

SAINT ANDREW'S
EPISCOPAL CHURCH, SEATTLE

2023
Annual Report



111 NE 80th St • Seattle, WA 98115 • 206-523-7476 • www.saintandrewsseattle.org

St. Andrew's Episcopal Church

Annual Meeting Agenda
Sunday, February 4, 2024
12:00 noon

Call to Order	The Rev. Rachel Endicott
Opening Prayer	The Rev. Rachel Endicott
Approve of Minutes 2023 Annual Meeting	Bay Le Sage, Vestry Clerk
Interim Rector's Address	The Rev. Rachel Endicott
Senior Warden Report	Gretchen Hayslip, Senior Warden
Special Recognition	The Rev. Rachel Endicott Gretchen Hayslip, Senior Warden
Announcement 2024 Senior Warden	The Rev. Rachel Endicott
Financial Report	Ken Feldman, Treasurer
2023 Operating Budget Report	Ken Feldman, Treasurer
Capital Campaign Report	Ken Feldman, Treasurer
Profile Committee Report	Paula Benson, Profile Committee
Acceptance of Vestry Slate	Gretchen Hayslip, Senior Warden
Acceptance of Convention Delegates/Alternates	Gretchen Hayslip, Senior Warden
Vestry Farewells	The Rev. Rachel Endicott
Closing Prayer	Susan Wilbanks, Vestry Member
Adjournment	The Rev. Rachel Endicott

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St. Andrew's acknowledges that we are on the traditional lands of the Duwamish people. The Duwamish are still here and continue to honor and bring to light their ancient heritage. We honor with gratitude the land itself and the Duwamish people.

St. Andrew's Episcopal Church

Parish Clergy & Staff

St. Andrew's Staff: All Members are Ministers

The Rev. Rachel Endicott, Interim Rector

Office Hours: Monday, Wednesday, and Thursday, 7am-3pm;
Tuesday by appointment. rachele@saintandrewsseattle.org

Tim Drewes, Director of Music

Office Hours: Wednesday, 12pm-3pm; Thursday, 2pm-6pm.
timd@saintandrewsseattle.org

Megan McInnis, Children, Youth, and Adult Formation Director

Office Hours: Sundays; Tuesday-Thursday, 10am-4pm.
meganm@saintandrewsseattle.org

Leslie McMichael, Parish Administrator

Office Hours: Monday-Friday, 8am-2:30pm.
saintandrews@saintandrewsseattle.org



Kevin Deffinbaugh, Bookkeeper

Office Hours: Monday, Wednesday, and Friday evenings, except on holidays. Making an appointment is best.
finance@saintandrewsseattle.org

Worship Times

We offer the following in-person and online services:

- Weekly Sunday Holy Eucharist services at 8am & 10am in the nave.
- Weekly livestream of the 10am Eucharist on [YouTube](#) each Sunday.
- Monthly Contemplative Service in the style of Taizé at 5pm on the first Sunday of the month in the nave.
- Seasonal services during Lent and other seasons.

For more information about worship and prayer at St. Andrew's, visit: www.saintandrewsseattle.org

Message from the Interim Rector



"Long ago God spoke to our ancestors in many and various ways by the prophets, but in these last days he has spoken to us by a Son, whom he appointed heir of all things, through whom he also created the worlds. He is the reflection of God's glory and the exact imprint of God's very being, and he sustains all things by his powerful word." - Hebrews 1:1-3a

Oh my gosh! What a crazy year! Although challenging at times, I'm impressed at what St. Andrew's, this community of Jesus' followers, has accomplished this year.

The vestry, at the Finance Committee's urging, worked to balance the outgoing expenses with the pledges. As well as renegotiating contracts and watching expenses, it required eliminating the part-time Associate position and -- for a portion of the year -- reducing hours to the Music Director and Interim Rector. Happily, as the year progressed, the latter two positions returned to their previous levels. Thank you all who pledged or gave to the Operating Fund -- it allowed

the year to end up in a financially sustainable place. The vestry also took leadership roles in working with building needs, nurturing fellowship at the church, hosting outside groups, supporting the monthly contemplative service, and much more! The Profile Committee was formed and started their work.

During the year, there was so much that has taken great strides forward:

- Liturgical participation: lots of folks were trained or retrained as various ministers of worship, including: lectors/intercessors, Eucharistic Ministers, and Lay Worship Leaders. In-person attendance on Sundays and at special services increased from the year prior.
- Lay Preachers: four people did the classroom training to work toward becoming Lay Preachers and two are planning to continue on with the practicum portion at this time.
- A class for training of Eucharistic Visitors (those who take communion out to our homebound folks) is scheduled for February 25th. Please contact me about the class if you are interested!

During the year, I worked with a number of groups, among them the Personnel Committee as they revised several sections of the Personnel Manual and the Altar Guild as they reconstituted the group and defined the work that needs to happen each week and each season.

Outside of working with groups, I did a great deal of pastoral visiting and calling, calling each family or individual whose name was given to me as a pastoral care need or for another reason as well as contacting those with last names between A to the middle of the H's in the parish directory. Hopefully, I'll get to the later portion of the alphabet this coming year. As the sole clergy person for much of the year, I did the bulk of the preaching, teaching, and pastoral care, including several funerals. New things that started this year included both inviting outside guest presenters to lead adult education sessions (this past Advent, the Rev. Dr. Frank Spina came for a three part series) and the formation of a small (but mighty!) 20s/30s group.

THANKS! Thank you to so many folks, particularly Gretchen Hayslip as she negotiated the convoluted task of being Senior Warden during an Interim time, and not only that, but in a post-Covid rebuilding and where financial management meant a lot of staff changes early in the year. Tim Drewes, as the senior staff member, was both an helpful repository of knowledge from the "old times" and ably led and contributed to the liturgical and musical life of the parish, taking on the lion's share of the promotion of and leadership of the 5 pm first Sunday of the month Contemplative Service in the Spirit of Taizé.

Our other staff members, Leslie McMichael and Megan McInnis, came into their roles early in the year and often had to figure out how things needed to go with not much to guide them or no systems in place for regular tasks. Many volunteer ministry leaders stepped up to additional tasks. The new Altar Guild co-leaders, Rachel Herbert and Audrey Hicks, supported worship and Sunday morning fellowship in wonderful ways. My huge thanks for having REAL candles at Christmas Eve services! The former Senior Warden, Mary Katka, has started working to update Breeze, our parish database, and to contemplate how we might better welcome and incorporate newcomers into our community. So many others continued ably leading or participating in various ministries and others stepped up!

I look forward to seeing where this coming year takes us, continuing to support worship, nurturing our community life, increasing how we step out into the neighborhood and world, and proclaiming God's love to all people. I hope that we can do that with all our hearts as we are God's light in the Green Lake neighborhood.

Blessings,

Rachel +
The Rev. Rachel Endicott

Message from the Senior Warden

As I look back on 2023, it has been a bumpy road! It's been a year of change and growth, not all of it easy, for St. Andrew's. My goals for the year as Senior Warden were to put the Parish on sound financial footing and to build community and connection at St. Andrew's.

We began the year with a large deficit. We eliminated the position of associate rector as we simply did not have the funding for both a full time Rector and an associate Rector. So, we made the difficult decision to say goodbye to Mo. Danae Ashley. The vestry worked very hard to find ways to save the Parish money. We changed cleaning companies and renegotiated the printer/copier contract. We also updated our building use guidelines and fees so that when we rent our building to outside groups, we are following Diocesan guidelines and being good stewards of the building. This year's stewardship drive was very successful, and we met our goals. I believe that due to the diligent work of many, we are in a good financial position moving forward.

And we had fun together - we started 2023 out with a fundraising event, "Reach for the Stars", which raised almost \$20,000 for the Parish. Mardi Gras was a night of food, fellowship, and dancing (and raised funds for the youth group). The vestry hosted a potluck in July and another one for Epiphany.

And we learned together too - there were Lenten suppers and classes, Father Diab and his family joined us in July to talk about the ongoing plight of Palestinian Christians, and The Rev. Dr. Frank Spina presented a series of classes in Advent. Sunday attendance is up, and many folks are returning who have been away.

As I end my time as Senior Warden, I feel that we are in a good position for the future, and the road ahead is much smoother. People are what make a church strong, and St. Andrew's is blessed with so many great people with so many wonderful gifts. Thank you for all of your support. I appreciated the opportunity to serve as your Senior Warden.

Gretchen Hayslip, Senior Warden





Message from the Children, Youth and Adult Formation Director

Dear Saint Andrew's Community,

2023 was a year of transition and growth. We have mourned some incredible people who led us well and moved to new places, had many return to our parish, and welcomed new faces that have enriched our worship and community. Over the course of 2023 our faith formation programs have grown as we recover from the pandemic. This is especially true for our children and youth ministries. We have welcomed our students back to in-person worship, and continue to welcome new students to our ministries regularly.

Nursery to 5th Grade Students

This year began with in-person Sunday morning church school at 10AM for our preschool through 5th grade students. We welcomed an average of 7-8 kids per week every Sunday and have only grown from there. We had a total of 24 kids who regularly attended our Sunday church school. Our church school utilizes Illustrated Ministries Children's Curriculum which follows the Revised Common Lectionary. The curriculum celebrates the love of God through inclusive and progressive Christ-centered theology. Over the Summer, Alayna Daley worked dedicatedly to remodel our Nursery room to gain her "Stars and Stripes award" and it looks great! The project was finished, and the nursery dedicated on September 10th. The Nursery opened in the fall under the direction of Annalisa Conserti-Jones. We finished the year with a fun celebration at 4PM on Christmas Eve with our annual Children's Pageant. A special thank you to Annalisa Conserti-Jones, Colin Cassady, Dorothy Keist, Margaret Cassady, Kester Limner and Elizabeth Darlington for their help and leadership with our Children's Ministries in 2023!



Middle School Youth Group

Our 6th through 8th grade students met every other Sunday evening at 6:30p to 8pm for games, and community. This group was led by Megan McInnis and John Pitts throughout the year and averaged 5 students. Highlights of the year included our annual outing to Bob's Pumpkin Patch on the Sunday before Halloween and our Christmas Party which included a gingerbread village decorating competition and a white elephant gift exchange. Thank you to John Pitts for his volunteer work with our Middle School Youth Group!



High School Youth Group

Our 9th through 12th grade students met every other Sunday evening from 6PM to 8PM for bible study,

community and fun activities! Our bi-weekly youth group started with an optional bible study class from 6PM through 6:30PM followed by a check-in and fun activities from 6:30PM through 8PM. Our high school youth group generally had 6-7 participants per week, and a total of 11 students. This group was led by Megan McInnis and Lily Nichols. Some highlights of the High School Youth Group were our annual trip to Bob's Pumpkin Patch on the Sunday before Halloween. Our High School Youth were also a part of our Annual Christmas Party. For our summer trip we went to Olympia Washington and explored our state capital, the Billy Frank Jr. Wildlife Refuge, and learned more about the indigenous history of our State. Thank you to Lily Nichols and John Pitts for their leadership with our High School Youth!

Faithfully, Megan McInnis
Children, Youth and Adult Formation Director

Message from the Music Director

In 2023 we have all been busy with the work of the church. At its most basic level, that is – praising God! And in our Judeo-Christian tradition, singing is one of the most important ways we do that.

I want to acknowledge and thank the “little choir.” That’s those folks who you see and hear in the chancel at the 10:00 service, doing their ministry and bringing the Spirit of God literally into the air of the church. What you don’t see is the one evening a week that they give up to be able to do it. (By the way, the “big choir” is YOU – the gathered community at St. Andrew’s Church.) Thank you, too, to the others who give their offering of music from time to time – handbell ringers, jazz players, players of various other instruments, either from within or outside the church community.

If you love to sing, please seriously consider making the commitment to sing with us every Thursday at 7:30 and the 10 am Sunday service. Opportunities exist for handbell ringers and other musicians, too. Please contact me to talk about it.

I am pleased that the big choir is learning more and more of the songs in the white Hymnal Supplement, and having fun doing it. Some songs you know well already, but some we have not even touched, so we are only part way to taking full advantage of this resource.

Some of these songs didn’t even exist when the official blue hymnal was compiled 45 years ago. Our white hymnal gives us access to many songs from outside our

European/Anglican/18th and 19th century

tradition. World events – injustice, intolerance, violence - have taught us how imperative it is for followers of Christ to embrace new (to us) ideas and peoples. Singing is one of the best ways to open ourselves to unfamiliar traditions.

“The person who sings, prays twice.” - St. Augustine

Shalom, Tim Drewes, Music Director



Contemplative Worship

2023 saw the continuing evolution of the 5pm Contemplative Service in the Spirit of Taizé. For part of the year we were able to offer the service twice a month. Ultimately, that schedule was unsustainable, and we switched to just the first Sunday of each month.

Many thanks to Kester Limner and Andy Myers for leading music at many services, using familiar music from the Taizé Community and original songs.

Around the middle of the year, St. Andrew's Music Director Tim Drewes began doing a more elaborate physical set-up/decor and publicity for each service. A generous donation funded a paid vocal quartet, allowing stronger and more consistent music leadership. Vestry members hosted receptions with refreshments after the services. The result of all that was, attendance rose from around 10 per service to more than 30, with a palpable increase in energy and spirit.

In January 2024, worshipers welcomed Mother Carola von Wrangel as the regular supply priest for this service. We're looking forward to her ministry during the coming months.

Thank you, all the faithful musicians, including youth singers, and coffee hour hosts.

Your vestry has a plan to provide the workers needed for the service in the short term. But in order to continue to offer a vibrant, growing, permanent ministry to the neighborhood, we need regular volunteers, both on-site and for specialized computer tasks that can be done at home.



Please join us for this very different style of worship, the first Sunday of each month at 5 pm. It's also a perfect opportunity to invite your friends who may not be comfortable in a traditional worship service. Singers and instrumentalists are invited to rehearse at 4pm, and then lead music at 5. There's no long-term commitment, you're welcome one Sunday or every month.

If you have any questions about the Contemplative Service, or to request a reminder email each month, you can contact Tim Drewes at timd@saintandrewsseattle.org.

Contemplative Virtual Services

This year in March marked 3 years (a full lectionary cycle!) of our weekly virtual Contemplative Services, first offered at the start of the pandemic. The service averaged over 100 views per video and has engagement from faithful viewers both locally and across the world. Kester Limner and Andy Myers produced and recorded new music (original and covers) and kyries for the service, while Carrie Grace Littauer led worship, edited and produced the videos. With a variety of in-person services now available as well as changes in Carrie Grace Littauer's life, this service will be sunsetting in early 2024. Thanks, Carrie, Kester, and Andy!

Adult Faith Formation

Adult Education

What a year and lots of opportunities for learning!

In 2023, 78 people took advantage of the various opportunities to expand their knowledge of Scripture, learn about the *Book of Common Prayer*, hunker down with the year-long Education for Ministry (EfM) program which is described in the listing below in greater detail, and more.

Each season of the year had something to offer:

- Lenten offerings included both the in-person class on the *Book of Common Prayer* as well as the on-line book study group which worked their way through four short books
- Summer Sundays, which included a number of educational pieces as well as some hymn sings and other more active offerings
- Fall "St. Andrew's Reads", a two-part online discussion of Barbara Brown Taylor's *Holy Envy: Finding God in the Faith of Others*
- Advent program with The Rev. Dr. Frank Spina on "The Cradle in which Jesus was Born"

I want to thank those who shared their knowledge with the whole community. As the year went on, Megan McInnis, our Children, Youth and Adult Formation Director took on more of the responsibility of coordinating offerings.

With excitement for 2024 and all the opportunities in the coming year,

The Rev. Rachel Endicott

Mutual Discernment Groups

In 2022-2023, those who were grappling with important questions in their lives for which they wished to do some group discernment were able to participate in a mutual discernment group. A mutual discernment group is a facilitated, small group experience of about nine sessions in which those gathered listen to one another's stories from the perspective of faith. The goal is to listen to the voice of God's spirit as the group members consider issues around job, family, transition, and/or religious vocation. For some, this may be considered a Phase 1 group for the Diocesan's process for Holy Orders. The 2022-2023 group of seven discerners from both St. Andrew's and Christ Church in the U. District and started in October with Mother Danae Ashley and concluded with final sessions led by the Rev. Shelly Fayetter from Christ Church. One of the discerners has made it known that she would like to move onto a Phase 2 group.

Please talk with Pastor Rachel Endicott (rachele@saintandrewsseattle.org) if you have a desire to discern a potential call or another life-issue.

House Church

"In our formal rituals around Communion, we sometimes forget that the Last Supper occurred as a group of friends sharing a meal. This alternative way to remember Christ's sacrifice and love can be used with friends and family members of all ages and is ideally shared with a meal around a table" (Celtic Daily Prayer: Book Two, 950).

During the Covid pandemic, St. Andrew's found ways to continue to worship and have fellowship together. One of those ways was by participating in a self-regulated and led small group of 5-9 people meeting virtually or in-person. For many, this was a life-enriching and life-saving experience and created

some wonderful new understandings of worship, new friends, and supportive sub-communities within the larger congregation.

As of the end of 2023, a number of the groups are still meeting, 'though some of them with less regularity. These groups will continue to meet for as long as they desire although many people now have returned to their regular social interactions and regular Sunday worship experiences.

For questions, please contact Pastor Rachel Endicott, rachele@saintandrewsseattle.org

Education for Ministry

EfM is a four-year course offered by the University of the South located in Sewanee, TN, and held locally or online. The class meets weekly on Monday nights from 6:30 – 9:00pm during the school year, 3 times a month online and once a month in person. Our time is spent in prayer, study, theological reflection, and being present to each other as we share our spiritual journeys. Commitment to participate is made one year at a time. For more information, contact Susan Chloupek at susanchloupek@gmail.com or visit <https://efm.sewanee.edu/>.

Creation Keepers/Sacred Grounds

St. Andrew's environmental ministry, which calls us to honor and safeguard God's creation which sustains us, has been active in our community for over 20 years. Over the past year, we have:

- spearheaded the effort to formalize our partnership with Green Buildings Now, a green resilience hub on Beacon Hill;
- helped plan our Earth Sunday worship service;
- organized a field trip to Licton Springs, a natural area about a mile from St. Andrew's, which holds significance for native people;
- sponsored a showing of the film "The Letter" about the creating of Pope Francis' encyclical Laudato Si;
- orchestrated the display of our "Solar Power" banner on the corner of NE 80th St. and 1st Ave NE;
- and welcomed the Bishop of Southern Philippines and his party who visited our church to learn about our solar panels and our RainWise Project.



Over the past year we have been sad to lose a number of active leaders and members who have left St. Andrew's. A small core group remains and welcomes participation by others who are interested in supporting this ministry going forward. Please contact Sharon Wilson at thuja8@comcast.net for more information.

Holy Land report

In response to a resolution passed at Diocesan Convention in 2021, "urging education in congregations about Israel's ongoing military occupation of the West Bank and blockade of Gaza, and Israel's separate, inequitable laws and unequal treatment of Palestinians", St. Andrew's welcomed the visit of The Rev. Dr. Fadi Diab, an Anglican Palestinian priest in Ramallah, West Bank. We hosted Fr. Diab and his wife, Ruba Gammoh, at a

potluck dinner on July 16, 2023. They were visiting several churches in the Diocese of Olympia as well as others in California. About 40 people attended our dinner and learned from Fr. Diab about the challenges of living in the West Bank under a long-standing military occupation. We subsequently learned of their acute need to replace a failed heating system in the pre-school operated by St. Andrew's in Ramallah and shared information about how to donate to support that.

In follow-up to the Diab visit, we met twice and discussed what we wanted to do going forward. People wanted updates from the church on the situation and were interested in the *Bearing Witness* online course from the American Friends of the Episcopal Diocese of Jerusalem.

Since the outbreak of hostilities in October 2023 between Israel and Hamas in Gaza, we have shared updates from the Diocese and from the Episcopal Church about the effect of the war on church facilities as well as on the people. If you want to be added to this list of those receiving these updates, please contact Sharon Wilson at thuja8@comcast.net

Pastoral Care

This year Pastoral Care focused on connecting with those who are ill, grieving a loss of a loved one, or are otherwise unable to attend church in person. Prayer shawls and pocket-sized prayer squares went out and are available for anyone in need. I mailed Journey of Grief books to 17 parishioners, four books each sent out during the first year of losing a loved one. Lay Eucharistic Visits continue as we share communion with our members who are not able to attend in person. This year, 22 visits were made. We will be having a Lay Eucharistic Visitor training February 25th and would love to have you join me, Cris Blair, and Sr. Dorothy Kiest in this ministry. Much thanks to Will Lewis, Donna Schmitt, Levanna Fletcher, and others who joined us as a second visitors. Lastly, thanks to Donna Schmitt and her crew: Donna Hawkins, Jennifer McClure, and Jen Kauffman, as they continue to send birthday cards out to parishioners.

Many thanks to all the hands, hearts, and prayers that keep our community together in Christ's love. Please feel free to reach out if you know of a need or wish to participate in this critical ministry.

Jessica Thompson, Pastoral Care
(206)602-5118
Hopesclan@gmail.com

Altar Guild

The Altar Guild is a behind-the-scenes ministry with visible results. Each week, Altar Guild sets the table for worship: the elements of communion, the votive candles for prayer, and more. You can help us for several hours once or twice a month, or do what you can. This ministry is great for introverts and folks who like small-group camaraderie! We welcome all hands. Questions? Contact Audrey Hicks (audreyhicks9453@gmail.com) or Rachel Herbert (rachel.v.herbert@gmail.com).

Flower Guild

The Flower Guild is most grateful for your support. Your donations have made it possible to provide fresh arrangements throughout the year. We have experienced weeks without donations during which we have been able to “stretch” the use of older flowers while adding a few new blooms. We know the suggested donation of \$50-55 is high, but prices have increased greatly, and we do our best to utilize your donations carefully. During the current year we will continue to use the computer “Sign-Up Genius” and paper sign-ups in McLachlan Hall. Of course, you can always contact me (Judy, 360-621-7781 or judybryant49@gmail.com) directly with your dedications. Another consideration for floral donations would be to share a Sunday with another person or family and split the cost.



We are 3 members strong and are happy to welcome new members who love working with flowers. We wish to extend a special “Thank You” to Karen Chartier, Jennifer and Jerry Kauffman, and Jim Bryant who decorated for Christmas!

Blessings,
Judy Bryant, Carol Glasser and Vanessa Dulin

20s/30s



At the tail end of 2023, a new group was born...one which came about expressly to nurture the lives of the 20s/30s among the congregation. And contrary to people sometimes asking about this “missing segment”, as of my writing this, 17 folks have asked to be included in the group's planning and emails. And there are more out there!

In December, we started off with a get-to-know-you burrito bar dinner and conversation. Moving into 2024, there are plans for coffee meet-ups (the first one ended up being fun even if the discussion didn't stick with the suggested “prompt”), outdoors activities, and outreach projects. Thanks to Addison Maupin for taking on coordination of our first significant project with the church's garden beds in mid-January.

If you're in your 20s/30s and haven't yet got your name to me, please do!

- The Rev. Rachel Endicott (rachele@saintandrewsseattle.org)

The Labyrinth

Our labyrinth, Fàilte, Gaelic for Welcome, is open to all people who wish to use it. If you've never walked a labyrinth and would like a one-on-one orientation, please email me and we can set up a time. It is heartening that office staff and visitors have reported seeing the labyrinth used by people from the neighborhood.

Even though I could not participate in Labyrinth events at church using our lovely Fàilte labyrinth, we did have an active online labyrinth group all year. Over the course of 2023, I held 37 Virtual Labyrinth Walks with

participants using their finger labyrinths, paper, or hand. 133 people participated in these offerings, and our weekly events have a core group of 4-6 participants.

Our weekly virtual walks will continue through 2024. It has been rewarding providing these walks to our parishioners. I'm hoping I will be able to facilitate some live events in the future.

Donna Gates Hawkins

Advanced Certified, Veriditas Trained, Labyrinth Facilitator for St. Andrews Parish

Buildings & Maintenance

This committee serves to maintain and upgrade St Andrew's buildings and infrastructure.

Significant work during 2023 included plumbing repairs, lighting upgrades, and furnace maintenance, as well as maintenance of our adjacent properties. During 2024 we anticipate increased budgeted moneys to allow us to address deferred requests. Several expenditures, such as elevator inspections are required by code to be done by professionals. Much of the basic maintenance is done by volunteers in order to limit spending. With that in mind, persons with any skills and interest in assisting are welcome to lend a hand and greatly appreciated. If you have time and interest, please contact John Ginn.

John.d.ginn@gmail.com (206) 409-2866

Governance

Vestry

The Vestry is the elected governing body of St. Andrew's Episcopal Church. Regularly, four members are elected each year at our parish annual meeting. This year we will be electing four 3-year term members and one 1-year unexpired term. The Vestry has three primary canonical responsibilities:

1. Take care of the parish finances
2. Take care of parish buildings
3. Recommend people from the parish for ordination in the Episcopal Church

However, the Interim Rector consults with the Vestry on many other aspects related to our common life at St. Andrew's.

A member of the Vestry should be open and willing to share their faith journey with others and to witness to the Good News of Jesus Christ in their life. Vestry members should be worshipping and financially supportive members, at least 16 years old, compliant with parish by-laws, and willing to fulfill a full three-year term. Vestry members also are required to assist in the link between the parish and the diocese.

Bios and photos for candidates for the Class of 2026 Vestry positions can be found on insert.

Gretchen Hayslip, ghayslip@msn.com, Senior Warden

Your hard-working and dedicated Vestry members in 2023 included:

Class of 2023:

Gretchen Hayslip (Sr. Warden)
Cris Blair
Mike Hicks (1-year term)
Bill Yunker (1-year term)

Class of 2024:

Susan Wilbanks
David Gravelle
Diane Santiago (2-year term)
Andrew Benson

Class of 2025:

Dan Cassady
Annalisa Conserti-Jones
Mark Gargett
Dorothy Gibson

2023 Diocesan Convention Delegates

2023 Diocese of Olympia Diocesan Convention delegates from St. Andrew's were: Jessica Thompson (1-year term), Kelli Jayn Nichols (1-year term), Levana Fletcher (2-year term), and Cris Blair (2-year term). The following represented us at Convention: Rich Ater, Cris Blair, Dan Catchpole, Levana Fletcher, Caleb Hege, and Cheri Peele as some alternates moved up due to delegates' conflicts or inability to serve.

Parish Support

Stewardship Committee

The goal for this year's stewardship campaign was to increase pledge income 8.6% to achieve what the finance committee referred to as a "Dream Budget." Thanks to the generosity of our congregation this goal was obtained. We have received pledges totaling \$405,986 as of today and have been promised additional pledges that are expected soon. I would like to thank all the committee members: Gretchen Hayslip, Bill Yunker, Cris Blair, all our stewardship moment speakers, and the special support of Leslie McMichael, our Parish Administrator. Thank you for giving! - Mike Hicks, Stewardship Chairman

Finance Committee

Oral report will be presented at Annual Meeting.

Personnel Committee

The St. Andrew's Personnel Committee consists of Joel Nichols (Chair), Vikki Day, Diane Santiago, and Brad Daley. Dorothy Gibson also served on the Committee in 2023 as Co-Chair. The Committee is tasked with reviewing the Parish personnel manual, policies, and procedures, discussing staffing issues, and making recommendations to the vestry on those topics. Our Committee met three times during 2023. We made recommendations to the Vestry on changes to the personnel manual, clarifying the Parish's paid time off policies on holidays, vacation time, and family medical leave. The Vestry voted on and approved the updated personnel manual at its meeting on September 19, 2023. The Personnel Committee also acknowledged staff by celebrating their birthdays via personal gifts. Finally, we organized and distributed holiday gift bags for the staff as an acknowledgement the Parish's appreciation for their work and contributions to St. Andrew's various ministries.

Buildings & Maintenance

This committee works to maintain and upgrade the physical facilities, including St. Andrew's and our adjacent rental properties. Responsibilities range from ad hoc problem solving to strategic planning for careful use of financial resources. Because the church does not employ a sexton, much of the day-to-day building upkeep is done by Committee members and other volunteers. Persons with skills and knowledge in construction trades are especially appreciated, but all are welcome at the worktable. For more information, please contact John Ginn (john.d.ginn@gmail.com or 206.409.2866).

Technology Team

This year the technology committee worked to maintain and improve our technical infrastructure. We convened and worked to identify needs for technical improvements and move forward with budgeting and implementing them. These included replacing our aging security system with one that is designed to work with our existing equipment, strategizing and prioritizing computer replacements for staff, and plans to assess our items in storage. For more information, contact Amanda Mitchell (amitchell1701@gmail.com) or the general Tech Team email: technology@saintandrewsseattle.org.

Liturgical Ministries

Some of these ministries are not functioning due to the aftermath of the pandemic, but many of them are! **We always need additional liturgical ministers!**

Worship Leaders

A Worship Leader is a lay person who regularly leads public worship under the direction of the clergy or other leader. At St. Andrew's, this leadership is commonly for the Daily Office, but also includes other and special services. Training is provided and licensing with the Diocese of Olympia is required. During 2023 we trained or re-trained a small group of leaders. Want to join us?

Contact: The Rev. Rachel Endicott, Interim Rector, rachele@saintandrewsseattle.org

Worship Support Ministries

Lectors read the lessons during workshop services. **Intercessors** lead the Prayers of the People. **Eucharistic Ministers** are lay people who assist during the Eucharist (offering the chalice, etc.). For more information, contact Sharon Wilson, thuja8@comcast.net

Music Ministry

For more information, contact Tim Drewes, Music Director, timd@saintandrewsseattle.org

Healing Ministers

This ministry is on hiatus as of the end of 2023. Interested people should talk to the Interim Rector.

Ushers

Ushering is an important ministry at St. Andrew's. The first person one often encounters when arriving for Sunday worship is the usher. A parishioner recounted that one Sunday he arrived at church in a bad mood, but warm greetings from the ushers brightened his spirits and transformed his day. In addition to being greeters, ushers provide service bulletins, record attendance, collect the offering, and guide people to communion. At the end of each service, ushers tidy up the pews, close the windows, and lock the doors. We try to have two ushers at the 8 a.m. service and three or four at the 10am service. The usher team currently consists of 19 volunteers, but more are needed! Interested in volunteering? Please contact Van Bobbitt, scheduler for St. Andrew's Usher Ministry, van.bobbitt@gmail.com.

Eucharistic Visitors

For more information, contact Jessica Thompson, hopesclan@gmail.com

Altar Guild

See earlier report.

Flower Guild

See earlier report.

Contemplative Worship with Music in the Style of Taizé

See earlier report.

The Labyrinth at St. Andrew's

See earlier report.

Sacred Grounds

See earlier report.

Outreach Ministries

FEEDING MINISTRIES

Jubilee Dinner

This ministry remained on hiatus during 2023. Gretchen Hayslip anticipates leading a group to consider revitalizing this ministry in 2024.

Teen Feed

St. Andrew's provides a meal on the third Wednesday of every month as part of the Teen Feed program in the University District. This program provides meals to homeless and at-risk youth without stable family support. We cook and serve 65 meals every third Wednesday, and volunteers are needed for chopping, cooking, delivery, and/or serving from 2:00p -7:00pm (depending on the task). Our regular volunteers are Cris Blair, Judy Bryant, Jim Bryant, Linda Prot, Margo Rogers, and Gretchen Hayslip. Please contact Gretchen Hayslip (ghayslip@msn.com) for more information.

FamilyWorks Food Bank

FamilyWorks Food Bank is our local food bank located in the Wallingford and Greenwood neighborhoods. Our ministry collects food donations (over 1,000 pounds last year!), and we also donate money to support our partners at the food bank. We collect backpacks and more for an annual school supply drive in August. Mac McKellar brings your donations to the Wallingford location every Tuesday. For further information, please contact Monette McKellar at monette@sassnw.com.

PARISH & COMMUNITY OUTREACH

Giving Tree

This year we worked with Treehouse, an organization that supports foster children. Thanks for your support!

Health Ministry

Our focus for 2023 was on social connection for parishioners. This was a high priority according to the response to our Needs Survey in 2022. We had a very good response to our Anglican Bead workshop, and Pastor Rachel blessed our creations at a Sunday worship service. When we served Coffee Hour on a Sunday, we provided hand-outs with healthy recipes and gave out spices and herbs. A new event this year was Game One facet of our ministry is attending a once-monthly informational Zoom meeting as a part of the Franciscan/Virginia Mason Community Health Integration network. This network of Parish nurses and Health

Ministers give us excellent support and provide ideas for programs here. Levana , a registered R.N. , accompanied a parishioner to her pre-surgery doctor's visit to help ask questions. Pastoral care support in the form of rides to church, grocery store pickups, and check-in phone calls were also completed. We hope to grow this ministry so please come talk to us. - Cris Blair (crisblab20@gmail.com) and Levana Fletcher (levanafletcher@gmail.com), Health Ministers

Prayer Chain

For on-line prayer requests, contact Joy Rogers, rogersparker@comcast.net. For prayers offered on Sunday mornings or to be added to our list of "Community Prayers", contact Pastor Rachel or Leslie in the parish office, saintandrews@saintandrewsseattle.org.

Friendship Circle

No report received.

One World Social Justice Committee

No report received.

The Showcase

We are grateful for many donations during Covid years. That has led to successful Christmas Gift Shop sales, all going to the St. A. general fund. Many books went to the May Nursery Fundraiser. We thank the Lord that Margo Smith, co-chair, is healing at home.

Meanwhile, some help is needed.

1. One time a month to do sales, (to allow a break).
2. Help replace old 'unstuck' tags and price newer items.
3. Occasionally rearrange a display.
4. Replace cards in the card rack per the season.
5. Join one of us to make jam or jelly (thanks for jar returns).

Margo Ann Smith
Sherry K. Garman

Hospitality Ministries

Welcoming Committee

No report received.

Coffee Hour

Our in-person Coffee Hours happen every week after the 8am and 10am services. As of the end of 2023, Cheri Peele (clpeele@peelegroup.com) has stepped into the role of coordinator. She would love your help!

Community Life

Our "**Dinners for 6**" which started in September has 6 groups meeting mostly monthly with anywhere from 6-15 diners. People seem to be having a great time! The St. Andrew's **Little Free Library** has been joined by the **Little Free Puzzle Library**. Parishioners are happily using these resources, whether the book cart

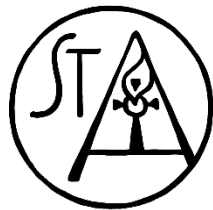
downstairs by coffee hour or the shelves up in the main hallway near the staircase. Thanks for helping build community through these projects. Bay Le Sage, gryphonsbay@gmail.com

Book Group

For more information, contact Kelli Jayn Nichols (lilachouse@comcast.net) or Laurie Stewart (lkstewart@att.net).

Church Library

No report received.



2023 ANNUAL REPORT & 2024 BUDGET

St. Andrew's Episcopal Church 2023 Annual Report

	2023 Actual	2023 Budget	2023 Over/(Under)	2024 Budget
Ordinary Income/Expense				
Income				
Pledges				
Pledges-This month	338,809.01	352,617.45	-13,808.44	369,968.85
Prepaid	37,591.55	37,591.55	0.00	36,781.15
Total Pledges	<u>376,400.56</u>	<u>390,209.00</u>	<u>-13,808.44</u>	<u>406,750.00</u>
Non-Pledge Receipts	50,188.40	68,000.00	-17,811.60	63,000.00
Open Plate	6,187.20	5,000.00	1,187.20	5,000.00
Fundraising				
Scrip Program	1,250.00	1,500.00	-250.00	1,500.00
Reach for the Stars	19,149.67	20,000.00	-850.33	20,000.00
Showcase	2,162.00	1,500.00	662.00	1,500.00
Reception	0.00	500.00	-500.00	500.00
Total Fundraising	<u>22,561.67</u>	<u>23,500.00</u>	<u>-938.33</u>	<u>23,500.00</u>
Rental Houses				
1st Ave House-7732 1st	24,028.90	23,656.00	372.90	24,050.00
2nd Ave House-7741 2nd Ave NE	23,273.92	15,720.00	7,553.92	23,280.00
Brighton-7737 2nd Ave NE	14,278.85	12,803.00	1,475.85	15,974.00
Rental Houses - Other	-8,000.00	-8,000.00	0.00	-8,000.00
Total Rental Houses	<u>53,581.67</u>	<u>44,179.00</u>	<u>9,402.67</u>	<u>55,304.00</u>
Guest Group Receipts	6,450.00	4,500.00	1,950.00	5,500.00
TCS Lease	48,810.00	48,810.00	0.00	56,454.00
Investment Income				
Cap.Rep.Endow/Maint.Int.	1,188.07	1,000.00	188.07	1,000.00
Interest	10,460.02	4,000.00	6,460.02	11,100.00
Total Investment Income	<u>11,648.09</u>	<u>5,000.00</u>	<u>6,648.09</u>	<u>12,100.00</u>
Special Offerings	<u>5,311.19</u>	<u>6,000.00</u>	<u>-688.81</u>	<u>0.00</u>
Total Income	<u>581,138.78</u>	<u>595,198.00</u>	<u>-14,059.22</u>	<u>627,608.00</u>
Gross Profit	<u>581,138.78</u>	<u>595,198.00</u>	<u>-14,059.22</u>	<u>627,608.00</u>
Expense				
Diocesan Assessment	83,693.85	85,722.00	-2,028.15	91,003.00
Outreach				
Earth Ministry	250.00	250.00	0.00	500.00
Total Outreach	<u>250.00</u>	<u>250.00</u>	<u>0.00</u>	<u>500.00</u>
Seminarian Support				
Theresa Newell	0.00	500.00	-500.00	0.00
Karla Koon	1,000.00	500.00	500.00	1,000.00
Total Seminarian Support	<u>1,000.00</u>	<u>1,000.00</u>	<u>0.00</u>	<u>1,000.00</u>

2023 ANNUAL REPORT & 2024 BUDGET

St. Andrew's Episcopal Church 2023 Annual Report

	2023 Actual	2023 Budget	2023 Over/(Under)	2024 Budget
Church School & Childcare				
Child Care	360.76	3,000.00	-2,639.24	3,000.00
Church School	1,340.59	3,300.00	-1,959.41	2,500.00
Total Church School & Childcare	<u>1,701.35</u>	<u>6,300.00</u>	<u>-4,598.65</u>	<u>5,500.00</u>
Adult Faith Formation	994.32	250.00	744.32	1,350.00
Worship Supplies & Other	1,044.09	2,480.00	-1,435.91	2,480.00
Music Ministry	2,721.11	3,800.00	-1,078.89	4,200.00
Technology & Communications				
Technology	1,672.44	1,000.00	672.44	12,000.00
Communications	82.59	300.00	-217.41	300.00
Total Technology & Communications	<u>1,755.03</u>	<u>1,300.00</u>	<u>455.03</u>	<u>12,300.00</u>
Stewardship/Discipleship	971.86	1,800.00	-828.14	4,980.00
Office Expenses				
Office - Supplies	2,250.17	2,700.00	-449.83	2,835.00
Office - Copier/Repair/Mtc	10,181.44	10,010.00	171.44	5,340.00
Office - Postage	631.58	1,500.00	-868.42	1,500.00
Total Office Expenses	<u>13,063.19</u>	<u>14,210.00</u>	<u>-1,146.81</u>	<u>9,675.00</u>
Utilities				
Utilities - Telephone	5,396.09	5,000.00	396.09	5,264.00
Utilities - Garbage	6,904.36	4,361.00	2,543.36	6,861.00
Utilities - Water	10,285.24	8,000.00	2,285.24	9,275.00
Utilities - Electricity	2,216.71	2,200.00	16.71	2,200.00
Utilities - Natural Gas	6,046.23	5,000.00	1,046.23	8,500.00
TCS Utility Reimbursement	-7,686.79	-5,000.00	-2,686.79	-7,899.00
Total Utilities	<u>23,161.84</u>	<u>19,561.00</u>	<u>3,600.84</u>	<u>24,201.00</u>
Kitchen/Hospitality	982.75	750.00	232.75	800.00
Building/Liability Insurance	12,777.56	12,041.00	736.56	12,643.00
Building Maintenance				
Build/Maint - Elevator	3,467.85	4,065.00	-597.15	4,065.00
Build/Maint - Repairs	6,366.18	5,000.00	1,366.18	15,000.00
Build/Maint - Supplies	1,198.64	2,500.00	-1,301.36	5,600.00
Build/Maint - Lawn Service	3,790.26	4,000.00	-209.74	7,300.00
Build/Maint - Janitorial Serv.	12,856.40	19,200.00	-6,343.60	9,200.00
Total Building Maintenance	<u>27,679.33</u>	<u>34,765.00</u>	<u>-7,085.67</u>	<u>41,165.00</u>

2023 ANNUAL REPORT & 2024 BUDGET

St. Andrew's Episcopal Church 2023 Annual Report

	2023 Actual	2023 Budget	2023 Over/(Under)	2024 Budget
Salaries and Benefits				
Supply Clergy	2,199.13	2,000.00	199.13	2,000.00
Formation Director	32,465.50	0.00	32,465.50	50,476.00
Parish Administrator	44,884.89	49,000.00	-4,115.11	51,254.00
Priest Associate	32,410.40	77,785.00	-45,374.60	0.00
Associate Rector	25,770.04	19,770.00	6,000.04	0.00
Music Director	46,504.50	46,158.00	346.50	51,234.00
Interim Rector	113,693.75	102,813.00	10,880.75	129,050.00
Treasurer/bookkeeper	14,423.50	15,390.00	-966.50	16,098.00
Taize Online Ministry Leader	7,650.00	7,800.00	-150.00	7,800.00
Outreach Missioner				15,600.00
Health Insurance				
Formation Director	7,680.00	0.00	7,680.00	12,168.00
Parish Administrator	-960.00	11,520.00	-12,480.00	0.00
Priest Associate	4,800.00	11,520.00	-6,720.00	0.00
Interim Rector	18,432.00	18,432.00	0.00	12,351.00
Total Health Insurance	29,952.00	41,472.00	-11,520.00	24,519.00
Pensions				
Formation Director	2,921.91	0.00	2,921.91	4,543.00
Parish Administrator	4,039.63	4,410.00	-370.37	4,613.00
Assoc Rector	4,638.60	3,559.00	1,079.60	0.00
Priest Associate	5,833.90	14,001.00	-8,167.10	0.00
Music Director	4,185.40	4,154.00	31.40	4,611.00
Interim Rector	20,356.91	18,506.00	1,850.91	23,229.00
Total Pensions	41,976.35	44,630.00	-2,653.65	36,996.00
FICA/Industrial Ins.	10,834.41	10,644.00	190.41	11,176.00
Rector Call	2,400.00	2,400.00	0.00	2,400.00
Total Salaries and Benefits	405,164.47	419,862.00	-14,697.53	398,603.00
Staff Continuing Education	416.23	2,050.00	-1,633.77	1,200.00
Staff Business Expenses	2,925.81	2,500.00	425.81	2,500.00
Audit	4,500.00	6,000.00	-1,500.00	6,000.00
Other Expenses				
Miscellaneous	3,464.92	4,600.00	-1,135.08	4,600.00
Total Other Expenses	3,464.92	4,600.00	-1,135.08	4,600.00
Total Expense	588,267.71	619,241.00	-30,973.29	624,700.00
Net Ordinary Income	-7,128.93	-24,043.00	16,914.07	2,908.00
Other Income/Expense				
Other Income				
Taize Transfer In	15,697.00	15,697.00	0.00	12,000.00
Prior Year Net Income	2,666.09	2,666.09	0.00	0.00
Total Other Income	18,363.09	18,363.09	0.00	12,000.00
Net Other Income	18,363.09	18,363.09	0.00	12,000.00
Net Income	11,234.16	-5,679.91	16,914.07	14,908.00

2023 ANNUAL REPORT & 2024 BUDGET

St. Andrew's Episcopal Church 2023 Special Funds Annual Report

	As of 12/31/2022	Receipts	Disbursements	As of 12/31/2023
Prepaid Pledges	\$ 37,591.55	\$ 36,781.15	\$ 37,591.55	\$ 36,781.15
St. Andrew's Programs	\$ 961.52	\$ 4,770.10	\$ 3,771.61	\$ 1,960.01
Facility Improvement*	\$ 403.48	\$ -	\$ -	\$ 403.48
Rental House Repairs	\$ 4,455.32	\$ 10,397.94	\$ 14,620.90	\$ 232.36
Prior Year Net Income Carry-Over	\$ -	\$ 19,951.50	\$ 19,951.50	\$ -
Library	\$ 118.87	\$ -	\$ -	\$ 118.87
Music	\$ 650.00	\$ -	\$ -	\$ 650.00
Children's Ministries	\$ 1,224.31	\$ -	\$ -	\$ 1,224.31
Youth	\$ 1,178.84	\$ 11,312.60	\$ 9,063.66	\$ 3,427.78
Nursery Renovation Project	\$ -	\$ 4,444.21	\$ 4,444.21	\$ -
Altar Guild	\$ 6,568.34	\$ 5,932.00	\$ 3,305.22	\$ 9,195.12
Clergy Discretionary	\$ 3,631.16	\$ 8,913.05	\$ 3,788.73	\$ 8,755.48
Feeding Ministries	\$ 5,450.23	\$ 3,539.00	\$ 1,655.97	\$ 7,333.26
Columbarium-Restricted	\$ 9,052.01	\$ -	\$ 159.86	\$ 8,892.15
Rector Call Fund	\$ 14,400.00	\$ 2,400.00	\$ -	\$ 16,800.00
Embodied Faith Curriculum Funds	\$ 5,926.18	\$ -	\$ -	\$ 5,926.18
Sister Church - St. Stephen's	\$ 2,965.89	\$ -	\$ -	\$ 2,965.89
Audit	\$ 6,000.00	\$ 4,500.00	\$ -	\$ 10,500.00
Taize	\$ 41,117.08	\$ 277.00	\$ 20,345.48	\$ 21,048.60
Scrip	\$ (2,700.00)	\$ 23,000.00	\$ 25,000.00	\$ (4,700.00)
Christmas Decoration Donations	\$ -	\$ 305.00	\$ 305.00	\$ -
General Memorial Fund	\$ -	\$ 250.00	\$ -	\$ 250.00
Capital Expansion Project	\$ 9,061.28	\$ 60,038.22	\$ 65,537.09	\$ 3,562.41
Grateful & Growing Capital Campaign	\$ 53,052.47	\$ 170,953.42	\$ 152,748.22	\$ 71,257.67
General Maintenance Fund	\$ 34,537.88	\$ -	\$ -	\$ 34,537.88
Totals	\$ 235,646.41			\$ 241,122.60

*Facility Improvement year-end balance includes:

Labyrinth Fund	\$ 70.00
Sacred Grounds	\$ 147.73
Creation Keepers	\$ 50.00
Carbon offsets	\$ 135.75
Total	\$ 403.48

**Altar Guild includes: \$3,957.04 balance from insurance reimb

Children's Ministries incl: VBS \$1313.72; Parish Camp \$-122.88; Other \$33.47

Total Outreach Spending for 2023	
Clergy Discretionary	\$ 2,267.23
Teen Feed/Tent City	\$ 1,438.96
St. Luke's Edible Kitchen	\$ 500.00
Earth Ministry	\$ 250.00
Seminarian Support	\$ 2,000.00
Am Friends Episcopal Diocese of Jerusalem	\$ 559.11
Total	\$ 7,015.30

Donated Food to Family Works 1098.6 lbs

2023 ANNUAL REPORT & 2024 BUDGET

St. Andrew's Episcopal Church

Schedule of Investments Value as of December 31, 2023

	Land (1)	Building (1)	Other	Liabilities
Church Facility	\$ 2,806,500	\$ 1,191,700		
Res. 7732 1st NE	\$ 524,000	\$ 202,000		
Res. 7741 2nd NE	\$ 489,000	\$ 151,000		
Res. 7737 2nd NE	\$ 489,000	\$ 28,000		
Res. 7745 2nd NE	\$ 489,000	\$ 216,000		\$ 302,770.70
Cash on Hand (Key Bank checking acct.)			\$ 128,187.38	
Cash on Hand (Key Bank Clergy Discretionary acct.)			\$ 8,755.48	
Savings (Vanguard money market acct.)			\$ 215,955.02	
Cap. Repairs Endow/Maintenance Fund				
Diocese of Olympia Investment Fund			\$ 57,821.73	
	\$ 4,797,500	\$ 1,788,700	\$ 410,719.59	\$ 302,770.70
 Total of all Assets			 \$ 6,996,919.59	
Assets Net of Liabilities				\$ 6,694,148.89

(1) Taken from 1/1/23 tax statements of King County Assessor. These are not necessarily market values.

Report on Houses Owned

	Gross Income	Rental Expenses	Net Income	Repair paid from Special Funds
7732 1st NE	\$ 38,980.00	\$ 14,951.10	\$ 24,028.90	\$ 821.38
7741 2nd NE	\$ 36,840.00	\$ 13,566.08	\$ 23,273.92	\$ -
7737 2nd NE	\$ 24,350.00	\$ 10,071.15	\$ 14,278.85	\$ 9,259.72
Transferred to Special Fund - Rental House Repairs			\$ (8,000.00)	\$ 10,081.08
Applied to General Fund Receipts			\$ 53,581.67	
 7745 2nd NE	 \$ 40,740.00	 \$ 10,257.82	 \$ 30,482.18	 \$ 2,141.88
Payments made on loan principal			\$ 171,176.34	
Interest payments made on loan			\$ 16,049.20	
Taken from Special Fund Receipts			\$ (156,743.36)	

Report on Diocese of Olympia Investment Fund - January 1, 2023 through December 31, 2023

Beginning Market Value 01/01/2023	\$ 52,398.77
Gain on Investment Value	\$ 5,422.96
Ending Balance 12/31/2023	\$ 57,821.73 *

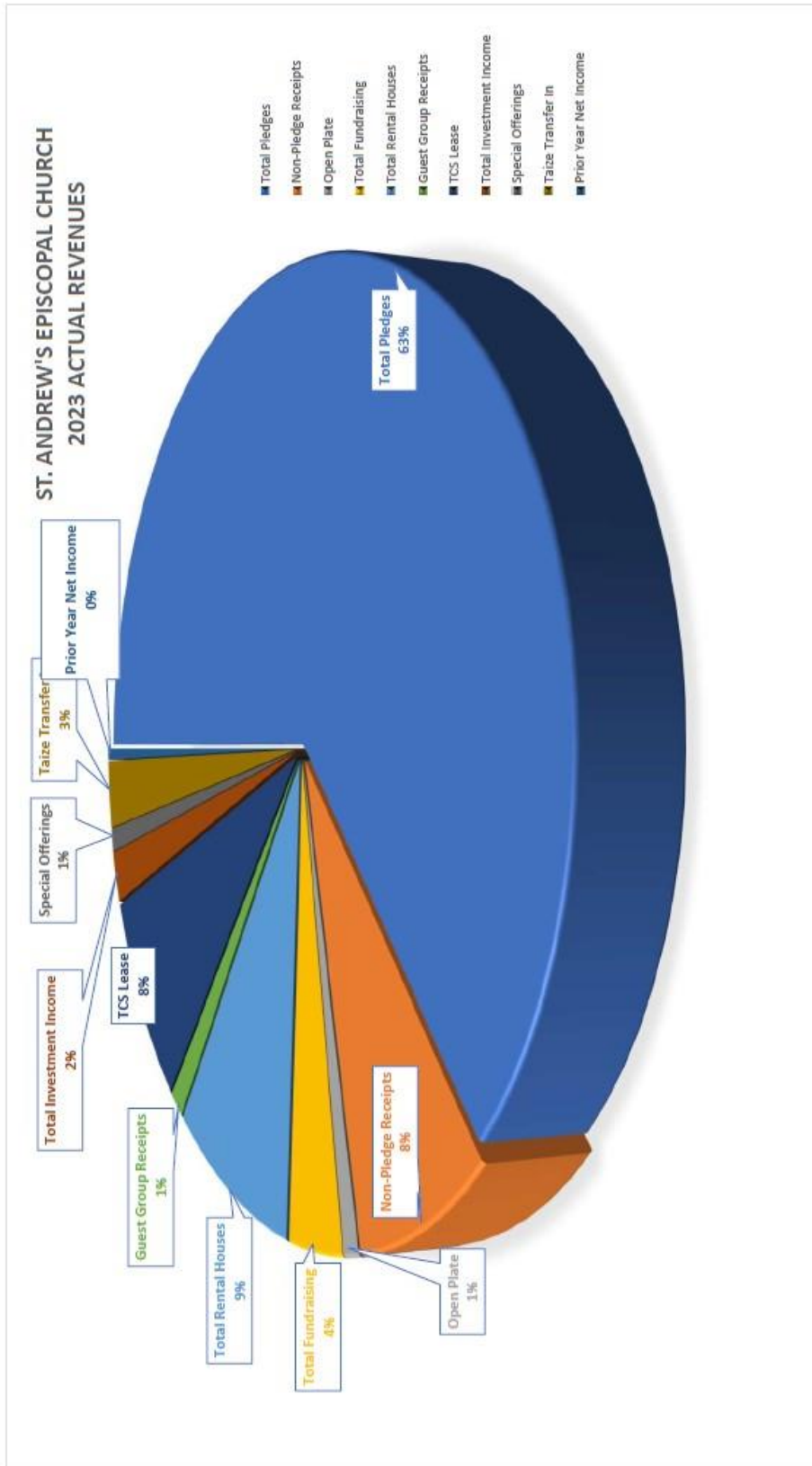
*Donations since inception \$ 53,462.83

*Available Investment Income \$ 4,358.90

Dividends earned & transferred to General Fund

Income: Cap. Rep. Endow/Maint. Int. \$ 1,025.51

2023 ANNUAL REPORT & 2024 BUDGET





Annual Meeting 2023

Sunday, January 29, 2023

11:45 am – 1:00 pm

Call to Order

Pastor Rachel Endicott

Pastor Rachel Endicott called to order the 2023 Annual Meeting at 11:49 on Sunday the 29th of January, 2023 at St. Andrew's Church.

Opening Prayer

The Rev. Rebecca Kirkpatrick

Approve of Minutes 2022 Annual Meeting

Megan McInnis

A written copy of the 2022 Annual Meeting Minutes was available for review on page 28.

One Correction was made. Ken Feldman corrected page two under the Financial Reports; there was a 113k deficit not 16k.

Elizabeth Santiago made a motion to accept the minutes of the 2022 Annual Meeting as corrected. Alice Spears seconded. No one objected to accepting the 2022 annual meeting minutes by acclamation. The motion passed.

Interim Rector's Address

Pastor Rachel Endicott

Thank you for the warm welcome and to the women who manned the office in the last month. Thanks to those who have helped with the copier on Sunday mornings. Pastor Rachel is excited for this next season. There will be changes and she asks that if you are not being fed, then please find her. There have been many vestry meetings on our budget. There are plans for Easter by the staff. Pastor Rachel is still the priest here, and if there are specific needs, please contact her. This is not a time to stop, the interim is a liminal time of change and an opportunity to move forward. She will be using this time to ask questions. Please also ask questions about where God is calling you personally and at St. Andrew's. Pastor Rachel looks forward to formulating our short elevator speech of our mission, and finding who we are.

Senior Warden Report

Mary Katka

The Formal Report is on Page four of our 2022 Annual Report. It has been quite a year, it has been a year where Mary's job has changed; from supporting clergy, to supporting the Church through the loss of our Rector and the Maternity leave of Rebecca. There were many gifts offered to her at this time; She learned a lot about post covid Saint Andrew's. We improved our website; we introduced our streaming service to St. Andrew's. She saw little ones arrive in our nursery. There have been babies born! Our Garden was tended during our covid time! We had many young people visit and make their home here, and others are still searching but made a stop here on their way. There is hope for the future of St. Andrew's. This is Mary's last opportunity to address St. Andrew's as the senior warden; please look to those beside you, if you don't know then, then please introduce yourself! The biggest gift of this season was the recommendation of the Cannon of the Ordinary of Pastor Rachel. This is Mary's last moment as Senior Warden.

Financial Report

Ken Feldman

Ken has been on the vestry for the last three years and is the representative of the finance committee on the vestry. Those on the finance committee advise the vestry on the finances and holdings of the Church. The financial committee is made of Trina Torgoson, Alison Stage (notekeeper) Gohn Ginn (building and grounds), Mark Gargett (as former Treasurer), and Sydney Sliker. Susan Kromholtz has been St. Andrews pledge secretary for several years and also serves on the finance committee. David Gravelle and Will Lewis handled the stewardship campaign. They led the "reach for the stars event" with the help of Gretchen Hayslip.

The official financial report can be found on pages 22-27. We own much of our property outright; this building and Metzger Hall, along with three rental houses. We recently purchased one more rental house. On page 26 the special funds report can be found; these are special gifts that have been gifted by donors for particular use. We have some special funds that are vestry restricted; such as rental repair donations. We have a new name for the Rector Sabbatical special fund; it is now the Rector Call Fund which is to pay for a committee expenses for candidate searches. There are also some statutory limited funds; the columbarium fund is restricted to

expenses to maintain the columbarium. The Grateful and Growing Capital Campaign is where we track the donations that were made during the capital campaign that pays down the loan that refinanced the purchase of the house in 2020.

On page 22-25 is the 2023 annual budget. In 2022, we expected to get \$520k of income with \$630k in expenses. We passed a budget with a \$113k deficit. The vestry allocated \$28,000 in reserves and the surplus funds from the 2021 operating budget made possible with a PPP loan that was converted to a grant to help offset Covid hardships. St Andrews was thus able to reduce the budgeted deficit to \$65k. The congregation gave faithfully, and we raised money to help reduce this budget gap. We also rented Metzger hall to The Church School which brought in additional income (and some extra unforeseen expenses, such as installing a washing machine). This lease is for 10 years. On pages 23-24 you can see we anticipated \$23,700 less in expenses than we budgeted. We were able to save some money within this due to Fr. Rich leaving. We finished the year with \$2700 surplus to use this year for the budget. Our Reserve is now \$100k which is the minimum amount recommended to keep for unanticipated expenses. The finance committee voted to recommend that the Vestry not use additional reserves or special fund transfers to balance the budget. There was a tight vote amidst our Vestry to pass this. The Vestry called forth a short-term task force, who came up with the budget that you see in your 2022 annual report.

2023 Operating Budget Report

Mary Katka

The vestry did take the recommendation of the finance committee to not use reserves to balance the budget. The short-term task force met, and they knew they had to make cuts; with approximately 150k in deficits, we knew we had to make big cuts. The task force went line-by-line through the budget. We presented this budget at a special vestry meeting on Thursday the 26th. We made a recommendation to the vestry that we would need to cut staff. On page 24 under the line "Salaries and Benefits", in the 2023 budget we have hired a parish administrator for 30 hours a week. Our associate rector is Rebecca's position, and this salary will remain the same. The associate rector is Mo. Danae and her position has been terminated. Our Music Directors hours have been cut slightly and will remain at 22 hours a week. Pastor Rachel will limit herself to 80 hours a week to balance the budget. This was a painful process, but with respect and prayerful and genuine concern, we made this decision, and the vestry decided to make these changes to have a balanced budget. The "Reach for the Stars" did help. It is with sadness that Mary says "Can your vestry present this budget to you with the hope that as we go through this year, things change and this budget changes. That we can flex the budget to fit these changes for the better of St. Andrew's."

Ken Feldman took over for Mary. This was a challenging decision for the vestry. Mo. Danae will be here till April. Pastor Rachel will move to 80% time instead of full time.

Opening for Questions:

"If people want to make a special restricted donation for staffing, can they?" Response: Yes, the vestry will prayerfully consider this donation and whether to accept it.

Brad Daley – "Regarding Expenses, for 2023 the diocese's assessment is going up, why is this going up if our numbers are going down?" Response: This is based on taxes based on net donations and revenues.

Liz Santiago brought up a correction on page 26 pertaining to how much food was donated to "Food and Family Works". A correction was made to increase the amount of food donated.

"Can someone clarify why we cannot leverage our rental properties?" Response: This makes up 40% of our income and to get loans for these would add to our debt. There was talk of selling a house, but we have renters in there. We would need permission from the diocese, legal fees etc. This was not an option due to the fast nature of this decision.

"What does it mean for Pastor Rachel to be 80%?" Instead of 40h Rachel will work 32 hours a week.

Cris Blair - As a member of the Vestry, Cris brought this up; on page 23 under seminarian support there will be an extra \$1000 dedicated. \$1000 will come from the operating budget and \$1000 from the discretionary fund.

Carolyn Rodenberg. "There are lots of feeling about Mo. Danae, let us note how much she has given us and to hold her in our hearts right now."

(Please ask further questions after the meeting.)

Capital Campaign Report

Will Lewis

Everything we have done has been dedicated toward stewardship. Thank you for the numbers raised during the "Reaching for the Stars". Thank you for all you do!

Acceptance of Vestry Slate

Gretchen Hayslip

The New vestry members: Dan Cassady, Mark Gargett, Mike Hicks (1 year), Annalisa Conserti-Jones, and Dorothy Gibson.

Brad Daley moved to approve the vestry slate of candidates. Liz Santiago seconded. With no opposition the motion was passed.

Acceptance of Convention Delegates/Alternates

Gretchen Hayslip

The Convention Delegate slate is: Rich Ater, Caleb Hege, Cheri Peele, Dan Catchpole, Noah Andersen, and Megan McInnis. Our Alternates: Levana Fletcher, Cris Blair

Dan Cassady moved to approve this slate of convention delegates. Margaret Cassady seconded. With no opposition the motion passed as presented.

Vestry Farewells

Pastor Rachel Endicott

Mary Katka, Liz Santiago, Chris Jones, and Ken Feldman will be leaving. They received our appreciation and gift bags! Thank you for your years of service!

Closing Prayer

Pastor Rachel Endicott

Adjournment

Pastor Rachel Endicott

Pastor Rachel adjourned the meeting at 12:54pm.