

Annual Report

2019

Jesus calls us...Come and See! Come and Grow! Come and Serve!



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SAINT ANDREW LUTHERAN CHURCH

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JESUS CALLS US...

Come and see! Come and grow! Come and serve!

ANNUAL CONGREGATIONAL MEETING

January 26, 2020

Agenda

- I. Call to Order
President Joel Hauge
- II. Devotions
Pastor Cindy Muse
- III. Old Business
 - A. Minutes of 2019 Annual Congregational Meeting pg. 4-8
 - B. Minutes of March Congregational Meeting to Call Pr. Cindy Muse pg. 9-11
 - C. Minutes of March Congregational Meeting for the Resolution for SALC Major Maintenance Projects pg. 12-14
 - D. Staff, Statistical, Officers, Ministry Team Reports pg. 14-45
- IV. New Business
 - A. Financial Reports & Resolutions
 1. 2019 Financial Report pg. 23-24
 2. 2020 Budget Presentation and Resolution pg. 47-48
 - B. Elections of officers, council members, ministry team chairs, nominating team and Synod Assembly members pg. 51
 - C. Thank you to outgoing officers and council members including: Joel Hauge—*President*, Karen Ranney—*Treasurer*, Carol Burbridge—*Interim Treasurer*, Kari Pinc—*Fellowship Council*, Donna Myers—*Great Commission Council*, Greg Schuster—*Building & Ground Council*, Beth Oliver—*Stewardship Council*, Roberta & Sarah Arbuckle—*Youth and Family Council & Rep*, Leland Saele—*Building & Ground Rep*, Sara Howe—*Youth Education*, Brenda Johnston—*Fellowship Chair*, Larry Hill—*Financial Chair*, Denise Powell—*Great Commission Chair*, Denny Scott—*Stewardship Chair*, Chrees Jubilee—*Youth and Family Chair*, Mary Strehlow—*Personnel Chair*. Nominating Team: *Vineta Means, Lydia Stender*.
- V. Closing
Pastor Cindy Muse

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Come and Serve

**ST. ANDREW LUTHERAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING
JANUARY 27, 2019 (PENDING APPROVAL)**

1. Congregational Meeting Called to Order - President Joel Hauge

A quorum was established.

2. Devotion & Prayer - Pr. Jim

Where did you sense/see/witness God's power in this past year at St. Andrew? (Think about events, programs, and vision goals). Share your ideas in groups of 3-5 persons near you.

We shared our reflections from the small groups. Jim led us in Prayer.

3. Old Business - Joel

- A. The minutes of the 2018 Annual Congregational Meeting were reviewed. Bill Maier moved, and Karen Ranney seconded a motion to approve the minutes. The minutes were approved.
- B. The Staff, Statistical, Officers, Ministry Team Reports, and Appendix, contained in the Annual Report of the Congregation, were presented. Virginia Haberkamp moved, and Bill Maier seconded a motion to approve. Reports and appendix as described above were approved.

4. New Business

- A. The 2018 Financial Report was reviewed - Karen
Karen thanked all the helpers in the financial management of our church.
Karen reviewed the financial sheets in the 2018 Annual Report. The mission endowment fund grew substantially.
The Mortgage Loan has been paid off with some leftover for a thank offering.
We received several grants to support WHO and some designated funds that were consolidated into a single WHO fund.
- B. Bill Maier presented the "Thank Offering" resolution for \$10,066. The recommendation is from the Congregational Council. Denny Scott moved to accept the resolution. The motion was seconded by Greg Shuster. The resolution was approved. The resolution's final section reads:

Therefore, be it resolved, in thanksgiving to the generosity of our Lord Jesus Christ and the people of St. Andrew, the congregational council recommends a one-time "Thank Offering" of \$10,066 be made out of 2018 cash reserves to benevolence.

- C. Building and grounds report by Greg Shuster and Leland Saele
We discussed the recent bids and proposals received by Building and Grounds. A slide presentation showing the estimated costs was displayed. The building siding is failing but the wrapping is mostly intact. The roof is ok in some areas but bad in others. The pre-

school roof is failing and is a priority. The repair task force is working on how to deal with these needs. The slide detailed the budgetary cost of the exterior and interior needs. The HVAC system is expected to last a bit longer. Dave Howe asked about how the priority of the work was identified. The preschool roof will be first because it has failed. Flooring inside, windows and some other items are next. Lloyd North asked about what type of roof will be installed. Todd talked about the lack of flatness in our roof now. Bill talked about why the preschool is first as it is failing now. Other roofs can be refurbished. Virginia asked about the carpet replacement and if carpet tiles are considered. Greg said yes. The slide depicting the costs described above is below:

Repair Estimates (In order of priority)	
OUTSIDE Repair Estimates	
• Preschool roof	\$157,000
• Upper roof	\$120,000
• Siding	\$470,000
• Windows	\$150,000
• Contingency	\$125,000
SUBTOTAL	\$1,022,000
INSIDE Repair Estimates	
• Fire alarm system	\$ 20,000
• Carpet	\$ 40,000
• Wood floors	\$ 20,000
• Sound baffles	\$ 15,000
• HVAC (All)	\$195,000
SUBTOTAL	\$ 290,000
TOTAL Repair Estimates	\$1,312,000

- D. Bill Maier presented the resolution to move cash reserves of \$60,000 from the operating cash reserves to the Capital and Building Repair Fund.

Beth Oliver moved to approve the fund transfer. Greg Shuster seconded the motion. Discussion ensued. Mary Strehlow asked about the amount of reserve left after the transfer. Karen answered that the reserve will still be ~\$50k. Scott Norton asked about the reserve as well. Todd Juhnke stated that the 2017 balance carried through 2018 and the reserve from 2018 will remain. Jim Stender referenced PG 39, showing the carryovers from both years being ~\$123k.

Scott suggested amending the resolution to changing some verbiage from the resolution. Scott's proposal was to amend the first Whereas from "\$70,316 at the end of 2017, and" to "\$123,382 at the end of 2018, and" To eliminate the second Whereas in the recommendation.

The third Whereas remains intact.

Scott also asked that the Therefore section text in parenthesis "(approximately the cash reserves from 2017 - \$59,159)" be removed. Jim Oviatt seconded the amendment. Beth accepted the amendment, and the amendment carried. There was discussion about removing the 2nd Whereas. Bill, Carol, Jim O, Todd, and others determined to remove the 2nd Whereas had issues. Scott proposed replacing the 2nd Whereas edited as follows

“Whereas, with approval of the congregation, SALC contributed \$10,066 of that amount as a thank offering to bring our benevolence up to 10% from 8% budgeted and,”. Jim Oviatt seconded this amendment to the amendment, and the motion carried.

A revised version is as follows

Recommendation from the Congregational Council to move cash reserves to the Capital and Building Reserve Fund.

Whereas, St. Andrew Lutheran Church had a cash reserve of \$123,382 at the end of 2018, and

Whereas, with approval of the congregation, SALC contributed \$10,066 of that amount as a thank offering to bring our benevolence up to 10% from 8% budgeted and,

Whereas, additional funds are needed for upcoming building repairs on the roof, siding/windows, floors, carpet, soundproofing, and other concerns

Therefore, be it resolved, that we take \$60,000 from our operating cash reserves and move it into the Capital and Building Repair Fund.

The vote for the amended resolution above was voted upon and carried.

E. Karen Ranney presented the 2019 Budget and Resolution. Option C is proposed by the Council.

Carol Burbridge asked why Youth and Family were reduced. Karen answered it was due to actuals being less. Bill Maier read the resolution for the budget.

Judy Blevins moved, and Carol Burbridge seconded a motion to approve.

Carol moved to amend the last, whereas to show \$123,382 vs. \$63,682. Steve Ranney seconded. Aileen Libengood discussed the amendment, as did Kari Pinc. Kari suggested adding another whereas to the resolution referencing the \$10,066 and \$60k transfers. Pat Cunningham discussed that local benevolence should show Orchards elementary. The amended motion passed. We also approved the orchards elementary change.

Debbie Kramer asked where salaries for Ashley and Sam are. The answer is line 25.

Jim Oviatt stated concern of not making benevolence in the past few years is going to work since the last few years did not. Beth Oliver answers that the excitement of the transition will help grow giving. When we were seeking the associate pastor, offerings increased, so when a new pastor arrives, she expects it will increase giving. Judy is in favor of the amendment. Aileen talked about the leaner times we had in the past and is thankful for our change in mindset and that we are more actively living in abundance. Todd talked about the payoff of the mortgage and how that will help us in our giving. The proposed budget is a small jump now that the mortgage is done. Jody Jack praised God for being where we are today after 45 years!

A revised version of the last 4 sections of the resolution plus an added one (4th Whereas below) are as follows:

Resolution for the 2019 Proposed Budget

(Whereas 1-8 unchanged)

Whereas, the proposed budget Option #C maintains our benevolence (line 14) at 10% in 2019 where: one-third goes to local projects such as Living Stones, Orchards Elementary School, and VBS; one-third goes to the synod missions; and one-third goes to churchwide for its national and global missions, and

Whereas, Proposed budget Option #C includes an increase for pastors to suggested synod guidelines, and

Whereas, proposed budget Option #C goes into 2019 with \$123,382 cash reserves and will necessitate a 3.8% increase in Gifts & Offerings over the 2018 budget and a 12.6% increase over 2018 actual, and

Whereas, a Thank Offering of \$10,066 to lift 2018 benevolence to 10% and a fund transfer to the Building and Grounds Repair Fund of \$60,000 both from operating cash reserves will be made.

Therefore, be it resolved, by the St. Andrew congregation in regular session of the Annual Meeting on Sunday, January 27, 2019, that the 2019 proposed Option #C budget be approved in the amount of \$812,630.

A paper ballot was taken, and the motion passed with 65 yes and 3 no. Option C is approved.

- F. Joel reviewed the nominated Council members, Officers, and Ministry Team Chairs. He asked for nominations from the floor. There were none. He read the nominations. Carol thanked the nominating team. Karen asks about synod assembly members. Pr. Jim nominated Mary Strehlow to synod assembly. Jim Oviatt moved to accept the list of nominees, Kari Pinc seconded it. Discussion followed, and a unified ballot passed by majority vote.

Congregational Council Nominations:

President – Joel Hauge
Vice President – Todd Juhnke
Treasurer – Karen Ranney
Education – Holly Cattin
Fellowship – Kari Pinc
Great Commission council representative – Donna Myers
Preschool - Open
Property & Building council representative – Greg Schuster
Social Concerns council representative – Jane Seidel
Stewardship – Beth Oliver
Worship & Music council representative – Pat Cunningham
Youth and Family council representative – Roberta Arbuckle
Youth council representative – Sarah Arbuckle

Congregational Ministry Team Chair Nominations:

Building and Grounds Coordinator – Leland Saele
Education, Adult team chair – David Howe
Education, Youth team chair – Sara Howe
Mission Endowment fund – Kathy Hauge
Fellowship team chair – Brenda Johnston
Financial team chair – Larry Hill
Great Commission team chair – Denise Powell

Preschool team chair – Joann Derie
Social Concerns team chair – Team takes turns leading
Stewardship team chair – Denny Scott
Worship & Music team chair – Kathleen Brown

Youth & Family team chair – Chrees Jubilee
Personnel Ministry – Mary Strehlow

Nominating Team:

Vineta Means Chair
Bill Maier
Lydia Stender
Denny Scott
TBD

Synod Assembly Voting Member

Nominations:

Scott Norton
Karen Ranney
Steve Ranney
Mary Strehlow

Joel thanked the nominating team for this year: Carol Burbridge, Vineta Means, Chad Peterson, Scott Norton, and Aaron Christian.

- G. Joel then thanked the following:
Outgoing officers and council members: Bill Maier as Vice President, Todd Juhnke as Pre school Representative, Roberta Arbuckle as Worship and Music Chair, Tom McGraw as Great Commission chair, Ellen Krane as Youth Family Team chair, Liam Krane as Youth Rep and Carol Burbridge as Nominating Team Chair.

5. Other Business

Bill Maier read the Resolution from the building and grounds team. Denny Scott moved, and Mike Leisle seconded approving the resolution be approved and implemented by March 10, 2019. The resolution is as follows:

Therefore, be it resolved that the Church Council be charged to develop a financial plan for the purpose of addressing exterior and interior repairs recommended by the Building and Property Management Team to include current available assets, a construction/repair loan, funding and likely capital fund drive, and

Be it further resolved that such financial plan and recommendation be completed and reported to the Congregation no later than March 10, 2019.

Aileen asked if a congregational meeting will happen before then, and the answer was yes. Carol stated that congregational approval is needed to spend funds of this magnitude. Discussion of having a congregational meeting to both extend a pastoral call and approve the building and grounds expenditures were held. Dave Britton stated that a congregational meeting for a call must be separate from one for the building repair process. The meetings could be back to back.

The motion passed.

Diane Smith thanked Pr. Jim, for all the extra work this past year.

Pr. Jim announced his retirement on Jun 30th, 2019. Jim gave many thanks for SALC and the years he was able to serve here. His hope is that the succession pastor is in place before he leaves. Challenges are facing SALC, but if we focus on Jesus as our true leader, we will prevail. He invites us into a “Peace that passes all human understanding” journey.

6. Closing Prayer – Pastor Jim

Meeting Minutes Prepared by Dave Britton, Council Secretary

**ST. ANDREW LUTHERAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING
MARCH 10, 2019**

1. Congregational Meeting Called to Order - President Joel Hauge

A quorum was established of 102 members. John Jablonski Represented the Synod.

2. Devotion & Prayer - Pr. Janell

3. New Business

A. Pastoral Call Resolution - Read by Steve Kramer

Resolution to Call the Rev. Cynthia Muse to be
Lead Pastor at St. Andrew Lutheran Church

Whereas the members of St. Andrew Lutheran Church voted on September 30, 2018, to establish a Call Team to research, interview, and select a candidate for a new Lead Pastor, and

Whereas the members of the Call Team worked together, using congregational survey data, to describe St. Andrew in a new Ministerial Site Profile and to identify characteristics important for a new Lead Pastor for our congregation, and

Whereas the Call Team worked with representatives of the Southwestern Washington Synod of the ELCA to identify candidates for the call to St. Andrew, and

Whereas the Call Team, after considering multiple candidates, and conducting Skype interviews, invited the Rev. Cynthia Muse to St. Andrew for an onsite visit during January to learn more about her potential for a call to St. Andrew, and

Whereas the Call Team is in unanimous agreement that the Rev. Cynthia Muse has the spiritual gifts, work experiences, life skills, and personal values that make her an excellent fit for St. Andrew's Lead Pastor position, and

Whereas the St. Andrew Lutheran Church Council accepted the recommendation of the Call Team at their February 9th meeting and moved forward with scheduling a Congregational Call Meeting, and

Whereas the congregation has heard individual reports from Call Team members confirming their reasons for recommending the Rev. Cynthia Muse and had the opportunity to meet her, talk with her, and hear her speak,

Therefore, be it resolved that the members of St. Andrew Lutheran Church, at a congregational meeting on March 10, 2019, call the Rev. Cynthia Muse to be our new Lead Pastor.

Steve Kramer moved to accept the resolution as written. Denny Scott seconded the motion. The following was discussed:

⇒ Denny Scott spoke how he has been moved by the call team and Pr. Cindy during her visit.

- ⇒ No more discussion occurred.
- ⇒ Sam played music during the counting of the ballots.
- ⇒ A written ballot was handed out.
- **The result of the written ballot was 101 “Yes,” 1 “No” and 0 “Abstaining.”**

4. Pastoral Candidate Compensation Resolution

A. Karen Ranney presented the Resolution below.

Recommendation from the Call Team and the Congregational Council defining Pastor Salary and Benefits for PR Cynthia Muse

Whereas the members of St. Andrew Lutheran Church have voted on March 10, 2019, to extend a call to Pr. Cynthia Muse to become our lead pastor, and

Whereas Pr. Cynthia Muse has 12 years of full-time ministry as an Associate Pastor and Director of Youth and Family Ministry and 8 previous years in full or part-time ministry as a Youth and Campus Minister, Program Director, and Senior High Youth Director, and

Whereas, the Call Team and the Congregational Council have recommended that Pr. Cindy be paid in 2019 for 15 years of experience for which minimum total defined annual compensation in the SW Washington Synod is \$75,231, and

Whereas St. Andrew’s 2019 budget assumes a pastor with 20 years of experience, and

Whereas, required annual Portico Benefits of \$30,738 would include health insurance and 12% retirement, and

Whereas, the Call Team and the Congregational Council recommend that Pr. Cindy have access to purchasing a home in Vancouver, and

Whereas, St. Andrew will have some funds available in the 2019 salaries and benefits budget as well as undesignated monies from 2018 that can be used to provide of down payment of up to \$20,000, and

Whereas, the Congregational Council recommends that one-fifth of the down payment would be considered paid for each of 5 years Pr. Cindy serves as pastor of St. Andrew, and

Whereas, St. Andrew provides additional benefits to pastors which include

- Moving expenses following synod guidelines,
- 4 weeks of vacation annually,
- Continuing education at \$1200 per year with up to 2 weeks excluding Sundays
- Eligibility for Sabbatical after 5 years as pastor at St. Andrew

Therefore, be it resolved that the members of St. Andrew Lutheran Church agree to pay Pr. Cynthia Muse, in 2019 based on SW Washington Synod guidelines for 15 years of experience, set aside \$20,000 for a down payment on a house that would be considered fully earned in 5 years and provide the Portico and other benefits which St. Andrew normally provides to pastors.

Karen moved to accept the resolution/recommendation as written. Kari Pinc seconded the motion. Discussion followed.

- ⇒ John Jablonski asked about the \$20,000 for the house. Karen explained it as a gift that is fully given in 5 years.
- ⇒ Aileen expressed concern about the \$20,000 being taxable. Bill Strom who has HR experience, said that the \$20,000 would be fully taxed but partially reimbursed if she left early.
- ⇒ Virginia Haberkamp said if the \$20k is taxed as income, it would not be a full \$20k received. Joel explained it could be considered a housing allowance.
- ⇒ Dave Halstead moved we rewrite the resolution to include that the \$20k be a designated fund given that will be repaid in part if 5 years of service are not fulfilled.
- ⇒ Kari suggested that the last Whereas be amended as follows.
- ⇒ Scott recorded the changes as follows
 - ◆ ~~Whereas, the Congregational Council recommends that housing down payment allocation of up to \$20,000, one-fifth of which would be considered paid for each of 5 years Pr. Cindy serves as pastor of St. Andrew, and~~
- ⇒ Michael suggested the Therefore needed to be amended as it is the legal part. We changed the “Therefore, be it resolved” part and never voted on the above Whereas change above, which was confirmed by Scott Norton and Dave Britton during a review of these minutes. It is shown above as struck out.
- ⇒ Beth Oliver suggested we frame it as a forgivable loan. Scott made the changes to the Therefore statement as follows:

Therefore, be it resolved that the members of St. Andrew Lutheran Church agree to pay Pastor Cynthia Muse in 2019 based on SW Washington Synod guidelines for 15 years of experience, set aside \$20,000 as a forgivable loan for a down payment on a house which would be forgiven on a pro-rata basis over 5-years, and provide the Portico and other benefits which St. Andrew normally provides to pastors.

Mike Leisle seconded the amendment, and it carried.

- Bill Strom said the resolution above is reasonable as amended, but the payback part may be onerous if exercised.
- Joel explained the next steps including the approval of the Synod, Pastor Cindy’s acceptance and her move.

A vote was taken by raising of hands vote. The Amended Motion was approved by 95, and none opposed or abstained.

No recess occurred before beginning Meeting #2.

Meeting Minutes Prepared by Dave Britton, Council Secretary

**ST. ANDREW LUTHERAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING
MARCH 10, 2019**

1. Congregational Meeting Called to Order - President Joel Hauge

A quorum was established of 102 members.

2. Resolution for SALC Major Maintenance Projects.

Todd Juhnke read the resolution below.

Resolution for SALC Major Maintenance Projects

Whereas, The Building and Property Ministry Team has determined there is a need for major maintenance for the roofing, siding, and windows, of the church building, and

Whereas, an inspection provided by a private contractor determined that the siding is failing, the roofing has failed in several areas, several windows have failed, and

Whereas, a Major Projects Task Force was formed to obtain and review multiple reports and estimates for work and has agreed that the major maintenance should be scheduled for the summer of 2019, and

Whereas, a survey of the Saint Andrew Lutheran Church (SALC) leadership shows an agreement to spend approximately \$120,000 in the Capital Building Repair Fund as well as take on a construction loan not to exceed \$500,000, and

Whereas, the payment for the maximum \$500,000 loan would leave SALC with a monthly payment similar to the previous monthly mortgage payment, and

Whereas, the Stewardship Ministry Team supports the need for a Capital Campaign to raise additional funds for current and future major maintenance projects, and

Whereas, any excess funds not used for currently defined exterior maintenance projects would be available to support the many other designated maintenance projects, and

Whereas, moving forward with major maintenance projects as defined by the Major Projects Task Force has the full support of the SALC Council,

Therefore, be it resolved, by the St. Andrew congregation in a special session meeting on Sunday, March 10th, 2019, that the leadership has the approval to use existing Capital Building Repair Funds as well as apply for a 30-year construction loan not to exceed \$500,000 to be used for Major Maintenance Projects.

-
- Todd moved to accept the resolution/recommendation as written. Bill Maier seconded the motion. Discussion followed.
 - Beth Oliver moved we change the loan to a 25-year. Aileen seconded it.
⇒ Discussion was none. The amendment passed.

Therefore, be it resolved, by the St. Andrew congregation in a special session meeting on Sunday, March 10th, 2019, that the leadership has the approval to use existing Capital Building Repair Funds as well as apply for a 25-year construction loan not to exceed \$500,000 to be used for Major Maintenance Projects.

- Denny Scott moved to add another amendment to add a capital campaign to begin.
⇒ Bill Strom seconded it and the text from Denny is:

Be it Further Resolved, that council will establish a capital campaign Task Force from a broad cross-section of the church to plan and carry out a capital campaign to pay down the debt undertaken for these repairs. This Task Force will submit its plan recommendation to the Council for approval no later than June 1, 2019.

- ⇒ The motion to add the above carried by voice vote.
 - ⇒ Cindy Strom asked if we have bids for the projects. Todd had the bids placed on the screen to discuss. He pointed out details.
 - ⇒ Aileen Libengood asked about not using a General Contractor. She asks if the "SALC Coordinators" will be available for the term of the work. Todd said with only 2 contractors, their work is not going to be that difficult.
 - ⇒ Nadine Scott asked about permits needed. Todd stated that the permits would be obtained by SALC and by the contractors engaged.
 - ⇒ Phil Libengood stated that permits, bonds, and insurance are needed.
 - ⇒ Carla Beckstrom listed a lot of items NOT on our list that need to be done. How did we get to the point where we didn't do maintenance as we went along in the past? Todd said that all of her items are on a list, but we have prioritized the work to avoid a large loan upfront. He presented the longer list.
 - ⇒ Jody Jack asked if the capital campaign would engage WHO supporters to help with some of this? The answer was yes.
 - ⇒ Kerry Crow and Kathleen Brown asked that we call the question.
- **A vote was taken by a written ballot. The original motion with amendments was approved with 87 yes, 1 no and 0 abstained.**

3. Recommendation for Youth Representative on Council - Read by Todd Juhnke

Recommendation from the Congregational Council to add a Youth Representative on Council

Whereas, St. Andrew Lutheran Church values the service and commitment of our youth members, and

Whereas, we value the insights and perspectives gained from our youth members, and

Whereas, we want to encourage the spirit and participation of our youth members, and

Whereas, it is important to give voting representation to our youth members, and

Whereas, we understand the busy schedules of our youth members,

Therefore, be it resolved at the congregational meeting on March 10, 2019, that a member of St. Andrew Lutheran Church shall be elected as a Youth Representative to Congregational Council each year for a one year term, and amend the SALC bylaws to reflect this decision.

Todd Juhnke moved to accept the resolution as written. Doug Seidel seconded the motion.

The following was discussed:

- ⇒ Joel Hauge gave some background on the resolution. We have had a youth representative but that it wasn't in the bylaws, and this resolution fixed that issue.
- ⇒ Virginia Haberkamp asked what "Youth" was. It is not defined.
- ⇒ Aaron asks if the youth rep needs to be confirmed, and it was answered YES.
- ⇒ Ellen Krane explained the original one-year term was defined some years ago. The age is not determined.
- ⇒ Dave Halstead asks if youth representative has full voting privileges. The answer was YES.
- ⇒ Kari moved we amend the resolution to show that only Confirmed members are eligible.
 - ◆ Dave Halstead seconded the motion
 - ◆ The motion to amend it passed by voice vote.
 - ◆ Beth stated that a youth may not be legally able to vote to incur debt.
- ⇒ Virginia suggested we remove the "representative" term. It didn't get seconded
- ⇒ Clair Smith suggested an age be defined for "youth." No motion occurred.

A vote was taken by voice vote on the motion as amended. The motion was approved.

3. Closing Prayer - Pastor Janell

Meeting Minutes Prepared by Dave Britton, Council Secretary

Pastor's Report

St. Andrew has had a year of transitions, some joyful while others very, very painful. With the sudden and unexpected death of Pastor Jim in February, St. Andrew entered a time of mourning. We remain grateful to Pastor Janell Bethke and Pastor Chris Berry for providing interim pastoral leadership. They guided the congregation through the early months of pastoral transition, holding the congregation in love and care while continuing to be faithful to God's work in this place.

In the midst of this tragic loss, one of the great realities of this congregation became ever more evident: your connection to each other and to the greater community. Rallying around each other, you have demonstrated faith and commitment - which are two of the reasons Christ's church exists. God's love has shined in your lives as you have walked with each other in pain. As time moves us onward, we recognize the importance of this community to name the shared grief. Therefore, we create corporate experiences to remember Pastor Jim, celebrate his life and ministry, and share stories of his leadership and faithfulness. And in 2020, we look forward to the installation of a permanent walking labyrinth to hold onto Jim's legacy.

Another big transition for the congregation was my arrival in July, joining the wonderful staff of St. Andrew. What a privilege it has been to work with such a generous group of staff and volunteers. The staff of St. Andrew is wonderful. They work well together, are efficient, professional, kind, and collaborative. I could not ask for a better group of people to work with day-in and day-out. And the volunteers who regularly give of their time and talents bless this community and the ministry we do together with their energy and presence. God is working in you all in ways that are vibrant and encouraging.

Just after my arrival, I enjoyed seeing the wonderful VBS program in action. Under the leadership of Ashley Ryll, St. Andrew offered another formative experience for 150+ children and many, many volunteers. Then, in September, we experienced a different kind of ministry fair, spending an entire month focusing on God's gifts to us and the call to share those with others. The culmination of the month included a ministry fair highlighting the variety of ministries for people to share their gifts with the wider community.

Of course, a year in review at St. Andrew could not be complete without discussing the Winter Hospitality Overflow program. The WHO is one of the ministries that drew me to St. Andrew. It was a tough year, as volunteerism was down. Not because people aren't interested in helping but because other programs that support the homeless population in Vancouver weakened our volunteer force. It will mean some significant discussions and potentially difficult decisions for the future of the program. Homeless ministry is a defining ministry of St. Andrew, and we must use the resources we have effectively to do our best good for those God calls us to love.

Finally, I want to highlight our vision campaign. In this first year of my ministry at St. Andrew, I am enjoying getting to know you and you me. I am learning as much as I can about the history of this wonderful church. Excitingly, my arrival happens at a time when the congregation is due to discern the dreams we have for the future ministry we can do together in this place. To that end, we have kicked off to a visioning process, called "Imagine." As we turn the page into 2020, we will be spending months listening to each other, looking back at the best of who St. Andrew has been and done, and imagining where God is calling us into the future. We want everyone's voice to be heard during this process. Many cottage meetings have been scheduled to invite the congregation into reflection. Please plan to be a part of this. Our hope is that together, with a collective voice, we will discern specific goals for God's ministry at St. Andrew over the next 3-5 years.

It is evident that God is at work in this community. Thank you for inviting me into ministry with you. My door is open if you ever want to talk, shoot me an email, or grab a coffee. Together, we can accomplish miraculous things as the Spirit inspires us to the work of love. I look forward to what God has in store!

*Peace and Joy,
Cindy*

Director of Music / Organist Report

This year has certainly seen its ups and downs. It was difficult losing our long-time Pastor, Jim. He was a great supporter of the music program and a good mentor for my growth into my vocation. Through this difficult time, we have been so grateful for the arrival of our new Pastor, Cindy Muse. She has been such an amazing leader. I'm very excited about our continued ministry together.

This last year the choir has continued its efforts to enunciate while singing. We have also been spending more time on projecting the meaning of the text and conveying the meaning of the selected anthems. We have been so fortunate to have a few more wonderful voices join and their presence has added a lot.

Unplugged has been doing a lot to grow its leadership and musicianship. During WOW, there have been several times where the band was supporting congregational singing without my direction. This has been a big step and I'm so proud of their development.

Winds and Strings have been adding a lot of new repertoire in preparations for the WHO benefit concert. We have been working at adjusting how we select music and prepare it to have more involvement from

youth. It's been an exciting time finding new ways to involve more people in this unique and diverse group.

This last year the staff worked on a worship planning document that helps the Worship and Music team come to more intentional choices for how we worship. This was a big task to create, but I'm very eager to see how this helps support the team.

This past September, we offered our first Guitar class. This was an exciting move forward since it equipped anyone interested in learning how to play the guitar an opportunity to learn some basics to develop the skills necessary to play in either Unplugged and/or Winds and Strings. This class had 14 students of both youth and adults which had 3 opportunities to provide musical congregational support. I look forward to finding new ways this model can help empower more congregants in being involved in the music program.

During the last few months, we have been raising up youth involvement during worship by teaching hand percussion skills. It's been such a fun time growing this ministry and creating and safe space filled with grace where youth can learn the basics of rhythm and new way they can share their gifts during worship. More growth in this program to come!

The Bell choir has been doing a lot of hard work this year! They have been practicing the group sense of tempo, and sensitivity to dynamics and voicing. It has been such a gift getting to work closely with this group.

This has been a great year of growth, empowerment, and praising God with music. I am so thankful for all that are involved in the program. I am so blessed for the gifts everyone shares, none of this would be possible without you.

Samuel Solano, Director of Music

Children's Choir Director's Report

The Children's Choir is a fun and growing program at St. Andrew Lutheran Church. Wednesday evening rehearsals started in September. Children in kindergarten through fifth grade are encouraged to participate. The purpose is to provide musical and vocal training, appreciation for the role of music in the worship of the church, growth of faith and of course, to have fun. The choir prepares music to be presented during worship as well as other church functions and concert opportunities.

We had a slow start to fall season because of fall sports schedules. Fortunately, by November, we had 9 kids regularly attending just in time for the Christmas pageant. In 2019 we sang in worship on seven Sundays from January through December. In December, the Children's Choir and Sunday School Children presented the Christmas program **"The Advent Story."** This pageant came directly from the Godly Play scripts and was the idea of the Godly Play team, Julie Christian, Sara Howe, Heidi McGraw and Lauren Neiffer. The decision was made to record the narration parts. This was helpful in the delivery of the message and allowed us to double cast children. This year I was blessed to again have a dedicated music time at the beginning of Godly play to practice the Christmas pageant with all the Sunday school children. We practiced for 6 Sundays beginning on Nov 4th. The pageant began with a musical prelude. The Children's Choir sang two pieces, including one with simple rhythm accompaniment by two choir members. The Chancel Choir also sang *Mary, Did You Know*, which was a wonderful lead in to the pageant. I feel extremely blessed to have an opportunity to direct a Children's Choir program at St. Andrew Church. I strongly believe in providing our children and youth with regular opportunities to be active participants in worship. Providing this opportunity helps the children gain self-confidence and growth as young Chris-

tians. I want to thank all the staff and congregation for your continued help and support with this ministry.

Theresa W. Swanson, Director of Children's Choir

Director of Children, Youth, and Family Ministry Report

With the changes in pastoral leadership, my focuses adjusted based on the needs of the church. My biggest focuses this past year included:

Messy Church: I took full leadership of this ministry when Pastor Jim passed (with original intentions of me to take it over when he retired). Described as a once-a-month family-inclusive VBS, Messy Church was chosen to be continued into the 2019-2020 school year after a very successful first year. Attendance averaged around 85 people. This year's attendance has been lower, averaging 70. However, the first Sundays have been a hard Sunday to attend this year, based on when holidays fall. The plan is to continue on first Sundays through May 2020, and then a team will get together to discuss the year and assess what may be the most successful for 2020-2021.

VBS: With help from many volunteers, I coordinated this year's VBS using Cokesbury's "To Mars and Beyond" curriculum. We had about 130 kids in attendance between preschool and 5th grade. We also had 50 volunteers, including youth and adults, who all did a fantastic job. We have used the Cokesbury curriculum for many years, and Pastor Cindy and I have decided to hire staff from Lutherhaven and using their programming for 2020.

Confirmation Camp: Pastor Janell and I led Confirmation Camp this summer. We brought 9 youth to a wonderful house in Lincoln City, OR, that was very close to the beach. We spent 5 days there in mid-July learning about the Old Testament, team-bonding, and having fun on the beach.

High School Mission Trip: Roberta Arbuckle and I led 6 high school girls to Milwaukee and Madison, WI and Chicago, IL, where we met up with three past St. Andrew vicars, as well as worked on various service projects throughout Milwaukee. We also prepped meals together, did evening Bible studies, and had lots of fun!

Wired on Wednesdays: "WOW" evenings were started by Pastor Martha, continued on by Pastor Jim, and now myself. They include music practice from 5:30-6:30 pm, 15-minute worship from 6:45-7 pm, and then high school youth group and Confirmation at 7 pm. I led the worships and high school youth group while Sam led the music, and Pastor Cindy led Confirmation. For the worship services, we sang songs for Un-plugged to practice playing, then followed with a short message, video, or evening prayer.

High school youth group: Meeting every Wednesday night during the school year, except for during Advent and Lent, the high schoolers have really enjoyed coming on Wednesday nights and are generally committed to that time. We have done a variety of activities during that time, including Bible lessons, Bible-focused games, movie-themed Bible studies, and more.

Middle school youth group: There is not currently a weekly meeting for the middle school youth group (unless they are in Confirmation), but I have spent a lot of time with them through Sunday School and monthly events. It has been amazing to see how much they've grown in the past year and see what knowledge of the Bible they have from when they did Godly Play in elementary school (which began just a few years ago here).

Lock-in programs: This year, there was a mini lock-in (6-10 pm) for the 3rd-5th graders, and then joint lock-

ins with the other Lutheran churches in the area for both middle and high school groups. The mini lock-in theme was “Bible Detectives: Get a Clue,” where they investigated God’s love. The middle school lock-in was at Messiah Lutheran Church in Lakeshore and the high school lock-in was at Trinity Lutheran Church in downtown Vancouver. All events were high energy, a lot of fun, and lots of new friendships and memories were made.

Young Adults group: In October, the youth director at Beautiful Savior Lutheran Church, Kirsten Larsen, and I decided to start up a young adults group for anyone who is in their 20s and 30s who is looking for a faith-based social group. We are ELCA based, but all are welcome, and our goals include providing a safe place for people to come together and share about their lives and faith, no matter where they may be in their faith walk.

I also had some great continuing education opportunities:

- ELCA Youth Ministry Network Extravaganza: In January, I went to Jacksonville, FL, for the Extravaganza Conference for all youth workers in the ELCA. I learned a lot through the workshops and big group meetings I attended and did a lot of useful networking. I plan to attend again at the end of January 2020, and it will be in Anaheim, CA this year.
- Godly Play training: In November, I attended a Godly Play training hosted by St. Luke’s Episcopal Church. I wanted to know more about the program as we use it for our elementary level Sunday School. It gave me a lot of useful tools on storytelling and more ability to support the Youth Ed team in teaching the children using this method.

I continue to focus on Psalm 46:10, which says, “Be still and know that I am God. I will be exalted among the nations, I will be exalted in the Earth.” This year has been hard in many aspects, both expected and unexpected. However, with God’s goodness, we continue to move forward successfully. Thank you to all who have continued to support and encourage me!

Ashley Ryll, Director of Children, Youth, and Family Ministry

St. Andrew Lutheran Church
MEMBERSHIP
 For Period Ending December 31, 2019

	Baptized		Confirmed	
1. Membership-period ending 12/31/19		748		459
2. Members received during year				
a. By Baptism: children (15 yrs. & younger)	5			
b. By Baptism: adults (16 yrs. & older)	0		0	
c. By affirmation of faith	9			
d. By transfer from ELCA congregations	15		12	
e. By transfer from other Lutheran congregations				
f. From non-Lutheran congregations				
g. From other sources and statistical adjustment				
h. Total members received	29		12	
3. Baptized youth who were confirmed this year				2
4. Total from 2h in BAPTIZED column				
Total for 2h and 3 in CONFIRMED column	29		14	
5. Members removed during year				
a. By death	-7		-7	
b. By transfer to other ELCA congregations				
c. By transfer to other Lutheran congregations				
d. To non-Lutheran congregations				
e. For other reasons and statistical adjustment*	-3		-3	
f. Total members removed		-10		-10
6. Membership to date		=767		=463

Received into Membership by baptism:

Children: Porter Uskoski (2/17/19), Parker Stange (4/7/19), Anders Hantho (6/23/19), Quinn Korba (8/2/19), Grant Pershall (9/8/19) **Adults:** None

Received into Membership by transfer or affirmation of faith: Richard and Patricia Hayes, Lisa Staudinger, Daniel & Leslie Pershall (Eric & Hannah Hantho (children: Henry & Anders)), Sarah Terry, Ginger Scroggin, Mark & Diane D'Evelyn, Doreen & Michael Korba (children: Michael, Josie & Quinn), Mary Gotelli, Jenifer Jacobus, Tom Davis, Pastor Cindy Muse (children: Zoe & Isaac), Gary and Sherry Dutelle

Removed from Membership by death: Pastor James Stender (2/8/19), Louise Clair (5/18/19), Jim Schoeneberg (7/25/19), Holly Tuscher (8/8/19), Luella Osborne (9/17/19), Janette Taylor (9/26/19), Hazel Schroeder (12/15/19)

Removed from Membership by member request: John & Kathy Romanowski & Nancy Cole.

Confirmands: Thomas Huang & Eva Pulfrey

MEMBERSHIP ATTENDANCE RECORDS:

	2014	2015	2016	2017	2018	2019
Average Sunday Morning Worship Attendance <i>(does not include Easter Sunday)</i>	251	246	246	224	212	200
Average Midweek Worship Attendance (Lent/Holy Week/Advent)	105	95	92	92	68	43
Easter Sunday	412	458	492	473	398	436
Christmas Eve Services	544	502	537	255	501	429
Christmas Day Service	30	32	2 services 100	26	41	46
Christmas Children's Program/Worship	Sunday, Dec. 14 4 pm 114	Sun, Dec. 13, 9:45 am 135	Sun, Dec 11, 10 am 88	Sun. Dec.17, 10am 125	Sun. Dec. 16, 10am 97	Sun. Dec. 15 10 am 139
New Year's Eve Service	Joint with St. Paul (here) 24	Joint with St. Paul (here) 31	N/A	N/A	N/A	N/A
Average Sunday School Attendance						
Nursery through High School	(P-Gr 5) 20 (MS) 7 (HS) 7	(P-Gr 5) 28	(P-Gr. 5) 29 (MS) 2 (HS) 6	(P-Gr. 5) 20 (MS) 5 (HS) 4	(P-Gr. 5) 14 (MS) 4 (HS) 2	(P-Gr. 5) 13 (MS) 8 (HS) 8
Adults	Winter 33 Spring 30 Lent 46 Fall I 35 Fall II 22	Winter 41 Lent 51 Spring 32 Fall 1 38 Fall 2 22	Winter 20 Lent 32 Spring 39 Fall #1 90 Fall #2 36	Winter 37 Lent 28 Spring 17 Fall #1 37 Fall #2 15	Winter 38 Lent 32 Spring 18 Fall #1 25 Fall #2 22	Winter 20 Lent 49 Church Size Matters 50 Spring 21 Fall #1 27
Special Events held in 2018:	Epiphany Concert	Preschool Ice Cream Social 193	Bike Across America 40	VBS 133 Volunteers (A) 41 (C) 18	WHO Kickoff 90	
Special Events held in 2019:	Pr Jim Memorial 2/23/19 700	Pr Cindy Installation 6/30/19 210	Preschool Ice Cream Social 176 VBS Sun 202	VBS 130 Volunteers (A) 30 (C) 18	Day of Service 40	Epiphany Concert 327
2018 Mini-Retreat	Taste and See: 15	Visio Divina: 25	Physical Spiritual Practice : 17	Lexio Divina : 8		
2019 Mini-Retreat	Examen 23	Welcoming & Hospitality 19	Healing Prayer 10	Gratitude Journaling 13	Average Attendance for 2018/19 Series 16	
Pastoral Acts:	Baptisms Infant/ Child 5	Baptisms Adult 0	Confir- mation 2	Marriag- es 0	Funerals 7	

Messy Church	Jan 96	Feb 65	Mar 85	April 75	May 75	June 55	Sept 95	Oct 75	Nov 75	Dec 55	Average 75
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President's Report

"And give thanks for everything to God the Father in the name of our Lord Jesus Christ." Ephesians 5:20

This past year has been a challenging year to trust God and give thanks for everything. All of the challenges that we have faced together have tested our collective faith and commitment to carry out our missions at St. Andrew.

However, even in the darkest days, we have seen the reflection of God's grace in the selfless caring and work of the people at our church. People working behind the scenes to carry on the good works at St. Andrew have held the course and set the stage for our next chapters. We look forward to our IMAGINE listening process to hear all of the voices of St. Andrew and renew our vision goals.

So, we look back and give thanks for the wonderful gifts and strong leadership that Pastor Jim shared with St. Andrew for over twenty years, while we look ahead and give thanks for the faithful gifts and positive energy with which Pastor Cindy will lead us forward.

Thank you all for your faithful service and dedication to our mission, members of St. Andrew. The bonds of faith and friendship will hold us together as we *"run with endurance the race that is set before us."* Hebrews 12:1

"With God, all things are possible." Matthew 19:26

Thanks be to God,

Joel Hauge, Council President

ST. ANDREW LUTHERAN CHURCH					
Income and Expense Statement (UNAUDITED)					
GENERAL FUND , January 2019 - December 2019					
		2019 Actual	2019 Budget	Difference	2018 Actual
INCOME	4000				
CONTRIBUTION INCOME	4010				
UNRESTRICTED	4020				
Gifts & Offerings	4030	523,957	566,555	-42,598	503,326
Preschool Pass-thru	4040	1,525	1,800	-275	750
WHO Utilites Reimbursemen	4055	12,537	9,000	3,537	10,769
Building Usage Donations	4060	7,960	6,000	1,960	7,010
Thrivent	4065	4,999	0	4,999	3,004
MISCELLANEOUS INCOME	4100	-191	1,200	-1,391	1,246
INTEREST INCOME	4110	687	0	687	812
Subtotal Unrestricted	4020	551,474	584,555	-33,081	526,917
EXPENSES	5000				
Thank Offering	5030	10,066	0	10,066	11,157
Capital Reserve TRSF	5031	60,000	0	60,000	0
SP Housing DownPayment	5032	20,000	0	20,000	0
BENEVOLENCE	5040	52,137	56,655	-4,518	40,784
CONTINUING EDUCATION	5170	2,700	2,700	0	1,200
JANITOR	5350	19,363	17,000	2,363	14,618
MORTGAGE	5400	0	0	0	32,915
OFFICE EXPENSE	5500	43,951	32,000	11,951	31,923
PROP INS/TAX/ALARM	5800	17,419	16,000	1,419	14,715
SABBATICAL FUND	5900	1,125	1,125	0	1,800
SALARIES AND BENEFITS	6255	361,226	355,474	5,752	270,040
TRAVEL	6500	6,656	3,000	3,656	3,624
UTILITIES	6690	31,861	28,000	3,861	26,460
MINISTRY TEAMS	7230			0	
BUILDING AND GROUNDS	7240	14,291	15,000	-709	7,118
Capital and Repair	7255	33,000	33,000	0	0
EDUCATION	7260	3,173	4,700	-1,527	2,804
ENDOWMENT	7270	0	300	-300	0
FELLOWSHIP	7280	2,373	1,500	873	1,050
GREAT COMMISSION	7300	1,320	1,000	320	388
PRESCHOOL	7350	0	700	-700	0
SOCIAL CONCERNS	7475	48	600	-552	0
STEWARDSHIP	7500	990	1,100	-110	1,414
WORSHIP & MUSIC	7600	8,221	8,000	221	7,201
WORSHIP AV EQUIPMENT	7690	1,209	1,200	9	1,200
YOUTH AND FAMILY	7750	1,037	6,000	-4,963	3,412
Subtotal Ministry Teams	7230	692,164	585,054	107,110	473,823
Excess Income/Expense		-140,690	-499	-140,191	53,093

ST. ANDREW LUTHERAN CHURCH				
Balance Sheet (UNAUDITED)				
GENERAL FUND 01, December 2019				
			December 2019	December 2018
ASSETS		1000		
BANK ACCOUNTS		1050		
CHECKING ACCOUNTS		1100		
	Columbia Bank	1110	163,804	0
	Columbia CU	1111	80,904	323,870
Subtotal Checking Accounts		1100	244,709	323,870
SAVINGS ACCOUNTS		1200		
	Columbia CU MMA	1210	0	25,254
Subtotal Bank Accounts		1050	244,709	349,124
INVESTMENTS		1300		
	Linsco Private Ledger	1320	216	208
	Mission Inv. Fund (Endow)	1330	83,201	82,401
Subtotal Investments		1300	83,416	82,609
FIXED ASSETS		1500		
LAND		1501		
	Main Lot 158159000	1510	983,250	983,250
	Vacant lot N b 158164001	1520	89,400	89,400
	Vacant lot E 158099000	1530	178,800	178,800
	Vacant lot N a 158164000	1540	367,500	367,500
Subtotal Land		1501	1,618,950	1,618,950
BUILDINGS		1600		
	Church & Preschool	1610	3,080,900	3,080,900
Subtotal Fixed Assets		1500	4,699,850	4,699,850
TOTAL ASSETS			5,027,975	5,131,583

ST. ANDREW LUTHERAN CHURCH				
Balance Sheet (UNAUDITED)				
GENERAL FUND 01, December 2019				
			December 2019	December 2018
LIABILITIES		2000		
CURRENT LIABILITIES		2010		
PAYROLL DEDUCTIONS		2201		
	OTHER DEDUCTIONS	2250		
	HSA Withheld	2272	-114	0
	Retirement Withheld	2280	0	1,909
Subtotal Payroll Deductions		2201	-114	1,909
OTHER CURRENT LIABILITIES		2400		
	Building Use Deps misc	2410	1,100	1,100
Subtotal Current Liabilities		2010	986	3,009
LONG-TERM LIABILITIES		2600		
MORTGAGES & LOANS		2610		
	Mission Inv. Fund (Mtge)	2620	339,703	0
TOTAL LIABILITIES			340,689	3,009
NET ASSETS		3000		
UNRESTRICTED		3100		
	Unrestricted Net Assets	3110	4,345,845	4,826,298
DONOR RESTRICTED		3200		
DESIGNATED GIFTS		3201		
Subtotal Designated Gifts		3201	341,441	298,368
Subtotal Donor Restricted		3200	341,441	298,368
TOTAL EQUITY			4,687,286	5,124,666
TOTAL LIABILITIES AND EQUITY			5,027,975	5,127,675

ST. ANDREW LUTHERAN CHURCH					
Designated Funds					
January 2019 - December 2019					
FUND 01 - GENERAL FUND					
		Beginning Balance	Income	Expenses	Ending Balance
DESIGNATED GIFTS	01-3201				
AV Equip Maint Fd	01-3232-132	5,107	1,200	0	6,307
Books Fund	01-3208-108	130	1,289	-1,214	205
Camp L'wood Scholar. Fund	01-3283-183	825	0	0	825
Capital & Bldg Repair	01-3288-188	56,660	58,134	-64,350	50,444
Capital & Repair - Budget	01-3218-118	0	93,100	-81,282	11,818
Columbarium fund	01-3299-199	5,000	0	0	5,000
Community Garden Fund	01-3293-193	783	290	-250	823
Confirmation Camp/MS Fd	01-3248-148	1,026	1,680	-2,479	226
Continuing ed. S P	01-3290-190	508	1,200	-423	1,284
Continuing ed. Dir of CYF	01-3291-191	0	1,914	-1,943	-28
Cub Scout Pack 255	01-3281-181	337	0	-337	0
Debt reduction	01-3201-101	0	2,050	-550	1,500
Discretionary Fund	01-3226-126	1,105	18	-1,123	0
Easter Breakfast Fund	01-3254-154	0	629	-629	0
ELCA hunger, disaster, r	01-3211-111	0	100	-100	0
Endowment Fund	01-3219-119	82,401	2,520	-2,346	82,575
Faith Partners for Housin	01-3229-129	1,500	2,307	0	3,807
Fellowship Fund	01-3242-142	378	0	-79	298
Flowers	01-3203-103	924	495	-390	1,029
Food Drives East T'g Xmas	01-3231-131	6,987	5,460	-4,754	7,693
GDWB Fund	01-3272-172	4,930	7,906	-6,000	6,836
Godly Play fd	01-3250-150	50	85	-85	0
Good Samaritan Fund	01-3286-186	0	13,295	-5,080	8,215
Great Commission Fund	01-3285-185	2,003	0	0	2,003
Housing Feasibility study	01-3264-164	545	0	0	545
In-kind contributions non	01-3206-106	0	6,149	-6,149	0
Local Benevolence Fund	01-3243-143	25,444	17,858	-14,412	28,890
Lutheran World Relief	01-3263-163	0	1,000	-1,000	0
Memorial FD - Peterson,B	01-3233-133	600	145	0	745
Memorial Fd Osborne	01-3295-195	0	905	0	905
Memorial Fd Other	01-3217-117	50	240	-290	0
Memorial Fd Patterson	01-3292-192	28,500	0	-28,500	0
Memorial Fd Rustvold	01-3213-113	2,245	0	0	2,245
Memorial Fund -J Stender	01-3222-122	0	15,956	0	15,956
Men's Ministry Fund	01-3246-146	1,948	0	0	1,948
Misc. Designated	01-3205-105	0	377	-377	0
Misc. Mission Fund	01-3253-153	0	1,140	-1,140	0
Music (youth) scholarship	01-3289-189	6,162	0	-210	5,952
Music Ministry Fund	01-3228-128	2,949	10	0	2,959

Continues on the next page

ST. ANDREW LUTHERAN CHURCH					
Designated Funds					
January 2019 - December 2019					
FUND 01 - GENERAL FUND					
		Beginning Balance	Income	Expenses	Ending Balance
Orchards PTA Fund	01-3265-165	4,824	2,689	-3,363	4,151
Preschool Fund	01-3235-135	0	4,245	-4,245	0
Pub Theology Fd	01-3220-120	444	74	0	518
Quilters Fund	01-3230-130	2,513	632	-1,052	2,094
Sabbatical D Fund	01-3241-141	4,875	1,125	0	6,000
Social Conc + Food Fund	01-3224-124	1,172	266	0	1,438
Souper Bowl (food) Fund	01-3240-140	0	1,312	-1,312	0
SP Housing DownPayment	01-3273-173	0	20,000	0	20,000
Special Gifts for Church	01-3216-116	564	0	0	564
Spirit Trans Fund	01-3298-198	1,052	0	0	1,052
Vacation Bible School Fun	01-3234-134	625	3,170	-2,869	926
Wedding Fund	01-3280-180	1,019	0	0	1,019
WHO Exp Buffer Fd	01-3251-151	7,047	14,785	-20,237	1,595
WHO SALC not reimb Fd	01-3221-121	26,380	16,120	0	42,500
Women's Ministry Fund	01-3247-147	476	0	0	476
Yoga Fund	01-3269-169	246	579	-700	124
Youth Fund general	01-3204-104	6,074	218	0	6,292
Youth Mission Trip Fund	01-3207-107	1,961	5,439	-5,712	1,688
Subtotal Designated Gifts	01-3201	298,368	308,066	-264,982	341,441

Adult Education Ministry Team

2019 was a year of transitions for the Adult Education Ministry Team. God's grace and providence continue to bless this ministry of St. Andrew. We mourn the loss of Pastor Jim and the wisdom and guidance he provided to this ministry. We celebrate the joy of fresh energy and perspective with Pastor Cindy's leadership. We are thankful for the many years of service Jan and Lloyd Allen and Linda Ignoffo brought to this ministry. We welcome Mark D'Evelyn and Aileen Libengood as our new team members.

A God moment for the team happened when grief counselor Ann Allen was led by God to St. Andrew several months before Pastor Jim's passing. After completing a series on grief and loss, she again made herself available for more classes when she heard the news and showed up at the candlelight vigil. We all felt certain this was God looking out for our congregation and blessing us with a person who could help us in our time of mourning.

- The team continues to explore different learning options for the congregation. Some of the offerings from the past year include:
Lenten Book Study: A Way Other than our Own, by Walter Bruggemann – This book was picked intentionally in coordination with the Worship and Music Team, to blend with sermons, music, and worship

during Lent. Classes were led by many different members of the congregation.

- Grief and loss classes – Led by Ann Allen.
- Spiritual Practices mini-retreat – Led by Jan and Lloyd Allen.
- Travel highlights series presented by certain congregation members – Something fun and light for people to learn more about each other, our world, and God’s presence in travel.
- Various Scriptural studies led by Interim Pastor Berry and members of the congregation.

Additional ideas we are considering include some social justice class offerings, a Lenten labyrinth congregational exploration, a liturgy class led by Sam Solano in January, Scriptural studies, and possible guest speakers like, for example, from the Council for the Homeless.

Thank you to all who volunteered your time and talents to our Adult Education ministry here at St. Andrew.

Blessings,

Your Adult Education Ministry Team: Aileen Libengood, Mark D’Evelyn, Vineta Means, Holly Cattin (council rep.), Dave Howe Chair, Adult Education Ministry Team

Book Club 2019

Below is a listing of the books we read in 2019. The Book Club generally meets on the second Sunday of every month at a member’s home for discussion and desert. Books are recommended by members, pastoral staff and various other sources for the purpose of deepening our faith in Jesus Christ.

Books for 2019

January	<i>The Hate You Give</i> by Angie Thomas
February	-----
March	<i>What is the Bible?</i> by Rob Bell
April	<i>A Way Other than Our Own</i> by Walter Brueggemann
May	
June	<i>Just Mercy</i> by Bryan Stevenson
July	No Meeting
August	No Meeting
September	<i>The art of Noticing</i> by Rob Walker
October	<i>For Everything There is a Season</i> by Joan Chittister
November	<i>The Common Good</i> by Robert Reich
December	Participants donated their favorite Christmas picture book to the church library

Books for 2020

January	<i>The Little Paris Bookshop</i> by Nina George
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St. Andrew Boy Scout Troop 648

Greetings and Happy New Year to all in 2020!

Since **October of 1988**, St. Andrew Lutheran Church has been the Charter Organization for Boy Scout Troop 648. 31 Years!!

Troop 648 would like to sincerely thank St. Andrew LC for their continued support and commitment to our youth.

According to the charter agreement between **St. Andrew LC and the Cascade Pacific Council; Boy Scouts of America**, *the purpose of the Scouts USA (BSA) program is to prepare young people to make ethical and moral choices and develop leadership over their lifetimes by instilling in them the values and principles taught in the Scout Oath and Scout Law.*

*St. Andrew LC, as the Charter Organization, and as a duly constituted organization that serves congregational members and youth, continue to **desire using the programs of the Scouts USA to further its mission respecting youth by using the Scouting Program.***

*By chartering a Boy Scout unit, **St Andrew LC agrees to use Scouting to further its aims and values for youth.***

The St. Andrew Facts, Connection & Responsibility:

It was a busy year in 2019 for the troop once again! Lots of campouts, Summer Camp at Camp Meriwether and community service activities at the Evergreen Memorial Gardens as well as Walk and Knock and Christmas Tree Recycling.

Troop 648 currently has **27** Scouts re-registered for 2020 with more boys expected to join in February & March and during the year. The Troop over its history has assisted **58** Scouts in obtaining the Rank of Eagle Scout, and they are involved in about **24** activities a year.

The troop had a change of Scout Masters in 2019. Mr. Eric Gillins is now the Troop 648's Scout Master. He has 4 sons that have achieved the rank of Eagle Scout and has 1 to go. So I am very confident that the troop is in good hands. Thanks to Mr. Dave Grandlnd for his service to the troop over the last several years.

Scouts are active in their own churches and synagogues, so you may not often see them on Sunday mornings, but come by on a Monday evening, and you'll see a very busy and energetic group. Meetings are held Mondays at St. Andrew beginning at 7:00pm in the church gym. It is our duty to provide them a place to meet as we would with **ANY OTHER St. Andrew LC Congregational Ministry.**

Just a reminder that this program teaches youth how to live according to the Scout Oath & Law.

The Scout Oath

On my honor, I will do my best **To do my duty to God** and my country and to obey the Scout Law; To help other people at all times; To keep myself physically strong, mentally awake, and morally straight.

The Scout Law

A Scout is Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean, and **Reverent.**

The **12th point in the Scout law is Reverence.** "A Scout is reverent. He is reverent toward God. He is faithful in his religious duties and respects the convictions of others in matters of custom and religion."

Troop 648 is looking forward to mingling with the St. Andrew congregation **on Scout Sunday in February 2020** as they celebrate the birthday of Scouting by providing Scouts to assist at both the 8:30 a.m.

and 11:00 a.m. services, and furnishing treats during the coffee hour.

We have many Congregational Members who have been Eagle Scouts or were involved in the scouting program who feel that Scouting prepared them for a successful future by teaching those skills they may not have learned elsewhere. Recognition by the worldwide community of Scouting's value system bears strong testimony to the value of personal growth in self-esteem and the sense of usefulness gained by members at meetings.

I would be happy to answer any questions or get further information that you may have about items in this report. Just ask!

Regards and yours in Scouting!

Terry L. Hoyer, Charter Organization Representative (On behalf of the leadership and scouts of Troop 648)

Building and Property Management Team

WOW! What a year for the Building and Property Management (BPM) Ministry Team. In addition to the support of everyday activities and maintaining the facilities' appearance and functionality, we managed and completed several sorely needed special projects.

To start the year, a new security system was installed by Polos Electronics Inc. The new system allows members of the office staff to monitor building access and electronically lock and unlock doors as needed. Major projects included new siding installed and painted for the entire building. All lower roofs have new roofing material installed as well as new skylights and the two higher roofs have had repairs made. We also have in place an annual maintenance contract to inspect and repair the roofs as needed. The HVAC duct runs that were rusted through were repaired or replaced and 16 window glass packs that had failed have been replaced. Also, we are happy to report that the projects were completed under budget

SALC MAJOR PROJECTS - FINAL REPORT

CONTRACTOR	PROJECT	ESTIMATE	ACTUALS	NOTES
StraightLine	Siding Replacement			Contingency funds used: \$3534 for parapet wall repair - \$1000 for additional color, doors, front beams steel plates. Work completed for \$24,876 under estimate.
	Remove & replace siding	\$218,430	\$218,430	
	Painting (AAA Painting)	\$56,400	\$56,400	
	Subtotal	\$274,830	\$274,830	
	Contingency 10%	\$27,483	\$4,534	
	Sales Tax 8.4%	\$25,394	\$23,467	
	Total	\$327,707	\$302,831	
Fisher Roofing	Roofing (new & repair)			Contingency funds used: \$1840 for permits - \$668 longer screws - \$501 dry rot repair - \$91 drain bolts repair - \$366 abandoned framing removal - \$3525 new leader heads - \$223 vent collar replacement - \$765 cost split. Work completed for \$4808 under estimate.
	New NE preschool wing – 1	\$40,495	\$40,495	
	New SE lower roof – 2	\$42,525	\$42,525	
	Upgrade to 80 mil area 2	\$4,895	\$4,895	
	New lower roof – 3 & 4 @ door	\$17,325	\$17,325	
	Repairs to other levels – 4,5	\$12,975	\$12,979	
	Replace skylights	\$2,500	\$2,500	
	Total Sys Warranty	\$3,475	\$3,475	
	Subtotal	\$124,190	\$124,194	
	Contingency 10%	\$12,419	\$7,979	
Sales Tax 8.4%	\$11,475	\$11,103		
Total	\$148,084	\$143,276		

per the final report below.

Continues on the next page

CONTINUED

SALC MAJOR PROJECTS - FINAL REPORT

All About Air	HVAC Duct Replacement			
	R & R all square roof duct	\$7,159	\$7,159	Contingency funds used: No contingency funds were used. Project was underestimated by contractor. A request was made to allow a donation of labor hours to help offset cost.
	Sales Tax 8.4%	\$601	\$601	
	Total	\$7,760	\$7,760	
Vancouver Glass	Window Replacement			
	Replace 13 window glass packs	\$3,972	\$3,721	Contingency funds used: No contingency funds were used. Changes were made and 16 packs were replaced at a lower cost.
	Overall Total	\$487,524	\$457,587	The overall project work was competed for \$29937 under estimate.

Facilities at St. Andrew continue to age and require more and more maintenance and repairs. For 2020 and beyond it is the sincere hope of the BPM Ministry Team that funding is adopted to support future major projects. 2019 was Greg's last year to serve as the Council Representative for this team and is to be commended for his pursuit of major works projects. Greg was instrumental in communicating with contractors, tracking their scheduling, and assuring completion of the work. Greg is a valued member of the team and plans to continue on the team in 2020. As always, the Building and Property Management team is only successful with the support and guidance of the congregation and for that, we are blessed and thankful.

Maintenance items requiring outside expertise during 2019:

1. Fire safety system inspection. Includes fire detection, fire suppression, and alarms, as required by the Fire Marshall. This is the third year of a new contract negotiated with Hi-Tech Systems for performing the annual inspection and making repairs as needed. It should be noted the current system is difficult to find parts for and will need to be replaced at some time.
2. Several fire suppression sprinkler heads had to be replaced due to corrosion that can cause them to not perform correctly.
3. Heating, Ventilation, and Air Conditioning (HVAC) system inspection. This is also the third year of a new service and maintenance contract negotiated with All About Air. They provide semi-annual servicing and are on call for system problems.
4. We are continuing the month to month contract with a landscaping maintenance service to keep the property looking its best.
5. The parking lot was restriped in early October due to the normal wear of the striping paint.
6. The kitchen fire suppression system began leaking due to corrosion and had to have parts replaced, and a five-year inspection performed.

On-going maintenance issues performed by volunteers:

1. Changed interior light bulbs as needed and rebuilding light fixture components as needed to adapt to LED light bulbs.
2. Repaired exterior doors. These doors are showing signs of wear and becoming a continued maintenance item.
3. Performed quarterly cleaning of the kitchen grease trap. ("YUCK")
4. Maintain grounds sprinkler systems and controllers.
5. Repaired and replaced outside lights in various locations.
6. Plumbing repairs made on multiple toilets and urinals throughout the building.
7. Testing and repairs made to multiple emergency lights and exit signs throughout the building.
8. Converted all exterior light fixtures on the building to accept LED light bulbs.

9. Cataloged on computer spreadsheet all safety lights as to location, electrical circuit, type, battery, etc., to facilitate monthly and annual inspections.
10. Initiated St Andrew computer login for the BPM team to facilitate maintenance records.

Items on the agenda for 2020:

1. We have received input that a handicap ramp is needed at the front building entry into to the parking lot to allow for handicap drop off at the front door. We are investigating options and estimates at this time.
2. Major projects to be considered for 2020 include refinishing wood flooring in the gym and sanctuary, new carpeting throughout the building, new paint for the interior of the building, and sound control panels in the gym.
3. Keeping the parking lot lights on is a challenging task due to the height of the light poles. We would like to convert to LED lights that would conserve energy and lengthen the time between service.
4. Develop an operation manual for the building and grounds. Over the years, repair notes and other comments have been accumulating in loose file folders. The intent for several years has been to organize and compile these notes and instructions into a comprehensive Operations and Maintenance Manual. *Anyone with an interest in pursuing or assisting in this task would be a welcome addition to our team.*

*Greg Schuster, Council Representative
Leland Saele, Team Chair*

Church Library

Purpose: To provide support material for the enjoyment and growth of our congregation and visitors and to help develop our full potential as followers of Christ.

It was a busy year for the Library Group. We added 156 new books and videos. Eleven were purchased with the library budget as well as some bookends. We received a number of books from Pastor Jim's library and a much-needed bookcase. The Book Club donated 9 children's books on Christmas and Advent. The rest were donations from the congregation. Thank you so much. This is the main way we grow and stay current. After our annual inventory, 9 items were removed because they were either missing for more than a year or checked out for more than 2 years. Another 12 items were missing for the first time.

Because we were running out of space (a good problem to have) and some of the material was dated or in poorer condition, this summer culled another 170 items. We also removed the Reference category since reference material is usually not allowed to be checked out and that was not the case for us. Most of those books were put into other appropriate categories. The removed items were offered to the congregation and nursery school as well as during Vacation Bible School. The total inventory at the end of the year is 2311 books and videos.

In June, we held our 13th Library Open House between services. We participated in the fall Ministry Fair. The library cart was brought to the narthex between services monthly, often with a selection of material based on a theme of an upcoming holiday such as Reformation Day or Easter. For all the Sundays in Advent, we supplied Advent and Christmas materials

During the spring, we continued the popular monthly volunteer reading a book to the kindergarten class after which the students were encouraged to check out a book. Both the students and the volunteers really enjoy it. A big thank you to those who volunteered! This program has been discontinued since there was no longer a kindergarten class in the nursery school.

I'd like to thank the other members of the Library Group for their work and enthusiasm: Mary Ann Sibbald, Lila Jones, Kelly McClary, Vineta Means, and Doris Bordine.

Carla Beckstrom

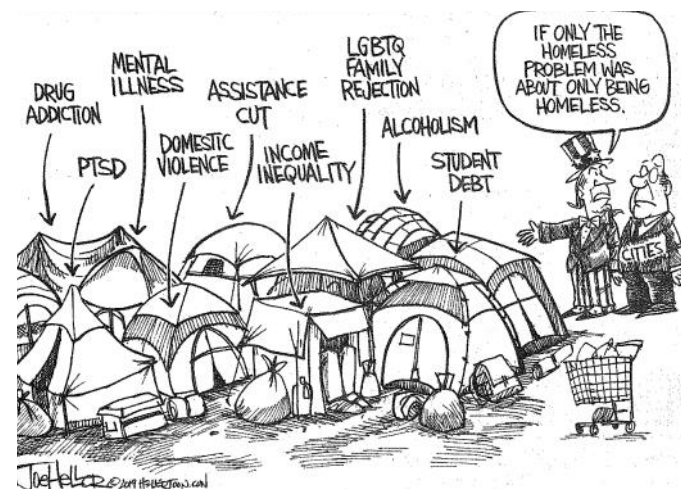
Empty Nesters Fellowship Group

The Empty Nesters group has been meeting monthly for the past 15 years, meeting on the third Friday of the month (except in December when we meet on the second Friday). Hosts each month select a local restaurant where the group meets for dinner. After dinner we gather for dessert and fellowship in the home of the hosts. Our monthly gatherings range from 10 to 25 in attendance. The group provides fellowship, friendship, prayer support and plenty of laughter. It is a welcoming group and has been a good entry point for newcomers to the congregation.

Lloyd & Jan Allen

Working to End Homelessness Task Force

The St. Andrew Working to End Homelessness Task Force determined that efforts to find and implement long term solutions to homelessness would require much more than what St. Andrew could do as a single congregation. Thus, the Task Force and St. Andrew invited faith organizations from throughout Clark County to a conference in 2016 to gauge support for a concerted, intentional program in the faith community to work on long term, permanent solutions.



The support was overwhelming, and out of that effort, the interfaith group, Faith Partners for Housing (FP4H), was formed. St. Andrew provides leadership and immeasurable support for the ongoing activities of FP4H.

The stated purpose is to mobilize the faith community to address root causes of homelessness. Two primary root causes identified by FP4H go hand in hand---the severe shortage of affordable housing units and the excessive rise in rents that have occurred in Clark County over the last five years. As Tedd Kelleher, an economist from the Washington State Dept of Commerce, put it, "While addiction rehab and mental

health programs are necessary, the only way to truly move the needle and decrease homelessness by big numbers is to provide more affordable housing."

During 2019 FP4H focused on 1) ---strengthening the internal structure, 2) ---developing a shared housing program, 3)---advocating for public policies that will increase the number of affordable housing units, and 4)---doing outreach and education to raise awareness of the many factors contributing to homelessness.

Internal Structure: During the year, FP4H adopted by-laws and a conflict of interest policy. Officers were elected. St. Andrew is well represented on the leadership team. This will guide the organization into the future. There are now ten faith organizations that have become official "Supporting Partners." In addition, there are 8 to 12 congregations that attend meetings regularly and support the work being done by FP4H. We will continue efforts to increase the number of Supporting Partners during 2020.

Shared Housing: Through the first half of 2019, FP4H worked jointly with Metro HomeShare, a Portland home-sharing program, to expand the program into Clark County. In July, Metro Homeshare advised

they were suspending their work with FP4H due to limits on their capacity. FP4H made the decision to continue exploring options that would fit Clark County. A three-person task force is rewriting the program description with clear budget numbers, the cost benefits of a Clark County home share program and other refinements that potential funders typically like to see---such as projected outcomes (how many “matches” can be expected in year 1, year 2 and year 3). This small working group visited home share programs in Tacoma and Poulsbo, WA to learn more about what has made these home share programs successful. Once that description is completed, it will be carried around to nonprofit groups in Clark County (such as Share, Council for the Homeless and the Area Agency on Aging) to receive their input and to explore ways those groups could support a Clark County program.

If there is sufficient support FP4H, with appropriate partners, will develop a strategy to secure funding to implement the program.

Communications and Outreach: The slide presentation covering homelessness and affordable housing was presented at six different churches during the year. FP4H invited Marisa Zapata, Exec. Director of the Homeless Consortium at Portland State Univ., to a meeting held May 13 at St Joseph Catholic church to talk about research findings concerning the causes of homelessness (high cost and short supply of housing) and to lay out solutions (build more low-income housing). The wider community was invited. To better inform the faith community on housing affordability issues, FPH has initiated a series of short “inserts” that can be adapted to weekly bulletins or newsletters. FP4H accepted an invitation to be part of a workshop presentation at a conference in Vancouver on affordable housing for individuals with disabilities. Two FP4H members attended the conference in Spokane Nov. 6-7 sponsored by the Low Income Housing Alliance of WA and brought back useful information on trends and programs to address the crisis in housing affordability.

Advocacy: FP4H has a voice concerning the allocation of federal housing funds coming into our community. A FP4H member (from St. Andrew) sits on a review committee that makes recommendations to the Vancouver City Council on grant applications concerning the distribution of federal housing funds and also for funds distributed under the city’s Affordable Housing Fund. Vancouver City Mayor Anne McEnery-Ogle attended the June 19th meeting and was an active participant. There have been meetings with three of the five Clark County Councilors and two FP4H members gave testimony before the Clark County Commission asking for actions to help alleviate the shortage of truly affordable housing. FP4H was strongly represented at the Housing and Homelessness Advocacy Day on Feb. 28th in Olympia. This conference arranges for participants to talk directly with their own legislators.

Working to End Homelessness Task Force: Denny Scott, Joann Derie, David Halstead, Karol Maier, Lori McDonald, Lori Lemley, Beth Oliver, Kathy Hauge, Mary Strehlow.

Fellowship Ministry Team

Coffee Hour: This year has been exceptionally smooth with the addition of sending out reminders to those who are up for their turn. Having the even and odd months posted on the wall also gets traffic for those who want to fill in the empty spots. I’m very pleased that it is clear for all those involved and for those who want to jump in. A big thank you to those folks who sign up year after year in the same spot serving our members and guests. My hope is to have the entire year filled in, so we don’t have empty Sundays.

Messy Church: This year, we have had some new faces in the kitchen who are committed to helping with meal prep and clean up. It has alleviated the strain on the members of the Fellowship team. A big thank you to our newest member Sarah Terry who has stepped up and proven to be a huge part of our team.

Also, Holly Cattin, Lori McDonald for being present and assisting in feeding the masses. With this core group of kitchen elves, it helps with the smaller groups participating in Messy church so it keeps running smoothly. I am truly grateful for all who come and ask how they can help because it really does. This year's numbers have been challenged by other outside events. I have been reducing recipes so we are not wasting food, excess food is given to attendees and forwarded to WHO. The year-end recap will look at future dates and make accommodations for challenging dates that influence attendance.

Soup Suppers/ Chili Cook-off: The Chili Cook-off starts off soup suppers on the first regular Wednesday of Lent. All proceeds from the cook-off go to local food programs. We had 17 entries for the cook-off! Soup Suppers has a very strong following and is always a joyful time, sharing our day over a bowl of soup and warm bread.

Easter Brunch: A big thank you to all who cooked, cleared, set-up/ torn-down, refilled, and those who gave so generously. We also recognize that all those who jumped in had not signed up to do so thanks for pitching in.

*Peace always,
Brenda Johnston, team chair*

Good Deeds With Beads Ministry Team

We continue to bead monthly at the church, with some minor changes. We now meet only on Saturdays, in the Narthex from 10:00 am to 1:00 pm. We continue to see new faces from the community and St. Andrew participate in this ministry of helping the homeless. It is an easy group to join as no experience is needed and we supply all the materials.

Christmas bazaar season is our busy time for selling, and it was another successful season. We enjoyed selling at Washougal High School as we had never been there before. It was great meeting new people and sharing our ministry with them.

We will continue to bead on Saturdays in the Narthex from 10:00 to 1:00 and sell at venues throughout the year. All are welcome to join us!

*Blessings,
Lori Lemley*

Great Commission Ministry Team

The Great Commission Mission Team (GCMT) worked on several items in 2019. We have encouraged our members to attend Messy Church nights to help meet and greet the new people that are coming to St. Andrew. We helped co-host the October 8th Messy Church. In the spring, we created a new spreadsheet to keep track of the Bakers, Takers, Greeters and Friendship Ministers. We use this sheet to capture new volunteers during the year and at Rally Day. Many of the new volunteers were a result of the "Hospitality Workshop" held at SALC. We have been using Sign Up Genius to remind people of their volunteer days. We have looked at new ways to invite and welcome visitors. The Hospitality Workshop identified "Visibility" as an issue so we are considering increased signage and banners to address that. We are encouraging all congregation members to take the time to post reviews of their experiences at SALC on social media. We are in the process of contacting members we have not seen in a while as "Care Calls." We have attended new member classes to further extend our welcome to newcomers and to find out what attracted them to SALC. We are emailing all of our volunteers monthly to invite them to the 1st

Tuesday Ministry team night and/or to provide us feedback from the field on their efforts to use during the meetings. We put together 85 Faith Boxes for the new Preschool Families that were distributed by the Pastor to the children. We have added an invitation to “Invite someone you don’t know to coffee” on the projected announcements list. We have some new volunteers coming aboard for 2020 and welcome any ideas people might have to better our efforts. As stated in Matthew 4:19 (NIV), *“Come, follow me,” Jesus said, “and I will send you out to fish for people.”*

David Britton – Member GCMT

Caring Ministry Team (formally Home Communion Ministry Team)

The Caring Ministries Team leadership is currently working to re-energize our congregations’ connection with and care for each other. In 2019, not only have many members taken home communion to home-bound members, many people provided meals in times of need, offered transportation support, wrote cards, made phone calls, and prayed for friends in times of joy and challenge. As we head into 2020, this ministry team will be working to coordinate and connect even more caregivers with those who could use friendly support. If you are interested in serving as a caring minister, please contact the office, Karen Norton, Jan Jablonski or Janell Renoud.

Journey of Faith Ministry Team

In the fall of 2018, we began our fourteenth year of Journey of Faith with ‘Come and See,’ which consisted of six sessions that met during the education hour. As always, it was a wonderful time of questions and conversations about St. Andrew and the Christian faith. From that group, three people chose to go on to the next step, Come and Grow, where we pursued in more depth living out our baptism as Christians in the St. Andrew community.

In November and December of 2018, three Come and Grow sessions were held on Tuesday evenings every other week until after Christmas. Sessions resumed in January 2019, and when Lent began, we started meeting weekly. Among the topics we discussed were Prayer, Baptism, the Bible, Holy Communion, Worship, Faith Practices, and Holy Week. The topics in these sessions were led by a variety of people, including Pastor Jim, Michael Brown, Pastor Martha, Scott Norton and other lay people. Half of each session was spent in reflective Bible reading called Lectio Divina.

Each ‘journeyer,’ the person new to the church, was paired with a faith partner. A faith partner is a member of the congregation who is willing to share their own faith story, journey with the new member and lift them up in prayer during the week.

Throughout the year, journeyers were blessed during worship as they entered each new phase of the process.

Last spring, our journeyers all reaffirmed their baptism at the Easter Vigil. Easter was followed by a few sessions that we call ‘Come and Serve’ where the new members discovered or rediscovered their gifts by doing a Spiritual Gifts Inventory, and then used this inventory to reflect how they would serve in the St. Andrew church community as well as in their lives outside the church. The final session was a celebration dinner, where we all reflected on the journey we had been on together.

Journey of Faith is a process in which journeyers can make connections to other people in the church and learn more about the faith, including faith practices that will strengthen them in their Christian walk.

The focus is learning about how to be a disciple, not membership.

In the fall of 2019, the process started all over again, and we were delighted to welcome six new people who are currently making the journey with their faith partners. We are delighted and thrilled to be walking along with them!

Submitted by Diane Smith on behalf of the Journey of Faith Leadership team, which includes Corinne Vaughn, Rich Vaughn, Lori McDonald, and Virginia Haberkamp

Mission Endowment Fund Report

The purpose of the St. Andrew Mission Endowment Fund is to support the vision, mission, and church's outreach to the community for the long term. This represents legacy gifts to St. Andrew that will endure for many years into the future. Our balance for 2019 was \$83,202.80. Contributions for the year totaled \$2520.

Gifts distributed in September were \$469 to Messy Church, \$469 to the SALC Building Campaign, \$469 to the ELCA Migrant Children Fund and \$313 each to our three SALC high school graduates: Tristan Hoyer, Benjamin Jones, and Hanna Peterson. These distributions represent outreach to the local community, church-wide ministries, and extraordinary programs or capital improvements.

Thanks go to St. Andrew members for the continued contributions to this fund. Please consider designating SALC Mission Endowment Fund in wills, estate planning or special gifts for St. Andrew to continue to build this wonderful legacy.

Mission Endowment Team members: Denny Scott, Dave Lashua, Donna Myers and Kathy Hauge

Prayer Shawl Ministry

The Prayer Shawl Ministry is now in its **13th year**, creating gifts to bless family, friends, and non-members in a community outreach program. Our world map shows where the shawls have traveled.

We are an **intergenerational ministry**. Several times a year we provide pocket prayers for pre-school faith boxes, participate in the annual ministry fair in September, and our group of 20-25 provide shawls for special events:

- to comfort a person suffering pain or grief
- to offer a blessing of joy to a graduate or new mother, and
- to bring hope and support to other important life events.

We **meet on the second Wednesday of the month** (except summer) at 9:30 am at the church for:

- a time of devotion,
- to knit and crochet together
- to demonstrate techniques, such as using the loom
- to share patterns, and to pray over the shawls before they are given as gifts. Shawls also are blessed on the altar during healing Sunday.

The prayer shawls are located in the large cupboard in the office workroom, and members of the congregation are invited to give a prayer shawl as a gift. On December 15, we held a **special event to make shawls available for holiday giving** to friends and families—especially to grandmothers!

St. Andrew members have made this a vital ministry. Thank you, everyone, for sharing your talents and prayers, reaching out with God's love to our community and beyond.

Karen Norton and Janell Renoud

Preschool/Kindergarten Ministry Team

Our Goals Are...

Intentional Invitation

Parent Connections

Increase Visibility to Congregation

The preschool has been “rebranded.” We are thrilled with the new logo of the green dragonfly and the accompanying signage. This ties into our Nature Explore certification and our mission of being a place of grace, growth and exploration. It was accomplished with leadership from our director and art from a former preschool student. Coordinating with this logo is the eye-catching mural on the retaining wall in the back designed by Kathleen Brown. Additions continue to the outdoor playground. PJ's Platform is a fun stage area in memory of Pastor Jim, and the monkey bars provide a way to develop upper body strength.

After three years, 2018/2019 was our final year of kindergarten, and we have returned to our original mission of preschool. The curriculum now includes an introduction to Spanish, led by Daisy Worsencroft, which has been well-received by families. Adding to connections between the church and preschool, Sam Solano is working with Lori Edenfield exploring music with the kids. The preschool continues to support Messy Church as the director and many team members are helping at most events. Families also participated in our church's outreach by donating 11 Giving Tree gifts and 509 food items, not counting cash donations. Also, there were 257 hats and gloves given on Sharing Day. The preschool was able to provide tuition assistance for 8 children for \$9540.

To help with communication, the school has adopted the use of the Bloomz app. It has provided quick communication with parents and has also been a time-saver for the staff. Wonderful new staff additions this year are Jaime Salyers, Kendra Bizeau, and Daisy Worsencroft. We are pleased to have a strong returning staff of Kim Bennett, Lori Edenfield, Bethany Emerson, Kimberly Ewalt, Lisa Fairman, Becky Jones, Kristi Mullen, Jill Taylor, and Jillian Worthington as well as our outstanding director, Beth Femling.

Thanks to great coordination from Leland Saele and Greg Schuster, the major building improvements were accomplished without disrupting the preschool program. The preschool staff and families were rejuvenated in addition the building with the congregation's commitment to this huge undertaking.

Team Members: Craig Taylor, Council Representative; Joann Derie, Chair; Amy Begley, Judy Blevens, Ambara Calvert, Holly Cattin, Sharen Suffield, and Jacque Stuhr

Pub Theology

Pub Theology has had a very steady and dedicated group of attendees in 2019. We fluctuate between 8-15 participants each month, with a great discussion of topics that allow for pleasant conversations, reflection and some deeper theological thoughts. We select various Pubs or Restaurants around town, which we feel are conducive to small group discussions and conversations. Our group is scheduled on the last Tuesday of each month, 7pm until 8:30pm. Newcomers are always welcome, we have a Facebook page that generally gives the monthly theme, and location for the upcoming discussion, as well as the topic and location are announced during service the last two Sundays.

Our 2019 topics:

- January: Literally, How Literal Should We Take The Bible?
- February: The Power of Love in The Face of Loss.
- March: The Significance of Lent Today.
- April: Game Changer- The Power of the Resurrection
- May: No meeting.
- June: Learning to Deal With Differences of Opinion.
- July: The Holy Spirit, A Silent Partner.
- August: Soul Power.
- September: Change in Our Time.
- October: Katie and The Girls: Women's Roles in the Church.
- November: No meeting.
- December: No meeting.

Steve Foster, Aileen Libengood and Jake Reichardt

Quilters

The quilters group included Judy Blevens, Carol Burbridge, Elnora Davis, Norma Nelson, Joyce Harms, Lila Jones, Vineta Means and Cindy Strom.

We were able to distribute 187 quilts in 2019. This included 119 adult size and 58 crib size quilts. The recipients are listed below.

Share Headquarters	91	Open House Ministries	92
High School Seniors	3	Miscellaneous	1

The quilt raffle brought in over \$600 dollars. These funds provide for purchase of materials for the quilts. Thanks to the congregation for your support with donations of money, quilting supplies and prayers for this ministry.

Carol Burbridge

Re-Creations

Re-Creations is a small group that has been meeting since the fall of 2013. The group meets two afternoons each month during the program year. In past years we have spent time in book studies or focused on Biblical themes. This year's topic: The Thirteen Apostles. The group provides an opportunity for discussion, support, and encouragement in life's journey. New members are always welcome.

*Lloyd and Jan Allen
Wes and Carol Jenkins*

Share Inn at Orchards

On the fourth Thursday of every month, Michael and I are privileged to prepare and serve the evening meal at Orchards Inn which is located less than a mile from St. Andrew. Every so often, another member of the congregation will join us in this rewarding outreach opportunity.

We check in with the Inn's office staff on Thursday to find out what left-overs are in their pantry/ refrigerator from which we can create dinner. There is always an abundance of bread, milk, fruits, pasta,

rice, and vegetables. Some months, we bring in our own ingredients with which to make dinner.

Arriving at 4 PM, we find there is plenty of time to set the dining room's five tables with tablecloths and centerpieces as well as prepare dinner. Dinner is served from 5:30 - 6:30 PM. By the time we put away the food, make up requested plates for those residents who eat at a later time, and leave the preparation area clean, it is usually 7 PM. One of the residents is responsible for washing the pots, pans and dishes.

Please contact Kathleen or Michael Brown at 360-313-7993 or at to join us for a fun evening of getting to know our Orchards Inn neighbors.

Kathleen and Michael Brown

Social Concerns Ministry Team

Social Concerns ministry's goal is to grow in service and faith through outreach to our community advocating for those in need. Our ministry team meets at the church on the first Tuesday of the month at 5pm.

Our primary project is ongoing support for students and families at Orchards Elementary School. Our team works with the Community Resource Coordinator to identify projects, families, and individual needs at the school. Vicki Wornath is our liaison with the Community Resource Coordinator. Our projects for 2019 included:

Food Baskets –

This is a project that involves the whole church and the preschool. Everyone can participate through a food donation, a monetary gift, or adopting a child at Christmas.

Our team prepared food baskets for 35 families from Orchards Elementary School and St. Andrew for Spring Break, Thanksgiving, and Christmas. The food baskets contained a variety of canned and packaged food, 12 different fresh /frozen food items, and 4 different personal care items. Our goal is to help fill the gap during longer breaks from school when children are not able to receive breakfast and lunch at the school.

The Christmas baskets also included gifts for each of their children, ages 17 and younger. In 2019 a total of 88 children received a gift. *Donna Schuster coordinates the logistics for this project.*

Lunch Buddies

5 members of St Andrew participate in the Lunch Buddy program at Orchards Elementary. It is a weekly commitment for no more than 50 minutes. You are matched with a child in grades 2 thru 5 who may be experiencing some challenges either socially or in school. You have lunch, do some reading, play a game, or just chat. Positive adult interactions can make a big difference for kids. *Vicki Wornath is the contact for this ministry.*

School Supplies

The Social Concerns School Supply Drive collected 382 packages of pens, pencils, erasers, etc. and 37 backpacks. Again this year St. Andrew gave Orchards Elementary School over \$1000 worth of school supplies. We provide snacks for the Kindergarten class during the year.

Back to School Brunch for the Teachers. This is the second year that we have provided a brunch at Orchards Elementary School for the teachers on their in-service, get acquainted day. This year three other churches (Orchards United Methodist, St. John's Catholic Church, and LDS community) joined us making it a successful joint effort.

Trunk or Treat: This was the second year that St. Andrew participated in the Trunk or Treat Halloween activity at Orchards Elementary. St. Andrew provided sacks of candy and glow sticks to be handed out. Also, we helped with the logistics of such a big project. There were 800 people (400+children) and 31 decorated cars that gave out treats.

SHARE

St Andrew provides an evening meal once each month for residents at the Share Inn at Orchards. Kathleen Brown is the coordinator for this project. This year Share closed in the fall for remodeling and, as of yet, has not reopened. A Thanksgiving feast was also prepared and served to our WHO residents this year with the help of several St. Andrew members also coordinated by Kathleen Brown.

Coat Collection in September and October. This year we collected 67 adults and childrens coats. These were given to Share for the homeless. *Thank you to Jan Gossler and Joan Blatt for coordinating this drive.*

Offering of Letters

In October, we participated in the Bread for the World offering of letters. We had informational newsletter articles leading up to the actual letter writing Sunday. Our participation was excellent. We mailed more than 80 letters to our elected representatives urging them to protect programs that provide support families and individuals experiencing food insecurity. *Jane Seidel coordinated this project.*

Food Pantry:

After much deliberation and study, we decided it was time to have specific hours for our pantry. Pantry is open on Mondays from 9am to 11am, and Wednesday from 1pm-3pm. It is staffed by volunteers. On average, we have 4 to 8 guests utilizing the pantry on either of the days that it is staffed. Operating the pantry on Mondays and Wednesdays has been a positive experience for both those people that staff the pantry and the people that come and access the pantry. It is a more personal experience for our guests as they have a chance to engage in conversation with those manning the pantry. It also gives us a better knowledge of our guests and what foods they enjoy.

I believe the food pantry also remains better stocked throughout the month now. It helps to have more eyes on the food available for restocking during the month, and as such more people are bringing in food not only on the first Sunday of the month but throughout the month as needed.

All in all, it has been a positive experience for all that are involved. It is a blessing to get to know the recipients of the food pantry and how important it is to their survival, whether they are homeless or just in need of extra food due to low income. We serve a small community, but it is essential and appreciated by those that access the pantry.

Team Includes: Joan Blatt, Janice Gossler, Lori Lemley, Ashley Peterson, Lynnadele Schoenberg, Donna Schuster, Jane Siedel, Vicki Wornath

Spiritual Transformation Task Force

The focus of the Spiritual Transformation Task Force is to build on the success of previous mini-spiritual transformation retreats by planning topics, identifying leaders and a typical schedule for additional retreats. The purpose of the retreats is to help us as individuals grow in our relationship with God and to develop an awareness of God's presence in our day to day lives. Just as we have different learning styles, we will be drawn to different spiritual practices. In 2019 we concluded our Spiritual Practice Mini-Retreats that were scheduled in 2018.

- ◆ On January 19, Pastor Jim led a mini-retreat using the *Examen* spiritual practice to show us how to deepen our spiritual life by reflecting daily on what brings life-giving connections to God and one's most authentic self in God.
- ◆ On February 23, Lloyd and Jan Allen led a retreat on *Welcoming and Hospitality* to help us to be more aware of and comfortable with offering welcome and hospitality to guests and visitors.
- ◆ On March 16, Karen Norton led a retreat on *Healing Prayer*, where we will have the opportunity to develop new prayer practices for the healing of lives and all creation.
- ◆ On May 4, Diane Smith led a retreat on *Gratitude Journaling*. This retreat will guide us to cultivate the spiritual practice of giving thanks which leads to transformation.

Thank you to all of the facilitators of these wonderful mini-retreats! The Task Force is currently being revived. Be watching for more to come. If you are interested in participating in this Task Force, please contact Lori McDonald or Karen Norton.

Stewardship Ministry Team



Giving time, talents, and money to the church is a spiritual act. It provides the opportunity to tell the story of how St. Andrew reaches out to do good works in God's Kingdom.

Gratitude is at the heart of Christian generosity. We give in response to the grace of God. It is faith and a desire to serve that propels us to return some of the gifts that God has bestowed upon each of us. Understanding the biblical/spiritual origins of generosity, the Stewardship Ministry Team hopes, will help members of the congregation with their own personal faith journey to become closer to God.

In 2019 the Stewardship Team continued to meet with other ministry teams to learn about their activities, plans, and how stewardship might be better integrated into their programs. In February, the team met with the Worship and Music Team. We realized that St. Andrew programs and ministry teams would benefit from more idea-sharing and integration of stewardship themes into virtually every aspect of church life. This process may well be enhanced under the plan to have all ministry teams meet the same Tuesday night each month with time devoted to "exchanges" between teams.

In May, the Stewardship Team welcomed the opportunity to give a presentation concerning the biblical origins of stewardship to the Journey of Faith group.

Music Director Sam Solano suggested the theme for the November stewardship celebration. He suggested using the hymn, "Take My Life; That I Might Be." The team was delighted and ran with this theme. It was one of those ideal themes that melded sermon topics with music with personal temple talks from members of the congregation. The first temple talk in November was given by Lori Lemley. She started with the first verse of "Take My Life," which alluded to "take my hands and my feet." She gave a talk about how using her hands and feet in service of the poor has inspired and deepened her faith. The second week of November Steve Kramer started with the second verse of "Take My Life" ----"take my silver and gold and take my intellect." Steve talked about how the church and making regular weekly gifts were central in his family's life. He also contributes his intellectual curiosity and his talents as a musician to play unique instruments most people have never heard of. In the third week, Denise Powell started with the third verse, which implores God to "take my voice and my lips, Denise described how this is very real for her. She was welcomed with voices and actions when she first entered the doors of St. Andrew. Denise clearly has joy in her heart as she worships and that love radiates outward and touches people around her. Her smile is a gift.

There was a change in how pledge cards will be handled in 2020. They will be opened, and the amount pledged will be entered into a password-protected database by the financial secretary. Then each family who sent in a pledge will receive a quarterly statement with the amount pledged and the giving record to date. During 2018 pledges were unopened. The thought was that members of the congregation would use the pledges in a private devotional way as they prayed and communicated with God concerning their pledge of time, talent and money. "It was a matter between individuals and God." The change was made because members expressed a desire to see the church make better use of the pledges to project annual giving, to help construct the annual budget and to gauge the spiritual health of the congregation.

So far, in 2019-20, we have received 62 pledge cards. For most congregations across the ELCA, between 35-45% of the households who attend worship services return a pledge card. By this standard, St. Andrew appears to be above the average. Our church has about 90 to 100 families that attend worship each week, thus, the percentage of families returning pledge cards at St. Andrew is in the 62-68% range.

As a point of information, the total pledged on those 62 cards was \$327,000. This represents approximately 55 -60% of the total budget likely to be adopted for 2020.

The Stewardship Team hopes and prays that pledge cards will serve two purposes: 1) continue to inspire a conversation between individual members and God about their giving and, 2) serve as a useful tool for estimating budgets and a guide for examining the spiritual health of the congregation.

Stewardship Ministry Team: Denny Scott, Carol Burbridge, Beth Oliver

Winter Hospitality Overflow Task Force

"WHO is your Neighbor."

WHO operates at St. Andrew on a seasonal basis from November 1 to March 31 each year. We are in the middle of our 17th season. Each night we provide a warm, safe and dry sleeping space in our gym for 50 mothers, fathers, children, and couples. St. Paul Lutheran provides the same for 30 single men. Food is provided in the evening, continental breakfast in the morning and sack lunch for those interested. We do this in partnership with more than 50 faith and community groups. It is a remarkable commitment by St. Andrew and the entire community.

The WHO provides an important first step for many of our guests in their transition to permanent housing. WHO raises funds to provide trained engagement specialists each night who work with guests to reduce barriers to permanent housing.

During the 2018-2019 season, more than 100 individuals moved from WHO SALC to more permanent housing – a long term shelter, subsidized housing or unsubsidized housing. For the first 2 months of this season, 3 guests moved to permanent, unsubsidized housing and 25 moved to subsidized housing. WHO continues to build on a remarkable legacy.

A Brief Recap of the 2018-2019 WHO Season

Total Bed Nights: 10,602

- St. Andrew hosted 6,915 bed nights, including 1,900 for children. Average 92% capacity each night.
- St. Paul hosted 3,687 bed nights. Average 98% capacity each night.
- 94% occupancy rate of both sites combined

Volunteer Hours: 11,237

- St. Andrew Volunteer Hours: 9,225
- St. Paul Volunteer Hours: 2,012

Every year, more than 70 individual St. Andrew members personally contribute volunteer hours, purchase, prepare or serve food, supplies, and provided neighborly hospitality to those we do not know. We are part of over 1500 volunteers who spread the Good News of this ministry in the community, inviting friends, neighbors, and co-workers to share in our work. There are lots of ways to participate – provide a crockpot meal for a night or two, help coordinate the volunteer effort when SALC covers a week or just pop in on any night to lend a hand or see how it works. We would love to see you.

The WHO Task Force helps coordinate the activity at St. Andrew. The Task Force meets monthly on the second Tuesday at 5:30 p.m. This is an ecumenical effort and a rewarding team experience. We invite you to consider joining. We are currently looking for a person to coordinate food or supplies for the season or part of the season

Jane Seidel, Chair

Worship and Music Ministry Team

Those who have answered the call to serve as your Worship and Music Ministry Team Members:

Roberta Arbuckle, Judy Blevens, Kathleen Brown, Patricia Cunningham, Sam Solano, Pastor Jim Stender (for the first two months), Pastor Michael Brown (supply pastor), Pastor Janell Bethke (associate pastor for first seven months), Pastor Chris Berry (interim pastor), and Pastor Cindy Muse (these last six months).

Highlights of our year as a team, studying together and intentionally planning services of worship, include:

- Met each month of the year.
- Recognizing Sam's leadership in worship planning, we suggested to Council the change of Sam's title to Director of Music and Worship Ministry, which was approved.
- Reviewed the worship attendance compilation, noting the 5% decrease in 2018.
- Coordinated with the Adult Ministry Team to use "A Way Other Than Our Own" by Walter Brueggemann as the Lenten Study. More than 40 people participated in this study.
- Music Scholarships (1/3 of the \$15 cost per lesson) were approved for those children of the congregation taking piano lessons from Sam.
- Thanks to the guidance of Denny Scott of the Stewardship Ministry Team, stewardship themes were incorporated into the Lenten services of worship.
- Upon the death of Pastor Jim, we took over the to-do list he so gracefully executed each Sunday morning, in great thanks to Dave Britton's help and guidance.
- Pastor Janelle served as our liaison as the memorial service celebrating Pastor Jim's life, was designed and carried out.
- The input was given on an Easter postcard, inviting those in a targeted area of Vancouver to services of worship during Easter Week.

- Led by Sam, a lectionary study takes place one hour before our regular meeting to aid in the planning of the services of worship.
- The Sacristy cupboards have been inventoried and organized.
- Our team was responsible for the craft portion of Messy Church during the months of June and December.
- Began a change in the way announcements are delivered during the service of worship - Pastor Cindy makes the announcements as images or said announcement is projected on the screen.
- A proposal was sent to the Executive Ministry team that we hire a sexton. Due to a lack of funds, this proposal was put on hold.
- Mini-Workshops were held on two consecutive Sunday mornings to introduce those interested to the following: serving communion, acolyting, running the soundboard and video, a kitchen tour, and reading from the reader's table.
- Tried a new technique for signing up the many worship volunteers - currently under review.
- Began our study of the Labyrinth along with Mary Stender and Eunice Schroeder. The memorial monies given in celebration of Pastor Jim's ministry have been earmarked by the family for the refinishing of the floors in the sanctuary and gym and will include a permanent labyrinth.
- Sam led a guitar class for some 18 congregational members as he continually empowers more people to take leadership roles in leading worship.
- Realizing the Worship Assistant Guides are due for an update, we have begun reviewing each of them.
- The Lenten Study this year will be focused around the Labyrinth. Stay tuned for exciting opportunities to join in this adventure.
- Sign-Up Genius was a continual source of frustration and discussion.
- During each season of the church year, appropriate liturgy settings were chosen.

Yoga

St. Andrew is in its sixth year of offering an 8:30 am yoga class on Saturday mornings. Led by Mary Stender, a certified Anusara yoga instructor, the class ranges in attendance between 8 to 12 students. Mary continued to offer yoga sessions as an activity during Vacation Bible School.

\$400 was transferred from the Yoga Fund to the General Fund as a 2019 offering from the yoga class.

Mary Stender

Youth Education Ministry Team

The Youth Education Team consists of Julie Christian, Heidi McGraw, Lauren Neiffer, Ashley Ryll, and Sara Howe (chair). Our focus is on creating a meaningful Sunday School Experience for children in preschool

to fifth grades. In addition, we work to create events that bring Sunday School families together for fellowship.

We are in our fourth year of using the Godly Play curriculum in Sunday School. This year we purchased six new stories to put into the rotation. The Godly Play storytellers met in August to reflect on the year of Godly Play and begin planning the 2019-2020 school year. Storytellers agreed that as the children have had more opportunities to hear the Godly Play stories, they have become more confident in telling the stories and connect these stories to their lives.

We are blessed to have many wonderful Sunday School Teachers and Godly Play Storytellers. Kristin Juhnke and Amy Begley are in their second school year of teaching Preschool/Kindergarten Sunday School. Katie Pulfrey has faithfully assisted the preschoolers for the past four years. Many thanks to the Godly Play storytellers Julie Christian, Dave and Sara Howe, Lori Lemley, Lori McDonald and Heidi McGraw for working with the first through fifth graders.

Other highlights from the year-

- The annual Mini-Lock-in for 3rd, 4th, and 5th graders was held from 6-10 PM on April 26th.
- An end of the year Sunday School Celebration, a picnic, and swimming at Jim Parsley Center, was held on May 19th
- Sunday School Students participated in “Forward in Faith” Ministry Fair by hearing about various church ministries during Sunday School.
- A successful Fall Family Festival was held on October 26th with over 100 in attendance.
- Planned and hosted two Messy Church Events and had Godly Play Stories available at all Messy Church events.
- Children’s Choir sang in church monthly, during the program year.
- A Christmas pageant was created based on the Godly Play Advent story and performed on December 15th.

Our team looks forward to 2020 as we work toward creating a vision that will move us forward in Youth Ministry. If you have questions about Youth Education or would like to join our team, please reach out to any of us!

*Respectfully Submitted,
Sara Howe*

Youth & Family Ministry Team

After a hard year of low involvement of volunteers for the Youth and Family Team, and the resignation of our chair back in April, I realized that it was time to reevaluate and reform the team to best allow growth in these ministries. With my position being formed last year, it had also changed many of the roles the team had covered in the absence of a full-time director.

After many conversations with other youth directors and with Pastor Cindy about what this sort of team had looked like in their experiences, the idea came up to open the team up to all those who considered themselves a part of the youth and family demographics here at St. Andrew, rather than this team being the typical group of volunteers as seen on a ministry team. Along with this, they would all receive emails with current volunteer opportunities, the meeting agendas, and notes, and would also be invited to the meetings to share ideas and just feel heard/a part of the team.

This has now been the model for just a couple of months (a total of three meetings), and only one to

three people have attended the meetings. I plan to continue this model for a couple more months, trying different meeting times to see if more people attend. At that point, I will reassess the new team format.

Our middle and high schoolers had many adventures this year in addition to Sunday School, Confirmation, and Youth Group. Some of those activities included:

- The Epiphany Party – Celebrated by eating cake, crowning the 3 kings, and doing a White Elephant gift exchange.
- Middle Schoolers' (MS) Souper Bowl – We raised \$1,301.81 and 52 food items through this fundraiser to donate to Open House Ministries, chosen by the Middle Schoolers. Thank you to everyone who gave to this wonderful fundraiser to help in fighting world hunger.
- High Schoolers' (HS) Mardi Gras Pancake Fundraiser – This was a very successful fundraiser, we raised \$1005 to help send our 6 youth and 2 adults to Milwaukee for the high school mission trip!
- HS Car Wash Fundraiser – Along with the Mardi Gras fundraiser, we raised \$918 at the fall 2018 car wash and \$744.05 in the spring, which also helped to send the youth on the mission trip.
- HS Mission Trip – Ashley Ryll and Roberta Arbuckle brought 6 high school girls to Milwaukee, Madison, and Chicago to meet past SALC vicars and do service projects around the Milwaukee area. The girls learned a lot and also built lifelong relationships with one another.
- Other youth events this year:
 - ⇒ HS Youth Room Makeover
 - ⇒ MS and HS Lock-Ins with other churches
 - ⇒ MS Mini-Golf
 - ⇒ HS Red Robin Dinner
 - ⇒ MS Oregon Zoo Trip
 - ⇒ MS Christmas Ships
 - ⇒ HS Pittock Mansion

We look forward to more fun times, faith-building, and growth as these ministries continue!

Ashley Ryll, Roberta Arbuckle (council rep), and all Youth and Family Participants

Resolution for the 2020 Proposed Budget

Whereas, St. Andrews enters into 2020 trusting in the grace of our Lord Jesus Christ, the love of God and the fellowship of the Holy Spirit, and

Whereas, the congregation of St. Andrews faced the challenge of losing its beloved pastor of more than 20 years, in the passing of Pr. Jim Stender, their resolve and faith were steadfast, and

Whereas, St. Andrews had their call for a Lead Pastor answered with the appointment of Pr. Cindy Muse in the summer of 2019, and

Whereas, throughout the summer of 2019, the Building and Grounds Taskforce oversaw a transformative construction project to restore the exterior of the St. Andrews building, and

Whereas, a special appeal for Gifts and Offerings in the final weeks of 2019 resulted in December income netting over \$90,000, reducing the deficit carried into 2020 to just over \$17,000, and

Whereas, Option #B, supports the staffing levels of a full-time Pastor, full-time Director of Youth, Children and Family Ministry, Office Manager (36 hr./wk.), Receptionist (29 hr./wk.), part-time Director of Music and Worship, part-time Children's Choir Director, Nursery Attendants, and

Whereas, the proposed Option #B reduces our benevolence to 9%, in 2020; where one-third goes to local projects such as the Living Stones, Orchards, and VBS; one-third goes to the Synod missions; and one-third goes to Churchwide for its national and global missions, and

Whereas, Option #B includes a \$15,000 set aside for the Capital & Repair designated fund, and a \$6,000 allocation for the utilization of a Payroll Service provider to help St. Andrews maintain compliance with many State and Federal Regulations, and

Whereas, proposed budget Option #B goes into 2020 with a deficit of \$17,297 and will necessitate a 2.7% increase in Gifts and Offerings over the 2019 actuals,

Therefore, be it resolved, by the St. Andrew congregation in regular session of the Annual Meeting on January 26, 2020, that the 2020 proposed Option #B budget be approved in the amount of \$803,407.

Council recommendation to the congregation passed January 7, 2020.

ST. ANDREW LUTHERAN CHURCH		Draft Budget Plan for 2020						
		2017	2018	2019	2019	2020	2020	2020
		Actual	Actual	Actual	Budget	Option A	Option B	Option C
1	INCOME							
2	Gifts & Offerings	541,684	503,326	523,957	566,555	519,112	538,004	549,537
3	Preschool Pass-thru	2,152	750	1,525	1,800	1,500	1,500	1,500
4	Hokanson Memorial	3,710	0	0	0	0	0	0
5	Intern Support (Auction)	2,225	0	0	0	0	0	0
6	WHO Utilites Reimbursement	6,266	10,769	12,537	9,000	12,000	12,000	12,000
7	Building Usage Donations	8,030	7,010	7,960	6,000	6,000	6,000	6,000
8	Misc Income	1,105	4,250	4,999	1,200	4,000	4,000	4,000
9	Interest Income	479	812	496	500	500	500	500
10	Subtotal Unrestricted	565,651	526,917	551,474	585,055	543,112	562,004	573,537
11	Preschool Income	235,312	227,425	239,817	236,670	241,403	241,403	241,403
12	Total Income	800,963	754,342	791,291	821,725	784,515	803,407	814,940
13	EXPENSES							
14	Benevolence	43,032	40,784	52,137	56,656	41,529	48,420	54,954
15	Thank Offering		11,157	10,066	0	0	0	0
16	Capital & Repair Transfer	0	0	60,000	0	0	0	0
17	SP Housing Down Payment	0	0	20,000	0	0	0	0
18	Continuing Education	1,100	1,200	2,700	2,700	3,900	3,900	3,900
19	Janitor	16,811	14,618	19,363	17,000	18,000	18,000	18,000
20	Mortgage	32,915	32,915	0	0	23,244	23,244	23,244
21	Office Expense	27,414	31,923	43,950	32,000	32,000	38,000	38,000
22	Vision Goals - Ministry	0	0	0	0	0	0	0
23	Prop, Insurance, Tax, Alarm	12,834	14,715	17,419	16,000	16,000	16,000	16,000
24	Sabbatical Fund	1,650	1,800	1,125	1,125	0	0	0
25	Office staff			0	86,185	88,811	88,811	88,811
26	Directors staff			0	100,973	101,776	102,776	102,776
27	Pastoral staff				82,812	120,657	120,657	120,657
28	Salary and Benefits, Subtotal	286,198	270,068	361,214	355,474	314,543	315,543	315,543
29	Travel	7,454	3,624	6,656	3,000	3,000	3,000	3,000
30	Utilities	32,736	26,460	31,861	28,000	29,000	29,000	29,000
31	Ministry Teams							
32	Building & Grounds	6,203	7,118	14,291	15,000	16,000	16,000	16,000
33	Capital & Repair	0	0	33,000	33,000	10,000	15,000	20,000
34	Education adult	1,314	936	1,433	1,000	1,000	1,000	1,000
35	Education library	194	114	191	200	100	100	100
36	Education youth	2,114	1,755	1,549	3,500	1,500	1,500	1,500
37	Endowment	0	0	0	300	0	0	0
38	Fellowship	1,450	1,050	2,373	1,500	1,500	1,500	1,500
39	Great Commission	410	388	1,320	1,000	1,000	1,000	1,000
40	Preschool Support	0	0	0	700	0	0	0
41	Social Concerns	48	0	48	600	300	300	300
42	Stewardship	849	1,414	990	1,100	1,000	1,000	1,000
43	Worship & Music	6,383	7,201	8,221	8,000	7,000	7,000	7,000
44	Worship AV Equipment Res	1,100	1,200	1,209	1,200	1,200	1,200	1,200
45	Youth and Family	5,588	3,412	1,037	6,000	4,000	4,000	4,000
46	Deficit Recovery					17,296	17,296	17,296
47	Subtotal Expenses	488,081	591,773	692,151	585,055	543,112	562,004	573,537
48	Preschool Expenses	235,312	227,425	239,817	236,670	241,403	241,403	241,403
49	Total Expenses	723,393	819,198	931,968	821,725	784,516	803,407	814,941
50	Beginning cash balance	-7,254	70,316	5,460		-17,296	-17,296	-17,296
51	Ending cash balance	70,316	5,460	-17,296		0	0	0
	Assumptions:							
52		Benevolence				8%	9%	10%
53		Capital Repair set aside				10,000	15,000	20,000
54		Add Payroll service					\$6,000	\$6,000
55		G&O increase over 2019 budget				-8.4%	-5.0%	-1.5%
56		G&O increase over 2019 actual				-0.9%	2.7%	6.5%

2020 SALC Budget Notes

1. Heading for the details described below.
2. There was a 4.1% increase in Gifts and Offerings in 2019 compared to 2018. Option A implies a 0.9% decrease in 2020 over 2019 actual; Option B implies a 2.7% increase; and Option C implies a 6.8 increase.
3. The St. Andrew Preschool Pass-thru represents the preschool subsidy of office expenses.
4. The Hokanson endowment fund has supported the congregation since 1994 which concluded in 2017.
5. In previous years, support of the intern came from the auction and designed gifts reflected in this line.
6. This reflects WHO reimbursements for extra sewer, water, gas, garbage, paper supplies and electricity.
7. Building Use is based on donations which include the Diaspora church now using our facilities
8. Miscellaneous income is unplanned and cannot be predicted.
9. Interest earned on our accounts.
10. Subtotal of **lines 2-9**.
11. The St. Andrew Preschool/Kindergarten is part of our ministry and mission plan. Tuition is offset by the expenses shown on **line 48** equal this amount for salaries, equipment and programs. Enrollment remains strong at approximately 110 children, half of whose families have no church home.
12. Total of **lines 1-11**.
13. Heading for the details described below.
14. Benevolence for 2019 was 10% of Gifts and Offerings **line 2**. One-third of benevolence goes to local community projects (i.e. Living Stones, VBS), 1/3 goes to the synod and 1/3 goes to ELCA-churchwide.
15. A Thank offering was given as benevolence out of our ending cash balance in 2017 & 2018 to increase our benevolence to 10% (tithe) for the year.
16. Capital & Repair transfer was a one-time payment to subsidize repairs in the summer of 2019.
17. This is a one-time transfer to support the pastor in her first purchase of a home.
18. Pastoral staff is encouraged to attend continuing education events and conferences regularly. This is \$100 per month for Pastors and the Director of Youth, Children and Family Ministries. In 2020 the plan is to include the director of Music (\$50 per month) and office staff (\$50 per month).
19. The janitor expenses reflect the service provided by Innovative Services Northwest plus janitorial supplies.
20. Building repairs require a new loan, with payments reflected here.
21. The biggest single office expense is the copier. We now are leasing a new color copier with slightly higher printing costs.
22. Vision Goals are now supported through other sources.
23. This line item reflects the budget for property insurance and tax liabilities.
24. A sabbatical policy accrues supporting funds of \$150/month up to \$6000 in savings to help offset additional congregational expenses during a pastoral sabbatical. This is currently fully funded, so no funds needed now.
25. This line represents salary & benefits for Office Manager, Office Assistant, Bookkeeper, Nursery workers and Youth Choir Director.
26. This line represents salary and benefits for our Directors of Music/Worship and Youth/Children/Family Ministries.
27. This reflects Pastor Cindy's salary and benefits 2020, and once a month pulpit supply pastor.
28. This reflects the total salary and benefits expense.
29. The Travel budget includes: mileage re-imbursement at current IRS rates for pastoral staff and synod meeting expenses.
30. This utilities budget is based on history. Additional expenses incurred for support of the WHO program are reimbursed in **line 6** above.
31. Ministry team budgets follow.
32. The Building and Grounds budget is based on past expenses and maintenance much of which is done by volunteers. It now includes a lawn service.
33. For 2019, this was an amount equal to the previous

mortgage, used to support the building repair. With the new mortgage in place a reduced amount is planned.

line 11 for salaries, materials, equipment and programs.

34. The Adult Education budget category includes leader training materials, small group and class participant materials, leader conferences, and *Journey of Faith* resources.

49. Total expenses - addition of **lines 47 & 48**.

50. Beginning cash balance for 2019.

51. Ending cash balance for 2019.

35. This is support for our church library.

36. The Youth Education budget category includes supplies, Sunday school curriculum, teacher appreciation and student enrichment.

37. The Endowment team creates awareness and participation in the endowment fund.

38. The Fellowship budget is used to support the Sunday coffee hour and other congregational events.

39. Great Commission includes Christmas and Easter ads, funds for our website presence and other programs.

40. Preschool support is for tuition assistance for our Preschool/Kindergarten ministry.

41. The Social Concerns budget line includes funds for Easter, Thanksgiving and Christmas baskets.

42. Stewardship expenses include our giving envelopes, promotional materials, and annual stewardship drive.

43. The Worship and Music budget line includes tuning of piano/organ, substitute organists, licensing fees, quarterly devotional aids, music for the chancel choir, bell choirs, Revival, *Unplugged*, children's choir, guest musicians and worship enhancements.

44. The worship Audio Visual equipment fund is for new equipment. Money is transferred to a designated account in order to build up a reserve to offset future equipment replacement. For example our new projector in 2015 alone cost \$4000 to replace.

45. The Youth/Family Team budget includes summer youth events, middle and high school synod events, ELCA Natl. Youth Gathering and confirmation camp subsidies.

46. This is the amount needed to bring our cash reserve back to zero.

47. This is the subtotal of Expenses in **lines 14-46**.

48. This is the offset expense for Preschool Income on

Congregational Council Nominations

President	Mary Strehlow -1/31/2022
Vice President	Todd Juhnke - 1/31/2021
Secretary	Dave Britton - 1/31/21
Treasurer	Beth Oliver - 1/31/2022
Education	Holly Cattin - 1/31/2021
Fellowship	Brenda Johnston - 1/31/2021
Great Commission	Virginia Haberkamp - 1/31/2022
Preschool	Craig Taylor - 1/31/2021
Property & Building	VACANT
Social Concerns	Jane Seidel - 1/31/2022
Stewardship	Carol Burbridge - 1/31/2022
Worship & Music	Pat Cunningham - 1/31/2022
Youth & Family	VACANT
Youth Rep.	Kyle Martin - 1/31/2021

Congregational Ministry Team Chair Nominations

Building/Grounds	Leland Saele - 1/31/2021
Education, Adult	David Howe - 1/31/2022
Education, Youth	Lauren Neiffer - 1/31/2022
Mission Endowment	Kathy Hauge—1/31/2021
Fellowship	Kari Pinc - 1/31/2022
Financial	Dave Lashua - 1/31/2022
Great Commission	Lori McDonald - 1/31/2021
Preschool	Joann Derie - 1/31/2022
Social Concerns	Team - 1/31/2022
Stewardship	Denny Scott - 1/31/2021
Worship & Music	Kathleen Brown - 1/31/2021
Youth & Family	VACANT
Personnel	Joel Hauge - 1/31/2021

Synod Assembly Voting Member Nomination 2020

1. Judy Blevens
2. Lori McDonald
3. VACANT
4. VACANT
- Alternate 1. VACANT
- Alternate 2. VACANT

Nominating Team:

1. Bill Maier, Chair
2. Linda Britton
3. Joel Hauge
4. Denny Scott
5. VACANT

