

# St. Andrew Lutheran Church

Amended Annual Report 2020

Jesus calls us...

come and see!  
come and grow!  
come and serve!

## OUR VISION

We envision and pray for a just world where ALL people know Christ's inclusive love and experience the transforming difference of God's grace.

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# SAINT ANDREW LUTHERAN CHURCH

5607 NE Gher Road, Vancouver, WA 98662-6152

JESUS CALLS US...

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

## ANNUAL CONGREGATIONAL MEETING

January 31, 2021

### Agenda

- I. Call to Order  
President Mary Strehlow
- II. Devotions  
Pastor Cindy Muse
- III. Old Business
  - A. Minutes of 2020 Annual Congregational Meeting pg. 4-7
  - B. Minutes of September 13, 2020, Congregational Meeting to approve the Motto, Vision, Mission, Core Values, and Vision Goals pg. 8-11
  - C. Staff, Statistical, Officers, Ministry Team Reports pg. 12
- IV. New Business
  - A. Financial Reports & Resolutions
    1. 2020 Financial Report pg. 20-21
    2. 2021 Budget Presentation and Resolution pg. 47-49
  - B. Elections of officers, council members, ministry team chairs, nominating team and Synod Assembly members pg. 50
  - C. Thank you to outgoing officers and council members including Todd Juhnke—Vice President, Dave Britton—Secretary, Kari Pinc—Fellowship Council, Donna Myers—Great Commission Council, Greg Schuster—Building & Ground Council, Denny Scott—Stewardship Council, Kyle Martin—Youth Rep, Leland Saele—Building & Ground Chair, Sara Howe—Youth Education, Brenda Johnston—Fellowship Chair, Larry Hill—Financial Chair, Denise Powell—Great Commission Chair, Denny Scott—Stewardship Chair, Nominating Team: Vineta Means, Denny Scott, Bill Maier and Linda Britton
- V. Closing  
Pastor Cindy Muse

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**ST. ANDREW LUTHERAN CHURCH**  
**MINUTES OF THE ANNUAL CONGREGATIONAL MEETING**

January 26, 2020

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**1. Congregational Meeting Called to Order - President Joel Hauge**

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**A quorum was established of 91 (463 members x 0.8% = 37 = quorum)**

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**2. Devotion & Prayer - Pr. Cindy Muse**

- A. We gathered as small groups to talk about where we see our faith seeds being grown. We shared some of those thoughts.

**3. Old Business - Joel**

- A. The minutes of the 2019-01-27 Annual Congregational Meeting were reviewed. Bill Strom moved, and Terry Hoyer seconded a motion to approve the minutes. The minutes were approved.
- B. The minutes of the 2019-03-10 Congregational Meeting #1 to call Pastor Cindy were reviewed. Denny Scott moved, and Virginia Haberkamp seconded a motion to approve the minutes. The minutes were approved.
- C. The minutes of the 2019-03-10 Congregational Meeting #2 to approve the Resolution for SALC Major Maintenance Projects were reviewed. Bill Strom moved, and Kari Pinc/Phil Libengood seconded a motion to approve the minutes. The minutes were approved.
  - a. Greg Schuster presented information about the projects. Greg and Leland's management work saved well over \$500k on costs. The main projects were siding and roofing as well as full painting. We also did work on replacing some of the HVAC systems. 16 full size windows were replaced.
  - b. Future projects (Page 31 of the Annual Report) included accessibility improvements. Replacing some doors, adding a permanent labyrinth, re-lamping outdoor lamps to LED lights for longevity and power savings. Greg thanked the congregation for help and solicited a lead for the Building and grounds team.
- D. The Staff, Statistical, Officers, Ministry Team Reports and Appendix, contained in the 2019 Annual Report of The Congregation were presented. Terry Hoyer moved, and Carol Burbridge seconded a motion to approve. Reports and appendix as described above were approved.
  - a. Pr. Cindy did the quiz show activity before the vote above. It went well and was fun.

**4. New Business**

- A. The 2019 Financial Report was reviewed - Carol Burbridge  
Carol reviewed the budget pages starting at page 22 of the annual report. She presented the \$90k spent over budget due to extraordinary expenses that were mostly overcome mostly with giving. At the end of the report, we show a \$17,000 Deficit.

B. Todd Juhnke presented the 2020 Budget and Resolution on page 47 of the annual report. Option B was proposed by the Council.

Todd read the resolution below aloud.

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### **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 (28 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.*

Craig Taylor moved to approve the resolution; Karen Ranney seconded it. Carol presented some corrections as part of the discussion.

**A show of hands ballot was taken, and the motion passed with 76 voted yes and 0 voted no. Option B is approved.**

- C. Election of officers, council members, ministry team chairs, nominating team and Synod Assembly members.
  - I. Joel reviewed the nominated Council members, Officers and Ministry Team Chairs. He asked for nominations from the floor. There was one with Lloyd North for Property and Grounds Council. He read the nominations, and all came forward. Joel thanked the nominating team. Bill Strom moved to accept the list of nominees; Terry Hoyer seconded it. Discussion followed, and a showing of hands passed by majority vote with 82 yes votes and 0 no votes.

**Congregational Council Nominations:**

- President – Mary Strehlow
- Treasurer – Beth Oliver
- Fellowship – Brenda Johnson
- Great Commission council representative – Virginia Haberkamp
- Property & Building council representative – Lloyd North
- Social Concerns council representative – Jane Seidel
- Stewardship – Carol Burbridge
- Worship & Music council representative – Pat Cunningham
- Youth and Family council representative – Vacant
- Youth council representative – Kyle Martin

**Congregational Ministry Team Chair Nominations:**

- Building and Grounds Coordinator – Leland Saele
- Education, Adult team chair – David Howe
- Education, Youth team chair – Lauren Neiffer
- Mission Endowment fund – Kathy Hauge
- Fellowship team chair – Kari Pinc
- Financial team chair – Dave Lashua
- Great Commission team chair – Lori McDonald
- Preschool team chair – Joann Derie
- Stewardship team chair – Denny Scott
- Youth & Family team chair – Vacant
- Personnel Ministry – Joel Hauge

## Nominating Team:

Bill Maier Chair  
Linda Britton  
Joel Hauge  
Denny Scott  
TBD

Terry Hoyer thanked Joel for his service and the entire congregation applauded him.

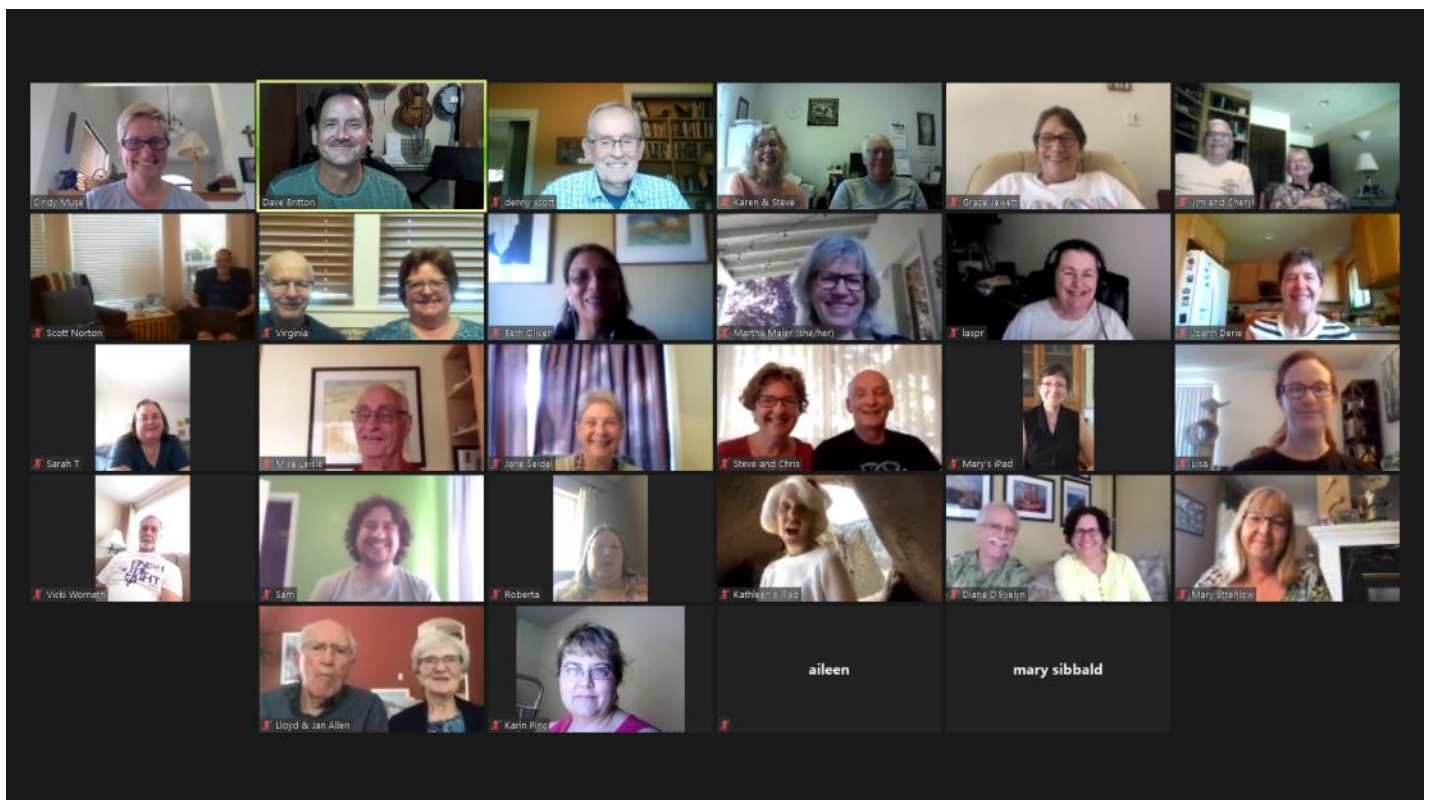
## Synod Assembly Voting Member Nominations (None Needed in 2020)

D. Joel then thanked the following:

Outgoing officers and council members: 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

## 5. Closing Prayer— Pastor Cindy

*Meeting Minutes Prepared by Dave Britton, Council Secretary*



*Jesus calls us...*

**Come and See**

**Come and Grow**

**Come and Serve**

**ST. ANDREW LUTHERAN CHURCH**  
**MINUTES OF THE CONGREGATIONAL MEETING**  
**September 13, 2020**

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**1. Congregational Meeting Called to Order – President Mary Strehlow**

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**A quorum was established by 60+ members.**

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**2. Opening Prayer.**

Pr. Cindy opened the meeting with prayer

**3. Quorum Count**

60+ Members were present

**4. Imagine Process description – Pr. Cindy**

Pr. Cindy explained the process and all the people who participated in it.

**5. Reading of the motion**

Denny thanked everyone and read the motion.

I move that St. Andrew Lutheran Church adopt the following:

(read the entire proposed document verbatim as follows on the next two pages).

**Proposed**

**St. Andrew Lutheran Church**  
**Vancouver, Washington**  
**Motto, Vision, Mission, Core Values, Vision Goals**

**Motto:**

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

**Vision:**

We envision and pray for a just world where ALL people know Christ's inclusive love and experience the transforming difference of God's grace.

**Mission:**

Filled with God's forgiveness and grace we seek to bring healing, wholeness, and justice to ALL people and creation.

**Core Values:**

Our values are rooted in faith, scripture, our Lutheran teaching, and our love of God and neighbor.

**Bold Faith in Christ** – Because we trust in God's promise and understand faith to be a living, daring confidence in God's grace, we are emboldened to embrace learning and growth in our spiritual and communal journey.

**Community For ALL** – We need each other! We are committed to a life together that builds relationships, trust, faith, and confidence in our common mission. We seek to be an intergenerational community of faithful followers of Jesus as we mentor each other in the lifelong journey of faith.



**Bold Service and Faithful Stewardship** – The gospel calls us into the world, and our love of neighbor calls us to generosity. We will use our God entrusted resources in a way that honors God’s creation and for the sake of those in need outside our walls.

**Inclusion, Diversity, and Justice** – As Christ’s church, we value our common humanity and our differences. Our unity is a celebration of our diversity. We are made stronger through our differences. We recognize and will challenge dynamics of power and privilege that create barriers to participation and equity in this church and in the world.

**Forgiveness and Reconciliation** – Empowered by the Holy Spirit, we strive to embody forgiveness and reconciliation in speech, in action, in relationships, and in all we do. We understand forgiveness and reconciliation to be foundational to God’s work through Jesus Christ in us and through us to the world.

**Vision Goals:\***

**Children, Youth, and Family** – Strengthen our Children, Youth, and Family Ministry to nurture the whole faith life of the congregation.

**Inclusion, Diversity, and Justice** – Develop educational and systematic practices and changes in our ministries to: become fully inclusive to ALL people; advocate for justice for disenfranchised and oppressed individuals and groups; and work for equity in our church, community, and the world.

**Serving the Greater Community** – Seek or create opportunities for individuals and groups to serve others both inside and outside our walls. God’s work. Our hands.

**Spiritual Growth and Renewal** – Grow and develop opportunities to engage in spiritual renewal, so that all who participate in the life and ministry of St. Andrew will experience Christ.

\* These four vision goals were developed from the top responses to the final question from the Imagine Cottage Meetings in 2019/2020 and written responses. This question asked what people hoped and dreamed for the future of the church.

**Action Goals:**

Council, Ministry Teams, and Small Groups will be invited to choose one or more vision goals and create action goals, with specific steps toward achieving those. As of September 1, 2020, two Task Forces are being established: one on diversity, equity and inclusion; and the second working on technology improvements.

St. Andrew is a member congregation of the Evangelical Lutheran Church in America.



## 6. Seconding of the motion

Virginia seconded the motion.

## 7. Call for Discussion

Mary Stender thanked all who worked on this and she proposed 2 amendments

- i. The 1<sup>st</sup> amendment was to remove the 1<sup>st</sup> sentence under Core Values before the bullets. Not really necessary. We need not focus on “Lutheran Traditions” It could be perceived as a barrier. We need as few barriers as possible.
  1. Kerry Crow seconded the amendment and had some discussion. Others joined in the discussion as well.
  2. Dave Britton explained how we will vote on the amendment at Jim Oviatt’s request. A show of hands was recommended for the amendment.
  3. The vote was held by a raise of hands. The amendment carried with a majority in favor.
- ii. The 2<sup>nd</sup> amendment from Mary Stender is to modify the “Bold Service and Faithful Stewardship” section to reword the section.

1. Jane Seidel seconded the motion.
  2. Discussion ensued and various rewordings were proposed. Pr. Cindy showed the document on screen as it was edited.
  3. Pr. Cindy edited the document live during the edits. There were many people with suggestions.
  4. The first sentence was changed to read “The gospel calls us into the world to live a life of generosity and love of neighbor.”
  5. Mary Strehlow called for the vote and by a show of hands, the amendment carried with a majority.
- iii. Patricia Cunningham asked for a change in item 4 of the “Vision Goals” She asked that the word “will” be changed to “can”.
1. Aileen Libengood seconded the motion.
  2. Discussion ensued. Mark D’Evelyn suggested we delete the word or stick with the word “will” It was a friendly amendment. Many agreed.
  3. We voted on the elimination of the word “can” from Vision Goal 4. The motion carried

Denny asked that we call the vote for the amended document with the permission of the seconder which was received.

## 9. Explain the voting polling process - Dave

The vote was held using a Zoom Poll utility that allowed up to 2 people per screen to vote either Yes, No or Abstain and an option to vote via Text Message was available for those with more than 2 on the screen or dialing in by phone. We did talk a bit about phone voters. Dave launched the online Poll Vote.

## 10. Results of the final motion - Dave

The Poll Vote results were 57 approved and 3 disapproved the amended document. There were no abstentions. The document was approved by a significant majority. Pr. Cindy counted 66 people. We received votes for 60 people.

The Final document with edits is in the following two pages.

**FINAL**

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#### **11. Thank you**

Mary Strehlow thanked everyone for participating and helping create our future.

#### **12. Closing Prayer**

Pr. Cindy asked all to unmute as we recited the Lord’s Prayer together.

#### **13. Adjourn at ~4 pm**

## Pastor's Report

What a crazy year we've had! It started normal, with the ongoing work of the visioning process we began in 2019, worship happening every weekend, the preschool thriving, small groups gathering, and the WHO operating with volunteers' support. Then, the pandemic hit full tilt, and we shut most of our in-person programming down. The Easter Vigil was canceled. Worship moved to YouTube. We had to meet using GoToMeeting and Zoom.

Yet, in the midst of this challenging time, we came together in beautiful ways. Amy McCann worked tirelessly to organize our Care Cluster program to connect every member with a small group and a volunteer leader to give and receive phone calls and support. Sam Solano guided our music program to create incredible worship music videos to include many voices from our choirs and music ensembles. Beth Femling and the preschool staff worked overtime to help connect preschoolers using online resources. Ashley Ryll helped coordinate an online VBS program. And multiple volunteers stepped up to lead small group fellowship, bible study, and keep our food pantry open.

We had a few staff transitions in 2020. Our preschool director of 22 years, Beth Femling retired, and we welcomed the very capable Kimbree Brown. Kimbree's job has been made more difficult as they transitioned to a full-time outdoor program with reduced numbers and significant health and safety protocols. We are grateful for Kimbree's resilience and dedication as we hope to transition back to a more normal program in 2021.

We also said farewell to Ashley Ryll as Director of Children, Youth and Family Ministry. Ashley left to pursue a career in health and fitness, but she remains a member of St. Andrew, and we look forward to seeing her when we can gather in person again. We welcomed Chris Natland into the position in November with 15 years of experience. Chris has had to meet people in new ways but is doing a great job coordinating an online program as well as supporting the overall ministry of St. Andrew.

Our final transition was our bookkeeper, Kate Shipley. She needed to spend more time supporting her children's education from home and left us in November. We welcomed Erin Rose into the position and are grateful for Kate's notes and Erin's expertise.

One of the great accomplishments of 2020 for St. Andrew was the adoption of a new motto, mission, vision, and vision goals document. Despite our move to online meetings, we heard from about 100 members about a vision for our congregation. Our motto remains what we had before: Jesus calls us...Come and See, Come and Grow, Come and Serve. Our mission: Filled with God's forgiveness and grace, we seek to bring healing, wholeness, and justice to ALL people and creation. To that end, we created an Equity, Inclusion and Justice Taskforce and have asked each ministry team to craft actionable goals to support our vision goals. It's exciting to see where God is leading us as a faith community for the sake of our greater community!

A significant change this past year was to the Winter Hospitality Overflow program. With the pandemic, we prioritized the WHO homeless ministry. We renovated the Davis room to accommodate WHO guests eating in there and shifted to be fully staffed by paid Share personnel. Under the leadership of the WHO task force and Share staff, the program has been working very well. There have been no cases of COVID-19, guests wear masks and maintain distance between families, and cleaning protocols have been implemented. It is wonderful to be a part of this community committed to caring for those without shelter.

Looking forward to 2021, we know that much of the first part of the year will look like the end of 2020, with online worship and small group ministries. However, we hold onto the hope for the end of this pandemic and our ability to gather again safely. We are also excited that 2021 is the 50th Anniversary of St.

Andrew. We are in the planning stages and welcome anyone who would like to brainstorm with us ideas for celebrating in the summer and fall of 2021.

I am continually amazed at how God is at work in this community. God's love shines in everything you do, and I give thanks for being in this ministry with you. As always, if you ever want to talk, give me a call or shoot me an email. Remember, God is good, all the time!

*Peace and Joy,  
Pastor Cindy Muse*

## **Director of Music & Worship Report**

2020 was a year like none other! With all that has happened and all the changes needed this year, the one thought that continues to cross my mind is, "What a strong faith the community at St. Andrew has!" You have all left me in awe with how we've been able to continue our music ministry and grow during the pandemic.

The Chancel Choir has been doing a phenomenal job this last year during traditional and virtual format. With the virtual format, the choir has been recording themselves singing while watching a recording of me directing while playing piano, and a song leader singing the melody. This is not an easy task to sing in this situation while also following directed entrances and cutoffs. Their ambition also led us to begin working on choral anthems, which adds even more incredible difficulty. We heard a couple of these pieces during the Christmas Eve worship services. I can't thank them enough for their amazing gifts and their continued grace as we work through improving this process until we can meet again in person safely.

The Unplugged Praise Band also did a great job transitioning to the virtual music model. We have continued to have guitarists from our first-year guitar class and many other youth and adult singers. It's been wonderful to have the leadership of Theresa Swanson, David Britton, and Karen Ranney to pre-record and help select music that best suits the themes and is of the right level for youth and beginning guitarists. During this year, we have sadly lost our guitar leader Gary Nabors. He was an excellent musician and worked very well with all ages. We mourn the loss of his musicality, humor, and creativity, but his legacy at SALC lives. We have been so fortunate to have Dave Britton be our "music minion." Dave is a great new leader for Unplugged and the now level-two guitar class. Karen Ranney this past year has been helping develop and lead the youth percussion that began last year. She works exceptionally well with the youth and brings a tremendously positive and graceful attitude with a very steady beat.

During the beginning of the year, Worship and Music led an adult ed class on the three-year lectionary following Gail Ramshaw's book "A Three Year Banquet." We explored the three-year lectionary and how it shapes each year, and how it can shape our worship. We had excellent attendance of very engaged and creative members. This class wouldn't have been possible without the knowledge, mentorship, and organization of Scott Norton and Michael Brown. I continue to be moved by their passion for worship and willingness to facilitate classes that grow our understanding of the liturgy and expand our knowledge of how God moves us from Word to Action in worship.

Winds and Strings have been doing an excellent job continuing to play music during COVID-19 also. It's been a joy seeing many new vocalists, string players, guitarists, woodwinds, and recorders playing in the virtual band. The group has been very sensitive to select music that both matches the theme for a Sunday and balances the difficulty level to allow all to play no matter their level. It's been fun being able to arrange and transpose parts to make this possible. Gary Nabors played a significant role in the sound and character of this group. He is greatly missed, and I know we all still hear in our mind his beautiful playing during worship and his stylings on classic W&S pieces like Night Prayer.

During the summer, we decided to attempt a virtual recorder class. It was awesome! We had excellent attendance that spanned from middle school to adults. The students did very well learning the fundamentals of reading music and playing the recorder. This class was a great opportunity to allow anyone who wanted to learn the recorder to receive all the resources needed for free and learn enough skills to join Winds and Strings. The group has taken on a lovely record consort piece written by our very own Karl Means! As this group continues to develop, we will hear more recorder consort music and continue to grow this group into a beautiful intergenerational ministry. Thank you, Steve Kramer, Karl Means, and David Britton, for your leadership, technical expertise, and joyous approach to teaching the recorder.

The Handbell Choir has made some of the most incredible leaps in the development of musicality this last year. Before COVID-19, their sensitivity to tempo, dynamics, balance, and overall clarity had grown as I'd never seen before. I want to thank Patricia for her wonderful music selection and directing and the patience of all the bellringers as we tediously worked on all these skills. They have also learned how to play virtually and have done a super job! This was the most difficult process for any of the musical groups, and they rocked it. I'm so lucky for all their trust and patience in coming up with a method to continue making music together.

Although 2020 wasn't an ideal situation for a music ministry, the strong faith of St. Andrew has made this time a great blessing. The way we have grown during this time, I would never take back. The creativity, perseverance, support, and fellowship of our ministry continues to be a blessing. Thank you to EVERYONE who has and continues to participate, and I look forward to growing and making more glorious music that serves the Lord in the future.....hopefully in person :)

*Samuel Solano, Director of Music*

## **Children's Choir Director's Report**



The Children's Choir is a fun musical outreach program at St Andrew Church. The choir began rehearsals in September. Rehearsal is every Wednesday evening from 6-6:30 pm. This music ministry is open to all interested children from kindergarten through fifth grade. The purpose is to provide musical and vocal training, appreciation for music's role in the church's worship, growth of faith, and of course, to have fun. The choir prepares music to be included during worship as well as other church functions and concert opportunities. That is what

a typical year would look like, but 2020 changed everything

At the start of our 2019 program year, we had average participation, and our numbers stayed strong into the New Year. We participated in Worship on Sunday, January 26th, 2020, and Sunday, February 23rd, 2020. We were scheduled on Sunday, March 15<sup>th</sup>, but everything shut down because of Covid-19 on March 12<sup>th</sup>. The Children's choir went on hiatus for April and May.

At that point, the music ministry program at St. Andrews began to look at ways to keep the music alive and well. Sam began to look into the virtual recording process. I, too, was becoming familiar with the process through Portland Symphonic Choir.

Covid-19 impacted Vacation Bible School. Early in 2020, Lutherhaven was contracted to do the Vacation Bible School at St Andrew. I wanted to keep involved with the music aspect of VBS and began reaching out to Lutherhaven to put together music for the week. As work continued, it became clear that Lutherhaven would not be an option for VBS with the pandemic. The decision was made to use an online-based

VBS called Christmas in July. Online VBS was a 5-week program with one session a week. This purchased VBS package did not include music. Working with Pastor Muse and the Youth & Family team, we decided to add music. To go along with the theme, I chose five praise pieces and 5 Christmas Carols. We then met and recorded the pieces to upload and create files that kids could listen to and use as an aid to record to. I reached out to the children, which was our first adventure into the virtual recording process.

In September, after discussion with Pastor Muse, we decided to postpone the start of the Children's Choir kick-off till October and to cut back to an every other week Zoom rehearsal schedule. My concern was Zoom burn out and knowing that parents must be just as committed to making Children's Choir happen. As an educator, the beginning of the school year was exhausting, and I was confident parents were feeling that as well.

In November, we began to prepare the music for a virtual Christmas Pageant. Participating children recorded themselves using uploaded recorded accompaniment tracks. The pageant included during worship on Sunday, December 20<sup>th</sup>.

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

Respectfully Submitted

*Theresa W. Swanson, Director of Children's Choir*

## **Director of Children, Youth, and Family Ministry Report**

It is with joy that I share my annual report. It has been a very quick and busy time since beginning with St. Andrew on November 1st, 2020.

With many challenges of beginning in a new ministry position during COVID-19 and physical distancing, I have been trying hard to get to know as many people as I can. One of the first tasks I took up was to look through the rosters and rolls to get to know names, families, and cross-reference with staff about which families usually are active and those active during COVID-19. There is still much work to be done in this area as I am finding gaps in information, Amy and I will work together on this process after the new year.

The Youth Ed and Youth & Family Ministry Teams are incredible. We have great teams that are and have been working hard to continue doing great ministry.

In trying to connect with our families, I put together and delivered care packages and supplies to our youth families before Christmas. On December 20<sup>th</sup>, we had a good turn out on Zoom for a fun painting event and Christmas celebration. It was nice to say hello and meet our families during the delivery of these boxes.

Our Prayer Bud ministry has been a struggle for some of our pairings as we navigate physical distancing. We will be adding two new prayer bud pairings to this wonderful ministry in 2021. I will also be adding some additional events for added connection for our buds and having regular check-ins with the adults to see if there are ways to support their efforts and offer ideas. Our annual kick-off and Epiphany Party will be digital on Zoom this year. It will feature break out room activities for our buds to participate together and an opportunity for those without a prayer bud to participate as well.

From the start of my time at St. Andrew, I have connected with other youth ministry staff folks from

around Vancouver and the Synod. These have been great connections as we uphold one another and plan for future collaborative events.

In February, I will be attending the ELCA Youth Ministry Network Extravaganza training event. Though it is digital this year, I am looking forward to training and networking opportunities.

In peace, joy, and hopeful anticipation for all that is to come,

*Chris Natland, Director of Children, Youth, and Family Ministry*

*2020 began like many other years before...*





St. Andrew Lutheran Church  
**MEMBERSHIP**  
 For Period Ending December 31, 2020

	Baptized		Confirmed	
<b>1. Membership-period ending 12/31/20</b>		748		459
<b>2. Members received during year</b>				
a. By Baptism: children (15 yrs. & younger)	1			
b. By Baptism: adults (16 yrs. & older)	0		0	
c. By affirmation of faith	3		3	
d. By transfer from ELCA congregations	0		0	
e. By transfer from other Lutheran congregations				
f. From non-Lutheran congregations				
g. From other sources and statistical adjustment				
h. Total members received	4		3	
<b>3. Baptized youth who were confirmed this year</b>				0
<b>4. Total from 2h in BAPTIZED column</b>				
<b>Total for 2h and 3 in CONFIRMED column</b>	4		3	
<b>5. Members removed during year</b>				
a. By death	-5		-5	
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		-5	
f. Total members removed		-8		-10
<b>6. Membership to date</b>		=744		=449

**Received into Membership by baptism:**

**Children:** Ethan Peterson (1/12/2020)

**Received into Membership by transfer or affirmation of faith:** Elizabeth, Matt, Signe & Jules Barbian, Tori & Natalie Watrous (5/17/2020)

**Removed from Membership by death:** Jack Burpee (2/18/20), Eva Burpee (4/14/20), Micah Hilario (4/15/20), Gary Nabors (7/16/2020) and Jim Curtis (10/20/2020).

**Removed from Membership by member request:** Ron & Debbie Berg, Shar Simonson, Tom, Heidi, Savonna, Sydney and Colby McGraw.

**Confirmands: None**

# MEMBERSHIP ATTENDANCE RECORDS:

	2015	2016	2017	2018	2019	2020 Pre-COVID-19	2020 Mar-Dec Average YouTube Views
Average Sunday Morning Worship Attendance <i>(does not include Easter Sunday)</i>	246	246	224	212	200	200	260
Average Midweek Worship Attendance (Lent/Holy Week/Advent)	95	92	92	68	43		76
Easter Sunday	458	492	473	398	436		343
Christmas Eve Services	502	537	255	501	429		417
Christmas Day Service	32	2 services 100	26	41	46		40
Christmas Children's Program/Worship	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		650
New Year's Eve Service	Joint with St. Paul (here) 31	N/A	N/A	N/A	N/A	N/A	N/A
Average Sunday School Attendance  Nursery through High School	(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	(P-Gr. 5) 3  (MS) 8  (HS) 3	(Post COVID-19 Zoom Attendance) (P-Gr. 5) 6  (MS) 6  (HS) 2
Average Sunday School Attendance  Adults	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	Winter 25	Lent 33 Spring- suspended Summer 12 Fall#1 25 Fall#2 17
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	
2019 Mini-Retreat	Examen 23	Welcoming & Hospitality 19	Healing Prayer 10	Gratitude Journaling 13	Average Attendance for 2018/19 Series 16	Average Attendance for 2018/19 Series 16	
2020 EVENTS:	Labyrinth Retreat 30	VBS 50					
Pastoral Acts:	Baptisms Infant/Child 1	Baptisms Adult 0	Confirmation 0	Marriages 1 (non-member)	Funerals 4 (3 members)		
Messy Church	Jan 65	Feb 40	March 40		Average 48		

## President's Report

In more than one Christmas card, the sender wrote, "What can you say about 2020?" It has indeed been an unusual year. Some might say, unprecedented in recent memory.

The year 2020 started like most others but quickly moved to a new reality for all of us. Worship and ministry had to be reinvented as we were no longer able to gather as a community. Life at St Andrew did go on, and though many things changed dramatically, some things did not change.

Worship and ministries have happened with amazing innovation and participation. Our new reality has become technology. We have had to engage and even embrace GoTo Meeting, Zoom, and YouTube, which are now common words used to describe our meetings, worship, and outreach.

I have always known that this community of faith is resilient, creative, and committed. We have a history that testifies to this. In 1994, we survived a fire. In 1996, we survived a flood. Now in 2020, we are surviving a pandemic. St Andrew is still here, proclaiming the Gospel and living out our faith in this world.

While we yearn to be together in person, that will not happen until it is safe. We are continuing to adapt and moving ministry and small groups forward. The generosity and strength of the people of St Andrew are a continued blessing to the church, the greater community, and the Body of Christ.

Perhaps this is a time to pause and reflect on how we do things. We can take what we have learned from 2020 into our future and reimagine ourselves in 2021 and beyond. In time we may better understand what it now means to be a community of faith, who we are, and how all peoples' gifts and contributions can be valued. We may discover how we can be different in the years to come because of our experience with the year 2020.

On behalf of the St Andrew Church Council, I would like to thank the staff, the congregation, and all participants and friends for their flexibility, creativity, and commitment to this community of faith.

*Mary Strehlow, Council President*



ST. ANDREW LUTHERAN CHURCH  
Income and Expense Statement

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GENERAL FUND 01, December 2020

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		This month	Current Budget	Budget Difference	Prior Year	Year to Date	Year to Date	Budget	Budget Difference	YTD Prior Year
INCOME	4000									
CONTRIBUTION INCOME	4010									
UNRESTRICTED	4020									
Gifts & Offerings	4030	\$43,525.64	\$44,833.63	-\$1,307.99	\$91,841.38	\$490,259.66	\$538,004.00	-\$47,744.34	\$523,957.39	
Preschool Pass-thru	4040	\$125.00	\$125.00	\$0.00	\$125.00	\$2,720.00	\$1,500.00	\$1,220.00	\$1,525.00	
WHO Utilites Reimbursemen	4055	\$0.00	\$1,000.00	-\$1,000.00	\$0.00	\$8,104.44	\$12,000.00	-\$3,895.56	\$12,536.58	
Building Usage Donations	4060	\$0.00	\$500.00	-\$500.00	\$2,185.00	\$10,840.00	\$6,000.00	\$4,840.00	\$7,960.00	
Thrivent	4065	\$0.00	\$0.00	\$0.00	\$0.00	\$3,476.35	\$0.00	\$3,476.35	\$4,999.00	
MISCELLANEOUS INCOME	4100	\$58,870.40	\$333.37	\$58,537.03	-\$191.21	\$58,870.40	\$4,000.00	\$54,870.40	-\$191.21	
INTEREST INCOME	4110	\$22.58	\$41.63	-\$19.05	\$42.01	\$251.04	\$500.00	-\$248.96	\$687.05	
Subtotal Unrestricted Revenue	4020	\$102,543.62	\$46,833.63	\$55,709.99	\$94,002.18	\$574,521.89	\$562,004.00	\$12,517.89	\$551,473.81	
EXPENSES	5000									
BUDGETED OPERATING EXPENSES										
BENEVOLENCE (9%)	5040	\$6,304.88	\$4,035.00	-\$2,269.88	\$8,156.94	\$46,510.95	\$48,420.00	\$1,909.05	\$52,137.36	
STAFFING										
SALARIES AND BENEFITS ( 2 payrolls)	6255	\$22,028.60	\$26,295.25	-\$4,266.65	\$25,910.30	\$299,575.60	\$315,543.00	-\$15,967.40	\$361,213.57	
TRAVEL	6500	\$0.00	\$250.00	-\$250.00	\$124.70	\$194.93	\$3,000.00	-\$2,805.07	\$6,655.69	
		\$22,028.60	\$26,545.25	-\$4,516.65	\$26,035.00	\$299,770.53	\$318,543.00	-\$18,772.47	\$367,869.26	
BUILDING										
JANITOR	5350	\$1,072.75	\$1,500.00	\$427.25	\$1,509.57	\$16,802.00	\$18,000.00	-\$1,198.00	\$19,362.54	
MORTGAGE	5400	\$1,937.00	\$1,937.00	\$0.00	\$0.00	\$23,244.00	\$23,244.00	\$0.00	\$0.00	
PROP INS/TAX/ALARM	5800	\$983.17	\$1,333.37	\$350.20	\$2,077.63	\$10,485.65	\$16,000.00	-\$5,514.35	\$17,418.97	
UTILITIES	6690	\$3,939.63	\$2,416.63	-\$1,523.00	\$2,117.90	\$34,351.30	\$29,000.00	\$5,351.30	\$31,860.51	
BUILDING AND GROUNDS	7240	\$2,580.97	\$1,333.37	-\$1,247.60	\$576.54	\$10,446.35	\$16,000.00	-\$5,553.65	\$14,290.91	
		\$10,513.52	\$8,520.37	-\$1,993.15	\$6,281.64	\$95,329.30	\$102,244.00	-\$6,914.70	\$82,932.93	
OFFICE EXPENSE	5500	\$4,609.73	\$3,166.63	-\$1,443.10	\$2,987.33	\$35,671.90	\$38,000.00	-\$2,328.10	\$43,950.79	

ST. ANDREW LUTHERAN CHURCH  
Income and Expense Statement

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GENERAL FUND 01, December 2020

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		This month	Current Budget	Budget Difference	Prior Year	Year to Date	Prior to Date	Budget	Budget Difference	YTD	Prior Year
MINISTRY TEAMS	7230	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EDUCATION	7260	\$0.00	\$216.74	\$216.74	\$237.38	\$876.23	\$2,600.00	-\$1,723.77	\$3,173.20	\$3,173.20	\$3,173.20
FELLOWSHIP	7280	\$0.00	\$125.00	\$125.00	\$45.45	\$37.06	\$1,500.00	-\$1,462.94	\$2,372.56	\$2,372.56	\$2,372.56
GREAT COMMISSION	7300	\$0.00	\$83.37	\$83.37	\$0.00	\$312.92	\$1,000.00	-\$687.08	\$1,319.72	\$1,319.72	\$1,319.72
SOCIAL CONCERNS	7475	\$0.00	\$25.00	\$25.00	\$0.00	\$0.00	\$300.00	-\$300.00	\$47.72	\$47.72	\$47.72
STEWARDSHIP	7500	\$0.00	\$83.37	\$83.37	\$110.26	\$892.59	\$1,000.00	-\$107.41	\$990.23	\$990.23	\$990.23
WORSHIP & MUSIC	7600	\$58.22	\$583.37	\$140.81	\$1,382.69	\$4,555.39	\$7,000.00	-\$2,444.61	\$8,220.84	\$8,220.84	\$8,220.84
YOUTH AND FAMILY	7750	\$192.30	\$333.37	\$56.07	\$0.00	\$1,516.66	\$4,000.00	-\$2,483.34	\$1,037.35	\$1,037.35	\$1,037.35
Subtotal Ministry Teams	7230	\$250.52	\$1,450.22	\$730.36	\$1,775.78	\$8,190.85	\$17,400.00	-\$9,209.15	\$17,161.62	\$17,161.62	\$17,161.62
Subtotal Expenses	5000	\$43,707.25	\$43,717.47	\$10.22	\$45,236.69	\$485,473.53	\$524,607.00	-\$39,133.47	\$564,051.96	\$564,051.96	\$564,051.96
EXCESS INCOME/EXPENSES		\$58,836.37	\$3,116.16	\$55,720.21	\$48,765.49	\$89,048.36	\$37,397.00	\$51,651.36	-\$12,578.15	-\$12,578.15	-\$12,578.15
RESERVE TRANSFERS											
CONTINUING EDUCATION	5170	\$325.00	\$325.00	\$0.00	-\$239.99	\$3,999.00	\$3,900.00	\$99.00	\$2,700.00	\$2,700.00	\$2,700.00
SABBATICAL FUND	5900	\$0.00	\$0.00	\$0.00	\$93.75	\$0.00	\$0.00	\$0.00	\$1,125.00	\$1,125.00	\$1,125.00
Capital and Repair	7255	\$1,250.00	\$1,250.00	\$0.00	\$2,750.00	\$15,000.00	\$15,000.00	\$0.00	\$33,000.00	\$33,000.00	\$33,000.00
Worship AV Equipment	7690	\$100.00	\$100.00	\$0.00	\$100.00	\$1,200.00	\$1,200.00	\$0.00	\$1,208.66	\$1,208.66	\$1,208.66
		\$1,675.00	\$1,675.00	\$0.00	\$2,703.76	\$20,199.00	\$20,100.00	\$99.00	\$38,033.66	\$38,033.66	\$38,033.66
								\$0.00			
CONGREGATIONAL ACTIONS								\$0.00			
Thank Offering	5030	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,066.00	\$10,066.00	\$10,066.00
Capital Reserve TRSF	5031	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$60,000.00	\$60,000.00	\$60,000.00
SP Housing Down Payment	5032	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,000.00	\$20,000.00	\$20,000.00
		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$90,066.00	\$90,066.00	\$90,066.00
Cash flow after Reserves and Congregational Action		57,161.37	1,441.16	55,720.21	46,061.73	68,849.36	17,297.00	51,552.36	-140,677.81	-140,677.81	-140,677.81
Beginning Cash		-5,609.22				-17,297.21					
Ending Cash		51,552.15				51,552.15					

ST. ANDREW LUTHERAN CHURCH  
**Balance Sheet (UNAUDITED)**  
 GENERAL FUND 01, December 2020

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Current Year    Previous Year

**\*\* Unposted transactions have been included on this report \*\***

ASSETS	1000		
BANK ACCOUNTS	1050		
CHECKING ACCOUNTS	1100		
	1110	\$280,501.56	\$164,498.44
Columbia Bank			
Columbia CU	1111	81,124.56	80,904.38
Subtotal Checking Accounts	1100	361,626.12	245,402.82
INVESTMENTS	1300		
	1320	215.57	215.57
Linsco Private Ledger			
Mission Inv. Fund (Endow)	1330	80,625.00	82,506.56
Subtotal Investments	1300	80,840.57	82,722.13
FIXED ASSETS	1500		
LAND	1501		
	1510	983,250.00	983,250.00
Main Lot 158159000			
Vacant lot N b 158164001	1520	89,400.00	89,400.00
Vacant lot E 158099000	1530	178,800.00	178,800.00
Vacant lot N a 158164000	1540	367,500.00	367,500.00
Subtotal Land	1501	1,618,950.00	1,618,950.00
BUILDINGS	1600		
	1610	3,080,900.00	3,080,900.00
Church & Preschool			
Building Improve 2019	1620	464,555.43	0.00
Subtotal Buildings	1600	3,545,455.43	3,080,900.00
Subtotal Fixed Assets	1500	5,164,405.43	4,699,850.00
OTHER ASSETS	1900		
	1903	3,932.66	0.00
Prepaid Insurance			
In kind receipts	1910	216.56	0.00
PayPal Receivable	1920	-200.00	0.00
WePay Receivable	1930	-5.00	0.00
Subtotal Other Assets	1900	3,944.22	0.00
<b>TOTAL ASSETS</b>		<b>\$5,610,816.34</b>	<b>\$5,027,974.95</b>
LIABILITIES	2000		
CURRENT LIABILITIES	2010		
ACCOUNTS PAYAABLE	2100		
	2101	\$5,033.61	\$0.00
Accounts Payable Benevolence			
PAYROLL DEDUCTIONS	2201		
	2205		
TAXES PAYABLE			
Subtotal Payroll Deductions	2201	-62.86	-114.13
OTHER CURRENT LIABILITIES	2400		
	2410	1,100.00	1,100.00
Building Use Deps misc			
Subtotal Current Liabilities	2010	6,070.75	985.87
LONG-TERM LIABILITIES	2600		
MORTGAGES & LOANS	2610		
	2620	332,375.58	339,703.32
MIF Mtg 4.75% due 11/2044			
<b>TOTAL LIABILITIES</b>		<b>338,446.33</b>	<b>340,689.19</b>
NET ASSETS	3000		
UNRESTRICTED	3100		
	3110	\$4,889,187.10	\$4,345,844.57
Unrestricted Net Assets			
Subtotal Donor Restricted	3200	383,182.91	341,441.19
<b>TOTAL EQUITY</b>		<b>5,272,370.01</b>	<b>4,687,285.76</b>
<b>TOTAL LIABILITIES AND EQUITY</b>		<b>\$5,610,816.34</b>	<b>\$5,027,974.95</b>

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**Changes in Equity**  
December 2020

**FUND 01 - GENERAL FUND**

		<u>Beginning</u>	<u>Income</u>	<u>Expense</u>	<u>Ending</u>
<b>Maintenance/Capital</b>					
Capital & Repair - Budget	3218-118	16,843.99	1,250.00	0.00	18,093.99
WHO SALC not reimb Fd	3221-121	41,875.45	5,500.00	0.00	47,375.45
AV Equip Maint Fd	3232-132	2,922.15	100.00	0.00	3,022.15
Capital & Bldg Repair	3288-188	57,394.00	345.00	0.00	57,739.00
		119,035.59	7,195.00	0.00	126,230.59
<b>Reserves - Budgeted Expenses</b>					
Cont Ed Music Dir Df	3239-139	550.00	50.00	0.00	600.00
Sabbatical D Fund	3241-141	6,000.00	0.00	0.00	6,000.00
Cont Ed Office Staf Df	3244-144	550.00	50.00	0.00	600.00
Continuing ed. S P	3290-190	2,384.29	100.00	0.00	2,484.29
Cont ed. Dir of CYF Df	3291-191	682.93	125.00	0.00	807.93
SP Housing DownPayment	3273-173	20,000.00	0.00	0.00	20,000.00
		30,167.22	325.00	0.00	30,492.22
<b>Endowments and Memorials</b>					
Memorial Fd Rustvold	3213-113	2,245.00	0.00	0.00	2,245.00
Memorial Fd Other	3217-117	80.00	0.00	0.00	80.00
Endowment Fund	3219-119	80,825.00	400.00	0.00	81,225.00
Memorial Fund -J Stender	3222-122	15,955.71	0.00	0.00	15,955.71
Memorial FD - Peterson,B	3233-133	745.00	0.00	0.00	745.00
Memorial Fd Osborne	3295-195	905.00	0.00	0.00	905.00
		100,755.71	400.00	0.00	101,155.71
<b>Fiscal Agent/Pass Through</b>					
Debt reduction	3201-101	610.00	100.00	0.00	710.00
Orchards PTA Fund	3265-165	2,012.95	0.00	0.00	2,012.95
Faith Partners for Housin	3229-129	0.00	200.00	0.00	200.00
GDWB Fund	3272-172	1,065.27	75.00	0.00	1,140.27
Lutheran World Relief	3263-163	0.00	1,000.00	0.00	1,000.00
Living Lutheran fund	3282-182	315.00	0.00	0.00	315.00
		4,003.22	1,375.00	0.00	5,378.22
<b>Outside These Walls</b>					
Social Conc + Food Fund	3224-124	4,931.13	6,410.00	0.00	11,341.13
Food Drives East T'g Xmas	3231-131	4,143.09	0.00	-9,720.00	-5,576.91
WHO Exp Buffer Fd	3251-151	17,784.17	8,478.42	0.00	26,262.59
Relay for Life fund	3214-114	75.00	0.00	0.00	75.00
Easter Breakfast Fund	3254-154	189.97	0.00	0.00	189.97
Housing Feasibility study	3264-164	544.50	0.00	0.00	544.50
Local Benevolence Fund	3243-143	35,983.10	1,271.27	0.00	37,254.37
Community Garden Fund	3293-193	698.37	0.00	0.00	698.37
		64,349.33	16,159.69	-9,720.00	70,789.02

## ST. ANDREW LUTHERAN CHURCH

Continued

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**Changes in Equity**  
December 2020

**FUND 01 - GENERAL FUND**

		<u>Beginning</u>	<u>Income</u>	<u>Expense</u>	<u>Ending</u>
<b>Outside These Walls</b>					
Social Conc + Food Fund	3224-124	4,931.13	6,410.00	0.00	11,341.13
Food Drives East T'g Xmas	3231-131	4,143.09	0.00	-9,720.00	-5,576.91
WHO Exp Buffer Fd	3251-151	17,784.17	8,478.42	0.00	26,262.59
Relay for Life fund	3214-114	75.00	0.00	0.00	75.00
Easter Breakfast Fund	3254-154	189.97	0.00	0.00	189.97
Housing Feasibility study	3264-164	544.50	0.00	0.00	544.50
Local Benevolence Fund	3243-143	35,983.10	1,271.27	0.00	37,254.37
Community Garden Fund	3293-193	698.37	0.00	0.00	698.37
		64,349.33	16,159.69	-9,720.00	70,789.02
<b>Youth Ministries</b>					
Youth Fund general	3204-104	6,342.13	0.00	0.00	6,342.13
Youth Mission Trip Fund	3207-107	2,251.04	0.00	0.00	2,251.04
Vacation Bible School Fun	3234-134	933.46	0.00	0.00	933.46
Confirmation Camp/MS Fd	3248-148	266.21	0.00	0.00	266.21
Camp L'wood Scholar. Fund	3283-183	825.00	0.00	0.00	825.00
Music (youth) scholarship	3289-189	5,512.32	0.00	0.00	5,512.32
		16,130.16	0.00	0.00	16,130.16
<b>Miscellaneous ministry funds</b>					
Flowers	3203-103	1,073.79	0.00	0.00	1,073.79
Misc. Designated	3205-105	1,116.71	100.00	0.00	1,216.71
In-kind contributions non	3206-106	0.00	216.56	0.00	216.56
Books Fund	3208-108	601.79	0.00	0.00	601.79
Special Gifts for Church	3216-116	564.15	0.00	0.00	564.15
Pub Theology Fd	3220-120	300.17	0.00	0.00	300.17
Preschool Fund	3235-135	400.00	400.00	0.00	800.00
Discretionary Fund	3226-126	-150.00	0.00	0.00	-150.00
Music Ministry Fund	3228-128	3,108.58	0.00	0.00	3,108.58
Quilters Fund	3230-130	1,751.47	0.00	0.00	1,751.47
Fellowship Fund	3242-142	2.63	0.00	0.00	2.63
Men's Ministry Fund	3246-146	1,947.71	0.00	0.00	1,947.71
Women's Ministry Fund	3247-147	475.89	0.00	0.00	475.89
Yoga Fund	3269-169	187.47	142.00	0.00	329.47
Wedding Fund	3280-180	1,019.30	0.00	0.00	1,019.30
Great Commission Fund	3285-185	574.10	0.00	0.00	574.10
Good Samaritan Fund	3286-186	12,802.55	300.00	0.00	13,102.55
Spirit Trans Fund	3298-198	1,072.12	0.00	0.00	1,072.12
Columbarium fund	3299-199	5,000.00	0.00	0.00	5,000.00
		31,848.43	1,158.56	0.00	33,006.99
Subtotal Designated Gifts		366,289.66	26,613.25	-9,720.00	383,182.91



## Adult Education Ministry Team

The Adult Education Ministry Team adapted to many changes this past year to serve congregational needs. Pastor Cindy led a class on "Waking Up White" that averaged 20-25 participants in January and February. Simultaneously, Scott Norton, Michael Brown, and Sam Solano led a class on the lectionary entitled "A Three-Year Banquet." Average attendance 12. Praying at Every Turn, Walking the Labyrinth, the Lenten study was led by Aileen Libengood. Average attendance was 33 but was abruptly halted due to COVID-19.

Lent focused on Labyrinth studies and contemplative activities for the congregation. It was with Pastor Jim in mind when we chose the Labyrinth theme. God leads us through continued reflection and healing. The dedicated Labyrinth fund in memory of Pastor Jim was the perfect starting point for deeper congregational learning of the Labyrinth's life-changing power. Adult Education consulted a Labyrinth specialist to help us design the reflective activities for the congregation. Coordination with the Worship and Music team to integrate elements into church services also took place. The Labyrinth behind the cross in the Sanctuary is one example of this. Aileen Libengood provided leadership of these activities.

With the onset of the pandemic, the vision for adult learning radically changed. Simplicity and virtual learning became the goals to serve the congregation. The team continued virtual education through the summer to provide an opportunity for the congregation to connect in the community. The Disciple Series after virtual worship was available for members interested in additional spiritual enrichment activities. Many thanks to all the members of the congregation who provided their time to facilitate these sessions.

Our world changed again with racial justice pushing to the forefront of our spiritual growth in the fall. The Adult Education Ministry Team felt God's call to explore and learn more about how racial injustice and inequality in our country is central to our faith. We used the book "Me and White Supremacy" as a springboard for our continued growth and learning. These classes were all conducted virtually to maintain the safety of our members and averaged 25 attendees.

The year wrapped up with a bible study on the book of Amos, facilitated in a virtual format by Mark D'Evelyn in November/December. Class attendance has averaged 17 participants.

Dave Howe stepped down as Chair of Adult Education, and Aileen Libengood has been filling in as the team's interim Chair. Vineta Means has agreed to serve as Chair for the upcoming year.

*Your Adult Education Ministry Team, Aileen Libengood, Mark D'Evelyn, Vineta Means, Holly Cattin, Dave Howe*

## Book Club

The St Andrew Book Club is a group of people who like to read. The group is open to anyone interested and typically meets on the second Sunday of the month at 7 pm. The group selects books, and the selections are made well in advance.

### Books for 2020

January-The Little Paris Bookshop-Nina George

February-God: A Human History -Reza Aslan

March-The Heart of Christianity - Marcus Borg

April- A Pilgrimage to Eternity: From Canterbury to Rome in Search of a Faith-Timothy Egan

May-Christ in Crisis: Why We Need to Reclaim Jesus-Jim Wallis

June-Madison Park: A Place of Hope-Eric Motley  
July- Help, Thanks, Wow: The Three Essential Prayers- Ann Lamott  
August-Off  
September How to be an Antiracist by Ibram Kendi  
October Days of Awe and Wonder by Marcus Borg  
November So you Want to Talk About Race- Ijeoma Oluo (Seattle author)  
December-A Jan Karon book of your choice to share. There are many in the Mitford series (PNW author)

### **Books for 2021**

January-Everyday Spirituality--James Hazelwood  
February-The Same Moon, Sarah Coombe

## **St. Andrew Boy Scout Troop 648**

Greetings and Happy New Year to all in 2021!

Since being organized by St. Andrew Members in October of 1988, St. Andrew Lutheran Church has continued to be the Charter Organization for Scouts BSA Troop 648. Troop 648's first Eagle Scout was Adam Herbenson. Thirty-two years and counting!!! The Troop is open to all interested boys or girls. Youth can join Scouts BSA if they have completed the fifth grade and are at least ten years old, OR have earned the Arrow of Light Award and are at least ten years old, OR are age eleven but have not reached age eighteen. Please come check us out!!!

Troop 648 would like to sincerely thank St. Andrew for their continued support and commitment to our youth. The purpose of the Scouts BSA program with St. Andrew LC, as the Charter Organization, 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.

### **2020 Troop 648 Achievements, Activities, Connections & Facts:**

It was a busy and very different year in 2020 for Troop 648! After March\* 2020, most of the regular activities were not held due to COVID-19. Troop 648 currently has 25 Scouts re-registered for 2021, with at least 3 more boys expected to join in early 2021. Over its history, the troop has assisted 62 Scouts in obtaining the rank of Eagle Scout, and Troop 648 is usually involved in about 24\* activities a year.

A brief overview: In January, the troop participated in the annual tree pickup for service and recycling. Troop 648 collected coats that were donated to organizations, including some to the WHO at St. Andrew. The troop also collected socks to give to the guests of the WHO. The troop held meetings each Monday in the St. Andrew gym from January 6 to March 9; at the end of each meeting, the troop helped set up WHO sleeping space before they left for the evening.

In February, The troop held an Eagle Court of Honor held for Connor Sorensen. In Feb. at The Order of the Arrow (OA), NAACS Campout for Council, two troop adult leaders, and two Scouts were awarded Brotherhood in the Order of the Arrow. The troop also camped at Camp Baldwin at Mt Hood. The troop also was involved with Scout Sunday at St. Andrew. Scouts handed out programs and helped with the offering and lighting of candles during both services. Troop 648 had an advancement board set up and spoke to many families touched by Troop 648 over the last 30 years and provided cookies for fellowship between services.

Several actives were held in early March, including The Red and Green Court of Honor at St. Andrew. Leftover food from the event was given to the volunteers and guests of the WHO. At an OA Campout for

Scouts from our area at Camp Meriwether, Troop 648 Scout Connor Sorenson received his OA Vigil award. (This is the highest recognition available in The OA)

March & COVID: Meetings put on hold due to COVID. The decision was made to wait until after Spring Break and regroup as the Council needed to determine further activities under a COVID protocol.

The troop activities were virtual through June, when it was decided to meet once a month, as allowed by Gov. Inslee's emergency order, to work on merit badges and other rank requirements. Small groups of the troop did campouts, game nights, planning for future outings, working on merit badges, etc. Unfortunately, this was a brief respite, and as a result, for the first time in years, the troop did not attend Summer Camp, which usually the high point of the Scouting year.

In December, The troop held a virtual Court of Honor to award merit badges the Scouts had earned over the past ten months while staying at home. We had 40 merit badges awarded, and 11 Scouts earned rank advancements awards.

As always, Troop 648 Scouts are active in their 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 usually are held Mondays at St. Andrew, beginning at 7:00 pm in the church gym.

Just a reminder that the Scouting 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."

We have several 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 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!

*Terry L. Hoyer, Charter Organization Representative, (On behalf of the leadership and Scouts of Boy Scouts of America Troop 648)*

## **Building and Property Management Team**

This team aims to support the everyday activities of the church by maintaining the facilities appearance and functionality. Looking back to the 2019 Annual Report, we started the report with a "Wow" for a year of much progress in completing major projects. This time, 2020, we again can say, "Wow" for a year, never-before like this one, maintaining essentially unoccupied building and grounds! Did it make the job easier? No, just different, with much emphasis on protection from transmission of covid-19.

Facilities at Saint Andrew continue to age, even when the building is not occupied, often requiring more maintenance and repairs. For 2021 and beyond, the sincere hope of the BPM Ministry Team is that funding be adopted to support future major projects. As always, the Building and Property Management team is only successful with the congregation's support and guidance, and for that, we are blessed and thankful.

#### **Maintenance items requiring outside expertise during 2020:**

1. Fire safety system inspection. Includes fire detection, fire suppression, and alarms, as required by the Fire Marshall. We are currently going into the 4th year of a contract with Hi-Tech Systems to perform the annual inspection and make 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. Case in point, the fire alarm voice activation panel failed and had to be replaced at the cost of \$5000. Repair parts were no longer available or cost-prohibitive.
2. Heating, Ventilation, and Air Conditioning (HVAC) system inspection. This is also the 4th year of a service and maintenance contract negotiated with All About Air. They provide semi-annual servicing and are on call for system problems.
3. We are continuing the month-to-month contract with a landscaping maintenance service to keep the property looking its best. In spite of covid-19, the grass continued to grow.
4. Fisher Roofing completed the required annual roof inspection.
5. A contract was negotiated with Able Fence Company to install a 6' high, chain link fence to enclose the expanded preschool outdoor area. Along the church's north property line, this fence completes the separation from developing commercial interests to the north of the property.
6. A commercial service was hired for repairs to large kitchen refrigerators outside our team's expertise.
7. Annual testing of water backflow device and report to the city performed by Backflow Testing Company.
8. NW Natural Gas replaced the aging gas meter on the north exterior wall.
9. A contract was negotiated with 2 Palms Decorative Concrete to refinish Davis room floor. This project was funded by a grant from the Firstenburg Foundation. The Davis room is now used as a breakfast area for WHO guests. The objective is to provide separation during the Covid-19 crisis of the preschool area from other building use by WHO guests. The new hard-surfaced floor is easier to clean, sanitize, and maintain than the aging carpet.

#### **On-going maintenance issues performed by volunteers:**

1. Safety bars installed in bathroom showers.
2. Purchased hand sanitizers and built stands for them.
3. Purchased and installed new lockable mailbox.
4. Multiple globe lights converted from CFL to LED.
5. Worked with Comcast for underground service to electrical room.
6. Coordinated the installation of trees by contractor north of church.
7. Provided daily watering of new trees during summer heat wave.
8. Removed unwanted shrubs and trimmed trees.
9. Coordinated clean-up day for area north of church. Installed temporary construction fencing and new canopy for preschool.
10. Researched options for a more permanent outdoor shelter for the preschool.
11. Obtained estimates for the installation of HVAC air scrubbers.
12. Normal plumbing repairs and maintenance issues.
13. Performed quarterly cleaning of kitchen grease trap.
14. Repaired door threshold from Davis Room to courtyard and improved shelving in Davis Room closet.
15. Maintain grounds sprinkler systems and controllers.
16. Testing and repairs made to multiple emergency lights and exit signs throughout the building.
17. Installed safety fence on sloped retaining wall at north emergency exit.

### **Items on the agenda:**

1. Major projects to be considered for 2021 and beyond 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.
2. 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.
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 interest in pursuing or assisting in this task would be a welcome addition to our team.

*Jim Oviatt, Council Representative*

*Leland Saele, Greg Schuster, Ministry Team Co-Chairman*

## **Care Clusters**

First Corinthians 12:26 says, *“If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it.”*

There’s nothing like community. We need each other for encouragement, support, a sense of belonging, and strength. During 2020, when the pandemic sent us into our homes, we knew we couldn’t just abandon our congregation. We needed to stay connected. Too much pain and the struggle become more than we can bear when we feel alone.

Therefore, under the initiative of Amy McCann, we divided the congregation into Care Clusters of approximately ten family units who live in near (*ish*) proximity to each other. Each cluster has a leader who checks-in weekly or bi-monthly, just to say hi, or check if there is a need. This ministry has been a lifeline for us during these tumultuous times. No one person could be in touch with everyone in the congregation. So by sharing this care, we have been able to offer much-needed prayer and connection.

We give thanks to all the leaders who have given their time to this ministry. We have some who have continued since the beginning, while others have rotated in and out, allowing for each person to offer what they can. This is a vital net of care and love. As we look forward to 2021, we know that the pandemic will come to an end. With this program’s success, we still plan to keep our care cluster ministry in a modified form.

Thanks be to God for this amazing community!

## **Church Library**

No report submitted. If you have Library related questions, please contact Carla Beckstrom

## **Empty Nesters Fellowship Group**

The Empty Nesters group has been meeting monthly for the past 16 years, meeting on the third Friday of the month (except in December when we meet on the second Friday.). Early in the year, we met as usual in a restaurant for dinner, followed by dessert and fellowship in the hosts’ home for the month. Since April, we’ve been meeting on Zoom with a “Bring Your Own Dessert” theme. We’re thankful that the

friendship, fellowship, and laughter can continue online. Attendance ranges from 15 to 22. We welcome all empty nesters!

*Lloyd & Jan Allen*

## **Equity, Inclusion & Justice Task Force**

The Congregational Council commissioned the Equity, Inclusion, and Justice Task Force at its October meeting to address the Inclusion, Diversity, and Justice Vision Goal in the Mission, Core Values, and Vision Goals that had been recently approved by the congregation in response to the work of the Imagine Task Force.

Members: Lloyd Allen, Elizabeth Barbian, Jessica Blatt (co-chair), Mark D'Evelyn (co-chair), Virginia Haberkamp, Aileen Libengood, Karen Ranney, Sarah Terry.

The mission of the Equity, Inclusion, and Justice (EIJ) Task Force is to facilitate St. Andrew living more fully into our Welcome statement (below), including examining the face that we present both internally (within the congregation) and externally (to the community and world). Initial goals include:

Establish a ministry focus on Anti-Racism, LGBTQ issues, and Justice. We envision this ministry focusing on exploring white privilege, systemic racism, and gender/sexuality-based inequity and advocating for justice in our community inside and outside our walls.

Re-visit the question of affirming St. Andrew as a Reconciling in Christ (RIC) congregation.

Ensure that our space is safe and welcoming for all, including the physical environment, artwork, printed materials, verbal and non-verbal communications, etc.

Meet with each existing ministry team at St. Andrew, including the communications team/office staff, to discuss how their efforts support racial and gender/sexuality equity and inclusion and to provide support as appropriate.

To date, we have shared a Ministry Moment about the task force with the congregation; initiated or built on relationships with many of the St. Andrew ministry teams and with the St. Andrew Preschool; supported anti-racism book studies by the Adult Education ministry team; initiated an "EIJ corner" as part of the monthly newsletter; and began developing an EIJ information repository that will be accessible to all.

St Andrew Welcoming Statement: "Reflecting Jesus' calling, we, the community of St. Andrew, proclaim that **the gifts of God are for all**, so we welcome... **All** abilities and disabilities, **All** believers and unbelievers, **All** races and ethnicities, **All** religions and creeds, **All** gender identities, **All** countries of origin, **All** sexual orientations, **All** immigrants and refugees, **All** economic levels, **All** spoken and signed languages, **All... no exceptions!**"

## **Working to End Homelessness Task Force**

This Task Force has evolved into a synergistic relationship with Faith Partners for Housing (FP4H). The Task Force was instrumental in forming this multi-faith organization in 2016. Denny Scott and Joann Derie (both members of St. Andrew) serve as Chair and Treasurer, respectively, of FP4H. Early on, it was clear that to undertake this intractable issue of ending homelessness, it would be necessary to build a larger coalition in the faith community. This is an example of St Andrew planting a mustard seed that has grown into a sizable bush with status and influence in the wider community. Two primary root causes identified by the St. Andrew Task Force and by FP4H go hand in hand---the severe shortage of affordable housing units and the excessive rise in rents in Clark County over the last five years. While rising rents have been temporarily restrained during the Covid-19 pandemic, they are expected to accelerate as restrictions on evictions, and rent increases are lifted.

During 2020 FP4H focused particular energy on three of its five strategic goals---strengthening the internal structure (Goal 5), developing a shared housing program (Goal 3), and advocating for public policies that increase affordable housing opportunities in the county (Goal 4). Work also continued on outreach and communications within the faith community concerning the affordable housing crisis (Goal 1).

**Internal Structure:** Officers were elected in 2020 to four-year terms in accordance with the bylaws. Applications were submitted to the state of Washington to register as a nonprofit “corporation” and to the Internal Revenue Service for status as a nonprofit 501(c)(3). Both applications were approved during the summer. The financial accounts for FP4H were moved from St. Andrew Lutheran Church to Columbia Credit Union. The list of faith organizations that are official “Supporting Partners” has grown to eleven. In addition, there are eight to ten congregations that send representatives to meetings and who support the activities of FP4H. The “Supporting Partners” are:

- St Paul Lutheran
- St. Andrew Lutheran
- St. Joseph Catholic
- Immanuel Lutheran
- St. Luke’s Episcopal
- Memorial Lutheran
- St. Thomas Catholic
- Zion Lutheran,
- Vancouver Heights United Methodist
- St. Anne’s Episcopal
- Orchards United Methodist



*Home Share Works When the Rules are Clear*

**Home Share Program:** The Home Share description was revised and expanded with an eye toward including those items a prospective funder would look for in a proposal. The Tacoma Home Share Program provided a useful model. A decision was made to submit grant applications to Clark County and the city of Vancouver in late 2020 to start a Home Share program in Clark County. The total being requested is \$85,700, with \$50,700 from the city and \$35,000 from the county. The announcements concerning those grant awards will come in February 2021.

**Grant Submission to Murdock Trust:** Murdock Trust makes available “capacity building” grants to young organizations to help them become sustainable and viable over time. FP4H saw this as a wonderful opportunity to review the approach FP4H has taken concerning structure, leadership, and enlisting volunteers. A grant request was crafted amounting to \$20,000. It will be presented to the Murdock Trust in January 2021.

**Communications and Outreach:** FP4H initiated a newsletter that will be printed quarterly and distributed to the wider faith community in Clark County (approximately 160-190 congregations). The first edition was mailed in October, and the second edition is slated for January-February 2021. This newsletter will be used to inform and educate the wider faith community about the mission and activities of FP4H. It will invite fellowships to become Supporting Partners, and it will seek volunteers and contributors for the Home Share Project.

**Advocacy:** FP4H has a voice concerning the allocation of federal funds (under the Community Development Block Grant and HOME programs) coming into our community. Denny Scott stepped down from the citizens committee that makes recommendations to the city council regarding grant applications for these funds. Helen Elder, Secretary of FP4H, was appointed to replace Denny on that review panel. Letters and calls have been made to Clark County Councilors advocating for affordable housing initiatives and funding a Home Share program. Several active members of FP4H attended the Housing and Home-

lessness Advocacy Day in Olympia on Feb.4<sup>th</sup>. They were able to meet with their legislators and make a case for adding funding to homelessness service projects and to capitol programs that help fund affordable housing. Mark Maggiora, Vice-Chair, will represent FP4H on a panel in Clark County, examining affordable housing options and reporting back to the Council in twelve months.

*Working to End Homelessness Task Force and Faith Partners for Housing: Denny Scott, Joann Derie, Lori McDonald, Beth Oliver, Kathy Hauge, Mary Strehlow*

## **Fellowship Ministry Team**

As with all the ministries of St. Andrew, 2020 has been an interesting year for the Fellowship Ministry. We began with a wonderful Epiphany Party and the Annual Youth Pancake Supper Fundraiser, but we discontinued in-person gatherings after only one Lenten Soup Supper. It took a bit of time, but we eventually decided to begin Fellowship Hour on Zoom. Zoom Fellowship is scheduled twice on Sundays, allowing an opportunity for members to see one another face to face, share stories, and support each other. It was definitely not the same, but we are grateful for the participation that has helped sustain connections. During Advent, we enjoyed fellowship soup suppers prior to Wednesday evening worship, again on Zoom. We shared soup recipes and loved gathering for these times of easy, unstructured conversation. As we look forward to 2021, with the pandemic still ongoing, we will continue two Sunday morning Zoom fellowship hours, as well as fellowship Zoom Soup Suppers prior to our Lenten Holden Evening Prayer services.

Adding additional online events seemed counterproductive knowing the vast majority of working folks and parents also have other online responsibilities. We look forward to gathering in-person later in the year, to reconnect with each other and celebrate the 50<sup>th</sup> anniversary of St. Andrew!

*Fellowship Ministry team. Brenda Johnston, Kari Pinc and Carol Burbridge*

## **Good Deeds With Beads Ministry Team**

We met to bead together as a community in January, February, and March. The groups were a little smaller than usual, but everyone contributed to the fun, and many bracelets were created. Then in mid-March, St. Andrew closed its doors due to the COVID-19 virus, and GDWB suspended in-person beading.

GDWB had a successful selling season during the holiday bazaars in late 2019. In January 2020, we disbursed \$3000 to Council for the Homeless for their Client Assistance Fund.

Along with the closures of places of worship and non-essential businesses, the venues GDWB would have used as opportunities to sell the jewelry disappeared. At this point, we are on hold. We hope to renew all of our activities when restrictions are relaxed sometime in 2021.

*Lori McDonald*

## **Great Commission Ministry Team**

2020 was a challenging year for this team, which might be considered the “Outreach Ministry Team” in another church. But even during this time of the pandemic, we still feel there is a way to carry the light of Christ and let people know there is a place for them in the St. Andrew family.

With our worship services on YouTube, we realized this could reach a larger audience. There are also many people who are participating in each of the worship services, recording themselves and are woven into the service. We have encouraged all participants in online worship to invite their social media friends



and family to watch the service they are participating in. We also worked with Amy McCann, our Office Manager/Communications Specialist, on getting a virtual “Visitor Card” available on the YouTube page. She has it up and working.

This year we did not spend our budget, so we transferred the bulk of it to help purchase equipment to enable Live Streaming of our worship services. That equipment has been obtained and will be installed in early 2021.

This year, we put together the Faith Boxes to go to the children enrolled in our Preschool. We coordinated with our Preschool Director, Kimbree Brown to assemble all of the boxes with the materials for the basic Faith Box and for the first chapel time.

We have reviewed the results of the Imagine Team and are formulating SMART goals in support of the results. Our selected goal was based on “Inclusion, Diversity, and Justice.” We will be looking especially at becoming more welcoming in our building and grounds.

Lloyd and Jan Allen have re-joined the Great Commission Ministry Team and have brought many ideas to the team for new SMART goals. The “Welcoming Workshop” they facilitated in 2019 yielded many good, actionable ideas.

As always, we would welcome any new members to this ministry team. If you are interested in becoming a part of this team, please see any of the current members listed below.

*Lori McDonald, Chairperson*

*Virginia Haberkamp, Counsel Representative*

*Dave Britton, Lloyd Allen, Jan Allen -GCMT team members*

## **Healing Prayer Ministry**

The Healing Prayer Ministry at St. Andrew has gone through some significant changes, just as many ministries have during this worldwide pandemic. On the evening of June 22<sup>nd</sup>, the Healing Prayer Ministers tested out an online prayer service. We discovered that Zoom would work well for our purposes. June 29<sup>th</sup> was our first actual prayer service.

The format of our services allows for a time of centering, inspired by nature. Followed by welcoming our participants. A faith story is shared or there is a reading of a Psalm before intercessory prayer. There is an option to use break out rooms in Zoom to privately pray with a Healing Prayer Minister.

We currently meet on the third Monday of the month at 7 pm. A big thank you to Jan Allen, Joanne Antonelli, Julie Ash, Carol Burbridge, Lori McDonald, Vineta Means, Janell Renoud, Diane Smith, and all who participated.

A special thank you to Scott Norton for his technical and musical assistance and Andrew Norton for his help with the readings.

Please join us! *Karen Norton*

## **Caring Ministry Team (formally Home Communion Ministry Team)**

The Caring Ministry began formation towards the end of 2019. Jan Jablonski, Janell Renoud, and Karen

Norton met in December of 2019 to create a questionnaire for the congregation about how they would like to help and what help they might need from this ministry. We met again in January and passed out the surveys to the congregation. After we collected the surveys, we looked at how to divide the various parts of the ministry: cards, hospital visits, home communion, simple household repairs, transportation, and phone calls. In February, we held a card making gathering.

All of these services were getting off the ground when the pandemic hit. The spirit of caring has continued at St. Andrew. There have been many stories of congregational members helping members with lawn care, cards continue to be sent, errand running, and the phone calling ministry is now being accomplished by the Care Cluster leaders.

We look forward to activating all parts of this ministry when we can meet in person once again.

*Jan Jablonski, Janell Renoud, and Karen Norton*

## **Imagine Task Force**

The St. Andrew visioning process was kicked off with a potluck in November 2019. The church was asking the profound question, “What is God Calling St. Andrew to Be?” over the next 5 to 7 years.

The last time St. Andrew went through a visioning process was in 2013. Students of visioning and planning suggest that the process should be ongoing and should be reviewed and renewed every 5 to 7 years. This is to determine if previously adopted goals are still relevant, and whether new goals should be adopted to recognize changes in outlook and emphasis felt deeply in the congregation?

In addition, Pastor Cindy’s arrival presented an ideal time to ask again, “What is God calling St. Andrew to Be---over the next 5 to 7 years?”

The theme for the visioning effort was “Imagine” because it was time, once again, to dream, to imagine, and to allow God to speak through us. The Imagine Task Force team asked members of St. Andrew to pray, meditate, listen, and discuss in small groups what goals St. Andrew should adopt to guide the church over the next several years.

Between November 2019 and April 2020, twenty small-group cottage meetings were held in member’s homes and at church. A total of 97 members participated in the small groups. This included a broad cross-section, including seniors, young families, and youth. Each group worked through four questions that dealt with such things as reflecting one’s own spiritual experiences at St. Andrew what each person’s hopes and dreams for the future of St. Andrew were.

The answers from the cottage meetings were recorded, summed up, and compiled during May and June. The entire Imagine process was a big undertaking with a huge number of faithful hours contributed by many different volunteers---the potluck planners and all who helped in the kitchen, the Imagine Task Force, the facilitators, the scribes, participants, and the tabulators. The team extends a very large “thank you” to all those who generously gave their time and very caring dedication to complete the Imagine project.

The first three questions were about meaningful experiences at St. Andrew, how the church has contributed to your spiritual life, and what things St. Andrew does well. The most frequently cited answers to these questions fell into these broad categories: Serving God through Community Service; Worship/Music and Inclusion.

Question #4 dealt with your hopes and dreams for the future. The most frequent answers fell into these categories: An Enhanced Youth & Family Program; A Program Around Diversity; Spiritual Growth/

Renewal and Greater Outreach into the Community Doing God's Work  
(including continuing work with homelessness).

The Imagine Task Force boiled these responses down to a set of draft goals for the church Council and for the congregation to consider. A ZOOM congregational meeting was held on Sunday, August 23rd to discuss the draft goals and receive further feedback. Finalized goals were reviewed by the Church Council and then referred to the congregation for the final vote on September 13th. The goals adopted are listed below.

A personal note from Denny Scott, Chair of the Imagine Task Force, "*The Imagine process was a personal spiritual journey for me---especially being in those small group cottage meetings hearing how St. Andrew has helped people get closer to God and what God is saying to members of the congregation about our future.*"

### **Vision Goals**

- \*Children, Youth and Family—Strengthen our Children, Youth and Family Ministry to nurture the whole faith life of the congregation.
- \*Inclusion, Diversity and Justice---Develop educational and systematic practices and changes in our ministries to: become fully inclusive to ALL people; advocate for justice for disenfranchised and oppressed individuals and groups; and work for equity in our church, community, and the world.
- \*Serving the Greater Community---Seek to create opportunities for individuals and groups to serve others both inside and outside our walls. God's work. Our hands.
- \*Spiritual Growth and Renewal---Grow and develop opportunities to engage in spiritual renewal so that all who participate in the life and ministry of St. Andrew will experience Christ.

### **Action Goals**

Council, Ministry Teams, Small Groups are invited to choose one or more vision goals and create action goals, with specific steps toward achieving those. As of September 1st, 2020, two new Task Forces are being established: one on diversity, equity and inclusion; and a second working on technology improvements.

Imagine Task Force: Denny Scott, Virginia Haberkamp, Carol Burbridge, Dave Britton, Kathy Hauge, Joel Hauge, Kathleen Brown, Joann Derie, Sam Solano

## **Journey of Faith Ministry Team**

In the fall of 2019, we began our fifteenth 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. Six people chose to go on to the next step, 'Come and Grow,' where we pursued more in-depth living out our baptism as Christians in the St. Andrew community.

In November and December of 2019, three Come and Grow sessions were held on Tuesday evenings every other week until after Christmas. Sessions resumed in January 2020, and when Lent began, we started meeting weekly. We planned to discuss the topics: Prayer, Baptism, the Bible, Holy Communion, Worship, Faith Practices, and Holy Week. Our goal was to present a topic, but with the emphasis being on reflection on your life as a believer and in growing your own faith life. 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 in prayer during the week. Throughout the year, journeyers were blessed during worship as they entered each new phase of the process.

Just like everything else, the usual format and plan came to a halt when the COVID coronavirus hit in mid-March. Of course, we had to halt our in-person gatherings, including the affirmation of baptism at the Easter Vigil and the celebration dinner that's been a part of our practice. To complete our Journey of Faith year this year, we moved to online gatherings after Easter. For the weeks of Easter, we reflected on the gospel passages for those weeks, including study and reflection together as well as encouraging individuals to do Lectio Divina with those gospel passages on their own.

In the past, the Journey of Faith was a process in which journeyers, usually people new to the St. Andrew community, could make connections to other people in the church and learn more about the faith, including faith practices that would strengthen them in their Christian walk. The focus was always learning about how to be a disciple, not membership. However, as we have reassessed our goals, we still want to do that, but also we want to reach out to St. Andrew members who would simply like to spend some time with other Christ-followers to support them in their spiritual walk and growth. Those of us on the Journey of Faith team have grown so much from our participation in this process, and we want to share that opportunity with anyone who is interested in joining us, new or long time member.

In the fall of 2020, we planned for an online Come and See class, which is one way people learn about the Journey of Faith process, but we did not have anyone show up to participate. We believe this is due to these unusual times and look forward to offering it again in the future.

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

## **Labyrinth Task Force**

In early 2020 the Labyrinth Task Force surveyed the congregation to gauge interest in installing a permanent Labyrinth at St. Andrew. The survey received 75 responses. In February, Eunice Schroeder, Director Sacred Journey Ministries, offered a Labyrinth Retreat in honor of her friend, Pastor Jim Stender. Thirty people attended the retreat.

The task force continues plans for a permanent labyrinth at St. Andrew and are now considering outdoor spaces. This will make it more generally accessible. Since we have the portable Chartre labyrinth design already, we are planning for a 20 x 24 foot "classical" permanent labyrinth. The hope is to finish the project before the end of spring. After finalizing construction plans we will have a more firm completion date. Stay tuned. Funding for the Labyrinth is thanks to Pastor Stender Memorial gifts.

*Members of the Labyrinth Task Force: Mary Stender, Kathleen Brown, Aileen Libengood, Lori McDonald, Pastor Cindy, and Eunice Schroeder (consultant).*

## **Mission Endowment Fund Report**

The St. Andrew Endowment Fund's purpose is to support the vision, mission, and church's outreach to the community for the long term. This represents the legacy of St. Andrew that will endure for many years into the future. At the end of 2019, the fund balance was \$82,574.56. Contributions for the year were \$625.00, and interest earned was \$903.44.

Distributions from the fund are made according to the formula set out in the SALC Bylaws. The formula is 5% of the average of the end-of-year balance of the fund for the preceding five years. The amount yielded by this formula is divided among the following categories: 1) 20% for outreach to the local community, 2) 20% for ELCA church-wide ministries, 3) 20% for extraordinary programs or capital improvements within the congregation, 4) 40% to any of the above activities as the Endowment Team determines. Distributions for administrative overhead, such as utilities, staff salaries, or benefits, are expressly prohibited.

Recommendations from the Endowment Team go to the Council for final approval.

This year extraordinary programs and other activities were combined. This allowed us to offer scholarships to all SALC high school seniors who planned to enroll in college and one member seeking a Masters of Social Work. Each student received \$288. (Allie Ash, Presley Lublin, Jacob Chumbley, Shania Fleming, Abigail Young, and Liam Krane. (Katie Pulfrey will be included next fall when she plans to attend college.) \$575 was given to the ELCA Racial Justice Ministry Fund, and \$575 was distributed to the Council for the Homeless - Housing Relief Fund.

The Mission Endowment Fund ending balance is \$81,225.00.

We would like to thank the members of St. Andrew for the generous gifts given to this fund. We hope and pray that members continue to consider designating SALC Mission Endowment Fund in wills, estate planning, or special gifts for us to continue with a wonderful legacy!

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

## Prayer Shawl Ministry

The Prayer Shawl Ministry completed its **14<sup>th</sup> year** creating gifts to bless family, friends, and non-members in a community outreach program.

We are an **intergenerational ministry**, and our group provides 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 at other important life events.

Prior to the Covid-19 shutdown, we **met on the second Wednesday of the month** at 9:30 am at the church for a time of devotion, to knit and crochet together, and to pray over the shawls before they are given as gifts. Our ministry continued during the shutdown with Zoom meetings and yarn delivery to volunteers for making shawls, which were given to family and friends in nearby locations and states.

During the Advent parking lot event, Karen Norton and Jody Jack organized the giving of shawls to about ten families. This is our second year of making shawls available for **holiday gift-giving**; it has been rewarding and fun!

**St. Andrew members have made this a vital ministry. Thank you, everyone,** for sharing your talents, prayers, and God's love.

*Karen Norton and Janell Renoud*

## Preschool Ministry Team

*Our Goals Are...*

*Increasing Financial Stability*

*Serving the Greater Community*

The year began normally with Donuts with Dudes, a Valentine Tea, and looking at pre-registration, but then everything was shut down by March 13 due to COVID-19. With Beth's help, the staff was able to pivot fairly quickly to using GotoMeeting for online preschool. There were weekly class meetings with a theme, such as rhyming, song times with Sam and Lori, continued Spanish lessons, and social-emotional learning

activities. Staff also created, organized, and mailed home weekly activities for families to engage in together. These activities maintained St Andrew Preschool's focus on play-based, emergent, and nature-inspired learning across developmental domains. With the preschool's financial reserves, we were able to continue to provide staff full pay through the end of the school year.

In May 2020, Beth announced her retirement, which started a hiring process. In the meantime, there was a wonderful retirement car parade for Beth in mid-June, and families were able to pick up last projects and student portfolios, as well as supplies for an online end of year party. Interviewing online for a new Preschool Director and communicating electronically was quite different. The team appreciated the assistance of Joel Hauge and Chris Kramer in this process.

We were fortunate to hire Kimbree Brown with her Early Childhood Education experience, mental health services for young children and families, and previous management experience. The preschool's first concern to reopen amid COVID-19 was to make sure children and families would be safe. It was surmised (based on Beth's guidance) that the preschool would need to continue as an outdoor preschool by late Spring. Kimbree continued with this endeavor. Parents were contacted and surveyed by Kimbree as to who would return and under what conditions. Due to COVID-19, St Andrew Preschool has experienced an ongoing 65% reduction in enrollment and revenue. COVID-19 protocols were put in place based on the Centers for Disease Control and Washington State Department of Health guidelines and implemented in coordination with our Safe Restart Committee.

The summer was spent getting the outside area safe for students. This included putting up fencing and planting Beth's Heritage trees. We thank Leland Saele and Greg Schuster for their hard work in getting this accomplished. Parents and congregation members helped with cleaning up the playground area and setting up the tent. Now there are three classes on-site, and the enrollment has been significantly reduced yet fairly stable at 43 students. We have given tuition assistance for three children for \$ 585.00 per month.

Our wonderful staff of Kimbree Brown, director; Lori Edenfield; Bethany Emerson; Becky Jones, and Jillian Worthington has shown creativity, problem-solving, and flexibility in meeting the children and families' needs. It takes quite a bit of time to set up and stage the materials. However, we cannot sustain a positive cash flow month to month with less than half the normal enrollment. Our goal is to show improvement in that area. Kimbree has been reaching out to media. She has had one article published in the Vancouver Family Magazine and will have another. One TV channel has been contacted and plans to visit. Clark County Today made a visit.

We appreciate the congregation's continued support of this outreach ministry and program.

*Team Members: Judy Blevens; Ambara Calvert; Holly Cattin; Joann Derie, chair; Sharen Suffield; Jacque Stuhr and Craig Taylor, Council Representative.*

## **Pub Theology**

As with other ministries in 2020, Pub Theology had to adjust to Covid-19. We continued to gather at various locations around Clark County...uh, well, that's to say individually at various branches of the SALC BYOB Virtual Pub. "Bellying up to the computer screen" just doesn't have the same feel, though. While in-person, our gatherings numbered 16-20 each month. Online, we still had 5-15 depending on the month. In addition to pondering and discussing various topics related to the Church, theology, spirituality, and personal lives, we also served as a monthly check-in point for how folks were faring through the isolation and uncertainty of our current times. Here are our topics for 2020:

Jan: Resolving to Be a Better Christian.

Feb: Things We Love...Vices.

Mar Goto Pub: Vurch?  
 Apr: Where is God Now? Faith in the Times of Pandemic.  
 May: Church of Nature: Love for the Great Outdoors.  
 Jun: Diversions and Escapes.  
 Jul: Resiliency.  
 Aug: Good Trouble.  
 Sep: Return to Normal or Foster a New Normal.  
 Oct: Luther on Secular Authority...T-7 Days until the Election.  
 Nov: Pubgiving...What Are You Thankful For This Year?  
 Dec: No meeting.

**Join us the last Tuesday of the month at 7:00 (currently via Zoom)**

Upcoming topics for 2021:  
 Jan: New Year, New Hope...or Nope?  
 Feb: American Christian Nationalism.  
 Mar: Care for Creation: Dominion or Stewardship?

*Aileen Libengood*

**Quilters**

The quilters group included Carol Burbridge, Elnora Davis, Norma Nelson, Joyce Harms, Judy Blevens, Kathleen Brown, and Cindy Strom.

With this strange year, we were able to meet in person only until mid-March. Then in May, we learned that Share Orchards would soon open from its major renovation, with the need for queen size quilts, which we had never made before, as well as twin size. Several people jumped in to make tops and quilt them. The distribution for 2020 is 65 quilts. This included 15 queen size and 50 twin size quilts. The recipients are listed below.

Legacy Emmanuel	10
Share Headquarters	49
High School Seniors	6

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 the past, we have spent time on book studies or focused on Biblical themes. This year’s topic: “The Fruit of the Spirit.” The group provides an opportunity for discussion, support, and encouragement in life’s journey. Since it has been necessary to meet on Zoom this year, we have lost a few members who will be back with us when we can safely meet in person. We have a faithful group of 10 people who meet on Zoom. New members are always welcome.

*Lloyd and Jan Allen and Wes and Carol Jenkins*

## **Safe Restart Team**

When the pandemic hit the U.S. in early 2020, we were not prepared for what was coming. The stay-at-home order of March closed schools, businesses, and organizations. St. Andrew moved our ministry almost exclusively online. As the summer of 2020 saw a reduced number of COVID-19 cases, our county moved into Phase 2 of the State Health Department's opening guidance. Church leadership then decided we needed to put together a team to discern and determine specific steps St. Andrew would take to restart in-person ministry safely when the time came.

That team included staff, building and grounds volunteers, health professionals, and worship and music team leaders. We give thanks for these individuals for their time, professionalism, and care in leading our congregation through this pandemic: Pastor Cindy, Amy McCann, Sam Solano, Kimbree Brown, Leland Saele, Greg Schuster, Joanne Antonelli, and Kathleen Brown. We are also thankful for Jane Seidel, WHO Chair, and Katie Louis, SHARE staff coordinator, who collaborated with this team.

In the summer, the first order of business was to prepare the outdoor space for an exclusively outdoor preschool to begin in September, under the leadership of our new Preschool Director, Kimbree Brown. At the same time, we explored what time frame would be best for our small group ministries to reconvene and what documented protocols were needed. The team decided St. Andrew would not gather for in-person small group ministry until our county reaches Phase 3. In-person worship will resume when our county reaches Phase 4. The only exceptions are St. Andrew Preschool and the Winter Hospitality Overflow program.

This team decided to separate building space usage to minimize cross-contamination. The WHO occupies the south side of the building (gym/ Davis room & narthex.) In comparison, the preschool remains exclusively on the preschool side of the building. A renovated Davis room now serves as a hospitality room for WHO guests. A grant covered renovation costs through The Firstenberg Foundation.

As we look forward to 2021, we are updating the preschool's outdoor spaces and working on approving a hybrid model where the classes can safely utilize some indoor space during inclement weather. We are also slowly increasing the capacity of WHO guests while monitoring the impacts on staff and guests. We are hopeful that as the vaccines become more widely administered, we will return to in-person ministry in the summer or fall of 2021.

## **Share Inn at Orchards**

Because Orchards Inn was under renovation some of 2019 and most of 2020, no meals were prepared and served by our church members. Once the renovation was complete, and Orchards Inn was again housing guests, the world was under COVID restrictions, which continue at this time.

St. Andrew Quilters stepped up and donated several gorgeous quilts and numerous lovely tied comforters to not only add to the decor of the Inn's bedrooms but also to warm the guests. (SHARE had a thank you article on their Facebook page.)

*Kathleen 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 projects for 2020 included:



**Orchards Elementary:** 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.

**Lunch Buddy:** Before closing in March, St. Andrew continued to support their Lunch Buddy program by volunteering to be a Lunch Bud and assisting with their fresh food pantry.

**Uniform:** We also purchased 75 School T-Shirts for use by the track team, band, and other events. In the past, they had no uniform shirt. These shirts acted as spirit gear and helped boost the pride of those participating in school activities.

*Once the schools closed for the school year, St. Andrew continued to help anyway that we could.*

#### **School Supplies:**

- We purchased small games/trinkets/ and treats for 83 gift bags for the 5th grade graduating class in May.
- June thru August, we supplied treats once a week to those getting the school's free lunch, treats consisted of commercial individually wrapped cookies, potato chips, or individual bags of snacks. We served an average of 35 treats a week.
- We collected school supplies in July and August. A whopping 350 items/packages of supplies were donated. *Thank you!!!* The school gave these to children who did not have school supplies to use at home.
- In September we purchased 25 headphones and earbuds for those families who needed them so that their children could get the most from online learning.

#### **Food Baskets**

- **Spring Baskets:** Just one week into the food collection drive, our church was closed due to Covid-19. Food was flying off the shelves at local grocery stores. The manager at WinCo told us he could not guarantee he could fill an order from us, and the Health Department put out strict regulations regarding food distribution. It was clear we would not be able to provide boxes of food for the selected Orchards Elementary School families. So instead, we gave thirty-five families a WinCo gift card. All of the food that was collected during that first week of the food drive at church was taken to Orchards Elementary School to use in their pantry for anyone who needed it.
- **Thanksgiving Baskets:** Covid-19 restrictions were still in place. So, again we gave thirty-four families a WinCo gift card.
- **Christmas Baskets:** Covid-19 restrictions were still in place. Each of the families received a WinCo gift card for food. Thirty-four families received "Christmas baskets" gift cards. Thanks to the very generous donations from our congregation, our Giving Tree was alive and well. Each of the 78 children in the families received a \$50 Walmart gift card. Walmart was selected because of its proximity to the school (for families with transportation issues). No matter what the parents needed to get for their children – clothes, toys, or even more food – it was available. *Donna Schuster coordinated the baskets*

#### **Offering of Letters: Bread for the World – Better Nutrition, Better Tomorrow COVID-19 Style, August 2020**

Once again, St Andrew joined the worldwide faith community to urge our elected officials to allocate our financial resources to support programs that promote equity in the distribution of food and good nutrition for children.

Thanks to the amazing Amy, we were able to put together an online program that provided information from Bread for the World on the goals of the 2020 campaign - suggested text for letters, addresses, and coloring pages encouraging our kids to participate. SALC staff is awesome!

Today, 22 percent, or 149 million, of the world's children are not growing as they should. And being dangerously thin continues to threaten the lives of 7 percent—or 49 million children under the age of 5. We know from our own experience locally that COVID-19 has negatively impacted the availability of nutritious food for families and children in our own community. This is an important advocacy that St Andrew is a part of...Thank you!

As this global calamity continues to unfold, the need for individuals in the U.S and abroad to have access to nutritious food will be greater than ever. Thanks to all who participated this year, and I look forward to an in-person/online campaign for 2021! *Jane Seidel coordinated this project.*

### **Food Pantry:**

At the first of the year, the Food Pantry was open for two hours on Mondays and Wednesdays as it had been for most of the previous year. In the spring of this year, when the church closed its doors due to the outbreak of COVID-19, we felt it was essential to keep the Food Pantry open. It was decided the Food Pantry would only open on Wednesdays from 1:00 - 3:00 pm. This began on March 18<sup>th</sup>. Before this change, the pantry had a total of 113 individual or family unit visits during 23 sessions for an average of five guests per session. After the change, the pantry had a total of 225 individual or family unit visits during 38 sessions for an average of 6 guests per session.

In August, a call went out for more volunteers to staff the Food Pantry. Eleven people answered the call, and a new staffing schedule was made with five sets of two and three emergency volunteers. Each set of two is assigned to one week during each month, and if a volunteer is unable to attend on their assigned week, they are to call an emergency volunteer. This schedule has worked out well for the remainder of the year.

After the church's closure in March, the pantry became much more than just an outlet for food to the homeless in our area. During the closure due to the pandemic, the two hours a week the church was open for the Food Pantry became the congregation's physical gathering point. Many came to donate food, turn in their offering envelope, or just to say hello. The Social Concerns ministry team used the Pantry open hours to gather school supplies for Orchards Elementary School. Tickets were also sold during these hours for the annual Living Stones Raffle. In this way, the Food Pantry became the touch-point for the congregation, and the volunteers were the face of the congregation to the community. *Lori McDonald coordinated this project.*

**Mental Health:** Social Concerns Team wanted in 2020 to bring information to the congregation regarding different areas of mental health, and potential community happenings focused on mental wellness.

As we entered the pandemic's socially distant world, we changed that focus slightly to promote coping with pandemic challenges. Providing monthly resources connecting with mental health crisis hotlines, navigating through pandemic burnout, providing information on the impact of food needs during COVID-19 restrictions, or reassuring children and each other during a physically distant pandemic became our goal.

We continue to keep Mental Health resources and Hotline information readily available. *Sarah Terry coordinated this project.*

## Spiritual Transformation Task Force

This Task Force suspended meetings for 2020. 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. Faith and a desire to serve 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.

The Stewardship Team talked to other ministry teams and the pre-school about doing a program around "Caring for God's Creation." The idea was warmly embraced. A speaker, Don Steinke, graciously agreed to prepare a video on work being done in our community to mitigate carbon (CO2 and methane) emissions and climate change. This was presented at the Oct. 8<sup>th</sup> worship service. It was accompanied by a video of several pre-school kids expressing their ideas about clean water and clean air. Some of their art work showing leaves and other natural objects were also displayed. This was seen as a prelude to a program in 2021 that would include workshops, discussions, prayer, and sermons on climate change, its consequences, and how we, as Christians, can act to bring environmental health back to the planet. In fact, this theme will reveal itself in the Lenten study with a book entitled "For the Beauty of the Earth" by Leah D. Schade.

The stewardship celebration was moved from November to October. The theme selected was Turning the World Around---inspired by the hopeful and uplifting hymn "Canticle of the Turning." The team diverted from the customary practice of asking members of the congregation to reflect, in three separate temple talks, their faith transformation through service and generosity. Three former interns were invited to make videos to be shown at three worship services. Joyfully and with enthusiasm, all three accepted the invitation. Each was asked to speak about God-inspired "turns" in their faith lives. Ben Adams spoke October 4<sup>th</sup> on his turn away from a planned career in corporate finance to the ministry when in his fourth year of college. Eric Woolridge spoke on October 11<sup>th</sup> concerning his experience in Honduras, and Emily gave the sermon on October 18<sup>th</sup> concerning putting our faith in God without reservation in a troubled world to find tranquility and hope.

There was a change in how pledge cards will be handled starting in 2019. They are now being opened, and the amount pledged 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. In the past, for one or two years, the practice, was to leave pledges 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. 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."*



2020.....its been a year of changes for the WHO. We are fully into our 2020/2021 season as I write this with our new staffing model, new space configuration, and COVID-19 protocols.

The main WHO hospitality room was moved to the Davis room. The worn carpet was removed, and the floor was polished [funded by a grant from the Firstenburg Foundation – Thanks to

Beth Oliver for the request]. The additional space makes social distancing much easier. All guests and staff are masked when not eating or sleeping.

The current number of guests is 40. Dividers with curtains have been put in the gym to reduce contact and improve social distancing.

Due to the restrictions of COVID-19, we are operating with minimal volunteers. Staffing is being managed by our partners at SHARE. This is working very well so far. The expense of having paid staff is a stretch for us, but we are managing.

The operation of WHO is changing, and we are changing with it. Keep us ever in your prayers as we look for new and innovative ways to continue this essential ministry to the community.

Thanks to all of you at St Andrew for all the ways – seen and unseen – you support the WHO and our guests.

*Jane Seidel, Chair*

## Worship and Music Ministry Team

It is indeed rare when a congregation can both physically and emotionally experience the events of our church calendar so dramatically as we have this past year. We have learned first hand what it means and feels like: to wait expectantly, to long for the former ways of worshipping together, celebrating together, and to hope for: a time of safely and security, a time of being able to physically rejoice and celebrate together.

The year began with services of worship to which we had become accustomed, in a sanctuary space in which we have come to be oh so familiar and comfortable. Then, shortly after Epiphany, our worship life was dramatically altered. Our ministry team was challenged with how to gather the members of our congregation together for worship while protecting the health of each of us during a pandemic. A pandemic!

Some tough decisions had to be made. After studying the Washington State recommendations for public safety, the decision to meet virtually was made until the health professionals deemed it safe to meet in-person again.

By the end of this year, we will have been worshipping virtually for almost 10 months, since the middle of the Lenten season. While waiting for the resurrection of Christ into our lives, we worked our way through the challenges of this new way of worshipping. At least one member of our team met with other ministry teams as we united in service to our congregation.

Advent is upon us as I write this report, another time of expectant waiting during the church year. A successful drive through Advent Fair, complete with live music, provided by Sam, Scott Norton, and Mark

D'Evelyn was held during the Sunday afternoon prior to the first Sunday of Advent. Over 20 cars drove through the parking lot fair, where they received supplies to create their own Advent wreaths. Pastor Cindy put together a daily Advent study booklet, and Sam provided a compilation of carols booklet, which were also distributed.

We are blessed with a congregation of members who are willing to trust in the gifts of God; they had no idea were simmering inside themselves. These saints have stepped up to create online services of worship so we can unite virtually at least once a week. As your Worship and Music Ministry Team, we have supported their answer to new callings in ministry with us.

You can be assured that the wine is aging and the yeast is resting, patiently waiting to unite us when it is safe to commune together.

Kathleen Brown, (Chairperson) Scott Norton, (Scribe) Roberta Arbuckle, Judy Blevins, Pat Cunningham, (Council Representative) Sam Solano, Director of Music, and Pastor Cindy Muse

## Yoga

Pre-COVID-19 St. Andrew was in its seventh year of offering an 8:30 am yoga class on Saturday mornings. Led by Mary Stender, a certified Anusara yoga instructor. When in-person yoga classes were suspended last winter, Mary prepared a number of yoga videos for the students to use at home. She is considering creation of a Zoom class for current students, to allow meeting until such time as in-person yoga classes might be able to resume.

*Mary Stender*

## Youth Education Ministry Team

The Youth Education Team consists of Julie Christian, Lauren Neiffer (Chair), Sara Howe, Dianna D'Evelyn, Chris Natland, and Virginia Haberkamp.

This year's focus was to create a meaningful Sunday School experience for children in preschool to fifth grades. In addition, we worked to create events that connect more Sunday school families to the church community and increase Sunday School attendance.

We are in our fifth year of using the Godly Play curriculum in Sunday School. More recently we have had virtual Sunday schools, through zoom, sharing a Godly play video. We have also pre-recorded Godly play videos throughout the year and shared them in newsletters and on our YouTube channel.

We are blessed to have many wonderful Sunday School teachers and Godly Play storytellers. Kristin Juhnke and Amy Begley are in their third school year of teaching preschool/kindergarten Sunday School. Katie Pulfrey has faithfully assisted the preschoolers for the past five years. Many thanks to the Godly Play storytellers Julie Christian, Dave and Sara Howe, Lori McDonald.

### **Other highlights from the year:**

- Connecting the kids with the Labyrinth study at the beginning of the year
- Epiphany Party in January 2020
- Virtual Sunday school through zoom sharing Godly play stories
- Coloring page mailers in theme with the weekly lectionary
- Virtual VBS: Christmas in July (80 boxes created)
- Planned and hosted one Messy Church Event and had Godly Play Stories available
- A virtual Christmas pageant video using the kid's version of the Christmas Story to help bring joy in

this unusual season.

Our team looks forward to 2021 as we work toward creating a vision that will move us forward in Youth Ministry. The team will be transitioning in 2021 with Diana D'Evelyn as our new chair. If you have questions about Youth Education or would like to join our team, please reach out to any of us!

*Lauren Neiffer, Chair*

## Youth & Family Ministry Team

Although the Youth and Family Ministry Team had dissolved in prior years, excitingly, The Youth and Family Ministry Team relaunched in September 2020! Shortly after, we welcomed Chris Natland as our new Director. Although COVID-19 has made getting together very difficult, we are looking forward to the future. Currently, Chris Natland is conducting Zoom activities with our middle and high school youth.

In December, we began with Zoom meet-up times for our groups to meet on Sunday afternoons. Chris delivered care packages/supplies to our youth, and on December 20<sup>th</sup>, we had our Christmas celebration with an online paint party and games.

We will be continuing Sunday afternoon meet-ups through January and will evaluate if any changes need to happen going forward. January 24<sup>th</sup> will be our next big event for all youth on Zoom for a digital escape room.

A mission trip has been discussed for the summer of 2021. There are too many unknowns for the health & safety due to COVID-19 for us to commit at this point. Chris is willing to plan a trip for our group to serve in mission if it looks possible as we approach the summer months.

The Youth and Family Ministry Team is reading a youth ministry book, *The End of Youth Ministry?* by Andrew Root, discussing our goals and dreaming about the future.

We are looking for new members to join us.

Chrees Jubilee, Chair

## Our Mission

Filled with God's forgiveness and grace we seek to bring healing, wholeness, and justice to ALL people and creation



## Resolution for the 2021 Proposed Budget

**Whereas**, St. Andrew enters into 2021 trusting in the grace of our Lord Jesus Christ, the love of God and the fellowship of the Holy Spirit, and

**Whereas**, while the congregation of St. Andrew faced the challenge of Covid-19, their resolve and faith were steadfast, and

**Whereas**, continued generosity for Gifts and Offering reduced the deficit carried into 2021 from just over \$17,000 to \$7,318 and

**Whereas**, forgiveness of the Paycheck Protection Program debt, further reduced the deficit carried into 2021 by \$58,870, resulting in a positive cash balance of \$51,552, and

**Whereas**, Option #B, supports the staffing levels of a full-time Pastor, full-time Director of Music and Worship, full-time Director of Children, Youth, and Family Ministry, Office Manager (40 hr./wk.), restoring the Receptionist (20hr./wk.) beginning in July, and part-time Children's Choir Director, and part-time bookkeeper, and

**Whereas**, the proposed Option #B maintains our benevolence to 9%, in 2021; 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 \$10,000 set aside for the Capital & Repair designated fund, and

**Whereas**, no additional budget changes compared to 2020 are proposed due to continued uncertainty about when we can meet again in person, and

**Whereas**, proposed budget Option #B goes into 2021 with a positive cash balance of \$51,552 and will necessitate a 10.3% increase in Gifts and Offerings over the 2020 actuals to maintain that balance throughout the year,

**Therefore, be it resolved**, by the St. Andrew congregation in regular session of the Annual Meeting on January 31, 2021, that the 2021 proposed Option #B budget be approved in the amount of \$554,205.

Council recommendation to the congregation passed January 12, 2021.

ST. ANDREW LUTHERAN CHURCH		Draft Budget Plan for 2021						
		2018	2019	2020	2020	2021	2021	
		Actual	Actual	Actual	Budget	Option A	Option B	NOTES
1								
2	INCOME					108.5%	110.3%	
3	CONTRIBUTION INCOME					98.8%	100.5%	
4	UNRESTRICTED							
5	Gifts & Offerings	503,326	523,957	490,260	538,004	531,783	540,555	Option A decrease budget, Option B, .5% increase. 8.5% to 10.3% over actual
6	PPP Loan Forgiveness			58,870				No additional PPP
7	Preschool Pass-thru	750	1,525	2,720	1,500	1,500	1,500	\$125/month
8	WHO Utilites Reimbursemen	10,769	12,537	8,104	12,000	8,100	8,100	Same as 2020
9	Building Usage Donations	7,010	7,960	10,840	6,000	0	0	No building usage fees 2021
10	Thrivent	10,769	12,537	3,476	4,000	4,000	4,000	About same as 2020
11	MISCELLANEOUS INCOME	4,250	4,999	0				
12	INTEREST INCOME	812	496	251	500	50	50	
13								
14	Subtotal Unrestricted Revenue	537,686	564,011	574,521	562,004	545,433	554,205	
15								
16	EXPENSES							
17	BUDGETED OPERATING EXPENSES							
18								
19	BENEVOLENCE (9%)	40,784	52,137	46,511	48,420	47,860	48,650	9% all options
20								
21	STAFFING							
22	SALARIES AND BENEFITS	270,068	361,214	299,576	315,543	321,829	329,811	2% increase for people with 1 year of service @ Jan 1; Option A existing staff, Option B add back 1/2 time receptionist in July
23	TRAVEL	3,624	6,656	195	3,000	3,000	3,000	
24		273,692	367,869	299,771	318,543	324,829	332,811	
25								
26	BUILDING							
27	JANITOR	14,618	19,363	16,802	18,000	18,000	18,000	Same budget as 2020
28	MORTGAGE	32,915	0	23,244	23,244	23,244	23,244	Same budget as 2020
29	PROP INS/TAX/ALARM	14,715	17,419	10,486	16,000	16,000	16,000	Same budget as 2020
30	UTILITIES	26,460	31,861	34,351	29,000	29,000	29,000	Same budget as 2020
31	BUILDING AND GROUNDS	7,118	14,291	10,446	16,000	16,000	16,000	Same budget as 2020
32		95,826	82,933	95,329	102,244	102,244	102,244	
33								



ST. ANDREW LUTHERAN CHURCH		Draft Budget Plan for 2021								
		2018	2019	2020	2020	2021	2021			
		Actual	Actual	Actual	Budget	Option A	Option B	NOTES		
34	OFFICE EXPENSE	31,923	43,950	35,672	38,000	38,000	38,000			
35										
36										
37	MINISTRY TEAMS									
38	EDUCATION	2,805	3,173	876	2,600	2,600	2,600		Same budget as 2020	
39	FELLOWSHIP	1,050	2,373	37	1,500	1,500	1,500		Same budget as 2020	
40	GREAT COMMISSION	388	1,320	313	1,000	1,000	1,000		Same budget as 2020	
41	SOCIAL CONCERNS	0	48	0	300	300	300		Same budget as 2020	
42	STEWARDSHIP	1,414	990	893	1,000	1,000	1,000		Same budget as 2020	
43	WORSHIP & MUSIC	7,201	8,221	4,555	7,000	7,000	7,000		Same budget as 2020	
44	YOUTH AND FAMILY	3,412	1,037	1,517	4,000	4,000	4,000		Same budget as 2020	
45	Subtotal Ministry Teams	16,270	17,162	8,191	17,400	17,400	17,400			
46										
47	Subtotal Budgeted Expenses	458,495	564,051	485,474	524,608	530,333	539,105			
48										
49	EXCESS INCOME/EXPENSES	79,191	-40	89,048	37,396	15,100	15,100			
50										
51	RESERVE TRANSFERS									
52	CONTINUING EDUCATION	1,200	2,700	3,999	3,900	3,900	3,900		Same budget as 2020	
53	SABBATICAL FUND	1,800	1,125	0	0	0	0		Same budget as 2020	
54	Capital and Repair	0	33,000	15,000	15,000	10,000	10,000		Reduced from \$15,000	
55	Worship AV Equipment	1,200	1,209	1,200	1,200	1,200	1,200		Same budget as 2020	
56		4,200	38,034	20,199	20,100	15,100	15,100			
57										
58	CONGREGATIONAL ACTIONS									
59	Thank Offering	11,157	10,066	0	0	0	0			
60	Capital Reserve TRSF	0	60,000	0	0	0	0			
61	SP Housing Down Payment	0	20,000	0	0	0	0			
62		11,157	90,066	0	0	0	0			
63										
64										
65	Cash flow after Reserves and Congregati	63,834	-128,140	68,849	17,296	0	0			
66										
67	Beginning Cash -	70,316	123,381	-17,297	-17,296	51,552	51,552			
68										
69	Ending Cash	134,150	-4,759	51,552	0	51,552	51,552			
70										
71										
72	Preschool Revenue (based roughly on 2020 actuals)			115,266			90,000		Approx \$9000/mo for 10 months	
73	PPP Loan Forgiveness			60,000						
74				175,266			90,000			
75	Preschool Expense									
76	Staffing			190,118			119,095		Based on November staffing	
77	Other			23,654			15,000		Reduced COVID expenses	
78				213,772			134,095			
79										
80	Excess of expenses over revenues			-38,506			-44,095			
81	Beginning Cash per Balance Sheet			151,479			112,973			
82										
83	Ending Cash			112,973			68,879			

## CONGREGATIONAL COUNCIL NOMINATIONS IN BOLD

President	Mary Strehlow -1/31/2022
Vice President	<b>Virginia Haberkamp—1/31/2023</b>
Secretary	<b>Carol Burbridge—1/31/2023</b>
Treasurer	Beth Oliver - 1/31/2022
Education	<b>Mark D'Evelyn—1/31/2023</b>
Fellowship	<b>Kim Bennet—1/31/2023</b>
Great Commission	<b>Dave Britton—<i>Interim 1 year</i>—1/31/2022</b>
Preschool	<b>Craig Taylor - 1/31/2023 (2)</b>
Property & Building	Jim Oviatt—1/31/2022
Social Concerns	Jane Seidel - 1/31/2022
Stewardship	<b>VACANT</b>
Worship & Music	Pat Cunningham - 1/31/2022
Youth & Family	<b>Roberta Arbuckle—1/31/2023</b>
Youth Rep.	<b>VACANT</b>

## CONGREGATIONAL MINISTRY TEAM CHAIR NOMINATIONS

Building/Grounds	<b>Dave Harms—1/31/2023</b>
Education, Adult	<b>Vineta Means - 1/31/2022 (fulfilling remainder of term)</b>
Education, Youth	Lauren Neiffer - 1/31/2022
Mission Endowment	<b>Donna Myers—1/31/2023</b>
Fellowship	Kari Pinc - 1/31/2022
Financial	Dave Lashua - 1/31/2022
Great Commission	<b>Lori McDonald - 1/31/2023 (2)</b>
Preschool	Joann Derie - 1/31/2022 (2)
Social Concerns	Team - 1/31/2022
Stewardship	<b>VACANT</b>
Worship & Music	<b>Kathleen Brown - 1/31/2023 (2)</b>
Youth & Family	<b>Chrees Jubilee—1/31/2023</b>
Personnel	<b>Joel Hauge - 1/31/2023 (2)</b>

### Nominating Team:

1. Joel Hauge, Chair
2. Kathy Hauge
3. Holly Cattin
4. **VACANT**
5. **VACANT**

## SYNOD ASSEMBLY VOTING MEMBER NOMINATION 2021

Positions 1-4: **VACANT**  
Alternate 1. **VACANT**  
Alternate 2. **VACANT**



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

ST. ANDREW LUTHERAN CHURCH  
MINUTES OF THE CONGREGATIONAL MEETING  
September 30, 2018 (Pending Approval)

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Congregational Meeting Called to Order – Vice President Bill Maier

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A quorum of 89 was established

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**Devotion & Prayer – Karen Ranney**

**Updates - Bill**

Director of Children, Youth and Family Ministry search

Bill cited background of this position and how it came to be. Interviews begin soon.

Facility Maintenance needs and costs

Bill cited roof, siding, floors, carpet etc. issues. Council has authorized a paid assessment of the needs regarding these issues. Property and Grounds along with Stewardship are working on this. Funding may come from several sources including gifts, loans and a potential capital campaign. The mortgage is down to \$24k. The \$50k in the facility repair budget will not cover the anticipated repairs.

Affordable housing initiative

A feasibility study was performed. Some concerns were raised on a review of that work. To address the concerns, a landscape architect was hired to make recommendations.

Once the recommendations are received, the council and congregation will have several meetings to discuss the path forward.

Security issues

There are a LOT of keys out that open the doors of our facility. We are looking at alternative options to the Key method. We are soliciting quotes from several vendors to address this.

Theft of grounds maintenance equipment

Our grounds shed was burglarized and we lost most of our power equipment and hand tools. Insurance paid us \$5k which is a percentage of the loss. Consequently, we have hired a grounds company to do the work. Going forward, we will need to decide on doing it ourselves or continuing to use the service.

Current budget info

Our budget, at the end of August showed a balance of ~\$40k after expenses. Much of this is due to the lack of the associate pastor salary.

Our giving is running about -9% below expectations. Currently this is not an issue but when we hire a new succession pastor and Youth director, it may. A plea to increase giving to meet budget was solicited.

A question regarding attendance was asked to see if it was contributory to the current giving shortage. Pr. Jim said it is down a small amount but not much. Messy church may improve attendance in the future.

**New Business**

**Resolution #1**

**Whereas**, the current Call Team has devoted considerable time and dedication in seeking a new Associate Pastor over the past two years.

**Whereas**, over thirty candidates for the Associate Pastor position have been considered by the Call team, with many Skype and face-to-face interviews.

**Whereas**, due to many challenging circumstances, the search for a suitable candidate was not successful.

**Therefore, be it resolved** by the SALC Congregation in a Congregational Meeting on September 30, 2018, to discontinue the current Call Team, with a debt of gratitude to the Call Team for their faithful service

to St. Andrew.

The current call team did 35+ interviews. Many issues were part of the result. Thanks, were given to all who participated on the call team.

Bill read the resolution

Paul Krane moved to pass the resolution

Mary Strehlow seconded

Discussion

None

The resolution passed via vote of hands.

### **Resolution #2**

**Whereas**, SALC would be able to maintain strong momentum towards our three Vision Goals with a smooth transition of pastoral leadership.

**Whereas**, the current SALC Call Team has expended a great amount of time and energy to find an associate pastor; unfortunately, the right match has not been found for this position.

**Whereas**, SALC would be able to avoid the decline in membership, participation and enthusiasm that often follows the appointment of an interim (temporary) pastor.

**Whereas**, by selecting a successor to Pastor Stender, SALC and the new pastor would gain the benefit of Pastor Stender's expertise and guidance to ensure a smooth transition.

**Whereas**, the SALC Church Council recommends a proactive, positive succession plan with the full support of the Southwestern Washington Synod ELCA.

**Therefore, be it resolved** by the SALC Congregation in a Congregational Meeting on September 30, 2018, to elect a new Call Team for the purpose of seeking a full-time pastor, who will serve as the successor to Pastor Stender upon his retirement.

Pr. Jim shared his retirement plan for next summer in June if possible but perhaps later depending on when we find a succession pastor.

Bill shared that our plan is to avoid an interim pastor if possible to keep our momentum strong and to reduce the loss of congregational members.

Bill, Karen and Pr. Jim visited the Bishop and his assistant in August to explain these concerns and our desire to seek a "Succession" Pastor. The idea was well received by them.

There are succession pastor candidate already known to us that will be approached as well as the Synod providing us with candidates. If successful we will have a double pastoral salary for a few months.

Bill read the resolution

John Jablonski moved to pass the resolution

Mary Strehlow seconded

Discussion

None

The resolution passed by a vote of hands.

Nominations were opened to fill the call team. 9 members had already self-nominated and Bill opened it up for nominations from the floor.

We collected several more ending with 12 names.

Names were collected and recorded for voting upon

A paper ballot of names was prepared and distributed for voting

The ballots were collected for counting

The meeting proceeded to Resolution #3 below during the counting

The results of the paper ballot are:

Team member 1 is Dave Britton

Team member 2 is Aaron Christian

Team member 3 is David Howe

Team member 4 is Steve Kramer

Team member 5 is Lauren Neiffer

Team member 6 is Craig Taylor

Alternate team member 1 is Pat Cunningham

Alternate team member 2 is Karen Ranney

**Resolution #3**

- Whereas**, the Welcoming statement is a public statement acknowledging St. Andrew’s commitment to follow the example of Jesus in offering a safe and welcoming place for all, no exceptions. To that end, the statement identifies those most likely to be discriminated against in our society.
- Whereas**, our congregation has had ample opportunity to study, comment, and suggest changes to the proposed statement.
- Whereas**, based on the concerns of many in our community, we will not seek Reconciling In Christ endorsement for our statement.
- Whereas**, an initial welcoming statement was included in the Vision Goals Survey which was open to all at St. Andrew and conducted in November/December 2017.
- Whereas**, open forums were conducted between Sunday services in June 2018. Attendees were divided into small groups to facilitate sharing and discussion.
- Whereas**, all comments from the survey and forums were reviewed by the Welcoming Task Force in relationship to the purpose of the public statement.
- Whereas**, with the adoption of the Welcoming statement the Task Force can work toward bringing greater awareness and understanding of the needs of marginalized people – both those named in the statement and those not included in the statement but identified in the comments and concerns of those who reviewed the statement.
- Therefore, be it resolved** by the SALC Congregation at a Congregational Meeting on September 30, 2018, that the SALC Congregation adopt the proposed Welcoming statement as their public statement of welcome to all, no exceptions.

**Reflecting Jesus’ calling, we, the community of St. Andrew, proclaim that the gifts of God are for all so we welcome...**

- All abilities and disabilities
- All believers and unbelievers
- All races and ethnicities
- All religions and creeds
- All gender identities
- All countries of origin
- All sexual orientations
- All immigrants and refugees
- All economic levels
- All spoken and signed languages
- All...no exceptions!

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**Reflecting Jesus’ calling, we, the community of St. Andrew, join hands with all people, grateful for the unique gifts that each of us has to offer. We celebrate together both the diversity of God’s family and our unity as God’s people. All people of every ability, race, age, marital status, sexual orientation, gender identity, economic level and national origin belong here. All are beautiful as everyone is a part of God’s masterpiece. All are welcome here. Amen.**

Bill read the resolution. Note that the prayer following the statement was NOT being voted upon.

Beth Oliver moved to pass the resolution

Jane Seidel seconded

Discussion

“Why was RIC not sought” was asked. There were people skeptical of RIC but were supportive of the “Welcoming Statement”

Where will the “Statement” appear? It will be on the website, publications etc. It is intended to be seen.

A question of inadvertently leaving someone out was asked. The statement was crafted to be welcoming to some specific populations but inclusive of all.

The statement is new and not carved in stone. It may be altered in the future.

Bill recognized all those who served on the committee

Paper cards were handed out for the vote.

The vote was a Yes or a No only.

The resolution passed with only 6 No votes. Assuming 89 in attendance, we had 83 Yes votes.

**Other Business**

John Jablonski suggested that the structure of the office staff be considered for a change. It would include an Administrative Officer to take on much of the current Pastors work. He has a job description for this from a Seattle church.

Jody Jack had us sing Happy Birthday to Jim Stender and again for Jim Oviatt.

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**Closing Prayer - Pr. Jim**

*Meeting Minutes Prepared by Dave Britton, Council Secretary*

