ST. ANDREW'S ANNUAL REPORT OF 2022

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CLERGY & STAFF

VESTRY

Senior Warden	Betsy Cotten
Junior Warden	Jonathan Withington
Treasurer	Pam Rozelsky & Pete Kirkham
Register	Doug Wood
Fellowship	Sarah Akins & Stacey Peters
Formation	Woody Browne & Sarah Gregory
Outreach	Jewell Gould & Doug Wood
Stewardship	Brian Chatman & Dave Umberger
Welcome & Worship.	Beth Van Beek & Karan Wright

PRESCHOOL BOARD OF DIRECTORS

Rector	The Rev. Will Packard
Director	Tami Phillips
Chairperson	Sharon Gould
Secretary	Gail Bouton
Treasurer	Anne Brannam
Vestry Member	Brian Chatman

Vestry Member	Sarah Gregory
Parish Member	Alice McGuin
Parent Member	Laura Fattahi
Parent Member	Ann Tempelis
Alumni Parent	Malicca Ball

FROM THE RECTOR



Glory to God whose power, working in us, can do infinitely more than we can ask or imagine: Glory to God from generation to generation in the Church, and in Christ Jesus for ever and ever. Amen.

- Ephesians 3:20,21

The life and vitality of our mission as St. Andrew's Episcopal Church in Burke, Virginia, shone in our 50th year! I

commend to you the numerous gifts found within this annual report and encourage you to talk to the many groups and individuals as you learn and recall more about this year. We look back upon this year and realize not just how much we did, but the passion and energy present in us as followers of Jesus. I am excited to see where this next year and the years to come take us on our journey of faith.

Our Catechism reminds us of the first ministers in the church is not ordained clergy but the laity. Our lay leadership's faith and ministry was and is incredibly strong. I want to extend a thank you to our staff and all of our various committees (which are numerous!). Our vestry not only fully engaged in their ministry areas, but helped to bring us into the new age of the church on strong footing. I am grateful for their labor, action, and love. In particular, I am grateful to our senior warden, Betsy Cotten, and our junior warden, Jonathan Withington, for their prayerful and energetic leadership. Thank you! This 50th year has especially highlighted the many gifts and passions of our parish with each one of us as an active participant in the celebrations and as we have ventured into a somewhat more "normal" year as pandemic restrictions eased. This level of lay leadership is the essential ingredient to a healthy covenant community to continue discerning God's call for us for the next 50 years and beyond.

When I look around our parish, I am overflowing with a sense of gratitude for God's abundant gifts. This statement may feel incongruent given the difficult decisions made this past year, including large reductions to the budget. However, we

remember that we do not look into our parish life together with a glass half full or half empty mindset. We have a whole new glass and it is overflowing! With one of the most successful stewardship campaigns in years, with many new members, incredible leadership, a healthy church system, and more, we are primed for growth in mission! Look at the new and old burgeoning ministry around us from a Stephen

Ministry program launching, continuing Stirring the Waters ministry, formation and family ministry taking off, fellowship opportunities increasing, strong and varied worship, and more. The glass is certainly overflowing!

This abundance lets us out of the gate into the new age of the church ready to engage in ministry. We are already in the church of the future. Yes, the pandemic changed much of the church including the Universal Church, however, many of these changes have been on the horizon for years. Many secular and religious reports speak of "dire" trends in the church and religion. These reports actually point to new opportunities that are grounded in the ancient tradition from which we come. This is the ancient tradition of our worship of God through the Hebrew Scriptures to our Incarnate God in the manger to an empty tomb. With a strong footing, we can confidently step into this "new age" of discernment and mission. Our world is not moving away from faith. Our world is in need of the faith found at the heart of our tradition in the person of Jesus Christ and we are here and ready.

Speaking about a "new age" of the church may sound scary or produce skepticism. We are not talking about flashy, quick fix adjustments such as bringing in a laser show to worship (extreme example). What we are talking about is looking deep into our tradition and faith as we go out into the world. We are talking about looking at the world and our immediate community. We are talking about taking steps on our own faith journeys. We are talking about cultivating our relationships. We are talking about new ideas for the stewardship of our land use. We are talking about cultivating those ministries which feed us. We are talking about exploring the unchartered territory of this new time together.

The 2022 year illustrated our strength as a worshiping community as we enter into this new year. I am so grateful to be your rector and for our leadership of the past including the Rev. Tim Heflin and our founding rector and now Rector Emeritus, the Rev. Dr. Randall Prior. Again, the ministry of our church goes beyond our ordained leadership and comes from each one of us as founding members to those who join us for the first time today. With strong foundations we can live together confidently in the passage from Ephesians as God's work is done in and through the Church. We have come from generations of strong, faithful leadership as we too prepare and prayerfully guide the church into the next generation.

Faithfully yours,

SNAPSHOT OF OUR CONGREGATION

	2019	2020 ¹	2021 ¹	2022
TOTAL HOUSEHOLDS	320	312	298	335
TOTAL BAPTIZED MEMBERS	901	844	809	868
COMMUNICANTS				
Last Report	278	267	262	245
Added by Confirmation (+) ²	-	-	6	5
Received from another Communion (+) ²	-	-	5	0
Added by Transfer (+)	4	2	0	11
Added from Inactive (+)	5	1	2	0
Loss by Death (-)	4	4	2	1
Transferred Out (-)	4	4	3	0
Removed from Active List (-)	12	0	25	6
CURRENT # OF REGISTERED COMMUNICANTS	267	262	245	254
Others not included above	634	582	564	614
NEWCOMERS	45	27	63	67
Family Units	16	10	22	24
TOTAL BAPTISMS	10	1	5	6
Adults	0	0	0	0
Children	10	1	5	6
MARRIAGES	0	0	1	0
BURIALS	6	2	1	1
FORMATION				
Sunday School Teachers	20	12	20	18
Sunday School Students	74	50	54	50
Vacation Bible School	67	60	51	38
Adult Formation ³	-	-	-	75
SERVICES				
Holy Eucharist: Saturday Evening & Sunday Morning	135	27	79	131
Weekdays & Private	60	18	34	79
Total Communion Received	11,428	2,390	5,003	8,863
Daily Offices and Other Services ⁴	34	143	114	50
Average Weekend Attendance - In person	203	289	100	175
Average Weekend Attendance - Online ⁵	-	-	191	102
TOTAL ATTENDANCE	12,503	17,285	17,956	15,742

¹ The number fluctuations for 2020 & 2021 are primarily due to the pandemic.

² There was no Bishop's Visit in 2019 (no Confirmations or Receptions).

³ Average attendance of the Sunday and Wednesday Bible Studies, Adult Forums, Sacred Ground Circles, and Adult Confirmation class. This data was not consistent enough to include for 2019-2021

⁴ Includes Morning & Evening Prayer, Taizé, and Funerals.

^{5 2021} first year to track in-person and online attendance separately



Marilyn Jerding Tom Pettit Phil Purdom Judy Barton



FROM THE SENIOR WARDEN



It has been a privilege to serve as your Senior Warden this year. This has been an interesting and exciting year of challenges, difficult decisions, and much celebration. The Vestry established a few goals to guide us in our continuing examination of who we are in a post-pandemic world and who we hope to be in the future while

celebrating how far we've come in our 50 years here in Burke.

Among those goals were to honor our 50th anniversary as well as the Celebration of New Ministry for Father Will Packard, to enhance our financial processes, to grow the church, to encourage connection, engagement, and relationships, to update and review our technology practices, to examine our welcoming and hospitality, and to support the youth and children of St. Andrew's. Overall, we had a successful year working towards these goals.

Importantly, we wanted the year to be one of joy and praise. We had two important milestones to honor: our 50th Anniversary and the Celebration of New Ministry for Father Will Packard. It seems hard to believe; a year ago, the Vestry voted unanimously to call Father Will Packard as our 3rd Rector. In May, St. Andrew's held a Celebration of New Ministry to acknowledge this occasion. Throughout the year, our exceptional 50th Anniversary Committee planned and executed events for us to commemorate our 50 years. We had a golf tournament, a 70's themed picnic, a birthday party, a gala, and a lot of fun. Thank you to everyone who contributed to these memorable events and gatherings.

As we began to examine who we are now, we knew our financial processes needed some attention; specifically, we wanted to engage in long-term solutions for budget and financial processes. We set out to learn more about discretionary funds and how each commission might use these to support its mission. As an update to the budget process, we began discussing the 2023 budget in the summer of 2022 and spent many hours discussing the changes we might need to implement. With the Vestry's support, our Co-Treasurers Pete Kirkham and Pam Rozelsky offered two budget presentations (one in August and one in December) to help articulate what was happening. By December, we presented a balanced budget to the Finance and Audit Committee. The work continues as we understand our financial reality with an aging building. We must establish a strong revenue stream action plan. We have established a Land-Use Task Force in response to the growing need for additional funding. I encourage you to review the Junior Warden report to understand some expected significant expenses.

Throughout the year, we discussed our church community and how we live our mission. We understand the value of relationships, fellowship, and outreach here at St. Andrew's. To that end, we wanted to establish who is participating and who is missing on a weekly/monthly basis. In my Monthly Net reports, I have attempted to name all the active groups; and added St. Andrew's Accolades to name the volunteers working to support St. Andrew's. We have looked at the increased Sunday attendance and worked intentionally to improve our welcoming process. Our Stirring the Waters and Sacred Ground groups continue to lead us in their work of reconciliation. The Vestry understands the importance of the Parish Fellowship with a specific focus on continuing to encourage engagement, connections, and relationships throughout the Parish. The work here continues with the discussion of the roll-out and implementation of Realm. Realm is a web-based database system that will serve both as a directory and as a place for donations/pledges. It will allow the staff and volunteers to serve the community better.

Finally, we set out to support the Youth and Families of the Church. In the fall, the Formation Team re-evaluated the curriculum for our elementary school-aged children. We continue to work to understand better how we can support our older youth (5th grade and above) in their formation and fellowship.

It has been an interesting and vibrant year. Your Vestry has worked hard; we are proud of our work on the budget and the celebrations throughout the year. More than that, we are proud of St. Andrew's and the light we bring to Burke. It has been an honor to serve with such caring and kind-hearted people in a church filled with love for one another. I invite you to review the reports in the pages that follow to delve deeper into the work of each commission.



Not pictured: Beth Van Beek & Sarah Gregory

Jonathan Withington

FROM THE JUNIOR WARDEN



Where did all the time go? Like every other job we take on in life, one sets out to accomplish certain tasks, but inevitably gets redirected to other priorities. The Junior Warden role is no different. Maintaining our parish home requires both commitment and planning. With the 2014 Mason & Mason Report forming the basis, the

Property Resource Commission (PRC) has worked to reprioritize some projects and has identified a list for the next five years.

Project bids were slow to materialize, which impacted a lot of our project planning. Along the way, we addressed our most pressing needs. Many projects have been defined to both maintain and improve our physical plant and campus. While we did a lot to improve our campus this year, electrical, heating, and air conditioning (HVAC) issues commanded most of my attention. Plumbing and building code issues crept up toward the end of the year. Along the way, the PRC has walked shoulder to shoulder with me to care for our campus.

The PRC turned 2 years old this year and provides needed continuity and plant knowledge. I fully believe we have proven the model works.

OUTDOORS

- HVACS: If you ask what keeps me up at night, I would tell you our aging HVAC system. We have eight units on the roof that were installed in 2011 (7 Carrier and 1 York) and our oldest unit on campus installed in 2007, a large Lenox, on the ground outside of the Nave. With service provided by Southern Air, we have a robust preventive maintenance schedule in place to extend the lives of the units, which have a life span of roughly 15-20 years. We have begun to see deterioration as indicated by the increasing numbers of repairs required. For example, this year, several of our rooftop units required replacement of heat exchangers and support plates, compressor ball bearings, gas regulators, and gas valves. Our 25-ton Lenox supporting the Nave uses a coolant no longer available on the market. It will require total replacement when it fails.
- **BATHROOM EXHAUST FAN:** The fan servicing both bathrooms in the front hallway must be replaced due to a worn-out motor and mount. We recently received the estimate and will replace soon.
- GARDEN DAY: At the suggestion of several gardeners in the parish, we had a Garden Day in the Fall, separate from the regular seasonal clean ups. I can't wait to see the new Hydrangeas, Daffodils and other perennials of color spring to life this Spring.

 FALL AND SPRING CLEAN UP: With a fantastic turnout from congregation, Fall and Spring Clean Ups focused on the grounds clean up and deep cleaning of the Sanctuary and Narthex.



- TREE MAINTENANCE: We took out some dead trees on the main campus and pruned the entire grass boundary along the wood line. Tree maintenance comes at a significant cost. We have a tree audit from Bartlett Tree Company with all our declining trees identified on a plat. Given the number of dead or dying trees, the arborist recommended moving any outdoor church activities away from areas with significant tree decline. A majority of the tree decline is occurring on the former Graham property. Investing in tree removal within our woods is a decision the Vestry must address in the future.
- EXTERIOR LIGHTING: Our goal is to improve the safety of our campus by installing 20 to 30-foot poles, bullhorn fixtures (adjustable), and LED lights for both the front and back parking lots. We will install durable/sustainable light poles, proper electrical upgrades to code, and ensure the security of our parish. I had hoped to be further along in this area, but we were unable to get contractors to return bids in a timely manner. However, we have redrafted a statement of work and put it out for

bids. Fortunately, this time, vendors are actively bidding on the project. The PRC has met with one vender and has two more scheduled.

- STAINED GLASS: The Nave stained glass on the memorial garden side of the building was successfully power washed. We will power wash the front side of the Nave this Spring. The job removed years of dirt and debris from nesting birds above the windows.
- WATER BIBS: We upgraded all five of our water spigots around the exterior of the building this Fall. Each of the bibs has new fixtures



and can be easily turned on with a key from the office. The bibs include weeping valves that allow the valve to drain and prevent freeze damage.

- PRESCHOOL PAVILION: To preserve the playground structure, we had the pavilion power washed and stained with sealant.
- RETENTION POND: The maintenance of our retention pond, located in the rear of the property next to the Dominion right of way, is mandated by Fairfax County. This year, we had our grounds landscaper bush hog the area and remove the overgrowth and debris to ensure the pond remained in compliance with county code.
- MEMORIAL GARDEN: A group of committed volunteers maintain the Memorial Garden. This year they repaired a Holly tree damaged by snow, installed a sprinkler system and remediated the plaque wall by removing the aggressive ivy.



- FIRE LANES: For years, St. Andrew's has been out of compliance with Fairfax County Fire Marshall codes for fire lanes. Thanks to the PRC, we now have an approved Fairfax County building permit to install compliant signs and paint the required lanes and curbs. Bids have been received and evaluated. The permit is good until April, which means the Vestry will need to take up the funding very soon to start the project.
- PARKING LOT AND DRIVE LANES: The parking lot is in desperate need of complete resurfacing. We have some older bids on hand. Much of the rear parking area would also require repairing the sub-base under the asphalt. While we may not be able to repair all our pavement due to costs, we could prioritize repairs such as doing crack repair in the front lot to prolong the life of the pavement.

INDOORS

- **GROUND FAULT CIRCUIT INTERRUPTERS (GFCIS):**Our building is out of code for not having GFCIs installed.
 GFCIs should be installed wherever we have water faucets or sinks through the building. This shortcoming should be remedied as soon as possible.
- **SACRISTY**: This year, we replaced the broken wall mounted heating and air conditioning unit.
- NAVE LIGHTING: Our lighting in the Nave presents a particular challenge. Most obvious is the inability to change light bulbs without renting a lift or calling in a vendor to do the work. We cannot simply lower the lights to reach them for repair. That is why we currently have a light out and we haven't repaired it. We did spend \$5,000 to repair the five down lights over the choir area. Like the exterior lights, we have a statement of work and are accepting bids to convert all of the pendant lights and spot lights in the Nave and Narthex to LED. The challenge will be finding bulbs that are Lutron Control compatible.
- LUTRON CONTROLS: The Lutron Control is the circuitry that controls the adjustable lighting sequences and combinations within the Nave. This year, we had a Lutron technician troubleshoot and service our system in the Nave.
- LED CONVERSIONS: We continue the LED upgrade around the building started by the 2021 Vestry. As of this writing, most of the building has been converted except for the Multipurpose Room and the kitchen. We began noticing the return on the investment around June in the reduction of our electrical bills compared to like months in 2021
- **ORGAN PRESERVATION:** We have an urgent need to stabilize the humidity levels in the Nave to preserve and protect the organ. During both the heating and cooling seasons, the room has experienced extremes beyond the acceptable ranges for musical instruments. The humidity should never be allowed to fall below 35% or above 60%. During the cooling season, the humidity in the sanctuary has reached well over 70% relative humidity and we have seen the humidity fall into the single digits during the winter. The organ is currently suffering from the ill effects due to the winter dryness in the keyboards as well as the windchest actions. Given the asset value in excess of \$1 million for the organ and grand piano, it is imperative we determine an acceptable solution to stabilize the humidity levels. Though we were very impressed by the thoughtful solution provided by Southern Air, the PRC and Vestry found it to be cost prohibitive. Therefore, we will continue to get the remaining life out of the Lenox HVAC while searching for other solutions to bring in humidification during the dry months. In the meantime, we will manage the humidity with a portable dehumidifier during the humid months.
- BATHROOM URINALS: The wall-mounted urinals in both the men's restroom and preschool boys restroom

are beginning to show age and wear with the frequency of need for repair. In the last year, we have had to replace numerous Sloan valves. In the preschool, we need to remove a urinal from the wall to make the leak repair and then remount and seal the urinal.

- WATER HEATERS. For the first time ever, we had our three water heaters flushed. Two flushed fine, but one did not. The water heater in the front hallway will need to be monitored for replacement, possibly soon.
- **DISHWASHER:** Our old dishwasher has been faithful, but needs to be retired and replaced with a modern unit that can handle the demand. The Peace Islamic Center has graciously given St. Andrew's the funds to purchase a new dishwasher. The PRC will buy the unit and have it installed, along with a supporting GFCI.
- NEW FLOORING: The PRC has teamed up with the preschool on a project to refloor the preschool class rooms and the PRC envisions also reflooring the Multipurpose Room. Bids have been received. The preschool would share the cost of the classroom areas. We're looking at vinyl tiles and completing the project this summer.
- DHS NONPROFIT SECURITY GRANT PROGRAM (NSGP): The PRC submitted a request for a DHS security grant to improve the security of our church and preschool. However, St. Andrew's did not receive approval because our security posture did not meet the DHS threshold. Most recipient faith communities had active/known threats against them.

ON THE HORIZON

While the church must address immediate maintenance issues as they arise, I foresee the following repairs or upgrades as the most pressing projects in 2023 to improve safety, save costs, and preserve our largest investments.

- GFCI upgrades to bring up to code
- Fire Lanes to bring up to code

- External Lighting to upgrade security and use of LED
- Nave Lighting upgrade to LED to save on utility costs
- New flooring for the Preschool and Multipurpose Room
- Organ environmental efforts to preserve a \$1 million dollar investment. This could include replacing the Lenox HVAC or some other engineering solution.
- Repointing and repair of the brick and window caps outside the Nave resulting from 2011 earthquake damage to preserve the building.
- Repair cracking of asphalt, to prolong the life of the current parking lot and drive.

LAND-USE TASK FORCE

The Land-Use Task Force (LUTF) was established in October 2022 as a response to the growing need to increase our revenue streams and as an opportunity to further carry out our mission. Members include Mark Turner, Mark Foster, Stephanie Meadows, Deb Braun, Junior Warden Jonathan Withington, Senior Warden Betsy Cotten, and the Rev. Will Packard.

To begin the process, LUTF examined historical documents, including the Ministry for Tomorrow documents, the 2014 Property Commission Report, the Mason & Mason Report, the Kearns Architectural Drawings, and the presentation by Church Homes of the Diocese (as presented to the Vestry in 2019). The team also met with Melinda Morgan, who played an integral role in purchasing the Graham property, and has established what they believe to be the full history of the property. From here, they will meet with community members to understand any growing needs or concerns.

By the end of 2023, this Land-Use Task Force will provide directions/recommendations to the Vestry and Father Will regarding potential opportunities on the property. The Vestry, Parish, and Diocese will make final decisions about any property updates or changes.

PRESCHOOL

ENROLLMENT AND STAFF

- St. Andrew's Episcopal Preschool opened its doors to 71 new students in the Fall of 2022.
- Mrs. Elliff, a former Puppy/Kitten teacher rejoined our staff to become our new Music teacher. Mrs. Bailey, our previous music teacher, became the new Fish/Frog teacher.
- With the addition of rooms 6 and 7 as a preschool classroom, we were able to add additional students to our Pre-K program.

SCHOLARSHIP

• For the 2022-2023 school year, the Scholarship Fund provided tuition assistance to three preschool students.

FOOD FOR FRIENDS

- This community outreach program provides weekend bags of food to children from a local elementary school who are food insecure.
- With generous donations from our preschool families and parish members, Bonnie Brae Elementary received 100 weekend bags of food in September, October, and November.
- In December, we continued to partner with the MITRE corporation and local Boy and Girl Scout Troops to pack over 600 bags of food. These charitable donations will sustain our community outreach program through the end of this school year.
- From August 2013 to December 2022 St. Andrew's preschool families and parishioners have provided over 14,000 bags of food.

SUMMER FUN AND ENRICHMENT CAMP

- 45 of our 71 enrolled students participated in Summer Fun. This 3 hour program is offered for two weeks after the close of the regular school year.
- 13 Pre-K students attended Enrichment Camp. This 4 hour week long program begins the week after Summer Fun.

AFTER SCHOOL LUNCH BUNCH

 Starting in October we began offering Lunch Bunch 4 times a month for a fee of \$12.00. Lunch Bunch extends the school day to 1:15 p.m. Our Lunch Bunchers enjoy eating lunch with friends and having extra playtime.

AFTER SCHOOL ENRICHMENT PROGRAM

• This very popular Pre-K program began in October. Enrichment classes take place Tuesday, Wednesday, and Thursday each week and extend the school day to 2:15 p.m. for a fee of \$25.00 per class. Enrichment classes expose our Pre-K students to class groupings and activities they will see in a Kindergarten classroom.











50TH ANNIVERARY

On the first weekend in January 2022, we began the celebration of our 50th anniversary year, giving thanks to God with special commencement worship services. We remembered our beginning in 1972 when St. Andrew's was planted in Burke, Virginia, as a mission of the Diocese of Virginia and St. Christopher's Episcopal Church in Springfield. As we prayed our 50th anniversary prayer, we remembered the time, talent, and treasure given by parishioners and clergy in building this new church. We asked God's blessing on our ministry as we move forward into our next 50 years

Following a year filled with special events, we concluded our celebration on November 20th, St. Andrew's Day (moved), our birthday, at a Festival Eucharist with our first Rector, Rev. Dr. Randall L. Prior, as preacher, and our current Rector, the Rev. William L. Packard, as celebrant.

and beyond.



The 50th Anniversary Committee first met in June 2021 to discern a vision of how we mark this special occasion in the life of our parish. The committee was chaired by January Layman-Wood and Martha Turner. Members were Anne Brannam, Mark Foster, Jane Girondo, Jim Kirkpatrick, Rosemary Phillips, Rich Richardson, the Rev. Will Packard, and Vestry members Doug Wood, Brian Jones, and Betsy Cotten.

Plans focused on special worship, events, guest speakers, outreach, children's activities, and gifts to help us look back at our history and look forward to where God calls St. Andrew's in ministry today.

An invitation went out to former clergy, seminarians, and staff to return as guest preachers and speakers at our Adult Forums. Our special guests included:

- The Rev. Christopher Garcia
- Ms. Heather Zdancewicz
- The Rev. Daniel Robayo
- The Rev. Margaret Peel-Shakespeare
- The Rev. Percy Grant
- The Rev. Dr. Kyle Babin

Martha Turner & January Layman-Wood

- The Rev. Canon Leslie N. Steffensen
- The Rev. Canon Sandy Graham

Special events were held throughout the year:

- Groovy 70's Picnic with the Gotcha Covered Band
- Golf Tournament at Twin Lakes Golf Course
- 50th Birthday Party at Parents Night Out with Alpacas, Petting Zoo, Moon Bounce, and Cake
- Scrapbook and Photos Adult Forum
- Organ Concert with Robert McCormick from Friends of Music and Arts (FoMA)
- Shrine Mont Parish Retreat with Rev. Canon Leslie Steffensen
- Gala Celebration Dinner Dance at Fairfax Country Club
- Service of Confirmation with Bishop Susan Goff and Reception
- Choral Evensong Led by Gabriel Simerson, Music Director, with Former Music Directors Aaron Goen, Jay Wilcox, Patrick Summers, and Mel Kessler as Guests, with a Reception
- Service of Thanksgiving for our 50th Anniversary with Special Guests and Reception and Rev. Dr. Randall L. Prior named Rector Emeritus



Our 50th Anniversary logo found its way onto banners, posters, coffee mugs, t-shirts, name tags, bulletin boards, service bulletins, thank-you gifts, and more.

For our outreach project we paired with an Episcopal Relief and Development (EDR) project 1,000 Days of Love. November 27 was designated as the Day of Love and the congregation was invited to contribute to EDR.

given Special gifts were thanksgiving for our 50th Anniversary. Rich and Mary Richardson generously gave a new stained-glass window, located in the narthex. The new window was designed by Wayne Cain, a Virginia glass artist. Jewell and Sharon Gould gave a beautiful pair of tables for either side of the new stained-glass window. Friends of Music and Arts (FoMA) commissioned an anthem from composer David Hurd. The premier performance of this piece took place at the Choral Evensong in November. We also planted an elegant magnolia tree, remembering the crab apple tree that was gifted to St. Andrew's 50 years ago.



Amy Dutton, Director of Family Ministry

FAMILY MINISTRY

The goal of this ministry is to keep families with young children (mostly 6th grade and younger) involved in St. Andrew's and encourage them to be more active.

STAYING CONNECTED

- Sent weekly Family emails
- Provided family pastoral care
- Organized Women's Fellowship events until the lead role was filled in early Fall

GODLY PLAY

In September, Godly Play changed from being a part of the 10:00 a.m. Sunday service to being a facet of the reimagined K-5 Sunday School class (see more in the Formation section)

PARENTS AND LITTLES (PALS)

- Reinstated PALs this Fall
- An average of 5-6 moms and their kids attended each month

SACRAMENTS CLASS

- Classes are for children ages four and older and their parents
- Held the first of class (Baptism) in the Spring and the second class (Eucharist) in the Fall
- 7 children attended

CHURCH EVENTS

50TH ANNIVERSARY

- Implemented family/kid activities for 70's picnic
- Parent's Night Out: Happy Birthday to St. Andrew's
 - Included animals from Bar C Ranch and My Pet Alpaca; a bouncy castle; cupcakes; and arts & crafts
 - 42 kids and 15 volunteers



10:00 AM SERVICES

- Children's Chapel replaced Godly Play as the children's alternative to the Sermon and Prayers of the People part of the service
- Provided children's activity bags (about 25 bags per week)
- Hosted Popsicles on the Playground with Fellowship every Sunday over the Summer

HOLY WEEK

- The Easter Egg Hunt was back and was held on Easter morning in-between services
- Children ages 2-11 hunted for eggs while kids 12 and older hid them

VACATION BIBLE SCHOOL

- Held in-person VBS with 38 kids and 29 volunteers
- Our theme was the Jerusalem Marketplace
- Jewell Gould provided an amazing storefront as part of the backdrop
- Most of our other decorations were donated from another church and from St. Andrew's families



BLESSING OF THE BACKPACKS

 Before the beginning of the 2022-2023 school year, provided blessings and stickers for kids (and adults) to put on their bags

SHRINE MONT

- For our second year in a row we covered the cost of all youth 17 years and under
- 35 kids attended and participated in the children activities

ADVENT FESTIVAL

- We held an Advent Festival for all generations in the Parish Hall on Advent I
- The Festival included: making advent wreaths and ornaments; snacks (hot cocoa and cider); music; and other activities
- We were even visited by a well known Saint handing out candy canes

CHRISTMAS PAGEANT

- After 2 years, we were able to have our in-person Children's Christmas Pageant again.
- More than 40 children participated



Sarah Akins & Stacey Peters

FELLOWSHIP

The Fellowship commission provides supportive and welcoming events that appeal to all St. Andrew's parishioners, enabling our St. Andrew's family to build deeper relationships with one another. We were thrilled to see some of our favorite fellowship ministries return inperson on a consistent basis in 2022.

Over 80 members of the congregation helped set up, serve, prepare food, and clean up after every event. Our events would not be so successful without your help!

Welcomed Father Will as our new, full-time rector during our Celebration of New Ministry Reception held on Sunday, May 15th.

Supported the 50th Anniversary committee with enhanced coffee hours for special guests and assistance with the planning and executing of the 70's Bash Parish Picnic and 50th Anniversary Gala.

COFFEE HOUR

Coordinated by Lori Foster, coffee hosts are responsible for setting up and serving during the Coffee Hour following both Sunday services. Eleven hosts, working in pairs and individually, cover coffee hour after the 10:00 a.m. service. Bob Heyer manages all aspects of the coffee hour after the 8:00 a.m. service each week. We appreciate all the volunteer support!

Coffee returned on a consistent basis to Coffee Hour, starting in March. We enhanced our coffee service by switching to reusable coffee mugs and carafes for creamer. We are happy to have made this step toward making our coffee hour more environmentally friendly.

FOYER GROUPS

Debbie Williams and Sharon Gould lead our Foyer Groups ministry, an easy, casual way to connect with other St. Andrew's parishioners. After a break in 2021 due to COVID, we were able to form new Foyer Groups in June. Fifty-seven adults and 7 kids met in 7 groups to share a meal or activity on a monthly/bi-monthly basis. They met in homes or at restaurants, as determined by that month's group host(s).



BOOK CLUB

Pam Rozelsky leads this group of women who gather monthly for lively and thoughtful discussions on a wide variety of books. The gatherings rotate between hosts' homes with a Zoom option available. This is a wonderful mix of long-time and new members, and many friendships trace their beginnings to these gatherings.

WOMEN'S AND MEN'S FELLOWSHIP

Women's Fellowship started off with Amy Dutton organizing outdoor events. Karen Hilber took over as the lead in September and organized coffee outings and a trip to the Annual Holiday Craft Show at Fairfax High School. Men's and Women's Fellowship held a joint bowling event in October. Darren Williams leads Men's Fellowship, and we're grateful for his leadership and wisdom as we re-establish these groups.



We had much to celebrate this year and were grateful for the opportunity to play a supporting role in St. Andrew's 50th Anniversary Celebrations. For 2023, we look forward to the return of fellowship traditions such as the Pancake Supper, Oktoberfest, and the spaghetti dinner.

Sarah Gregory & Woody Browne

FORMATION

St. Andrew's Formation leads, promotes, and organizes youth Christian education for youth and adults at St. Andrew's each Sunday. St. Andrew's Formation commission is responsible for the administration assisting in the managing of Nursery and Pre-K rooms, serving as superintendent for Sunday mornings on rotating basis, coordinating with the Assistant Priest, Rector, and Director of Family Ministry to coordinate family activities.

St. Andrew's Formation updates monthly Sunday School schedule, calendar, contact information and other documents, drafts monthly Formation reports for Vestry meetings, and assists with processing reimbursements for classroom supplies and snacks by monitoring and forecasting the Formation budget.

2022 was a busy year for St. Andrew's Formation. Concluding the 2021-2022 school year, Formation held a fun Teacher Appreciation Luncheon for the teachers and their families.

In the summer of 2022, Formation began to discuss whether a change in curriculum was appropriate, as there were low numbers of attending youth each week with the typical classroom setting—having rooms broken out by two grades and with only two-three students each week.

For the 2022-2023 school year, Formation launched a new curriculum for middle school (6th-8th) that is more tailored to the questions we all ask ourselves about faith.

In addition, Formation developed a new "one-room" classroom catechesis model for grades K-5 in the Multi-Purpose Room to focus on learning and fellowship together, which was broken out by stations of engagement with our youth to keep their busy minds focused. The new K-5 curriculum started with snack and fellowship amongst our youth and our Teacher volunteers to hear from our friends on their past week. Godly Play pivoted from being presented during each weekly Sermon to now being presented after snack. After the Godly Play lesson, the students had a music lesson followed by lesson about the Episcopal Church and a craft/activity.



Prior to launching this new initiative, Formation recruited volunteers, teachers, coordinators, and superintendents to

staff the rooms based on their gifts of talent – story telling, crafts, and their love of caring and engaging our children. Formation further planned the Sunday School year by promoting registration and by working with the Director of Family Ministry to disseminate information about changes to the upcoming curriculum. Formation assisted in discussions with Sunday School policy and procedure decisions and implementation due to the curriculum changes.

Each month, Formation managed the teaching calendar for each classroom to ensure there was a schedule from the teachers in each class and Formation assisted the Director of Family Ministries in organizing materials for the year and verifying curriculum order for classes. Attendance in 2021-2022 was on average 10-20 each week and in 2022 fall, St. Andrew's has maintained 20-30 each week. Lastly, St. Andrew's Formation commission assisted with developing the annual formation budget for 2023, notating an increase to Adult Formation for the upcoming year.

STIRRING THE WATERS

The group of 10 parishioners who completed St. Andrew's first Sacred Ground Circle in 2021 continued the important dialogue on race, grounded in faith throughout 2022. The group started the year with a discussion with St. Columba's Episcopal Church in Chevy Chase, learning their best practices for continuing the work after completing Sacred Ground. St. Andrew's was given permission to use Stirring the Waters, the name of St. Columba's social justice ministry, as the name for our own group.

The group engaged in a book study on *The Church Cracked Open* by Stephanie Spellers, hosted a lunch with the Rev. Dr. J. Lee Hill, Canon for Racial Justice and Healing for the Diocese, and learned about the Diocesan process for reparation from Rev. Colleen. Stirring the Waters also contributed articles in the Net on topics such as the GI Bill, walking tours in Alexandria, and online resources available from the Smithsonian Museum for African American History, among others. For 2023, Stirring the Waters hopes to host more events for the whole parish and start a third Sacred Ground Circle.

SACRED GROUND

Facilitated by Christie Dasher, a second Sacred Ground Circle was formed this fall. The group of 6 continue to meet primarily on Zoom and expect to complete their sessions in March 2023. Although the important work of Sacred Ground is never truly completed.

Gabriel Rhys Simerson, Director of Music & Organist

MUSIC

The St. Andrew's music program has continued to provide leadership in communal worship and varied forms despite two years of unpredictable and challenging barriers. The purpose of the music program has remained the same: to support our worship and praise of God in beautiful music, liturgy, and in other areas of ministry.

In May, Gabe Simerson became our Director of Music & Organist after serving as our interim for 8 months.

ORGAN

The unstable humidity levels in the Nave throughout the year continue to cause issues with the maintenance and use of the organ. Thanks to the Property Resource Commission for continuing to work on the best and most cost effective solution is to ensure the long life of this marvelous instrument.

ADULT CHOIR

Adult Choir numbers have dwindled somewhat during the pandemic due to various reasons. But our current core of parish singers and professional section leaders perform very strongly, with energy and dedication that is marvelous to hear! Despite small numbers, the ensemble has demonstrated an incredible work ethic and musicianship, and more members are always welcome.

- Weekly attendance ranged from 7-12
- Rehearsals returned to Thursday nights to ensure the choir members are well-rehearsed and prepared for Sunday
- Choral repertoire returned to every service during the program year with Gabe's arrival.
- The adult choir currently includes two paid staff singers (soprano and bass). Staff singers are crucial in leading in morale and in aiding in the music-learning process, especially important while the choir attendance is low and some sections may only comprise the section leader on a particular Sunday.
- The alto staff singer position had been vacant for 2022, and the possibility of filling it is currently being analyzed in conjunction with the 2023 budget and other considerations.
- Choral evensongs were offered three times in 2022 and provided the choir with an opportunity to learn more major repertoire and sing it in its intended context; Advent Lessons and Carols returned, in a new evening position, and demonstrated the choir's ability to learn well and fast, meaning Christmas Eve was prepared on one rehearsal!
 - Average Evensong attendance: 72

 Taizé services resumed and a group of approximately three singers leads music on the third Saturday of each month.

YOUTH CHOIR

After youth choirs experienced complete dormancy, an effort has begun to resuscitate the program, focusing first on getting interested children in the same room at a standard time. As of the end of 2022, a core group of five children had formed.

Marietta Grundlehner, a general music teacher, cradle Episcopalian, and RSCM veteran, was engaged to help lead the Youth Choir in rehearsal and in services.



50TH ANNIVERSARY

The choir was joined by former members for 50th anniversary celebrations, which included a choral evensong (which drew 131 people, very much the high end for evensong attendance anywhere in the country and beyond) featuring a commissioned work by David Hurd and a return of former directors of music including Aaron Goen, Jay Wilcox, Patrick Summers, and Mel Kessler.

FRIENDS OF MUSIC AND THE ARTS (FOMA)

After a return to regular programming in December 2021, the FoMA concert series continued in its former, full form through 2022 to include student group Brass of Peace, the Beau Soir ensemble, solo pianist Sophia Subbayya Vastek, renowned organist Robert McCormick, and a Karen Ashbrook and Friends benefit concert, which raised \$1,849 for mission partners, ECHO and FACETS.

The commissioned choral and organ piece by David Hurd, organist and composer, was premiered in November to celebrate the church's 50th anniversary.

- Average FoMA concert attendance: 80

Jewell Gould & Doug Wood

OUTREACH

St. Andrew's has a significant history and strong interest in support for outreach programs that assist those less fortunate at the local, regional, and international levels. Countless hours and resources have been dedicated by you to feed the poor, house the homeless, and otherwise personally care for and assist persons in need. That support comes in the form of the time, the talents, and the resources of members of St. Andrew's. Thank you for your corporal acts of mercy, feeding the hungry, sheltering those without homes, clothing those in need, and visiting those who were ill or alone.

According to our 2022 Parochial report, 476 volunteers (including 9 new volunteers) were involved in food pantry, soup kitchen, or meal projects. 2,987 persons were served.

ECH0

As we enter the third year of the COVID-19 pandemic, Ecumenical Community Helping Others (ECHO) has continued to work to meet the needs of the underserved in our community, including people in financial difficulties because of illness, loss of employment, or other emergencies. ECHO's operations are made possible by the twenty-five supporting faith congregations, Boy Scouts (including our own Troop 1849), CROP Walk participants, civic organizations, as well as hundreds of individual donors.

We thank Andrea Hellier for her continued service as St. Andrews' representative to the ECHO Board. An article celebrating St. Andrew's 50th Anniversary was published in the September 2022 ECHO Quarterly Newsletter.

- St. Andrew's contributed \$4,469 to support general operations of ECHO.
- An additional \$912 was contributed by St. Andrew's
 Friends of Music and the Arts (FoMA), who generously
 donated the plate collection from their December 11th,
 2022 concert with Karen Ashbrook and Friends to be
 evenly split between ECHO and FACETS Hot Meals,
 providing an end of year boost to the ministries.
- St. Andrew's forwarded an additional \$450 in parishioner donations to ECHO.
- St. Andrew's provided candy on Mothers' Day to the Moms served by ECHO, to provide them a little something extra when they visited ECHO on behalf of their families' needs.
- Our Fall Food Drive provided 570 lbs. of food and household supplies for families in our area in September. Thanks to Andrea, Woody Browne, Marlies Durso, Amy Dutton, and Pam Hauge for organizing this effort.
- The Fall Back to School program collected school supplies and backpacks for students on behalf of ECHO.
 We collected 8 backpacks and 2 large bags of school

supplies, which were split evenly between ECHO and FACETS.



- Amy and Deb Braun again led our effort to provide a Thanksgiving meal for our ECHO Clients. St. Andrew's Parish members contributed over \$1,675 in funding used to distribute grocery store gift cards and pies to needy families at Christmas.
- A total of \$5,831 was sent to ECHO from our Outreach Ministries and other designated gifts.

GROUP YOUTH WORKCAMP

St. Andrew's senior high youth venture out each summer for a one-week outreach mission to repair homes and otherwise assist those in need in impoverished communities. A special thanks to Carl Jones and Stacey Peters for organizing the Summer 2022 mission trip, to the 4 teens who spent the week getting dirty and helping others, and to Woody Browne for covering a portion of the week in Frederick, Maryland. The families appreciated the contributions of these young women and men in making their homes a better place to live.



ESOL

Our English for Speakers of Other Languages (ESOL) was restarted in September of this year after having been put on hold at the beginning of the pandemic. We thank the teachers who are helping to support this program, and we offer a special thanks to the leader of the ESOL program, Pat Conrad who has noted how important this ministry is to recognize those who are new to our area and country, and to

provide the outreach and support necessary for English language learners to feel welcome in our parish and that they are part of our community.

CROP WALK

Thank you to Elaine Runkel for again leading St. Andrew's team in the 30th annual Burke/Fairfax CROP Hunger Walk on November 6, 2022 in Burke. The blessing at this year's CROP Walk was given by The Rev. Dr. Randall Prior, Rector Emeritus of St. Andrew's. This year's walk, the first in-person since 2019, which included 16 St. Andrew's participants, including Randall and Scootie Prior, highlighted the level of compassion and energy to combat hunger and poverty in our community shown by St. Andrew's parishioners.



FACETS

Through FACETS, we have continued providing food, emergency shelter, medical needs, virtual career counseling, and educational services during the pandemic to hundreds of people in need. On a regular basis, a team of St. Andrew's volunteers prepares hot meals for distribution to homeless and needy individuals in the Fairfax area. The request for food, earlier in the pandemic, had soared from 100 to over 300 meals per evening but has now tapered to approximately 130.

- Throughout the year 15-20 St. Andrews' volunteers devoted nearly 386 hours to preparing over 2,600 nutritious meals, at a cost of about \$7,200 (about \$2.70 per meal). Additionally over 98 hours were spent on administrative tasks including shopping for food and supplies, and planning for and reporting on the number of meals served. A big thank you to Donna Daugherty for her continued planning, leadership, and coordination of this effort.
- In 2022, our FACETS Hot Meals team delivered over 130 meals on Christmas Eve. Thanks to the St. Andrew's youth and a few dedicated adults, we were able to also provide a special treat of cookies and candy with the Christmas Eve meal. A special thank you to Betsy Cotten for leading this effort and to all the parishioners who donated the sweet treats.
- St. Andrew's contributed \$6,810 to FACETS Housing Assistance to help provide or maintain shelter for

families at risk. An additional \$937 collected from the plate donation for the FoMA concert, on December 11, 2022 was placed in the designated fund to be used for Hot Meals. Our 50th Anniversary stained glass artist, Wayne Cain, was moved by the compassion of St. Andrew's help for those in need. He was among many this year from our parish who made generous donations to support our efforts.

- The 2022 Giving Tree provided parishioners the opportunity to buy and wrap Christmas gifts for 44 needy children selected by FACETS. Thank you to Jen Koerner for reprising her role coordinating this Outreach Program.
- Our 2022 Hypothermia Prevention Week saw the return of guests to the church after being housed in a group facility provided by Fairfax County in 2021. Our Hypothermia Prevention effort is a partnership between FACETS, St. Andrew's, and our faith community leaders of Adat Reyim temple, the Springfield Church of Jesus Christ of Latter-Day Saints, the Peace Islamic Center, and the Fairfax Community Church.
 - Our team provided over 900 hours of time, and donated meals, food, clothing, and subsidized transportation to enable our homeless neighbors survive the cold and work their way back to housing and independence as many do each year. This year's 106 volunteers included 20 volunteers new to the Hypothermia Prevention program.
 - Volunteers from St. Andrew's and our faith partners served between 800-900 meals during the week, including 50 hot dinners per night, lunch bags and breakfasts. There were, in addition to St. Andrew's parish members, 90 volunteer slots covered by faith community volunteers, as well as support from FACETS staff covering around 1,000 hours in expanded sleeping spaces (both MPR & Parish Hall & Quarantine Hallway).
 - St. Andrew's was able to provide the equivalent of approximately \$8,000 of donated food, transportation (bus vouchers), clothing, and supplies.
 Thank you to Steve Koss for his continued leadership of this program as well as the countless other volunteers who have assisted.

AMERICAN FRIENDS OF THE EPISCOPAL DIOCESE OF JERUSALEM/ST. ANDREW'S RAMALLAH

St. Andrew's has had a longstanding relationship with St. Andrew's, Ramallah, West Bank and has supported St. Andrew's, Ramallah through the American Friends of the Episcopal Diocese of Jerusalem (AFEDJ). The June newsletter of AFEDJ highlights the successful fundraising efforts to restore surgical needs at St. Luke's Hospital in Nablus, West Bank. In April, 2022 our parish sent a check for \$3,724 to AFEDJ with a request that \$1,000 be used towards purchasing new surgical equipment at St. Luke's and the

balance for general support for their education programs for students and the needs of the church we pray for each Sunday.

EPISCOPAL RELIEF AND DEVELOPMENT

Episcopal Relief and Development helps local communities in the U.S. and abroad in times of crisis such as natural disasters, violence, and the pandemic.

- As part of our 50th anniversary, St. Andrew's partnered with Episcopal Relief and Development to request donations to the 1000 Days of Love program: a program to aid mothers and families with young children in sub-Saharan Africa. The goal of the program is to provide the support during the critical first three years of life necessary to help children reach their full potential. Parishioners were able to make a monetary donation to help purchase livestock, clean water, family care, and medical services in support of this program through the Episcopal Relief and Development website.
 - At our Shrine Mont Parish Retreat in October 2022, Amy Dutton, St. Andrew's Director of Family Ministry, utilized teaching aids created as part of the 1000 Days of Love program to demonstrate to St. Andrew's youth how to provide clean water and plant seeds for crops. Amy's efforts were recognized in the Episcopal Relief and Development magazine.



- As a result of the designation of a plate offering, St. Andrew's was able to raise \$4,100 for Episcopal Relief and Development's Ukraine Relief Aid. This is in addition to the \$1,500 sent earlier from our annual budget to help with the effort to help those affected or displaced by Russia's continuing invasion of Ukraine.
- St. Andrew's also contributed to Episcopal Relief and Development's efforts to victims of flooding in Kentucky and Missouri, and from wildfires in Northern California.

EL HOGAR

St. Andrew's continued its support of El Hogar, which for over 40 years has provided a home, an education, and a future to poor and disadvantaged boys and girls in Honduras. Even as the Honduran people adapt to fight the global pandemic, El Hogar continues to serve on the front lines, housing, and feeding students located in the primary campus in Tegucigalpa. St. Andrew's financial support of \$1,500 from designated funds has supported El Hogar's mission to provide schooling in trades useful in Honduras. El Hogar maintains a working farm that provides protein and vegetables for the education centers. By providing students the experience and training needed to stay and contribute to Honduran society, El Hogar helps to address some of the root issues that have contributed to the Central American migration crisis.

• In July 2022, St. Andrew's hosted Tim Monroe, Executive Director for El Hogar Ministries, Inc. during an Adult Forum to discuss the mission, history, and needs of El Hogar. This past fall, St. Andrew's screened Esperanza – Hope in Honduras, a film made by local Honduran filmmakers demonstrating the challenges faced by El Hogar students as well as their resilience and courage.

WORSHIP & WELCOME

The Worship Commission is committed to providing a variety of meaningful worship and volunteer opportunities for everyone to find a place to experience the love of God and neighbor through worship, caring for one another, and sharing spiritual experiences together. Commission objectives are to provide a coordination focus for worship, assist in the implementation of special seasonal worship experiences, support the music program, and interface with the Friends of Music and the Arts at St. Andrew's (FoMA) Board. This dedicated group meets seasonally with the following commissions to plan and respond to parishioner needs.

In 2022, the Worship Commission brought about the return of regular worship in the church space and supported a slow ease into pre-pandemic style worship services, requested by Father Will Packard and the Reverend Colleen Schiefelbein. Some worship practices, such as live-streaming services, have continued and will be useful for the foreseeable future.

ALTAR GUILD

- The team is responsible for the setup of each weekend's church services and special religious ceremonies, ensuring that linens are freshly laundered, and our most sacred items are beautifully presented and carefully preserved. Many people (including husbands and children) work alongside Guild members to support this important work.
- Eucharist (wheat and gluten free choices) is offered every week and the chalice of wine began to be offered once again in late 2022 after a hiatus during the pandemic.
- · Coordinated by Marlene Taggart
 - 40 members

FLOWER GUILD

- Flowers to the glory of God are arranged by the Flower Guild to visually enhance our worship space. These visual reminders of the beauty of God's creation are only possible thanks to the generous donations from the congregation. On a rotating basis, members arrange flowers for services and decorate the sanctuary for Christmas and Easter.
- Special memorials, thanksgivings, or birthdays are highlighted by parishioners with donated funds for altar flowers and a printed announcement in the weekly service bulletins.
- The Flower Guild relies on financial donations from the Parish. Over the past three years, the cost of flowers has increased significantly; the Flower Guild has done exceptional work to provide beautifully arranged flowers each week.

- Coordinated by Martha Turner
 - 8 members

PRAYER GUILD

- Membership consists of both current and former parishioners. The Guild members largely communicated via Rallyhood or Zoom this year, to allow for more frequent updates and clear communication.
- Little known fact: the Prayer Guild prays for EVERY member of the congregation, not just the sick and departed. Truly a wonderful gift, to be prayed for regularly by a member of the Prayer Guild.
- · Coordinated by Deborah England
 - 20 members

ACOLYTE MINISTRY

- Acolytes provide assistance to the priests during services, at funerals, and ordinations as well. New and returning acolytes participated in acolyte training in August/September 2022 to refresh their skills.
- Father Will Packard shifted the minimum age to 3rd grade, which introduced new energetic faces; it is especially heart-warming to see the older acolytes assisting younger ones. Wooden crosses were purchased as a special gift and thank you to our acolytes.
- Coordinated by Chris Runkel and Andrew Haskins
 - 15 members



LAY MINISTRY

- The Lay Ministry is composed of lectors, lay ministers, and lay Eucharistic visitors.
- Lectors help the clergy by reading Holy Scripture appointed for Saturdays, Sundays, and Wednesdays.
 - 18 members (including 5 youth)
- Lay ministers are those who lead the Nicene Creed and

Prayers of the People, and offer the chalice during the Eucharist.

- 15 members
- Worship Leaders conduct the Evening Prayer and Taizé services.
 - 6 members
- The Lay Eucharistic Visitors take the Eucharist to those who are unable to attend the services due to illness, picking up the blessed Eucharist during the church service, and visiting with parishioners in person.
 - 10 members
- Coordinated by Julie Morgan

USHER MINISTRY

- The Usher Ministry is dedicated to helping usher God's people into the building as well as maintain an atmosphere of reverence and order before, during, and after the service with a "ready-to-serve" attitude.
- All members support special events and services on a volunteer basis.
 - This year's Special Events included the Installation of the Rev. William L. Packard as our 3rd Rector, the Bishop's Visit & Confirmation, which was also the Rt. Rev. Susan Goff's last visit before her retirement, and the 5oth Anniversary Service of Thanksgiving held on November 20th.
- In 2022, 4 members supported the Sunday 8:00 a.m. service, while 17 members supported the Sunday 10:00 a.m. service.
- Coordinated by Dave Umberger
 - 21 members

WELCOME OF NEWCOMERS & PARISH VISITATION

 The Welcome Commission serves as a constant reminder of the way we welcome guests and parishioners and the importance of integrating newcomers into the life of the church.

- All visitors are invited by the Sunday Greeters and the Clergy to fill out a pew card with their contact information so St. Andrew's can keep in touch with them. Newcomers who fill out a pew card are added to the emailing list and are personally visited by a member of the Welcome Delivery Team.
- Emily Nein and Amy Dutton provide the names of all newcomers to the Welcome Commission, greeters, and the Vestry every month.
- We have seen an increase in new parishioners coming to worship at St. Andrew's since the Summer; close to 15 families in the past 5 months.
- Emily Nein and Vestry members coordinated the return of welcome bag deliveries to newcomers.

INVITE, WELCOME, CONNECT

- The Invite, Welcome, Connect committee spent the year working towards attracting and keeping parishioners.
 They met once to plan and hold a special Taco Night welcome dinner for new parishioners in the Fall and to organize new toys for the kiddie bags, used by children in the pews during church services.
- Coordinated by Amy Dutton and the Worship and Welcome Commission Vestry members.

SUNDAY GREETERS

- These volunteers welcome all service attendees, identify newcomers to the clergy, and assist in the after-service greeting and follow-up process. They encourage visitors to fill out a pew card or to sign the guest book.
- Coordinated by Jeff Reba
 - 12 members

Brian Chatman & Dave Umberger

STEWARDSHIP

This year's stewardship theme and campaign tied into the 50th anniversary of this awesome parish: Celebrating 50 years of Ministry and Stewardship at St. Andrew's. The Stewardship committee challenged our St. Andrew's community to give up to 50% more than last year and boy did they deliver! This year, the Stewardship Co-Chairs were fortunate to have the help of Kevin Rozelsky and Alice Roerig along with many others who wrote amazing NET articles, made in-person and online worship appearances, and contributed ideas to deliver inspiring Stewardship messages and messages about what brought them to St. Andrew's and why they stayed. Special thanks to the Rev. Will Packard and Senoir Warden Besty Cotten for their leadership, support, and prayers this year.

As in previous years, members of the St. Andrew's Parish responded enthusiastically to the call to pledge. As of January 20, 2023, parishioners pledged \$720,240 from 146

unit/family pledges during a time of high inflation and stressing economic conditions. Along with the generosity shown by our fellow parishioners with their promised pledges, St. Andrew's was blessed with individual gifts outside the pledge amounts as well as with legacy giving. We are forever grateful for the generosity of this parish. Thank you everyone for your time, talent, and treasures!

As we continue the Stewardship campaign into 2023, we ask that you consider St. Andrew's and the needs of this wonderful ministry. We invite you to get involved and share your many and varied gives throughout 2023.

TREASURER REPORT

Pam Rozelsky & Pete Kirkham, Co-Treasurers Michelle Ramsdell, Parish Administrator

2022 OVERVIEW:

- Operating Income \$900,251
- Operating Expenses \$837,376
- Mortgage Principal Payments \$47,317
- Employee Retention Credit (ERC) received \$52,699
- The Finance and Audit Committee (FAC) engaged the CPA firm, PB Mares to perform an Agreed Upon Procedures engagement to satisfy our audit requirements and a clean report was received for the year ended 12/31/2021.
- The 12/31/2022 mortgage balance is \$963,466. A refinanced mortgage will need to be in place by 12/31/2024.
- Long term Investment and Endowment funds rate of return for 2022 was -13.60%

2023 BALANCED OPERATING BUDGET:

- Budgeted Income \$857,825
- Budgeted Expenses \$813,075
- Mortgage principal payments \$44,750

ANALYSIS OF REVENUES AND EXPENSES

INCOME	2021 Actual	2022 Budget	2022 Actual	2022 Variance	2023 Budget
Plate Offering ¹	\$ 25,182	\$ 28,000	\$ 49,030	75%	\$ 28,000
Pledge Payments	651,599	630,000	659,052	5%	714,000
Other Gifts ²	24,348	20,540	32,718	59%	40,500
Parish Organizations ³	13,117	13,000	14,438	11%	14,375
Investment Income - Operating ⁴	58	33,000	(1,147)	100%	0
Undesignated Endowment Income⁵	32,962	36,000	17,081	-53%	17,000
Other Undesignated Income ⁶	154,793	94,450	88,501	-6%	21,420
Released from Designated ⁷	3,036	50,735	40,577	-20%	22,530
OPERATING INCOME	\$ 905,095	\$ 905,725	\$ 900,250	-1%	\$ 857,825

EXPENSES	2021 Actual		2022 Budget		2022 Actual	2022 Variance	2023 Budget
Outreach ⁸	\$ 91,222	\$	97,707	\$	94,235	-4%	\$ 76,956
Formation ⁹	5,397		10,990		7,744	-30%	13,900
Worship ¹⁰	23,053		30,680		23,188	-24%	26,780
Fellowship ¹¹	5,975		9,150		4,906	-46%	3,950
Salary and Benefits ¹²	455,684		476,250		464,286	-3%	460,400
Plant and Operations ¹³	223,210		233,631		243,017	4%	231,089
OPERATING EXPENSES	\$ 804,541	\$	858,408	\$	837,376	-2%	\$ 813,075
		-		_			
Increase/(Decrease) in Unrestricted Net Assets ¹⁴	\$ 100,554	\$	47,317	\$	62,874		\$ 44,750
Adjustment to Market on Investments ⁴	43,349		0		(74,501)		0
Transfer to General Reserves ¹⁵	(103,046)		0		0		0
Depreciation Expense	(127,044)		0		(126,249)		0
OPERATING TOTAL	\$ (86,187)	\$	47,317	\$	(137,876)		\$ 44,750

¹ Increase due to new regular gifts that were not pledges.

² Other gifts includes donations that are not pledge or regular plate giving. By nature, these are hard to predict and budget for. We received more of these gifts in 2022 than we had in the past. See also note on Other Undesignated Income.

³ Payments from St. Andrew's Preschool for utilities, insurance, and copier costs. Copier costs increased in 2022 and included an extra payment due to the timing of the billings from the parish to the preschool.

In 2022, the budget of \$33,000 assumed increases in the market values of investments. Due to less than ideal market conditions, there was a decrease rather than an increase. The adjustment to market affects the stated value of the investments on the Statement of Financial Position and the income on the Analysis of Revenues & Expenses but does not affect cash. For clarity, we have restated the Analysis of Revenues & Expenses so that this adjustment appears after Operating Expenses along with non-cash expenses.

⁵ Undesignated Endowment Income is the undesignated portion of the annual Endowment draw. Since the Endowment funds had a downward adjustment to market value in 2022, several funds could not be drawn from and thus the total draw and the undesignated portion were reduced accordingly.

⁶ Other undesignated gifts includes Other Income, Tower Rent, Employee Retention Credit (2022 only), and PPP Loan Forgiveness (2021 only). Tower Rent was lower than budgeted due to the timing of the December payment (\$1,685) from T-Mobile (received in Jan instead of

- Dec). The ERC credit was higher than budgeted because interest of \$2,698 was included in the amount received. Other Income consists of receipts that do not fall into other categories. We recorded more of these as Other Gifts in 2022. The combined budgets for Other Gifts and Other Income totaled \$45,000 for 2022 and actual income in those account totaled \$49,730.
- 7 Released from Designated income results from the transfer of funds from the designated endowment funds and other designated accounts when corresponding expenses are incurred. The budgeted amount assumed the expenditure all of the available funds. Since not all those were expended in 2022, they are available, according to purpose, for 2023 expenditures.
- 8 Includes Parish Outreach, Discretionary Fund, Diocesan Pledge, and preschool support.
- 9 Formation Expenses include Church School, Summer Programs, Adult Formation, Diocesan Convention, Nursery Workers and Youth. This area was lower than budget mainly due to fewer costs for Adult Formation and lower than expected costs for Nursery Workers.
- 10 Worship Expenses include Choir Director Professional fees, Choir & Musicians, Instrument Maintenance, Altar Guild, Acolytes, and Flowers. This area was under budget mostly due to lower expenses for Choir & Musicians and Instrument Maintenance.
- 11 Fellowship Expenses include Social, 50th Anniversary, Welcome, Parish Retreat, and Vestry Retreat. This area was underbudget due to Social (\$1,000 under) and 50th Anniversary (\$3,600 under).
- 12 Includes clergy and staff salary and benefits.
- 13 Includes janitorial supplies, plant utilities and maintenance, snow removal, office supplies and equipment, postage, telephone, printing, insurance, audit, mortgage interest and transfers to the Building Reserve.
- 14 The amount budgeted for increase in Unrestricted Net Assets is to ensure cash is available to cover the mortgage principal payments.
- 15 In 2021, the Vestry voted to move the operating surplus to General Reserves.

SUMMARY OF RESTRICTED ACCOUNTS

Fund	Begi	nning Balance	Increases	Decreases	Ending Balance
Reserves:					
Building Repair	\$	233,494	\$ 50,000	\$ 1,284	\$ 282,210
General Use		333,136	529	530	333,135
	\$	566,630	\$ 50,529	\$ 1,814	\$ 615,345
Other Designated:					
Education	\$	2,174	\$ 3,660	\$ 2,398	\$ 3,436
Fellowship		28,739	20,751	22,837	26,653
Outreach		16,886	17,089	20,879	13,096
Worship		4,223	5,990	6,092	4,121
Youth		14,382	7,837	5,706	16,513
Other		96,701	39,048	77,552	58,197
Designated Endowment Income		63,723	22,884	26,544	60,063
	\$	226,828	\$ 117,259	\$ 162,008	\$ 182,079
Discretionary Fund		0	14,086	6,210	7,876
Special Offerings		0	7,353	7,353	0
Endowments (Principal)		1,329,486	59,375	0	1,388,861
Endowments (Income)		553,098	0	341,233	211,865
TOTAL RESTRICTED ACCOUNTS	\$	2,676,042	\$ 248,602	\$ 518,618	\$ 2,406,026

STATEMENT OF FINANCIAL POSITION

ASSETS	2021	2022
Truist: Checking	\$ 195,768	\$ 272,116
Money Market	21,336	21,338
Trustees of the Funds: Endowments	1,882,584	1,545,201
STAMP Fund	409,337	395,524
TOTF Investment Fund	378,079	317,391
Preschool and Discretionary Bank Accounts	196,217	240,084
Petty Cash	50	20
Fixed Assets: Capital Improvements	1,589,166	1,589,166
Land & Building	2,661,341	2,661,341
Organ	937,800	937,800
HVAC	221,371	221,371
Furniture and Fixtures	31,871	31,871
Accumulated Depreciation	(2,726,173)	(2,852,422)
Other Prepaids	6,732	6,687
Due from TOTF	-	39,770
Loan Costs	8,648	5,987
Pledges Receivable	15,200	-
TOTAL ASSETS	\$ 5,829,327	\$ 5,433,245
LIABILITIES	2021	2022
Payroll Liabilities	\$ 1,938	\$ 2,779
Prepaid Income	38,325	44,462
Truist: Mortgage - Principal (Current)	42,760	44,752
Mortgage - Principal (Long Term)	963,466	918,715
Preschool and Discretionary Bank Account Liabilities	196,217	240,084
Due to Preschool	(63)	354
Accrued Expenses	348	3,656
NET ASSETS		
Designated	\$ 226,828	\$ 189,954
Endowments	1,882,584	1,600,726
Reserves: Building Repair	233,494	282,210
General Use	333,136	333,135
Undesignated	1,910,294	1,772,418
TOTAL LIABILITIES & NET ASSETS	\$ 5,829,327	\$ 5,433,245

