

**SAINT ANDREW'S**  
EPISCOPAL CHURCH, SEATTLE

**2024  
Annual Report**



111 NE 80<sup>th</sup> St • Seattle, WA 98115 • 206-523-7476 • [www.saintandrewsseattle.org](http://www.saintandrewsseattle.org)

# St. Andrew's Episcopal Church

Annual Meeting Agenda  
Sunday, February 2, 2025  
12:00 noon

Call to Order	The Rev. Rachel Endicott, Interim
Opening Prayer	The Rev. Rachel Endicott
Approve Minutes of Annual Meeting – Feb. 4, 2024	Andrew Benson, Senior Warden
Interim Rector's Address	The Rev. Rachel Endicott
Senior Warden Report	Andrew Benson
Special Recognition	The Rev. Rachel Endicott
Announcement 2024 Senior Warden	The Rev. Rachel Endicott
Capital Campaign (2021 – 2024) Report	Ken Feldman, Treasurer
Financial Report (2024 recap)	Ken Feldman
2025 Operating Budget Report	Ken Feldman
Incoming Rector	Andrew Benson
Acceptance of Vestry Slate	Andrew Benson
Slate/vote for Convention Delegates/Alternates	Andrew Benson
Vestry Farewells	The Rev. Rachel Endicott
Closing Prayer	Will Lewis, 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](mailto:rachele@saintandrewsseattle.org)

**Tim Drewes, Director of Music**

Office Hours: Wednesday, 12pm-3pm; Thursday, 2pm-6pm.  
[timd@saintandrewsseattle.org](mailto:timd@saintandrewsseattle.org)

**Megan McInnis, Children, Youth, and Adult Formation Director**

Office Hours: Sundays; Tuesday-Thursday, 10am-4pm.  
[meganm@saintandrewsseattle.org](mailto:meganm@saintandrewsseattle.org)

**Leslie McMichael, Parish Administrator**

Office Hours: Monday-Friday, 8am-2:30pm.  
[saintandrews@saintandrewsseattle.org](mailto:saintandrews@saintandrewsseattle.org)



**Kevin Deffinbaugh, Bookkeeper**

Office Hours: Monday, Wednesday, and Friday evenings, except on holidays. Making an appointment is best.  
[finance@saintandrewsseattle.org](mailto: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](http://www.saintandrewsseattle.org)

# Message from the Interim Rector



*"To all God's beloved at Saint Andrew's who are called to be saints: Grace and peace from God our Father and the Lord Jesus Christ. First, I thank my God through Jesus Christ for all of you..." – adaption of Romans 1:7-8a*

As our time of journeying together during this liminal time comes to an end, I want to once again call you into a place of grace and peace. I realize how much has been done through our ministries and in our community life together. And, indeed, all that has happened through and by YOU, with God's help. It's happened as people said "yes!", as folks trained for new ministry opportunities, and as you learned how to do things – sometimes in new ways. And whatever else, we cannot forget that we are God's beloved, as are our neighbors near and far.

This past year, we've had energetic, joyous times: the Epiphany celebration (replicated early in 2025 on Epiphany Eve), seven baptisms, work days, and even some fundraising parties, not to mention a pony party. We've had quiet, meditative times: Lenten

Evening Prayer services, first Sunday Contemplative Services in the Spirit of Taizé, and special services during the year including Good Friday and the Longest Night.

And St. Andrew's has reached out to those in need: cooking food for Teen Feed and for one of the tent cities, providing money to a number of organizations including those who house the unhoused or are building new housing (St. Luke's, Ballard, our sister church), direct food aid and grocery cards for food and gas, and so much more!

Our liturgical life has been further broadened. Our Lay Preachers in training, Rich Ater and Susan Wilbanks, worked alongside their feedback groups, doing sermons in several different seasons. They are both now licensed which brings more voices to the proclamation of the gospel here in the congregation. Eucharistic Visitor training happened in February and we returned to a monthly lay ministry of laying on of hands and prayers during all three Sunday services.

Although it took me longer than I anticipated, I finally finished calling all families listed in the parish directory. I enjoyed engaging with folks in these conversations and in follow-up one on one conversations, especially as you shared about your lives, spiritual and otherwise.

And THANKS! As always, I need to thank folks who did much to support the church, especially those who worked behind the scenes. Your Senior Warden, Andrew Benson, spent hours working on not only the "regular" things of being Senior Warden, but navigating both the end of the parish profile development as well as the call portions of the search, significant interactions with The Children's School, and even did the hands-on work of transitioning St. Andrew's website when the Diocesan website liaison's position was cut. The Technology Team did work on cameras, new computers (so needed for staff as we were spending inordinate amounts of time just waiting for and wondering whether our computers would boot up). John Ginn took on a bunch of projects with some long-deferred building needs like the missing stair railing (called out in our insurance inspection), oversaw a big lighting project (thanks, Greg Kromholtz, for all your work on this specific project), and – as always – 101 "little" things like floor issues, door issues. I'm pretty sure that by the end of the year, John wanted to immediately delete any email I sent to him that started, "No rush, but..." Cheri Peele has almost single-handedly managed, arranged, and herded folks into participating in hospitality roles. Please thank her the next time you see her, in that she was the reason that you can go to coffee hour and that after many events, we have clean dishes again as she has manned the dishwasher.

Ongoing support for liturgy and worship is ably provided by the women (and occasional men) of the altar guild, flower guild, and banner moving committee (who are great with tall ladders!) as well as the mostly vestry team who set up/clean up for the Contemplative Service in the Spirit of Taizé.

All this said, I'd be remiss if I didn't thank our wonderful staff who have worked diligently and with at times amazing creativity through this year: Leslie, without whom we'd have no bulletins and wouldn't have the lines of communication we all find helpful; Megan, who shepherds our children and youth, even to literally the borders, at times during times when she is personally challenged, and Tim, who is an angel in disguise, both challenging us through words of texts and in his prowess not only as organist and pianist, but in his interactions with a variety of other musicians he has invited into our midst. Gretchen, who came on board mid-year as the Outreach Missioner, has already introduced the congregation to a number of partner organizations and has increased participation in hands-on outreach, particularly in feeding ministries. Kevin, our contract bookkeeper, while not technically a member of staff, continues to keep the financial accounts up to date, bills and payroll paid, and more.

And for those I've missed thanking by name or ministry area, please know that your contributions to the church are appreciated and continue to support ministry each and every day.

I look forward to hearing where you will go in this next year and how you and your incoming rector will work together to continue the ministry of St. Andrew's.

Best wishes!

The Rev. Rachel Endicott

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## Message from your Senior Warden

Blessed Parish Community, St Andrew's has a new Rector!

Reflecting on the past year and looking ahead, I am filled with gratitude and hope. Our transition journey has been marked by resilience and unwavering faith. Guided by our dedicated Interim Rector Rachel Endicott and her staff, by Diocesan leaders, and by your hopes and prayers. Thank you.

This year we have learned about ourselves in the Parish Profile, we interviewed candidates during our Search, and we have new energy around our community Outreach efforts.

As we look to the year ahead, I am excited about the possibilities. We have a new Rector Kendall Haynes, our job is done, yet we have just begun. This speaks to our continuous journey of faith and service. While we have accomplished much, there is always more to do, learn, and ways to grow together.

After the Annual Meeting, your new Vestry with the guidance of your new Rector and Senior Warden Cheri Peele, will dive into planning mode. They will assess where we are at. Discuss hopes, concerns, challenges, and start to create the roadmap for how to get there. The journey will be a multiyear endeavor, and I could not be more excited about our future.



As a community we will build on our strong foundation, focusing on deeper connections, expanding outreach, and enhancing worship as we live into our church of the Future. An example of building and extending St Andrew's commitment is sponsoring those who are called on their 3-year journey toward Ordination - Theresa Newell, Karla Koon, and Jessica Thompson. We will seek new ways to engage with our internal and surrounding community and be a beacon of hope and love we aspire.

I encourage each of you to stay involved, share your God given talents, and support one another. Together, we can achieve great things and make a meaningful impact.

Thank you for your unwavering dedication and faith. Let us embrace the coming year with open hearts and renewed purpose.

Blessings,

Andrew Benson  
Senior Warden



## Message from the Children, Youth and Adult Formation Director

Dear Saint Andrew's Community,

2024 was a big year for our children and youth ministry programs! We had a year full of growth and renewal as we continue to work through this transitional season. There are many new faces that we have welcomed into our community, and have enriched our worship! Our faith formation programs have continued to grow this year also.

### Nursery and Children's Church

This year began with in-person Sunday morning church school at 10am for our preschool through 5th grade students. We welcomed an average of 8 kids per week every Sunday in our Church School and have only grown from there. We had a total of 30 kids who regularly attended our Sunday church school in 2024. 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. Our nursery remained open upon signup in 2024 under the experienced direction of Annalisa Conserti-Jones. We also integrated our children into the Easter Vigil this last year with much success! This summer we welcomed back Vacation Bible School at Saint Andrew's for the first time since 2019 and it was a joy! Finally, we ended the year with a fun Christmas pageant at the 4pm service on Christmas Eve! A special thank you to Annalisa Conserti-Jones, Colin Cassady, Margaret Cassady, Kester Limner, and Elizabeth Darlington for their help and leadership with our Children's Ministries in 2024! I also want to thank all of the wonderful volunteers who helped make our Summer VBS happen!

### Middle School Youth Group

Our 6th through 8th grade students met every other Sunday evening at 6:30 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 with its gingerbread village decorating competition (which our middle schoolers won), plus a white elephant gift exchange. We also introduced a new Youth Curriculum this fall called “Holy Troublemakers and Unconventional Saints” (book by Daneen Akers, curriculum written by Wendy Barrie) 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 at 6:30pm for community and fun activities! Our bi-weekly youth group started at the beginning of the year with an optional bible study class from 6PM through 6:30PM followed by a check-in and fun activities from 6:30 through 8pm. We began to integrate the curriculum based on Daneen Akers’ book, “Holy Troublemakers and Unconventional Saints” in



the fall of 2024. Our high school youth group generally had a total of 10 students participate throughout the year. 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 Tucson, Arizona to learn about our immigration process, and migrant stories through the organization called “Border Links”. This trip was impactful, and the students who participated were thoughtful and considerate

as they navigated this complex issue. I want to send a huge thank you for all those who donated to make this trip happen, and for John Pitts who co-led the trip with Megan. Thank you to Lily Nichols and John Pitts for their leadership with our High School Youth!

Faithfully,

Megan McInnis, [meganm@saintandrewsseattle.org](mailto:meganm@saintandrewsseattle.org)

Children, Youth and Adult Formation Director

## Message from the Music Director

In 2024 St. Andrew’s Church has continued to try to define what it means to be a worshipping community post-Covid, post-George Floyd, during increasing climate and political upheaval. It’s clear that the white male Euro-centered Anglican tradition only speaks part of what we need to say to God. What is the message of hope that Jesus brings us, and how do we bring it to people in North Seattle?

The congregation as a whole continues to expand their experience of the highest quality non-Anglican worship. Throughout the season of Epiphany 2025, we will use a liturgy from the New Zealand Prayerbook, that was specifically written to include indigenous voices and ideas as well as traditional ones. Our white





Hymnal Supplement brings us many sacred songs from non-Anglican traditions, particularly the rich black American culture, and songs that didn't even exist when the old blue hymnal was assembled. Many we have learned and use on a regular basis, many are waiting to be revealed.

Can you commit one night a week to bringing that message of hope to the St. Andrew's community? People who love to sing are always welcome in the choir. Rehearsal is 7:30 every Thursday during the school year, and we sing at the Sunday 10am service. Please contact director Tim Drewes for more information.

This past year we heard handbell ringers in worship on a few occasions. If we can find six people in the church to commit to every-week rehearsals, we can do that regularly – you can make it happen!

Thanks are due to so many people who have a leadership role in worship – the altar guild, bread bakers, ushers, readers, eucharistic assistants, live-stream operators, and more. I'm particularly thankful to Pastor Rachel and Leslie for the planning and working out the "nuts and bolts" of worship.

Your choir spends lots of time in order to bring a special way of praying to worship at St. Andrew's. Thank you for your commitment, singers!

Soon we will welcome our new rector with a special Celebration of new ministry. We're looking forward to the new ideas, new energy and vision he or she will bring to our worship.

Tim Drewes, [timd@saintandrewsseattle.org](mailto:timd@saintandrewsseattle.org)  
Music Director

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## Contemplative Worship

The Contemplative Service happens at 5pm on the first Sunday of each month. I feel like we are hitting our stride after the disruption of Covid. Attendance is usually 35-40. About a dozen volunteers, including some



youth members, either sing or play an instrument on an occasional basis. They are supported by a small group of professional song leaders who are now familiar with the service and even becoming friends with some of the regular attendees. Good things are happening!

Much of the work that goes into this service is made possible by a generous gift from Jay Gillette and family.

The Contemplative Service is a special ministry of St. Andrew's – there only a few other regularly scheduled worship services in the Puget Sound region that use music

from the Taizé community. It's a style of worship that seems to speak especially well to people who have little or no experience in a faith community. Do you have friends who yearn for a relationship with God, but are afraid or have been wounded by organized religion? (Seattle is full of them!) Invite them - I think there is potential for doubling or tripling the number of people who this service touches, if we had a way of letting them know about it.

Tim Drewes, [timd@saintandrewsseattle.org](mailto:timd@saintandrewsseattle.org)

# Adult Faith Formation

2024 was marked by some fabulous opportunities for formation.

Lent included our Wednesday evenings with both an in-person class (Episcopal 101) and on-line class (Bearing Witness: A Journey with Holy Land Christians) as well as the Monday book study, where the group read and discussed: Sara Miles' *Take this Bread*, Frederick Buechner's *Wishful Thinking*, poetry of George Herbert, and Anne Lamott's *Travelling Mercies*.

Our "Summer Sundays" not only included outdoors events, fellowship gatherings, and more, but we welcomed Susan Pitchford who presented on "Poverty of Spirit in the Franciscan Tradition", Diane Santiago who introduced ways of thinking about "Pronouns and Gender Identity", and The Rev. Kendall Haynes, as he shared on "Religious Trauma: Harm and Healing in the Name of God".

In the fall, we welcomed back The Rev. Dr. Frank Spina who presented three sessions, entitled *A Tale of Three Brothers* where he invited us to delve into:

- "Cain and the Cursed Ground" (Genesis 4)
- "Esau and the Face of God" (Genesis 33)
- "Joseph and a Lurking Providence (Genesis 37—50)

In 2024, Susan Chloupek continued to lead the Education for Ministry program (details below). In addition, Susan graciously led a Thursday evening in-person Bible study on the Gospel of Mark. In 2025, plans are to continue with a romp through Romans.

The Rev. Rachel Endicott

## 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. St. Andrew's class meets weekly on Monday nights during the school year. Three classes each month occur online from 6:30 – 8:30pm, and the one in-person class happens from 6-8pm to accommodate our ferry commuters. 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](mailto:susanchloupek@gmail.com) or visit <https://efm.sewanee.edu/>.

## Creation Keepers

The Creation Keepers (CK) group is reactivating following a quiet period during the Covid years. In 2024 we revived the Green Corner column in the church newsletter, with intermittent articles now, and the desire for more regular offerings as we gather steam. Van Bobbit also led two nature walks for church members. Finally, we made plans to offer the Episcopal Church's new educational program, *Love God, Love God's World*, sometime in 2025 (schedule to be worked out with the new rector; stay tuned!).

Much of our time went into brainstorming what we could do in the future. CK's prior focus was to work with other groups at St. Andrew's to "green" our campus, and this remains important. However, the successful completion of some big projects (such as solar panels and "rain wise" cisterns and garden installations) allows us to imagine new projects to and re-focus our purpose. How can we best help St. Andrew's be a Creation-oriented congregation, especially at this moment in our parish life? We are hoping for new CK members from all generations to help us answer that question. (Jr. High and High School people, we need your input too!). Please contact Sharon Wilson ([thuja8@comcast.net](mailto:thuja8@comcast.net)) or Kelli Jayn Nichols ([lilachouse@comcast.net](mailto:lilachouse@comcast.net)) for more information.

# Sacred Grounds Committee

The Sacred Grounds Committee is tasked with keeping Saint Andrew's grounds safe, attractive, and inviting. To that end, we engaged in the following actions during 2024:

We have:

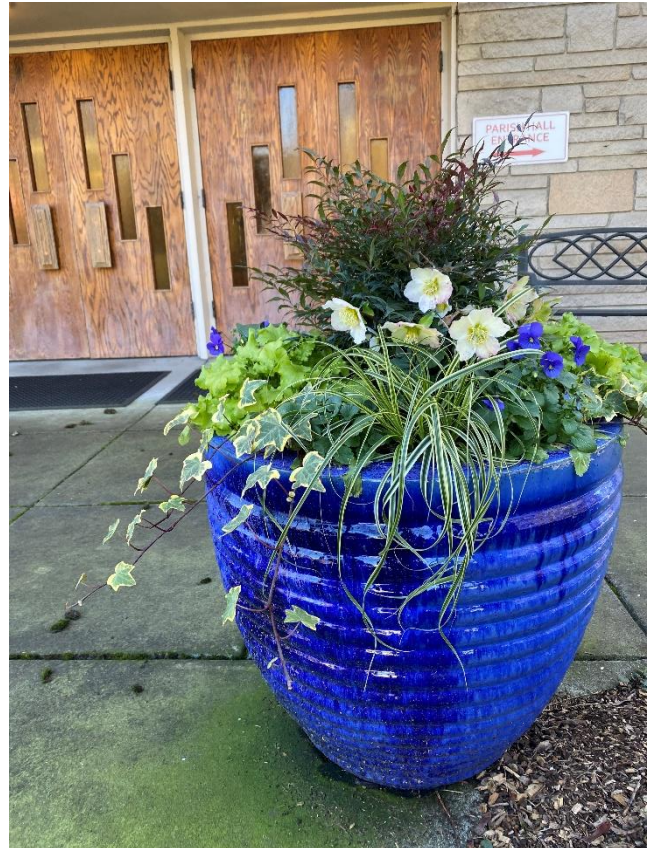
- 1) Purchased two large blue ceramic planters and placed them at the church entrance, filling them with beautiful and hardy foliage that will remain healthy throughout the year.
- 2) Converted the fallow garden plots on the SW edge of the grounds into productive gardens, overseen by members of the greater Seattle community. This outreach extends to unhoused gardeners who are tending these plots to provide their shelters with fresh produce.

It was in the development of this garden ministry that the recent costly water leak was discovered. The conversion of the fallow plots into usable gardens required fixing the irrigation lines and creating a viable and non-intrusive hose access for the gardeners in the pre-school area. These tasks were realized by Sacred Grounds members along with the help of Saint Andrew congregants not involved with Sacred Grounds.

- 3) Held three successful 'Holy Jeans' work parties in which Saint Andrews congregants spread mulch, weeded, and planted ivy around the labyrinth and bulbs along the entrance walkways (which will bloom this spring 2025).
- 4) Removed Himalayan blackberry vines and other out of control flora from the back yard of the rental property directly south of Saint Andrew's on 1st Ave. (Andrew Benson, Head of the Vestry, worked extensively on this as well.) This beautification project played a major role in making the rental property presentable and rentable.
- 5) Engaged Margaret Cassady to prune the rose bushes along the east side walkway to the church side door.
- 6) Maintained the cistern systems – both by the north entrance and by the southwest garden shed. This is an ongoing task.
- 7) Kept an eye on safety issues concerning walkways and stairways, to determine when power washing is necessary. We also brought additional safety needs to the attention of the Vestry.

Through these actions we feel that we are fulfilling our mission in creating a lovely, inviting, and safe church environment, and look forward to continuing to do so in 2025. In the words of one of our greater Seattle community gardeners, "This place is magical!"

Submitted by Karen Chartier and Van Bobbitt



## Pastoral Care

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 our critical ministry.

Among other things, we send birthday cards to parishioners and would love to have individuals help out with this. In December, Chris Esponza donated two refurbished laptops to be given out to seniors in need so that they can access online services. If you know of anyone that could use help in this area, please let us know. Thank you, Chris, for this donation. Throughout the year, 53 individuals were added to our Breeze online directory, as well as some updates and corrections. Many thanks to Pastor Rachel, Mary Katka, and Leslie as they continue this tedious and much needed work.

Donna Schmitt, Pastoral Care

(206) 739-2186, [Donnamschmitt7006@gmail.com](mailto:Donnamschmitt7006@gmail.com)

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## Lay Eucharistic Visitors

Lay Eucharistic Visitors had a busy year taking home communion to those parishioners who are unable to attend services. After a training on February 23 we added members to our team which included Levana Fletcher, Susan Chloupek, Will Lewis, Trina Torgelson, Terry Iadanza and Cris Blair. We made 35 visits this year. Thanks also goes to Rachel Herbert and Susan Kromholtz for accompanying us. These home visits make a huge impact in the lives of home bound parishioners. Thank you to this vital group of Lay Eucharistic Visitors. We would love to add new members to our team so stay tuned for our next training and contact us for questions.

Cris Blair , Lay Eucharistic ministry

425-563-3253, [crisblab20@gmail.com](mailto:crisblab20@gmail.com)

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## 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](mailto:audreyhicks9453@gmail.com)) or Rachel Herbert ([rachel.v.herbert@gmail.com](mailto:rachel.v.herbert@gmail.com)).

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## Flower Guild

Thank you for your support over this past year for the work of the Flower Guild. As the cost of flowers have risen and the suggested donation is \$50-\$55, we realize this amount can be a heavy burden. As mentioned last year, please consider sharing a Sunday with another family/individual and dedicate your gift accordingly. This year our Flower Guild has increased from three to four regular flower arrangers, in addition to extra hands that swoop in to assist during our big days (Christmas and Easter)! We have much for which to be grateful! Blessings,

Judy Bryant, Carol Glasser, Vanessa Dulin and Brandy Chartier

Additional angel helpers: Karen Chartier, Jennifer Kauffman and Jim Bryant

## 20s/30s

Change is the middle name for most folks in their 20s and 30s and so it continued to be: We had some new folks join St. Andrew's and particularly the 20s/30s group, we had folks who left to head back to school, one of our couples welcomed their new baby boy, and several folks moved away due to work/life changes (to places including New York, Portland, Oakland). Meanwhile, we ate together, celebrated, and talked both light-heartedly and seriously about things spiritual. Trina Torgelson joined us for our last event of 2024 and has expressed interest in working with the incoming rector to support this cohort of parishioners.



The Rev. Rachel Endicott

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## The Labyrinth Ministry

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 we could not participate in Labyrinth events at church using our lovely Fàilte labyrinth, we did have an active labyrinth group all year. Over the course of 2024 I have held 39 Virtual Labyrinth Walks, participants using their finger labyrinths, paper or hard. This labyrinth walks occurred weekly on Thursday through the entire year. With a total of 133 people participating in these offerings, our weekly events have a core group of 4 - 6 participants. Our weekly virtual walks will continue through 2025. I'm hoping I will be able to facilitate some live events on Fàilte, as infection rates and hospitalizations decline to a pre-pandemic level. It has been rewarding providing these walks to our parishioners.

Donna Gates Hawkins

Advanced Certified, Veriditas Trained, Labyrinth Facilitator for St. Andrew's Parish.

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## Buildings & Maintenance

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

Work during 2024 included miscellaneous repairs, maintenance, sanctuary lighting controls and LED upgrades by Greg Kromholtz, boiler maintenance and a railing replacement. Several expenditures, such as elevator and fire extinguisher 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 at [John.d.ginn@gmail.com](mailto:John.d.ginn@gmail.com) or (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 2027 Vestry appear below on page 13 and on page 14.

Andrew Benson, Senior Warden, [srwarden@saintandrewsseattle.org](mailto:srwarden@saintandrewsseattle.org)

Your hard-working and dedicated Vestry members in 2024 included:

### Class of 2024:

Susan Wilbanks  
David Gravelle  
Diane Santiago (2<sup>nd</sup> yr of 2-yr term)  
Andrew Benson (Sr. Warden)

### Class of 2025:

Dan Cassady  
Annalisa Conserti-Jones  
Mark Gargett  
Dorothy Gibson

### Class of 2026:

Dan Catchpole  
Will Lewis  
Lily Nichols (Jr. Warden)  
Cheri Peele

## 2024 Diocesan Convention Delegates

2024 Diocese of Olympia Diocesan Convention delegates from St. Andrew's were: Cris Blair (2-year term), Levana Fletcher (2-year term), Kelli Jayn Nichols (1-year term), and Jessica Thompson (1-year term). Alternates were Cheri Peele and Caleb Hege.

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## Candidates for St. Andrew's Vestry, Class of 2027

### David Blindheim, [david.blindheim@gmail.com](mailto:david.blindheim@gmail.com)

I grew up in Lutheran churches in Oregon, and through my marriage to my wife Jen, her Episcopal family, and the invitation of my uncle Mark, we have found our church home at St. Andrew's. The experiences I've had at an Easter vigil baptism, and the prayers and support of the community through some serious health problems in our family have been profound. I love life full of kids, friends, relatives, cooking, travel, and hiking, biking, and skiing in the great outdoors. I've worked as a mechanical professional engineer, real estate development project manager, and currently run a family apartment business in Oregon. Both of our children, Sonia (11) and Marian (10), were baptized at St. Andrew's, and I served on the Rector Search Committee this year. I look forward to contributing to the St. Andrew's community through service on the Vestry.



**Vikki Day**, [vhd1014@yahoo.com](mailto:vhd1014@yahoo.com)

Greetings! My name is Vikki Day and I have been a member of St. Andrew's since 2004. My children grew up in this parish and were very active in the youth activities while I have served as a lay presider since 2008 and was involved in many of the community building activities pre-Covid. I am a lifelong Episcopalian and attend the 10am service. I am honored to be considered for the Vestry as St. Andrew's enters a new chapter of serving not only the Green Lake neighborhood but our parish and the larger Diocese. I come to this moment having considered prayerfully the time I have to contribute as well as the talents I bring. As a former Vestry member (2015-2018, two years as senior warden) as well as time on the Standing Committee for the Diocese of Olympia (2019-2023, three years as president) I am no stranger to serving on faith based boards. I am committed to hearing all the voices not only on the Vestry but representing the members of the parish who are not "in the room" for monthly meetings. In my professional life, I am the assistant dean for the undergraduate program of the Foster School at the University of Washington -- again, I have to be adept at providing space for a multitude of viewpoints while ultimately supporting decisions of the group.



**Diane Santiago**, [dianes@spaceneedle.com](mailto:dianes@spaceneedle.com)

Hello! My name is Diane Santiago. My family found the St Andrew's community in 2019. I grew up attending Catholic Churches and Schools. I had visited a few Episcopal Churches over the years but had not found a community that felt like home until St Andrew's. I work in Human Resources at the Space Needle where I focus on Recruiting and DEIB. I am passionate about creating environments that are safe for people to thrive, and I feel so fortunate to be a part of facilitating those spaces professionally and in my church life. I have served for three years on the Commission on Personnel for the Diocese of Olympia, on St Andrew's Vestry contact for Personnel, have facilitated the Sacred Ground Series multiple times, and have served a partial term on the St Andrew's Vestry. I would be honored to serve a full term as we welcome our new Rector!



**Charles Stahl**, [chas1954@comcast.net](mailto:chas1954@comcast.net)

A lifelong member of the Episcopal Church, I have been attending St. Andrew's since the late 1990's. I am married with one daughter and one grandson. Many may already know me from my affiliation with the Jubilee dinner program, where I served as shopper, cook, and then was responsible for maintaining the cooks' roster and coordinating the volunteer servers. My commitment to the feeding ministry continues here at St. Andrew's as I will be helping to cook for Teen Feed and Tent City. Newly retired from a career in the travel industry, I am honored to have the opportunity to serve on the St. Andrew's vestry.



## 2025 Diocesan Convention Delegates

Charlie Burton - 2 years  
Suzann Daley - 2 years  
Cris Blair - 1 year  
Levana Fletcher - 1 year

Alternates to be determined.

# Parish Support

## Stewardship Committee

Will Lewis and Mark Gargett led the Stewardship campaign during the fall months of 2024 for fiscal year 2025. To get quickly to the numbers, pledges totaled roughly \$388,000, with approximately 97 pledges. Both of the totals were down from last year.

Our membership has experienced a slight decline, for reasons that are natural and understandable. The amount of individual pledges is actually up. The Vestry and the Finance Committee are aware of this. There is concern, but not alarm. We expect to fill the gap in 2025 with prudent spending and supplemental fundraising. The challenge for the church and its new rector is to grow the congregation and the number of pledgers.

## Finance Committee

Oral report will be presented at Annual Meeting.

## Personnel Committee

No report submitted.

## 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](mailto:john.d.ginn@gmail.com) or 206.409.2866).

## Technology Team

This year the Technology Committee accomplished several long-time goals. All the staff computers were replaced. Our aging security camera system was completely replaced. This included placing cameras, integrating the cameras into our current network, and laying extensive new wiring throughout the buildings.

After the Diocese discontinued centralized web hosting, we migrated our website to a different host and have been tending it ever since. For more information, contact Amanda Mitchell ([amitchell1701@gmail.com](mailto:amitchell1701@gmail.com)) or the general Tech Team email: [technology@saintandrewsseattle.org](mailto:technology@saintandrewsseattle.org).

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# Liturgical Ministries

## Lay Worship Leaders

A Worship Leader is a lay person who regularly leads public worship under the direction of the clergy or other leader. Sharon Wilson coordinates and schedules St. Andrew's Lay Worship Leaders.

As well as licensed Lay Worship Leaders, St. Andrew's enjoys the volunteer ministry of 6 lectors/eucharistic ministers, 5 intercessors and 2 healing ministers at the 8am Sunday service. At the 10am service, we benefit from the ministry of 19 lectors, 6 of whom also serve as eucharistic ministers, 7 intercessors, 2 healing ministers, and 5 acolytes. We greatly appreciate the ministry of all these folks! We welcome others into all of these ministries and note especially that we would really like more 10am eucharistic ministers. Training is



provided and licensing with the Diocese of Olympia is required for some of these roles. Please contact the rector or Sharon Wilson at [thuja8@comcast.net](mailto:thuja8@comcast.net)

## **Acolytes**

We continued with a cadre of acolytes, 'though several departed for college this past autumn. Luckily, we've recently trained several new acolytes: Grace Catchpole and Graham Canestaro. Thanks, too, to Dan Cassady, who has filled in for urgent needs and to several choir members, including Susan Chloupek, who have – on occasion – been crucifers in a pinch.

## **Music Ministry**

For more information, contact Tim Drewes, Music Director, [timd@saintandrewsseattle.org](mailto:timd@saintandrewsseattle.org)

## **Healing Ministers**

The Healing Ministry was re-started summer 2024 with a training by Pastor Rachel on August 26<sup>th</sup>. Five parishioners participated; one has since dropped out. Healing Ministry is offered the first Sunday of the month, at 8:00 and 10:00 services, offering anointing and individual prayers for special requests. We will suggest to our new rector that training be offered once a year to encourage new members to participate. Contact Levana Fletcher, [levanafletcher@gmail.com](mailto:levanafletcher@gmail.com)

## **Ushers**

The first person one often encounters when arriving for Sunday worship is the usher. A warm greeting by an usher can set the tone for one's experience of St. Andrew's. In addition to serving as greeters, ushers provide service bulletins, collect the offering, take an attendance count, and help guide people to communion. At the end of each service, ushers collect bulletins for recycling, tidy up the pews, and lock the doors. We currently have 16 active ushers, but more are needed, especially for the 8 am service. If you are interested in volunteering, please contact Van Bobbitt at [van.bobbitt@gmail.com](mailto:van.bobbitt@gmail.com)

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# **Outreach Ministries**

Outreach at St. Andrew's is helping our neighbors, it is the work we do in the world outside our doors. It is: feeding the hungry, welcoming the stranger, shelter for those who have none and freedom for the oppressed. Gretchen Hayslip ([gretchenh@saintandrews.org](mailto:gretchenh@saintandrews.org)) is the Outreach Missioner for the parish.

## **FEEDING THE HUNGRY**

**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 65 meals every third Wednesday, and volunteers are needed for chopping, cooking, delivery, and/or serving from 2:00 - 7:00pm (depending on the task). Our regular volunteers are Cris Blair, Margaret Mori, Mary Katka, Linda Prot, Betsy Steele, Margo Rogers, and the women of Delta Kappa Gamma – Beta Sigma Chapter (an international professional organization for women educators). Please contact Gretchen Hayslip ([gretchenh@saintandrewsseattle.org](mailto:gretchenh@saintandrewsseattle.org)) for more information.

**Camp United We Stand tent city** – when we make the food for Teen Feed, we make extra and deliver it to Camp United We Stand tent city. We cook for about 35 people at the camp. They are currently located at Shoreline Free Methodist Church.

**Ravenna Pop Up Kitchen (RPUK)** – is a grassroots community group that serves our neighbors with a meal every Sunday under I-5 on 65<sup>th</sup> Street. St. Andrews provides sandwiches 3<sup>rd</sup> Sunday of every Month after the 10am service coffee hour (generally around 11:30am-12:00pm). Come make and package sandwiches.

**Food Bank – FamilyWorks** – Every week, the donation basket is available in the narthex for your donations. FamilyWorks Food Bank is our local food bank located in the Wallingford and Greenwood neighborhoods. Karen Chartier brings the donations to Family Works.

We will also be having three special food drives.

- Saturday, February 1<sup>st</sup> (St. Abigail’s saint day) from 10:00am until 1:00pm in the St. Andrews parking lot. St. Abigail, is the patron saint of bees and beekeeping. So, in her honor, we will be collecting donations of honey, tea, coffee – ground or instant, and jams (and any other food on the FamilyWorks food bank list).
- Saturday, May 17<sup>th</sup> (St Honoré’s saint day) from 10:00am until 1:00pm in the St. Andrews parking lot. St. Honore is the patron saint of bakers. He is also the patron saint of confectioners, pastry chefs, and flour sellers. In his honor, we will be collecting donations of flour, sugar, salt, cinnamon, vegetable oil and dried fruit (and any other food on the FamilyWorks food bank list).
- The third special food drive for FamilyWorks will be in the fall of 2025 (exact date to be announced).

**Manna Bags** – Cris Blair continues to maintain St. Andrew’s supply of manna bags which are regularly given away to unhoused visitors at the church and distributed by parish members to the wider community . The contents of the bags are simple: socks, water, snacks, toiletries, but the effects are meaningful to the recipients. Thank you for supporting this project. Cris Blair, 425-563-3253, [crisblab20@gmail.com](mailto:crisblab20@gmail.com)

## **WELCOMING THE STRANGER**

**Advent Giving Tree** – We collected over 60 gifts for the children of refugees in partnership with the Diocese of Olympia Refugee Resettlement Office (RRO).

**Welcome kits** – Refugees arrive to the United States with very little and have to quickly begin their lives over again. Welcome Kits are a significant part of welcoming and honoring them when they first arrive in the Seattle area. We will be working in 2025 with the RRO to collect items such as cleaning supplies, kitchen items and baby needs.

**Ditty Bags** – In the fall, we will collect basic toiletries and handknit caps in partnership with the Seattle Seafarers Center whose mission is to welcome and care for seafarers who visit Puget Sound.

## **SHELTER FOR THOSE WHO HAVE NONE**

Habitat for Humanity – Interfaith Build – In the fall of 2025 (September), St. Andrew’s will participate in the Habitat's Interfaith Build. It was initiated over 20 years ago in memory of September 11<sup>th</sup> to unite faith communities in love and action.

## **FREEDOM FOR THE OPPRESSED**

Holy Land Justice Committee – The St. Andrew’s Holy Land Justice Committee is dedicated to a more just existence for all peoples in the Holy Land. Our group of about 6 people was formed in Spring of 2024 after completion during Lent 2024 of the “Bearing Witness” course that was created by American Friends of the Episcopal Diocese of Jerusalem (AFEDJ). Our St. Andrew’s group has begun collaboration with other groups and churches in the Diocese of Olympia, soon to include non-Episcopal churches as well. We are currently

attempting to discern what our role should best be going forward. We have been meeting via Zoom on a roughly monthly basis.

Please join us by contacting Sharon Wilson by email at [thuja8@comcast.net](mailto:thuja8@comcast.net)

## **MORE PARISH & COMMUNITY OUTREACH**

### **Health Ministry**

Our ministry's goal: supporting congregational and community health in body, mind and spirit, by providing activities, education and individual support. Articles for newsletter on health related topics, church activities to support social connections/counter isolation and loneliness (considered a national epidemic). Participation in regional Congregational Health Ministry network through Virginia Mason/Franciscan Health and national Health Ministry Association, learning about other congregations' health ministries and possible programs to implement at St Andrew's depending on interest and volunteer support. Home visits, telephone support and home communion for homebound parishioners and those experiencing health issues/post-hospitalization. Coffee hours with healthy snacks and nutrition information.

Plans for 2025 include a joint seminar with Creation Keepers on "Hazards of Plastics in the Environment", possible showing of Blue Zones documentary and research findings. Women's Retreat at Camp Huston in June. Continued intermittent articles in newsletter, special coffee hours, and any other ideas from the congregation. We want to grow this ministry so please come talk to us.

- Cris Blair ([crisblab20@gmail.com](mailto:crisblab20@gmail.com)) and Levana Fletcher ([levanafletcher@gmail.com](mailto:levanafletcher@gmail.com)), Health Ministers

### **Prayer Chain**

We are a group of 36 faithful parishioners who pray for those brought to our attention. We pray for comfort during illness, support during a crisis, friends of parishioners, and have even prayed for pets, new cars, housing and jobs. Each person in the prayer chain prays in his or her own way. Some send cards, some pray on their own. We have prayed for around 50 people in the past year. We keep all requests anonymous.

Names for the prayer chain may be submitted to me, Joy Rogers, or if I am unavailable, to Rector Rachel or Ruby McLachlan. It is helpful if you send us their address so we can send cards. There is no time limit for people to be on the prayer chain...some forever and some for a short time depending on the reason for prayers. We have received many letters of appreciation for our thoughtfulness and comfort. If you would like to become a member, please send your email to Joy. There is no training, just the assurance that requests will be kept confidential. - Joy Rogers, [rogersparker@comcast.net](mailto:rogersparker@comcast.net), 206-522-4116

Additionally, for prayers offered on Sunday mornings or to be added to our list of "Community Prayers", contact the pastor or Leslie in the parish office, [saintandrews@saintandrewsseattle.org](mailto:saintandrews@saintandrewsseattle.org).

### **Friendship Circle**

The Friendship Circle is a very long-standing group which has evolved over the years, especially since covid. Because we still have people who cannot attend in person, we continue to meet for one hour once per week on zoom. Anyone may join at any time and there is no agenda. This is more a group maintained to keep in touch, share and be of support to anyone who needs it. I send out an email the day before just as a reminder but also as a way for people to quickly find the zoom link. If someone who is not currently on my email list would like to join, they just need to contact me and I will be glad to add them to the email.

Susan Kromholtz, [bentwood4@comcast.net](mailto:bentwood4@comcast.net)

## The Showcase

In 2024, the Showcase Shop staged a Christmas bazaar (with special handmade items from Holy Land artisans as well as vintage treasures). The Showcase is maintained faithfully by Sherry Garman and Margo Smith and is open on Sundays during coffee hour, selling items to benefit St. Andrew's programs.

Margo Ann Smith  
Sherry K. Garman

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## Hospitality Ministries

### Welcoming Committee

With Rachel's help, we welcomed both visitors and new members to St. Andrew's this year. In the fall, we planned a special Newcomers' Dinner and invited new and recent attendees to McLachlan Hall to meet vestry members and other parishioners for food and fellowship. An ongoing project in 2024 was implementing our Breeze database more fully so that it will truly be a useful tool for administrative purposes and for our parish community's use. We continue fine-tuning our mission and approach to making St. Andrew's a place where "All Are Welcome." Mary Katka, [m.katka@comcast.net](mailto:m.katka@comcast.net)

### Coffee Hour

Our in-person Coffee Hours happen every week after the 8am and 10am services. Cheri Peele ([clpeele@peelegroup.com](mailto:clpeele@peelegroup.com)) was our coordinator over the past year and worked tirelessly to organize volunteers and offer hospitality. She would love your help!

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## Community Life

Our "Dinners for 6" which started in September has two groups meeting mostly monthly with anywhere from 6-12 diners. People are having a great time! The Little Free Puzzle Library and the St. Andrew's Little Free Library Book Cart are both being used by parishioners. Thank you for helping build community through these projects. Bay Le Sage, [gryphonsbay@gmail.com](mailto:gryphonsbay@gmail.com)

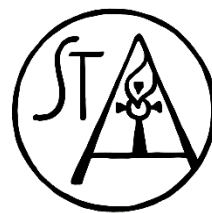
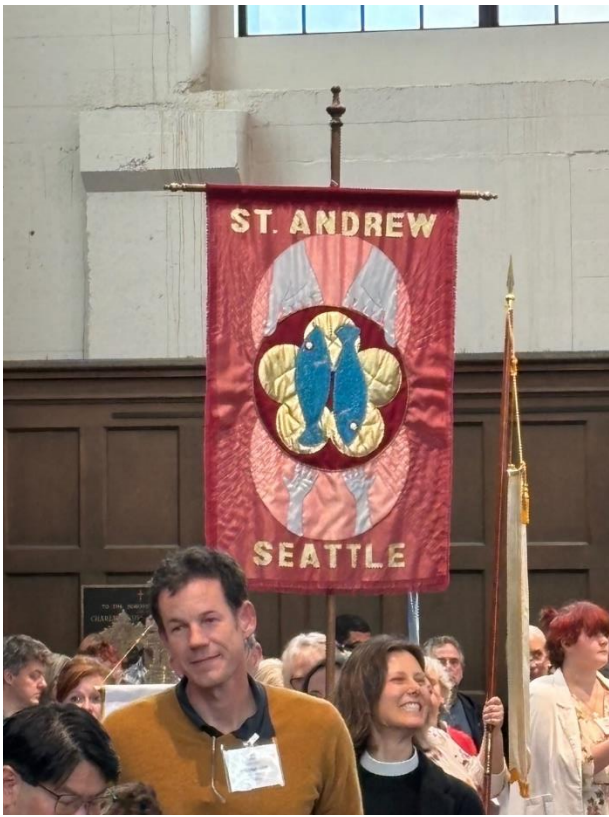
### Book Group

St. Andrew's book group meets monthly on Zoom for lively conversations about interesting books. The chosen books are announced via the email newsletter, and anyone is welcome to participate in the regularly-scheduled discussions. For more information, contact Kelli Jayn Nichols ([lilachouse@comcast.net](mailto:lilachouse@comcast.net)) or Laurie Stewart ([lkstewart@att.net](mailto:lkstewart@att.net)).

### St. Andrew's Church Library

Library volunteers, have been organizing the library & adding titles to an online catalog, via the online utility: **Librarything** with the hope that the searchable link can be added to the church's website. In addition, patrons who would like to check out books can be added on-the-fly to the library website's patron directory, and books can be easily checked out and in. In the meantime, there is a notepad on the west wall where borrowers can write their name, book title & date of checkout. Parishioners can watch the progress of the library catalog at <https://www.librarycat.org/lib/St.AndrewSeaLibrary>

For questions or library donations, feel free to contact: Mary Carson or Nina Chambers (email: [nchambers7@comcast.net](mailto:nchambers7@comcast.net))



## 2024 ANNUAL REPORT & 2025 BUDGET

### St. Andrew's Episcopal Church 2024 Annual Report

	2024 Actual	2024 Budget	2024 Over/(Under)	2025 Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Pledges</b>				
Pledges-This month	363,534.44	369,968.85	-6,434.41	334,500.00
Prepaid	36,781.15	36,781.15	0.00	42,835.83
<b>Total Pledges</b>	<u>400,315.59</u>	<u>406,750.00</u>	<u>-6,434.41</u>	<u>377,335.83</u>
<b>Non-Pledge Receipts</b>	65,084.03	63,000.00	2,084.03	65,000.00
<b>Open Plate</b>	5,288.26	5,000.00	288.26	5,200.00
<b>Fundraising</b>				
Scrip Program	1,275.00	1,500.00	-225.00	1,500.00
Celtic Swing Fundraiser	25,413.55	20,000.00	5,413.55	20,000.00
Showcase	1,174.50	1,500.00	-325.50	1,500.00
Reception	750.00	500.00	250.00	500.00
<b>Total Fundraising</b>	<u>28,613.05</u>	<u>23,500.00</u>	<u>5,113.05</u>	<u>23,500.00</u>
<b>Rental Houses</b>				
1st Ave House-7732 1st	14,645.77	24,050.00	-9,404.23	18,933.52
2nd Ave House-7741 2nd Ave NE	22,071.75	23,280.00	-1,208.25	18,682.71
Brighton-7737 2nd Ave NE	1,946.09	15,974.00	-14,027.91	23,614.17
Rental Houses - Other	-8,000.00	-8,000.00	0.00	-8,000.00
<b>Total Rental Houses</b>	<u>30,663.61</u>	<u>55,304.00</u>	<u>-24,640.39</u>	<u>53,230.00</u>
<b>Guest Group Receipts</b>	3,560.00	5,500.00	-1,940.00	4,000.00
<b>TCS Lease</b>	56,454.10	56,454.00	0.10	43,826.00
<b>Investment Income</b>				
Cap.Rep.Endow/Maint.Int.	1,268.54	1,000.00	268.54	1,000.00
Interest	11,296.04	11,100.00	196.04	9,050.00
<b>Total Investment Income</b>	<u>12,564.58</u>	<u>12,100.00</u>	<u>464.58</u>	<u>10,050.00</u>
<b>Special Offerings</b>	<u>2,656.00</u>	<u>0.00</u>	<u>2,656.00</u>	<u>2,500.00</u>
<b>Total Income</b>	<u>605,199.22</u>	<u>627,608.00</u>	<u>-22,408.78</u>	<u>584,641.83</u>
<b>Gross Profit</b>	<u>605,199.22</u>	<u>627,608.00</u>	<u>-22,408.78</u>	<u>584,641.83</u>

# 2024 ANNUAL REPORT & 2025 BUDGET

## St. Andrew's Episcopal Church 2024 Annual Report

	2024 Actual	2024 Budget	2024 Over/(Under)	2025 Budget
<b>Expense</b>				
Diocesan Assessment	85,487.73	91,003.00	-5,515.27	84,713.00
<b>Outreach</b>				
Outreach Expenses	65.00	0.00	65.00	0.00
Earth Ministry	500.00	500.00	0.00	500.00
<b>Total Outreach</b>	<b>565.00</b>	<b>500.00</b>	<b>65.00</b>	<b>500.00</b>
<b>Seminarian Support</b>				
Karla Koon	1,000.00	1,000.00	0.00	0.00
<b>Total Seminarian Support</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Church School &amp; Childcare</b>				
Child Care	242.32	3,000.00	-2,757.68	1,000.00
Church School	1,466.02	2,500.00	-1,033.98	1,750.00
<b>Total Church School &amp; Childcare</b>	<b>1,708.34</b>	<b>5,500.00</b>	<b>-3,791.66</b>	<b>2,750.00</b>
Adult Faith Formation	1,301.47	1,350.00	-48.53	1,350.00
Worship Supplies & Other	1,374.13	2,480.00	-1,105.87	2,480.00
Music Ministry	4,102.13	4,200.00	-97.87	4,200.00
Taize Ministry Expenses	674.43	0.00	674.43	675.00
<b>Technology &amp; Communications</b>				
Technology	7,939.89	12,000.00	-4,060.11	2,000.00
Communications	82.59	300.00	-217.41	300.00
<b>Total Technology &amp; Communications</b>	<b>8,022.48</b>	<b>12,300.00</b>	<b>-4,277.52</b>	<b>2,300.00</b>
Stewardship/Discipleship	362.80	4,980.00	-4,617.20	3,980.00
<b>Office Expenses</b>				
Office - Supplies	3,957.90	2,835.00	1,122.90	4,000.00
Office - Copier/Repair/Mtc	4,918.52	5,340.00	-421.48	5,300.00
Office - Postage	508.67	1,500.00	-991.33	1,250.00
<b>Total Office Expenses</b>	<b>9,385.09</b>	<b>9,675.00</b>	<b>-289.91</b>	<b>10,550.00</b>
<b>Utilities</b>				
Utilities - Telephone	6,297.19	5,264.00	1,033.19	6,300.00
Utilities - Garbage	5,935.47	6,861.00	-925.53	6,060.00
Utilities - Water	11,877.14	9,275.00	2,602.14	12,470.00
Utilities - Electricity	2,835.42	2,200.00	635.42	2,977.00
Utilities - Natural Gas	6,698.45	8,500.00	-1,801.55	7,700.00
TCS Utility Reimbursement	-7,101.68	-7,899.00	797.32	-7,555.00
<b>Total Utilities</b>	<b>26,541.99</b>	<b>24,201.00</b>	<b>2,340.99</b>	<b>27,952.00</b>
Kitchen/Hospitality	1,198.93	800.00	398.93	1,450.00
Building/Liability Insurance	15,322.44	12,643.00	2,679.44	18,846.00
<b>Building Maintenance</b>				
Build/Maint - Elevator	3,827.12	4,065.00	-237.88	4,686.00
Build/Maint - Repairs	15,786.96	15,000.00	786.96	10,000.00
Build/Maint - Supplies	1,389.74	5,600.00	-4,210.26	1,500.00
Build/Maint - Lawn Service	6,110.46	7,300.00	-1,189.54	6,200.00
Build/Maint - Janitorial Exp	7,651.80	9,200.00	-1,548.20	8,190.00
<b>Total Building Maintenance</b>	<b>34,766.08</b>	<b>41,165.00</b>	<b>-6,398.92</b>	<b>30,576.00</b>

# 2024 ANNUAL REPORT & 2025 BUDGET

## St. Andrew's Episcopal Church 2024 Annual Report

	2024 Actual	2024 Budget	2024 Over/(Under)	2025 Budget
<b>Salaries and Benefits</b>				
Supply Clergy	2,594.16	2,000.00	594.16	2,650.00
Formation Director	47,707.78	50,476.00	-2,768.22	49,120.00
Parish Administrator	50,465.28	51,254.00	-788.72	53,202.00
Taize Contemplative Clergy	3,752.41	0.00	3,752.41	3,895.00
Music Director	50,735.34	51,234.00	-498.66	53,181.00
Interim Rector	129,650.04	129,050.00	600.04	133,955.00
Treasurer/bookkeeper	14,873.12	16,098.00	-1,224.88	16,710.00
Taize Online Ministry Leader	1,050.00	7,800.00	-6,750.00	0.00
Contemplative Service Singers	6,950.00	0.00	6,950.00	7,800.00
Outreach Missioner	5,970.00	15,600.00	-9,630.00	13,494.00
<b>Health Insurance</b>				
Formation Director	12,168.00	12,168.00	0.00	12,528.00
Parish Administrator	16,222.50	0.00	16,222.50	20,052.00
Rector	0.00	0.00	0.00	29,240.00
Interim Rector	12,618.00	12,351.00	267.00	5,408.00
<b>Total Health Insurance</b>	<b>41,008.50</b>	<b>24,519.00</b>	<b>16,489.50</b>	<b>67,228.00</b>
<b>Pensions</b>				
Formation Director	4,293.68	4,543.00	-249.32	4,421.00
Parish Administrator	4,541.85	4,613.00	-71.15	4,788.00
Music Director	4,566.18	4,611.00	-44.82	4,786.00
Interim Rector	23,229.00	23,229.00	0.00	24,112.00
<b>Total Pensions</b>	<b>36,630.71</b>	<b>36,996.00</b>	<b>-365.29</b>	<b>38,107.00</b>
FICA/Industrial Ins.	13,595.10	11,176.00	2,419.10	14,112.00
Rector Call/Sabbatical	2,400.00	2,400.00	0.00	2,400.00
<b>Total Salaries and Benefits</b>	<b>407,382.44</b>	<b>398,603.00</b>	<b>8,779.44</b>	<b>455,854.00</b>
Staff Continuing Education	1,010.88	1,200.00	-189.12	4,200.00
Rector Expenses	0.00	0.00	0.00	3,000.00
Staff Business Expenses	2,698.37	2,500.00	198.37	2,500.00
Audit	0.00	6,000.00	-6,000.00	0.00
<b>Other Expenses</b>				
Miscellaneous	5,550.80	4,600.00	950.80	5,600.00
<b>Total Other Expenses</b>	<b>5,550.80</b>	<b>4,600.00</b>	<b>950.80</b>	<b>5,600.00</b>
<b>Total Expense</b>	<b>608,455.53</b>	<b>624,700.00</b>	<b>-16,244.47</b>	<b>663,476.00</b>
<b>Net Ordinary Income</b>	<b>-3,256.31</b>	<b>2,908.00</b>	<b>-6,164.31</b>	<b>-78,834.17</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
Taize Transfer In	17,205.94	12,000.00	5,205.94	17,000.00
Prior Year Net Income Carryover	0.00	0.00	0.00	13,949.00
Rector Call Transfer In	0.00	0.00	0.00	5,408.00
Capital Repair DIF Income	0.00	0.00	0.00	9,000.00
Audit Special Fund Transfer In	10,500.00	0.00	10,500.00	0.00
<b>Total Other Income</b>	<b>27,705.94</b>	<b>12,000.00</b>	<b>15,705.94</b>	<b>45,357.00</b>
<b>Net Other Income</b>	<b>27,705.94</b>	<b>12,000.00</b>	<b>15,705.94</b>	<b>45,357.00</b>
<b>Net Income</b>	<b>24,449.63</b>	<b>14,908.00</b>	<b>9,541.63</b>	<b>-33,477.17</b>



## 2024 ANNUAL REPORT & 2025 BUDGET

### St. Andrew's Episcopal Church Special Funds Report - December 31, 2024

	As of 12/31/2023	Receipts	Disbursements	As of 12/31/2024
Prepaid Pledges	\$ 36,781.15	\$ 46,435.83	\$ 40,381.15	\$ 42,835.83
St. Andrew's Programs	\$ 1,960.01	\$ 6,280.00	\$ 5,411.70	\$ 2,828.31
Facility Improvement*	\$ 403.48	\$ -	\$ 147.73	\$ 255.75
Rental House Repairs	\$ 232.36	\$ 8,000.00	\$ 4,235.96	\$ 3,996.40
Library	\$ 118.87	\$ -	\$ -	\$ 118.87
Music	\$ 650.00	\$ -	\$ -	\$ 650.00
Children's Ministries	\$ 1,224.31	\$ 1,018.47	\$ 398.60	\$ 1,844.18
Youth	\$ 3,427.78	\$ 14,487.77	\$ 12,803.11	\$ 5,112.44
Altar Guild**	\$ 9,195.12	\$ 3,905.00	\$ 2,148.12	\$ 10,952.00
Clergy Discretionary	\$ 8,755.48	\$ 4,771.17	\$ 9,618.21	\$ 3,908.44
Feeding Ministries	\$ 7,333.26	\$ 7,268.48	\$ 3,382.02	\$ 11,219.72
Columbarium-Restricted	\$ 8,892.15	\$ 4,000.00	\$ 145.00	\$ 12,747.15
Rector Call Fund/Sabbatical	\$ 16,800.00	\$ 454.10	\$ 2,442.16	\$ 14,811.94
Embodied Faith Curriculum Funds	\$ 5,926.18	\$ -	\$ 5,926.18	\$ -
Sister Church - St. Stephen's	\$ 2,965.89	\$ -	\$ -	\$ 2,965.89
Audit	\$ 10,500.00	\$ -	\$ 10,500.00	\$ -
Taize	\$ 21,048.60	\$ 43,643.30	\$ 25,849.85	\$ 38,842.05
Scrip	\$ (4,700.00)	\$ 24,995.00	\$ 25,095.00	\$ (4,800.00)
Miscellaneous	\$ -	\$ 4,683.00	\$ 4,583.00	\$ 100.00
General Memorial Fund	\$ 250.00	\$ -	\$ -	\$ 250.00
Capital Expansion Project	\$ 3,562.41	\$ 140,639.90	\$ 149,170.32	\$ (4,968.01)
Grateful & Growing Capital Campaign	\$ 71,257.67	\$ 79,153.54	\$ 111,992.93	\$ 38,418.28
General Maintenance Fund	\$ 34,537.88	\$ -	\$ -	\$ 34,537.88
<b>Totals</b>	<b>\$ 241,122.60</b>			<b>\$ 216,627.12</b>

\*Facility Improvement year-end balance includes:

Labyrinth Fund	\$ 70.00
Creation Keepers	\$ 50.00
Carbon offsets	\$ 135.75
<b>Total</b>	<b>\$ 255.75</b>

\*\*Altar Guild includes:

Altar Guild (General)	\$ 5,732.22
Christmas Decorations	\$ 106.51
Altar Guild Flowers	\$ 1,156.23
Altar Guild Candles	\$ -
Insurance Proceeds	\$ 3,957.04
<b>Total</b>	<b>\$ 10,952.00</b>

Total Outreach Spending for 2024	
Clergy Discretionary	\$ 9,580.45
Teen Feed/Tent City	\$ 3,382.02
Earth Ministry	\$ 500.00
Seminarian Support	\$ 1,000.00
Domestic & Foreign Missionary Society (Dioc of Jerusalem)	\$ 4,433.00
Outreach Missioner	\$ 5,970.00
Prepaid Phone Cards	\$ 65.00
<b>Total</b>	<b>\$ 24,930.47</b>

## 2024 ANNUAL REPORT & 2025 BUDGET

### St. Andrew's Episcopal Church

#### Schedule of Investments

Value as of December 31, 2024

	Land (1)	Building (1)	Other	Liabilities
Church Facility	\$ 2,954,300	\$ 1,045,800		
Res. 7732 1st NE	\$ 534,000	\$ 224,000		
Res. 7737 2nd NE	\$ 498,000	\$ 41,000		
Res. 7741 2nd NE	\$ 498,000	\$ 170,000		
Res. 7745 2nd NE	\$ 498,000	\$ 238,000		\$ 183,295.45
Cash on Hand (Key Bank checking acct.)			\$ 121,813.05	
Cash on Hand (Key Bank Clergy Discretionary acct.)			\$ 3,908.44	
Savings (Vanguard money market acct.)			\$ 227,251.06	
Cap. Repairs Endow/Maintenance Fund				
Diocese of Olympia Investment Fund			\$ 64,447.90	
	\$ 4,982,300	\$ 1,718,800	\$ 417,420.45	\$ 183,295.45
 Total of all Assets			 \$ 7,118,520.45	
Assets Net of Liabilities				\$ 6,935,225.00

(1) Taken from 1/1/25 tax statements of King County Assessor. These are not necessarily market values.

#### Report on Houses Owned

	Gross Income	Rental Exp. & Repairs	King County Property Taxes	Net Income	Repairs from Special Funds
7732 1st NE	\$ 30,493.33	\$ 8,731.66	\$ 7,115.90	\$ 14,645.77	\$ 2,549.40
7741 2nd NE	\$ 37,140.00	\$ 8,730.89	\$ 6,337.36	\$ 22,071.75	\$ -
7737 2nd NE	\$ 24,617.26	\$ 17,447.29	\$ 5,223.88	\$ 1,946.09	\$ 1,686.56
Transferred to Special Fund - Rental House Repairs				\$ (8,000.00)	\$ 4,235.96
Applied to General Fund Receipts				\$ 30,663.61	
 7745 2nd NE	 \$ 35,302.10	 \$ (6,546.96)		 \$ 28,755.14	 \$ -
Payments made on loan principal				\$ (126,241.53)	
Interest payments made on loan				\$ (14,479.16)	
Ins, Prop Taxes & Lawn Care	\$ (1,523.84)	\$ (6,925.79)		\$ (8,449.63)	
Taken from Special Fund				\$ (149,170.32)	

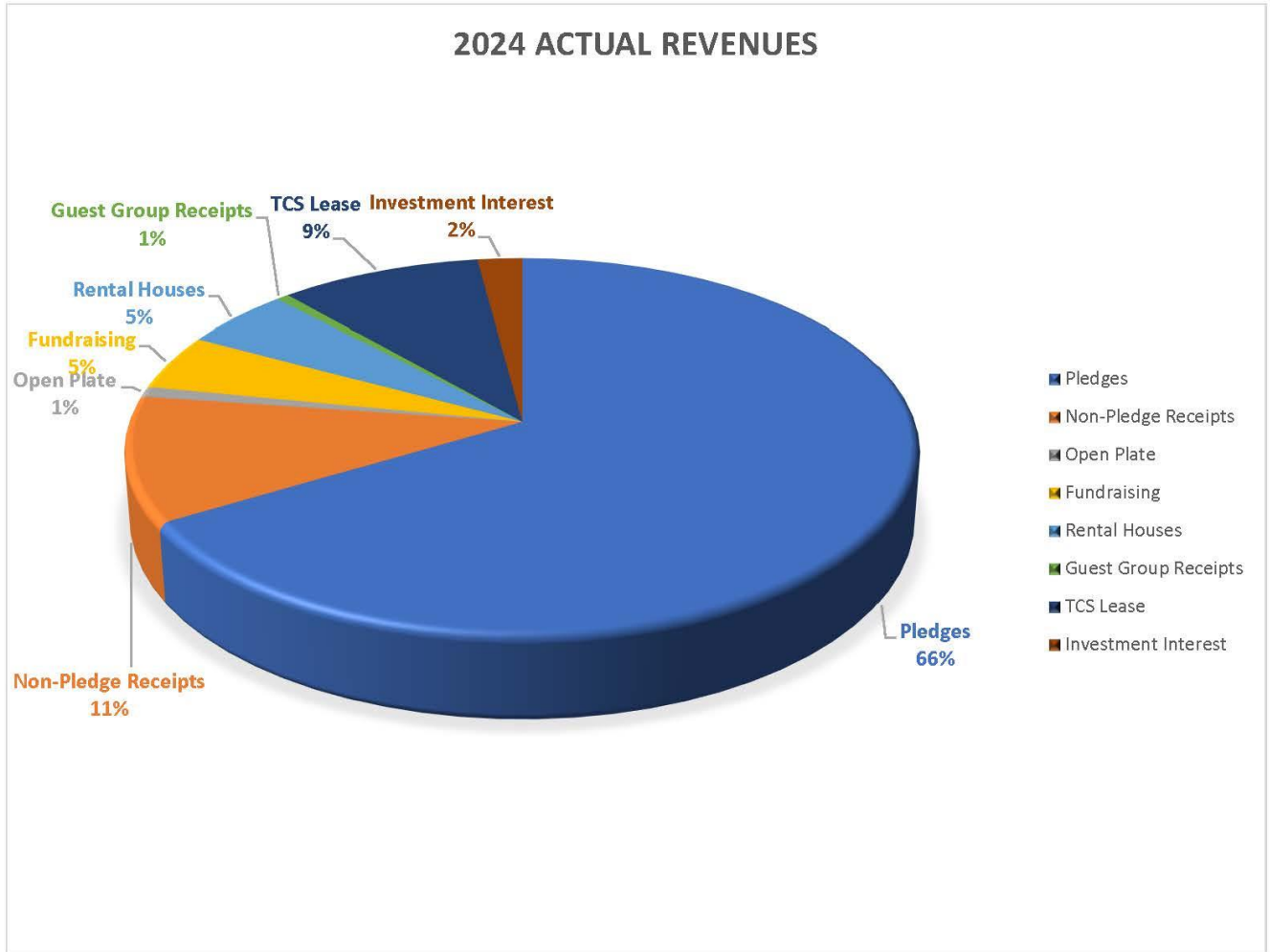
#### Report on Diocese of Olympia Investment Fund - January 1, 2024 through December 31, 2024

Beginning Market Value 01/01/2024	\$ 57,821.73
Gain on Investment Value	\$ 6,626.17
Ending Balance 12/31/2024	\$ 64,447.90 *

\*Donations since inception                   \$ 53,462.83  
 \*Available Investment Income               \$ 10,985.07

Dividends earned & transferred to General Fund  
 Income: Cap. Rep. Endow/Maint. Int.                   \$ 1,264.41

# 2024 ANNUAL REPORT & 2025 BUDGET





**St. Andrew's Episcopal Church  
Minutes of Annual Meeting  
Sunday, February 4, 2024**

The meeting was called to order at noon, and an opening prayer was led by the Rev. Rachel Endicott.

The Annual Meeting minutes from the February 2023 gathering were approved.

The Rev. Rachel Endicott provided an interim rector's address, in which she summarized 2023's accomplishments in ministry.

Gretchen Hayslip, Senior Warden, gave a presentation in which she thanked a number of people.

Pastor Rachel provided special recognition to Amanda Mitchell, for her behind the scenes work on streaming and as a go to person on the IT team.

Pastor Rachel announced that the Senior Warden for 2024 will be Andrew Benson. The Junior Warden will be chosen by the vestry at their next vestry meeting.

Treasurer Ken Feldman gave the financial reports, noting that the approved budget for 2024 incorporates almost all of "dream budget" thanks to pledges of over 400,000. He thanked Mike Hicks as stewardship chair. In 2023 (year just ended) operating budget, Ken Feldman spoke about 2023 operating budget, pointing out that we came in -7,128.93 which was much better than -24,043 which had been anticipated and was made up by transfer in from the Taizé special account and prior year net income. As regards the Capital Campaign, which will be in its final year of gathering pledges in 2024, Ken noted significant payments made this year and hopes in 2024 to receive enough additional money to be cash flow neutral for the fourth property.

Paula Benson (Profile Committee) gave a brief report and encouraged people to fill out the CAT survey and announced about the report of the survey and listening session on March 17th.

The vestry slate for 3-year terms starting in 2024 (Dan Catchpole, Will Lewis, Lily Nichols, and Cheri Peele) was approved by acclamation. The Delegates and Alternates for 2024 Diocesan Convention were also approved:

Cris Blair – 2-year term

Levana Fletcher – 2-year term

Kelli Jayn Nichols – 1-year term

Jessica Thompson – 1-year term

Alternates were Cheri Peele and Caleb Hege.

Pastor Rachel thanked exiting vestry members – Cris Blair, Gretchen Hayslip, Mike Hicks, and Bill Yunker – providing a bag of goodies for their relaxing post-service to the vestry.

Vestry member Susan Wilbanks provided the closing prayer, and Pastor Rachel adjourned the meeting (time not noted).