



Annual Report

YEAR 2021



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 gr \acute{a} ce.

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Addendum: Edits post Annual Meeting are in red.



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 30, 2022

Agenda

- I. Call to Order
President Mary Strehlow
- II. Devotions
Pastor Cindy Muse
- III. Old Business
 - A. Minutes of 2021 Annual Congregational Meeting pg. 4-8
 - B. Staff, Statistical, Officers, Ministry Team Reports pg. 8-37
- IV. New Business
 - A. Financial Reports & Resolutions
 1. 2021 Financial Report pg. 16-20
 2. 2022 Budget Presentation and Resolution pg. 40-41
 - B. Elections of officers, council members, ministry team chairs, and nominating team. pg. 42
 - C. Capital Campaign Update pg. 44-46
 - D. Calling Karen Norton Update pg. 48-53
 - E. Thank you to outgoing officers and council members including:

Mary Strehlow—President	Jim Oviatt—Property & Building Council
Virginia Haberkamp—Vice President	Kim Bennett—Fellowship Council
Carol Burbridge—Secretary	Dave Lashua—Financial Chair
Beth Oliver—Treasurer	Lori McDonald—Great Commission Chair
Dave Britton—Great Commission Council	Joann Derie—Preschool Chair
Craig Taylor, Preschool Council	Nominating Team: Joel Hauge, Kathy Hauge
- V. Closing
Pastor Cindy Muse

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

ST. ANDREW LUTHERAN CHURCH
MINUTES OF THE ANNUAL CONGREGATIONAL MEETING
January 31, 2021

1. Congregational Meeting Called to Order – President Mary Strehlow

A quorum was established of 56+ (449 members x 10% = 45 = quorum)

2. Devotions – Pr. Cindy Muse

A. We listened to a devotion and reading from Pr. Cindy. We went into breakout rooms to talk about where we experienced “Abundance” in this past year. We talked for 10 min.

3. Old Business - Mary

- A. The minutes of the 2020-01-13 Annual Congregational Meeting were reviewed. Kari Pinc moved, and Aileen Libengood seconded a motion to approve the minutes. The minutes were approved by Hand raise vote. A screenshot was taken.
- B. The minutes of the 2020-09-13 Congregational Meeting to approve the Motto, Vision, Mission, Core Values, and Vision Goals were reviewed. Virginia Haberkamp moved, and Karen Ranney seconded a motion to approve the minutes. The minutes were approved by Hand raise vote. A screenshot was taken.
- C. The minutes of the 2018-09-30 Congregational Meeting that dissolved the Associate Pastor Call Team, formed a Call Team for a New Pastor and adopted a new Welcoming Statement were reviewed. Bill Maier moved, and Carol Burbridge seconded a motion to approve the minutes. The minutes were approved by hand raise vote. A screenshot was taken.
- D. The Staff, Statistical, Officers, Ministry Team Reports and Appendix, contained in the 2020 Annual Report of The Congregation were presented. Carol Burbridge moved, and Virginia Haberkamp seconded a motion to approve. The reports and appendix as described above were approved by Hand raise vote.

4. New Business

A. The 2020 Financial Reports were reviewed.

Beth reviewed the budget pages of the annual report. Everyone followed along in their annual report. She talked about all the impacts COVID had. We actually reduced our deficit of \$17k to ~\$7k. Many projects were completed despite challenges. Our \$118k PPP loan was forgiven. We ended up with a positive \$51k balance. We have applied for and received a 2nd round of PPP funding for another \$118k.

- Lee Saele asked about the new PPP loan amount. It is \$118k.
- Todd Juhnke talked about how we treated the original loan as a regular loan. We may approach the 2nd loan similarly.
- Kathleen Brown asked about preschool attendance. It is ~40-45 per Joann Derie. We did hire a 4th teacher and will adopt a hybrid model soon.
- Craig Taylor said the preschool is still losing \$2-3k. Todd Juhnke explained how we paid preschool staff from reserves when the shutdowns started.
- Virginia Haberkamp asked about the new air scrubbers making indoor time safer. Joann Derie said we will still keep windows open.

- B. Beth Oliver presented the 2021 Budget and Resolution in the annual report. Option B was recommended by the Council.
Beth read the resolution below aloud. She stated she had an amendment to add at the end.

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

Whereas, continued generosity for Gifts and Offerings, 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 Youth, Children 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 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 \$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.

(The Council recommendation to the congregation passed January 12, 2021)

Scott Norton moved to approve the resolution; Craig Taylor seconded it. Beth moved to amend that the line item for the GCMT budget be increased by \$750 for the Equity, Inclusion and Justice (EIJ) Task Force on page 49. Pr. Cindy called the question. Carol Burbridge moved to approve the amendment. A vote by hand showed it passed. A screenshot was taken.

- Leland Saele talked about the utility costs that seemed to decrease this year. Beth Oliver explained.
- Kari Pinc asked about property tax and alarm costs going down. Beth Oliver explained it is now paid monthly. It did not go down but is paid differently.
- Kathleen Brown asked about voting on salaries and how it is challenging for her not to see the breakdown. She asked about breaking it down in the future. Beth explained we have done so in the past but since we have so few people, it reveals what individual employees are paid. Kathleen is concerned about meeting synod guidelines and the cost-of-living changes yearly. Mary Strehlow talked about the increases. Beth Oliver talked about the personnel committee and how they interface with employees. Kathleen Brown asked us to consider breaking this out. Pr. Cindy said her past experience was also lump sum vs. broken out to avoid personnel issues. Aileen Libengood asked if that info could be shared with someone who asked? Virginia Haberkamp was concerned about privacy. Kari Pinc said that the council and the executive team do have this info as representatives of the overall congregation.
- Pat Cunningham asked if the Pastors Discretionary fund is included in the budget. Beth Oliver explained it is NOT in the budget specifically. Much of that has moved into the Good Samaritan fund. Pr. Cindy said the discretionary fund is mostly defunct now and the Good Samaritan fund is what is being used.
- Aileen Libengood asked about the current balance in the Good Samaritan fund. Funds have been expended from the fund over the year. Beth Oliver can provide that info to share.

A Zoom Poll/Text ballot was taken, and the motion passed with 58 voting yes, 0 voting no and 2 abstaining. Option B is approved.

- C. Election of officers, council members, ministry team chairs, nominating team and Synod Assembly members.
- i. Mary reviewed the nominated Council members, Officers and Ministry Team Chairs. She asked for nominations from the floor. Mary thanked the nominating team. Karen Ranney moved to accept the list of nominees; Todd Juhnke seconded it. Pr. Cindy asked if we could fill the Synod Assy positions. Holly Cattin, Judy Blevens, Jane Seidel and Lori McDonald volunteered. Aileen offered to go for Lori. Lori agreed and will be an alternate. Virginia offered to be an alternate too.
 - ii. Beth Oliver moved, and Carol Burbridge seconded the motion, and a show of hands passed the amendments.
 - iii. Pr. Cindy asked for a Stewardship Council representative or Chair. Aileen volunteered for the Council Representative.
 - iv. Carol moved and Beth seconded a motion to accept.
 - v. **Discussion followed, and a ZoomPoll/Text/hand raise vote passed by majority vote with 54 yes votes, 0 no votes and 1 abstaining. The slate is**

approved. (The poll had a technical issue, so the count is based on hands raised for the Yes votes and the poll/texts for the no and abstain votes.)

CONGREGATIONAL COUNCIL Nominations in bold

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

CONGREGATIONAL MINISTRY TEAM CHAIR NOMINATIONS

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

Nominating Team:

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

Synod Assembly Voting Member Nominations

Positions 1-4: **VACANT (Filled by Holly Cattin, Judy Blevens, Jane Seidel, and Aileen Libengood)**

Alternate 1: **VACANT (Filled by Lori McDonald)**

Alternate 2: **VACANT (Filled by Virginia Haberkamp)**

D. Mary then thanked the following outgoing officers and council members:

Todd Juhnke—Vice President, Dave Britton—Secretary, Kari Pinc—Fellowship Council, Virginia Haberkamp—Great Commission Council, Carol Burbridge- Stewardship Council, Kyle Martin-Youth Rep, Leland Saele—Building & Ground Chair, Brenda Johnston—Fellowship Chair, Denny Scott—Stewardship Chair, Lauren Neiffer – Youth Ed. Chair, Nominating Team Chair - Bill Maier

E. Mary and Pr. Cindy talked about the 50th anniversary in 2021 and putting together a team to help plan it. Pr. Cindy asked for volunteers. Dave Britton will photo. Holly Cattin, Virginia Haberkamp and Judy Blevens offered to help.

5. Closing Prayer – Pastor Cindy

Meeting Minutes Prepared by Dave Britton, Council Secretary

Pastor's Report

I recently heard a reflection by Pastor Nadia Bolz-Weber about fear. Highlighting the difference between Joseph and King Herod, she noted how each of these men reacted to fear. Joseph, having heard the word of the angels encourage him not to be afraid, boldly took Mary to be his wife and raised Jesus as his son. And when he was warned in a dream not to go home but instead go to Egypt, he did without hesitation. On the other hand, Herod responded to his fears about a new king being born by killing all the sons two years and younger...and even later killed his own. Two different men. Two different responses to fear.

What about us? We have endured a lengthy pandemic that has disrupted our lives and patterns. We have experienced death on a scale larger than war. Our culture continues to divide us. Our media seems to thrive on fear. There is so much to be afraid of. And yet, as a people of faith, we have the encouragement of the angels to not let fear discourage us from living faithful lives.

To that end, I give thanks for the blessings of 2021, despite the challenges of another hard year. We have been so incredibly resilient as a congregation. Our Care Cluster program continued to connect members with a small group and a volunteer leader, offering cards, phone calls, prayer, and support. Amy McCann kept us connected as our main publication guru. And Sam Solano continued to guide our music program as we moved from online worship to in-person, bringing back to the building our choirs and musical ensembles. We made the most of online outdoor worship until we were able to start gathering in the sanctuary again and then maintained an online presence thanks to Craig Taylor and an amazing group of technology volunteers. And so many more volunteers stepped up to lead small group fellowship, bible study, and keep our food pantry open.

The staff team at St. Andrew grew stronger again this past year. We had welcomed Chris Natland as our Director of Children, Youth, and Family at the end of 2020, so he got to spread his wings a bit more in 2021, despite Covid. We also welcomed a new preschool director, Kara Landry, when Kimbree Brown left to pursue a teaching position. And we added Dani' Hartshorn as our wonderful new bookkeeper and office coordinator. The amazing staff team has been working so well together to support worship, keep the congregation connected, and maintain a sense of community. We said farewell to Theresa Swanson as she retired from leading the Children's Choir faithfully for eight years. We will miss her and wish her God's blessings. Next up for our staff is the potential call of a Deacon for Pastoral Care. In 2021, the Council approved a job description

and appointed a call team to explore calling Karen Norton to this role. A congregational vote is anticipated the end of January 2022.

During the fall, we also completed the first annual Care Call Campaign seeking to reach all members of St. Andrew to check in, update the database, and invite participation in upcoming programs. While not everyone was reached, we give thanks for the opportunity to connect with so many. We did a purge of our database, which hadn't been updated in about a decade. With this, you will note a significant drop in membership that better reflects the actual participation in our community.

One of the great celebrations of 2021 was St. Andrew's 50th Anniversary. We hoped to gather for special events throughout the summer and fall, but in the end, we focused our energy on a special worship service on October 24, 2021, 50 years after St. Andrew became incorporated. We were delighted to hear from many former interns and staff, remembering the tragedies of the fire of 1994, the staff changes in the late 90s, the intern program, the beginning of ministry with BSA, Orchards Elementary and WHO, and the unexpected death of Pastor Jim Stender. This congregation was formed with a vision of caring for others. We continue to live into our mission: Filled with God's forgiveness and grace, we seek to bring healing, wholeness and justice to ALL people and creation. It's exciting to see where God is leading us as a faith community for the sake of our greater community!

We have been delighted to enter the 19th season of the Winter Hospitality Overflow program. With the pandemic, we continued to prioritize the WHO homeless ministry, designating specific rooms for WHO use even as we opened the building to our small groups and outside programs.

Looking forward to 2022, we are expecting to enter into a capital campaign to complete some accessibility projects, renovate flooring, sound, and lighting, and pay down our debt. We are building the team to lead this campaign, trusting in God's Spirit to enliven us as we move into the future.

Lastly, I want to say thank you. My first couple of years as pastor at St. Andrew were unlike any of us could have expected. Yet, God's love shines in everything you do. I know fear is a big part of our culture right now, but you haven't let that be the guiding principle in your lives. Instead, I feel your trust and hope in the God of life who calls us to ministry together in this time and place. What a gift it is to be here among you. As always, if you ever want to talk, just give me a call or shoot me an email. Remember, God is good all the time!

Peace and Joy,
Pastor Cindy



Director of Worship & Music

This year was a blast to work through being an entirely online, socially distanced music ministry to an in-person program. Covid may have brought a lot of concerns and challenges, but I feel we have done an excellent job safely finding ways to continue praising God with music together.



The Chancel Choir had an amazing year of making joyous music in multiple formats. The year started with the choir members, in their homes, recording themselves singing while listening to a backing track. Their consistent efforts in providing both hymn singing and choir anthems were such a treasure to our community through this socially distanced time. We were able to have some pieces feature the Brass Quartet for Easter! When summer came around, we began to gather, socially distanced, to sing choir anthems in the Welcome Area with all the doors open. What JOY it was to have our voices support each other as we sang in person for the first time in over a year! By September, we safely met and rehearsed in person, albeit masked, to prepare to launch a more traditional program year. Together, we have sung many great anthems, prepared for a Christmas Eve service, and performed at the Grotto. I'm so thankful for the Chancel Choir and their amazing ministry throughout Covid.

The Unplugged Praise Band continued to provide music, socially distanced, until the transition to in-person worship. It's been great having Chris and Tiffany Natland join our group, as well as the variety of youth and children who have participated throughout the year. During Wednesday evenings, Dave Britton has been doing a fantastic job creating a space for people of all skill levels to participate and grow together. Dave is a blessing to St. Andrew, the Unplugged Praise Band, and the Guitar ministry.

Winds and Strings have continued to provide an amazing variety of timbres and instruments with a Celtic twist. Earlier, when socially distanced, we had many recorder students and many band members submitting multiple videos to create a fuller sound to the services. When we moved to in-person worship, we began arranging the service music to allow for more harmonies and greater participation of instrumentalists. It's been a blast having the recorders have independent parts as well as having brass (*Jeff and Andrew, you rock!*) I look forward to the continuation of building this process and creating space for others to participate. Thank you all for the unique gifts and styles you bring to the group. It's a real treat.

The Handbell Choir did an amazing job early in the year while socially distanced. For this group to achieve their music, they first listened to a piano arrangement and then played their specific notes at the correct time, an extremely difficult task that required precision. The Handbell Choir did a marvelous job! They were even able to make a Handbell/Chancel Choir combined anthem! Their anthem at the 7:30 pm Christmas Eve service is a great example of how much they have developed their skills in just a few months. Thank you all for your continued participation and growth.

This year, **Theresa Swanson** retired as Director of the Children's Choir after eight years. Theresa was an enthusiastic teacher and also a mentor for my development in children's music education. After her retirement, Karen Ranney and I began to dream of what this next chapter of the children's music education ministry might look like. We hoped to build a non performative place for children of all ages to explore musical concepts in a way that fits their different needs and preferences. We launched a weekly Children's Music class on Wednesday evening in October. We hoped that this revised offering would express our intentions and be exciting for all youth. Since October, we've been able to explore many different musical concepts and instruments and play games that develop musical proficiency. It's been a blast growing this ministry and seeing children have fun while growing musically. I'm excited to watch this new ministry take shape and am thankful for Karen's dedicated partnership.

Even though this year hasn't been "normal", it has shown adaptability, resiliency, and promise. Thank you to everyone who participates and to the leaders who put so much effort and heart into making our musical ministries welcoming and a safe place for ALL. I look forward to this next year and all the ways the Word will shape our musical journey.

Director of Children, Youth, and Family Ministry Report

What a joy it is to be serving with St. Andrew community and to be part of the great leadership team. It is a blessing to have such great collaboration amongst ministry teams and leadership.

While the year started with a continuation of digital gatherings, we have ended with positive feelings that we are able to return to some new normal with relative safety. As I look back, we have been able to hold many ministry activities and build great relationships.

In January, we held a well-attended Epiphany party on Zoom with crafts, baking, and prayer bud connections. We brought back Messy Church in the spring, planned family hike/outing opportunities in the summer, and a congregational BBQ in August. Our youth began regularly meeting online but switched to some in-person activities throughout the spring and summer, which included service days, hiking, park fun, and a day at Battleground Lake complete with kayaking, paddle boarding, and swimming.

Vacation Bible School was able to meet in person with adaptation to an outdoor program. I was encouraged by some new volunteers stepping in to help and great flexibility from our crew as we adjusted to outdoor models, battled record heat, and navigated safety protocols.

While in-person activities were on hold, the Youth & Family and Youth Ed ministry teams were dreaming and re-evaluating. This fall brought back beloved programming as well as some new opportunities and adjustments of others. Youth Ministries adapted to find more ways to include new youth and build a strong community for our young people.

As our year comes to an end, our hybrid model for the Christmas pageant included a video with in-person singing and scripture. We had a great intergenerational group of participants in recording, with 12 households represented.

The new year is looking promising for more great opportunities to be in ministry with and for our community. Goals continue to be focused on providing opportunities for intergenerational involvement as Children, Youth & Family Ministries seeks to be for all family make-ups.

Prayer Bud partnerships continue to grow and flourish as a meaningful relationship-building model for adult and child participants. Also, our youth are registered and getting excited to attend the national ELCA Youth Gathering in July 2022. Messy Church is scheduled out for the year, and VBS will be here soon, and hopefully we'll be back to a more usual model and participant capacity.

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

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



St. Andrew Lutheran Church
MEMBERSHIP
 For Period Ending December 31, 2021

	Baptized		Confirmed	
1. Membership-period ending 12/31/20		744		449
2. Members received during year				
a. By Baptism: children (15 yrs. & younger)	4			
b. By Baptism: adults (16 yrs. & older)	0		0	
c. By affirmation of faith	0		0	
d. By transfer from ELCA congregations	5		3	
e. By transfer from other Lutheran congregations	0		0	
f. From non-Lutheran congregations	3		3	
g. From other sources and statistical adjustment	3		3	
h. Total members received	15		9	
3. Baptized youth who were confirmed this year				4
4. Total from 2h in BAPTIZED column	15		13	
Total for 2h and 3 in CONFIRMED column				
5. Members removed during year				
a. By death	-7		-7	
b. By transfer to other ELCA congregations	-4		-4	
c. By transfer to other Lutheran congregations	0		0	
d. To non-Lutheran congregations	0		0	
e. For other reasons and statistical adjustment*	-268		-118	
f. Total members removed		-264		-255
6. Membership to date 12/31/2021		434		333

Received into Membership by baptism:

Children: Melinda Blatt/Areco Monges (10/10/21), Alice Ferry (3/7/21), Violetta Martin (2/20/21), Anna Savage (2/29/21)

Received into Membership by transfer or affirmation of faith: Linda Baker, Dani & Dustin Hartshorn (Denna & Duncan Hartshorn), Alan & Elizabeth Hoffmeister, Judy Pfeiffer, Ellie St. Cyr, Michael & Ruth Strauch

Confirmands: Evan Christian, Jayda Peterson, Tyler Martin, Grace Barton

Removed from Membership by death: Laurie Burpee (9/13/21), Anita Christian (6/22/21), Eldon McCallum (4/12/21), Joan Reek (4/18/21), Ralph (Denny) Scott (5/22/21), George Wehking (5/5/21), Jim Blatt (6/24/21)

Removed from Membership by member request for transfer: Lori McDonald, Ashley Peterson, Lloyd & Mary North,

Removed from Membership by member request: Chrees Jubilee (Linus Phelps), Todd and Kristin Juhnke (Addison, Katelyn and Hannah)

INACTIVE PROCESS ROSTER REMOVAL COMPLETION (YEARS 2015—2021)

Richard and Kymberly Adams	Kirsten Hauge	Jon and Michelle Phelps
Amber Akerson	Kyle and Laurie Hauge	Tulana Phillips-McKenzie
Brian and Sue Akerson	Matthew Hauge	Maddie Pirkl
Jennifer Arbaugh	Paul Hauge	Rosalind & Keith Prikl
Kris Anne and James Baker	Stefan & Via Hausinger	Jeff Porter
Janice Balfour	Howard & Christy Hayes	Jesse Porter
Jean Baumstarck	Adam Herbenson	Allison Pulham
Kelsey Benson	Debbie and Alfredo Herrera	JoAnn and Dan Rash
Lisa Benson	Gabriel Herrera	Becky Reich
Robert Benson and Heather Dolnecke	Clayton Holmes	Emily Reich
Lynnae Berg	Ariana Hoyer	Jake and Valerie Reichardt
Ron and Debbie Berg	Gavin Hoyer	Kristy Ricke
Seth Berg	Mindy Irwin	Ruthand Jeffery Roehl
Jacob Berry	Emily Isensee	David and Tiffany Romig
Ron Berry	Kirk and Isabel Johnson	Wendy Rothman
Mike Bisig	Chrees Jubilee	Ashley Ryll
Robert Blatt	Todd and Kristin Juhnke	Derek Saele
Jon Blodgett	Charlise Ketterling	Loren Saele
Corey Bretting	Katie Ketterling	John and Rachel Savage
Jim and Andrea Buchmann	Jesse Kirkendall	Cynthia Schart
DeAnna Burch	Portia Koren	Bryan Schwartz
Shelby Burch	Toby & Melissa Koren	Melissa Schwartz
William Burch	Austin Lansdon	Vesper Seehafer
Andrea Bussey	Katie Lansdon	Luke Seidel
Doug and Suzanne Bussey	Andrew and Kristen lashua	Shar Simonson
Moira Carey	Emily Lashua	Terry Simonson
Laura Carter	Chad Lawrence	Kelly and Kellie Skjeret
Cathryn Chidester	Megan Lawrence	Avery Smith
Jonathon Chidester	Ken and Carla Leander	Alanna Smith
Cindy Clanton	Jessica Lee	Terry Smith
Amy Clark	Yechin Lee	Melissa Smithdeal
Morgan Clark	Kevin and Pilar Madsen	Ben and Lisa Snodgrass
Cristina Coppinger	Kristine Madsen	Andrew Starr
Kristen Croft	Michelle Mapes	Alex Stauffer
Linda Croft	Liz Marshall	Cody Stauffer
Nickole Croft and Curtis Larson	Michele Matthew	Jake and Melisa Stender
Alana and John Crooks	Samantha Matthew	Megan Suffield
Nicholas Crouch	Kathy Miller	Airen and Ashlei Tackett
Nancy Curtis	Nathan and Sara Miller	Erin Tausher
Jayleen Dabney	Tim Miller	Diane Taylor
Jessie Dabney	Jennifer Moke	Adam and Nicole Turner
Steve and Shannon Dahl	Cameron Moret	Doug and Barb Underwood
Jan Davis	Lauren Moret	Sarah and Tony Vader
Garad Derie	Bill and Laurie Mounce	Joshua Wlters
Andrez Dominguez	Mara Munroe	Sherry Warshauer
Dezmond Dominguez	Jacob Mutschler	Justine Warunek
Kelli Dominguez	William Nabors	JoAnn Watson
Cheyenne Donaldson	Greg Naffin and Jeaneen McGaw	Tarah and Corin Watson
Barbara and Forrest Dunbar	Samantha Neil	Vicki Wiese
Gary & Sherry Dutelle	Caitlin Patterson	Laurel Winer
John and Phyllis Ernsberger	David Patterson	Dan Wornath
Sandy Evans	Beverly Peralta	Jay Wornath
Sara Fisher	Merle Peralta	Tom and Sharie York
Joey and Mary Fuerstenberg	Felisciana Peralta	Dave and Sue Zabel
Raul and Donella Gavarrete	Allen Perry and Krystal Moore	
Tim and Vicki Gojio	April Perry	
Skyler Griffin	Sabrina and Matthew Perry	
Derek Harper	Katrina and Kevin Peters	
Aaron Hastings	Chad and Ashley Peterson	
Harriette Hatch	Darlene Peterson	

MEMBERSHIP ATTENDANCE RECORDS:

	2016	2017	2018	2019	2020 Pre-COVID-19	2020 Mar-Dec Average YouTube views	2021 ONLINE	2021 In-person (July–Dec)
Avg. Sunday Morning Worship Attendance <i>(does not include Easter Sunday)</i>	246	224	212	200	200	260	Jan–July 322	No In-person Worship
							July–Sept. 184	1 worship srv. 101
							Oct-Dec 142	2 worship srv. 101
Avg. Midweek Worship Attendance <i>(Lent/Holy Week/Advent)</i>	92	92	68	43		76	148	105
Easter Sunday	492	473	398	436		343	572	
Christmas Eve Services	537	255	501	429		417		225
Christmas Day Service	2 services 100	26	41	46		40		18
Christmas Children's Program/Worship	Sun, Dec 11, 10 am 88	Sun, Dec.17, 10am 125	Sun, Dec. 16, 10am 97	Sun, Dec. 15 10 am 139		650	N/A	120
Avg. Sunday School Attendance: Nursery through High School	(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	NA	(P-Gr. 5) 8 (MS) 5 (HS) 2
Average Sunday School Attendance: Adults	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	Winter 22 Lent 33 Spring 15	Fall #1 7 Fall #2 9
VBS :	140 80 volunteers	Not Tracked	133 Volunteers (A) 41 (C) 18	130 Volunteers (A) 30 (C) 18		Digital VBS 50		43 Volunteers 21
Av. Messy Church:			85	75	48	N/A		28
Pastoral Acts:	Baptisms Infant/Child 4		Baptisms Adult 0		Confirmation 4	Marriages 0	Member Funerals 3	

The ELCA recommended that online worship views be doubled when counting. The assumption is that there is between 1-4 people represented with each single view.

President's Report

Looking back at 2021, it feels like life has been a roller coaster. The pandemic is still with us through a second year, yet we have learned to adjust. There is currently a “new normal” in our lives wherever we go. Vaccines and masks have become part of life at church and in our greater community.

For half of the year, we worshipped remotely. Dedicated staff and volunteers spent many hours recording worship, songs, and readings. Finally, in July, the decision was made to hold services at the church using protocols that were researched to be safe. Later in the year, we moved from one service to two. Gradually the people of St. Andrew came back together, and all rejoiced at renewing relationships and greeting friends. I have again been amazed at the resilience and commitment of the St. Andrew community of faith. Through all of the changes in 2021, people kept going. Music Ministries, Children/Youth Ministry, Social Concerns, Preschool, and others resumed differently but in a way that moved forward.

We learned to use technology effectively in 2021, and much of that learning will be used permanently. Our technology was upgraded this year and the experience of worship and ministries have happened with amazing innovation and participation. New ways of coming together and expanding the opportunity of people to worship and participate are expected to continue. We are indeed reimagining what it means to be part of this community of faith.

This year we have also learned to be strategic in calling people together in person. We now have the ability to choose to have meetings remotely sometimes, in person at other times, and some of the time, we use both options. I hope this provides opportunities for many more to engage with this community and share their gifts with others.

As we came together, ministry teams became more active again. The need to be fully staffed became apparent, so with the assistance of many in the congregation, potential staff were recommended to the St. Andrew Church Council. At this time, we are excited to say that we are fully staffed, and things are going well. The generosity and involvement of the people of St. Andrew has continued to be a strength. As we cleaned up our official rolls and reached out to people, the giving of time, talents, and funding has grown. Though we can always use more people on ministry teams and as worship assistants, people step up. We are a community that is indeed “Blessed to be a Blessing.”

Again, 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.

Blessings,

Mary Strehlow, Council President

Our Mission

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

INCOME AND EXPENSE STATEMENT (UNAUDITED)

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01/09/2022 07:09 AM		General Fund 01, December 2021			
		Current Period	Current Budget	Current Budget Difference	Prior Year
INCOME	4000				
CONTRIBUTION INCOME	4010				
UNRESTRICTED	4020				
Gifts & Offerings	4030	\$46,829.31	\$45,108.75	\$1,720.56	\$43,525.64
Preschool Pass-thru	4040	\$125.00	\$125.00	\$0.00	\$125.00
WHO Utilites Reimbursemen	4055	\$0.00	\$675.00	-\$675.00	\$0.00
Building Usage Donations	4060	\$600.00	\$0.00	\$600.00	\$0.00
Thrivent	4065	\$0.00	\$0.00	\$0.00	\$0.00
MISCELLANEOUS INCOME	4100	\$24,370.00	\$333.37	\$24,036.63	\$58,870.40
INTEREST INCOME	4110	\$6.94	\$4.13	\$2.81	\$22.58
Income	4020	\$71,931.25	\$46,246.25	\$25,685.00	\$102,543.62
BUDGETED OPERATING EXPENSES					
BENEVOLENCE	5040	\$4,214.24	\$4,054.13	\$160.11	\$6,304.88
STAFFING					
SALARIES AND BENEFITS (3 payrolls)	6255	\$25,714.60	\$27,484.25	-\$1,769.65	\$22,028.60
TRAVEL	6500	\$0.00	\$250.00	-\$250.00	\$0.00
		\$25,714.60	\$27,734.25	-\$2,019.65	\$22,028.60
BUILDING					
JANITOR	5350	\$1,648.28	\$1,500.00	\$148.28	\$1,072.75
MORTGAGE	5400	\$1,937.00	\$1,937.00	\$0.00	\$1,937.00
PROP INS/TAX/ALARM	5800	\$2,765.34	\$1,333.37	\$1,431.97	\$983.17
UTILITIES	6690	\$2,032.53	\$2,416.63	-\$384.10	\$3,939.63
BUILDING AND GROUNDS	7240	\$657.34	\$1,333.37	-\$676.03	\$2,580.97
		\$9,040.49	\$8,520.37	\$520.12	\$10,513.52
OFFICE EXPENSE	5500	\$447.54	\$3,166.63	-\$2,719.09	\$6,131.52
MINISTRY TEAMS					
EDUCATION	7260	\$0.00	\$216.74	-\$216.74	\$0.00
FELLOWSHIP	7280	\$0.00	\$125.00	-\$125.00	\$0.00
GREAT COMMISSION	7300	\$0.00	\$145.87	-\$145.87	\$0.00
SOCIAL CONCERNS	7475	\$0.00	\$25.00	-\$25.00	\$0.00
STEWARDSHIP	7500	\$0.00	\$83.37	-\$83.37	\$0.00
WORSHIP & MUSIC	7600	\$2,474.35	\$583.37	\$1,890.98	\$442.56
YOUTH AND FAMILY	7750	\$107.67	\$333.37	-\$225.70	\$277.30
Subtotal Ministry Teams	7230	\$2,582.02	\$1,512.72	\$1,069.30	\$719.86
Subtotal Expenses	5000	\$41,998.89	\$44,988.10	-\$2,989.21	\$45,698.38
EXCESS INCOME/EXPENSES		\$29,932.36	\$1,258.15	\$28,674.21	\$56,845.24
RESERVE TRANSFERS					
CONTINUING EDUCATION	5170	\$372.86	\$325.00	\$47.86	\$325.00
Capital and Repair	7255	\$0.03	\$833.37	-\$833.34	\$1,250.00
Worship AV Equipment	7690	\$100.00	\$100.00	\$0.00	\$100.00
		\$472.89	\$1,258.37	-\$785.48	\$1,675.00
CONGREGATIONAL ACTIONS					
Thank Offering	5030	\$0.00	\$0.00	\$0.00	\$0.00
Capital Reserve TRSF	5031	\$0.00	\$0.00	\$0.00	\$0.00
SP Housing Down Payment	5032	\$0.00	\$0.00	\$0.00	\$0.00
		\$0.00	\$0.00	\$0.00	\$0.00
Cash flow after Reserves and Congregational Action		\$ 29,459.47	\$ (0.22)	\$ 29,459.69	\$55,170.24
Beginning Cash		\$ 35,034.15			
Ending Cash		\$ 64,493.62			

INCOME AND EXPENSE STATEMENT (UNAUDITED)

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General Fund 01, December 2021, YEAR 2021

		Year to Date	YTD Budget	YTD Budget Difference	YTD Prior Year
01/09/2022 07:09 AM					
INCOME	4000				
CONTRIBUTION INCOME	4010				
UNRESTRICTED	4020	\$481,390.94	\$541,305.00	-\$59,914.06	\$490,259.66
Gifts & Offerings	4030	\$1,500.00	\$1,500.00	\$0.00	\$2,720.00
Preschool Pass-thru	4040	\$5,335.21	\$8,100.00	-\$2,764.79	\$8,104.44
WHO Utilites Reimbursemen	4055	\$2,370.00	\$0.00	\$2,370.00	\$10,840.00
Building Usage Donations	4060	\$3,033.00	\$0.00	\$3,033.00	\$3,476.35
Thrivent	4065	\$24,323.56	\$4,000.00	\$20,323.56	\$58,870.40
MISCELLANEOUS INCOME	4100	\$241.34	\$50.00	\$191.34	\$251.04
INTEREST INCOME	4110				
Income	4020	\$518,194.05	\$554,955.00	-\$36,760.95	\$574,521.89
BUDGETED OPERATING EXPENSES					
BENEVOLENCE	5040	\$40,833.72	\$48,650.00	\$7,816.28	\$46,510.95
STAFFING					
SALARIES AND BENEFITS (3 payrolls)	6255	\$304,622.99	\$329,811.00	\$25,188.01	\$299,575.60
TRAVEL	6500	\$397.00	\$3,000.00	\$2,603.00	\$194.93
		\$305,019.99	\$332,811.00	\$27,791.01	\$299,770.53
BUILDING					
JANITOR	5350	\$8,582.97	\$18,000.00	\$9,417.03	\$16,802.00
MORTGAGE	5400	\$23,244.00	\$23,244.00	\$0.00	\$23,244.00
PROP INS/TAX/ALARM	5800	\$14,550.89	\$16,000.00	\$1,449.11	\$10,485.65
UTILITIES	6690	\$33,026.14	\$29,000.00	-\$4,026.14	\$34,351.30
BUILDING AND GROUNDS	7240	\$11,585.70	\$16,000.00	\$4,414.30	\$10,446.35
		\$90,989.70	\$102,244.00	\$11,254.30	\$95,329.30
OFFICE EXPENSE	5500	\$38,839.60	\$38,000.00	-\$839.60	\$35,671.90
MINISTRY TEAMS					
EDUCATION	7230	\$0.00	\$0.00	\$0.00	\$0.00
FELLOWSHIP	7260	\$1,487.69	\$2,600.00	\$1,112.31	\$876.23
GREAT COMMISSION	7280	\$0.00	\$1,500.00	\$1,500.00	\$37.06
SOCIAL CONCERNS	7300	\$351.66	\$1,750.00	\$1,398.34	\$312.92
STEWARDSHIP	7475	\$0.00	\$300.00	\$300.00	\$0.00
WORSHIP & MUSIC	7500	\$0.00	\$1,000.00	\$1,000.00	\$892.59
YOUTH AND FAMILY	7500	\$11,259.52	\$7,000.00	-\$4,259.52	\$4,555.39
Subtotal Ministry Teams	7750	\$1,252.69	\$4,000.00	\$2,747.31	\$1,516.66
Subtotal Expenses	7230	\$14,351.56	\$18,150.00	\$3,798.44	\$8,190.85
	5000	\$490,034.57	\$539,855.00	\$49,820.43	\$485,473.53
EXCESS INCOME/EXPENSES		\$28,159.48	\$15,100.00	-\$86,581.38	\$89,048.36
RESERVE TRANSFERS					
CONTINUING EDUCATION	5170	\$4,017.86	\$3,900.00	-\$117.86	\$3,999.00
Capital and Repair	7255	\$10,000.00	\$10,000.00	\$0.00	\$15,000.00
Worship AV Equipment	7690	\$1,200.00	\$1,200.00	\$0.00	\$1,200.00
		\$15,217.86	\$15,100.00	-\$117.86	\$20,199.00
CONGREGATIONAL ACTIONS					
Thank Offering	5030	\$0.00	\$0.00	\$0.00	\$0.00
Capital Reserve TRSF	5031	\$0.00	\$0.00	\$0.00	\$0.00
SP Housing Down Payment	5032	\$0.00	\$0.00	\$0.00	\$0.00
		\$0.00	\$0.00	\$0.00	\$0.00
Cash flow after Reserves and Congregational Action		\$ 12,941.62	\$ -	\$ (86,463.52)	\$ 68,849.36
Beginning Cash		\$ 51,552.00			
Ending Cash		\$ 64,493.62			

ST. ANDREW LUTHERAN CHURCH
Balance Sheet (UNAUDITED)
 GENERAL FUND 01, December 2021

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		Current Year	Previous Year
ASSETS	1000		
BANK ACCOUNTS	1050		
CHECKING ACCOUNTS	1100		
	Columbia Bank	\$421,545.70	\$280,501.56
	Columbia CU	81,286.71	81,124.56
Subtotal Checking Accounts	1100	502,832.41	361,626.12
INVESTMENTS	1300		
	Linsco Private Ledger	153.81	215.57
	Mission Inv. Fund (Endow)	81,055.57	80,625.00
Subtotal Investments	1300	81,209.38	80,840.57
FIXED ASSETS	1500		
LAND	1501		
	Main Lot 158159000	983,250.00	983,250.00
	Vacant lot N b 158164001	89,400.00	89,400.00
	Vacant lot E 158099000	178,800.00	178,800.00
	Vacant lot N a 158164000	367,500.00	367,500.00
Subtotal Land	1501	1,618,950.00	1,618,950.00
BUILDINGS	1600		
	Church & Preschool	3,080,900.00	3,080,900.00
	Building Improve 2019	464,555.43	464,555.43
Subtotal Buildings	1600	3,545,455.43	3,545,455.43
Subtotal Fixed Assets	1500	5,164,405.43	5,164,405.43
OTHER ASSETS	1900		
	Prepaid Insurance	-1,813.33	3,932.66
	In kind receipts	0.00	216.56
	PayPal Receivable	-2,563.42	-200.00
	WePay Receivable	-5.00	-5.00
Subtotal Other Assets	1900	-4,381.75	3,944.22
TOTAL ASSETS		\$5,744,065.47	\$5,610,816.34
LIABILITIES	2000		
CURRENT LIABILITIES	2010		
ACCOUNTS PAYABLE	2100		
	Accounts Payable	\$7,820.77	\$5,033.61
PAYROLL DEDUCTIONS	2201		
	TAXES PAYABLE		
	Social Security Payable	0.00	-0.03
	Medicare Payable	0.00	0.02
	Subtotal Taxes Payable	0.00	-0.01
	OTHER DEDUCTIONS		
	HSA Withheld	214.00	0.00
	Retirement Withheld	701.40	-62.85
	Subtotal Other Deductions	915.40	-62.85
Subtotal Payroll Deductions	2201	915.40	-62.86
OTHER CURRENT LIABILITIES	2400		
	Building Use Deps misc	1,100.00	1,100.00
Subtotal Current Liabilities	2010	9,836.17	6,070.75
LONG-TERM LIABILITIES	2600		
MORTGAGES & LOANS	2610		
	MIF Mtg 4.75% due 11/2044	320,223.14	332,375.58
TOTAL LIABILITIES		330,059.31	338,446.33
NET ASSETS	3000		
UNRESTRICTED	3100		
	Unrestricted Net Assets	\$4,908,620.28	\$4,889,187.10
Subtotal Donor Restricted	3200	504,661.62	383,182.91
TOTAL EQUITY		5,413,281.90	5,272,370.01
TOTAL LIABILITIES AND EQUITY		\$5,743,341.21	\$5,610,816.34

ST. ANDREW LUTHERAN CHURCH

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Changes in Equity
December 2021

DESIGNATED FUNDS

FUND 01 - GENERAL FUND

	<u>Beginning</u>	<u>Income</u>	<u>Expense</u>	<u>Ending</u>
Maintenance/Capital				
Capital & Repair - Budget 3218-118	28,093.96	0.03	-3,658.80	24,435.19
WHO SALC not reimb Fd 3221-121	76,065.26	0.00	0.00	76,065.26
Memorial Fund -J Stender 3222-122	15,955.71	0.00	0.00	
AV Equip Maint Fd 3232-132	3,298.33	100.00	0.00	3,398.33
Capital & Bldg Repair 3288-188	49,270.18	1,025.00	0.00	50,295.18
Welcome In Cap Campn F 3227-127	0.00	54,033.75	0.00	54,033.75
	172,683.44	55,158.78	-3,658.80	208,227.71
Reserves - Budgeted Expenses				
Cont Ed Music Dir Df 3239-139	720.00	50.00	0.00	770.00
Sabbatical D Fund 3241-141	6,000.00	0.00	0.00	6,000.00
Cont Ed Office Staf Df 3244-144	1,150.00	50.00	0.00	1,200.00
Continuing ed. S P 3290-190	3,584.29	100.00	0.00	3,684.29
Cont ed. Dir of CYF Df 3291-191	2,182.93	125.00	0.00	2,307.93
SP Housing DownPaymen 3273-173	20,000.00	0.00	0.00	20,000.00
	33,637.22	325.00	0.00	33,962.22
Endowments and Memorials				
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	79,143.78	32.86	0.00	79,176.64
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
	83,118.78	32.86	0.00	83,151.64
Fiscal Agent/Pass Through				
Debt reduction 3201-101	140.00	100.00	0.00	240.00
Orchards PTA Fund 3265-165	1,856.91	0.00	0.00	1,856.91
GDWB Fund 3272-172	1,640.27	60.00	0.00	1,700.27
Living Lutheran fund 3282-182	665.00	0.00	0.00	665.00
	4,302.18	160.00	0.00	4,462.18
Outside These Walls				
Social Conc + Food Fund 3224-124	6,517.50	3,585.00	-6,460.00	3,642.50
Food Drives East T'g Xma 3231-131	9,776.94	0.00	0.00	9,776.94
Souper Bowl (food) Fund 3240-140	325.00	0.00	0.00	325.00
WHO Exp Buffer Fd 3251-151	5,020.76	7,906.00	-27.13	12,899.63
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	42,809.92	1,404.48	-100.00	44,114.40
Community Garden Fund 3293-193	1,018.37	0.00	0.00	1,018.37
	66,277.96	12,895.48	-6,587.13	72,586.31

ST. ANDREW LUTHERAN CHURCH

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Changes in Equity
December 2021

DESIGNATED FUNDS

FUND 01 - GENERAL FUND

	<u>Beginning</u>	<u>Income</u>	<u>Expense</u>	<u>Ending</u>
Outside These Walls				
Social Conc + Food Fund 3224-124	6,517.50	3,585.00	-6,460.00	3,642.50
Food Drives East T'g Xma: 3231-131	9,776.94	0.00	0.00	9,776.94
Souper Bowl (food) Fund 3240-140	325.00	0.00	0.00	325.00
WHO Exp Buffer Fd 3251-151	5,020.76	7,906.00	-27.13	12,899.63
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	42,809.92	1,404.48	-100.00	44,114.40
Community Garden Fund 3293-193	1,018.37	0.00	0.00	1,018.37
	66,277.96	12,895.48	-6,587.13	72,586.31
Youth Ministries				
Youth Fund general 3204-104	6,392.13	0.00	0.00	6,392.13
Youth Mission Trip Fund 3207-107	4,443.04	440.00	0.00	4,883.04
Vacation Bible School Fun 3234-134	1,629.35	0.00	0.00	1,629.35
Confirmation Camp/MS Fd 3248-148	266.21	0.00	0.00	266.21
Camp L'wood Scholar. Fur 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
	19,068.05	440.00	0.00	19,508.05
Miscellaneous ministry funds				
Flowers 3203-103	1,088.79	260.00	0.00	1,348.79
Misc. Designated 3205-105	1,589.65	0.00	0.00	1,589.65
In-kind contributions non 3206-106	0.00	402.57	-402.57	0.00
Books Fund 3208-108	637.79	0.00	-130.75	507.04
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
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	414.47	48.00	0.00	462.47
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	15,633.55	500.00	-2,612.24	13,521.31
Spirit Trans Fund 3298-198	1,072.12	34,500.00	0.00	35,572.12
Columbarium fund 3299-199	4,000.00	0.00	0.00	4,000.00
Anniversary Fund 3395-295	0.00	0.00	-787.58	-787.58
	34,030.37	35,710.57	-3,933.14	65,807.80
Subtotal Designated Gifts	413,118.00	104,722.69	-14,179.07	503,661.62



Adult Education Ministry Team

The season of Epiphany found us reading and discussing the book “So you want to talk about race” by Ijeoma Oluo. Attendance was on average 22 participants. During Lent, we used the book “For the Beauty of the Earth” by Leah D. Schade. Attendance was 33 for Sunday and Wednesday. We offered a class Entitled “Walking the Way of St. Francis of Assisi” during spring, taught by Michael and Kathleen Brown. Attendance was, on average, 23. End of Spring class, we used the E.L.C.A. Social Statement from 2013 on Criminal Justice which had on average 15 participants. For fall, we had a class using the Book of Faith series on the book of James. Attendance was between 5 and 8 participants. End of Fall was a class on Women Mystics taught by Aileen Libengood. Attendance was between 6 and 11 participants.

During Epiphany, we focused on racial justice and sought to improve our understanding of others’ difficulties navigating societal roadblocks and prejudice through discussion and reading.

During the Lenten season, we brought out the need to better understand our world and better preserve and care for God’s creation. Whether it is in our neighborhood or a wider focus, we can all do something to help.

Springtime brought us the opportunity to share in the experiences of Michael and Kathleen Brown, when they chose a trip that followed the steps and life of St Francis of Assisi. They shared the contemplative portion of their trip and the pictures that showed us the life that St. Francis lived.

Late Spring found us learning about the E.L.C.A.’s Social Statement on Criminal Justice. Mark D’Evelyn was able to provide video before each discussion period, and we were able to learn a lot about how justice is administered in our country.

The Ministry Team Fair was a highlight for our team. We were able to let people know what our Fall offerings would be. We also got a great response to Small Groups.

Our first Fall offering was the Book of James taught by Mark D’Evelyn. James is a favorite book of the Bible for many. Full of great suggestions on how to live a Godly life.

The second Fall offering was Women Mystics, taught by Aileen Libengood. Loosely based on a book about Women Mystics, Aileen discussed their lives and their purpose.

Before Advent, the Adult Education Ministry Team decided to provide a devotional (I Wonder As I Wander) for our congregation to use. Pastor Cindy used the content for Wednesday service’s and Mark D’Evelyn led a discussion group on Sunday after first service.

As always, the Adult Education Ministry Team seeks to bring Biblical knowledge and understanding and Social and Justice awareness to our body of believers. We are always open to new ideas and classes that interest the congregation.

Your Adult Education Ministry Team: Aileen Libengood, Mark D’Evelyn, and Vineta Means

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 2021

January-Everyday Spirituality James Hazelwood

February-The Same Moon, Sarah Coombe Vancouver author)

March-Jesus and John Wayne; How While Evangelicals Corrupted a Faith and Fractured a Nation-Kristin Kobes Du Mez

April- What the Mystics Know-Richard Rohr
May-The Book of Forgiving: The Fourfold Path for Healing Ourselves and Our World - Desmond Tutu
June-Love is the Way: Holding on to Hope in Troubling Times - Bishop Michael Curry
July- Freeing Jesus-Diana Butler Bass
August-Off
September- The Warmth of Other Suns-Isabel Wilkerson
October- A Monstrous Regiment of Women-Laurie King
November- A Sacred Earth Sacred Soul” by John Phillip Newell
December-Jesus and Non-Violence-Walter Wink or Jesus and the Disinherited-Howard Thurman

St. Andrew Boy Scout Troop 648

Greetings and Happy New Year to all in 2022!

Since **October 1988**, St. Andrew Lutheran Church has been the Charter Organization for Boy Scout Troop 648. **33** years and counting!!

The scouts and adult leadership of Troop 648 would like to sincerely thank St. Andrew LC for the continued support and commitment to our youth.

According to the 2022 Charter Agreement between St. Andrew LC and the Cascade Pacific Council; the purpose of the Scouts USA (BSA) program is to prepare young people to make ethical and moral choices and develop leadership over their lifetimes by instilling in them the values and principles taught in the Scout Oath and Scout Law.

St. Andrew LC, as the Charter Organization and as a duly constituted organization that serves congregational members and youth, desires to continue using the programs of Scouts BSA to further its mission of developing youth by using the methods of the Scouting Program.

We thank the congregational Council and its leadership; Pastor Cindy, and many others who have attended or supported the troop in any way during 2021. They appreciate your efforts.

The St. Andrew Facts, Connection & Responsibilities

Troop 648 currently has **35** Scouts and **35** adult leaders re-registered for 2022, with more boys expected to join in February & March and during the year. The Troop, over its history, has assisted **65** Scouts in obtaining the rank of Eagle Scout, and they are involved in about **24** activities a year.

It was a busy past year in 2021 for the troop. Despite dealing with Covid, the troop made sure to schedule and participate in as many activities as possible in a safe manner.

Campouts, Summer Camp at Camp Pioneer, and community service activities at the Evergreen Memorial Gardens, St. Andrew Congregational Ministry Fair, several small work projects for the church, as well as Walk and Drop and Christmas Tree Recycling.

Many scouts in the troop have staffed at Summer Camp, are involved in the honor society in scouting The Order of The Arrow and many other activities.

The troop is led by Scout Master Mr. Eric Gillins and Committee Chair Danielle Killian with the assistance of many supporting adult volunteer leaders. I am very confident that Troop 648 is in very good hands.

Scouts are active in their own churches and synagogues, so you may not often see them on Sunday mornings, but come by on a Monday evening, and you'll see a very busy and energetic group. Meetings are held Mondays at St. Andrew beginning at 7:00pm in the church.

Scouting continues to teach youth how to be good citizens and live according to the Scout Oath & Law. I again provide it here for your reference and refreshment!

The Scout Oath

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

The Scout Law

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

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

Troop 648 is looking forward to mingling with the St. Andrew congregation **on Scout Sunday in early February 2022** as they celebrate the birthday of Scouting by providing Scouts to assist at both the 8:30 am and 11:00 am services.

We have a number of congregational members who have been Eagle Scouts or participated in the scouting program who feel that Scouting prepared them for a successful future by teaching those skills they may not have learned elsewhere.

Recognition by the worldwide community of Scouting's value system bears strong testimony to the value of personal growth in self-esteem and the sense of usefulness gained by members at meetings.

Please stop by a troop meeting or ask about an upcoming Court of Honor that you could attend to see the work being done in and by this group of young people.

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 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. Again in 2020, we said, "Wow," for essentially maintaining the unoccupied building and grounds due to COVID-19! 2021 has brought us back into the building, and many projects have been completed. Facilities at Saint Andrew continue to age. With age comes the necessity of routine maintenance and repairs due to fatigue or age. For 2022 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.

Major Projects Completed in 2021:

1. Refinished Sanctuary and Gym Floors
2. Resized dais and made it movable
3. Surveyed back grounds for possible future improvements
4. Installed Chain Link fence to fit Preschool needs
5. All About Air installed 12 duct mounted ionization units in HVAC system to enhance air filtration.

Maintenance items requiring outside expertise during 2021:

1. Fire safety system inspection. Includes fire detection, fire suppression, and alarms, as required by the Fire Marshall. We are currently going into the 5th 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. We also changed our fire alarm monitoring vendor to Hi-Tech Monitoring

Center. Hi-Tech is a local vendor and reduces our cost by 50%.

2. Heating, Ventilation, and Air Conditioning (HVAC) system inspection. This is also the 5th 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. Annual testing of water backflow device and report to the city performed by Backflow Testing Company.

On-going maintenance issues performed by volunteers:

1. Normal plumbing repairs and maintenance issues.

2. Performed quarterly cleaning of the kitchen grease trap.

3. Maintain grounds sprinkler systems and controllers.

4. Testing and repairs were made to multiple emergency lights and exit signs throughout the building.

Items on the agenda:

1. Major projects to be considered for 2022 and beyond include new carpeting throughout the building, new paint for the interior of the building, and sound control panels in the gym.

2. Handicap accessibility: Ramp at the front door, ramp for Preschool, and handicap accessible doors are all items we would like to complete in 2022

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. Replace existing drinking water fountain with ADA touchless bottle filling station and bubbler.

5. Develop an operation manual for the building and grounds. Over the years, repair notes and other comments have been accumulating in loose file folders. The intent for several years has been to organize and compile these notes and instructions into a comprehensive Operations and Maintenance Manual. Anyone with an interest in pursuing or assisting in this task would be a welcome addition to our team.

Jim Oviatt, Council Representative

Leland Saele, Greg Schuster, David Harms, Ministry Team Co-Chairmen

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."

The ministry of community is primary in a church. Not only do we worship God, build faith, and serve those in need, we also come together for mutuality, care, and support. The year of 2021 saw a shift in the pandemic that impacted our lives. Vaccines and warm summer weather allowed us to gather again in small groups and worship. Yet, many still needed to remain in their homes for safety and caution. The gift of our Care Clusters has helped us maintain connections with each other, especially those who haven't been able to return to in-person gatherings.

Our Care Cluster leaders continued to reach out to members each month, if not more often, with cards, phone calls, prayer, and encouragement. This ministry has continued to be a lifeline for us during these tumultuous times. No one person could possibly be in touch with everyone in the congregation. So by sharing this care, we have been able to offer much-needed support.

We give thanks to all the leaders and coordinators who have given of 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. While we hoped the pandemic would come to an end in 2021, it promises now to continue into 2022. With the success of this program, we will plan to keep our care cluster ministry into the future.

For those who have not been active in a cluster who wish to, please be in touch with Karen Norton or Amy McCann. Thanks be to God for this amazing community!

Caring Ministries

We re-introduced the Caring Ministry on November 14 during both services. Jan Jablonski, Joyce Harms, Janell Renould, and I are the members of the leadership team for this ministry. We started developing this ministry in October of 2019. We began with a large group of people to discuss how a caring ministry might look at St. Andrew. In January we had the congregation fill out a form and were starting to put our teams together. Then the pandemic hit.

Pastor Cindy and Amy quickly divided the congregation into Care Clusters by zip code. Each Care Cluster has about 10 households in them. Our Care Cluster Leaders have done an amazing job staying in contact with their households and providing assistance when needed such as transportation, meals and errands. The Care Clusters are now a part of the Caring Ministry team.

The leadership of the Caring Ministry team is here to support the Care Clusters in any way that we can. Each member of the Caring Ministry Team has a special focus.

Jan Jablonski – Home Visits/Communion and Transportation

Janell Renoud – Meals and Special Projects

Joyce Harms – Cards

Amy McCann – Prayer chain and Care Cluster Coordinator.

Karen Norton – Hospital/ Assisted Living visitation and Caring Ministry Team Lead.

We have already had several requests for assistance and plan to check in with more people in order to let them know we are here to help. Our separate ministry interest lists are currently being created so that we will know who to call when a member of St. Andrew needs assistance. Thank you all for your continued support of the St. Andrew family.

Karen Norton

Columbarium & Labyrinth Task Force

Columbarium: A columbarium is a final resting place for ashes in niches. The idea was first proposed and a fund started in 2013, with the idea that when purchases for niches, at \$1,000 each, reached \$8,000 serious work would begin on designing and building a columbarium. The current balance is \$4,000. When it was proposed to build an outdoor Labyrinth it was suggested to combine the two projects. It is now one of the capital campaign projects. A task force has formed and will work on designing the columbarium in combination with the Labyrinth.

The team is Mary Stender, Joanne Antonelli, Holly Cattin, Carol Burbridge, Aileen Libengood.

Labyrinth: 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 of 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 now considering outdoor spaces. This will make it more generally accessible. The hope is to finish the project before the end of 2022. After finalizing construction plans, we will have a more firm completion date. The Labyrinth fund currently has a balance of \$5,000 with additional fundraising strategies under consideration.

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

Empty Nesters Fellowship Group

Empty Nesters group has been meeting monthly for the past 17 years, meeting on the third Friday of the month (except in December when we meet on the second Friday). Earlier in the year we met on Zoom with a “bring your own dessert” theme. In the summer we met outside in hosts’ backyards for dessert and fellowship. In the fall we’ve been meeting in the homes of hosts for dessert. Attendance ranges from 12 to 20. We welcome all empty nesters.

Lloyd and Jan Allen

Equity, Inclusion & Justice Task Force

The mission of the **Equity, Inclusion, and Justice 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).

Members: Lloyd Allen, Jessica Blatt, Mark D’Evelyn (chair), Virginia Haberkamp, Aileen Libengood, Karen Ranney, Sarah Terry

In 2021, we established an information repository, including recommended books, movies, podcasts, and local businesses related to equity, inclusion and justice, with short reviews accessible via the St. Andrew website. We established partnerships and conversations with many existing and new groups at St. Andrew, including Ministry Teams, the Book Club, the Living Our Faith group, and the Anti-Racism Action/Reflection small group, and also with the Anti-Racism Work Team of the Southwestern Washington Synod of the ELCA and with the Religious Affairs Committee of the Vancouver NAACP. We published a column in the newsletter each month, exploring various themes related to equity, inclusion, and justice. A compendium of our newsletter articles from February through September, assembled for the Ministry Fair, can be found here: <https://bit.ly/EIJPDF>

This fall, we promoted an event, *Enfleshing Witness*, featuring pastors and other Christian leaders of color speaking about various ministry- and justice-related topics, writing a discussion guide, and hosting two discussion groups. We purchased an access license valid for a year; you can access it here: <https://churchanew.org/enfleshing-witness-on-demand-group> (password is “Acts 2:8”).

Recently, we have begun exploring how St. Andrew might support Afghan refugees in our community. Also, in January and February, we will begin interviewing the St. Andrew community to better understand how welcoming, inviting, and inclusive we are, really, and to discern what new actions God might be calling us to undertake.

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

Due to Denny Scott's health and ultimate loss, as well as Covid effects, this task force has not met. Much of Denny's last months were spent getting its companion nonprofit, Faith Partners for Housing, moving toward a contract with the city. This was accomplished in the late spring, pending paperwork. The actual funds should be released within the next month. This nonprofit has established its own mailing address and has obtained an office space. It has acquired insurance and has a candidate for the HomeShare manager; final background checks need to be made.

We are thankful for the many members of St. Andrew that contributed to his memorial, which has been en-

couraging in our move forward. Amy McCann, St. Andrew Office Manager and on the task force of WHO, worked with Joann Derie, Treasurer of FP4H, to compile a file of updated mailing addresses and contacts of 200 Faith Organizations of Clark County. This will be used by both organizations. We also appreciate that St. Andrew is one of the eleven contributing church partners. This support has been crucial.

Faith Partners for Housing supports all efforts through organizations that address homelessness such as WHO, Fruit Valley Terrace tiny homes, Outsiders Inn, Safe Stay, but at present is focusing on implementing its contract with the city for a HomeShare program.

The original Working to End Homelessness Task Force has transitioned into the Joint Affordable Housing Exploratory Task Force. This was spearheaded by Denny after receiving information from the synod. Pastors and members from St. Andrew (Pastor Cindy, Michael Brown, Joann Derie), Beautiful Savior, and Orchards United Methodist have held several meetings. The last included Joey Ager from the SW Washington Synod. At present, there will be six training sessions planned with him to aid in continuing the process of discernment of if/how to move forward.

Joann Derie

Fellowship Ministry Team

When the pandemic hit in 2020, the way we offered fellowship shifted significantly. That effectively shut down the Fellowship Ministry Team. In 2021, not much changed in this regard. While the building reopened in the summer, we still have not offered food or coffee. Our gathering is still distanced and out of the norm.

Chris Natland and the Youth and Family Ministry Team hosted an Epiphany Party, and we offered some pre-Lenten worship fellowship times via Zoom. We hoped to gather for celebrations for St. Andrew's 50th anniversary but ended up canceling all the fellowship events planned.

As we look to 2022, we are hopeful to eventually bring back fellowship hour, as well as offer a summer picnic and outdoor worship opportunity. We are in need of more volunteers to support our Fellowship Ministry. If you enjoy planning events, providing snacks, or otherwise are willing to offer some time and energy, please let Pastor Cindy know.

Good Deeds With Beads Ministry Team

GDWB suspended in-person beading in 2020 due to mandated closures of places of worship and non-essential businesses in response to Covid-19. The venues GDWB would have used as opportunities to sell the jewelry disappeared and the ministry team went on hiatus. Since that time GDWB lost two key leaders and champions, Lori McDonald and Lori Lemley when they moved out of the area. Currently GDWB is seeking volunteers who are interested in facilitating beading workshops and manage the participation in the local craft market.

Great Commission Ministry Team

In 2021, the Great Commission Mission Team met almost every month. We did not have a chair but we met and worked on what we could to reach out to our guests and visitors in the pandemic modified 2021 worship model. The pandemic restrictions limited our guest visitation. We are looking for more participation in our group to ensure our visitors feel acknowledged and welcomed at every visit. Here are some highlights for the year.

- Once we resumed in person worship, we queried our prior volunteer list for Bakers, Takers, Greeters, and Friendship Ministers. Many renewed their commitment to helping us be as welcoming as possible. We did lose a few.
- At the Ministry Fair, we also gained a few new volunteers, and they have been plugged in with a revised

volunteer list.

- We have temporarily combined our Greeter and Friendship Minister positions with a priority on the Greeter job due to insufficient volunteers to fill all the positions.
- We have revised our volunteer list and update it often. It is shared with the office to help them keep the list in the Welcome Area updated.
- We helped put together quite a few Faith Boxes for the Preschool children in the fall. This has been a popular welcoming effort for several years.
- We did not spend much of our budget in 2021 and will request the same budget for 2022.
- Our aspirations are to expand our volunteer list, create a greeter position for our online guests, coordinate our volunteer list with Worship and Music, help support a return of the Coffee Hour when safe and feasible, and possibly renew the “Follow the Star” event for January 2023.
- We extend our gratitude to all those who have stood with us in this ministry throughout these last 2 trying years. You are a blessing!

Healing Prayer Ministry

In 2021, we continued to have a monthly prayer service on zoom from January to April. As the congregation began to start thinking about returning to in person worship, we decided to conclude these services. The healing prayer ministers will be meeting within the next few months to decide where we would like to go next. Our hope is that we will be able to provide the support that we have provided in the past to the congregation. The members of St. Andrew are always welcome to call a healing prayer minister for prayer over the phone or in person on a Sunday morning. If you would like to speak with a healing prayer minister, you can call Sister Karen Norton (360) 635-1182 or the church office.

Sister Karen Norton

Journey of Faith Ministry Team

Due to the pandemic, 2021 was a different kind of year for Journey of Faith (just like for all of us). Because of worship being all on YouTube for most of 2020 and half of 2021, we were not able to make contact with people in the usual way to talk with them and invite them to participate in Journey of Faith for 2020/2021. Consequently, we did not have the usual Come and See/Come and Grow/Come and Serve sequence of Journey of Faith sessions during that time. We instead focused on planning and leading an online Zoom opportunity for Lent 2021 that was called 'Becoming the Story We Tell.' Twelve people (two groups of six) participated in this opportunity to listen and reflect weekly on the scripture readings for Lent and how those readings/word of God impacted us and called us to action. Participants agreed that it was a very meaningful experience.

Then in the fall of 2021, we began our seventeenth year of Journey of Faith with 'Come and See,' which consisted of four 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. Two of the four people chose to go on to the next step, 'Come and Grow,' where we pursue in more depth living out our baptism as Christians in the St. Andrew community. We are thankful to be meeting in person and for this opportunity to grow in our spiritual lives together.

In November and December of 2021, three Come and Grow sessions were held on Tuesday evenings every other week until Christmas. Sessions will resume in January of 2022. Among the topics that we will address are Prayer, Baptism, the Bible, Holy Communion, Worship, Faith Practices, and Holy Week. Our goal is to present a topic, but with the emphasis being on reflection on our lives as believers and in growing our own faith life. Half of each session is spent in reflective Bible reading called Lectio Divina. Each 'journeyer,' the person new to the church, is paired with a faith partner. A faith partner is a member of the congregation who is willing to share their own faith story, journey with the new member, and lift them up in prayer during the week. Throughout the year, journeyers are blessed during worship as they enter each new phase of the process.

In the past, 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 in addition, 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, a new or long-time member.

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

Library

We had a good participation during the Ministry Team Fair. Jan Jablonski joined the Library group. Sadly Carla Beckstrom stepped down from the leadership role. She will be sorely missed. Our first meeting was October 2021. We met and processed new and donated books. We decided that we would prefer to meet on the second Tuesday of the month at 10:00am. We also discussed who would be writing the book report for the Church Newsletter. For our November meeting Jan chose a Christmas book to report. We decided on the books we wanted to feature for Advent and Christmas and to bring them out on the book cart each Sunday. We are looking for someone who has experience with computers. We do an inventory every year and need to update books added to the library and keep track of those still checked out. We hope someone will want to help us with this.

Your Library Group: Vineta Means, Mary Ann Sibbald, and Jan Jablonski

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.

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 fund's end-of-year balance 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.

In 2021, the following gifts were made:

- ⇒ Community Outreach - \$661 to Council for the Homeless (20%)
This award was made in memory of Denny Scott. Denny was a long-time member of SALC and served on the Endowment Committee. He also worked tirelessly for the Council and was dedicated to creating solutions to the challenges the unhoused face.
- ⇒ ELCA ministries - \$661 to the racial justice fund (20%)
This gift was sent directly to the ELCA
- ⇒ Extraordinary Programs/Capital Improvements - \$661 to the St. Andrew Preschool (20%)
This gift to the preschool was made to support any new or returning staff to pursue professional development opportunities. Kara Landry, the preschool director, was present to accept the gift.
- ⇒ Committee choice - \$1323 to a graduating high school student, attending college beginning Fall 2021 (40%)
This year's recipient was Katie Peneueta. Katie finished high school this year and is attending college in California.

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!

Thank you,
Donna Myers, Chair and Joel and Kathy Hauge, members

Prayer Shawl Ministry

The Prayer Shawl Ministry has completed its **15th year** of creating gifts for a community outreach program. Prayer Shawl is an **intergenerational ministry** of the Great Commission team, and our group provides hand-made gifts 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.

Due to Covid-19 we became a hybrid ministry. We meet **on the second Wednesday of the month** at 9:30 am **at the church**, and offer a **digital meeting link on zoom available**. We have a time of devotion, knit and crochet together, and pray over the shawls before they are given as gifts. Another adjustment to limited office hours has been the delivery of yarn to volunteers at home for making shawls.

During the **Ministry Fair**, we made available yarn and loom kits and shawls for giving to family and friends. Several new volunteers signed up to participate in the ministry. There is no set length of time to participate. Check us out if you are interested in knitting, crocheting, or making gifts on the loom.

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

Increasing Financial Stability and Serving the Greater Community

The year began with a Trike-a-Thon to purchase the gazebos to replace the tent. This was accomplished with a preschool family being able to use matching funds from their business. An aide, Danessa Manasco, was hired in the spring to help with cleaning between class sessions. She was able to substitute also, which was very helpful. Director Kimbree Brown started the implementation of a more specific evaluation process of the teaching staff based on Washington State Standards. Also, exploration of more intentional experiences for the children based on the environment was begun. The vaccinations of adults helped us finish the year with no incidents of COVID or related difficulties. The staff demonstrated their care for the children throughout the year.

By the end of the school year, Kimbree let us know she intended to transition to a more academic setting, and the teaching staff also departed for various reasons. The preschool needed to completely restart. Again, with the Personnel Team's help, we interviewed and found a hardworking and knowledgeable new director in Kara Landry. During the summer, she worked with the Building and Grounds Team to install fencing to replace the temporary orange one. She also coordinated with the Safe Restart Committee, advertised for teaching staff, called registered families to introduce herself, and researched a framework for a new start and a parent communication system. We hired Mary Wells, Alicia Westphal, Denia Winters, and Amber Blair. At the beginning of the year, we were delighted to welcome back Danessa in the position of an aide/substitute as she had some institutional knowledge and worked well with staff and children.

To pull the staff together at the beginning of the year, Kara had them work on a vision and mission statement with input from the Preschool Ministry Team. Staff also learned how to operate the ipads for attendance, messages, documentation, and communication with parents. The Great Commission Team helped assemble Faith Boxes for each child, including material from the quilters. The Prayer Shawl Ministry has donated prayer pockets also. Another wonderful support from the congregation was professional development money from the Mission Endowment Team, and a Boy Scout intends to build some playground furniture.

In November, Denia left for another job that better suited her skills. In December we were able to hire Shannon McBride who will transition in during January. The students participated in giving items and support to Orchards Elementary School; we received more than we expected. Donna Schuster was an important contact for this activity. We have given tuition assistance to one family that has requested it. Kara has reached out to local elementary schools with our school's information and that some tuition help could be available.

The school is gearing up for pre-registration this late winter/early spring. Kara initiated the development of a web page to attract new families. That is in process. We do not have a positive cash flow yet, but the bottom line is better than last year's as we have a few more students and expenses are lower. We are so thankful to the congregation for the PPP that was given to us. It allows this outreach ministry and program to continue.

Team Members: Judy Blevens; Ambara Calvert; Holly Cattin; Joann Derie, chair; Sharen Suffield and Craig Taylor, Council Representative. Contributing their help and knowledge for special projects are Elizabeth Barbian and Jacque Stuhr.

Pub Theology

Starting in April 2014 as Vicar Angie's Intern Project, Pub Theology has spanned roughly 80 gatherings and 400 questions. We've had some tremendous thought-provoking discussions and fantastic libations in all corners of Clark County. In 2021, we started online and returned to in-person in May after all the usual suspects were vaccinated and warmer weather allowed us to be outdoors. Here are the topics of our discussion this year.

January: New Year, New Hope...or Nope?
February: American Christian Nationalism
March: Care for Creation: Dominion or Stewardship
May: Where Two (or more) Are Gathered...
June: Lessons Learned and Paths Forward
July: Predestination vs. Free Will
August: Venturing Out
September: Back To...
October: Luther's Not So Good Side
November: Few of Our Favorite Things

Thanks to all that have helped lead and participate over the years. The group is now taking a pause but may gather again. If you are interested in taking over coordination, please contact Aileen Libengood.

Quilters

With Covid vaccines we were able to meet in person this year. We distributed two quilts to high school seniors, 34 to Share and 50 to OpenHouse Ministries. There were 15 queen size, 56 twin size and 17 crib size.

The quilters are Carol Burbridge, Elnora Davis, Joyce Harms, Lila Jones, Vineta Means and Norma Nelson.

Re-Creations

Re-Creations is a small group that has been meeting since the fall of 2013. The group meets two afternoons a month during the program year. In the past we have spent time on book studies or focused on Biblical themes. This year's topic is: "Witnesses to Faith from the Margins of Scripture" as we explore the lives of lesser-known characters in the Bible. Our resource is *Neglected Voices, Biblical Spirituality in the Margins*, by John Indermark. This fall we have begun meeting in person at the church again. We have a faithful group of 15 people meeting now. New members are always welcome.

Safe Restart Task Force

A task force is defined as a group of people who come together from diverse positions and points of view to facilitate the development of ideas, create new opportunities, answer questions, and/or solve a problem.

So it was in 2021, during the first full year of the pandemic that your Safe Re-Start Task Force faced the daunting, over-arching task of working to safeguard the health of those associated with St. Andrew Lutheran Church as we learn to live with Covid-19 and its variants.

Highlights of the year include:

March - Reached out to various small groups regarding their comfort level about meeting in the church building; the response was conservatively cautious.

April - Parking lot service of worship logistics instituted; Vacation Bible School protocols created and instituted.

Spring - Our input was requested on refinishing of the sanctuary & gym floors, which took place while we were not meeting there. One level of the dais was removed to create more floor space.

September - Deemed it was safe to open the sanctuary for services of worship (one service on Sunday at 10 am, also live-streamed). Pastor Cindy's testing positive for Covid prompted us to develop a protocol for what to do when a staff tests +.

October - Added a second service of worship (8:30 & 11 am). Small groups were invited to meet in the church building, adhering to protocols.

November - Welcomed Winter Housing Overflow guests for the winter; building configuration was instituted, with the input of the WHO staff members to assure safety for everyone using the church building.

All groups within and outside the St. Andrew congregation must strictly abide by the protocols designed by this task force.

Those serving on this task force, with gratitude, include:

Pastor Cindy Muse, Kathleen Brown, Amy McCann, Joanne Antonelli, Sam Solano, Carol Burbridge, Kara Landry/Kimbree Brown, Leland Saele, Greg Schuster, Dave Harms, various SHARE staff, and Jane Seidel.

Social Concerns Ministry Team

Social Concerns Ministry is a team of volunteers who meet by Zoom on the first Tuesday of the month at 5 pm. This ministry's goals are to grow in service and outreach by maintaining monthly projects such as food pantry, working with Orchards elementary school, WHO, and advocating for and helping support those in need in our community.

Orchards Elementary School: Despite the Covid pandemic, we were able to focus on our goals and continue to support the Orchards elementary school in finishing up the school year on zoom and starting back to in-school learning in September.

While students were remote learning, we served those families who experienced food insecurity by helping deliver food weekly via the "Share Backpack Program." This service provides 32 family-sized food boxes twice a month and 32 supplementary backpacks on alternate weeks. When students returned to in-person learning, the supplementary backpacks continued to assist families, but the boxes were discontinued due to children being served hot lunch at school.

In May, we celebrated the 5th-grade graduating class heading to middle school by helping supply gift bags with tokens such as Rubix cubes, small games, and candy treats.

During the summer, we helped pick up and deliver the free lunches that were part of the "summer meal program" by Share. In July, we promoted our annual school supply drive after which, there were 895 items taken to the school.

We also served our traditional teacher's breakfast in May, hybrid style, by having it catered by Simply

Thyme Catering. Breakfast pastries, fruit, and coffee were provided for the teaching staff while adhering to Covid safety precautions. In September, we welcomed back teachers and staff by providing breakfast for 85 people. October brought the annual "Trunk or Treat" this year. The event had over 800 drive-through participants! Thank you to St. Andrew and everyone who provided candy for this event.

Offering of Letters: Bread for the World – Better Nutrition, Better Tomorrow, August 2021: Thank you all for helping to renew St. Andrew's participation in this important and timely tradition. We began anew in 2018. Covid encouraged us to add an online option in 2020. This year I plan to work with our local Bread for the World organizer to explore other opportunities to expand our participation. Thank you for continuing to answer God's call to publicly support those made vulnerable by the inequities that drive hunger and poverty in the US and around the world. Contact Jane Seidel if you are interested in helping with this vital ministry.

Food Pantries: St. Andrew provides a food pantry every Wednesday afternoon from 1:00-3:00. Two volunteers staff it, and on average, we have 3-8 guests. Offering this pantry has been an extremely positive experience for the volunteers and the recipients. Many of the people who visit are homeless, but some need extra food due to low income. Each week we are told what a difference the food makes in their lives, but also they are impacted just to know that St. Andrew cares about them. We are so thankful for all of the members of St. Andrew who continue to contribute generously to make this outreach ministry possible.

On the second Tuesday of each month, St. Andrew has also been providing 3-4 volunteers at Orchards Elementary to help staff their food pantry. We help unload the food from the delivery truck, set it up on tables for easy access, and help families select items they need. This fall, we have seen about 30 families participating each month. The food items are supplied by Clark County Food Bank and is much appreciated!

Food Baskets

The decision was made in 2021 to permanently switch from giving boxes of food to families-in-need at Orchards Elementary School to providing grocery gift cards. The Covid limitations we faced while trying to help these 35 families were a blessing in disguise. We realized that by giving grocery gift cards, families could purchase food that better met their needs. They could shop for the foods they preferred, foods aligned with their faith practices, culture, or restrictions due to medical conditions.

The following amounts were spent on the "Food Baskets:"

- Spring Break Baskets - \$2935.00
- Thanksgiving Baskets - \$3135.00
- Christmas Baskets - \$3310.00 (food)
- Gift Cards for 63 Children- \$3150.00

Our Christmas Giving Tree was also revamped. Instead of buying each child gifts valued at \$50, we gave the parents a gift card with that same value for each child. This gave the parents the gift of joy and dignity that comes with picking out that special gift for their child.

Our St. Andrew congregation was able to experience the joy of giving in another way. We had a Giving Tree to help Orchards Elementary School obtain some much-needed items for the school year in the fall. These items included coats, hats, gloves, shoes, sweatpants, leggings, hair ties and clips, hot cocoa, cups, cereal, Ziploc bags, laundry detergent, and dryer sheets. In the words of a staff member at Orchards, *"Thank you to the St. Andrew Congregation! You are awesome!"*

Thank you, everyone, for your generosity in sharing your blessings!

Stewardship Ministry Team

St. Andrew congregation is strong in commitment to growing in faith through acts of giving and sharing. It's been a hard year for many, but generosity abounds. In our fall annual stewardship emphasis, 76 giving units pledged to grow their faith through giving to St. Andrew in 2022. This is a great increase from the 46 units pledging for 2021.

Thanks to the team: Judy Blevens, Aileen Libengood, Beth Oliver, Carol Burbridge, Kerry Crow

Technology Task Force

This year, the Technology Task Force has been busy as technology has continued to enhance church life during the ongoing pandemic. Here are some ways the task force was involved with St. Andrew Lutheran Church.

St. Andrew started live streaming worship services in July of 2021 and trialed live streaming during the parking lot worship services of summer. In the fall, the team finalized the installation of streaming equipment in the sanctuary. The Task Force curated and trained several volunteers to help run the weekly live stream of the 8:30 am worship service after a new computer was purchased to replace the outdated PC in the sanctuary.

The volunteers are currently honing their skills every Sunday to make the live stream a better experience at home. Continued training to learn the soundboard, live stream audio, and backend YouTube streaming settings are some future goals of this Task Force. The goal is to have several volunteers who deeply understand the utilized technology. With this goal, we hope to accomplish a more consistent and polished live stream.

The Task Force has shared its long-term goals to improve, replace and upgrade technology with the Council and provided input for the Capital Improvement Projects. These upgrades include better sound equipment, improved lighting in the sanctuary, and upgrading the local area network.

The Technology Task Force also assists staff with computer & technology troubleshooting, assisting in updating programs and processes.

As we move to 2022, many of the goals, objectives, and tasks will be the same or similar. We will continue to serve St. Andrew with live streaming, computer support, and any other technical tasks the congregation faces.

Thank you to the team: Craig Taylor, Steve Ranney, and Scott Norton.

Appreciation for our livestream & AV Volunteers: Craig Taylor, Dennis Haberkamp, Carol Burbridge, Scott Norton, Larry Ash, Rich Vaughn and Tim Martin.

Winter Hospitality Overflow Task Force Season 19

2021 has been a year of creativity, flexibility, learning, and meeting new friends. In partnership with SHARE and the Safe Start Task Force, we developed a hybrid service model for the WHO. We continue to reserve space in the preschool area and limit WHO activities to the front of the building.

Following the Covid Protocols at SHARE, we can welcome vaccinated volunteers. Our volunteers have fewer responsibilities because we now have a daily janitor service, thanks to our partners at SHARE. November and December have been challenging and fulfilling. With the support of St. Andrew, we were able to give the gift of 3 full days inside for our guests on Thanksgiving, Christmas, and New Year's Day. What a treat for them.

Our meal sign-up is once again giving those who cannot volunteer an opportunity to serve. Many of you have made life a bit easier for our guests with muffins, a hot meal, or unexpected ice cream. Thank you all.

The WHO Task Force gained a new member and opener for the season. Jay Kitchen of Orchards United Methodist Church. We are blessed with the continuing support of St. Andrew and our partner congregations and community groups. We look forward to the future with additional community housing opening in several places. We hope this will serve the needs of the unhoused on a more permanent basis.

Jane Seidel, WHO Task Force

Worship and Music Ministry Team

'GRACE' is the word often evoked, spoken, and embraced during our meetings this past year. In the face of all-too-familiar frustrations and fatigue the Covid pandemic imposes, we have been challenged to safely and creatively craft services of worship for our St. Andrew congregation.

- We have learned that it is possible to meet online for worship.
- We have learned it is possible to meet outside the walls of the church for worship, fellowship, and memorial services.
- We have learned how to navigate the logistics of safely returning to worship within our church building.
- We have learned how to safely offer communion to our congregation.
- We have learned it takes many volunteers to lead our congregation in worship and that Patricia Cunningham continues to bless us with coordinating this portion of our ministry.

Working in tandem with other ministry teams, particularly with the Safe Restart Task Force, we shifted to offering in-person worship at the beginning of September. The generous, gifted volunteers who have stepped up to fill the needs associated with live-streaming the 8:30 AM service on YouTube are appreciated beyond words.

As we have prepared for the various seasons of the church year, studying the Narrative Lectionary (new for us this past year), we extend deep gratitude to Sam Solano, who has led us through this process.

In the coming year, we continue to be flexible as we continue to be open to God's guidance, the Spirit's wisdom, and the congregation's patience and grace.

The holiday season now comes to a close while we continue to rattle through the current phase of this global pandemic. The mystery of light and love has been unveiled in spectacular ways. It is now that we have been empowered to enact the life of Christ.

Kathleen Brown (Chair), Scott Norton (Scribe), Roberta Arbuckle, Judy Blevens, Patricia Cunningham (Council Representative), Sam Solano, Director of Music and Pastor Cindy Muse * Details of our work as a ministry team can be found in our monthly meeting minutes, open to all. (available from ministry team members)

Yoga

In-person Yoga classes resumed in August 2021 with Mary Stender and current vaccinated students, socially distanced and masked. We have been averaging 8 - 10 students a class, meeting in the sanctuary once a week.

Mary Stender

Youth Education Ministry Team

The Youth Education Team consists of Julie Christian, Lauren Neiffer, Sara Howe, Diana D'Evelyn, and Chris Natland. Our goals for 2021 were to develop a Milestone Ministry to support the spiritual growth of our children and youth and to develop new or enhance existing intergenerational events to connect families with one another, with Prayer Buds and with the congregation at large.

We offered monthly online **Godly Play** Sunday school during the first half of 2021. Weekly lectionary themed coloring pages were mailed to each child through May to enhance their online worship experience. In-person Godly Play and pre-school Sunday school resumed in October of this year. Many thanks to Matt Barbian, Julie Christian, Diana D'Evelyn, Dave Howe, Emily Howe, and Sara Howe for their leadership in this ministry.

Vacation Bible School, held June 28th to July 3rd, was limited to around 40 youth participants due to COVID restrictions. Registrations filled up in 36 hours! The ReNew curriculum, an environmentally focused pro-

gram that inspires kids and adults to “grow in faith, have fun, and change the world,” worked great for this pandemic-safe, outdoor VBS. Thank you to the 22 adults and youth who helped make this a memorable week.

As part of the newly developed **Milestone Ministry**, back packs were blessed in September; Pre-school, third grade, and confirmation youth were given Bibles in October; Pre-schoolers received prayer pillows in November.

Messy Church was held online in April with a creation theme. Our first in-person Messy Church since the beginning of the pandemic was held in May. It was wonderful to be back together! October’s Messy Church involved 27 participants with a theme of “A New Beginning” – finding God in our messy world. December’s Messy Church began with 32 participants registering in Bethlehem for the census followed by Christmas inspired crafts, stories and even a photo booth.

Intergenerational Events included our online Epiphany party in January with over 50 participants making crafts and baking together from the comfort and safety of their own homes, a hiking opportunity in June and an outdoor BBQ in August. The 2021 Christmas Pageant included families and prayer buds participating in the filming of the “Christmas A to Z” video presented during the December 12th pageant.

Thank you to the St. Andrew family for supporting this ministry. If you have questions about Youth Education or would like to join our team, please reach out to any of us!

Diana D’Evelyn, Chair

Youth & Family Ministry Team

Although our year started with continued virtual meetings, we have ended 2021 with some exciting happenings. During our virtual gatherings and meetings, our team was able to reimagine how we can reach our congregation and community through our youth and family activities. Though this is a never-ending process, we were able to implement changes as we began to meet again this fall.

Through the first half of 2021, our youth ministries groups met regularly on Zoom with some creative studies and fun. During Lent, our youth worked through a curriculum series on prayer and the importance of prayer in our daily lives.

As weather and health conditions improved, our group met for outdoor hikes, games at the park, and a day at Battleground Lake for swimming, paddleboarding, and kayaking.

Fall of 2021 we began meeting in person and implemented some changes to the schedule that was used prior to pandemic hiatus. This included adding a weekly gathering on Sunday afternoons and adapting Wednesday evening to a high school small group & Bible study. We continue to have confirmation and Sunday morning education hour as previously held, although all youth grades 6-12 are meeting together for education hour. Many of these adaptations were made with the goal of creating space and time for our youth to build community and an opportunity for new youth or friends to enter the group.

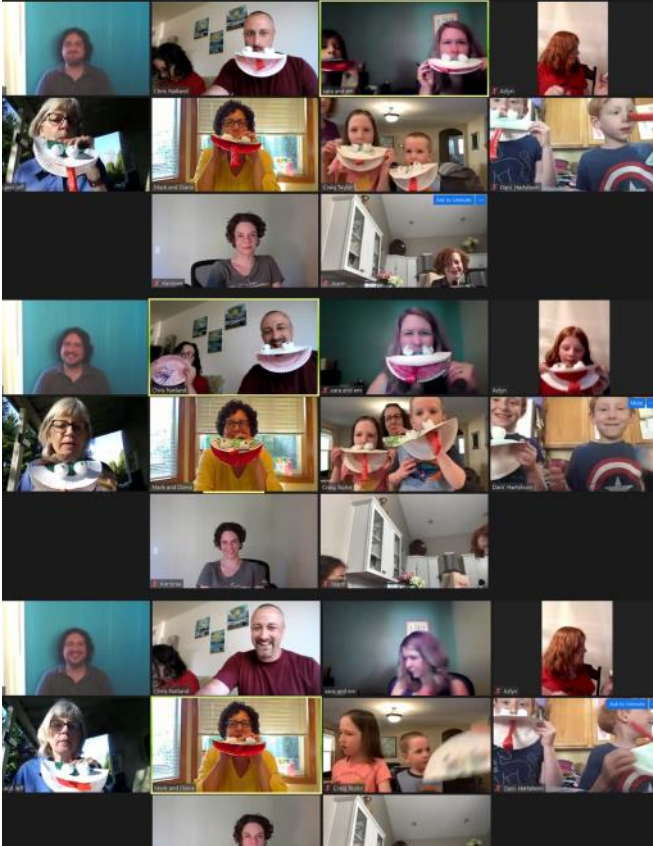
Our youth have had opportunities to gather for service projects locally and work on fundraising for future activities. There were opportunities for local projects throughout the summer, including VBS, trail clean up, painting the youth room, and working with Clark County Food Bank at their farm. We sponsored Souper Bowl of Caring in the spring during a parking lot worship service. Our fundraising efforts have raised nearly \$1,500 through our car wash and Christmas bow sales.

We are excited for the future with big plans and goals for 2022, including our attendance at the ELCA Youth Gathering in Minneapolis.

Youth & Family Team has experienced some transitions, and we are seeking new members and leadership to work with a great team and incredible youth.

Respectfully,

Roberta Arbuckle (council rep), Chris Natland, and Y&F team members





Resolution for the 2022 Proposed Budget

Whereas, St. Andrew enters into 2022 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 continued to face the challenge of Covid-19, their resolve and faith were steadfast, and

Whereas, continued generosity for 2021 Gifts and Offering and other income exceeded actual expenses by \$12,942, and

Whereas, the congregational Council approved reserving funds from the Paycheck Protection Program to support calling a Pastoral Care Deacon for 18 months, in the amount of \$34,000, and

Whereas, forgiveness of a second Paycheck Protection Program debt further reduced our liability, resulting in a positive cash balance of \$64,493, 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, full-time Office Manager (40 hr./wk.), and full-time Office Coordinator/Bookkeeper (30hr./wk.), and

Whereas, the proposed Option #B maintains our benevolence to 9%, in 2022; 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 2021 are proposed due to continued uncertainty about how long the pandemic will affect our ministry and programming, and

Whereas, proposed budget Option #B goes into 2022 with a positive cash balance of \$64,493 and will necessitate a 7% increase in Gifts and Offerings over the 2021 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 30, 2022, that the 2022 proposed Option #B budget be approved in the amount of \$514,773.

Council recommendation to the congregation passed January 11, 2022.

Draft Budget Plan 2022

	A	B	C	D	E	F	G	H	I	J
1										
2										
3		2019	2020	2021	2021	2022	2022	2022		
4		Actual	Actual	Actual	Budget	Option A	Option B	Option C		NOTES
5	INCOME									
6	CONTRIBUTION INCOME									
7	UNRESTRICTED									
8	Gifts & Offerings	523,957	490,260	481,391	541,305	481,391	514,773	523,957		Option A =2021 Actual; Option B = 5% increase over 2020; Option C = 2019 actual (pre-covid)
9	PPP Loan - 1		58,870							
10	PPP Loan - 2			24,370		22,516	22,516	22,516		Transfer from Spiritual Transformation Fund
11	Preschool Pass-thru	1,525	2,720	1,500	1,500	1,500	1,500	1,500		\$125/month
12	WHO Utilites Reimbursemen	12,537	8,104	5,335	8,100	5,335	5,335	5,335		Same as 2021
13	Building Usage Donations	7,960	10,840	2,370	-	7,200	7,200	7,200		Diaspora, NA & other
14	Thrivent	12,537	3,476	3,033	-	4,000	4,000	4,000		
15	MISCELLANEOUS INCOME	4,999	-		4,000					
16	INTEREST INCOME	496	251	195	50	250	250	250		
17										
18	Subtotal Unrestricted Revenue	564,011	574,522	518,194	554,955	522,192	555,574	564,758		
19										
20	EXPENSES									
21	BUDGETED OPERATING EXPENSES									
22										
23	BENEVOLENCE (9%)	52,137	46,511	40,834	48,650	43,325	46,330	47,156		
24										
25	STAFFING									
26	SALARIES AND BENEFITS	361,214	299,576	304,623	329,811	369,182	369,182	369,182		Existing Staff + Deacon + Nursery. Synod Guidelines, 5.5% increase for ee's with 1+ year
27	TRAVEL	6,656	195	397	3,000	1,000	1,000	1,000		Reduced travel - 2019 for calls
28		367,869	299,771	305,020	332,811	370,182	370,182	370,182		
29										
30	BUILDING									
31	JANITOR	19,363	16,802	8,583	18,000	10,000	10,000	10,000		Amount varies with season, includes \$100/mo supplies
32	MORTGAGE	-	23,244	23,244	23,244	23,244	23,244	23,244		Interest rate adjustment in 11/2022 expected. Current 4.75% from 11/2019
33	PROP INS/TAX/ALARM	17,419	10,486	14,551	16,000	13,860	13,860	13,860		Insurance est \$12K/ Alarm \$155/mo
34	UTILITIES	31,861	34,351	33,026	29,000	34,350	34,350	34,350		Highest of last 3 years
35	BUILDING AND GROUNDS	14,291	10,446	11,586	16,000	14,300	14,300	14,300		Highest of last 3 years
36		82,933	95,329	90,990	102,244	95,754	95,754	95,754		
37										
38	OFFICE EXPENSE	43,950	35,672	38,840	38,000	38,000	38,000	38,000		Same as last year's budget
39										
40										
41	MINISTRY TEAMS			-						
42	EDUCATION	3,173	876	1,488	2,600	2,600	2,600	2,600		No change
43	FELLOWSHIP	2,373	37	-	1,500	1,500	1,500	1,500		No change
44	GREAT COMMISSION	1,320	313	352	1,750	1,750	1,750	1,750		Includes \$750 for Equity and Justice
45	SOCIAL CONCERNS	48	-	-	300	300	300	300		No change
46	STEWARDSHIP	990	893	-	1,000	1,000	1,000	1,000		No change
47	WORSHIP & MUSIC	8,221	4,555	11,260	7,000	7,000	7,000	7,000		No change
48	YOUTH AND FAMILY	1,037	1,517	1,253	4,000	4,000	4,000	4,000		No change
49	Subtotal Ministry Teams	17,162	8,191	14,352	18,150	18,150	18,150	18,150		
50										
51	Subtotal Budgeted Expenses	564,051	485,474	490,035	539,105	565,411	568,416	569,242		
52										
53	EXCESS INCOME/EXPENSES	(40)	89,048	28,159	15,100	(43,219)	(12,842)	(4,484)		
54										
55	RESERVE TRANSFERS									
56	CONTINUING EDUCATION	2,700	3,999	4,018	3,900	3,900	3,900	3,900		
57	SABBATICAL FUND	1,125	-	-	-	-	-	-		
58	Capital and Repair	33,000	15,000	10,000	10,000	10,000	10,000	10,000		
59	Worship AV Equipment	1,209	1,200	1,200	1,200	1,200	1,200	1,200		
60		38,034	20,199	15,218	15,100	15,100	15,100	15,100		
61										
62	CONGREGATIONAL ACTIONS									
63	Thank Offering	10,066	-	-	-	-	-	-		
64	Capital Reserve TRSF	60,000	-	-	-	-	-	-		
65	SP Housing Down Payment	20,000	-	-	-	-	-	-		
66		90,066	-	-	-	-	-	-		
67										
68										
69	Cash flow after Reserves and Congregati	(128,140)	68,849	12,942	-	(58,319)	(27,942)	(19,584)		
70										
71	Beginning Cash -	123,381	(17,296)	51,552	-	64,494	64,494	64,494		
72										
73	Ending Cash	(4,759)	51,553	64,494	-	6,174	36,552	44,909		

ELECTION OF CONGREGATIONAL COUNCIL & MINISTRY TEAM CHAIR NOMINEES

NOMINATIONS IN BOLD

<i>POSITION</i>	<i>NAME</i>	<i>TERM EXP</i>	<i>TERMS SERVED</i>
EXECUTIVE OFFICERS			
* PRESIDENT	VIRGINIA HABERKAMP	1/31/2024	
VICE PRESIDENT (INTERIM 1 YEAR)	CRAIG TAYLOR	1/31/2023	
SECRETARY (INTERIM 1 YEAR)	KERRY CROW	1/31/2023	
* TREASURER (1 YEAR TERM)	CAROL BURBRIDGE	1/31/2024	
CONGREGATION COUNCIL REPRESENTATIVES			
EDUCATION	Mark D'Evelyn	1/31/2023	1
FELLOWSHIP (INTERIM 1 YEAR)	KARI PINC	1/31/2023	
* GREAT COMMISSION	DAVE HALSTEAD	1/31/2024	
PRESCHOOL (INTERIM 1 YEAR)	HOLLY CATTIN	1/31/2023	
* PROPERTY & BUILDING	DANIEL PERSHALL	1/31/2024	
* SOCIAL CONCERN	JANE SEIDEL	1/31/2024	4
STEWARDSHIP	Aileen Libengood	1/31/2023	1
* WORSHIP & MUSIC	LINDA SPRINKLE	1/31/2024	
* YOUTH & FAMILY	Roberta Arbuckle	1/31/2023	1
YOUTH REP	TYLER MARTIN	1/31/2024	
MINISTRY TEAM CHAIR			
CHAIR—PROPERTY & BUILDING	Dave Harms	1/31/2023	1
* CHAIR-EDUCATION ADULT	VINETA MEANS	1/31/2024	
* CHAIR- EDUCATION YOUTH	DIANA D'VELYN	1/31/2024	
MISSION ENDOWMENT	Donna Myers	1/31/2023	1
* CHAIR-FELLOWSHIP		1/31/2022	
CHAIR-FINANCIAL	KARL MEANS	1/31/2024	
CHAIR-GREAT COMMISSION (INTERIM 1 YEAR)	KELLI MCCLARY	1/31/2023	
CHAIR-PERSONNEL	Joel Hauge	1/31/2023	1
* CHAIR-PRESCHOOL	DEBBIE KRAMER	1/31/2024	
CHAIR-SOCIAL CONCERN	Team		2
* CHAIR-STEWARDSHIP	GARY BRANAE	1/31/2024	
CHAIR-WORSHIP & MUSIC	Kathleen Brown	1/31/2023	1
CHAIR-YOUTH & FAMILY (INTERIM 1 YEAR)	JR PENUETA	1/31/2023	

* = 2yr. Term ending in even-numbered years. All unmarked positions are 2yr. Terms that end in odd-numbered years.

Nominating Team

1. Holly Cattin, Chair
2. Dave Britton
3. **Dave Halstead**
4. VACANT
5. VACANT

Thank you to outgoing officers and council members including:

Mary Strehlow—President

Virginia Haberkamp—Vice President

Carol Burbridge—Secretary

Beth Oliver—Treasurer

Dave Britton—Great Commission Council

Craig Taylor, Preschool Council

Jim Oviatt—Property & Building Council

Kim Bennett—Fellowship Council

Dave Lashua—Financial Chair

Lori McDonald—Great Commission Chair

Joann Derie—Preschool Chair

Pat Cunningham—Worship & Music

Nominating Team: Joel Hauge, Kathy Hauge

Exploratory Capital Campaign Team Proposal

Presented to Council on October 12, 2021

10/12/2021

Council Proposal for Capital Campaign

Team Members:

- Craig Taylor
- Jon Jablonski
- Dave Harms
- Mary Stender
- Jim Oviatt
- Virginia Haberkamp
- Carol Burbridge
- Pr. Cindy Muse

Our goal for this team was to prioritize and coordinate planning for projects to be completed by funds raised through a capital fund campaign. Projects will be given priority when they meet the following criteria:

The project is expensive AND

- a. will improve the appearance of our church
- b. or improve worship both in person and online
- c. or is required maintenance of the building
- d. or will make our building more accessible and/or functional

From our meetings, discussion, and prayerful deliberation a *Capital Campaign* team should be formed in conjunction with a *Columbarium and Labyrinth* team. The capital campaign team will have the goal to raise \$794,000 to complete projects from 3 categories:

- Improvement Projects
 - Major Repair Projects
 - Mortgage Debt reduction
- (Project priority list and projected costs are outlined below)*

Our team discerned that capital raised during this campaign should be implemented using the following guidelines:

- The team recommends that we take a multitier approach to pay down mortgage, fund major repair account, and raise money for improvement projects all at the same time.
- Of the money taken in-
 - o 60% should go to improvement projects
 - o 20% should go to major repair fund until reaching \$150,000
 - o 10% should go to reducing our mortgage debt until mortgage is paid in full
 - o 10% will be tithe
- As funds are available, they are to be distributed in an assertive and timely manner as outlined
- As funds are available, projects should be completed in an assertive and timely manner
 - o Building team (or other applicable team or church member) will gather and choose a bid, schedule project and see-through completion.
- The team should start with 3 momentum projects to kick off the campaign. These projects are to be funded using money from grants and the current building maintenance fund. It is the hope that seeing these projects be completed that it will inspire the church. The projects are as follows:
 - o Replacing the Carpet
 - o Painting the interior walls

- o Accessibility ramps and door
- In addition to the momentum projects, the capital campaign should highlight how we already have a huge head start on our goals through grants and budgeting. Some kicking off celebrations can include:
 - o LDS \$9,000 grant to replace the carpets
 - o LDS plans to host a fund raiser to help cover cost of carpets
 - o WHO \$20,000 grant to replace the carpets
 - o \$1,500 grant for accessibility upgrades
 - o Over \$80,000 building maintenance fund
- As the church gives, they can specify where they want their funds to go. (As per usual)

Improvement Projects- Estimated total: \$363,000*

Projects	Estimate Cost
New Carpet	\$65,000
Accessibility Ramp	\$4000
Accessibility Ramp (preschool)	\$7,000
Accessibility Door	\$5,000 per door
New interior paint	\$20,000
Sounds System- new digital sound board, new array speakers, new wired and wireless microphones	\$50,000
Sound Baffling	\$20,000
Upgrade Local Area Network equipment and expand Wi-Fi access	\$6,000
Sanctuary and Gym Lighting	\$100,000
Labyrinth	\$30,000
Columbarium	Somewhat self-funding
<i>Estimated Total with contingency and tax: \$363,000</i>	

The highlighted in yellow projects are momentum projects (\$101,000) that should start at the beginning of the campaign and will be partly covered by grants and current money on hand (\$61,000). To completely cover the momentum projects we need an additional \$40,000.

- \$1,500 accessibility access grant
- \$9,000 grant for carpet from LDS
- \$20,000 grant for carpet from WHO

\$30,000 from the current building fund

We will need about **\$302,000** to complete the Improvement Projects.

**\$101,000 will be covered with current money on hand*

Major Repair Projects- Estimated total: \$373,905*

These projects are not currently needed but will need to be addressed over the next 5-10 years. We do not need cash to cover all projects at once since that is unlikely to happen. The team recommends that we have a **\$150,000** rainy day account funded for these projects. This can be kept in the current building maintenance fund. This fund currently has \$80,000 with the intent to use \$30,000 for momentum projects for the campaign. Therefore, remaining balance of \$50,000 will be our starting point, leaving the capital campaign to raise **\$100,000**

*Actual amount needed to fully fund major repairs is \$100,000

Page Break

Pay off Mortgage - Estimated total: \$320,000

There are so many benefits to paying off the mortgage. For example, we can use the building as an asset and take out another loan to cover future major repair projects if an emergency requires it. Or better yet instead of paying a bank we can invest our money (God’s blessings) back into our community and fund passion projects of the church. There is approximately \$320,000 left on our current mortgage.

Overview:

As described, our team recommends SALC have the goal to raise capital to complete projects for 3 categories:

- Improvement Projects
- Major Repair Projects (fully funded account)

Mortgage Debt reduction

And we recommend that SALC takes a multitier approach to pay down mortgage, fund major repair account, and raise money for improvement projects all at the same time. We recommend SALC pursue all these projects in an assertive and timely manner where we can throughout the campaign often celebrate our growth as a church.

The total capital to be raised:

- \$302,000 for Improvement Projects
- o Start by spending \$61,000 of current grants and money on hand
- ✦ \$1,500 accessibility grant
- ✦ \$9,000 grant for carpet from LDS
- ✦ \$20,000 grant for carpet from WHO
- ✦ \$30,000 from the current building fund
- \$100,000 to fully fund account for Major Repair Projects
- o growing from the current building maintenance fund from \$50,000 to \$150,000
- \$320,000 to pay off Mortgage
- \$72,000 as a 10% tithe

Grand Total: \$794,000

Project	2021 Estimate Cost
Replace the rest of upper roof	\$92,000
Replace water heater	\$7,000
Replace fire alarm system	\$20,000
HVAC	
Gas furnaces (3x)	\$16,500 (\$5,500 each)
AC 1	\$32,000
AC 2	\$38,000
AC 3	\$31,000
AC 4, AC 7, AC 8	\$36,000 (\$12,000 each)
AC 5	\$13,000
AC 6	\$15,000
MAU-1 (recirculation system)	\$15,000
	<i>Total with contingency and tax: \$373,905</i>



Special Meeting Calling Karen Norton

St. Andrew Explores Calling Sister Karen Norton



We want to share about an exciting opportunity before us. After a lot of prayer, Karen Norton has made an offer to our congregation. Sister Karen, already a Deaconess, has finished her training and education to be ordained as a Deacon in the ELCA. Deacons are an official rostered position of the ELCA that would necessitate a "call" from a congregation. The leadership of St. Andrew would like to pursue the possibility of Karen working at SALC to accomplish that goal.

Karen's interests come out of her passion for ministry and support of St. Andrew's Vision. She has many caregiving skills that she is already offering at St. Andrew in a volunteer capacity. Karen's specific focus would be in pastoral care, working directly under Pastor Cindy, supporting the pastoral care of the congregation, offering occasional preaching, and guiding the Caring Ministries programs of the congregation. This would be a half-time position for Karen.

KAREN NORTON BIO

Sister Karen Norton, was invested into the ELCA Deaconess Community in 2017 and went on to earn her master's degree in Spiritual Direction from George Fox Seminary in 2019. She interned at Highland Lutheran in La Center from 2018-2019 and recently finished serving Bethany Lutheran Church in Longview, Washington as their Pulpit Supply Plus person. Her primary purpose was pastoral care, to lead worship and preach. Sister Karen is married to Scott Norton; they have one child, Andrew, and have been St. Andrew Lutheran Church members for almost 30 years.

ROSTERED LEADERSHIP

Rostered ministers carry out the work and mission of this church, sharing God's love with the world through the good news of Jesus Christ. The different types of rostered ministers in the ELCA include:

- **Pastors are Rostered Ministers of Word and Sacrament.** Pastors serve with active, courageous faith to offer the hope of the sacraments and to proclaim the good news of Jesus Christ in congregations and other ministry settings.
- **Deacons are Rostered Ministers of Word and Service.** They serve in congregations and other ministries of the ELCA, including family ministries, youth, administration, volunteer ministry, social services, music, or parish nursing. Deacons connect the church with the needs of the world and work to equip others to lead a living, active and caring Christian life.

WHAT IS A DEACONESS?

The deaconesses of the ELCA (Evangelical Lutheran Church in America) are characterized by the sisters' commitment and call to support and motivate one another, especially through prayer, assemblies, shared learning, and advocacy. For the sake of the Gospel and all of God's creation, the Deaconess Community of the ELCA fosters intentional community, diaconal leadership development, and dynamic partnerships within the church and the world. As a Reconciling in Christ community, they have examined their use of language and welcoming presence. They are open to any self-identifying womxn, who is a Word and Service Minister in the ELCA or ELCIC, or in the candidacy process to be rostered. Womxn is intentionally spelled with an x as an alternative spelling to avoid the suggestion of sexism perceived in the sequences m-a-n and m-e-n, and to be inclusive of trans and nonbinary women.

St. Andrew Lutheran Church
Position Description
Pastoral Care Deacon

POSITION: Pastoral Care Deacon

HOURS: 20 per week, non-exempt

SUPERVISOR: Senior Pastor

PURPOSE: Deacons connect the church with the needs of the congregation to lead a living, active, caring Christian life.

RESPONSIBILITIES: Specific program responsibilities will be determined in conjunction with other staff. Strategies for advancing the caring ministry vision may happen in a variety of ways and venues. Some examples:

- **Pastoral Care** - Checking in regularly with Homebound people or who otherwise cannot come to church with physical visits and phone calls. Also, reach out to regular attendees with check-ins.
- **Build Communities** – Create and support Resiliency Groups. These are groups who share a common challenge and support each other through it.
- **Caring Ministries** – facilitate Care Clusters, Card Ministry, Transportation, Meals, Special Projects, Home Communion, Hospital Visits, and Prayer Chain. Recruit, train, equip and support volunteers to participate in these ministries.
- **Healing Ministry** – recruit, train, equip and support volunteers to pray for and with those in need of prayer and support.
- **Support Sunday Worship and Welcome** - meet, greet, and support those who come into the building on Sunday mornings. Help lead worship on occasion.
- **Communication** – publicize caring and pastoral care ministry to St. Andrew’s congregation as well as to the surrounding community.
- **Support the other ministries of the congregation** - such as occasionally lead an Adult Education class.

EXPECTATIONS:

- Regular office hours at least once a week.
- Attend Weekly Staff Meetings.
- Presence on Sundays at both services and between services.
- Preaching occasionally.
- Attend Calendaring Meetings.
- Report monthly to council and attend monthly council meetings.
- Participate in Ministry Teams as needed.
- Abide by all policies of the congregation.

QUALIFICATIONS:

- Master’s Degree.
- Meets ELCA requirements for rostered leadership as a Deacon.
- Ability to work Sunday mornings, and some evenings and weekends.

REQUIREMENTS:

- Completion of a background check prior to beginning the position.
- Must have a valid driver’s license and reliable transportation.

COMPENSATION/ CONTINUING EDUCATION

- This is a part time, hourly, non-exempt position with flex hours as needed to complete work.

St. Andrew Lutheran Church

TO: Church Council, St. Andrew Lutheran Church

FROM: Pastoral Care Deacon Call Team

Grace Jewett, Chair

Janell Renoud

David Halstead

John Jablonski

Carol Burbridge

Dennis Haberkamp

Mary Strehlow, Alternate

RE: Call Recommendation: Pastoral Care Deacon

DATE: January 11, 2022

This memorandum serves as the recommendation of the Pastoral Care Deacon Call Team that St. Andrew Lutheran Church call Karen Norton to fill the position of Pastoral Care Deacon for the church.

This call team unanimously agrees that Karen has the qualifications for this position and she is a good fit for St. Andrew.

Over-arching thoughts:

- Karen has Jesus in her heart.
- Karen believes in community - wider than St. Andrew.
- Karen values the odd person out; demonstrates a Christlike quality of loving the outsider.
- It is because she has longevity in the congregation, Karen would start from a place of knowing.
- Karen demonstrates strong pastoral care skills.
- Karen values the art being present.

The members of this committee spent significant time organizing the call process and reviewing several documents from Ms. Norton prior to an interview that was conducted on Sunday, January 9, 2022.

Ms. Norton's submitted paperwork demonstrated her significant qualifications for this position:

- Ms. Norton's academic preparation consisted of earning a BA in 1987 from Western Oregon State University
- Ms. Norton also earned her MA in Spiritual Direction from George Fox University in 2019
- Ms. Norton has acquired additional training in mediation skills and conflict management through specific training programs

- Ms. Norton served a successful deacon internship at Highland Lutheran Church (LaCenter, WA) in 2021
- Additional and appropriate prior training included her work as both a teacher and substitute teacher in several different school districts since 1987
- Ms. Norton’s prior significant work within St. Andrew has included the founding and leadership of the healing prayer and prayer shawl programs
- Ms. Norton has served as a community lay minister since 2006 and has also been the chair for the Youth and Fellowship Ministries
- Prior work with SW Washington Hospice (2006-07) also indicates specific training associated with and experience in dealing with grief and personal/family loss

Prior to the interview, Ms. Norton was also asked to complete several written documents for the committee. She provided well-written responses to a variety of questions directly related to the job description and other job-related experiences and her view on Christ-centered and church-related issues. Such work indicated a high level of written communication skill.

Our interview consisted of a wide range of questions that focused upon the application of her past experiences to this position, explanation of her passion for such a position, her theological philosophy, as well as her goals, vision, and how she would face the challenge of such a position within a 20-hour work week.

She demonstrated high verbal communication, analytical, and thinking skills in this process. All members of the call committee were 100% supportive of her and felt that, both with her experiences and prior connection to the church over her long membership, she would be able to “hit the ground running” and be a wonderful addition to our pastoral staff.

The committee further felt that it would be advantageous for the church community to have the opportunity of meeting Karen soon both in a formal and informal setting. It was felt that this could be facilitated through her presentation of a sermon in an upcoming service, as well as being available after church services to meet congregation members who could get to know her, her Christian beliefs and philosophy and how those align so well with St. Andrew.

Based upon the work of the committee, it is the call committee’s unanimous recommendation that Karen Norton be called to this position.

**Recommended motion for specially called Congregational Meeting:
St. Andrew Lutheran Church congregation moves to call Karen Norton to the position of
Pastoral Care Deacon.**

Sister Karen Marie Norton Resume

Educational History

- Graduated from Portland Seminary, George Fox University, Tigard, Oregon in May 2019 with a Master's in Spiritual Direction.
- Graduated from Western Oregon State, Monmouth, OR. with a Bachelor of Arts in Secondary Education 1987.
- Graduated from Hood River Valley High School, Hood River, Oregon 1983.

Required Training

- Deacon Internship, Highland Lutheran Church, La Center, Washington September 2018 September 2019.
- Clinical Pastoral Education, Legacy Emanuel Hospital, Portland, Oregon, January -March 2020

Special Training

- Myers Briggs Type Indicator leadership training 2016.
- Mediation Skill Training Institute for Church Leaders 2019.

Occupation

- Pulpit Supply Plus, Bethany Lutheran Church, Longview, Washington, June – November 2021
- Lead Bookseller, Barnes and Noble Vancouver, Washington 1998-2004
- Substitute Teacher Evergreen and Battle Ground School Districts 1991-2000
- Substitute Teacher Hood River and The Dalles School Districts 1989-1991
- Language Arts Teacher: Jordan Valley Union High School, Jordan Valley, Oregon 1987-1989

Volunteer Participation

- St. Andrew Lutheran Church: Assisted in founding and leading Healing Prayer and Prayer Shawl Ministries 2003-Current. A member of the Community of Lay Ministers 2006 – Current. Past chair of Youth and Fellowship Ministries.
- Southwest Washington Hospice: Respite Caregiver 2006-7.
- Sacajawea Elementary PTA volunteer 2015-19.



Karen Norton Responses to Deacon of Pastoral Care Position Description Responsibilities

As part of Karen Norton's interview process with the Call Team, she was asked to respond to some highlighted responsibilities her position would entail. These are her responses:

Pastoral Care: I plan to begin by calling people in Assisted Living, Home Bound and others that we have not heard from in a while. (Amy has a list that I will start out with.) I would like to encourage lay members to come with me on these visits. (Joanne Antonelli and I have arranged a monthly visit, in person, with Shirley Larson.)

Building Communities: I spoke with the Journey of Faith Team last night. They would support my starting an online and in person course on Resiliency. It would start after Easter. I plan to begin writing about Resiliency in the eblast and newsletter.

Caring Ministries: When I have noticed that the office has contacted us for help for a member, I do my best to follow up with the person in charge of that part of the ministry. I plan to have our members sign up for three months to add something to the Care Cluster communication.

Healing Ministry: We have not been able to have the kind of prayer time that our Healing Prayer Ministry was developed for. I have been asked by one of the healing prayer ministers to get together online again with this ministry team.

Support Sunday Worship: The most important thought is that I do not want to take any Lay held positions. Part of a Deacon's role is to encourage and support the lay members of a congregation. Pastor Cindy and I have talked about my leading a part of the first part of the service that she leads.

Communication: This will be a growing edge for me. I will work to organize myself and my teams in order that we are speaking or writing to the congregation on a regular basis.

Support the other ministries of the congregation: One thing that I have noticed is how well Pastor Cindy, Sam and Chris work together. I would like to help the congregation in what ever way is needed.

Thank you for you consideration!
Blessings, Karen



