



St. Andrew's
ANNUAL REPORT
of 2023

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CLERGY & STAFF

| | |
|-----------------------------------|-----------------------|
| Rector | The Rev. Will Packard |
| Parish Administrator | Michelle Ramsdell |
| Communications Director | Emily Nein |
| Director of Family Ministry | Amy Tibbetts |
| Director of Music..... | Gabriel Rhys Simerson |
| Preschool Director | Tami Phillips |
| Sexton..... | Carlos Guzman |

VESTRY

| | |
|-------------------------|-------------------------------|
| Senior Warden..... | Jewell Gould |
| Junior Warden | Dave Umberger |
| Treasurer | Pam Rozelsky & Pete Kirkham |
| Register | Sarah Akins |
| Fellowship | Sarah Akins & Lori Foster |
| Formation | Brian Chatman & Sarah Gregory |
| Outreach..... | Paul Foley & Woody Browne |
| Stewardship | Anne Brannam & Jeff Reba |
| Welcome & Worship | Laura Sabo & Karan Wright |

PRESCHOOL BOARD OF DIRECTORS

| | | | |
|---------------------|-----------------------|---------------------|---------------|
| Rector | The Rev. Will Packard | Parish Member | Jane Gironde |
| Director | Tami Phillips | Parish Member | Randy Cotten |
| Chairperson | Sharon Gould | Parent Member | Will Ewald |
| Secretary..... | Ann DiMisa | Parent Member | Rick Townsend |
| Treasurer | Anne Brannam | Alumni Parent | Amy Adair |
| Vestry Member | Brian Chatman | | |

FROM THE RECTOR

The Rev. William L. Packard



"I will, with God's help."

Our liturgical response to questions within the Baptismal Covenant resounds with a "yes," and indicate that it is through God's love and grace that enables such a commitment. The nature of our mission at St. Andrew's revolves around the Baptismal Covenant and we continue to respond for 51 years with, "I will, with God's help." As we look through the past year, examine where we are now, and look towards the future, we recognize God's loving presence along the journey.

This past year brought hardship and incredible joy in the midst of our individual and collective wounds. With many deaths in our congregation, we felt and feel the heaviness of that grief. From that grief, we also explored moments of profound loving response. Part of our response is found in the beauty of our liturgy, which includes the pastoral offices (weddings, funerals, etc...). After a year of difficult budget decisions, we blossomed with more activity and even growth. We witnessed growing engagement in all age groups.

I continue to see incredible generosity in all forms of stewardship. Writing this article on the heels of the prevention of hypothermia shelter, it is easy to feel the large gifts of time and talent. Our Vestry leadership gave of incredible time and talent this year and they have been such a joy and incredible source of support for our mission. Thank you in particular to our Senior Warden, Jewell Gould and our Junior Warden, Dave Umberger, for your over-the-top dedication and support of the parish and my particular role as Rector.

Financially, I too am always left in awe at the generosity. Our stewardship last year remained high and we consistently have 101% of pledge fulfillment! That is an anomaly in the Episcopal church and, unofficially, the Universal Church! In addition, our Endowments continue to grow, especially with such gifts as we received this past year by Sharon and Jewell Gould honoring the memory of their son Bill. In addition, we met and exceeded our numeric pledge goal and have an increase in pledges again this year. The giving in all forms supports the mission of the church today and ensures the mission of the church tomorrow.

With such measured support, we are unable to fully quantify the "results" of our pastoral care, fellowship and formation. These areas will always be a focus and this year we have made continued efforts and strides in all of them. We gathered for meals, events, completed another Sacred Ground circle, and held more receptions this year than in the previous two combined. On pastoral care, thank you to the Rev. Kate Chipps for your leadership of our four Stephen Ministers who are now all paired with care receivers. They are now part of our larger St. Andrew's Community of Care, which coordinates our pastoral

care response. We feel the need for deepening in all of these areas as hallmarks in this new time in the life of our church.

Our response to this newer reality will be the focus for the following year. The majority of the Episcopal Church is declining in membership with an average weekend attendance, nationwide, of 37 last year. Our attendance is in the top 7% nationally and we are close to the top 10% in membership. I know we are not the size we were at one point, however, our growth is extraordinary. One of the symptoms of a growing church is growing pains. We feel the stretched volunteers and how our operations may fit a smaller size. We will spend much of this year adjusting our systems, focusing on welcoming all of us who are new and newcomers who will join us, and intentionally maintaining the pastoral and fun character of St. Andrew's.

In addition to adjusting new systems, we are hiring a new, full-time Assistant Rector this year to oversee youth, children, and families and support sacramental services. The Vestry engaged Ministry Architects, a consulting firm, to assist us as we build a system in advance of the new assistant's arrival. Ministry Architects will also help us onboard the new individual, help us build the structure of our program, and keep all of us on track. The addition of this new individual will not be able to replace Amy, but it will enable us to continue to support this growing part of our congregation.

With such a loving community comes much gratitude. I want to share my immense gratitude for each one of you and in particular for our staff, Gabe Simerson, Michelle Ramsdell, Emily Nein, Amy Tibbetts, Tami Phillips, Carolos Guzman, our preschool teachers, and nursery staff. We have a stellar staff who loves and cares about this ministry. I want to especially recognize Amy Tibbetts, our Director of Family Ministry, who will be leaving for Oregon this Spring. Amy is not replaceable and has been an invaluable part of our community from the moment she joined. She has given so much of herself to this place and her love has multiplied and felt in all of us here. We will have opportunities to celebrate and thank her, and I want to acknowledge that much of who we are today is from the many gifts she has given and continues to give to our parish!

In our growth, the time is here to not only adjust our systems to our new size, but to listen and respond to God's call for us in the world. Completing a Formation course on Faith Journeys: Discovering and Pursuing God's Call, we each listened to our own response to God and that we are listening as a church. As we adjust, we will continue to seek ways to carry the mission out into the world, individually and as a parish. Our strengths are found in our church system, where we find sanctuary, are fed, loved, and sent out into the world. We will seek ways, in our outreach, formation, fellowship, stewardship, pastoral care, and more to go out into the world.

With this we may say,

"We will, with God's help."

Will

SNAPSHOT OF OUR CONGREGATION

| | 2020 ¹ | 2021 ¹ | 2022 | 2023 |
|---|-------------------|-------------------|---------------|---------------|
| TOTAL HOUSEHOLDS | 312 | 298 | 335 | 356 |
| TOTAL INDIVIDUALS | 844 | 809 | 868 | 922 |
| CONFIRMED COMMUNICANTS | | | | |
| Last Report | 267 | 262 | 245 | 254 |
| Added by Confirmation (+) ² | - | 6 | 5 | - |
| Received from another Communion (+) ² | - | 5 | 0 | - |
| Added by Transfer (+) | 2 | 0 | 11 | 6 |
| Added from Inactive (+) | 1 | 2 | 0 | 2 |
| Loss by Death (-) | 4 | 2 | 1 | 8 |
| Transferred Out (-) | 4 | 3 | 0 | 0 |
| Removed from Active List (-) | 0 | 25 | 6 | 7 |
| CURRENT # OF CONFIRMED COMMUNICANTS | 262 | 245 | 254 | 247 |
| Others not included above | 582 | 564 | 614 | 675 |
| NEWCOMERS | 27 | 63 | 67 | 117 |
| Family Units | 10 | 22 | 24 | 37 |
| TOTAL BAPTISMS | 1 | 5 | 6 | 13 |
| Adults | 0 | 0 | 0 | 0 |
| Children | 1 | 5 | 6 | 13 |
| MARRIAGES | 0 | 1 | 0 | 2 |
| BURIALS | 2 | 1 | 1 | 13 |
| FORMATION | | | | |
| Sunday School Teachers | 12 | 20 | 18 | 23 |
| Sunday School Students | 50 | 54 | 50 | 50 |
| Vacation Bible School | 60 | 51 | 38 | 42 |
| Adult Formation ³ | - | - | 75 | 75 |
| SERVICES | | | | |
| Holy Eucharist: Saturday Evening & Sunday Morning | 27 | 79 | 131 | 138 |
| Weekdays & Private | 18 | 34 | 79 | 105 |
| Total Communion Received | 2,390 | 5,003 | 8,863 | 10,282 |
| Daily Offices and Other Services ⁴ | 143 | 114 | 50 | 77 |
| Average Weekend Attendance - In person | 289 | 100 | 175 | 188 |
| Average Weekend Attendance - Online ⁵ | - | 191 | 102 | 79 |
| TOTAL ATTENDANCE⁶ | 17,285 | 17,956 | 15,742 | 17,428 |

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

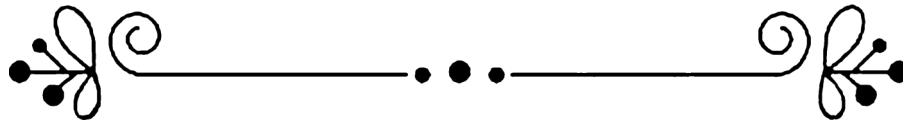
² We did not have a Bishop's Visit in 2020 or 2023 (no Confirmations or Receptions).

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, Funerals, and Weddings.

⁵ 2021 first year to track in-person and online attendance separately.

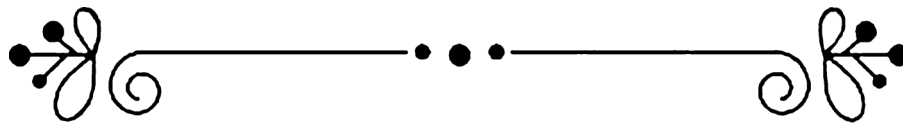
⁶ Total attendance includes online service views (starting in 2020).



IN MEMORIAM

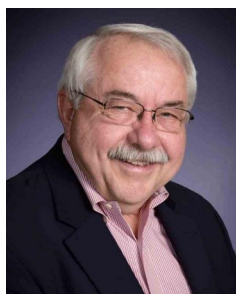
Paul Fedio
Andre Pugin
Stephen Hibbert
John Strong
John Corbett
Charles Petty
Doris James
Janet Carver
Lavona Andersen

Former parishioners:
Bob Knight
Walt Boyer



FROM THE SENIOR WARDEN

Jewell Gould



I look back on this year of worship, giving, and growth with thanksgiving in my heart for your support for St. Andrew's and one another. Your commitment to Jesus Christ and each other is the signature of our parish. Through your commitment worship at St. Andrew's is rekindled, our services and parking lots full, our fellowship

joyful, and our halls bustle with purposeful gifts to one another. Our thanks to Father Will for his leadership, bringing this ministry back to the fullness we seek. Our thanks to our Vestry and the volunteers in the several commissions that enable our spiritual formation, bring gladness to our fellowship, purpose to our outreach, and thoughtful giving in remembering our stewardship. We gratefully acknowledge that what we are given, we return in love and thanksgiving. I have said it before, and I tell you now, in this fragile world where loss can be encountered at many turns in our lives, the support and love shared by this parish are at the heart of the ministry.

Our thanksgivings this year begin with our Rector, Father Will. We have witnessed his grace in worship; renewed our baptismal vows in the many baptisms we have shared; been comforted in our grief for the loss of members, family, and friends; greeted his pastoral visits at homes and in hospital rooms; and witnessed his many acts of mercy in service to us. His leadership guided us past the challenges facing our worship opportunities—the ability to meet in person, health issues for friends and family, resource scarcity, and growing needs. In a time of struggle for footing and positive beliefs, he modeled the behavior needed for us to learn how to emerge from our darker days, to worship freely, and to grow our opportunity to serve our Lord. He has accepted the call to meet the needs of St. Andrew's, and we are blessed indeed by his decision.

Thank you to our Co-Treasurers, Pam Rozelsky and Pete Kirkham, who with Michelle Ramsdell helped us manage the resources you gave to fund St. Andrew's. Thanks to Michelle for her continued steadfast gifts she gives to our parish.

We are grateful for Amy Tibbetts, our Director of Family Ministry, who engaged our children in worship and play. She saw the importance of caring for the children—our future at St. Andrew's—and we wish her well as she moves away to be with her family. Her legacy remains, with room for robust volunteers to fill the gaps of Vacation Bible School, Parent's Night Out, and those wonderful popsicles on the playground in the warm days of summer.

We are blessed with the talents of Gabe Simerson, our Director of Music and Organist, who raises our spirits and voices and unlocks the melodies and words of praise in our lives.

Emily Nein is our lynchpin, sharing the information of our parish, providing, all the news we need, and enhancing our worship experience with the programs of worship each week.

We were graced with the words and experiences of so many this year, and enriched by the ministry of the Rev. Christopher Miller, Pastoral Assistant, guiding our Bible Study and caring for those in need.

Your Vestry deserved our thanks for their work, identifying their vision for this year at St. Andrew's. They focused on the needs of our youth; the help sought by those in our community who were hungry or without shelter; and they identified and provided the support for worship and fellowship. They sought your support for our shared vision in your time and talent and presented a budget target that would enable our growth as a parish. We met and then exceeded this goal for St. Andrew's, thank you. This Vestry committed to an intergenerational parish serving the needs of all, to “Strengthen the faithful, arouse the careless, restore the penitent...and bring us all to be of one heart and mind...”

Our thanks to Ann Brannam and Jeff Reba for leading our Stewardship Commission and guiding us to meeting our goals for the future. By meeting the ambitious goal set, we can return to meeting St. Andrew's needs for an Assistant Priest, to meet our obligation to the Diocese to pay our share of support, and to bring us closer to funding the program needs of our parish.

Laura Sabo and Karan Wright helped us enjoy our time at church, in welcome and worship. They saw to our experience in the Nave and the Parish Hall, with readings from our scripture, music from our choir, and coffee and conversation catching up with each other.

Brian Chatman and Sarah Gregory led our Formation for our families, with Bible stories, teaching about our Episcopal identity within Christianity, and providing faith and film to engage our youth.

Sarah Akins and Lori Foster ignited our Fellowship commission so our friends could come together for picnics, bouncy houses, a Fall German feast complete with a band, and the Chicken Dance to bring us bratwurst and smiles. Thank you for the return of our coffee hour, real mugs to protect our environment, and an intergenerational experience for kids and all.

Woody Browne and Paul Foley enabled St. Andrew's Outreach to serve those in need in our community and around the world, from Ukraine to the Diocese of Jerusalem, to the fire-ravaged parishes in Maui.

Dave Umberger, our Junior Warden, and his volunteer teams maintained our building and grounds, cleaning the church, maintaining our campus, adding improvements in flooring tiles, new walls, electrical outlets, televisions in classrooms, reliable WIFI, and so much more.

Darren Williams and his A/V team made certain all who wanted to worship could join, even if they could not attend in person.

Our parish members donated vases for sacred use, installed Memorial Garden plaques, and contributed to endowments and gifts to sustain our ministries and grounds.

Our Land Use Task Force reviewed our property and assets, considered suggestions for the land, studied the requirements for the space, accepted the pro bono services of attorney David Schneider of Holland and Knight LLP, and reported to the Vestry.

There were times of joy and loss this year, with wonderful weddings with families in our parish joining couples and children of St. Andrew's who have grown to start their lives

together. We have shared the grief of losing our friends and loved ones, with our services celebrating their lives passed and prayers for their souls. We created and commissioned Stephen Ministers to support our need for comfort. We followed the path of civil rights leaders on a pilgrimage.

Our Preschool benefited from the leadership of Tami Phillips and her staff to begin the education path of so many young children. We all benefited from the contribution of Eagle Scouts who prepared indoor library shelving and outdoor space for science and meals, and a path joining our preschool with Adat Reyim in a sign of friendship and caring.

I leave my post as Senior Warden, thankful for the opportunity to serve, grateful for the help and love of each of you, and thankful for your support in the losses our family faced. I believe St. Andrew's is moving in the right direction and will continue with leadership and vision from Father Will, by growing support among parish members. It has been a privilege seeing you contributing time, talent, and resources and building this faith community stronger and brighter.



Left to Right:

The Rev. Will Packard, Anne Brannam, Karan Wright, Laura Sabo, Sarah Akins, Dave Umberger, Jeff Reba, Woody Browne, Brian Chatman

(Not Pictured: Paul Foley, Jewell Gould, Sarah Gregory, Lori Foster)

FROM THE JUNIOR WARDEN

David Umberger



After almost 2 years, we finally had plowable snow. I can now complete the circle of the Jr. Warden – complete the previous warden’s hard work, leave unfinished projects for the next warden to complete, and teach the next warden about snow and ice removal. I feel like a real Jr. Warden now!

I would be remiss if I did not thank all of those who make this position work. The staff, Michelle and Emily, have been indispensable in keeping me on track and schedule with the numerous tasks needed and in getting the bills paid. Likewise, the PRC has been invaluable in helping get the job done – representing the Warden at appointments and leading projects. And a HUGE “Thank you” to all the angels out there – you know who you are, even if I don’t. To everyone who pulls a few weeds, fixes that thing that doesn’t quite work right, or just helps to pick up trash on campus.

This past year has seen many projects completed, and a healthy number of ongoing projects yet to start or deferred. We have also had a busy year for our Land Use Task Force.

COMPLETED PROJECTS

- Spring and Fall Clean-ups: Great work was done deep cleaning the Nave and Narthex. Flower beds were rehabilitated, a watering system for the 50th Anniversary magnolia tree was installed, and many leaves were removed. And all with great enthusiasm!



- New bathroom exhaust fan: The exhaust fan for the main bathrooms was replaced. No more jet noises!
- Fire Lane signs and painting: The fire lanes were marked with new signs and fresh paint to meet County requirements.



- Installed building-wide WiFi: WiFi is now accessible to the whole church under one system. Staff can access their systems and printers from anywhere in the building. It also allows us to...
- New TVs in classrooms: TVs were mounted in several classrooms, enabling both the Preschool and Sunday School to show material for their curriculum. We can also live-stream the 10:00 a.m. service into the Learning Center for all to follow along.
- New flooring in classrooms: The flooring in the Preschool classrooms, choir room, and hallway offices was replaced.



- Permanent wall in Choir Room: The sliding wall between the Choir room and Classroom #7 was replaced with a permanent wall, complete with outlets. This will allow for better storage and shelving to be installed on both sides if desired.
- Installed GFCI outlets: Multiple outlets near water sources were replaced or provided with GFCI (Ground Fault Circuit Interrupter) devices, greatly improving the prevention of accidental shock.
- Supported Boy Scout Eagle projects: Four Boy Scouts, including parishioners Sam Withington and CJ Brannam, completed Eagle Scout projects on-site, enabling them to earn their Eagle Scout award.

- New dishwasher: A new kitchen dishwasher was donated by our friends from Peace Islamic Center.
- Continued replacing fluorescent lights with LED lighting: Additional fluorescent lighting was replaced with LED lighting, reducing our energy footprint and our energy bills.
- Cleaned carpet: We had our carpets in the Parish Hall and Narthex deep-cleaned, removing most of the stains, so watch your coffee and hot chocolate!

ONGOING & FUTURE PROJECTS

- HVAC: Understanding we will soon need to replace all of our HVAC units, we have been exploring two paths:
 - Type of replacement - how can we reduce our energy usage through increased efficiency? That is, can we use improved HVAC unit types?
 - Timing - Which units need to be replaced soon and which can we push off a few more years?
- NSGP Grants: We applied multiple times for a NSGP (Nonprofit Security Grant Program) grant to improve security through lighting and access. To date, we have not been successful but are continuing the effort.
- Solar Electricity: We have begun an in-house effort looking at the potential to install solar panels to generate electricity. We hope to identify if it is feasible and cost-effective.
- Outdoor Security: We occasionally have visitors to our back parking lot and would like to discourage this practice. We are considering adding additional security cameras, motion-activated lighting, and other options.
- Indoor Security: Reviews of our facilities by security officials (FCPD) have resulted in recommendations for several features we would like to implement. These include an additional security door to the Preschool wing and other features.

DEFERRED PROJECTS

These projects are both high-cost projects and will require significant funding to carry out. Both are possibly impacted by any actions that may occur as a result of our Land Use Task Force findings (see below). It is prudent for us to wait to see what decisions are made so we do not needlessly incur a large expense, only to rip it out later.

- Outdoor Lighting: Lighting in both the front and back parking lots needs to be replaced.
- Paving: It should be obvious to anyone driving that we have many areas of the parking lot that require repair. We have gotten to the point where we will need a complete repaving.

LAND USE TASK FORCE

In the fall of 2022, the Vestry established a concrete goal to think long-term about increasing the revenue streams of the parish, and determined there was a need for discussion and direction around the use of the land associated with St. Andrew's Episcopal Church.

The Vestry moved to create a Task Force for Land Discernment to provide direction and specificity to the Rector and the Vestry on the property. We thank the Task Force Members, Mark Turner, Mark Foster, Stephanie Meadows, Deb Braun, Junior Wardens Jonathan Withington and Dave Umberger, Senior Wardens Betsy Cotton and Jewell Gould, and the Rev. Will Packard.

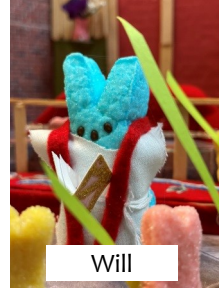
The discernment continues and the Vestry will provide information as/if any next steps gain clarity.

FROM THE STAFF

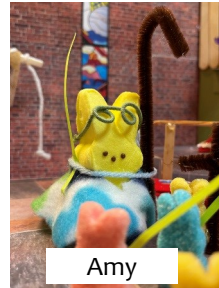
Michelle Ramsdell, Emily Nein, Amy Tibbitts,
Gabe Simerson, & Will Packard

What started as a small, fun group project that was to be done during one staff meeting turned into a month-long team project that kept growing in scope. While we didn't get to everything we had in our original plan (choir loft, Narthex), we are pretty please with how our Peep Display of the Nave turned out.

Besides the Peeps themselves, this project was made entirely from recycled/reused materials found in the church and craft supplies from home. Photos were used to replicate the floors and windows, and simple embroidery was done to emulate the needlepoint kneelers. The diorama was on display in the Narthex for a few months before it was decommissioned.



Will



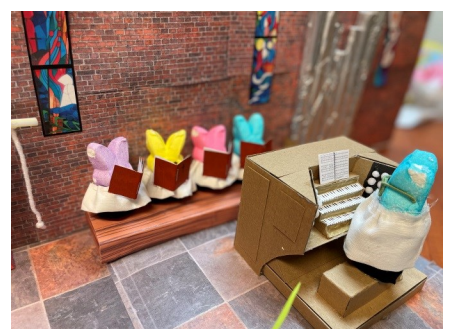
Amy



Emily



Michelle



Gabe



PRESCHOOL

Tami Phillips, Director

ENROLLMENT & STAFF

- St. Andrew's Episcopal Preschool opened its doors to 68 students.
- We hired 2 new assistant teachers for the Fish and Frog classes. These ladies were prior substitute teachers for our program, so we knew their work and their positive, respectful interactions with children.

SCHOLARSHIP

- For the 2023-2024 school year, the Scholarship Fund is providing tuition assistance to three preschool students.

SUMMER FUN & ENRICHMENT CAMP

- 45 of our 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 and is the last program for the preschool year.

AFTER SCHOOL LUNCH BUNCH

- In October we began offering Lunch Bunch on Mondays and Thursdays. Lunch Bunch extends the school day to 1:15 for the cost of \$14. Our Lunch Bunchers enjoy eating lunch with friends and having an extra hour of playtime.

AFTER SCHOOL ENRICHMENT CLASS

- 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 for a fee of \$28 per class. Enrichment classes expose our Pre-K students to class groupings and activities they will see in a Kindergarten classroom.

AFTER SCHOOL NATURE CLASS

- This is a new program that uses our outdoor classroom after school. It is a Lunch Bunch combined with a Nature Class which extends the day to 1:30 and has a fee of \$16. This class is extremely popular.

PREPAID ENRICHMENT PROGRAM

- This year we added a new payment option for Enrichment for families who know they want their student to attend all of the Enrichment classes. The prepaid option asks parents to pay an additional 7 payments of \$250. The Enrichment classes are paid for the year, their space is guaranteed, and they have the same teacher each time. Six families took advantage of the prepaid option.



FAMILY MINISTRY

Amy Tibbetts, Director of 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

GODLY PLAY

We are using Godly Play as our Formation for our K-3 class. We have separated 4th/5th graders into their own class, using the ReForm curriculum.

PARENTS AND LITTLES (PALS)

This fall Parents & Littles was put on hold due to waning interest. It can be restarted any time families are interested in seeing that happen.

SACRAMENTS CLASS

- Classes are for children ages four and older and their parents.
- We held both classes (Baptism and Eucharist) this fall and hosted 18 people between both classes.

CHURCH EVENTS

10:00 AM SERVICES

- We added Busy Boxes to our arsenal to keep kids engaged during our 10:00 am service.
- Kids can attend Children's Chapel in the Parish Hall (during the sermon) for a story, songs, and prayers geared toward them.



HOLY WEEK

- The Easter Egg Hunt was held on Easter morning in between services.
- Kids 12 and above hid the eggs in the playground and outdoor classroom area. Children ages 2-11 then hunted for them.

VACATION BIBLE SCHOOL

- Held VBS with 40 kids and 29 volunteers.
- This year our theme was Stellar (outer space).
- Almost all of our other decorations were donated from other churches and St. Andrew's families.

BLESSING OF THE BACKPACKS

- Before the beginning of the 2023-2024 school year, we provided erasers for kids (and adults) to use in school (work).

SHRINE MONT

- This was the 3rd year we covered costs for kids attending Shrine Mont.
- We covered 100% of costs for kids ages 0-12 and 50% of costs for kids ages 13-17.
- We had 36 kids and 12 volunteers.

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

- Our Children's Christmas Pageant was the highlight of our 4:00 p.m. Christmas Eve service.
- We had 38 children participate with the help of 10 volunteers.



FELLOWSHIP

Sarah Akins & Lori Foster

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. In 2023, we had over 80 members of the congregation assist with setting up, serving, preparing, and cleaning up after events. Fellowship events would not be possible without your help, and we are grateful for your contributions.

COFFEE HOUR

Coordinated by Lori Foster, coffee hosts are responsible for setting up and serving at the coffee hours following both Sunday services. Fifteen 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!

In 2023, we introduced a multi-generational coffee hour after the 10:00 a.m. service. For the first 15 minutes, parishioners of all ages enjoy fellowship together before breaking off into Adult Formation or Sunday School.

PANCAKE SUPPER

The Pancake Supper, held the Tuesday before Lent, returned to St. Andrew's in 2023 with 60 in attendance. Led by Stacy Peters, the supper featured pancakes prepared and served by 13 youths. Pancake races were held in the Multipurpose Room, and proceeds from the event benefited the Workcamp mission trip that took place in June.

PARISH PICNIC

In June, we hosted our annual Parish Picnic in the front parking lot, after the 10:00 a.m. service. We brought out the grills and cooked hamburgers and hotdogs, served with assorted salads, desserts, and drinks. We had music playing, games set up, a bounce house, and an inflatable baseball hitting activity. 156 parishioners attended this event.



OKTOBERFEST

After a three-year hiatus, Oktoberfest returned to St. Andrew's. With about 60 in attendance, the event included outstanding music by the German Band unit of the City of Fairfax, Alte Kameraden, delicious German food, and lots of fellowship and dancing.



RECEPTIONS

This summer, Marifran Bustion and Richard Sellers volunteered to be St. Andrew's Reception Coordinators, bringing a wealth of experience hosting events and receptions. This year was an unusually busy year holding farewell receptions for our Seminarian Justin Smith, and Assistant Rector Rev. Colleen Schiefelbein, many funeral receptions, and a wedding.

FOYER GROUPS

Debbie Williams and Sharon Gould lead our Foyer Groups ministry, which is an easy, casual way to connect with other St. Andrew's parishioners. Recruitment for Foyer Groups started in November and groups were announced in December. Six groups were formed among the 65 parishioners who signed up to participate. These groups will begin meeting in 2024 to share a meal or activity on a monthly/bi-monthly basis in homes, restaurants, or other locations that fit the group.

WOMEN'S & MEN'S FELLOWSHIP

Karen Hilber organizes the Women's Fellowship group. The group met regularly for daytime coffee chats, attended trivia nights and garden shows, held a cookie exchange in December, and met for lunches and dinners.

Men's Fellowship, led by Darren Williams, socialized at Bunnyman Brewery and organized the annual golf outing in May, with proceeds going to the kitchen fund.

In 2023, we were happy to bring back more parish-wide Fellowship events, which we hope to continue in 2024.

FORMATION

Brian Chatman & Sarah Gregory

Members of the St. Andrew's Formation Commission lead, promote, and organize Christian education for youth and adults at St. Andrew's each Sunday. They are responsible for the administration assisting in the managing of Nursery and Pre-K rooms, serving as superintendent for Sunday mornings on a rotating basis, and coordinating with the Assistant Priest, Rector, and Director of Family Ministry to coordinate family activities. They also update the monthly Sunday School schedule, calendar, and contact information, and draft monthly Formation reports for Vestry meetings. They assist with processing reimbursements for classroom supplies and snacks by monitoring and forecasting the Formation budget.

Formation members recruited volunteers, teachers, coordinators, and superintendents to staff the rooms based on their gifts of talent – storytelling, 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. We assisted in discussions of Sunday School policy and procedure decisions and implementation due to the curriculum changes. Lastly, St. Andrew's Formation Commission assisted with developing the annual formation budget for 2023, noting an increase in Adult Formation for the upcoming year.



2023 was a busy year for our team. We changed up some of our classes for the 2022-2023 school year to a “one-room” classroom catechesis model (oral religious instruction) for grades K-5 in the Multipurpose Room to focus on learning and fellowship together. The new K-5 curriculum started with snack time and fellowship among our youth and our Teacher volunteers to hear from our friends on their past week. Godly Play pivoted from being presented during the 10:00 a.m. service at Children's Chapel to now being presented in Sunday School after snack. After the Godly Play lesson, the students had music, then a lesson about the Episcopal Church, followed by a craft/activity.

Concluding the 2022-2023 school year, Formation held a fun Teacher Appreciation Luncheon for the teachers and their families.

As we kicked off the 2023-2024 school year, we revamped again. We pulled snack/initial fellowship out of the classroom and brought it back into the Parish Hall. Following a 15ish minute post-service fellowship/snack break, we then had the students break into their classrooms. Thanks to the amazing amount of volunteers, we currently have classes broken into K-2, 3-5, 6-8, and 9-12 grades. We continued our curriculum from our 3-5 and 6-8 graders using the Re-form program. We also launched a new curriculum for high school (9-12) that is more tailored to the questions we all ask ourselves about faith and has been incorporating YouTube clips of current pop culture TV shows and movies.

The 2023-2024 year has been great so far, and we're excited to see where the rest of the year takes us!



The Venerable Holly Hanback, Archdeacon of the Diocese of Virginia, preached at the 10:00 a.m. service and spoke at Adult Forum in mid-September as our first guest for our Faith Journeys - Discovering and Pursuing God's Call series. Other guests included The Rev. Heidi Kugler, The Rev. Dr. Joseph Thompson, The Rev. Dr. Sarah Kye Price, and our own Gabe Simerson.

MUSIC

Gabriel Rhys Simerson, Director of Music & Organist

The purpose of the St. Andrew's music program remains to glorify God through our music, and to provide a way for all people who gather in St. Andrew's to express their worship in a meaningful and accessible way, as well as to make art accessible to all people via our concert series.

2023 marked a turning point in the life of music at St. Andrew's; after focusing mainly on retooling and establishing stability during and after the heat of the pandemic, the Adult Choir began to embark on new challenges, the Youth Choir expanded its reach and solidified a core ensemble, and attendance rose at extra music-centered services.

ADULT CHOIR

Whereas a few years ago the numbers of the choir were viewed as an effect of pandemic atrophy, a couple seasons of working together (and the addition of a new member or two) have solidified the choir as a fine ensemble for a new era. In 2023, the choir learned several major works, including the Bairstow *Sing ye to the Lord*, the Finzi *God is gone up*, and Gabe Simerson's *Magnificat and Nunc dimittis Primi toni*, which represent many months of devotion and practice. In fall 2023, the choir began presenting double Anglican psalm chants every week, an accomplishment of major significance.



The Adult Choir has also continued to offer a small number of evensongs as well as an evening Advent Lessons and Carols, both of which have seen an increase in attendance; Lessons and Carols attendance nearly doubled from 2022, and there were 92 people present at the Thursday night evensong for St. Andrew's Day, which also hosted William Bradley Roberts as guest conductor.

The adult choir began the year with two paid staff singers (soprano and bass). The alto position, which has been vacant since late 2021, will be filled in early February of 2024. A delay in advertising the alto position yielded a large surplus in the Choir and Musicians budget in 2023, part of which was used to invite William Bradley Roberts as guest clinician and conductor for our St. Andrew's Day Evensong. Staff singers are crucial in leading in morale and in aiding in the music-

learning process, especially important when choir attendance is low and some sections may only comprise the section leader on a particular Sunday.

Taizé services continue with a small group of volunteers who sing on the third Saturday of the month, though recruiting more singers for this service would take some pressure off the stalwart regulars.

JUNIOR CHOIR

This year—the second continuous year of a resuscitated youth choir after total dormancy—marks a significant one for the life of the Junior Choir, as returning members now have a chance to build on their experience and mentor new members. Numbers grew somewhat to include eight choristers, though generally up to five are present on a given Sunday. Gabe Simerson and Marietta Mason (a cradle Episcopalian, music teacher, and RSCM veteran) continue to collaborate on rehearsing the choir every Thursday afternoon. The Junior Choir sings, vested, with the Adult Choir weekly, and also learns and sings the psalm antiphons weekly. They present their own anthems seasonally, and will sing with the Adult Choir for the first time in early 2024.

ORGAN

The organ continues to serve the liturgy well, and its builder, Michael Hart, is regularly engaged to provide periodic maintenance, though longstanding issues remain which are related to the humidity environment of the building, namely cracking and warping windchests from dryness and swelling/sticking stop knobs from moisture. Parishioners involved in building and grounds and Gabe Simerson have enjoyed ongoing collaboration in discussing how to mitigate these issues, and they are agreed that the parish's HVAC outlook must be addressed before organ-specific projects. Otherwise, the instrument is tuned on a standard schedule and is presentable enough to host top-drawer recitalists annually and to more than amply accompany choral and congregational singing.

FOMA

Friends of Music and the Arts at St. Andrew's. A full season of concert programming returned for 2022-2023 and for 2023-2024, which retained longtime favorites such as Karen Ashbrook and Friends (in a benefit concert which raised \$2,400 for ECHO and FACETS) and also introduced new child-friendly material in the form of Rocknoceros, who presented an outdoor concert for a crowd of 100. The series continues to ensure that nobody pays for a concert by funding every artist through private donations.

The St. Andrew's Music program continues to increase the quality of its offerings to the glory of God and to expand its reach to the parish and community at large.

OUTREACH

Woody Browne & Paul Foley

St. Andrew's commitment to service reaches beyond the boundaries of our church family. Whether providing food for the hungry, housing for the homeless, school supplies for children, or fostering goodwill among people of different faiths and beliefs in the farthest corners of the globe, reaching out and ministering to those in need means that we, as individuals and as a parish, are living our faith and sharing with others the importance of Christ in our lives.

The Outreach Commission has a long history of giving to others, and our parishioners are called in many ways to do God's work.

FACETS

Celebrating 35 years FACETS has been a lifeline to people across Fairfax County who struggle with homelessness, hunger, and poverty. With help from a generous community, the doors are always open to the most vulnerable individuals and families. On October 13th FACETS hosted a complimentary breakfast to discuss how FACETS has made a difference in our community for 35 years.

HOT MEALS

Up to 20 volunteers devoted nearly 386 hours preparing meals served, up about 15% to 3,078, from 2,670 last year; the cost per meal was down slightly from \$2.98/meal in 2022, to \$2.77/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. The escalation in community and family need is not surprising, given the hikes in grocery prices and the end of the second Supplemental Nutrition Assistance Program (SNAP) monthly benefit for families. Any extra meals were delivered to various shelters. Some extra support came when Chris Kohn wrote to COSTCO addressing the poor slicing of the sandwich bread he bought. Following COSTCO discussions, including their supplier where the need was to provide food for the homeless, they decided to provide a \$500 one time donation supporting our community service! Many thanks to Donna Daugherty for her continued leadership and coordination of this effort.

GIVING TREE

Six St. Andrew's volunteers devoted approximately 15 hours to setting up our Giving Tree, organizing incoming gifts, and delivering gifts to FACETS. A special thanks to Jennifer Koerner for managing this effort.

HYPOTHERMIA PREVENTION WEEK

From January 29th - February 5th, 35-42 overnight guests and a handful just for dinner were served approximately 55-60 hot dinners per night along with around 15 lunch bags and breakfasts each morning and a hot breakfast on Saturday. 117 individuals volunteered almost 1,000 hours. Approximately \$11,000 worth of donated food, transportation (bus fares),

clothing, and supplies were provided. The Church of Jesus Christ of Latter Day Saints, Congregation Adat Reyim, and the Peace Islamic Center partnered with us. Thanks to Steve Koss and the hypothermia team for managing this important ministry.

ECHO

Since incorporation on May 2, 1969, Ecumenical Community Helping Others (ECHO)'s members have been comprised of religious congregations in the Burke and Springfield areas of Fairfax County. Currently, 26 congregations appoint members to ECHO's board and support its work with donations and the service of nearly 400 volunteers. ECHO assists people in need in our community, those who suffer the effects of long-term poverty as well as those who are experiencing an emergency financial need. To that end, it provides food and financial assistance to help families or individuals through a crisis. Thanks to Andrea Hellier for her continued service as St. Andrew's representative to the ECHO Board and lead for the below activities. We contributed \$4,469 to support general operations of ECHO. An additional \$100 donation was also applied.

MOTHER'S DAY TREATS

St. Andrew's collected chocolates for ECHO May delivery to mothers supported by ECHO services.

SEMI-ANNUAL YARD SALE

Held on Saturday, October 28th, from 8:00 a.m. - Noon. at St Bernadette's School Gym. Our contributions were part of the total \$18,020.20 collected.

HOLIDAY MEALS

By donating 20 Thanksgiving and 20 Christmas meals, we accounted for roughly 9% of the Holiday Meals Program, which provided meals for over 255 families in the Springfield / Burke area for Thanksgiving and over 200 families meals for Christmas. Special thanks to Deb and Amy Braun and Scott Hellier who with Andrea prepared the gift cards for Thanksgiving delivery that was organized by Woody Browne with 6 Scout Volunteers. For Christmas the cards were sent in Special Holiday Greeting Envelopes.

FOOD DRIVE

August 19th - September 17th. We donated 1,096 pounds of food, 50% more food collected than last year. Special thanks to Pam Hauge and Marlies Durso for their help on this year's food drive for 30 volunteer hours.

HOUSEHOLD GOODS & CLOTHING

These items are placed in the reestablished ECHO Collection bin in the Narthex for delivery to ECHO.

BURKE / FAIRFAX COMMUNITIES RESPONDING TO OVERCOME POVERTY (CROP) HUNGER WALK

In the past 30 years, more than 7,500 CROP Walkers raised over \$634,000 to relieve hunger globally through Church World Service and over \$150,000 to help hungry people in our own community. This year's event on November 5th was a SUCCESS. Special thanks for Elaine Runkel's leadership and Debby and Amy Braun and Chris Umberger for organizing help.



FACETS & ECHO

BACK TO SCHOOL SUPPLIES

We supported FACETS and ECHO School Supplies Drives by contributing approximately 40 pounds of supplies and \$162.50 to each organization.

FRIENDS OF MUSIC AND THE ARTS (FOMA) AT ST. ANDREW'S BENEFIT CONCERT

This annual celebration "A Celtic Christmas with Karen Ashbrook & Friends" crafted a delightful program of Celtic songs and tunes to celebrate Christmas, winter, and the New Year. A special designated donation provided FACETS and ECHO with checks for \$1,212 each.

ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (ESOL)

Classes meet every Tuesday from 9:30-11:00 a.m. in the Parish Hall and follow the Fairfax County Public Schools (FCPS) calendar. ESOL teachers are recruited at the beginning of each school year through a notice in the Net, but most recruiting is done face to face. There are 9 volunteers and before winter break around 15 students. Volunteers prep at home spending 2 to 3 hours a week. They work a full school year cycle. Thanks to Pat Conrad for leading this effort.

AMERICAN CANCER SOCIETY

St. Andrew's Women's Group - Team Believe - Relay for Life: 12 St. Andrew's members who are survivors of cancer and their supporters spent the night of May 20th walking in the gym and circling the track, even in the rain, at Woodson High School. They walked to raise funds to fight cancer in honor of

friends and family who have faced this disease. We are fortunate to have dedicated members who have for years helped raise awareness and support in this cause.



WORKCAMP GROUP MISSION TRIP

Many thanks to Carl Jones and Stacey Peters for leading this program.

2023 Work Camp Mission Trip: Held Sunday, June 25th – Saturday, July 1st, in Dinwiddie, VA. Nine Youth Campers and two adult leaders stayed at the Dinwiddie High School. Vans were packed on Saturday, June 24th to depart following Commissioning at the 8:00 a.m. Sunday Service.

The theme for the week was exploring how we are all forged by faith and was executed through various activities with other youth groups to repair homes and otherwise assist those in need in impoverished communities.

There were a total of 121 Campers representing 9 churches from 6 states working in 21 crews at 17 sites. All projects were completed representing 3,630 hours of service.

Father Will joined Wednesday evening for devotions (communion) and discussion. For a Wednesday afternoon fun outing, we went zip lining at the Richmond Zoo.

2024 Group Mission Trip: June 15 - 22, Frederick, Maryland.



FOOD FOR FRIENDS

For many years, St. Andrew's Preschool has been the leader of Food for Friends, which provides weekend food to food-insecure students at Bonnie Brae Elementary School. Many thanks to those that participated in the bag loading on All Saint's Sunday. Thanks to Richard Sellers and Marifran Bustion for leading the program. With the help of many volunteers, we are able to deliver food to the school on a projected monthly basis.

Use of designated once-a-month plate offerings is being explored as an option to give to charitable organizations with Rector discretion under the canons.

MAUI RELIEF EFFORTS

While the Lahaina fire brought complete devastation to that community in west Maui, there were fires in upcountry Maui at the same time that left some homeless and had an impact on the infrastructure of several communities. A collection of \$1,353 via plate offerings at services on September 23rd & 24th was followed by an additional \$1,550. As published, an additional \$1,000 Outreach funding was included for a total of \$3,903 sent to the Diocese of Hawai'i Bishop's Pastoral Fund. It is important to note that a means of direct contribution was included in all announcements so additional dollars could also have been sent.

AMERICAN FRIENDS OF THE EPISCOPAL DIOCESE OF JERUSALEM (AFEDJ)

The AFEDJ helps to sustain an Episcopal presence in the troubled Middle East region that affirms Christ's message of love and reconciliation for all through schools, hospitals, and churches in Palestine, Israel, Jordan, Lebanon, and Syria. \$1000 was donated in memory of Paul J. Umberger and sent to the AFEDJ for distribution of \$500 each to St. Andrew's Episcopal Church and the Episcopal Technological and Vocational Training Center (ETVTC) both located in Ramallah, West Bank. \$300 was donated and sent to the AFEDJ for distribution to the Ahli Arab Hospital in Gaza City. Outreach funding of \$3,724 was sent for distribution to St. Andrew's Episcopal Church, Ramallah, West Bank.

EL HOGAR

Starting in 1979 with five boys living on the streets of Tegucigalpa, Honduras, five members of the local Episcopal Church wanted to do something about child homelessness in the capital city. From that initiative El Hogar de Amor y Esperanza was born. Today El Hogar provides a comprehensive education to more than 200 children in grades 1 through 12 and is a living home for children and youth from vulnerable situations in Honduras.

Tim Monroe (Executive Director of El Hogar, USA) and Denise Vargas (Executive Director of El Hogar, Honduras) visited St. Andrew's at a June 4th Adult Forum. Denise is the first native Honduran Executive Director in the organization's 40-year history. In this role, she is committed to supporting the

growth and sustainability of EL Hogar's mission to provide children in vulnerable conditions with the opportunity to become the future leaders of Honduras.

St. Andrew's has supported El Hogar through student sponsorship and is pleased to announce the recent graduation of Eber Escalante.

This year we sent \$2900 as a Community Partner supporting El Hogar in its mission of providing a Home, Education and transformation in the lives of children and youth in Honduras. Thanks to David Nies for serving as St. Andrew's point of contact.



WEST SPRINGFIELD COMMUNITY ADVISORY COMMITTEE (WSCAC)

The West Springfield District Police and Faith Community (P&FC) decided to merge with the WSCAC. This decision was made because the two outreach organizations have much in common. Community Outreach Officer Liam May and the Steering Committee for the P&FC worked with the WSCAC to include topics specific to the faith community. The WSCAC meets on the first Tuesday each month at 7:00 p.m. (except for July and August).

WORSHIP & WELCOME

Laura Sabo & Karan Wright

The Worship and Welcome (W&W) Commission is dedicated to providing a beautiful, meaningful worship experience, as well as a variety of volunteer opportunities for everyone. We hope all people will find a contemplative, diverse 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, invite and welcome new parishioners, support the music program, and interface with the Friends of Music and the Arts (FoMA) Board at St. Andrew's.

The Worship Commission meets seasonally with the following commissions to plan and respond to parishioner needs. Many thanks to all of our commission leads for dedication in your work to prepare and present such beautiful church services over the past year. It has been our joy to serve with you.

WORSHIP

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.
- Altar Preparation is done every week for both the Sanctuary and Chapel spaces, planned with Father Will to match vestments and altar décor to the liturgical calendar.
- Coordinated by Jane Gironde, Anne Brannam, and Marlene Taggart
 - 40 Members

FLOWER GUILD

- Flowers to the glory of God are arranged by the Flower Guild to visually enhance our worship space, coordinating color schemes and natural materials with the liturgical seasons. These visual reminders of the beauty of God's work are only possible thanks to generous donations from the congregation. On a rotating basis, members arrange flowers for services and decorate the sanctuary for Christmas and Easter.
- The Flower Guild added two new members this year and additional members are welcome.
- 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.

- Coordinated by Martha Turner
 - 10 members

PRAYER GUILD

- Membership consists of both current and former parishioners. The Guild members meet in person or communicate via Rallyhood or Zoom, 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, who recently passed the baton to Betsy Cotton in a special blessing ceremony during a church service.
 - 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 September/October 2023 to refresh their skills and welcome new members.
- The minimum age for acolytes is 3rd grade youths; it is especially heart-warming to see the older acolytes assist younger children with the tall cross and candle-lighting responsibilities.
- Coordinated by Gloria Spaans and Jennifer Koerner
 - 15 members.



LAY MINISTRY

The Lay Ministry has multiple roles and 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, Prayers of the People, and offer the chalice during the Eucharist. These lay ministers assist the clergy up at the altar as the clergy prepares the Eucharist and wine.
 - 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 services in person, 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 continue to support special events and services on a volunteer basis. This year we hosted a wedding, multiple funerals, and a special healing service.
- On Sunday mornings and during special service, Ushers assist by distributing the service bulletins, managing the Holy Eucharist reception queue, collecting the Offering, providing assistance to parishioners should the need arise, and monitoring the safety and security of the church during worship.
- We are always looking for additional parishioners to join our ministry! Coordinated by Dave Umberger
 - 28 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 Monthly Net mailing list, are personally visited by a member of the Newcomer Welcome Delivery Team, and are added to Realm, the church's new-ish database.

- The future of Realm will include paying for special events like the recent Spaghetti Dinner, group leaders creating and sending out schedules to their teams, and creating our next Church Directory.
- We have seen an increase in new parishioners and new families with children coming to worship at St. Andrew's. In the past year, average in-person weekly attendance had been 178 and weekly online attendance has been 75.
- Coordinated by Karan Wright and Laura Sabo
 - 11 members

SUNDAY GREETERS

- These volunteers welcome all service attendees, manning the church's various entrances, 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.
- We are happy to welcome everyone inside the church; it's a job we really enjoy. We are thrilled to have a wonderful team of 12 members, and there is always room for more! Led by Jeff Reba.
 - 12 members

INVITE, WELCOME, CONNECT

- The Invite, Welcome, Connect committee has need of a new leader to welcome, attract, and celebrate newly arrived parishioners.
- The committee met once to plan a Lenten Soup Supper Series for all parishioners and those new to St. Andrew's.
- This commission also organizes and cleans toys for the kiddie bags, used by children in the pews during services, and plans get-together events like a coffee hour, "meet and greets" with other commission leads, or special dinners to bring the newcomers together to chat and enjoy a meal.
- Emily Nein and Vestry members coordinated the special welcome bag delivery to newcomers.
- Coordinated by Amy Tibbetts and the W&W Commission Vestry members.

STEWARDSHIP

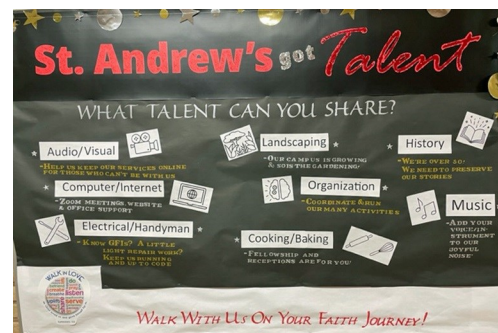
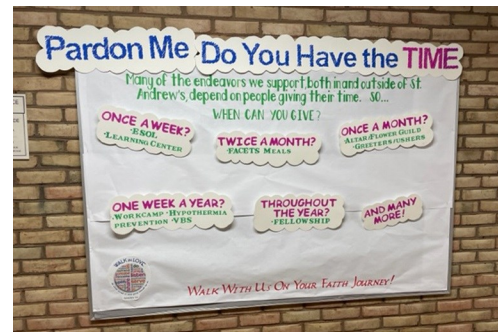
Anne Brannam & Jeff Reba

This year's stewardship theme is "Walk in Love" – a phrase that means putting the needs of others before our own and actively demonstrating love through our words and actions. Stewardship is one way of acting on this invitation, recognizing that everything we have is a gift from God, and being generous and grateful with those gifts. The St. Andrew's parishioners responded wholeheartedly to that call!

Our Stewardship Co-Chairs, Anne Brannam and Jeff Reba, were fortunate to have Darren Williams contribute his wisdom and experience to the committee. Special thanks are also extended to our Rector, the Rev. Will Packard, for his invaluable guidance, leadership, and prayers throughout the year.

We set an ambitious pledge goal of \$775,000 – approximately \$50,000 or 7% more than last year. Through a series of stewardship-themed bulletin boards and NET articles, the stewardship sermon, and personal outreach, the committee worked to inspire the people of St. Andrew's to accept the challenge. True to form, the community not only met the challenge but exceeded it. As of January 22nd, we received 151 pledges totaling \$781,040. In addition to these generous pledges, St. Andrew's has been blessed with individual gifts, plate offerings, and legacy giving.

Meeting our pledge goal will enable the Vestry to not only address the parish's needs for the coming year but also lay a solid foundation for the future. We extend our deepest gratitude for your continued generosity and thank you for the time, talent, and treasure that you have dedicated to St. Andrew's. Your continued support is crucial in ensuring the vitality and growth of the parish, allowing it to thrive into the future.



TREASURER REPORT

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

2023 OVERVIEW:

- Operating Income \$894,195
- Operating Expenses \$796,171
- Transfer to General Reserves \$98,024
- The Finance and Audit Committee (FAC) oversaw an internal audit to satisfy our audit requirements, and a clean report was received for the year ended 12/31/2022.
- The 12/31/2023 mortgage balance is \$918,714
- A refinanced mortgage will need to be in place prior to 2/1/2025.
- Long term Investment and Endowment funds rate of return for 2023 was 16.7%

2024 BALANCED OPERATING BUDGET:

- Budgeted Income \$910,126
- Budgeted Expenses \$863,406
- Mortgage principal payments \$46,720

ANALYSIS OF REVENUES AND EXPENSES

| INCOME | 2022 Actual | 2023 Budget | 2023 Actual | 2023 Variance | 2024 Budget |
|--|-------------------|-------------------|-------------------|---------------|-------------------|
| Plate Offering ¹ | \$ 49,030 | \$ 28,000 | \$ 49,468 | 77% | \$ 35,000 |
| Pledge Payments ² | 659,052 | 714,000 | 735,555 | 3% | 759,000 |
| Other Gifts ¹ | 32,718 | 40,500 | 49,563 | 22% | 25,600 |
| Parish Organizations ³ | 14,438 | 14,375 | 14,642 | 2% | 14,200 |
| Investment Income - Operating ⁴ | (1,147) | 0 | 237 | 100% | 90 |
| Undesignated Endowment Income ⁵ | 17,081 | 17,000 | 0 | -100% | 36,000 |
| Other Undesignated Income ⁶ | 88,501 | 21,420 | 22,200 | 4% | 22,236 |
| Released from Designated ⁷ | 40,577 | 22,530 | 22,530 | 0% | 18,000 |
| OPERATING INCOME | \$ 900,250 | \$ 857,825 | \$ 894,195 | 4% | \$ 910,126 |

| EXPENSES | 2022 Actual | 2023 Budget | 2023 Actual | 2023 Variance | 2024 Budget |
|------------------------------------|-------------------|-------------------|-------------------|---------------|-------------------|
| Outreach ⁸ | \$ 94,235 | \$ 76,956 | \$ 76,956 | 0% | \$ 90,000 |
| Formation ⁹ | 7,744 | 13,900 | 11,369 | -18% | 13,000 |
| Worship ¹⁰ | 23,188 | 26,780 | 18,765 | -30% | 27,313 |
| Pastoral Care | - | - | - | - | 750 |
| Fellowship ¹¹ | 4,906 | 3,950 | 3,613 | -9% | 4,000 |
| Salary and Benefits ¹² | 464,286 | 460,400 | 461,836 | 0% | 496,241 |
| Plant and Operations ¹³ | 243,017 | 231,089 | 223,632 | -3% | 232,102 |
| OPERATING EXPENSES | \$ 837,376 | \$ 813,075 | \$ 796,171 | -2% | \$ 863,406 |

| | | | | | |
|--|---------------------|------------------|--------------------|--|------------------|
| Increase/(Decrease) in Unrestricted Net Assets ¹⁴ | \$ 62,874 | \$ 44,750 | \$ 98,024 | | \$ 46,720 |
| Adjustment to Market on Investments ⁴ | (74,501) | 0 | 69,868 | | 0 |
| Transfer to General Reserves | 0 | 0 | (98,024) | | 0 |
| Depreciation Expense | (126,249) | 0 | (125,764) | | 0 |
| OPERATING TOTAL | \$ (137,876) | \$ 44,750 | \$ (55,896) | | \$ 46,720 |

1 Plate income includes regular gifts and donations (other than Pledge) given during services. Other gifts include donations that are not Pledges or Plate giving. By nature, these are hard to predict and budget for.

2 The budgeted amount for Pledge income was less than the actual amount pledged because the budget was set before all the pledges were received. Actual pledged amount for 2023 was \$726,640. Pledge income for 2023 was 101% of the actual pledged amount which is fairly typical for St. Andrew's.

3 Payments from St. Andrew's Preschool for utilities, insurance, and copier costs.

4 Investment income includes interest earned on bank accounts and any realized gain or loss on the sale of donated stock during the year. Stock donations are typically sold as soon as possible after receipt but there may be gain or loss during the brief period the stock is held by St. Andrew's. Adjustment to Market on Investments shows the unrealized gain or loss on investments. This is a non-cash entry and so is shown after Operating Expenses.

5 Undesignated Endowment Income is the undesignated portion of the annual Endowment draw. The Endowment Board recommended and the Vestry made the decision not to take the Endowment draw in 2023.

6 Other undesignated gifts includes Other Income, Tower Rent, and Employee Retention Credit (2022 only). Other Income consists of receipts that do not fall into other categories.

- 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.
- 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 Church School and Diocesan Convention.
- 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. The 2023 budget included a line for a third paid choir member position that was not filled in 2023 and for more piano and organ tunings than we actually needed.
- 11 Fellowship Expenses include Social, 50th Anniversary, Welcome, Parish Retreat, and Vestry Retreat.
- 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. Overall variance is due mostly to Fire/Emergency/Med being over budget by 1K and Utilities coming in under budget by 8K.
- 14 The amount budgeted for increase in Unrestricted Net Assets is to ensure cash is available to cover the mortgage principal payments.

SUMMARY OF RESTRICTED ACCOUNTS

| Fund | Beginning Balance | Increases | Decreases | Ending Balance |
|----------------------------------|---------------------|-------------------|-------------------|---------------------|
| Reserves: | | | | |
| Building Repair | \$ 282,210 | \$ 24,918 | \$ 100 | \$ 307,028 |
| General Use | 333,136 | 98,024 | - | 431,160 |
| | \$ 615,346 | \$ 122,942 | \$ 100 | \$ 738,188 |
| Other Designated: | | | | |
| Education | \$ 3,436 | \$ 6,890 | \$ 2,178 | \$ 8,148 |
| Fellowship | 26,653 | 26,035 | 27,183 | 25,505 |
| Outreach | 13,096 | 21,633 | 16,109 | 18,620 |
| Worship | 4,121 | 7,874 | 5,576 | 6,419 |
| Youth | 16,513 | 10,348 | 10,100 | 16,761 |
| Other | 58,197 | 21,848 | 38,570 | 41,475 |
| Designated Endowment Income | 60,063 | - | 24,758 | 35,305 |
| | \$ 182,079 | \$ 94,628 | \$ 124,474 | \$ 152,233 |
| Discretionary Fund | 7,876 | 6,800 | 4,604 | 10,072 |
| Special Offerings | - | 6,102 | 6,102 | - |
| Endowments (Principal) | 1,388,861 | 70,525 | - | 1,459,386 |
| Endowments (Income) | 211,865 | 250,311 | - | 462,176 |
| TOTAL RESTRICTED ACCOUNTS | \$ 2,406,027 | \$ 551,308 | \$ 135,280 | \$ 2,822,055 |

STATEMENT OF FINANCIAL POSITION

| ASSETS | | 2022 | 2023 |
|---|--|---------------------|---------------------|
| Truist: Checking | | \$ 272,116 | \$ 110,648 |
| Money Market | | 21,338 | 221,357 |
| Trustees of the Funds: Endowments | | 1,545,201 | 1,921,563 |
| STAMP Fund | | 395,524 | 415,502 |
| TOTF Investment Fund | | 317,391 | 367,281 |
| Preschool Accounts | | 240,084 | 196,958 |
| Petty Cash | | 20 | 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 | | (2,852,422) | (2,978,186) |
| Other Prepays | | 6,687 | 7,488 |
| Due from TOTF | | 39,770 | - |
| Loan Costs | | 5,987 | 3,326 |
| TOTAL ASSETS | | \$ 5,433,245 | \$ 5,707,506 |
| LIABILITIES | | 2022 | 2023 |
| Payroll Liabilities | | \$ 2,779 | \$ 3,164 |
| Prepaid Income | | 44,462 | 41,400 |
| Truist: Mortgage - Principal (Current) | | 44,752 | 46,719 |
| Mortgage - Principal (Long Term) | | 918,715 | 871,995 |
| Preschool Account Liabilities | | 240,084 | 196,958 |
| Due to Preschool | | 354 | 396 |
| Accrued Expenses | | 3,656 | 8,297 |
| NET ASSETS | | | |
| Designated | | \$ 189,954 | \$ 162,305 |
| Endowments | | 1,600,726 | 1,921,562 |
| Reserves: Building Repair | | 282,210 | 307,028 |
| General Use | | 333,135 | 431,160 |
| Undesignated | | 1,772,418 | 1,716,522 |
| TOTAL LIABILITIES & NET ASSETS | | \$ 5,433,245 | \$ 5,707,506 |

