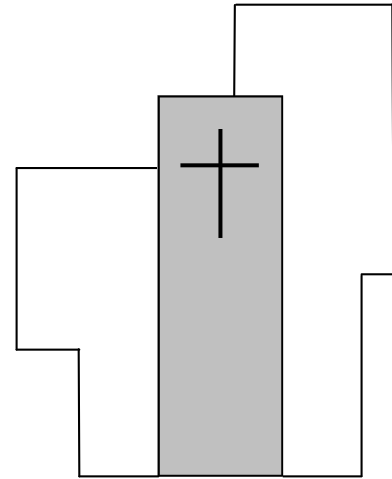


*Ministry*

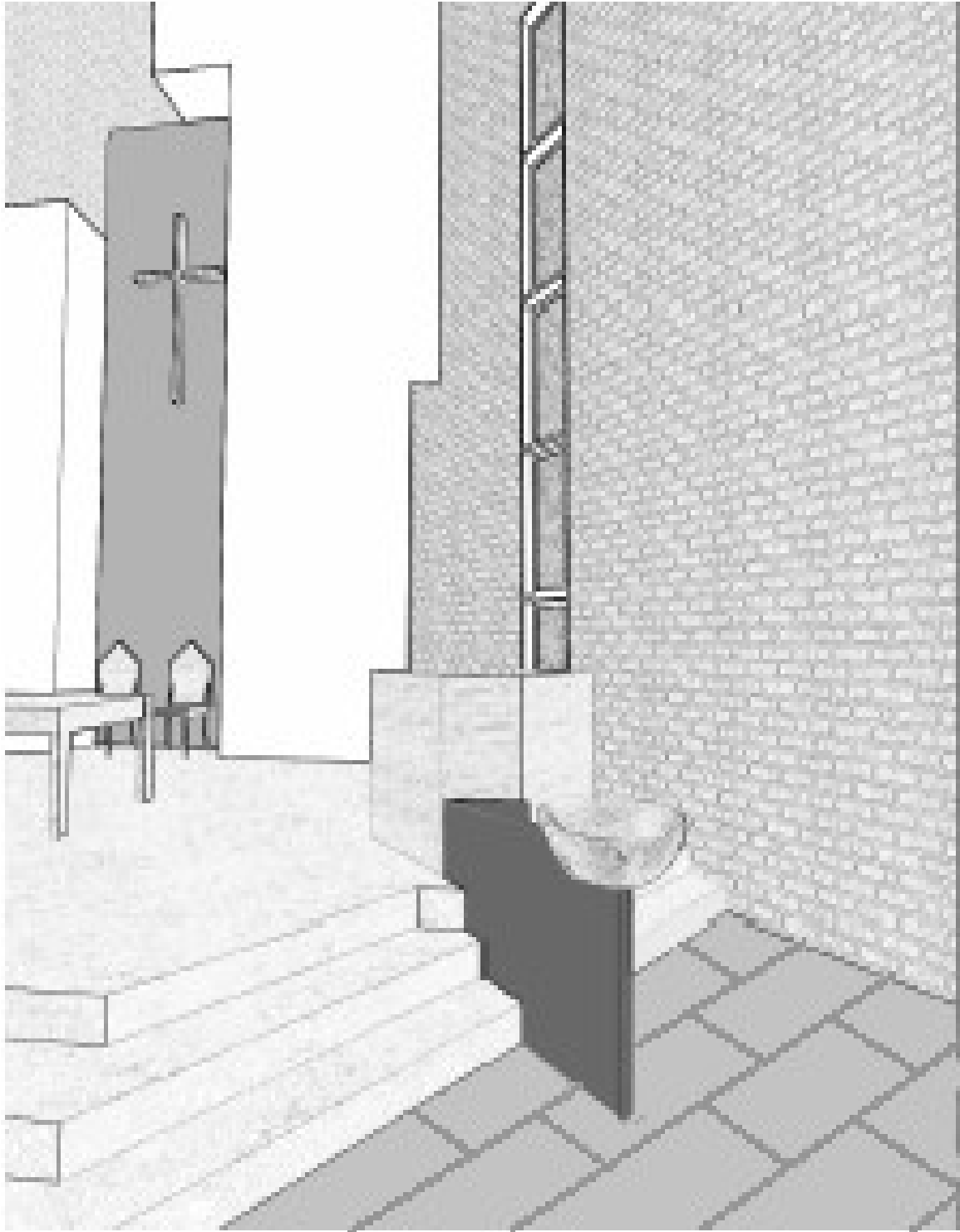
*For*

*Tomorrow!*

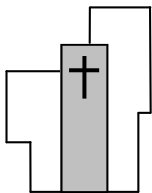


## **A Vision for Future Ministry**

St. Andrew's Episcopal Church  
Burke, Virginia  
2007



DRAWING OF PROPOSED BAPTISTRY AND REREDOS  
IN SANCTUARY



## MINISTRY FOR TOMORROW!

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Dear Parish Family,

We are at a point in time when the capacity for vital ministry at St. Andrew's for the next few decades will be determined. What will ministry at St. Andrew's look like in the future? What will be provided for individuals and families who call this parish their spiritual home? What impact will our presence have in addressing the needs of the Burke community? These are serious questions. This booklet presents exciting opportunities to provide a means for our future ministry.

Acquiring the property adjacent to St. Andrew's provides the crucial foundation for our ability to meet current needs as well as the challenge of MINISTRY FOR TOMORROW! at St. Andrew's. This property will enable us to expand facilities and grow our ministry in this community. This is crucial for growing future ministry to children, youth, and families; to the elderly and others. Although we appear to be surrounded by undeveloped space, we have fully developed the property we have.

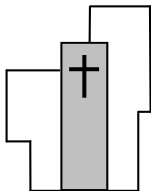
Similarly, we are in a time when current and potential members are seeking diversity and flexibility in worship. It is an exciting time in the church and the future is promising, but our nave is currently not capable of supporting this diversity. In fact, acoustical and mechanical problems of long standing in the nave are detrimental to our worship and need to be fixed. Our organ is worn out and needs replacement. Our nave ceiling has a growing need for maintenance, and our lighting system has become extremely expensive and difficult to maintain.

This booklet gives details of a vision for building a ministry future for our parish. It is an exciting and necessary undertaking. There are steps to enhance our music ministry, provide enhancement to our sanctuary, chapel and narthex, and install a dedicated baptistry. There is nothing more central to our faith than baptism into Christ's death and resurrection, yet we don't have a place dedicated to that sacrament as most churches do. Similarly, nothing conveys our faith more movingly than the hymnody and modern songs of faith, and yet our organ has reached the end of its useful life and will fail us eventually.

We are called to proclaim the gospel and to show Christ's love to this world. Our commitment to that mission is reflected in part by the way we care for our facilities and the way we provide capacity for a growing 21<sup>st</sup> century ministry. People of all ages will come seeking God's spirit and presence in this parish. They will come willing to share their gifts in a faith community united in its commitment to serve God. We must provide a place for those things to happen so that in days to come St. Andrew's can serve God as faithfully and well as it has in times past. Please join us in this exciting endeavor to praise and glorify God and build a vital MINISTRY FOR TOMORROW! at St. Andrew's.

In Christ,

Randall L. Prior  
Rector,



## MINISTRY FOR TOMORROW!

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### from The Vestry

June 2007



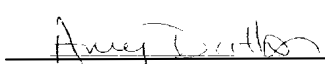
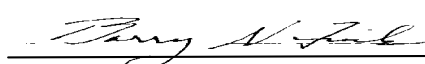



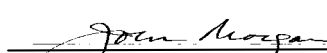
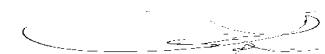

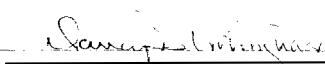
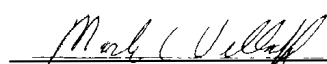
To our fellow members of St. Andrew's:

The Vestry of St. Andrew's Episcopal Church strongly endorses, and requests your support, for several strategic initiatives to renovate and enhance church worship spaces and to acquire adjacent property to provide for the church's future ministry. These projects described in this booklet have been under discussion and review by the Vestry for many years, and the time is now to move ahead on these exciting opportunities for our church community.

The nave and related renovations and improvements will contribute to our Christian formation and worship experience, and will significantly enhance the sense of Christian community at St. Andrew's. The acquisition of the property tract immediately adjacent to St. Andrew's would provide relief for currently overcrowded facilities and also enable the expansion of our ministries in new and exciting ways.

The Vestry unanimously urges your support for this vital undertaking. Your vote in support of these projects would be a vote for optimism....a vote for progress....a vote for the future of St. Andrew's.

Yours in Christ,

	(J. Jaskot)		(B. Adams)
	(A. Dutton)		(B. Fink)
	(M. Foster)		(E. Hart)
	(K. Horan)		(J. Morgan)
	(R. Richardson)		(E. Runkel)
	(N. Tillinghast)		(M. Velkoff)

# Ministry for Tomorrow!

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## **THE VISION**

The enthusiasm and vision within St. Andrew's is a reflection of the commitment members of our congregation bring to its many ministries. Much of what our church is doing today is built on congregational decisions over the past 30 years that have provided facilities and resources to support the strong ministries that we have undertaken in Christ's name.

The St. Andrew's congregation of the 1970's and 1980's saw that adequate facilities were critical to congregational growth. Those facilities have served us well. St. Andrew's has maintained an extremely strong sense of Christian community, and more and more families are finding a spiritual home here. However, we are now at a point in time at which we need to provide the foundations for future ministry and growth. This will involve acquiring land to provide a place for needed facility expansion, and modification of our current nave, narthex, and chapel to enhance our worship experience and provide for liturgical practices of the 21<sup>st</sup> century. We need to be good stewards of our many blessings....and we need to embrace the challenges ahead to further enhance our walk with God.

Our engagement in the growth and improvement of St. Andrew's will reap benefits many times over both for our present and future congregation. We will provide, like those before us, the continuing promise of a vibrant and exciting Christian community known as St. Andrew's Episcopal Church.

To that end, the Rector and Vestry of St. Andrew's invite you to build on our past by making a commitment to our future.

## **THE NEED**

In the year 2000, a committee representing diverse interests within the parish developed a Long Range Plan that identified major goals for our future ministry. That Plan identified, among others, two key areas of focus :

- Discern the worship and music needs of the parish and larger community, and diversify and expand our worship services and musical offerings to address those needs.
- Expand ministry to youth, the elderly, and young adults and families. Expand discipleship and support pilot programs and creative ministries utilizing effective community partnerships, and employ state of the art communications in ministry.

The Long Range Plan cited the property acquisition as a key to future ministry by providing a place to expand. Unforeseen at the time of the Long Range Plan were the need to address the rapid decline of our current organ, growing maintenance problems in the nave, severe deficiencies in nave acoustics, and limitations in our ability to respond to evolving worship needs.

## **THE PLAN**

This booklet defines a capital improvement plan strongly endorsed by the Rector and the Vestry which reflects the goals developed through the Long Range Plan and specific needs identified by congregational committees and commissions over the past several years. Since 2003, two other committees have considered acoustic issues in the nave and options for replacing our aging electronic organ. With the support of the Vestry, a Renovation Committee has been working in recent months to address issues in our worship space in order to provide for more inspiring and varied forms of worship now and in the future.

## WHAT ARE WE PROPOSING TO DO?

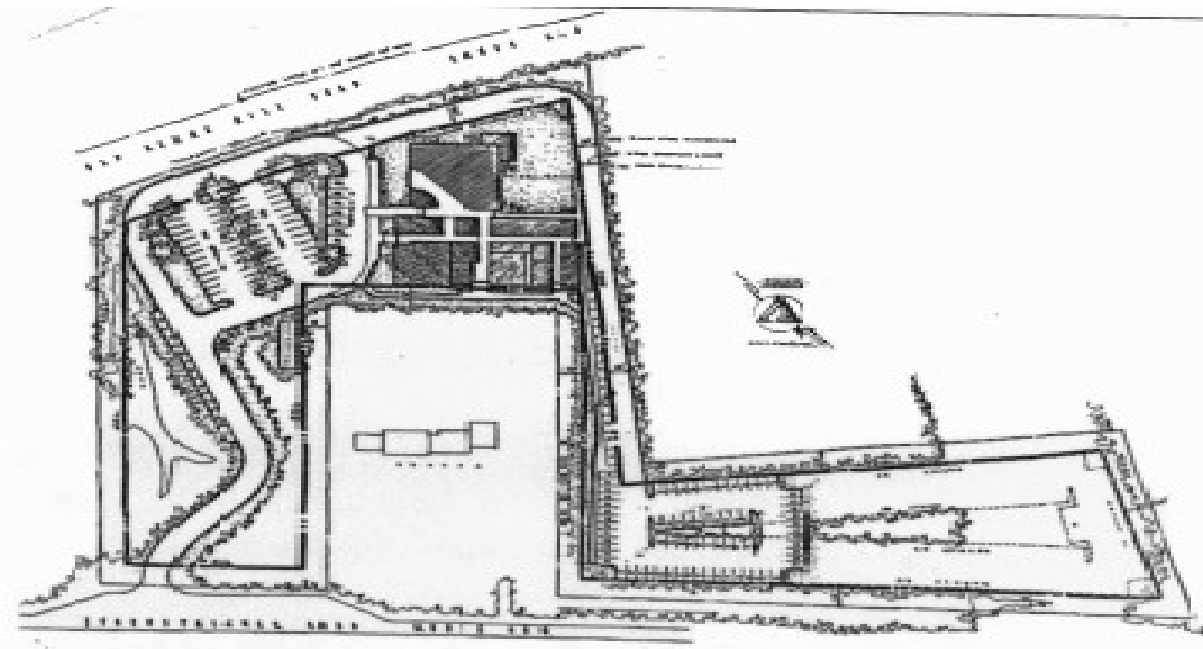
### Purchase the “Property”

The “property” located adjacent to our current property on Sydenstricker Road is critical to the future ministry of St. Andrew’s. The Long Range Plan identified the purchase of that property as the foundation for future ministry and growth because:

- We have fully developed our current church property, there is no room for additional buildings, and our facilities are not structurally designed to accommodate the construction of additional floors on top of the current buildings.
- Our current facilities are more than fully utilized in that (1) we have insufficient administrative space to accommodate our current staff and there is no room for any additional clergy or staff; (2) our Pre-School and Christian Formation programs are severely overcrowded and constrained by the lack of space, and (3) we are unable to undertake expanded programs that would further our Christian mission and meet both parishioner and community needs.

It is important to note that without acquisition of the property, St. Andrew’s is simply deciding that it will always function at its current size with its current limitations and constraints on ministry and programs. That would be a decision for a no-growth future for our parish.

We fully expect that the property will become available for purchase within the next few months. This is the first time we have had the expectation of a realistic and successful purchase in some time. The Rector and Vestry feel that it is important to purchase the property not only to provide for our future ministry but also to prevent the sale of the property for other development that may adversely impact future ministry at St. Andrew’s or preclude future acquisition. For a variety of reasons, the next few months may well provide the best...and last...chance of acquiring the adjacent property.

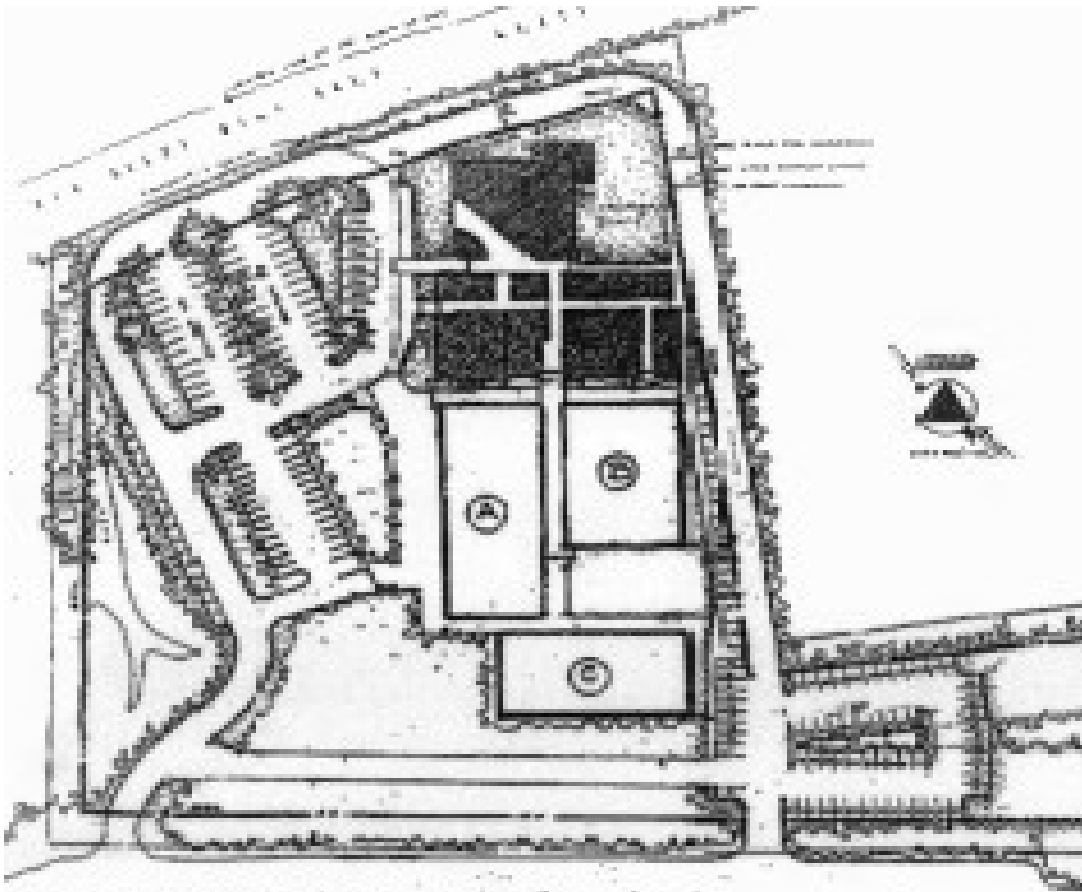


The plat below shows a footprint for possible future development of the property. This work was done by the Long Range Planning Committee in 2000 and it was also assessed for feasibility in a preliminary meeting with County design review officials several years ago.

It is only a sample of what could be done. But, in brief, it provides the possibility of placing 22,000 square feet of building on the two acres represented by the property or almost double our current building space.

Projected possible uses for the future expansion (identified by blocks A,B, and C are as follows:

- A.** Expanded fellowship space, administrative space, library lounge, dedicated choir room, commercial kitchen, storage and restrooms, and space for additional ministries
- B.** Additional classrooms, storage, and restrooms. (The space between **B** and **C** could be a playground for children)
- C.** Gymnasium for youth and outreach ministries, locker rooms, storage and support spaces.

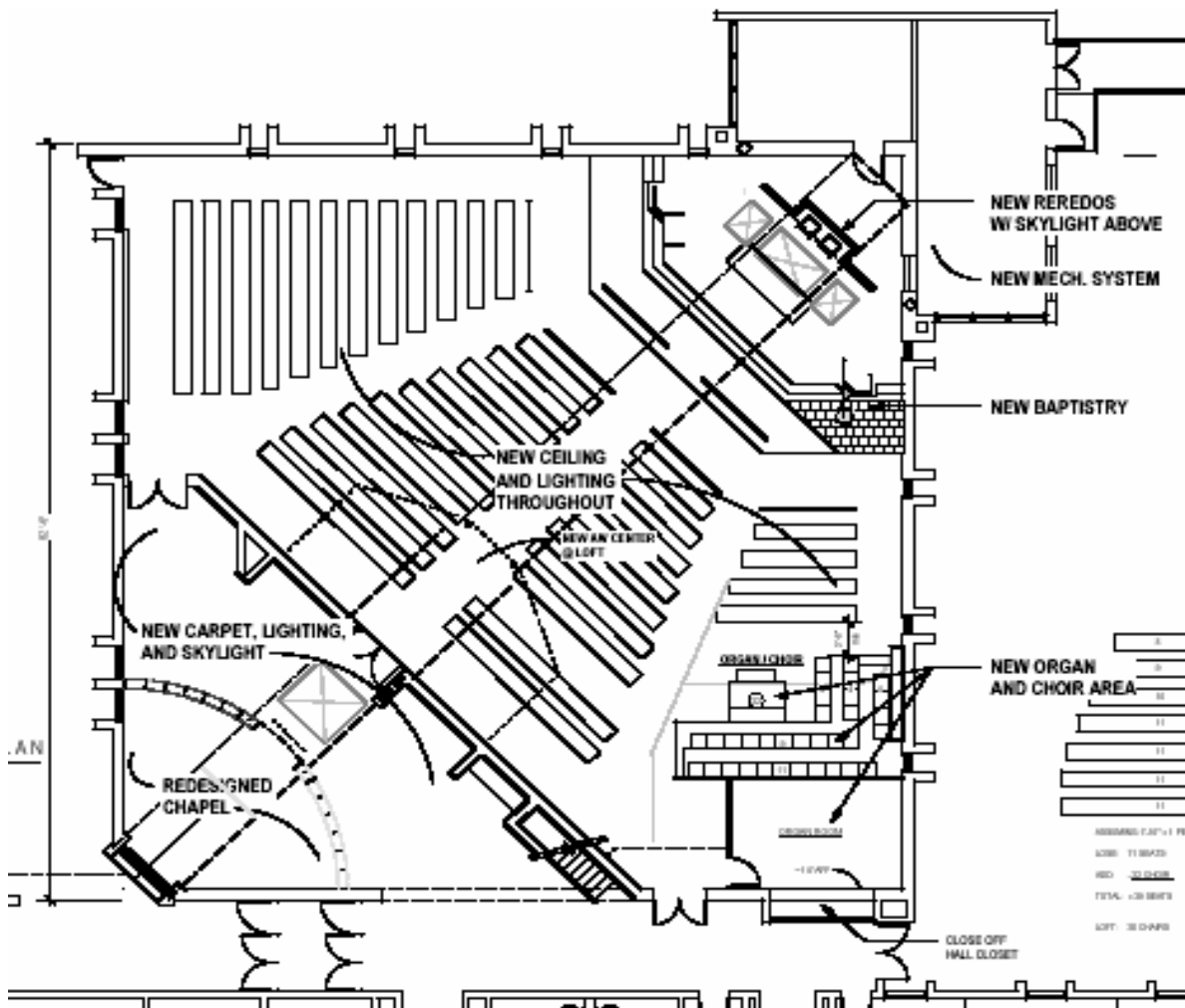


## Renovate and Enhance Our Worship Space

The recommended capital improvement plan is intended to accomplish the following:

- Remove significant liturgical and acoustic deficiencies in the nave, sanctuary, and chapel.
- Provide for a stronger, more inspiring, and varied worship experience, which is one of the most important purposes of the church at St. Andrew's.
- Replace our current electric organ with a high quality, long-lived, and economically feasible pipe organ.

FIGURE #1



Specifically, this would involve:

- Relocate the choir from the current choir loft and a newly purchased organ to the nave floor. (See Figure #1)
- Redesign the sanctuary to:
  - i. Incorporate space for a permanent baptistry.
  - ii. Improve the movement of the clergy, lay Eucharistic ministers, and acolytes during worship.
  - iii. Replace the current screen behind the altar (Figure #3) to:
    1. Improve the acoustic characteristics of the nave.
    2. Improve the architectural/aesthetic characteristics of the sanctuary and nave.
    3. Accommodate audio/visual aspects of contemporary worship.
- Replace the current nave lighting system. (Figure#2)
- Refurbish the ceiling and support beams to repair damage from water leakage and to improve the acoustic characteristics of the nave. (Figure #2)
- Replace the large speaker boxes on the ceiling and rear walls with a modern, less intrusive, and more effective sound system.
- Replace wood facing of the current choir loft and the loft stairway.
- Renovate the chapel and narthex.
- Create congregational seating space in the current choir loft. (Figure #2)

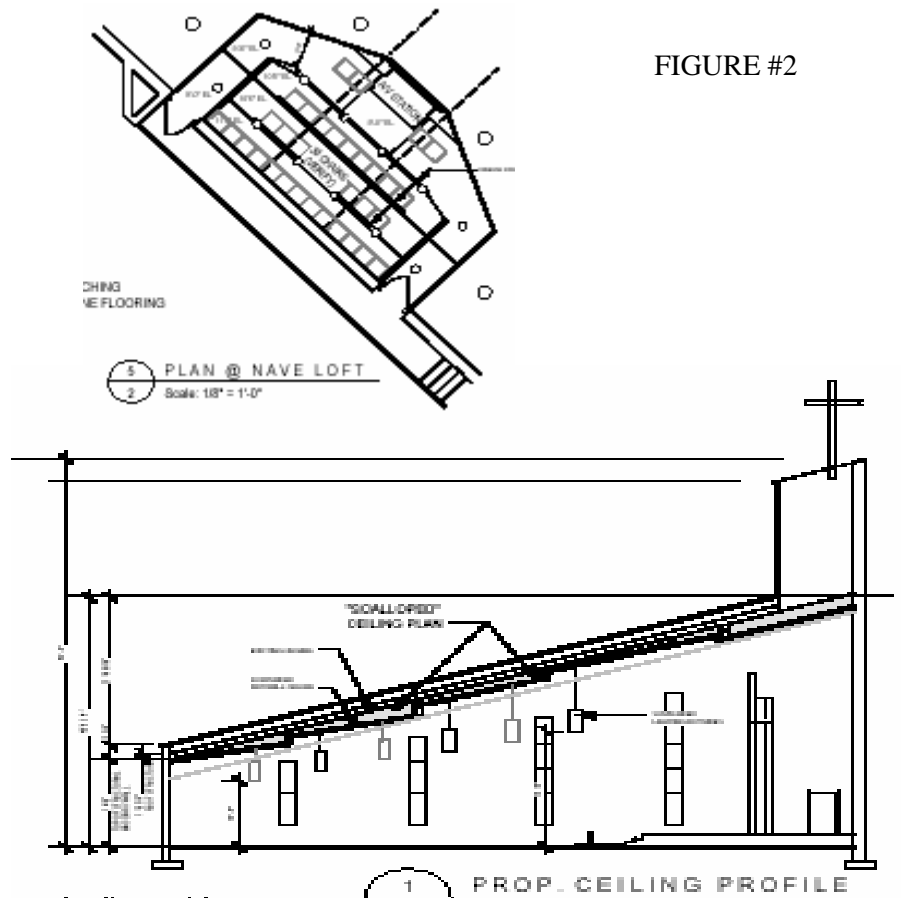
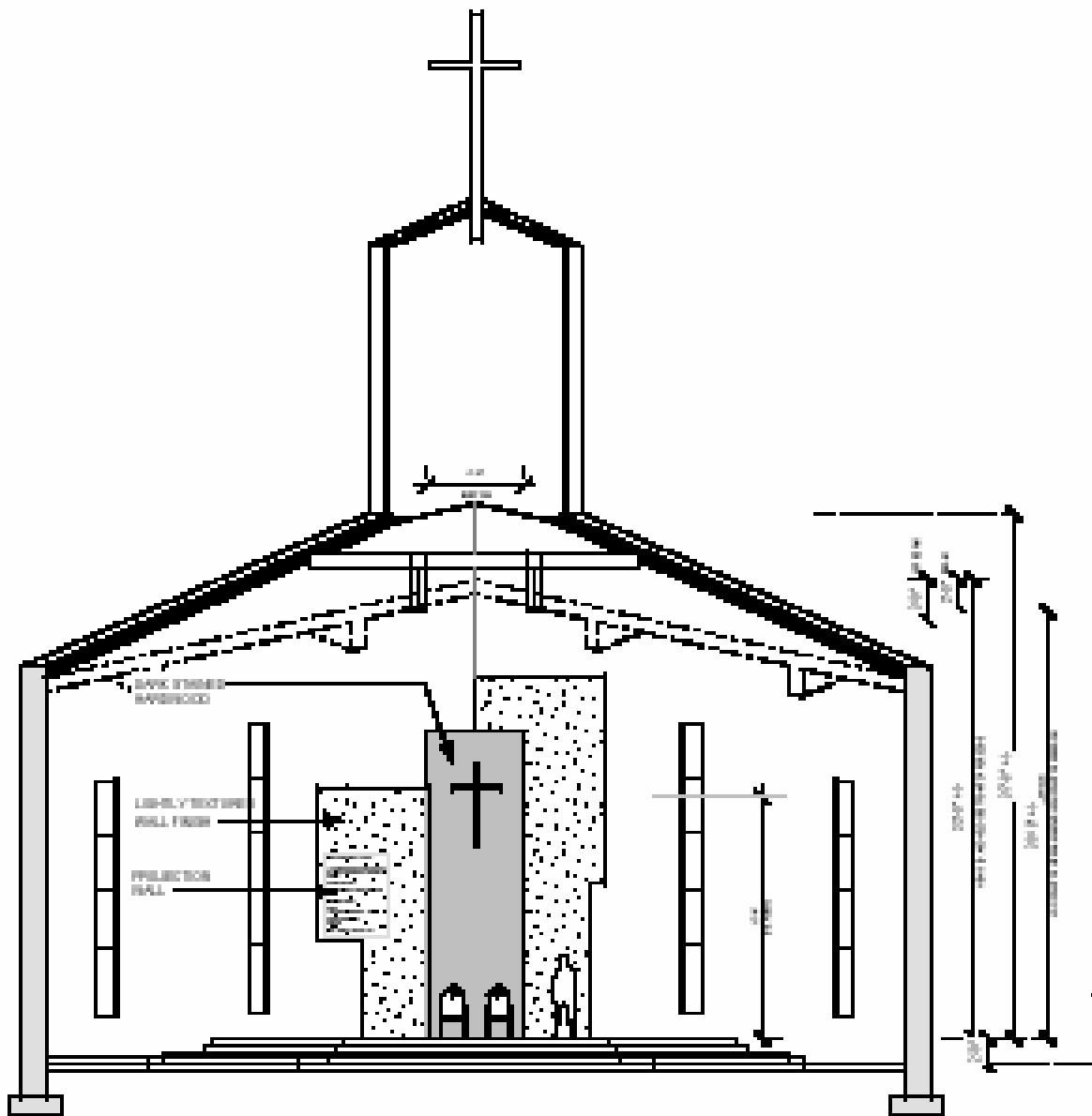
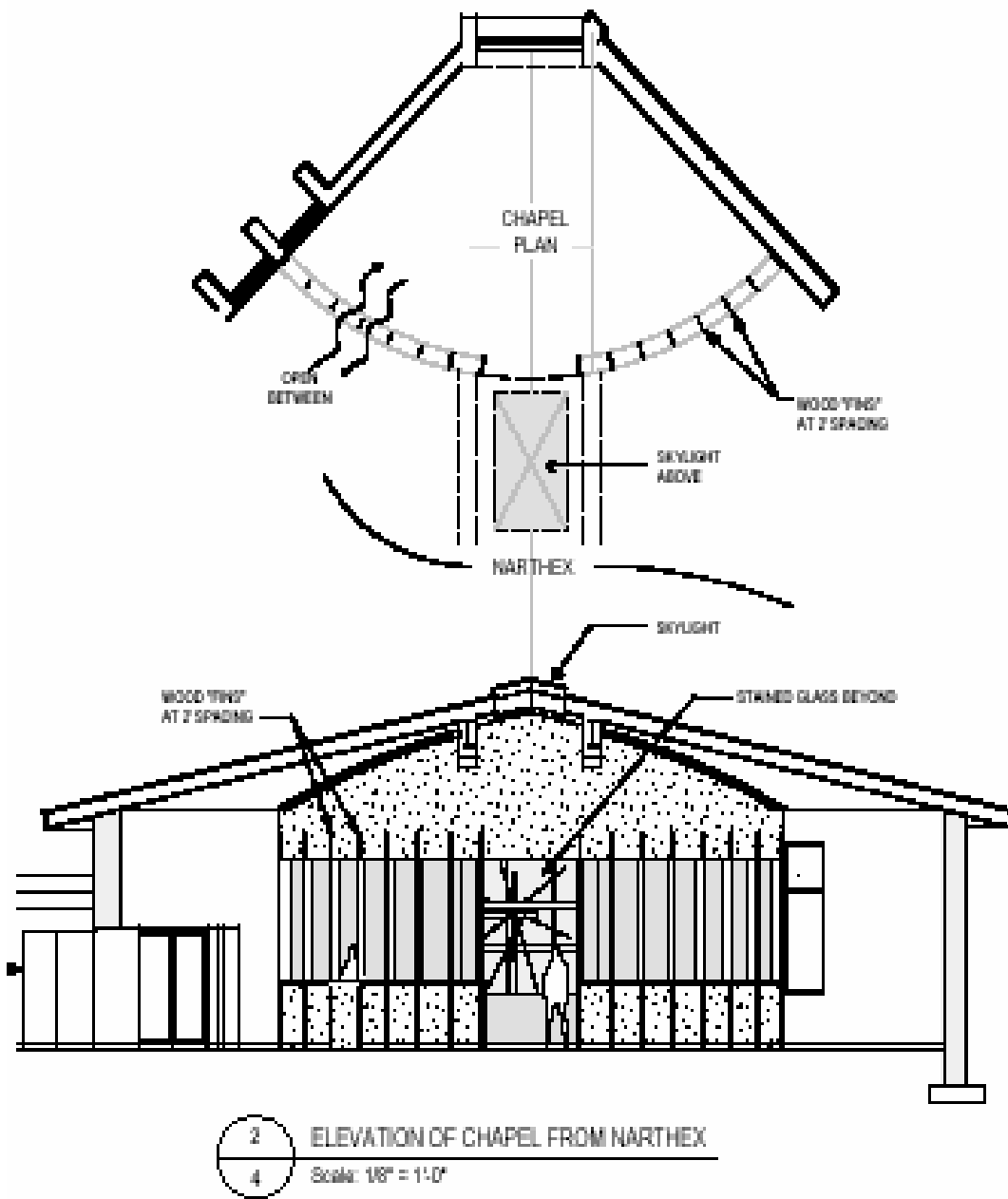


FIGURE #2



The Sanctuary Screen or Reredos would be replaced to provide a new look to the area behind the altar. Also there would be incorporated into the design the possibility of projecting images, hymn lyrics or prayers onto part of the Reredos from the audio visual station in the nave loft.

Skylights over the altar would bring natural light into the sanctuary area and seating for the clergy would be placed behind the altar thus focusing attention on the person leading worship at any given time.



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**ST. ANDREW'S EPISCOPAL CHURCH**  
 6000 W. Alexander Road - Berlin, WI 53011

The rear wall of the chapel would be redesigned and opened so that the chapel would be visible from the narthex and worship in the chapel could be expanded into the narthex if necessary. Chapel acoustics would thus be improved. (See rendering on inside of back cover).

A skylight would be added in the narthex ceiling to bring natural light into the narthex area.

# Ministry for Tomorrow!

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## WHY ARE WE PROPOSING TO DO THIS?

1. **Acquire the Property** - Without the Property we are simply deciding that St. Andrew's will always function at its current size and with its current limitations and constraints on ministry. This is a decision for a no growth future for our parish.

## 2. **Renovate and Enhance our Worship Space**

- **Movement of the organ and choir to the rear of the nave.** The voices of the Adult Choir most strongly contribute to the music of the liturgy and to congregational singing when the choir is located on the floor of the nave. The sound of the choir, like the organ, is best projected across the longest axis of the church interior. In addition to the acoustic benefits, moving the choir to the floor of the nave also provides much needed room and flexibility for additional choir voices and instrumentalists, and supports currently unmet needs for the Youth Choir and Netcasters. The organ must be located with the choir to enable the organist to direct and appropriately accompany the choir. With this arrangement, the organ will best support the contributions of the choir and congregation during worship.

- **Acquiring a new organ.** The current electric organ was purchased and installed over 20 years ago when the current sanctuary was completed in 1985. After many years of satisfactory service, the current instrument is requiring increasingly more frequent and expensive maintenance. The instrument is no longer fully dependable and will frequently emit unintended sounds and will not deliver those that were played by the organist. Organ committees have been reviewing our needs for music in worship and the capabilities of both electronic and pipe organs to meet these needs. The committees have concluded that organ replacement is necessary and must be complemented by improvements in nave acoustics to make the most of any new instrument. The age and capabilities of the current organ require that it be replaced in the near future.

- **Sanctuary Redesign.** In addition to the relocation of the choir and organ to the main floor of the nave, the following additional redesign proposals are included in the capital improvement plan:

*Creation of a Baptistry.* Baptism is a central part of our faith and liturgy. The proposed baptistry will provide a dedicated and prominent space for the community celebration of the sacrament of baptism, one that reflects the centrality of baptism to our faith and that establishes the baptismal font as one of significant liturgical elements of the sanctuary.

*Movement and Seating in the Sanctuary.* The proposed design changes will facilitate the movement of clergy, lay eucharistic ministers, and acolytes during worship services. The current configuration constrains movement at times. In addition, by providing seating directly behind the altar for the clergy, it would put the proper focus on the person leading the worship (celebrant, lector, or intercessor) at any given time and would highlight the leadership of each part of the worship service.

## Ministry for Tomorrow!

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- Replacement of Screen Behind the Altar.

*Improved Acoustics* – The current screen was designed to act as a sound absorber. This design was consistent with an architectural approach, now since abandoned in church construction, that depended on electronically-amplified speech and the suppression of the natural acoustics of the nave. As part of our efforts to improve the acoustics of the nave, it is necessary to remove the current screen.

*Improved architectural/ aesthetic characteristics* – Removal of the present screen provides the opportunity to replace it with another architectural element that not only would support the acoustics of the nave but also would enhance the appearance of the sanctuary.

*Accommodation of audio/visual capabilities* – Contemporary worship incorporates visual images and sound as a key element in worship. The architectural screen behind the altar can be designed to serve as a screen for images projected from an audio-visual station proposed for the front edge of the nave loft.

- Lighting and Ceiling Replacement.

*Replacement of nave lighting* – The current fluorescent lighting in the nave provides unpleasantly harsh lighting and is extremely expensive to maintain. Fluorescent bulbs and ballasts for the current fixtures must be replaced every few years. Given the difficulty in replacing the bulbs and ballasts, we have been unable to find any lighting maintenance companies who are willing to bid for normal maintenance work. Past replacement costs have exceeded more than \$5,000 for each maintenance visit! The nave improvement plan proposes that new lighting fixtures be installed that will be more attractive, provide better lighting, and be easily maintained by the church sexton.

*Ceiling refurbishment* – The ceiling is an important acoustic element of the nave. Similar to the current screen in the sanctuary, the current ceiling reflects the original architectural design approach that strove to suppress the natural acoustics of the nave. Appropriately reflective ceiling materials and design will significantly improve the acoustic as well as aesthetic characteristics of the nave.

*Speaker box replacement* – The large speaker box in the center of the nave ceiling represents the 1980's concept of acoustic design and obsolete technology. A modern and more effective speaker system would replace this unattractive vestige and provide significant improvements for amplified sound in the nave.

*Replacement of choir loft facing* – Proposed changes in nave and sanctuary architectural elements will make the current wooden facing on the choir loft aesthetically incompatible with the rest of the nave. The current facing would be replaced with one that complements the other elements of the nave, sanctuary and chapel. The support posts that extend from the loft to the nave would also be covered, and the current organ speaker boxes would be removed.

## Ministry for Tomorrow!

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- Renovation of Chapel and Narthex.

The current small chapel and narthex have design limitations which limit both their functionality and acoustics. The chapel space would be reconfigured to make it visible from the narthex and able to support a larger number of attendees without reducing the adjacent narthex space. The narthex itself would have an added skylight to bring natural light into a darker space, and would be acoustically designed to increase conversational warmth while also reducing intrusions of these sounds into the nave prior to and during worship. The wooden facing on the stairs from the choir loft would be replaced to support the redesign of the narthex and chapel.

- Nave Loft.

Movement of the choir to the nave would require removal of several rows of pews from the rear of the nave. Installation of pews or chairs in the current choir loft area would recover most of this congregational seating. In addition an audio-visual engineering station would be added to the front of the loft to enable sound and projector system management for all worship styles.

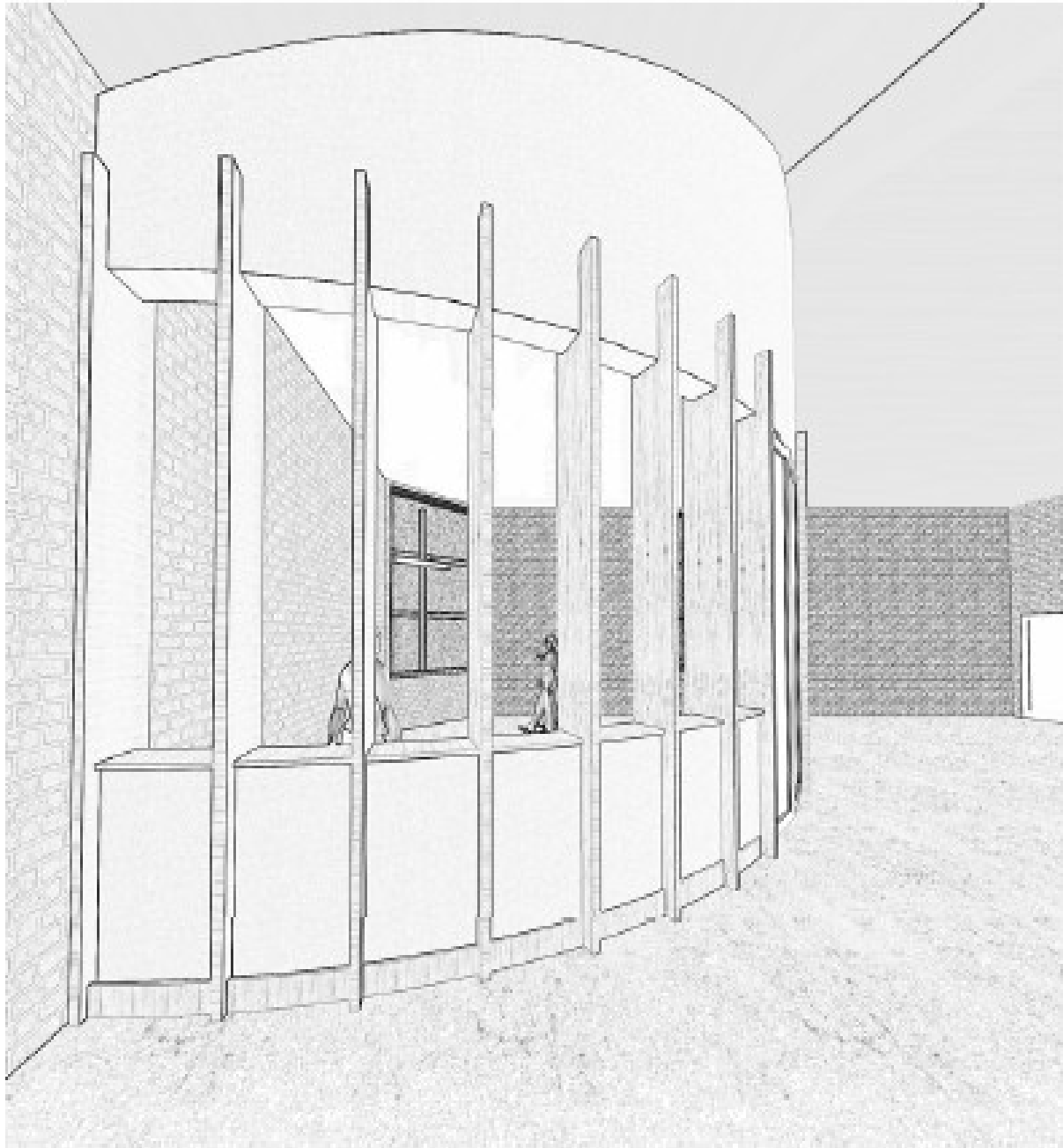
### THE CALL

So, to recap: It has been apparent for the past few years that our organ is failing and that our ability to economically maintain it has been diminishing rapidly. We are at the point where a significant investment is necessary to replace the current instrument. Concurrently, acoustic measurements have also confirmed the significant acoustic deficiencies of our current nave and sanctuary designs. Additionally, we are faced with ceiling damage from rain intrusion through the bell tower over the past 20 years and a lighting system that is becoming increasingly difficult and expensive to maintain. We believe that we can provide for a new organ, improve acoustic and design elements of the nave and sanctuary, and correct maintenance issues at the least expense by approaching organ replacement and renovation as an integrated effort.

As for the property, we expect it to become available for purchase in the next few months. If we fail to purchase the property in the near future, it is unlikely that we would ever have the chance...at least in our lifetimes...to acquire it. We must be prepared to purchase the property at this opportunity or risk its loss forever. Additionally, and of immediate benefit to the Christian formation and other programs, is the existing house on the property which could be used right away to provide expansion of our educational and administrative space, thus meeting pressing needs.

***As members of the St. Andrew's family, your support is vital to the proposed expansion and renovation plans for the church property. The time is now to undertake these important...and exciting....steps to ensure the vibrant future of ministry at St. Andrew's.***

***We believe we are called by God to do so for the sake of good stewardship of the facilities that God has entrusted to us, and for the sake of future ministry. We ask you to pray diligently about this opportunity and to answer the call for vital ministry in the present and expanding and growing ministry in years to come, truly building MINISTRY FOR TOMORROW!***



DRAWING OF PROPOSED CHAPEL WALL