

Parish Profile

May 2024



At St. Andrew's, all are welcome at the table!

We are a vibrant, affirming, transformational parish that seeks to balance our prayer and worship life with spiritual growth and active involvement in our community and the world.



Dear Friend in Christ,

The members of St. Andrew's Episcopal Church of Seattle greet you and invite you to read this document in the same spirit in which we have written it: with prayerfulness, hopefulness, and discerning hearts. We are searching for a full-time rector who will join our community of people who seek to worship God with joy and gratitude; to grow in our faith and knowledge of Christ with open hearts and minds; to nurture our community of both longtime members and newcomers; and to use our gifts to serve our parish and our greater community.

As in so many churches, the pandemic created a fault line in our history. We had much loss in terms of members, programs, and finances. In a way, this has set us up for a fresh start. Now there is new growth and a palpable sense of excitement about working together to discern our path and to revitalize St. Andrew's as a faith community and as a force for good.

We cherish our church's traditions, our multigenerational history, and our memories of past vitality. Still, with gentle encouragement, we welcome new and creative modes of expressing and growing our faith and mission.

The first part of this profile is our collective voice speaking to you, giving you our best understanding of who we are, how we worship, the qualities we love about ourselves, and areas where we are challenged to grow more deeply into the outward expression of God's grace. In the Appendix, we give you the nuts and bolts of the parish: demographics, financials, and attendance; and data from our recent comprehensive parish survey.

If our profile connects with your skills, experience, and heart, we hope you'll consider joining St. Andrew's in our mission. We trust our benevolent God to lead us all to a new and more abundant life, even in the midst of change. We have already been praying for you and your discernment process, and we thank you for considering our church as your new home.

In faith, hope, and charity,

The St. Andrew's Profile Committee
on behalf of the Vestry and our Parish Family

Our Process and Comprehensive Parish Survey Results

Results and Top Priorities

In February 2024, our parish participated in the Congregation Assessment Tool (CAT) survey administered by Holy Cow! Consulting (i.e., Comprehensive Parish Survey). Responses were received from 136 people, representing 50% of the average attendance, including online participants. For the Energy-Satisfaction Map, St. Andrew's scored low energy and low satisfaction which puts the parish in the recovery quadrant. This means that St. Andrew's needs to make major changes in order to regain a significant level of vitality and health. To move towards higher vitality, the church needs to make changes to clarify its purpose and central focus.

Factors contributing to satisfaction and energy that make members want to be involved include:

- Leadership that shows concern to know what people are thinking when making decisions, support for lay persons in ministry, and clergy that bring out the best in others.
- The parish as a whole can be perceived as aloof and impersonal. Factors contributing to warmth and compassion would be to create more opportunities for people to form meaningful relationships (small groups, nurtured friendships, shared meals, etc.).
- Engagement in education. Make the necessary changes to attract families with children and youth to our church. Continued attention to providing education opportunities for all ages will help attract families with children and youth.
- Governance. The congregation feels greater energy and satisfaction when genuine concerns for members are considered when decisions are made.
- Morale. There were a large number of responses that were "tend to agree or tend to disagree." There is a desire to find ways to increase the overall spirit of the parish in order to encourage members to want to be involved.
- Strategic planning profile. 83% of survey respondents indicate some to moderate change is required for St. Andrew's to realize a vision for the congregation. The congregation may need to rethink its basic purpose and mission to be more effective in the future.

The Parish Profile Committee has received input for this profile in the following ways:

- Conducting the Comprehensive Parish Survey.
- Reviewing survey results with the congregation on March 17, 2024, and having small groups create action items for the listed priorities.
- Collecting Bible verse ideas to guide us in developing mission and vision statements for St. Andrew's. Finalizing this process should be considered a priority by our new rector.

St. Andrew's in Transition: Recovery Quadrant Factors

In the survey results described above, St. Andrew's finds itself in the Recovery Quadrant on the Energy-Satisfaction Map of the CAT tool. Based on CAT responses and written comments, as well as introspection on the part of the Profile Committee, we have identified the following factors contributing to this rating:

Rector retirement: The retirement of the Rev. Dr. Peter Stimer at the end of 2014 left a huge hole in our congregation. He was a good match. He left a little before the end of his commitment period and our parish had a difficult time saying goodbye. His unexpected death in October 2022 further punctuated our sense of loss.

Transitions: We have undergone two rector searches in the last 10 years. The first was in 2014 after Rev. Strimer's retirement. This search was prolonged because our initial candidate declined the position for personal reasons. This added six months to the search process before we finally welcomed the Rev. Richard C. Weyls in March of 2017. The second rector search began after Rev. Weyls resigned in September 2022. We are currently being led by the Rev. Rachel Endicott, Interim Rector.

Turnover: During these transitions, there has been a loss of deacons, assistant priests, and administrative staff for financial and other reasons. Clergy who left were not replaced. There were changes to many ministries, including the loss of the Center at Saint Andrew's. This dealt a blow to the congregation's sense of cohesiveness and collective memory. Some decisions resulted in hard feelings. The vestry had to make difficult choices, and some vestry members left their positions.

COVID: The onset of COVID in 2020 was debilitating, stressful and devastating to everyone. Our church moved to online services. When we reopened, we took steps to do so slowly to ensure the safety of the congregation. Still, many parishioners have discontinued their participation.

The reduction in membership cannot be wholly attributed to these transitions, turnover and COVID events. The parish records have not been consistently updated for several years, meaning that members have been added but not removed. Efforts are being taken to correct this, and the 2023 Parochial Report is by far the most accurate one produced in years.

Transitions by nature are difficult and destabilizing. Despite the results reflected in the Energy-Satisfaction Map of the CAT tool, the in-person energy of the parish is strong. This was demonstrated at a parish-wide meeting and survey feedback session held in March 2024. Discussions were lively, and ideas flowed freely.

Where We Would Like to Grow

In looking to the future and to further the mission and the ministry of the congregation, the parish-wide survey identified the following top priorities:

1. Make the necessary changes to attract families with children and youth to our church.
2. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
3. Develop ministries that work toward healing those broken by life circumstances.
4. Create more opportunities for people to form meaningful relationships.
5. Expand outreach ministries that provide direct services to those living on the margins of society.

During the parish-wide meeting and feedback session held in March, we discussed these priorities in depth and formed focus groups to explore ways to address them. The congregation identified dozens of ideas for each of the five top priorities. These ideas can be explored further, and changes implemented in the months to come, with guidance from our new rector and the vestry.

We are eager to create a new mission and vision statement for St. Andrew’s. We look to our new rector to harness the energy and enthusiasm of our parishioners and lead us in this process. Ideas have already been generated as a result of the survey feedback session. Parish members were also invited to submit favorite Bible verses that will be used to guide this work.

Our New Rector

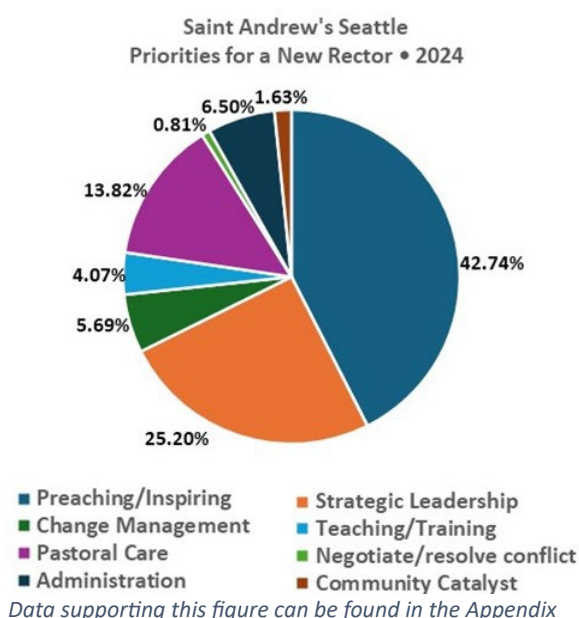
St. Andrew’s Comprehensive Parish Survey revealed parishioners’ top three priorities for our new rector:

- **Preaching:** Inspiring and connecting people to God’s Word.
- **Strategic leadership:** Vision and leading the church.
- **Pastoral care:** Engaging people empathetically; caring for people.

These priorities were followed by administration, change management, and teaching/training. Lowest priorities were negotiating/resolving conflict and serving as a community catalyst.

At St. Andrew’s, we seek a spiritual leader who will nurture our faith and challenge it to grow.

We appreciate a wide interpretation of the Bible, honoring differences in understanding and



welcoming people wherever they are on their spiritual journey. We honor our Anglican and Episcopal traditions, but also strive to know how they relate to our lives and our world today. Here in the most “unchurched” region of the U.S., you can help us to stay strong in our church’s purpose and to spread God’s love to our neighbors who are seeking meaning.

Our parishioners may look healthy, strong, and comfortable on paper, or in the pew on Sunday morning, but many of us are hurting, struggling, or lonely—sometimes in hidden or silent ways. We yearn for a rector who is called to pastoral care, to comfort and support us. We need a leader who can help us learn about and meet the diverse needs and challenges of our parishioners.

We feel an urgent calling to help those in need outside our church as well. We need a rector who can help us decide how best to use our gifts, where to focus our efforts, and how to make them sustainable. We want you to be our connector and supporter, helping us find where we can be of most service in the church, and encouraging us as lay leaders and volunteers in our ministries as we seek to embody the love of Christ.

We seek a rector who will respect our history, the legendary figures and events of St. Andrew’s past, and our love of tradition, but also someone who can gently guide us to embrace what may be creative new ways of worshiping, sharing God’s grace in the world, and being a loving community.

We are confident that we can still be the vital congregation that we’re working to become again. Our church’s financial picture is improving after pandemic setbacks, but we need a rector who understands the reality of our situation. We have been able to balance the budget each year, even during COVID-19.



**Full pledge history details can be found in the Appendix.*

Although the number of parishioners who contribute financially has dropped and total income from pledges has decreased since before COVID-19, this year we have started seeing encouraging trends. A new leader will need to steer a course through these changing times, challenge parishioners to increase their pledges, and help us consider new options such as planned giving, endowments, fundraising activities, and enhanced uses for our properties.

We are a community that loves to have fun! A rector who laughs, feasts, sings, and dances with us is someone who will bring us joy. If you'd get a kick out of navigating a corn maze with our high schoolers, dancing to zydeco music at our Mardi Gras party, or donning a silly hat to play a Magi in our Christmas pageant, this might be the place for you.



There is a palpable sense of excitement and hopefulness about the next stage of our church's life. We need a rector who would be energized by this, helping us discern how we want St. Andrew's to evolve.



What We Offer

Financial Compensation: Salary is negotiable within diocesan guidelines. For context on financial compensation, St. Andrew's Seattle is a Grade B congregation:

- [2024 Parochial Clergy Salary Scale | The Episcopal Diocese of Olympia](#)
- [Congregation Grades \(2024\) | The Episcopal Diocese of Olympia](#)

Pension: Each month the congregation pays the Church Pension Fund an assessment on the clergy person's salary, including the housing allowance, as dictated by the Episcopal Church. Another option is a retirement savings plan called the RSVP plan, through Fidelity Investments in conjunction with the Episcopal Church, to which clergy can contribute out of their paycheck. The Church Pension Group has more information.

Medical, Dental, and Vision Insurance: For insurance purposes, the compensated clergy of the diocese form a single group. Each year the Diocesan Insurance Commission evaluates healthcare plans to ensure that clergy and congregations are offered reasonable health, vision, and dental insurance given the current market. From time to time, the Commission identifies particular sources or conditions for payment. A full description of the current insurance plan is available from the Office of the Bishop.

For the "base" plan, St Andrew's pays 100% of a rector's medical and dental costs and 75% of the additional cost for spouses/families. Individuals can choose a higher-cost plan and pay the difference.

The Episcopal Diocese of Olympia's 2024 Healthcare Options website offers more information on medical (PPO, HMO, and HSA options), dental, and vision insurance, as well as the Employee Assistance Program (EAP).

For employees who have waived health coverage due to spousal or other qualified coverage, the \$4/month EAP is available as a stand-alone option. Details about the EAP are available from the [Church Pension Group](#).

See also:

- [2024 Policy on Health Care Coverage](#)
- [2024 Personnel Update for Congregations](#)

Vacation/Sick Leave: St. Andrew's offers the national standard vacation for clergy of four weeks per year (five Sundays if taken in a block). Sick leave accrues at one day per month to a maximum of 120 days.

Paid Family and Medical Leave: Washington State covers the basics of the new mandatory Washington State Paid Family & Medical Leave Program. See page 4 of [2024 Personnel Update for Congregations](#) for details.

Sabbatical Provision: Following each five-year term of service in a given position, a clergy person is entitled to request a three-month sabbatical to further educational or vocational development.

Housing or Housing Allowance: If a clergyperson provides their own housing, their total church income includes a salary and housing allowance to equal the total financial compensation. If St. Andrew's provides housing, their total financial compensation is reduced by a portion, and they cannot use the IRS housing allowance against other income.

St Andrew's owns four rental houses next to the church. One of these units may be made available to the rector for a limited time or permanently. Animals are permitted at the rentals.

Continuing Education: Diocesan policy states that clergy should receive two weeks of paid time for continuing education each year; this may be accumulated up to a four-week maximum. Traditionally, the vestry has also budgeted for continuing education costs.

Mileage Reimbursement and Other Expenses: These expenses are paid at the IRS-set business rate and mentioned in the Letter of Agreement. See page 2 of [2024 Personnel Update for Congregations](#) for details.

Our Staff

- **Interim Rector:** The Interim Rector conducts sacramental and pastoral responsibilities for our congregation while we are in the process of calling a new rector. Our Interim Rector serves as a spiritual leader and companion to our congregation during this time of clergy transition but has no direct involvement in the call process.
- **Music Director:** Our Music Director oversees all music needs for St. Andrew's, including the church choir, handbell ringers, organ, and piano playing, and arranging for guest musicians from both outside and within the church community. (24 hours/week)
- **Children, Youth and Adult Formation Director:** The Children, Youth and Adult Formation Director oversees children and youth ministries, including nursery care arrangements, preschool through 5th grade Sunday church school, Middle School Youth Group, and High School Youth Group. The Director currently co-chairs the direction of adult classes with the interim rector. (30 hours/week)
- **Parish Administrator:** Our Parish Administrator prepares a weekly newsletter, maintains the website, answers the telephone, manages church building use, and provides support for staff members. (30 hours/week)
- **Bookkeeper:** The Bookkeeper tracks our finances, pays bills, and keeps us informed of our financial well-being. (35 hours/month)
- **Outreach Missioner:** This is a new position at St. Andrew's in 2024. We anticipate the Outreach Missioner will help guide our congregational efforts to develop programs to connect with those living on the margins of society and other community members in need. (10 hours/week)

Our Worship



St. Andrew's grounds its worship life in the Anglican tradition and draws its liturgical practice for the two Sunday morning services from the Book of Common Prayer, Rite II. We livestream our 10:00 a.m. service and have a team of people who routinely take communion to parishioners who are unable to attend in-person worship. We also offer an in-person contemplative service in the style of Taizé on the first Sunday of each month. We practice an open table, which

means that all are welcome to participate in the Eucharist. While baptism and confirmation are encouraged rites of passage, neither are required for Eucharist.

Sunday, 8:00 a.m. This service practices a traditional spoken liturgy based on the Book of Common Prayer, Rite II. While it is quiet (no music), the passing of the peace can be lively as this small group of regular attendees greet each other with smiles, hugs, and handshakes. A sermon is offered, and the service culminates with an open table where all are invited to receive the Eucharist. Typical attendance is around 25 people.

Sunday, 10:00 a.m. The largest service of the day has an attendance ranging from 50 to 75 participants. This service is also based upon the Book of Common Prayer, Rite II, and follows a typical format, including reading the scriptures of the day followed by a sermon. Sermons are typically given by our interim rector, with occasional guest preachers, including lay preachers and seminarians from St. Andrew's. Music is featured in this service with hymn singing drawn from either The Hymnal 1982 or from a hymnal supplement assembled by our current Director of Music. Stylistically, we sing anything from the traditional hymns to more contemporary favorites found in the supplement. Worship is enhanced by the St. Andrew's choir and occasional guest musicians. As at the earlier service, the table is open to anyone who wishes to participate in the Eucharist.

Both Sunday services are supported by lay leaders who read the Old Testament and epistle readings. The Psalm is read antiphonally at the 8:00 a.m. service and sung antiphonally with the choir at the 10:00 a.m. service. The prayers of the people are led by a prayer reader from the congregation at both services. Trained Eucharistic Ministers also serve the communion chalice. At the 10:00 a.m. service, trained Eucharistic Visitors come forward for a blessing and are sent out to take the Eucharist to members of our community unable to attend worship in person.

Both Sunday morning services are followed by a coffee hour where parishioners gather to greet one another and welcome visitors in a less formal setting.

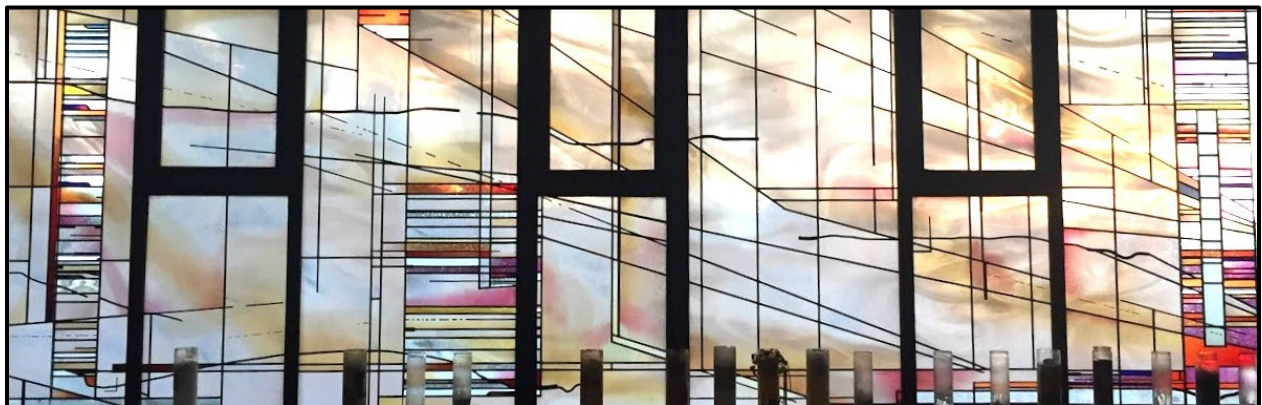
Contemplative Service in the Spirit of Taizé – first Sunday of each month at 5:00 p.m. A longing for a quieter, less structured and traditional form of worship led to the creation of St. Andrew’s contemplative service many years ago. Drawing on music typically offered by the Taizé community in France and original compositions by members, this service features a reading of scripture and a meditative passage, followed by silence. The service concludes with an open table Eucharist. Over the years, the attendance has grown to around 30 people. The service is typically led by a non-staff priest and is enhanced by an instrumental group, both of which are funded primarily by a single parishioner’s earmarked pledge.



Live Stream Services: Our 10:00 a.m. Sunday service is live-streamed thanks to the hard work of our technology team. St. Andrew’s invested in equipment and infrastructure during the pandemic years and has maintained them to reach at-home parishioners in Seattle and beyond.

The St. Andrew’s YouTube channel, where St. Andrew’s live streaming and archived videos are housed, has 1,200 subscribers. Over the past six months, there have been an average of 50 views of each Sunday’s 10:00 a.m. services, and 72 views of Christmas and Easter services. Our YouTube channel also includes an archive of several years’ prerecorded virtual weekly contemplative services. Three of our talented parishioners shared their spiritual and musical gifts during the pandemic restrictions and created a beautiful community during a challenging time.

<https://www.youtube.com/@saintandrewsepisopalchurc1133>



Our Faith Formation and Education



Children's Christmas Pageant

Children's and Youth Programs

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. We've been told we have some of the most vibrant children's and youth programming in the diocese, and there is interest and energy for growing the programs.

- **Nursery – 5th Grade Students:** We welcome an average of 7-8 children every Sunday to church school, with a total of 24 who regularly attend. Children process out of the sanctuary after the opening prayers, moving to a large mixed-ages classroom for Sunday school, and returning during the Peace. We use the Illustrated Ministries Children's Curriculum, which follows the Revised Common Lectionary, celebrating the love of God through inclusive and progressive Christ-centered theology. Over 20 children usually take part in our annual Children's Christmas Pageant, a beloved longstanding tradition. Our nursery room was beautifully remodeled by a high school parishioner as a service project in 2023, and an adult parishioner manages its staffing when needed.



Pre-pandemic, our children's program was so robust that we regularly filled multiple classrooms with age-segregated Sunday school classes. Currently, all elementary-age children are in one combined church school class. This was necessitated by reduced

attendance since the pandemic, the challenge of an adequate volunteer roster (adhering to the Safeguarding God's Children requirements), and the fact that we have leased out much of our classroom space to a local preschool.

- **Middle School Youth Group:** An average of five of our 6th through 8th grade students meet every other Sunday evening for games and community. This group is led by our Children, Youth and Adult Formation Director along with a volunteer. Highlights of the year for both the middle and high school youth groups are their joint annual outing to a pumpkin patch, as well as a Christmas party with a gingerbread decorating competition and a white elephant gift exchange.



Middle School/High School Corn Maze Fieldtrip

- **High School Youth Group:** Our 9th through 12th grade students meet every other Sunday evening. The evening starts with an optional Bible study class followed by fellowship and fun activities. Usually six or seven students participate, with a total of 11 students who regularly attend. This group is led by the Children, Youth and Adult Formation Director, and two volunteers.



High School Mission Trip

Our high school youth take a summer mission trip. These trips have always been an impactful and fun combination of service, learning, and adventure for the youth involved. In 2023, they explored our state capital, a wildlife refuge, and learned more about the Indigenous history of our state. Past high school mission trips have traveled to Mexican border towns, our former sister church in New Orleans, the Blackfeet and Yakama

reservations, New York City, and Alaska. This year, the youth group will head to Tucson, Arizona, to learn about immigration justice in our borderlands.

- **Vacation Bible School (VBS):** St. Andrew's will resume our 50-year tradition of a weeklong VBS in 2024. Led by the Children, Youth and Adult Formation Director and assisted by parish volunteers, we will offer a full-day program for the first time this year. We use a "prepackaged" program that includes curriculum, music, and activity suggestions. Pre-COVID, VBS attracted dozens of children each year, including many non-parish members, some of whose families were inspired to join the parish.

Adult Formation

Co-chaired by the interim rector and the Children, Youth and Adult Formation Director, adult and all-ages classes are offered both in person and online. They have been led by the interim rector, parishioners with special expertise, and guest instructors. In 2023, topics covered included:

- Episcopal 101
 - "Bearing Witness"
 - The Sacred Ground Curriculum
 - Advent lectures on "The Cradle into which Jesus was Born"
 - Weekly Lenten book study
 - Lay preacher training series
- **Sacred Ground Anti-Racism Training:** Sacred Ground is "A Film-Based Dialogue Series on Race & Faith" sponsored by the Episcopal Church. Parishioners have moderated and participated in this eye-opening, transformative series several times since 2020. There is interest in offering this program again, especially because our parish is predominantly White.

This training also sparked interest in creating a **Land Acknowledgment** statement. Our current statement follows:

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.

- **Clergy and Emerging Seminarians:** St. Andrew's is proud to have raised up many seminarians over the years who have gone on to either ordained ministry or the diaconate. Although all of our head rectors so far have been men, we have had several female priest associates and interim rectors.
- **Education for Ministry (EfM):** EfM is a four-year course of study covering scripture, church history, and theology. For nine months each year, students meet weekly to share and learn together. EfM went virtual during the pandemic and is now hybrid. The course was created by the School of Theology of the University of the South at Sewanee and has been led here by one of our parishioners since 2010. There

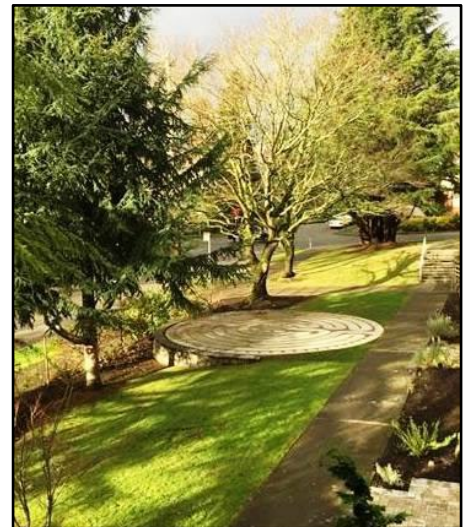


have been 17 graduates and 42 total participants so far. For some it has been an important source of education and reflection; for others, it has also been the first step toward ordination to the ministry.

- **House Church:** As the COVID-19 pandemic wore on in 2020, it became apparent that more needed to be done to connect and keep our congregation together during this painful time of separation, resulting in the creation of a ministry that came to be known as House Church. All parishioners were invited through announcements, and people were assigned to groups of 6-8. The groups met virtually on a regular basis to worship. For many, this connection was a lifeline during a physically and spiritually isolating time. Some groups have continued to meet virtually or in person since COVID restrictions ended. Groups have chosen their individual mode of worship, ranging from a Book of Common Prayer order of service to Bible study to free-form open discussion.

- **Labyrinth Ministry:** As part of the 2014 capital campaign (*Caring, Connecting, Creating: For Now, For the Future, Forever*), funds were earmarked for the development of our sacred grounds, including the design and construction of our beautiful labyrinth on the west lawn of the church. The labyrinth represents several things, including the translation of faith from pilgrimages to expanding worship potential to parish members and our neighbors, who have all found comfort in times of need while traversing it.

A St. Andrew's parishioner, certified by the international labyrinth organization Veriditas, has educated, and led parishioners of St. Andrew's on their own labyrinth journey, first through weekly guided walks, then virtually through the use of guided finger labyrinths. The St. Andrew's labyrinth is known throughout the area and is open to all.



- **Book Group:** In February 2021, two of our parishioners started a monthly Zoom book group that is still going strong. There are 40 members on the mailing list, and 8-12 join the monthly discussions. The participants take turns offering book suggestions, and the group votes. Books discussed have included literature, popular fiction, secular nonfiction, and spiritual writings. The book group is open to all and periodically announced in the newsletter.

- Icon Workshop:** St. Andrew’s has been proud to host the Rev. Dr. Peter Pearson, a noted iconographer and theologian to lead this workshop. Peter has taught many parishioners and community members from outside the St. Andrew’s parish how to write their own icons, using established techniques and principles. Peter has been writing icons for over 50 years and has a devout and growing following of budding iconographers nationwide who have all benefited from his knowledge, expertise, and gentle guidance. We are honored and privileged to be included in his rotation on a yearly basis. First sponsored by The Center at St. Andrew’s (now dissolved) in 2012, this completely self-supporting workshop resumed post-COVID and has continued to flourish as a St. Andrew’s ministry since 2022. We look forward to its continuation in the future.



Our Ministries

The Saint Andrew’s community consistently supports one another through its ministries, which nurture social and spiritual connections. Some ministries have been here for decades, while others started during the pandemic or just a few months ago. We sustained about a dozen of these ministries before the pandemic and came out of COVID restrictions with most of them intact. Programs that are dormant and have not yet been revived are listed in the Appendix.

We have lost ministry volunteers to burnout and COVID-19 attrition, which means that today, most of our ministries are being sustained by only a few people. As the saying goes, “many hands make light work,” and all of these ministries could use more hands.

Survey feedback revealed that some newcomers looking for places to get involved either did not know about the ministries or didn't think they were open to new people. This is an opportunity gap we would love to close, and we hope the leadership of a new rector might add some joyful energy.

Liturgical Ministries

Our parishioners take an active part in our worship service. Before each Sunday service, several behind-the-scenes ministries prepare the space for worship. The **Flower Guild** chooses and arranges the floral displays that beautify the space. The **Altar Guild** sets up for the Eucharist, setting out the vessels, wine, and communion bread – baked by our **bread ministry** – and washing up after. They also place banners that reflect each liturgical season and maintain the candles around the church.

Ushers greet incoming visitors. The procession is currently led by a Crucifer (a role filled by a small roster of both teenagers and adults). Laity read scriptures and the prayers of the people.

Trained Eucharistic ministers serve from the chalice during communion, and Eucharistic visitors are sent out to take **communion** to members unable to attend in person.



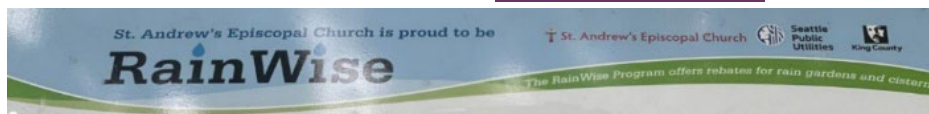
Music Ministry: Our worship is supported with a variety of music during the service and is led by a 15-voice (and growing) adult choir on most Sundays. The choir rehearses on Thursday evenings and presents musical selections in a variety of styles at the 10:00 a.m. service on Sunday. Members of the choir or soloists lead the Psalm by chant. St. Andrew's owns a set of handbells, and pre-COVID-19, a handbell choir was an occasional feature at our services.



External Ministries

TEENFEED

FamilyWorks
Nourishing • Connecting • Empowering



Teen Feed and FamilyWorks logos used with permission. RainWise photo property of St. Andrew's Church

Teen Feed: For more than 20 years, St. Andrew's has supported Teen Feed's meal program (teenfeed.org). Offering a hot meal 365 days a year to youth experiencing homelessness is one of their missions. The St. Andrew's Teen Feed team prepares a monthly meal and delivers it to University Congregational Church, where it is served.

FamilyWorks: As part of our longstanding relationship with this local food bank and resource center, St. Andrew's has donated money, food, backpacks, and more through the years. We have collected over 1,000 pounds of food annually in recent years.

Creation Keepers/Sacred Grounds: The St. Andrew's environmental ministry for 20+ years has been hard hit by retirements but still maintains a faithful crew. Through the Creation Keepers ministry, the church built a vegetable garden on the property and donates what is grown to FamilyWorks food bank, often using compost generated on-site. Creation Keepers helped to spearhead a number of important projects to decrease our impact



on our environment. These include a project leading to solar panel installation on the Mentzer House roof, and another, working in partnership with RainWise (a Seattle/King County program) to install a system using storm runoff and rain to water our gardens throughout the year.

Hospitality to Current Parishioners and Newcomers

An important component of fellowship at St. Andrew's is welcoming people to our community, and it has become a major focus of effort since our return from COVID-19 shutdown. Our hospitality group creates community through everything from warm greetings shared by our ushers to nursery care for our youngest members, treats at coffee hour, and so much more.



- **Coffee Hour:** Our hospitality group creates community through our Sunday morning coffee hours after both the 8:00 a.m. and 10:00 a.m. services. Parishioners sign up to take turns providing sweet and savory snacks, preparing coffee and hot water for tea, and ensuring the kitchen space is tidy and dishes are washed. There is also a social gathering after the monthly Taizé service on Sunday evenings.
- **Ushers:** Ushering is an important ministry at St. Andrew's, recognizing that the first person one often encounters when arriving for Sunday worship is an usher. In addition to being greeters, ushers provide service bulletins, address accessibility needs (such as hearing aids), 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. The group currently consists of 19 volunteers, and they help keep everything running smoothly.
- **Name Tags:** To foster a more welcoming environment for newcomers and those who attend regularly, St. Andrew's encourages the regular use of name tags so people can get better acquainted.
- **Parish Picnic:** A favorite tradition at St. Andrew's has been to kick off the new church year each September with a parish picnic. In the past, the picnic was held in local parks but in recent years, it has been held in McLachlan Hall (our parish hall). Volunteers coordinate details and oversee the barbecue grills outside to prepare hot dogs, hamburgers, and vegetarian options, and the congregation brings potluck dishes to share as part of a community meal.
- **Friendship Circle:** Friendship Circle is an open fellowship gathering that welcomes everyone. Due to COVID-19 restrictions, the group began meeting on Zoom in 2020 and currently still meets for a live Zoom chat session every Thursday at 11:00 a.m. When Friendship Circle met in person, they celebrated birthdays in the group once a month and also took occasional field trips. Snacks, coffee, and tea were served each week. While some chose to simply sip

and chat, others crocheted, knitted, stitched tea towels, and created other artwork while visiting.

- **Church Library:** The St. Andrew’s church library has been undergoing a transformation in the past few years to include more relevant books and materials, and better meet the needs of our parishioners. The library collection is extensive, and the services have expanded to include both a Little Free Book Library and a Little Free Puzzle Library. Parishioners can access resources in the main library space, expansive shelves near the staircase, and a book cart downstairs in McLachlan Hall.



- **Shared Table:** The Shared Table ministry is a group of people who take turns preparing meals for people or families who are experiencing an acute illness or trouble impacting their ability to keep up with care tasks like cooking. This is one of the ways that we love and support the parish community when our parishioners are in need.

- **Nursery Care:** Our nursery space underwent a complete renovation last summer and the renewed space was dedicated in September 2023. The renovation project was spearheaded by one of the high schoolers in our parish to make the space more welcoming for families and children. Nursery care is provided for babies and young children during the 10 a.m. service, as well as during various parish meetings and events. Advanced sign-up is required by noon each Thursday in the week leading up to our Sunday services to ensure we have two safety-screened individuals present as required by the diocese.



- **Dinners for Six:** To build deeper connections among parishioners, a member started these in 2023. Since then, six groups of people have been sharing mostly monthly meals.
- **20s-30s Group:** Started in late 2023, this group of young adults meets for coffee and meals, socializing and envisioning what they want the group to become. Their most recent service project was weeding the church’s vegetable garden to help Creation Keepers prepare for spring planting.

- **The Showcase:** Managed by two longtime parishioners who display and sell homemade jams and jellies, donated jewelry, home goods, and other items, on Sunday mornings, the Showcase provides a social stop during coffee hour and raises funds for the church.

Pastoral Care Ministries

Saint Andrew's has a **Prayer Chain**, in which anyone in need can email to request prayers, and a group of St. Andrew's folks will pray for them. Those experiencing grief or illness may request a **Prayer shawl**, knitted by parishioners, and blessed by the priest. During the pandemic, several healthcare professionals in the parish started the **Health Ministry**, which oversees projects that support the physical and social needs of the congregation. Health Ministers have accompanied other parishioners to doctor's offices, taught the congregation about plant-based eating, and advised on COVID issues. Enhancing social connection was the focus of 2023.

Our Buildings and Grounds



St. Andrew's is located at the southeast corner of the intersection of NE 80th Avenue Street and 1st Avenue NE in the Green Lake neighborhood of Seattle. The parish grounds consist of two-thirds of an acre. The #20 Metro bus stops in front of the church on 1st Avenue NE, with limited service on Sundays. We have about 25 parking spots in four separate areas accessed from an alley that runs along the east boundary of the church property. Nearby street parking is also available.

The church improvements consist of two structures. The primary church building containing the nave and parish hall, library and church office was built in 1955, with approximately 12,000 square feet on two

levels. The secondary church building, Mentzer House, was constructed in 1969 and serves as the church school, offices, music room, and a small chapel. Mentzer House contains approximately 10,000 square feet.

The site is about 40 percent covered by the building footprint, leaving 60 percent or 15,000 square feet of landscaping and 3,500 square feet of on-site parking. Of the landscaped area, there is a fenced outdoor play area along the south boundary used by the church and a preschool that operates in the lower level of Mentzer House. The Building and Grounds (B&G) committee meets monthly and oversees all improvements and grounds-related activities. In addition to planning for and overseeing regular maintenance, the committee also oversees and

implements capital improvements from time to time. The B&G committee also sponsors work parties once or twice a year, generally in preparation for Easter and Christmas.

In the 1990s, an elevator was added, as were other ADA and mobility improvements. The sanctuary was renovated in 2000 and included the installation of a pipe organ and a general reworking of the altar. In 2008, using funds from the *Green and Growing* capital campaign, the B&G committee implemented a lighting upgrade, boiler conversion from oil to high-efficiency gas, and replacement of several windows in the office wing. All of these improvements saved the church significantly on its utility bills.

In 2008-2010, in coordination with the Creation Keepers ministry, the church shut down its irrigation system and moved toward more drought-resistant plants and watering methods. In 2015, using funds from the *Sharing Our Gifts* capital campaign, the B&G committee installed solar panels in conjunction with a re-roof of Mentzer House, saving the church still further utility expenses. Also included in the *Sharing Our Gifts* capital campaign were a renovation/expansion of the Mentzer House upper floor restrooms, a columbarium, and a labyrinth, along with other landscaping.



The parish owns four investment single-family houses. One of the rental houses received upgrades and energy efficiency improvements in preparation for its use as transitional housing under the federal HomeStep program at the time. Three of the houses are situated across the alley from the church and the church uses the backyards as parking lots. In 2021 the *Grateful and Growing – Being a Good Neighbor* capital campaign provided the majority financing for the fourth property, which provides 10 additional parking spaces. The funds are also intended to help finance upgraded heating systems and appliances, and to install solar panels on church buildings and the rental houses. Three of the investment properties are owned outright and there is an outstanding loan on the fourth property. All of the investment properties are currently rented at market rate.

Capital Improvements, Facility, and Campus

In the mid-1990s, the *Partnership of Generations* capital campaign was undertaken to make significant upgrades to the original facility. These included adding ADA enhancements such as a wheelchair ramp to the altar, new carpet, and floors in the sanctuary, as well as the addition of

the new Bond Tracker Pipe Organ¹. Other capital campaigns have included the *Green and Growing* campaign (2008), which addressed the energy efficiency of our facility². The *Caring, Connecting, Creating: For Now, For the Future, Forever* campaign (2014) addressed the improvement of our Sacred Grounds (Columbarium and permanent outdoor labyrinth), the addition of a new roof and solar panels on Mentzer House to reduce our carbon footprint, a remodel of the upper floor of Mentzer House. It also provided support for transitional housing and for and St. Stephen's, our sister church at the time in Nakiwogo, Uganda³.

In 2021, the church undertook another capital campaign, *Grateful and Growing: Being a Good Neighbor* to (at minimum) pay off the mortgage on the recently purchased property on 2nd Avenue NE. This property joined two additional properties on 2nd Avenue that generate rental income and have allowed the church to expand parking availability for Sunday services.

Our Community



A Fall day on Green Lake, Seattle, WA

St. Andrew's is a parish church, both in the technical sense and in the sense that most of the people who attend live in the surrounding neighborhoods. St. Andrew's itself is in the Green Lake neighborhood a few miles north of downtown Seattle and northwest of the University of Washington. The centerpiece of the area is Green Lake Park, an Olmsted-designed park centered on a small lake. The three-mile walking and biking path surrounding the lake is popular, especially on sunny

days. The south end of Green Lake Park connects with Woodland Park Zoo.

The surrounding population of the Green Lake neighborhood tends to be middle- to upper-middle-class with pockets of low-income housing, especially along the I-5 freeway. St. Andrew's reflects the same: we're mostly well off, but we have some parishioners who have had a hard time affording a place to live. That's especially true of renters, as housing prices in Seattle have skyrocketed in response to an influx of new residents. While St. Andrew's sits in an enclave of comparative affluence, the city of Seattle (like others of the same size) has its challenges. Housing is expensive and getting more so. Recently Seattle passed an ordinance raising the minimum wage to \$19.97 an hour. Still, the city is struggling with how to keep people of moderate income from being priced out of the area. Seattle is predominantly White, with a comparatively small minority population.

¹ *Caring, Connecting, Creating: For Now, For the Future, Forever* (2014), pp. 2.

² *Caring, Connecting, Creating: For Now, For the Future, Forever* (2014), pp. 3.

³ *Caring, Connecting, Creating: For Now, For the Future, Forever* (2014), pp. 4-5.

Commuting in Seattle has changed significantly since COVID-19. Within the six primary ZIP codes, 33.8% report working from home. Single Occupancy Vehicle commuting has decreased from 59.5% in 2014 to 45.8% now. The Sound Transit Rail system is currently being developed, so only .6% report commuting by train. With the expansion of the light rail system during the summer of 2024, it is expected that commuting by train will increase significantly. Carpooling, bus riding, bicycling, and walking represent 21.2% of the daily commute.

The parish and neighborhood demographic is mostly White, middle to upper middle income, with average household sizes and coming from fairly dense neighborhoods. The parish has a high percentage of college graduates in keeping with regional statistics. The poverty rate in two of the six primary ZIP codes is the same as or higher than the state poverty rate of 10%. The average poverty rate across the six primary ZIP codes is 8%. (Details in the Appendix.)

The congregation is progressive, and members are open to diverse views and accept individuals where they are in their faith journey. The church is willing to consider some changes but generally prefers to stay with established tradition, especially concerning worship. St. Andrew's exhibits rational knowledge, open discourse, and intellectual curiosity that make the church a powerful voice for those needing advocates.

Our History

St. Andrew's Episcopal Church, located in the Green Lake area of Seattle, Washington was established in 1905 as a mission in the Diocese of Olympia created to serve the North Seattle community. Elevated by the diocese from mission to parish in 1958, our now 119-year-old church has enjoyed a rich and varied history.

A notice placed in a newspaper by the Rev. George King in 1905 or 1906 served as St. Andrew's beginning. Services took place on Sunday afternoons in an upstairs room in Kidd's Hall⁴. A gift of property and an \$800 loan later resulted in the construction of the first St. Andrew's building (known as St. Andrew's by the Lake) in 1909. Thanks in part to its burgeoning Sunday school program, the Mission and its congregation outgrew its space. The purchase of multiple properties (a total of six city lots) became the home upon which the current facility at the corner of NE 80th Street and 1st Avenue NE was constructed.

The new church was consecrated in March 1956 by The Right Rev. Stephen F. Bayne, Jr., Bishop of Olympia, who dubbed St. Andrew's "the biggest little Mission in the diocese."¹ Charles T. Mentzer (1944 – 1964) was Vicar and later the first Rector of St. Andrew's. As the Sunday school program continued to grow and flourish in the 1960s, it became clear that even more space was needed to support that ministry. Mentzer House, a classroom wing, was completed in 1969, increasing the overall physical facility to what it is today.

⁴ *More than 100 Years of Ministry: The Episcopal Church of Western Washington* (1988), pp. 89.

The Diocese of Olympia



The Episcopal Diocese of Olympia was founded in 1853 on the land of the Coast Salish peoples as well as other Indigenous groups. The diocese encompasses all of Western Washington, bordered on the north by Canada, on the south by Oregon, on the east by the Cascade Mountains, and by the Pacific Ocean on the west. The diocese is composed of nearly 100 worshipping communities and about 400 resident clergy. The offices are in Seattle near St. Mark's Cathedral in the Capitol Hill neighborhood.

The Diocese of Olympia is currently in transition to new leadership. The Most Reverend Melissa Skelton now serves as our Bishop Provisional. She is the former Archbishop of the Ecclesiastical Province of British Columbia and Yukon, in Canada. She has deep ties to the Diocese of Olympia, having served as the Canon for Congregational Development, and the Rector for St. Paul's Church in Seattle.

St. Andrew's enjoys a healthy and active relationship with the Diocese of Olympia, with many parishioners serving the diocese in various capacities including as delegates to the diocesan convention, Bishop's committee and subcommittee members, Standing Committee members, and head of Diocesan Altar Guild.

Additionally, St. Andrew's serves the broader church by developing ordained staff. This tradition of raising deacons from the congregation offers great opportunities for parishioners to expand their ministry, and several from the community have been ordained as priests. These individuals now serve as deacons and priests throughout the diocese and across the country.



Closing Invitation

Thank you for journeying this far with us. Now that you know more about us, we hope our profile resonates with you and that you will consider St. Andrew's as your next parish.

We pray for you and wish you a meaningful discernment process. The Lord be with you!



Appendix

Internal Church Data and Financials: The following are excerpts from a Church Assessment Tool/Survey performed by Holy Cow! Consulting.

Household Demographics

Distribution by Age:

52% are 65+
34% are 45 to 64
14% are 44 and below

Education:

Graduate Degrees: 47%
College Graduates: 28%
Some Post Graduate Work: 12%
Some College: 11%

Distance to Church:

1-4 miles from church: 50%
Over 5 miles from church: 37%
8 blocks from church: 10%

Ethnicity:

White: 97%
Multi-ethnic: 2%
Latino/Hispanic/Spanish Origin: 1%
Asian: 1%

Household Population:

2-person household: 42%
1-person household: 28%
3-person household: 15%
4-person (or more) household: 15%

Attendance Demographics

Historical Attendance:

42% have attended for over 20 years
24% have attended for 11 to 20 years
21% have attended for 5 to 10 years
13% have attended less than 4 years

Service Attendance:

Sunday 10:00 a.m. (in person): 77%
Sunday 8:00 a.m. (in person): 31.45%
Sunday 10 a.m. (online): 17.74%
5:00 p.m. monthly contemplative service Taizé (in person): 20.97%

There is some overlap – we did not capture those numbers.
A small percentage attend a different church, in person or online.

Attendance Regularity:

2-3 times per month: 46%
All but 4 weeks a year or more: 31%
1 or less times per month: 23%

2023 Income Data	
Total Church Income	\$762,263.00
Contribution per Household	\$2,467.00
Average Household Income	\$144,023.00
Average Percent of Income Given	1.71%

The following charts were generated from the St. Andrew's 2023 Parochial Report and church financial statements.

2023 Statement of Income and Expenses

Income		Expenses	
Pledges and Collections	\$432,776.16	Diocesan Assessment	\$83,693.85
Fundraising	\$22,561.67	Outreach	\$250.00
Rental Houses	\$53,581.67	Seminarian Support	\$1,000.00
Guest Group Receipts	\$6,450.00	Church School & Childcare	\$1,701.35
Investment Income	\$11,648.09	Adult Faith Formation	\$994.32
TCS Lease	\$48,810.00	Worship Supplies	\$1,044.09
Special Offerings	\$5,311.19	Music Ministry	\$2,721.11
		Tech and Communication	\$1,755.03
		Stewardship/Discipleship	\$971.86
		Office Expenses	\$13,063.19
		Utilities	\$23,161.84
		Kitchen/Hospitality	\$982.75
		Building Maintenance/Ins	\$40,456.89
		Administration	\$413,006.51
		Other expenses	\$3,464.92
Total Income	\$581,138.78	Total Expenses	\$588,267.71

Diocesan Assessment History	
2018	\$83,260.00
2019	\$89,263.00
2020	\$93,879.00
2021	\$83,891.00
2022	\$75,926.00
2023	\$83,694.00

2023 Special Funds	
Designated Funds*	\$241,122.60
General Operating Reserves	\$111,539.40
Endowment	\$55,691.02

*Please see report below

Special Funds Report	
Fund	12/31/2023
Prepaid Pledges	\$36,781.15
St. Andrew's Programs	1,960.01
Family Improvement	403.48
Rental House Repairs	232.36
Prior Year Net Income Carryover	0.00
Library	118.87
Music	650.00
Children's Ministries	1,224.31
Youth	3,427.78
Nursery Renovation Project	0.00
Altar Guild	9,195.12
Clergy Discretionary Fund	8,755.48
Feeding Ministries	7,333.26
Columbarium (restricted)	8,892.15
Rector Call Fund	16,800.00
Embodied Faith Curriculum Funds	5,926.18
Sister Church (St. Stephen's)	2,965.89
Audit	10,500.00
Taizé	21,048.60
Scrip	(4,700.00)
Christmas Decorations Donation	0.00
General Memorial Fund	250.00
Capital Expansion Project	3,562.41
Grateful & Growing Capital Campaign	71,257.67
General Maintenance Fund	34,537.88
Total	\$241,122.60

Pledge History

The Stewardship Committee is composed of 1–2 vestry members and 3–4 parishioners. In the early fall, the vestry appoints Stewardship Committee members to develop the Stewardship Campaign, a theme, an outreach strategy, and a communication plan. A variety of methods are used to reach out to the parish, including traditional letters, pledge cards, reflections on stewardship at the 8:00 and 10:00 a.m. services, photo posters, and newsletter articles. The Stewardship Campaign concludes in late November with a celebratory coffee hour and thank you notes to pledging members.

Operating Pledge History

Year	# Pledges	Amount Pledged	Amount Collected
2018	146	\$405,531.00	\$422,419.00
2019	155	\$435,144.00	\$366,424.00
2020	163	\$445,930.00	\$394,103.00
2021	133	\$395,529.00	\$356,229.00
2022	123	\$384,706.00	\$320,470.00
2023	109	\$390,209.00	\$335,608.00



Data from Parochial Reports

Membership and attendance have been slowly recovering since the sudden halt of in-person participation in 2020.

Membership & Attendance	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
End Membership	747	754	770	779	788	810	832	823	688	491	250
Net Change Membership	22	7	16	9	9	22	22	-9	-72	-197	-241
Good Standing	490	593	589	629	651	579	628	617	528	268	196
Good Standing Under 16	110	124	102	125	114	92	101	99	76	40	18
<hr/>											
Registered Attendance	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Average Sunday Attendance	245	225	223	221	209	199	218		84	109	104
Online or Hybrid attendance								216	150	0	166*
TOTAL:	245	225	223	221	209	199	218	216	234	109	270
Easter Sunday Attendance	648	604	594	635	445	462	354	0	0	220	260

*In 2023 there were 108 views per week of a free, recorded online contemplative virtual service that was concluded in February 2024. Additionally, there were 58 views per week of the Sunday streamed service (166 total online views weekly).

*In 2022 Online and hybrid attendance were not reported.

Community Demographics

About 84.7% of St. Andrew’s members live within nine miles, and 39.34% live three miles or less from the church. Most of the church population (69%) comes from six primary ZIP codes as seen in the Demographic Data by ZIP Code chart below.

Demographic Data by ZIP Code (Primary Source, City of Seattle Data; 2022; other sources, City-Data.com, Redfin, U.S. Census, ZIPWho.com, Walkscore.com, bestplaces.com)

	Area by ZIP Code						Averages
	98115 Maple Leaf/ Sand Point	98103 Wallingford/ Green Lake	98117 Ballard	98125 Northgate/ Lake City	98177 Broadview/ Shoreline	98133 Greenwood/ Shoreline	
Area (Sq. Miles)	6.58	4.64	3.90	5.40	5.70	7.10	5.55
Church Population in ZIP code	80	36	33	33	32	17	231
% of Total Church Population	23%	11%	10%	9%	10%	10%	69%
% of Category	35%	16%	14%	14%	14%	7%	
Median Income (2022)	\$142,545	\$123,988	\$167,832	\$90,960	\$155,210	\$51,564	\$122,017
Homes and Condos	24,880	28,156	15,996	21,559	8,368	24,393	20,559
Apartments	9,294	14,847	4,603	10,956	1,251	11,935	8,814
Median Home Sale Price	\$1,184,955	\$1,167,030	\$1,152,113	\$973,227	\$1,137,917	\$831,152	\$1,074,399
Median Mortgage Cost	\$3,431	\$3,384	\$3,380	\$3,045	\$3,514	\$2,638	\$3,232
Median Gross Apartment Rent	\$2,128	\$2,128	\$2,126	\$1,819	\$2,151	\$931	\$1,881
Cost of Living Index (ZipWho.com)	304.6	116.5	113.7	117.4	326.8	217.5	199.4
Median Mortgage to Income Ratio (ZipWho.com)	22.8	21.8	24.7	25.2	24.7	25.9	24.2
Owner Occupied Homes (ZipWho.com)	66.0%	43.9%	71.1%	50.2%	83.4%	51.4%	61.0%

Median Rooms in Home	7.1	6.3	7.1	6.5	7.5	6.3	680.0%
Median Rooms in Apartment	3.3	3.2	3.7	3.1	4.7	3.2	353.3%
College Degree (ZipWho.com)	64.1%	61.1%	47.6%	43.8%	51.6%	34.0%	50.4%
Professional (ZipWho.com)	60.4%	55.6%	49.6%	43.6%	52.7%	36.7%	49.8%
Population (2022)	55,145	52,534	36,571	44,549	21,381	51,564	43,624
Pop Density (Persons/Sq. Mile)	8,381	11,322	9,377	8,250	3,751	7,263	7,855
Avg. HH Size	2.3	2.0	2.4	2.2	2.5	2.2	2.27
Median Age	37.6	33.9	40.2	38.0	45.9	40.6	39.4
Males	27,580	25,542	18,553	22,980	10,542	25,245	21,740.3
Females	27,564	26,990	18,018	21,569	10,837	26,318	21,882.7
Male to Female Ratio	1.00	0.95	1.03	1.07	0.97	0.96	1.0
Married (%)	49.5%	37.6%	57.5%	42.0%	60.9%	44.1%	48.6%
Divorced (%)	9.4%	9.1%	7.4%	13.4%	8.6%	12.2%	10.0%
White (City-data.com)	72.5%	72.4%	79.3%	62.8%	76.9%	57.0%	70.2%
Black (City-data.com)	1.5%	2.4%	1.4%	8.4%	2.3%	9.0%	4.2%
Asian (City-data.com)	14.0%	11.0%	6.9%	14.2%	9.8%	16.1%	12.0%
Hispanic (City-data.com)	4.9%	7.4%	4.2%	7.6%	4.1%	9.6%	6.3%
Walk Score (Walkscore.com)	67.0	85.0	70.0	65.0	7.0	79.0	62.2
Poverty %	6.7%	6.2%	4.5%	10.4%	7.9%	11.1%	8.0%
Crime Index (U.S. Average 35.4/100 = High)*	66.9	76.7	58.4	78.5	25.7	78.7	64.15

Drive In Car Alone	40.5%	40.5%	40.5%	44.3%	56.2%	53.0%	45.8%
Commuting/Work at Home	38.4%	36.3%	43.0%	32.4%	30.1%	22.3%	33.8%
Commuting/Bus	8.3%	10.5%	6.9%	9.2%	4.0%	8.6%	7.9%
Commuting/Walk	3.2%	4.7%	3.3%	2.9%	1.3%	22.3%	6.3%
Commuting/Carpool	5.7%	4.2%	4.9%	7.0%	6.5%	8.7%	6.2%
Commuting/Bicycle	3.5%	3.1%	4.3%	2.0%	0.9%	0.8%	2.4%
Commuting/Streetcar - Railroad	0.5%	0.3%	0.1%	1.2%	0.3%	1.2%	0.6%
Commuting/Ferry	0.0%	0.3%	0.0%	0.0%	0.2%	0.0%	0.1%
Commuting/Taxi	0.3%	0.5%	0.1%	0.2%	0.1%	0.0%	0.2%
Commuting/Motorcycle	0.1%	0.5%	0.3%	0.3%	0.8%	0.2%	0.4%
Commuting/Other	0.4%	0.6%	0.3%	0.5%	1.2%	0.8%	0.6%

* Property crime only

Dormant Programs

The Center at St. Andrew's (2004 - 2020): The Center at St. Andrew's, established in 2004, was a ministry centered around healing, community and life-long learning and reached beyond St. Andrew's, offering services and classes taught by invited speakers on a number of topics to the greater community. On most Wednesday evenings during the program year, Centering Prayer was offered, followed by a simple supper and evening programs or classes. The Center was disbanded at the end of the program year in 2020.

Sister Church Relationships: For many years, St. Andrew's fostered sister church relationships with parishes internationally and in this country. Our sister churches included Holy Family Church (Reineh, Israel), St. Stephen's (Nakiwogo, Uganda), and St. Andrew's (New Orleans). Pilgrimage visits between members of the St. Andrew's community and its sister churches did much to foster relationships and helped members of both communities gain a better understanding of each other's joys and struggles. Occasional service projects and fundraising efforts to help support our partners were part of our mission, including a youth trip to New Orleans after Hurricane Katrina and fundraising to support scholarships for students in need in Uganda.

Jubilee Dinner: For many years before the pandemic, St. Andrew's hosted a monthly sit-down dinner for anyone in the community who wanted it. This was a ministry that not only fed our guests, but also fed the spirit of our community. Parishioners prepared and served the meal, sometimes joining our guests at the table. This ministry has remained dormant due to post-pandemic complications, including a lack of bus service to St. Andrew's on Sundays. Survey feedback showed a deep longing in our congregation to resume a hunger ministry such as this.

Parish Camp: A popular pre-pandemic activity was our annual "parish camp" weekend at Camp Huston, an Episcopal camp in the mountains near Seattle. Parishioners of all ages, singles, couples, and families enjoyed the camp activities, group meals, and worship. The informal setting fostered new and deeper connections between parishioners. Many children who first went to Camp Huston for our parish camp were then inspired to sign up for its summer camp. Parish Camp is an activity many in the congregation are looking forward to revitalizing now that we have emerged from the pandemic.

Birthday Card Ministry: The goal of this ministry was to send cards to parishioners on their birthdays but is temporarily dormant due to low participation and access issues with the parish directory. It is hoped that this ministry will resume at some point.

Past Clergy

St. Andrew's has been served by a number of beloved vicars and rectors in its past, each bringing with them their own unique gifts as well as a vision for St. Andrew's future. Several stayed for a number of years. A few notable rectors are referenced below.

The Reverend William C. Johnson, Jr. (1968-1978): Father Johnson, or Mr. Johnson as he preferred to be called, served over a 10-year period, and was later honored with the title Rector Emeritus by the congregation.

The Reverend Stanley G. Fowler (1982-2004): During Father Stan’s tenure, the slogan *A Partnership of Generations* was adopted, its purpose to link the many members from the original families with new families who were joining the parish. Father Stan was also responsible for gaining approval from the diocese to add the phrase *All Are Welcome at the Table* to our Eucharistic liturgy – a phrase that was a cornerstone of our liturgy for many years.

Father Stan spearheaded the *Partnership of Generations* capital improvements campaign resulting in much-needed improvements to St. Andrew’s worship space. Father Stan also had the vision for both the rotating set of seasonally appropriate stained-glass windows that adorn the east and west windows of our sanctuary, and the large stained-glass window in the back of the church (installed in 2007).

The Reverend Dr. Peter Strimer (2006-2014): Father Pete joined the St. Andrew’s community as Rector in the autumn of 2006. His extensive background in community outreach over many years resulted in tremendous growth and with that greater financial stability. His enthusiasm and energy led to congregational engagement across all age groups, continuing the *Partnership of Generations* idea that had been adopted previously.

The Reverend Richard C. Weyls (2017-2022) Ordained as a priest in the Catholic Church, Father Rich was received by the Episcopal Church in the Diocese of Olympia. With his strong background in healthcare chaplaincy, he had a gift for pastoral care. Father Rich’s tenure was challenged by the emergence of COVID-19 in early 2020, placing a strain on the congregation as well as the budget while the church navigated a lengthy shutdown, a downturn that St. Andrew’s is still emerging from.

