while engaging the congregation in meaningful ways:

- Palms and Pancakes – On April 13, our spring fundraising breakfast returned, featuring pancakes, eggs, sausages, and fellowship to support Mission Trip 2025 to New York City.
- Spring Flower Sale – Held on May 11 and 18, our annual plant sale provided beautiful hanging baskets, geraniums, and more, supporting youth programming.
- Ash Wednesday Soup Supper – Despite weather impacts, youth pivoted to offering Turkey Wild Rice Soup and Ungrilled Cheese Sandwiches to Go the following Sunday.
- Little Free Pantry (LFP) – Ongoing outreach providing food and necessities to neighbors in need.
- Aluminum Can Collection – Youth collected aluminum cans to support Mission Trip 2025.
- Dough for Dough Cookie Fundraiser – In December, youth prepared batches of cookie dough to support FLY activities and mission work.

Mission Trip 2025 – New York City

Seventeen youth and adult leaders departed on July 18 for Manhattan, New York City, traveling via Amtrak and using mass transit and walking to reach service sites.

Theme: All Aboard... Living out Love, Service, and Grace

Focus: Practicing the Ignation Prayer of Examen (The Daily Replay)

Youth reflected each evening on the day's experiences, serving together as a FLY family.

YOUTH ADVISORY TEAM

Continued...

Service Sites and Impact

- Advent Lutheran (Host Site), Trinity Lower East Side, and Trinity Place Shelter – Feeding hundreds of neighbors, providing safe spaces for LGBTQ+ youth experiencing homelessness, and offering Christ-like welcome.
- Pastor Fabian in Queens – Delivering fresh produce to over 600 people living in a food desert.
- Other Sites – Brooklyn Book Bodega, Materials for the Arts, Witness for Mass Incarceration Suitcase Project, and Trinity Lutheran Lower East Side meal service.

Youth also explored New York City, walking 50 miles collectively, attending a Broadway show (The Outsiders), and visiting sites such as the 9/11 Memorial, Central Park, Metropolitan Museum of Art, Intrepid Museum, and the High Line.

Milestones & Recognition

- **Baccalaureate Service** – On May 18, we celebrated seven graduating seniors: Aidan Hadlock, Bryce Grimm, Carter Drexler, Sydney Quarne, Maya Cournoyer, Eau Sautebin, and Ellee Thompson, each receiving a quilt made by the Piece Corps.
- **Blessing of Young Drivers** – Hannah, Trevin, and Mallory were blessed and received a “Jesus Key” to remind them of God’s guidance behind the wheel.

Youth Activities & Fellowship

- Holiday Gathering – On December 29, youth from 7th grade through FLY college alumni came together for fun, fellowship, and games, including FLY Bingo, Christmas Trivia, sock exchange, and the giant Saran-Wrapped Ball of Prizes.
- FLY on Sunday Morning – High School FLY met twice monthly for faith reflection and Bible study (Faith in an Anxious World), revisiting Ignatian Spirituality through The Daily Replay.
- Winter Outing – In February, youth and adult leaders participated in “Get Your Axe Together With FLY” at The Grey Dog Axe Throwing, followed by a taco bar supper.
- Great FLY Christmas Cookie Bake-Off – A fun holiday twist with alumni participation and shared family recipes.
- Youth Night – In December, youth enjoyed ping pong, challenge games, and conversations, planning service and fellowship activities.

Outreach & Service

- Little Free Pantry (LFP) – Continues to support neighbors experiencing food insecurity, with youth and congregation members donating non-perishable foods, hygiene products, and paper goods.
- Service Leadership – Youth are increasingly taking on roles in Sunday services and planning projects through the new Youth Advisory Team.

YOUTH ADVISORY TEAM

Continued...

Program Developments in Fall 2025

- Youth Advisory and Adult Leader Teams – Formed in November to guide planning for missions, fundraisers, events, and outreach efforts.
- Inclusion of Confirmation Students – 7th graders joined FLY on the first Sunday of each month, building mentorship and fellowship with older youth.
- Mission Trip Planning for Summer 2026 – Initial meetings began in November with fundraising and goal-setting underway.
- Regular FLY Gatherings – Held on the 1st and 3rd Sundays from 10–11 AM for faith exploration, connection, and service preparation.

Reflections on Ministry and Leadership

October 2025 marked a transition. Kim Vrana reflected on beginnings and endings, reminding us that endings in God's story are never truly final—they are always the beginning of something new. His faithful leadership shaped countless youth, families, and adult leaders, leaving a legacy of faith, service, and love that continues to guide FLY today.

Connection with Graduates

FLY maintains connections with graduates through care packages, holiday events, and invitations to return for special gatherings, ensuring they know Faith Lutheran remains a spiritual home.

Gratitude and Vision

FLY exists to assist parents in fulfilling the baptismal promises made for their children, partnering with families to nurture faith development. I am deeply thankful for Pastor Heather, our staff, the congregation, and our incredible adult leaders who serve alongside me. Your dedication makes youth ministry vibrant and meaningful. May God continue to bless and strengthen youth ministry at Faith Lutheran Church.



YOUTH ADVISORY TEAM *Continued...*

Financial Statement of Youth Fund

DATE	DESCRIPTION	WITHDRAWAL	DEPOSIT	BALANCE
01/01/25	Beginning Balance			\$23,124.64
	Mission Trip 2025 – Participants		\$1,280.00	
	Mission Trip 2025 - Donations		\$3,610.00	
	Interest Deposits		\$5.36	
	Fundraiser Deposits		\$3,059.45	
	Can Donations – After Sept. 1st		\$26.40	
	Donations		\$600.00	
	Correction – Prior to 10/01/25		\$0.30	
	Total Deposits		\$8,581.51	\$31,706.15
	Mission Trip – 2025	\$23,229.96		
	Operation Cost	\$1,331.23		
	Mission Trip – 2026	\$299.00		
	Total Debits	\$24,860.19		
12/31/25	Ending Balance			\$6,845.96

LENTEN SOUP SUPPER

Submitted by 2025 Soup Supper Coordinators, Treva, Jeff Tisdell and Cathy Seevers

2025's Soup Supper had a mix of stormy wintry and beautiful weather.

Numbers served:

- Week 1 was canceled due to a snow storm. Faith Lutheran Youth sold containers of soup and sandwiches the following Sunday;
 - Week 2-70
 - Week 3-27(winter storm);
 - Week 4-76
 - Week 5-50
 - Week 6-69
-
- In 6 weeks, 46 gallons of soup were made.
 - A total of \$2,332 was raised with each team/group designating where they wanted funds to go.
 - A Thrivent Grant which was used to purchase the items used by all groups(bread, crackers, milk, condiments etc.); and a special thanks to Mark Cournoyer for donating the cheese that each group used.
 - Leftover soup and sandwiches were given to the Better Way Clubhouse and Marshfield Area Respite Center.

Thank you to all the groups that signed up to host and serve a Soup Supper, it was a privilege to work with you.

FRESH EXPRESSIONS

Team Members: *Dave & Diane Herron; Dave Iversen & Pastor Heather; Justin & Jessica Polzin; and Ryann & Michelle Rhodes.*

During the summer, Faith Lutheran launched Branching Out, a Fresh Expressions–inspired initiative designed to create new spaces for connection, renewal, and faith beyond the church building. Organized and led by members of the Fresh Expressions team, this series of free outdoor gatherings invited the wider community into relaxed, relational experiences centered on food, nature, music, and meaningful conversation.

Held at local parks and outdoor spaces, Branching Out gatherings included shared meals, live music, guided nature experiences, and table discussions focused on faith and life. Events took place at locations such as Hamus Nature Preserve and Wildwood Pavilion, offering accessible, welcoming environments for all ages. Highlights included communal meals, guitar–led sing-alongs, a guided nature walk exploring God’s creation, and a concluding walk to Faith Lutheran’s 70th Anniversary Tree.

Branching Out served as both an outreach effort and a learning experience, helping Faith Lutheran explore new ways of being church, deepen relationships, and engage the community through Fresh Expressions–style ministry.

Faith+Lead team came and created a video of us, that you may find on our Youtube Channel.



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).

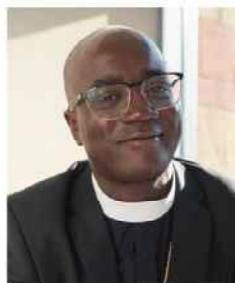
I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization 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,



A handwritten signature in black ink, appearing to read 'Yehiel Curry'.

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

COMPARATIVE REPORT

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
Baptized Members	582	550	563	562	508	511	512
Confirmed Members	503	498	482	481	471	472	473
Service & Attendance Data	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
Total Number of Sunday Services - LIVE	58	50	45	53	54	53	52
Total Number of Sunday Services - ONLINE			51	49	48	52	51
Average Attendance per Sunday Service	147	138	68	100	105	109	110
Average Viewers per Online Sunday Service			83	76	62	50	50
Number of Lenten Services - LIVE	8	4	6	8	7	8	6
Number of Lenten Services - ONLINE				8	7	7	6
Average Attendance of Lenten Services - LIVE	88	134	42	51	45	80	62
Average Attendance of Lenten Services - ONLINE				56	36	37	42
Number of Easter Services - LIVE	2	online	1	2	2	2	2
Number of Easter Services - ONLINE		1	1	1	1	2	2
Average Attendance of Easter Services - LIVE	210		98	101	145	126	127
Average Attendance of Easter Services - ONLINE		295	117	102	90	25	33
Number of Thanksgiving Services - LIVE	0	online	none	1	1	1	1
Number of Thanksgiving Services - ONLINE		1	none	none	1	1	1
Average Attendance of Thanksgiving Services - LIVE	0	0	none	47	47	80	35
Average Attendance of Thanksgiving Services - ONLINE		102	none	none	52	53	44
Number of Christmas Services - LIVE	3	1	2	3	2	2	2
Number of Christmas Services - ONLINE			1		2	2	2
Average Attendance of Christmas Services - LIVE						178	167
2:30/3:00	232	235	99	189	188	238	186
5:00/5:30	245	none	98	123	169	118	148
7:00	80	none	dna	none	none	none	none
9AM Christmas Day				47	none	none	none
Average Attendance of Christmas Services - ONLINE		235	172	127	102	51	60
Total Year Attendance	9772	8085	7608	10267	8628	10642	9123
Total Year Attendance - LIVE			3561	5982	5662	6891	6432
Total Year Attendance - ONLINE Viewers			4047	4285	2966	3751	2691

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.



Evangelical
Lutheran Church
in America

Sign up to hear more stories of impact from the ELCA churchwide organization at [ELCA.org/subscribe](https://www.elca.org/subscribe).

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



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