

St. Andrew's
Annual Report
of 2024

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CLERGY & STAFF

Rector	The Rev. Will Packard
Associate Rector	The Rev. Maria Maguire
Deacon.....	The Rev. Susie Harding
Parish Administrator	Michelle Ramsdell
Communications Director.....	Emily Nein
Interim Minister of Music	Dj Cortés-Gunning
Seminarian.....	Anne Alexis Harra
Preschool Director	Tami Phillips
Sexton.....	Carlos Guzman

VESTRY

Senior Warden.....	Brian Chatman
Junior Warden	Jeff Reba
Treasurer	Anne Brannam
Register	Sarah Akins
Fellowship	Lori Foster
Formation	Katie Campbell
Safety & Security.....	Carol Robinson
Outreach.....	Sarah Akins & Laura Sabo
Stewardship	Anne Brannam & Paul Foley
Welcome.....	Pam Hardin
Worship	Dave Umberger

PRESCHOOL BOARD OF DIRECTORS

Rector	The Rev. Will Packard	Parish Member	Jane Gironde
Director	Tami Phillips	Parish Member	Randy Cotten
Chairperson	Ann DiMisa	Parent Member	Emily Anderson
Secretary.....	Gail Bouton	Parent Member	Rick Townsend
Treasurer	Anne Brannam	Community Member	Amy Adair
Vestry Member	Pam Hardin		

FROM THE RECTOR

The Rev. William L. Packard



Do you turn to Jesus Christ and accept him as your Savior? – p. 302, Book of Common Prayer.

This question, in a series of six questions prefacing the Baptismal Covenant, reminds us of our intentional discipleship that we do as Christians in the Episcopal Church at St. Andrew's. As a congregation, we have intentionally turned towards Christ for more than 50 years. As we look back at 2024 and forward to 2025 and beyond, we reflect on how we have turned towards Christ and how we will continue to turn towards Christ.

One tangible result of such spiritual discernment was the expansion of our staff. We welcomed the Rev. Maria Maguire, our Associate Rector for Children, Youth, and Families, on December 2nd. Mother Maria's direct call to work with this important part of our congregation is a movement of the Spirit as we seek to know Christ and form disciples in our youngest members. The Rev. Susie Harding, Deacon, serving under Bishop Stevenson with us here at St. Andrew's, began on December 1st. As a Deacon, one main component of her call is "to interpret to the Church the needs, concerns, and hopes of the world" (BCP, p. 543). She has specifically heard a call to serve with our racial reconciliation ministry, pastoral care, liturgy, and "other duties assigned to (her) from time to time" (BCP, p. 543).

Our music program continues to be a salient way in which we worship and serve God in Christ. Thank you to our Interim Director of Music, Dj Cortés-Gunning, and for the continued support of all our music program participants. A music discernment team has begun their work towards the calling of our next Director of Music and Organist.

Living into our Baptismal Covenant is not solely led by clergy, with a priority placed upon our primary ministers, the laity. I give thanks for the leadership of our Vestry, and especially for the support of our senior warden, Brian Chatman, and our junior warden, Jeff Reba, this past year. You can read about the many ministries, decisions, and other work they have done this year in the report. With a special role in supporting the Rector, I express deep gratitude for their ministry with me and the church.

It is important to pause and reflect from time to time on God's loving presence in our lives and in the ministry in which we seek to carry out as disciples. Without taking too many pages, we remember from this past year:

- Adult formation series on vocation and Scripture.
- Continued pastoral care with a restructured pastoral care network, including the Prayer Guild, Stephen Ministry, a card ministry, Lay Eucharistic Visitors, a meal team, and clergy visits.

- Celebrating pastoral offices, from our burial liturgies to weddings.
- Formation and outreach opportunities in Sacred Ground, Sunday Bible Study, Wednesday Bible Study, and more.
- A strong worship presence on Wednesdays, Saturdays, and Sundays with Holy Eucharist I and II, Evening Prayer, and Taizé.
- Preparing and affirming those being baptized and renewing their Baptismal Covenant, especially in our official Episcopal visitation this year.

As we go into this new year, our Vestry will explore ways to turn towards Jesus Christ, our Lord and Savior. We have a vision as "a place for all to worship, serve, and belong," and our mission supports this vision through our many commissions. With new staff, a world with continued turmoil, a growing church, and more, we have and will continue to turn toward Christ in our Baptismal Covenant.

How might we "turn towards Christ" this year and "proclaim by word and example the good news of God in Christ?" Our Vestry and leadership will guide us as we potentially explore some or all of these areas, as well as others:

- Continued and deepening faith formation for all ages.
- Intentional proclamation of the Gospel and Jesus Christ to reign in our community and changing secular political climate.
- Discernment and decisions in our stewardship of resources, from our tangible financial and property resources to our spiritual and talent resources.
- A re-commitment or enhancement of our vision and mission.
- Serving the world and expanding ways to give and receive in Christ through pastoral care and outreach.
- Welcoming newcomers, as well as sending out others who may be moving.

I remain grateful to serve God in Christ with you here at St. Andrew's. I reflect often on the benediction often offered at the end of our Eucharist, that "life is short and we don't have much time to gladden the hearts of those who walk this way with us. So, be swift to be kind and make haste to love," paraphrased and attributed to Henri-Frédéric Amiel. What a gift and honor to remember this with you as we turn towards Christ, into the new year and beyond.

A handwritten signature in black ink, appearing to read "Will", written in a cursive, flowing style.

SNAPSHOT OF OUR CONGREGATION

	2021 ¹	2022	2023	2024
TOTAL HOUSEHOLDS	298	335	356	368
TOTAL INDIVIDUALS	809	868	922	914
CONFIRMED COMMUNICANTS				
Last Report	262	245	254	247
Added by Confirmation (+) ²	6	5	-	17
Received from another Communion (+) ²	5	0	-	7
Added by Transfer (+)	0	11	6	5
Added from Inactive (+)	2	0	2	5
Loss by Death (-)	2	1	8	3
Transferred Out (-)	3	0	0	3
Removed from Active List (-)	25	6	7	9
CURRENT # OF CONFIRMED COMMUNICANTS	245	254	247	266
Others not included above	564	614	675	648
NEWCOMERS	63	67	117	69
Family Units	22	24	37	26
TOTAL BAPTISMS	5	6	13	7
Adults	0	0	0	2
Children	5	6	13	5
MARRIAGES	1	0	2	2
BURIALS	1	1	13	6
FORMATION				
Sunday School Teachers	20	18	23	27
Sunday School Students	54	50	50	64
Vacation Bible School Campers	51	38	42	41
Adult Formation ³	-	75	75	80
SERVICES				
Holy Eucharist: Saturday Evening & Sunday Morning	79	131	138	131
Weekdays & Private	34	79	105	94
Total Communion Received	5,003	8,863	10,282	10,992
Daily Offices and Other Services ⁴	114	50	77	53
Average Weekend Attendance - In person	100	175	188	194
Average Weekend Attendance - Online	191	102	79	77
TOTAL ATTENDANCE⁵	17,956	15,742	17,428	17,450

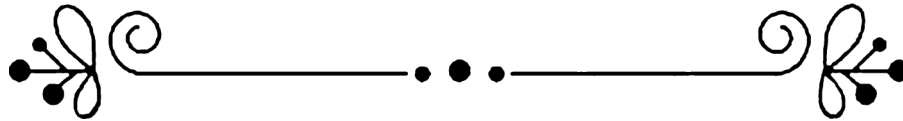
¹ The number fluctuations for 2020 & 2021 are primarily due to the COVID-19 pandemic.

² We did not have a Bishop's Visit in 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 Total attendance includes in-person and online service views (starting in 2020).



IN MEMORIAM

Fatmatta Rahman

Andrea Griffiths

Frances Moffett

Former parishioners:

Margorie Budd

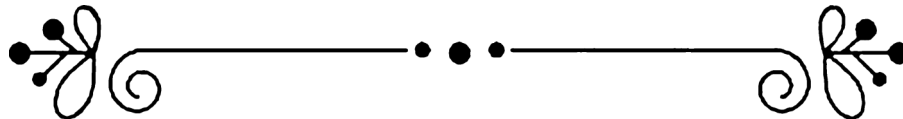
Anne Gallant

Brenda Jessel

Dave Watrous

Edyth Wheeler

Derek Wimmer



FROM THE ASSOCIATE RECTOR

The Rev. Maria Maguire



Greetings, St. Andrew's! It's so good to be among you as your new Associate Rector for Child, Youth, and Families. Thank you for welcoming me so warmly and enthusiastically. This time has been graced with so much gratitude, welcome, humor, and purpose. I have a deep, abiding sense of God's call to be here; and for that I give

God thanks each day!

"If you abide in me, and my words abide in you, ask for whatever you wish, and it will be done for you." (John 15:7)

St. Andrew's, for what are you wishing? For whom or what are you asking God? You discerned a need for my position and called me here to fill it. Two months into being your Associate Rector for Children, Youth, and Families, I share with you what I have heard from you so far regarding your hopes, dreams, and desires, both with regard to the whole parish and the population I've been called to serve in a focused capacity.

Concerning the whole parish, I have heard your great sigh of relief that Fr. Will has some additional priestly help! You wished for a second priest; you asked and you received! It has been a privilege and joy to begin sharing in sacramental leadership with Will. Already, I feel a deepening of my own prayer life and spirituality in being among you as a priest.

Our gorgeous chapel offers a focal point for describing how the Spirit has empowered my sacramental ministry at St. Andrew's: The chapel is where I have preached the good news and celebrated Holy Eucharist; where I have gotten to know the Wednesday morning and Saturday evening communities; where I have prayed daily Noonday prayer with Fr. Will & Anne Alexis, our seminarian; and where I have conducted several pastoral conversations. The chapel is also where we received the remains of Anne Gallant and thus welcomed her home to St. Andrew's. In various ways, the Holy Spirit held Anne, her family, and our worshiping community together in the days leading up to her funeral. Taking the pastoral lead on the funeral gave me increased confidence in my sacramental leadership here. I felt glad not only to support Fr. Will when he was ill, but also to receive grace upon grace from the Spirit as we celebrated a remarkable life and welcomed a parishioner home with open arms.

And now, with regard to children, youth, and their families, I am hearing your desire for:

- Strengthened **relationships** with:
 - **God in Christ**. You want your children to grow in their relationship with Christ, as a follower and a believer. You also want to feel nourished as parents as you find rest and renewal at church, even as you support the programs of your kids.

- **Peers**. You want your kids to have friends, and you want them, too!
- **Intergenerations**. You'd like to see youth nurturing and inspiring the children, among a range of other possible wisdom-sharing, supportive relationships.
- **Structures and programs** that will:
 - Draw out the participation, faith, and gifts of our children and youth.
 - Endure beyond inevitable changes in staff leadership – i.e., sustainability!
- Uplifting of **Lay Ministry**
 - You want to see additional lay persons who may be holding back, for any number of understandable reasons, find their place in the body of Christ at St. Andrew's. You want to see others, or perhaps even yourself, express God-given gifts in meaningful acts of service to the community.

Clear, regular, and accessible **communication** of these ministries' events & opportunities

St. Andrew's, how do we realize these goals together? It's very simple, though it is never easy!

We must abide in Christ and allow Christ to abide in us. Right after Jesus tells us that we can ask for whatever we wish and it will be done for us, he assures us of our success: "My Father is glorified by this, that you bear much fruit and become my disciples" (John 15:8). God wants us to bear fruit and will empower us to do so, if we remain steadily in relationship with God.

God wants us to bear fruit that will last. And that is one of the things you hired me to help you do – with God's help. You will be hearing more from me and the Renovation Team, a group of laity working to accomplish this goal of sustainability in our children, youth, and family programs. **My role among you to this end is**

- to pray with and for you;
- to be in loving, Christ-like relationship with you;
- to empower you for your ministry in Christ;
- and to lead and strategize with you for a sustainable children, youth, and family ministry at St. Andrew's.

"You did not choose me but I chose you. **And I appointed you to go and bear fruit, fruit that will last, so that the Father will give you whatever you ask him in my name**" (John 15:16).

St. Andrew's, please join me in prayer as we ask God to help us build a sustainable ministry, where the myriad gifts of all ages present are given for the building up of the body of Christ.

FROM THE SENIOR WARDEN

Brian Chatman



As we close out another year at St. Andrew's, we are filled with gratitude for the wonderful community we have built together. It has been my privilege to serve as Senior Warden, and I'm proud to share some of the key moments and milestones that have shaped our year.

HOLY WEEK & EASTER CELEBRATIONS

Our Easter services were a powerful reminder of our shared faith, and we are grateful to Father Will, the St. Andrew's staff, and countless volunteers who made these moments of worship possible. From altar and flower preparations, to the music, and to the service broadcasts, many hands came together to make this a meaningful experience for all.

VESTRY & MINISTRY UPDATES

Your Vestry worked hard in their commissions leading to a very successful year on all fronts and laying the foundation for planning for the future. Our quarterly commission meetings brought together our teams of volunteers to plan out activities for the next quarter and provided opportunities for real-time cross-talk across commissions to make sure we didn't miss anything across our various ministries.

FAREWELL TO BELOVED STAFF MEMBERS

This year, we bid farewell to Amy Tibbetts, our Director of Family Ministry, who has served in countless roles since joining St. Andrew's in 2002. Her legacy is one of love, joy, and dedication to making St. Andrew's a welcoming and vibrant community. We also said goodbye to Gabe Simerson,

our Director of Music, as he moved into the next chapter of his life in Southern Virginia. Gabe's and Amy's presence will be missed!

SUMMER TRANSITIONS & NEW BEGINNINGS

As we navigated the transition of staff departures, we celebrated the arrival of new teammates, including Ms. Andie Hardin, the summer Interim Communications Minister for Children, Youth, and Families; Mr. Dj Cortés-Gunning, the interim director of music; Ms. Anne Alexis Harra, the seminarian; Deacon Rev. Susie Harding; and Mother Maria Maguire, our new Associate Rector for children, youth, and families. We are very excited to be entering 2025 with the right staff and team to lead our parish.

FAITH, FELLOWSHIP, AND SERVICE

From the successful Vacation Bible School to the meaningful events like the Parish Picnic and the Wine & Cheese Newcomers' Reception, our congregation continued to shine through fellowship. Special thanks go to all volunteers who made these events a success. We also honored our youth through Workcamp and other service initiatives.

We are blessed by each of you who contribute your time, talent, and treasure to St. Andrew's. As we move into the new year, we look forward to further deepening our faith and service as a community. Thank you for being a vital part of St. Andrew's, and we can't wait to see what we can accomplish together in 2025!

FROM THE JUNIOR WARDEN

Jeff Reba



FACILITY UPDATES & IMPROVEMENTS

Over the past year, we faced various facility maintenance and repair issues that required attention, but we are blessed that the building is in good shape and did not experience any significant problems. I want to thank everyone who helps keep

the building clean and operational, especially our Sexton, Carlos Guzman, our Property Resource Committee (Christine Kelly, Debby Braun, Paul Foley, Bob Gleason, Jim Kirkpatrick, and Carol Robinson) for their guidance, advice, and help in getting things done, and Emily Nein and Michelle Ramsdell for their continued support.

The following list highlights some challenges we've encountered, the solutions we've implemented, and the ongoing efforts to maintain and improve our facility to benefit our congregation and the community we serve:

HVAC MAINTENANCE & UPGRADES

PREVENTIVE MAINTENANCE

Our semiannual HVAC maintenance inspection identified several areas which needed attention that could impact the heating in a large portion of the building. The PRC concurred with the contractor's recommendations, and repair work was completed on the four affected units.

FUTURE REPLACEMENT OF HVAC UNITS

As all nine of our HVAC units are nearing the end of their expected life, the PRC and Vestry are factoring the significant investment required to replace them into future budget planning.

ORGAN VENTILATOR MOTOR REPLACEMENT

The ventilator motor for the organ was replaced, ensuring optimal performance.

COOLING ISSUES IN THE PARISH HALL

The cooling challenges were traced back to clogged roof drains, which caused water to back up around the HVAC unit and triggered it to shut down.

ROOF

ROOF DRAINS

Besides impacting the HVAC, clogged roof drains were responsible for water leaking into the preschool office. The roof was inspected, and two projects were completed to address these problems. The first sealed the problematic drain near the HVAC unit and the adjacent skylight, and the bell tower roof was waterproofed. Next, all roof drains were scoped and snaked as needed to clear debris accumulated over the years.

ELECTRICAL REPAIRS & IMPROVEMENTS

PARKING LOT LIGHTING

Front and rear lot lights were repaired, enhancing electrical boxes, photocells, and fixtures for better utility until full replacement occurs. These repairs improved illumination; however, the goal remains to replace the lights with modern, energy-efficient options to boost safety and security and to reduce energy costs.

NEW CIRCUIT INSTALLATION

A new electric circuit was installed in the kitchen to support the new refrigerator.

NAVE LIGHTING

Replacing lightbulbs in the ceiling fixtures is a complex job that requires an electrician with a lift small enough to fit through doorways yet capable of reaching the high ceilings. In August, we completed a project to replace multiple lightbulbs in the Nave's ceiling-mounted fixtures.

SECURITY LIGHTS

Faulty exterior security lights near the memorial garden/playground were replaced.

GENERAL MAINTENANCE & COMMUNITY ENGAGEMENT

PARISH HALL FLOORING IMPROVEMENTS

The carpeting in the Parish Hall has served us well for many years, but its time is coming to an end. The PRC has received proposals from several flooring contractors and is actively considering various products to replace our heavily stained

carpet. We hope to complete this project by mid-2025.

PEST CONTROL

We addressed yellow jacket infestations above the preschool office, carpenter bees in the gazebo, honeybees near the preschool drop-off area, and other insect issues on the playground.

GAS METER

Washington Gas replaced our malfunctioning gas meter.

PARKING LOTS

We filled several potholes in the rear parking lot and a couple in the front. While an improvement, these fixes are temporary, and at some point in the not-too-distant future, the lots will require complete repaving. This is another significant investment that the PRC and Vestry must factor into future budget planning.

NEW REFRIGERATOR AND FREEZER

We are grateful to our friends from the Church of Latter-Day Saints for their grant of funding to purchase a new commercial refrigerator for St. Andrew's. Thanks also to Richard Sellers and Marifran Bustion for their generous donation of a new freezer!



TREES

Two fallen trees were removed from the Old Keene Mill Road side of the parking lot.

SPRING AND FALL CLEANUPS

Despite rainy weather, the Spring Cleanup was a success. Volunteers concentrated on the church's interior, while Cub Scouts later tackled exterior tasks. For the Fall Cleanup, we were fortunate to have beautiful weather. We focused on the church's exterior, including raking leaves, blowing debris (including from the roof), and tidying up flower and shrub beds. A heartfelt thank-you to all the volunteers and Scouts who participated in both events.

SAFETY & COMPLIANCE

FIRE SAFETY

Our annual fire sprinkler/alarm/extinguisher inspection

yielded no issues. Following a successful Fire Marshall inspection, a new fire permit was issued.

GRANT APPLICATION

As in previous years, the PRC submitted several applications for government grants to fund security upgrades. While we have not been successful with the larger federal grants, we are thrilled to be approved for a \$7,100 grant from the Commonwealth of Virginia that will help offset the cost of installing a new interior security door in the hallway leading to the education wing.

HANDICAPPED PARKING

Two portable handicapped parking signs were purchased to increase the number of reserved spaces.

LAND-USE TASK FORCE

Following extensive research and prayerful consideration, the Land-Use Task Force presented its findings on potential

uses for the Graham property to Fr. Will and the Vestry. The Vestry is now conducting its discernment process, gathering additional information to inform its decisions. It plans to share its progress and insights with the congregation by mid-2025.

CONCLUSION

As we move forward, we remain committed to maintaining a safe, welcoming, and functional environment for our congregation. The efforts of our dedicated staff, volunteers, and community partners have significantly impacted our facilities this year. We look forward to continuing these improvements and addressing new challenges in the coming year.

Thank you to everyone who has contributed to our successes. Your ongoing support and involvement are invaluable as we strive to enhance our church facilities for all.

PRESCHOOL

Tami Phillips, Director

ENROLLMENT AND STAFF

St. Andrew's Episcopal Preschool opened its doors to 58 new students. We hired Mrs. Aline Steele as our chapel teacher. She is an alumni parent who is completing her degree in Early Childhood Education. To prepare for her new position, she completed an 8-week summer course in Godly Play and is now a certified Godly Play instructor. Her faith, enthusiasm, demeanor, and love of children have transformed our chapel time.



SUMMER PROGRAMS

SUMMER FUN

36 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.

ENRICHMENT CAMP

13 Pre-K students attended Enrichment Camp. This 4-hour week-long program begins the week after Summer Fun.

LITTLE CHEFS

We added a Little Chefs camp after Enrichment Camp. 10 students took a week-long journey for 3 hours each day combining children's literature with a culinary experience. It was a huge success! Little Chefs was the last camp offered for the summer.

AFTER-SCHOOL THEMED LUNCH BUNCHES

We began offering themed Lunch Bunches on Mondays and Thursdays in October. Lunch Bunch extends the school day to 1:30 for a charge of \$16. Our Lunch Bunchers enjoy staying for Little Chefs, Busy Builders, Wiggle Worms, Book Buddies, Crafts Club, and Nature Explorers. The parents appreciate knowing the theme ahead of time and the children enjoy a variety of activities while eating lunch with old friends and making some new friends!



AFTER-SCHOOL ENRICHMENT PROGRAM

This very popular Pre-K program began in October. Enrichment classes take place on 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. Parents sign up each week for classes.

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 throughout the year. The prepaid option asks parents to pay an additional 7 payments of \$250. The advantage of the prepaid option is the Enrichment classes are paid for the year, no weekly sign-up, guaranteed space, and the same teacher for each class. 12 families took advantage of the prepaid option.

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. Fellowship events would not be possible without your help, and we are grateful for your contributions.

COFFEE HOUR

The coffee hosts, working in teams of two, make the coffee, set up the tables, and clean up afterward. Parishioners are asked to sign up to bring a treat to share during this short fellowship time before Sunday School/Formation. Bob Heyer and his son, John, host the coffee hour after the 8:00 a.m. service in the Narthex each week. We are expecting to have a couple of our coffee hosts move away this year, so we are looking for new hosts to add to the rotation.

PARISH PICNIC

We held our annual parish picnic in the front parking lot after the 10:00 am service on June 9th. Approximately 140 people were in attendance, with food options of hot dogs, chicken skewers, salads, etc., along with music, games, and two inflatables!



Lori Foster

OKTOBERFEST

The annual Oktoberfest Fellowship Dinner was held on October 5th, with music provided again this year by the Fairfax City Band’s Alte Kameraden, and lots of German food, such as brats, sauerbraten, sauerkraut, spaetzle, German potato salad, red cabbage, and desserts. This year we had about 60 people attend.

OTHER FELLOWSHIP DINNERS

In 2024 we held a parish-wide Spaghetti Dinner in January, following a FoMA concert. In previous years we have offered a BBQ competition, an Italian Night, and a Chili Cook-Off to be held in 2025. New ideas for fellowship events are welcome!

RECEPTIONS

Our Reception Coordinators are Marifran Bustion and Richard Sellers. They arrange the food and refreshments, table set up, and decorations for many receptions throughout the year. In 2024, St. Andrew’s hosted receptions following the 10:00 a.m. service for the departures of staff members Amy Tibbetts in May and Gabe Simerson in August, after the Deacon ordination in July, for Father Fadi Diab’s



(from St. Andrew's, Ramallah) visit in September, and the Bishop's Reception/ Confirmation/ Welcome to Mother Maria in December. Several funeral receptions were also held at St. Andrew's.



FOYER GROUPS

Debbie Williams and Sharon Gould lead the Foyer Group ministry, with new Foyer groups established about once per year. There are typically 8 - 10 persons in each group (couples, singles, and families). It is a great way to get to

know fellow parishioners in a more casual setting, with monthly or bi-monthly meals or activities, in homes, restaurants, parks, music venues, wineries, etc.

BOOK CLUB

A group of women gather monthly for lively and thoughtful discussions on a wide variety of books. The gatherings rotate among hosts' homes with a Zoom option available. This group is led by Pam Rozelsky.

MEN'S AND WOMEN'S FELLOWSHIP

The Women's Fellowship group is led by Karen Hilber. The group meets regularly for daytime coffee chats, Christmas cookie exchanges, games nights, dinners out, and more. The Men's group, led by Darren Williams, has met for dinner and provides the meal one night during Hypothermia Prevention Week. This year we also held joint men's and women's fellowship events, such as a Bowling Night and Golf Outing. (Note: Darren Williams would like to get another volunteer to help plan Men's Fellowship events).



FORMATION

Each Sunday, Members of the St. Andrew's Formation Commission lead, promote and organize Christian education for youth and adults at St. Andrew's. 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 Rector and Associate Rector for Children, Youth, and Families to coordinate any 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 helped recruit volunteers, teachers, leaders for Children's Chapel, and superintendents to staff the rooms based on their gifts of talent – storytelling, crafts, and their love of caring and engaging our children. Lastly, St. Andrew's Formation Commission assisted with developing the annual formation budget for 2025.

2024 was a year of change!

GOODBYES

We said goodbye to our beloved Amy Tibbetts, Director of Family Ministries, in May, as she moved closer to family.

Katie Campbell

We also wished Ann Margaret goodbye in the nursery as she headed to Florida.

HELLOS

A discernment committee was formed to help consider candidates for a new Associate Rector for Children, Youth, and Families .

We were delighted to welcome Mother Maria Maguire just as Advent began, starting our new church year with a fresh face! Many have had a chance to connect with her through services, preparations for the Christmas pageant, or Children's Chapel. We're excited for her to continue to develop relationships with families and young parishioners and feel more settled in the St. Andrew's family.

She's also taken the lead on our continuing work with Ministry Architects, which is working to analyze the strengths of our family ministries and how we can improve the program to best support all of our young parishioners.

Andie Hardin, who was our Summer Interim Communications Minister for Children, Youth, and Families, became a lead teacher in the nursery on Sunday mornings.

Holly Welty, one of the lovely preschool teachers, stepped in

to lead the Prek-K class, which is often full of lively young faces.



PROGRAMMING

Children's Chapel was reformatted and infused with a little more age-appropriate liturgy and the chance for some of the older children to have leadership roles within their little service. A team of fresh faces served as leads for Children's Chapel.

Nursery-6th grade classes are using the Spark Lectionary Curriculum.

MUSIC

Serving among you as your interim Minister of Music for these last three months has been wonderful. The first job for an interim in any position is to get up to speed as quickly as possible and maintain the status quo. Often, during this process, one starts to unearth dysfunctional or unhealthy aspects of the program, and fixing those things becomes the focus of the interim ministry. I'm happy to report that I'm really not seeing that at St. Andrew's. This is a sign of healthy leadership in the parish and the music program.

Thanks to several key people, my transition into this role was exceptionally smooth. These include (but are not limited to!) Gabe Simerson, who graciously helped me get up to speed on where we are and have been. Marietta Mason helped me get up to speed quite quickly on our Junior Choir and is an invaluable resource in each rehearsal to help the kids learn and enhance their musical skills. Barbie Nein, with the help of Gail Bouton, led the extraordinary task of organizing and cataloging our music library over the summer. Our choir and section leads have welcomed me and the other musicians who have served in this transitional period with open arms. Emily and Michelle in the office have been invaluable on the

Nursery and Prek-K students receive their teaching during the 10:00 a.m. service, and have play time during the formation hour.

We started the year with a classroom breakdown of 1st-2nd, 3rd-4th, and 5th-6th, but based on attendance and shifting schedules, we've moved to having a 1st-3rd room and a 4th-6th room.

9th-12th have a Bible study based on the readings from the church service.

This year brought the launch of EYC, Episcopal Youth Community. Once a month, our high schoolers have evening meetings where they can connect, deepen their faith, and have fun.

We've been working behind the scenes to prepare for using Realm in our Formation programs. You'll start to see and hear more about that as the year goes on!

We have enjoyed welcoming numerous new faces this year, both parishioners and staff. We are immensely thankful for the wonderful and dedicated volunteers that make this ministry run. We look forward to finding new rhythms in family ministry under the leadership of Mother Maria and based on insights from our continuing work with Ministry Architects.

Dj Cortés-Gunning, Interim Minister of Music

administrative side. Our Friends of Music and The Arts board has graciously answered a thousand questions and helped me to understand how this wonderful program works. And, of course, Fr. Will Packard has been not just "the boss" but a great partner in ministry.

St. Andrew's is a parish with a rich appreciation for liturgical music, firmly rooted in the music "traditional" to our Anglican identity, yet with an appreciation for all music of quality. Over the last few months, we've enhanced our musical palette beyond our beloved Hymnal 1982 to include more music from the broad set of resources available to us, including our supplemental hymnals Lift Every Voice and Sing II, Wonder Love and Praise, and Voices Found; choral music and psalms from St. James' Music Press; and many other resources.

Our choir is amazing. I hope you understand how special of a group they are. We have a rare gem: a mostly volunteer choir that makes music of professional quality. They are dedicated and talented. They are anchored by excellent leaders in each section: Becca Hoffman (Soprano); Maria Khoobyar (Alto),

who is our newest section lead; Jeff Nein (Tenor), who has anchored our tenors almost as long as St. Andrew's has been around, and Sean Cafferky (Bass). These section leads skillfully interpret music and help their respective sections to learn and polish music quickly. They are the foundation of our choir. They are matched, however, with a group of singers who are eager and skillful in their own right.

Most of our choir are volunteer parishioners, and we'd love for you to join us. You don't need professional credentials, only the desire to praise God through song. We make intentional space in every rehearsal to make sure everyone feels up to speed and understands the music, and we provide rehearsal materials such as audio tracks you can practice with at home. I hope you'll prayerfully consider that little tug you've felt to be a part of music at St. Andrew's.

Finally, Friends of Music and the Arts. What an extraordinary program this is. We have a board of volunteers who meet monthly and who work throughout the year to plan and execute a series of high-quality, admission-free concerts and other musical and artistic offerings. What a gift to the community this is! We have just started planning for the next season, in which we hope to include more of the "and the arts" part of the program's name. If you know artistic and/or

musical talent who might be a nice addition to next year's slate, please send them our way! From the administrative side, the members of the FoMA board each took on responsibilities in our transitional period to ensure communication and planning with each artist was maintained. This worked really well and empowered the board to take a hands-on role, and I hope to implement this as part of our regular operation.

Overall, at St. Andrew's, we have a healthy and rich music program that is able to touch hearts in so many ways. I'm honored to be a companion on this journey with you and I thank you for welcoming me into the St. A's family. In the coming year, we will discern what our parish wishes for in our next permanent Minister of Music. This process is getting started as we speak. In the coming months, I plan to try some new ways to include others in our music who may not have the time or bandwidth to fully commit to being in the choir year-round...stay tuned for more on that. I also plan to give a bit more focus to our Junior Choir, enhancing their experience as the next generation of St. Andrew's music program.

I hope you'll consider joining us. There is much joyful noise to be made!

OUTREACH

Sarah Akins & Laura Sabo

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.

FACETS



FACETS is a lifeline for people across Fairfax County who struggle with homelessness, hunger, and poverty.

With help from a generous community, the doors are always open for the most vulnerable individuals and families. In addition to the ministries highlighted in this report, St. Andrew's provided a \$3,900 donation towards the FACETS housing program. FACETS also received a \$1,212 donation from St. Andrew's Friends of Music and the Arts program, who split the plate collection from the December 22nd Karen Ashbrook and Friends concert between ECHO and FACETS

HOT MEALS

St. Andrew's 2024 Hot Meals ministry included over 35 individual volunteers who gave a total of 447 hours to shop,

prepare, and deliver meals to our neighbors experiencing homelessness in the designated Fairfax Circle and Route 50 areas. In 2024, FACETS saw an increased need for meals, and the St. Andrew's team assisted in meeting that need by preparing and assembling meals twice a month in our church kitchen, totaling 3,195 meals for the year. The total cost of St. Andrew's Hot Meals program was \$8,179 in 2024.

St. Andrew's is grateful for the delivery services provided by the Church of Jesus Christ of Latter-Day Saints (Annandale Ward) and FACETS. On the two Saturdays when the delivery teams returned meals, the extra food was taken to the shelter on Route 1.

Hot Meals also contributed to funding some of the meals provided to our guests during Hypothermia Prevention Week, such as Chick-fil-A sandwiches, fruits, and desserts.

We are grateful for Donna Daugherty's diligent leadership of this ministry.

GIVING TREE

The 2024 Giving Tree provided parishioners with the opportunity to buy and wrap Christmas gifts for 42 children selected by FACETS. Six St. Andrew's volunteers devoted approximately 18 hours to setting up our Giving Tree, organizing incoming gifts, and delivering gifts to FACETS. Special thanks to Jen Koerner for managing this effort.

HYPOTHERMIA PREVENTION PROGRAM

From January 28th through February 4th, St. Andrew's provided a warm place to sleep and hot meals for our neighbors experiencing homelessness. Our Hypothermia Prevention effort is a partnership between FACETS, St. Andrew's, and our faith community leaders of Congregation Adat Reyim, the Springfield Church of Jesus Christ of Latter-Day Saints (Burke & Rolling Valley Wards), and the Peace Islamic Center.

Our team provided almost 1,000 hours of time and donated meals, food, clothing, and subsidized transportation to enable our neighbors experiencing homelessness to survive the cold and work their way back to housing and independence as many do each year.

134 individual volunteers from St. Andrew's and our faith partners provided their time and most importantly their fellowship, love, and compassion. We served between 800-900 meals during the week, including 50 hot dinners per night, bagged lunches, and breakfasts.

St. Andrew's was able to provide the equivalent of approximately \$12,000 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.

ECHO



ECHO, Ecumenical Community Helping Other, was incorporated over 50 years ago, to support the individuals and families in need in the Burke/Springfield community. It is an all-volunteer organization and has grown to over 400 volunteers and 25 Board Members representing a diverse faith community.

ECHO's services include Food, Housewares, Clothing, Financial Help, Thanksgiving and Christmas dinner, and various other support.

ECHO serves more than 800 households, (3,000 family members) in the Springfield/Burke area. Over 70 percent are Hispanic with an average monthly income of \$1,525.

St. Andrew's appointed Andrea Hellier to serve as a board member to ECHO. She identifies needs in the community and ways our congregation can support them. St. Andrew's supported the general operations with a financial contribution of \$4,500 in 2024. In addition, a \$1,212 donation from St. Andrew's Friends of Music and the Arts program, who split the plate collection from the December 22nd Karen Ashbrook and Friends concert between ECHO and FACETS; parishioners' donations totaling \$940 were also provided.

MOTHER'S DAY TREATS

St. Andrew's established this program following the pandemic to support mothers in the community. We collect chocolates and create gift bags for ECHO in May to deliver to

mothers receiving ECHO services. This has been a popular program.

HOLIDAY MEALS

In 2024, St. Andrew's provided 20 gift cards to allow ECHO clients to purchase a Thanksgiving meal. Deb and Amy Braun have spearheaded this program for several years. Woody Browne, with the support of the Boy Scouts, arranged for the personal delivery of the gift cards to the ECHO clients.

Donations to ECHO from the congregation decreased by about 50% from previous years. Donated meals associated with the Holiday Food Program also decreased by 50% from 40 meals in 2023 to 20 meals in 2024. (St. Andrew's identified additional funds to support ECHO, while ECHO filled all the requests for meals independent of our support)

FOOD DRIVE

From August 19th to September 15th, St. Andrew's collected and donated 658 pounds of food to ECHO during our annual food drive. Pam Hauge and Marlies Durso continue to lead the annual food drive, special thanks for their continued support of this program.

TEEN VOLUNTEER PROGRAM

Andrea Hellier leads the Teen Volunteer Program at ECHO. This program is both a volunteer opportunity for our teens as well as an opportunity to learn about needs in our community and how they and their families can support these needs.

On Wednesday, December 4th, a group of St. Andrew's Youth participated in ECHO's Teen Volunteer Program. The group learned more about ECHO, divided into groups for substantive projects, and came back together to check the grocery section for outdated food. Thank you to Elliot and Christopher Lillard, Alyssa Rollo, Twila and Parke Shappy-Behn, and Sophie and Nayeli Weideman for their participation. Special thanks to Andrea Hellier for her help getting this on the calendar and leading the group.



HOUSEHOLD GOODS & CLOTHING AND ITEMS OF THE MONTH

In 2024, we introduced items of the month to help fill ECHO's shelves with the most needed items. Items of the month this

year included jam, dried beans, mac and cheese, and cereal. In addition, we continued to collect household goods and clothing items in the bins located in the Narthex for delivery to ECHO. During 2024, approximately 877 pounds of food were donated, in addition to the food collected during the Fall Food Drive.

CROP WALK



In the past 32 years, more than 8,500 CROP Walkers raised over \$700,000 to relieve hunger globally through CWS (Church World Service) and over \$150,000 to help hungry people in our community. This year's event on November 3rd was a SUCCESS. Father Will provided the opening prayer to kick off the walk, and there was a large group on hand to walk and raise awareness and funding to help end hunger and poverty in Burke, VA, and the world.



ESOL

Led by Pat Conrad, our ESOL (English for Speakers of Other Languages) classes meet every Tuesday morning between 9:30 and 11:00. New students are accepted throughout the year. Eight teachers returned to continue their service to the limited English community. We, like other ESOL programs, have seen a decrease in the number of students attending classes. We suspect that the decrease is due to political rhetoric. The students in the program range from those who are illiterate to those with advanced degrees. It is our privilege and pleasure to work with all of them.

RELAY FOR LIFE



St. Andrew's Women's Group - Team Believe - marked its 15th year of participating in the Relay for Life, and it was a banner year. Rebecca Umberger led the team's fundraising, and thanks to her amazing efforts, plus some great individual fundraisers, the team raised over \$40,000 this year! Many of the team's members are survivors of cancer or their supporters/ caregivers and they spent the night of May 18th walking in the gym 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.

WORK CAMP

Thanks to Carl Jones and Stacey Peters for leading the 2024 Group Mission Work Camp from June 16th-22nd in Frederick, MD. Vans were packed on the 15th and departed after the 8:00 a.m. commissioning on Sunday. Seven youth campers and two adult leaders stayed at a local high school, completing home renovations in the Frederick area.

The theme for the week was "Influencer" and exploring how we all influence those around us by our words, actions, and faith. There were a total of 281 Campers representing 19 churches from 10 states working in 49 crews at 30 sites. All projects were completed, representing 8,430 hours of service. On Wednesday afternoon, the group went to an Escape Room and enjoyed ice cream in historic downtown Frederick.

The 2025 Group Mission Trip will take place June 22-28 in Wrightsville, PA.



FOOD FOR FRIENDS

St. Andrew's Food for Friends Ministry provides a weekend's worth of food to local students experiencing food insecurity. Every month, bags of food containing two breakfasts, two lunches, two suppers, two drinks, and two snacks are delivered to Bonnie Brae Elementary School. In the Spring of 2024, 325 bags were provided to 16 children. The need increased in the Fall of 2024, and 420 bags were provided to 25 children, and 20 holiday bags were assembled and delivered to the school before winter break.

This ministry would not be possible without the leadership of Richard Sellers and Marifran Bustion, the delivery skills of Woody Browne, and the participation of all St. Andrew's parishioners, who have been willing to jump in and pack bags during the youth formation and fellowship hours.



AFEDJ



The AFEDJ (American Friends of the Episcopal Diocese of Jerusalem) 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. Outreach funding of \$3,500 was sent for distribution to St. Andrew's Church, Ramallah, West Bank. Additional donations totaling \$3,400, including a \$1,900 donation made in memory of Paul J. Umberger, were sent to AFEDJ to support St. Andrew's, Ramallah, the Episcopal Technological and Vocational Training Center (ETVTC), and the Arab Evangelical School.

EL HOGAR



Starting in 1979 with five boys living on the streets of Tegucigalpa, Honduras, three members of the local Episcopal Church wanted to do something about children experiencing homelessness in the capital city. From that initiative, El Hogar de Amor y Esperanza (The Home of Love and Hope) was born. Today it provides a comprehensive education to more than 250 children in grades 1 through 12 and is a living home for children and youth from vulnerable situations in Honduras.

Denise Vargas (Executive Director of El Hogar, Honduras) visited St. Andrew's on July 21st, where she preached and led the 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 and its mission to provide disadvantaged children the opportunity to become future leaders of Honduras.

This year we sent \$2,400 as a Community Partner supporting El Hogar in its mission of providing a quality education and a safe and nurturing home to boys and girls in Honduras. The work of El Hogar continues to be an active demonstration of God's love in this world. El Hogar appreciates everyone's support! Thanks to David Nies for serving as St. Andrew's point of contact.

PLATE DESIGNATIONS

As the Constitution and Canons indicate, congregations are called to designate the loose plate offerings once a month to a charitable and pious cause¹. Keeping the needs of our community, both near and far, in mind, the plate cash was designated to the following causes throughout 2024:

- Absalom Jones Episcopal Center for Racial Justice and Healing
- FACETS
- FACETS Hot Meals program
- Clergy's Discretionary Fund
- Episcopal Relief and Development Hurricane Fund, to assist efforts for those affected by the hurricanes in Western North Carolina

¹ Found in the Canons of the National Episcopal Church in Title III.9.6.b.6.

SAFETY & SECURITY

Carol Robinson

The Safety and Security Commission (SSC) was created in 2024. The mission of the SSC is to assist the Clergy and Vestry by identifying and proposing components necessary to ensure the St. Andrew's community has a safe and secure environment to meet church mission requirements.

The Fairfax County Police Department (FCPD) conducted a security assessment of the church, preschool, and campus grounds resulting in a Security Assessment Report with recommendations to consider. The recommendation to improve the parking lot lighting was completed this past

summer. Another recommendation, and a church priority, is to install an internal security door leading to the education wing. This project is tentatively scheduled to begin in the February/March timeframe. The SSC applied for and received a Commonwealth of Virginia-sponsored grant resulting in an award of a \$7,100 grant to defray some of the cost of the door. The SSC created a prioritized list of all the recommendations contained in the FCPD Security Assessment Report and will be reviewing these recommendations and possible implementation plans with the Property Resource Commission (PRC).

STEWARDSHIP

Anne Brannam & Paul Foley

Christian Stewardship is

- Making choices as faithful disciples caring for and managing what God has given us and considering how our choices affect others and ourselves.
- An expression of gratitude to God.
- A lifestyle that acknowledges accountability to God and begins when we say we believe in God to whom we give love, loyalty, and trust and fulfill the terms of our Baptismal Covenant and leads us to share our time, talent, and treasure so that the Good News of Jesus Christ may be shared with others.

PLEDGE GOAL

\$825,000 (a 6.50% increase over last year) from 175 pledges

In “Casting our Nets,” John 21:4-6 tells us that when failing to achieve success in what we are working on, try the other side of the boat “and you will find something”. To get the Stewardship time, talent, and treasure response results, we need to adjust the approach to cast from “God’s side of the boat.” Through stewardship-themed displays, NET articles, and presentations, the committee worked to inspire the St. Andrew’s parishioners to accept the challenge.



While falling short of this ambitious goal as of January 20, 2024, we received 151 pledges (86% of our goal) totaling \$794,395 (96% of our goal). St. Andrew’s has been blessed with individual gifts, plate offerings, and legacy giving.

We wish you every blessing and gratitude for each active member of the St. Andrew’s community, a congregation that flourishes because of our parishioners’ shared commitment to its mission and ministry.

We hope that all St. Andrew’s parishioners will express their passion for the church by making a financial pledge for the coming year. Our worship services, the variety of programs and ministries we offer, and our outstanding clergy and staff are all possible because of parishioner support. Thank you to everyone who has sent in their pledge cards or pledged online!

SPECIAL THANKS TO:

- The Commission Team: Darren Williams, Beth Behn, and for part of the year Marietta Mason for contributing as commission members.
- Our Rector, the Rev. Will Packard, for his invaluable guidance, leadership, and prayers for this journey.
- Emily Nein and Michelle Ramsdell for many tasks/ contributions.
- Stewardship “Pop-Up” Presenters: Beth Behn (August), Jane Gironde (September), January Layman-Wood (October).
- Pledge Packet assembly and mailing, Brannams and Foleys.
- Stewardship Homily: Anne Brannam (October 12th & 13th).

WELCOME

Pam Hardin

The Welcome Commission plays a key role in greeting guests and parishioners, emphasizing the importance of helping newcomers feel connected to the life of the church. The Sunday Greeters and Clergy encourage all visitors to complete a pew card with their contact information, allowing St. Andrew’s to stay in touch.

This year, the Welcome Commission organized three newcomer cafés between the 8:00 and 10:00 a.m. services in March, September, and November, as well as a Saturday wine and cheese gathering after the 6:00 p.m. service in June.

Coordinated by Katie Campbell and Pam Hardin.



SUNDAY GREETERS

These volunteers welcome all service attendees, manning the church's various entrances, identifying newcomers to the clergy, and assisting 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 Amy Braun.

NEWCOMERS

Newcomers who complete a pew card are added to the Monthly Net mailing list, receive a personal visit from a member of the Newcomer Welcome Delivery Team, and are registered in Realm, the church's member database.

Emily Nein, with the Vestry leads of the Welcome Commission, oversees the distribution of special welcome bags to newcomers. A group of six parishioners volunteer to deliver freshly baked bread and informational bags to these newcomers.

This year the Welcome Team visited 14 new families!

WORSHIP

The Worship 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. 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 (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 your dedication to preparing and presenting such beautiful church services over the past year. It has been our joy to serve with you.

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. Occasionally people (including spouses 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 – 30 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. It is truly a wonderful gift to be prayed for regularly by a member of the Prayer Guild.

Coordinated by Betsy Cotton. – 20 members

Dave Umberger



ACOLYTE MINISTRY

Acolytes assist the priests during all kinds of services, including weddings, funerals, and ordinations. New and returning acolytes participated in an acolyte training in August 2024 to refresh their skills and welcome new members.

Children can begin serving as acolytes in 3rd grade; 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 – 16 members.



LAY MINISTRY

The Lay Ministry has multiple roles and is comprised of lectors, lay Eucharistic ministers, worship leaders, and Lay Eucharistic visitors.

Lectors read Holy Scripture appointed for Saturday, Sunday, and Wednesday services.—20 members (including 8 youth)

Lay Eucharistic ministers lead the Nicene Creed and the Prayers of the People and offer the chalice or paten 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 services in person.—10 members

January Layman-Wood coordinates the lectors, Lay Eucharistic ministers, and worship leaders, while Deb Braun coordinates the Lay Eucharistic visitors. And a special thank you to Julie Morgan, who has stepped down after leading this ministry for many years.

USHER MINISTRY

The Usher Ministry is dedicated to helping usher God's people into the building as well as maintaining 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 Chris Runkel – 24 members

TREASURER REPORT

2024 OVERVIEW:

- Operating Income: \$1,006,425
- Operating Expense: \$810,863
- Transferred to Reserves: \$130,800
- The Finance and Audit Committee performed an audit, per our bylaws, and presented a clean report for 2023.
- Mortgage balance as of 12/31/2024: \$871,995
- Mortgage loan refinance should be in place by Feb. 2025.
- Long-term investments and Endowment Funds rate of return for 2024: 9.45%

Anne Brannam, Treasurer
Michelle Ramsdell, Parish Administrator

2025 BALANCED OPERATING BUDGET:

- Budgeted Income: \$971,479
- Budgeted Expense: \$948,079
- Budgeted Loan Principle Payments: \$23,400

ANALYSIS OF REVENUES AND EXPENSES

INCOME	2023 Actual	2024 Budget	2024 Actual	2024 Variance	2025 Budget
Plate Offering ¹	\$ 49,468	\$ 35,000	\$ 66,318	89%	\$ 35,000
Pledge Payments ²	735,555	759,000	819,386	8%	800,000
Other Gifts ¹	49,563	25,600	39,885	56%	25,600
Parish Organizations ³	14,642	14,200	14,118	-1%	14,200
Investment Income - Operating ⁴	237	90	2,751	100%	0
Undesignated Endowment Income ⁵	0	36,000	30,848	-14%	36,000
Other Undesignated Income ⁶	22,200	22,236	26,942	21%	22,679
Released from Designated ⁷	22,530	18,000	6,177	-66%	38,000
OPERATING INCOME	\$ 894,195	\$ 910,126	\$ 1,006,425	11%	\$ 971,479

EXPENSES	2023 Actual	2024 Budget	2024 Actual	2024 Variance	2025 Budget
Outreach ⁸	\$ 76,956	\$ 90,000	\$ 88,000	-2%	\$ 95,100
Formation ⁹	11,369	13,000	11,204	-14%	12,350
Worship ¹⁰	18,765	27,313	26,866	-2%	27,965
Pastoral Care ¹¹	-	750	0		750
Fellowship ¹²	3,613	4,000	4,025	1%	4,700
Salary and Benefits ¹³	461,836	496,241	449,517	-9%	550,049
Plant and Operations ¹⁴	223,632	232,102	231,251	0%	257,165
OPERATING EXPENSES	\$ 796,171	\$ 863,406	\$ 810,863	-6%	\$ 948,079

Increase/(Decrease) in Unrestricted Net Assets ¹⁵	\$ 98,024	\$ 46,720	\$ 195,562		\$ 23,400
Adjustment to Market on Investments ⁴	69,868	0	60,644		0
Transfer to Designated Funds ¹⁶	(98,024)	0	(130,800)		0
Depreciation Expense	(125,764)	0	(125,406)		0
OPERATING TOTAL	\$ (55,896)	\$ 46,720	\$ 0		\$ 23,400

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 2024 was \$781,760. Pledge income for 2024 was 105% of the actual pledged amount.

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. In 2024, this income line was solely attributable to bank interest earned on a money market account. 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 an Endowment draw in 2023. In 2024, the total Endowment draw was \$50,000.

6 Other undesignated gifts includes Other Income and Tower Rent. 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 because the allocated VBS (Vacation Bible school) amount of \$1,200 was not transferred to designated funds since the balance of the designated fund was already adequate.
- 10 Worship Expenses include Choir Director Professional fees, Choir & Musicians, Instrument Maintenance, Altar Guild, Acolytes, and Flowers.
- 11 Pastoral Care was a new budget line for 2024, and it was not expended.
- 12 Fellowship Expenses include Social, Welcome, Parish Retreat, and Vestry Retreat. The \$1,600 budgeted for Social Expense was not used in 2024 and was transferred to the Parish Retreat designated fund to be used in 2025.
- 13 Includes clergy and staff salary and benefits. Expenses were lower than budgeted due to hiring our Assistant Rector later in the year than anticipated and to 2 staff members leaving mid-year.
- 14 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. The net variance for 2024 was negligible because the variances offset. Landscaping was under budget by about \$7,000, while Plant Utilities and Plant Maintenance were together over by \$3,100. Safety and Security was a new line that incurred \$2,500 in expenses but did not have a budget. Other lines in this area had smaller variances between actual and budget that collectively offset.
- 15 The amount budgeted for increase in Unrestricted Net Assets is to ensure cash is available to cover the mortgage principal payments.
- 16 Includes \$2,729 for Designated Plate Offering, \$30,000 that the Vestry voted to move to Building Repair, and \$98,072 that the Vestry voted to move to General Reserves.

SUMMARY OF RESTRICTED ACCOUNTS

Fund	Beginning Balance	Increases	Decreases	Ending Balance
Reserves:				
Building Repair	\$ 307,028	\$ 103,400	-	\$ 410,428
General Use	431,160	98,072	22,162	507,070
	\$ 738,188	\$ 201,472	22,162	\$ 917,498
Other Designated:				
Education	\$ 8,148	\$ 4,366	\$ 2,002	\$ 10,512
Fellowship	25,504	42,385	31,272	36,617
Outreach	18,620	32,999	21,922	29,697
Worship	6,419	7,400	7,666	6,153
Youth	16,761	7,221	7,220	16,762
Other	41,475	17,202	16,288	42,390
Designated Endowment Income	35,305	20,617	9,232	46,690
	\$ 152,232	\$ 132,190	\$ 95,602	\$ 188,820
Discretionary Fund	10,072	6,198	6,963	9,307
Special Offerings	-	5,209	3,955	1,254
Endowments (Principal)	1,459,386	75,393	-	1,534,779
Endowments (Income)	462,176	212,062	50,000	624,238
TOTAL RESTRICTED ACCOUNTS	\$ 2,822,054	\$ 632,524	\$ 178,682	\$ 3,275,896

STATEMENT OF FINANCIAL POSITION

ASSETS		2023	2024
Truist: Checking		\$ 110,648	\$ 404,865
Money Market		221,357	224,108
Trustees of the Funds: Endowments		1,921,563	2,087,818
STAMP Fund		415,502	434,784
TOTF Investment Fund		367,281	408,644
Preschool Accounts		196,958	182,178
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		(2,978,186)	(3,103,592)
Other Prepays		7,488	8,011
Due from TOTF		-	-
Loan Costs		3,326	665
TOTAL ASSETS		\$ 5,707,506	\$ 6,089,050
LIABILITIES		2023	2024
Payroll Liabilities		\$ 3,164	\$ 2,882
Prepaid Income		41,400	23,455
Truist: Mortgage - Principal (Current)		46,719	871,995
Mortgage - Principal (Long Term)		871,995	-
Preschool Account Liabilities		196,958	182,178
Due to Preschool		396	403
Accrued Expenses		8,297	15,719
NET ASSETS			
Designated		\$ 162,304	\$ 199,381
Endowments		1,921,563	2,159,017
Reserves: Building Repair		307,028	410,429
General Use		431,160	507,069
Undesignated		1,716,522	1,716,522
TOTAL LIABILITIES & NET ASSETS		\$ 5,707,506	\$ 6,089,050

