

The Messenger

January 2025 St. Mark's Lutheran Church

Neenah. Wisconsin



Dear Children of God gathered as St. Mark's, Grace and Peace to You,

As we stand at the threshold of the New Year 2025, I find myself drawn to a prayer from our Lutheran Worship Book that has been source of strength and comfort for many of us:



"O God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us."

This prayer speaks deeply to me, especially as I face the uncertainties of 2025. My heart is still heavy with concern for my brother, Odeh, whose health remains a challenge. I know that many of you are also stepping into this year carrying burdens of your own—grieving the loss of loved ones, coping with deteriorating health, or navigating difficult situations in your lives.

Yet, in the midst of these challenges, this prayer reminds us of a profound truth: we are not alone. Whatever paths lie ahead—whether they are smooth or fraught with difficulty—God is with us. God's hand is leading us, and God's love is supporting us.

I am also inspired by the words of Dietrich Bonhoeffer, a Lutheran pastor and theologian whose unwavering faith continues to encourage the Church today. On December 31, 1944, during the final New Year's Eve of his life, Bonhoeffer wrote this message to his friends from his Nazi prison cell:

> "By gracious powers so wonderfully sheltered, and confidently waiting come what may. we know that God is with us night and morning, and never fails to greet us each new day."

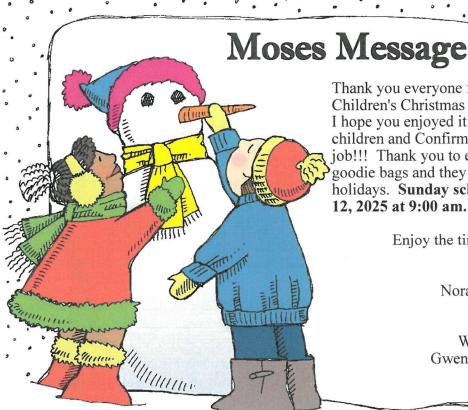
This message, smuggled out of prison, has become one of Bonhoeffer's most cherished works and is now part of our hymnal book. Just a few months later, on April 9, 1945, Bonhoeffer was executed by the Nazis, only weeks before the end of World War II. His words, written in the face of great suffering and uncertainty, are a testament to a faith that trusts in God's unwavering presence.

As we begin this new year, let us remember that we do not walk this journey in fear or despair. Like Bonhoeffer, we walk it in faith, trusting that the God who has been faithful in the past will continue to be faithful in the days to

No matter what joys or sorrows, triumphs or trials, await us this year, we are held securely in God's loving arms. Let us begin 2025 with confidence in this promise: "The Lord will keep your going out and your coming in from this time on and forevermore" (Psalm 121:8).

May the peace of Christ, which surpasses all understanding, guard your hearts and minds as we step forward together into this new year.

With faith, hope, and love, Rev. Dr. Niveen Ibrahim Sarras, Ph.D



Thank you everyone for attending the Children's Christmas program on December 15th. I hope you enjoyed it!! Thank you to the Sunday School children and Confirmation students for doing such a great job!!! Thank you to everyone who contributed to fill the goodie bags and they were full!! Hope everyone enjoyed the holidays. Sunday school will not meet again until January 12, 2025 at 9:00 am.

Enjoy the time off! See everyone in 2025!

BIRTHDAY Norah Bunnell January 17 Happy Birthday!!

With God's Blessings, Gwen Hoehne, Superintendent



Remember, on the first and third Sundays of each month, we offer an opportunity for healing prayers after communion. If you want a special prayer for any illness or condition you are currently experiencing, go to the church Lounge after taking communion and receive a special healing prayer from Jane Franz, a student of Healing Touch.



Thank you, thank you! Our numbers have been up for a while now, and when we asked for cereal, you came through big time. We have plenty of cereal for the moment, but it goes pretty fast. When we have 18 or 20 families getting supplies every week and most want cereal, it just disappears very quickly. Our numbers have been high for several months, and I would expect them to stay high for a while since everything is so expensive these days. In November we had 75 families shopping to feed 214 family members. In December, had 94 families using our Food Pantry (and that was a month

when we were closed for the holidays)! We thank you for your continued generosity. We could definitely use Hamburger Helper, canned pasta meals and Spam. Thank you.—*Karen Jordan*

God in church or nature? Yes.

Church isn't designed to be an alternative to the real world. Worship is a time and space apart from the world in order for us to find our way out into the world. Worship isn't a man-made place distinct from the beauty of the natural world; at its best, church is a place where we realize God's glory in the world we find ourselves in. ... Do I find God in a church? or out in nature? Yes. ... In church I hope to sharpen my senses so I can discover the house of God everywhere.

—James C. Howell, Everywhere Is Jerusalem



Notice Anything New Around St. Mark's?

For the last nine months, a temporary ministry team, including Laurie Olson, Dawn Jones, Tom & Jane Frantz, Pennie Linna, Jean Memken, and Pastor Niveen, worked on a communication audit of our building. One of the team's goals was to update and improve signage inside our church building, by evaluating the signs through the eyes of a visitor or new member. We were blessed with a community angel, Karen Eike of WG Sign, Inc., who donated not only her business services, but the new signage as well. Here's a picture of Karen, along with some of her design work that now can be found around St. Mark's. Thank you Karen, for this generous donation! The new signage should help everyone navigate through our building with ease!



Our benefactor, Karen Eike of WH Sign, Inc.

Each room now has a sign denoting its use.





This signage on the bulletin board in the middle of the hallway should help everyone know which way to turn.

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A beautiful and very professional looking sign on our front door!





As always, this year's Basket Raffle was a lot of fun and a great success, with \$1,520 raised for the Bible Camper Fund and for ELCA Good Gifts. Here's a few shots of volunteers who helped raffle off the baskets (see left) and one of the lucky winners (see right)!





Attention Church Leaders—
Your 2025 Ministry Annual
Reports were due in the church
office on January 1st. Please
get these documents to the
church office as soon as
possible!!!



Thank you, Jane and Tom Frantz, for your work on the new Church Membership Directory. Job well done! Each member household is eligible to receive a copy of the directory, whether you had your picture taken or not (this directory is a resource for all). If you have not received a copy of the new directory, please stop in the church office or ask on a Sunday morning for a copy.

Pictured right: Tom and Jane Frantz, photographers, copy editors, designers, and production professionals extraordinaire!



Thank You from Donna Joachim

Community Christmas Dinner

Thank You to everyone that donated Blankets, Socks, Cookies, Pies, the many volunteers that helped the day of the event at St. Paul's and the drivers that delivered 42 meals. There were 400 meals served between the meal at St. Paul's and the Home Deliveries.

What a wonderful way of doing "God's Work Our Hands!"

God Bless,

Donna

Basket Raffle

Thank You to everyone that donated baskets and/or purchased tickets.

We had a total of 53 baskets and brought in \$1,520. This will be split between Camp Programs and ELCA Good Gifts. The Sunday School Youth will be picking out the items for Good Gifts.

Thanks!

Donna



Our Sunday Servants

Date	Assisting Minister	Reader	Greeters	Ushers	Counters	Acolyte
January 5	Emily Christofilis	LaVerne Arndt	Joe & Linda Rehorst	Doug Sebstead Pat Westphal	Jeff Tharp Kim Wallmuller Fern Furhmann	Leland Tharp
January 12	Bruce Grundman	Jenny Case	Nancy Rose Samantha Rose	J.T. Rose Jeff Tharp	Jane Arps Ellen LaMarche Emil Leppiaho Pat Westphal	Sophia Kersten
January 19	Judy Hellman	Dom Christofilis	Doug Sebstead Renie Sebstead	Emil Leppiaho Phyllis Ziemke	Gwen Hoehne Doug Sebstead Renie Sebstead	Braydin Messing
January 26	Pennie Linna	Gwen Hoehne	Jeff Tharp Pat Thompson	Bruce Grundman Doug Hesser	Bruce Grundman Lois Kemp Linda Anderson	Lily Anderson

Communion Assistants:

January 5—Confirmands January 19—Confirmands

Altar Guild: Jean Memken





1.21.2025
SAVE THE DATE
#HOWWEHEAL

January 21, 2025—Virtual Event—The 2025 National Day of Racial Healing (NDORH) will be observed on Tuesday, January 21, from 10 am to 2 pm. The ELCA, in partnership with Augsburg Fortress, will host a free online event featuring ELCA leaders of color, focusing on racial healing within the church and nation. The event is open to all ELCA rostered ministers, lay leaders, and members. Rev. Niveen will speak in the first session from 10:45 to 11:45 am, presenting her workshop titled "Bridging Cultures: Arab Immigration and Lutheran Ministry in America."

Rev. Niveen's workshop will highlight the ministry of the Association of Lutherans of Arab and Middle Eastern Heritage within the ELCA. Participants will explore the unique contributions and challenges faced by Arab and Middle Eastern Lutherans and strategies for fostering inclusivity and understanding within the church.

To know more about the presenters check this link: https://shorturl.at/9EcVf

For registration, please use the QR code below or use this link: https://shorturl.at/HAfKH

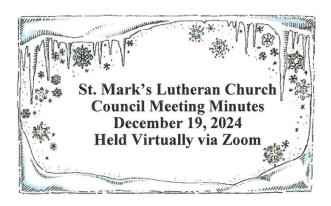
For more detailed information, talk to Rev. Sarras, see the flyer in the narthex, or click on this link: https://shorturl.at/1190U



The Church Council is asking for individuals to consider assisting in establishing a Medical Emergency Action Plan. This team will work on setting up a step-by-step plan for medical emergencies that may develop during office hours, worship time or during the evening when outside groups or church meetings are in progress. If you have an interest in assisting with this important work, please contact Jason Blank (All are welcome, especially those who may have experience on a work safety

Emergency Action Plan

team, have medical training or have developed plans in your involvement in other environments).



Members Present: Pennie Linna, Jason Blank, Dawn Jones, Laurie Olson, Ryan Blank, Emily Gauthier, Pastor Niveen

Absent: Jenny Case and Kim Wallmuller

Call to Order: Pennie called the meeting to order at 6:31 pm.

Devotions: Emily Christofilis. January Devotions: Jenny Case

Approval of the November 21, 2024 Council Minutes. MSC to approve the minutes by Jason Blank/Emily. Christofilis.

Thank Yous: Jane and Tom Frantz for all the work on the church photo directory-Pastor Niveen; Gwen for the Sunday School Christmas program-Laurie; Karen from WG for signs for the donation of services and materials for the updated church signage.

Financial Reports: Laurie reviewed current account balances through end of November 2024. November's giving to current monthly expenses was \$12,418.15 and expenses were \$14,030.33. The difference was -\$1,612.18. Year to date (through end of November) giving was \$156,594.51 and expenses were \$154,718.06 with a difference (giving minus spending) of \$1,876.45.

Total Associated Bank checking has a balance of \$230,966.34 which includes \$118,007.48 allocated to designated accounts and \$112,958.86 for current operating. Additionally, \$166,642.55 in the Thrivent money market and \$1,055.94 in Thrivent TIPS account and \$56,409.81 in the ELCA Mission Investment Fund.

MSC to accept the Financial Report by Jason Blank/Dawn Jones.

Pastor's Report ~ Pastor Niveen Sarras

Ecumenical Thanksgiving Eve Service

On November 27th, we gathered at St. Paul Lutheran Church for an Ecumenical Thanksgiving Eve Service. This event was a wonderful and powerful experience for everyone who participated. Pastors, priests, and a deacon from Neenah and Menasha churches joined together in worship, fostering a spirit of Christianity that calls for peace, fellowship, and love among Christians. It was a meaningful opportunity to celebrate our shared faith and unity as the body of Christ.



Advent Worship and Confirmation Class

During December, much of my focus has been on leading all Advent worship services and working closely with our confirmation class. I am incredibly proud of the confirmation students, who demonstrate a deep loyalty to Lutheran theology, the Bible, and our liturgy. Their excitement to participate in worship and explore new ways to express their faith has been inspiring. One example of their creativity is their preparation of a short skit, which they will perform during the worship service on December 22nd. This skit will replace my sermon and serve as a unique expression of their faith journey.

Synod Candidacy Committee

On December 6th and 7th, I participated as a chaplain for our synod's candidacy committee meetings at Christ Our Savior Lutheran Church in Oshkosh. These meetings were both interesting and challenging, as we had to make some difficult decisions, including informing one candidate that they would not move forward in the process. This experience taught me a great deal about the candidacy process and the significant involvement of pastors, the bishop, and her associates in this important ministry. I was honored to serve in this capacity and to support candidates discerning their call to ministry.

Midweek Advent Services and Community Outreach

Another highlight of this season was the midweek Advent services held at St. Paul Lutheran Church. Members of our congregation attended these services, and I had the privilege of preaching twice. On December 11th, following the service, attendees participated in packing gift bags for those attending the Christmas dinner sponsored by several Neenah churches. This event reflected the spirit of generosity

and collaboration within our Christian community during Advent.

In December, I visited Bob Ulrich at a hospice facility in Appleton several times before his passing. I also maintained communication with his son during this difficult time. Bob's death during the Advent and Christmas season has been particularly hard for his family. I find comfort in knowing that Bob is now reunited with his beloved wife, Mae Whitney, whom he missed dearly. It is a blessing to know they are together again in the Kingdom of Heaven. Please keep Bob's family in your prayers during this time of mourning.

In summary, the past month has been filled with meaningful ministry opportunities, from ecumenical worship and Advent services to confirmation activities, candidacy committee work, and pastoral care. I am grateful for the dedication of our congregation and the opportunities we have to share the light of Christ with our community. Thank you for your continued support and prayers as we journey together in faith.

Yours in Christ. Rev. Niveen Sarras

MSC to accept the Pastor's report By Emily Christofilis/Jason Blank.

Ministry Team Reports

Property Ministry Team—The Property Committee did not meet this month.

Worship and Music Ministry—December 16, 2024 ~ Submitted by Judy Hellman

The worship and music ministry team met on Monday, December 16th. Members present were Pat Westphal, Ardys Seelow, Joy and Jenny Case, Mary Jane Hartley, Mary Ellen Tracey, Pastor Niveen and Judy Hellman.

Devotions were given by Jenny Case. Pastor Niveen will do devotions in January.

Pastor Niveen shared the order of services for Christmas Eve and Christmas Day. Refreshments will follow the Christmas Day service.

On December 22nd, Pastor and the confirmands will present a skit "The True Gift Of Christmas" for the sermon. The Treble Singers will also perform that day.

On December 29th, Vicar Sommer will officiate our Sunday service. Pastor Niveen will be out of town.

The donated poinsettias will be put in the altar area on December 21st at 10:00 am.

We established our budget request for 2025.

Decorations will be taken down on Saturday, January 4th at 10:00 am. Any help would be greatly appreciated.

Ellen LaMarche Sarah L. Richie Sczerzen Doug Bedor Odeh Sarras Mary & Ron Zalewski Pat Wenzel Serenity and Leighton Betty Linna Jane Ellen Hartley The Family of Glenice Oines, sister of Judy Hellman

Our next meeting will be January 20th, at 10:30 am.

We closed with the Lord's Prayer.

Social Ministry Team—December 16, 2024 ~ Submitted by Gwen Hoehne

Chairperson: Karen Jordan

Present: Jane Arps, Gwen Hoehne, Pastor Niveen

Pastor Niveen opened with a prayer

1) Decided to keep the budget at \$800.00

2) Decided on the families that would get gift cards for Christmas. Karen will take care of

Closed with the Lord's Prayer Next meeting was not decided on.

Racial Equity Ministry Team—No meeting this month.

Connections Ministry Team—No report this month.

Christian Education Ministry Team—No meeting this month.

Finance & Stewardship Ministry Team—December 17, 2024 ~ Submitted by Laurie Olson

Members Present: Treasurer Laurie Olson, Financial Secretary Pat Westphal, and Pennie Linna

Members Absent: Pastor Niveen, Mary Jane Hartley, and Fern Furhmann

Opened with a Prayer.

Reviewed current account balances through end of November 2024. November's giving to current monthly expenses was \$12,418.15 and expenses were \$14,030.33. The difference was -\$1,612.18. Year to date (through end of November) giving was \$156,594.51 and expenses were \$154,718.06 with a difference (giving minus spending) of \$1,876.45.

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Reviewed proposed wages/payments for office administrator, custodian and organists. Recommendations will go to the council for approval and then to the congregation, for approval at the annual meeting on February 2, 2025. Finance & Stewardship will recommend to the council a 2.5% wage increase for staff, based on the Cost-of-Living Adjustment (COLA), and for the organist pay to remain the same, based on recommendation from the Worship & Music Ministry Team.

2025 Budget Considerations

2.5% Cost of Living Adjustment (COLA)

Office Administrator

2024 Budget: \$16.60 per/hr x 16 hours x 52 weeks = \$13,815 2025 Proposed \$17.02 per/hr x 16 hours x 52 weeks = \$14,156 Difference = +\$ 345

Custodian

2024 Budget: \$15.14 per/hr x 10 hours x 52 weeks = \$7,873 2025 Proposed: \$15.52 per/hr x 10 hours x 52 weeks = \$8,070 Difference = +\$ 197

Worship & Music recommends the following for 2025: Organists

2024 Budget: \$141 (plus mileage) x 62 services = \$8,740 2024 Proposed: \$141 (plus mileage) x 62 services = \$8,740 Difference = \$0



Mileage rate 2025: 67 cents per mile (same as 2024 national mileage reimbursement)

Reviewed proposed 2025 Pastor Salary & Benefits, based on the ECSW Compensation Guidelines. The Finance & Stewardship Ministry Team recommends the following to the council for consideration: (see next page)

	2024	2025 Proposed	
Base Salary	52,711	54,785	9 yrs service + \$2,000
Housing Allowance 30 % of salary	15,813	16,435	\$2,000
S.S6.2% Medicare-1.45% allow-	13,613	10,433	
ance	5,242	5,448	
Subtotal defined comp	73,766.00	76,668.00	
Benefits			
Pension (retirement) 10%	6,852.36	7,668.00	
Survivor, Disability & Retiree support .5%	1,507.53	383.00	
Med. & Dental Mem. Only-Portico calc	10,824.00	11,485.00	
Subtotal Benefits	19,183.89	19,536.00	
Other			
Auto allowance	2,000	1,000	based on projected 2024 actual
Continuing Education	1,200	1,200	
Theological Conf & Anti-bias training	575	575	
Books & Publications	400	400	
Cell Phone Stipend	500	500	
Subtotal Other	4,675	3,675	
Total Salary & Benefits	\$97,624.89	\$99,879.00	
Total Salary & Denemo	4>1,621.63	477,	
			Increase of \$2,254

Pat has entered the 2025 pledges into the Church Windows financial program. She reported that 50 intent cards were turned in with a total of \$116,380 pledged for 2025. In comparison, \$96,692 was pledged with 49 intent cards turned in.

Laurie reported that two members have shown interest in the Greenlawn cemetery plots. We will continue to accept interest, from St. Mark's members, through the end of January 2025.

The 2025 Giving Envelopes have been organized and are on a table in Fellowship Hall for pick up.

Reviewed the budget for the Finance & Stewardship Ministry Team. It was decided, based on 2024 actuals and anticipated expenses, to reduce the budget request to \$600, which is a \$200 decrease.

Next regular meeting is January 14th, 2025 at 6:30 pm.

Youth Ministry Team—November 24, 2024—Submitted by Laurie Olson

Members Present: Nancy Rose, Jenny Case, Laurie Olson, Sherri Denney, and Pastor Niveen

Members Absent: Jeff Tharp, Ginny Schieck, Joe Rose, and Ryan Blank

Others Present: Council President, Pennie Linna

Pastor Niveen opened with prayer.

Pennie Linna handed out and copies of St. Mark's "Child and Youth Abuse Prevention Program". She highlighted general rules and requirements for supervision during the transport of youth and during trip/retreats and overnights. She asked that everyone read over the complete document on their own time and to keep these policies in mind when planning youth events.

Choosing a Ministry Team Chair: Pastor Niveen read an email from Ginny Schieck, who was not able to make the meeting. She nominated Laurie Olson as chair. No other nominations were brought forward. Laurie accepted and the team approved.

Senior Christmas Singing

Ages: all parents/guardians and children will be encouraged to take part in the singing.

Date & Time: Of the two dates that Pastor Niveen suggested (Dec. 17 or 19) the team chose Thursday, December 19 at 6:30 PM. Participants will be asked to arrive at St. Mark's by 6:15 pm and walk over to the apartments together.

It was decided to do only the apartments next to the church this year and look at other options next year – do this earlier.

Laurie will purchase Santa hats for all to wear – these will be handed out and collected for use in the future. Jenny will talk with Gwen on 8-10 songs and get printed off lyrics. She will ensure that we have enough copies and bring them on December 19.

Nancy will contact individuals and/or provide cookies to give out to the residents.

Sherri will search for two simple trivia games, print them off, gather pencils and bring them on the December 19 to play after the singing.

Synod Event – February

The team reviewed the Journey with Jesus Inescapable L()VE, sponsored by the ECSW February 21-23 and open to middle and high school youth. St. Mark's will encourage our youth to attend. It was decided to cover the fee, except for \$25, which will be the responsibility of the parent/guardian. Adult chaperone costs will be covered by the church. The adults will be decided (female and/or male), based on our overnight policy. An interest form was provided, and we will ask those interested in attending to turn the form into the office-encouraging them to decide before January 13, to take advantage of the early bird rate.

Other Upcoming Events:

Family Bowling Afternoon: Laurie mentioned that Ginny was going to gather information on a family bowling afternoon. This will be discussed at our next meeting.

Pine Ridge Reconciliation Center, South Dakota Trip: Dawn Jones is willing to gather information on the possibility of an adult/youth mission trip to Pine Ridge in July 2025. Laurie asked the team if this is something will, as the Youth Team, are interested in pursuing. Team members thought this would be a great opportunity. Synod Tubing Event: Sherri mentioned that the synod has a youth tubing event coming up on January 11 at Kewanee Winter Park in Kewanee, WI. At this time, it is a save the date only. As more information becomes available, we will provide more information to the youth (like how the Little Farmer was run).

Closed the meeting.

Next meeting: Sunday, January 12 at 11:15 am.

MSC to accept Ministry team reports by Laurie Olson/Ryan Blank.

Unfinished Business

Communication Audit: The door signs and navigation sign on bulletin board in hallway have all been put up. The door stencils with updated office hours have been installed. Laurie reminded the council that all signage was donated.

Church Directory: The cost of the directory has been covered. The books are beautiful. All St. Mark's member will receive a copy. Been handing out on Sundays but will be available for pick up in the office. There are extras, which will be used to give to new members.

Parking Lot: no report – fundraising continues

Greenlawn Cemetery Lots: Still accepting interest from members until end of January and then non-members after.

New Business Items

Synod Council Academy: We will discuss this more in January. An opportunity to attend a one-day retreat that will provide council members with a sense of the function, role, and work of church council leaders. Held February 15 at St. John's Lutheran in Marion. Council members are asked to check their schedules for available. Registration begins January 6th.

Emergency Action Plan ad hoc team: Looking to put together a team to establish a medical emergency action plan. This would include getting a group recertified for the AED and training individuals, such as the ushers, and posting the plan. Jason volunteered to get the planning team started. Laurie will put a note in the newsletter asking for volunteers, especially those with medical training or experience on a work safety team.

2025 Pastor salary and benefit proposal: Finance and Stewardship is recommending we continue to follow the ECSW Compensation Guidelines plus \$2,000 for her level of education and a higher amount for continuing education. Recommend a decrease in mileage reimbursement, based on 2024 actuals.

2025 Organist Pay: Worship & Music has recommended that the 2025 stipend remain the same as 2024.

2025 Office Staff: Recommend 2.5 %, based on the 2025 Cost of Living Adjustment (COLA) MSC to accept the salary increase for St Mark's staff Jason Blank/Emily Christofilis (see Stewardship & Finance Report for details).

Laurie passed a message on from Jean, Office Administrator – Please check your council mailboxes for a list of those who had shown interest in getting involved in Ministry Team work, from the Ministry Gifts forms filled out during Stewardship weeks. Please contact those individuals and invite them to your next team meeting(s).

Adjourn: MSC to adjourn and share the Lord's Prayer at 7:21 pm by Emily Christofilis/Ryan Blank.

Next meeting: January 16, 2025, at 6:30 pm.



The Mission of the Month for January is our own Quilting Group. Every Wednesday morning, our Quilting Group is hard at work, making quilts for a variety of homes and agencies who distribute them to those who need them, including the homeless, those in care facilities, hospital patients, and group home residents. To give to this St. Mark's ministry, denote "Mission of the Month" on your offering envelope or Vanco contribution.





Annual Congregational Meeting

and Potluck



We are still looking for people interested in purchasing the six cemetery lots we own. Each lot has a value of approximately \$1,400. A lot can accommodate a full burial

or multi cremation burials. The cost of the burial process is not included in the noted value. All costs associated with the burial is the responsibility of the recipient of the lot. The lots are not transferable.

If interested, contact the church office by
January 31, 2025. If we have more than six people
interested, we will draw names to see who will
receive them. If we still have lots available after
January 31, non-members can contact the church
if interested.



Confirmation Class will resume on Sunday, January 12, 2025, at 8:30 am. I look forward to continuing our journey of faith together and encourage all confirmands to be present for this important time of learning and growth.

St. Mark's Lutheran Church 140 S. Green Bay Road Neenah, WI 54956

