



Annual Report

2022-2023





St. Andrew LUTHERAN CHURCH

St. Andrew Lutheran Church
12405 SW Butner Road
Beaverton, OR 97005

503.646.0629

office@standrewlutheran.com

www.standrewlutheran.com

St. Andrew is incorporated in the State of Oregon.
Our legal name is *St. Andrews Lutheran Church.*



Evangelical Lutheran Church in America

God's work. Our hands.

St. Andrew is a congregation of the ELCA.
www.elca.org



OREGON SYNOD GOD'S WORK. OUR HANDS.

Our regional organization is the Oregon Synod.
www.oregonsynod.org



Reconciling in Christ
Congregation

St. Andrew is a Reconciling in Christ Congregation
www.reconcilingworks.org

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).



Oregon Synod



January 11, 2023

Dear Friends and Members of the Oregon Synod,

My prayers are with you as you welcome the new year, dwell in the glow of Epiphany, and gather together to plan for your 2023 congregational meeting.

The life and vitality of your faith community are important. The work we do together as the Oregon Synod is important. And, our unity as the Evangelical Lutheran Church in America is important.

Our upcoming Synod Assembly is scheduled for Saturday, May 20th online. Please mark the date in your calendar. As in years past, there are a couple of things to consider as you prepare for Synod Assembly 2023:

- 1) voting members. Your elected voting members must be people comfortable with (or willing to learn how to join) an online meeting (and the access to resources to so),
- 2) additional voting members. Since the financial impact on congregations will be much less than an in-person assembly, this is a perfect year, if you've not yet done so, to begin the habit of electing additional voting members (up to 2 people who identify LGBTQIA+, up to 2 people for whom English is not their first language AND, up to 2 Youth/Young Adult voting members).

What a time to be God's church! As the gospel of Matthew tells us, "With God all things are possible." We have learned, grown and changed thanks to the challenges of the past few years. Let's be marked by the transformations Wisdom/Sophia has offered.

With your prayers, financial support and deepening relationships, we are capable of doing more than we dare dream or imagine. Please consider inviting Juan Carlos La

Puente, Pr. Melissa Reed or myself to your congregation in 2023. Many of our creative and phenomenal deacons, mission developers, and ecumenical and interfaith partners would love the opportunity to be with you as well.

I look forward to sharing this work with you throughout the new year. Let us dare to love one another and walk the Way of Christ's courageous love together.

Yours in Christ's love,

A handwritten signature in cursive script that reads "Laurie L. Caesar". The signature is written in a dark ink and is positioned above the printed name.

Bishop Laurie

Table of Contents

Message from the ELCA Presiding Bishop	3
Message from the Bishop of the Oregon Synod	4
Table of Contents	6
Agenda: Annual Meeting of the Congregation Tuesday, June 13, 2023	8
Minutes: Annual Congregational Meeting June 14, 2022 6:30 pm In Person & Online	10
Vision for Ministry 2023	15
President's Report	17
Barton Robison, Congregation Council President	17
Pastoral Reports	19
Pastor Laurie Newman, Interim Pastor	19
Chaplain India Jensen Kerr	20
Staff Reports	23
Children & Youth Minister – Kyler Vogt	23
Interim Minister of Music – Deacon Susan Werner Reiser	25
Parish Manager – Carol Harker	27
Statistical Report	31
St. Andrew Foundation	32
Committee & Team Reports	36
Adult Education	36
Children's Ministry: Middle School Education	36
Earth Care Team	37
Facility Management Team	38
Partial Finance Team Reports	39
Counters	39
Financial Review Committee	39
Health Ministry Team	40
Horizon Team	40
Human Resources Committee	42
Information Technology (IT) Committee	43

Outside Property Team	44
Sanctuary Team	45
Service Committee	46
Stewardship Committee	47
Transition Team	48
Welcome Ministry	49
Additional Reports	50
Family Promise of Greater Washington County	50
Libraries	50
Lydia Circle	51
Nifty Notters	51
Spirituality Book Group	52
Synod Assembly	53

Annual Meeting Agenda

GATHERING

1. Call to Order – *Barton Robison, Council President*
2. Opening Devotion – *Pastor Laurie Newman*
3. Establish Quorum
4. Adoption of Agenda
5. Explanation of Voting Process

MINISTRY

6. St. Andrew Lutheran Church
 - a. Core Ministry Initiatives: *Interim Pastoring – Pastor Laurie*
 - b. Transition Team Report/Next Steps – *LuAnn Staul*
7. The Oregon Synod of the ELCA
 - a. Synod Assembly Report – *Sue Lee*
8. ELCA Churchwide

Video Message from Bishop Eaton

<https://www.youtube.com/watch?v=wF71r9leEtg>
9. Other Ministry Topics
 - a. Children and Youth Ministry Update – *Children & Youth Minister Kyler Vogt*
 - b. Caring Ministry – *Parish Chaplain India Jensen Kerr*
 - c. Earth Care – *Bev Briggs*
 - d. MACG – *Pat Christiansen*
 - e. Sanctuary Team – *Cindy Stadel*

MINISTRY SUPPORT

10. Congregation Council
 - a. Recognition of Completed Terms – *Barton Robison*

John Reiser, Dwight Jerde, Jeff Smith
 - b. Congregation Council Nominating Committee – *Liz Hardy/Sue Lee/Gretchen Bancroft*
 - i. Report
 - ii. Introduction of 2022-2025 Council Nominees

- c. 2023 Nominating Committee
 - i. Nominations from the Floor
 - d. Congregational Vote (Yellow Ballot)
- 11. Constitutional Update
 - a. New Constitution – *Rachel Roberts, Council Secretary*
- 12. Finances & Funds – *Tim Duggan, Council Treasurer*
 - a. Finance Team Overview & Explanation of Funds
 - b. Annual Financial Review Report – *Larry Bliesner*
 - c. Finance Reports, Funding Proposals, and Voting
 - i. Stewardship Committee – *Jeff Smith, Chair*
 - ii. Proposed Ministry & Mission (M&M) Funding Plan – *Tim Duggan*
 - d. Congregational Vote on Budget Plan (Green Ballot)
- 14. The St. Andrew Foundation – *Sonja Ackman, President*
- 16. Written Ballot Results
 - a. Congregation Council Members – *Nominating Committee*
 - b. Ministry & Mission (M&M) Funding Plan – *Barton Robison*
- 17. Adjourn Annual Meeting

SPECIAL CONGREGATIONAL MEETING TO CALL A DEACON

- 1. Call to Order – *Barton Robison, Council President*
- 2. Establish Quorum
- 3. Prayer – *Pastor Laurie Newman*
- 4. Recognize Synod Representative and Letter – *Barton Robison, Council President*
- 5. Statement of Purpose and Presentation of India Jensen Kerr – *Pastor Laurie Newman*
- 6. Vote (Pink Ballot)
- 7. Community Music – *Pastor Laurie Newman*
- 8. Written Ballot Results – *Barton Robison, Council President*

SENDING

- 18. Closing Prayer – *Chaplain India Jensen Kerr*
- 19. Adjournment – *Barton Robison, Council President*

2022 Annual Meeting Minutes

June 14, 2022, 6:30 pm, In Person & Online via Zoom

Gathering

6:35 – Opening Devotion, Pastor Mark Brocker

Thoughts from Isaiah on times of transition, and parallels to the global pandemic, the broader Lutheran Church, and St. Andrew Lutheran Church. Also, a prayer for the congregation during this time of transition.

6:38 – Special Announcement

A spam note which should not be opened was sent to the entire congregation shortly before the meeting.

6:39 – Establishment of Quorum

71 attendees are present, establishing a quorum.

6:39 – Adoption of Agenda

Agenda approved verbally.

6:40 – Explanation of Voting Process

Three ballots are present and shall be submitted, one for each scheduled vote.

Ministry

St. Andrew Lutheran Church

6:41 – Core Ministry Initiatives: Worship & Christian Education – Pastor Mark Brocker

While we are in a time of transition, the core values that ground St. Andrew will not change. These include our focus on Worship & Christian Education; our Core Values; and our motivation of God's Grace. Reports on The Roots education program and the Horizon Committee are forthcoming, and the 70th Anniversary Celebration is fast approaching and planning committee will be looking for volunteers soon. Finally, thank you to all congregation members for staying together, active, and positive throughout the ongoing pandemic and associated challenges.

6:46 – Horizon Team Report – Scott Anderson & LuAnn Staul

A state of disequilibrium is present, despite the stable home that St. Andrew has provided to all, as we are buffeted by change. Following the Congregational Listening Session, the Horizon Team created a Word Cloud illustrating the results of the listening session, and shared the results with attendees. This transition is an opportunity to let go of unneeded or outdated values and traditions, while building and strengthening our congregation with the new and creative opportunities available to us as we listen to the discernment process.

Horizon Team Recommendations

- Authorize the Horizon Team to continue its work through October 31, 2022
- Begin the hiring process for a new Minister of Music that can help guide the congregation through a variety of worship experiences
- Reconsider organizational staffing, pastoral, and volunteer structures to fulfill ministry needs and support existing staff
- Continue, enhance, and integrate our social justice ministries into all of our programs
- Strengthen our internal connections and provide opportunities to develop intergenerational relationships amongst members

The Oregon Synod of the ELCA

7:01 – Synod Assembly 2022 Report – India Jensen Kerr

Pastor Mark, India, and Fred Kerr attended the Synod Assembly and voted on behalf of the Congregation. Six resolutions were brought to ballot; documentation and vote results are available in the official Synod Assembly Report. Jennifer Trom is a candidate to attend the upcoming ELCA gathering.

Other Ministry Topics

7:08 – Children & Youth Ministry Update – Kyler Vogt

What will the new normal look like for our Children and Youth Ministry? St. Andrew is excited to offer our upcoming educational program, The Roots, to build and strengthen the connection of young children to our Education Ministry. Our Earth Camp is another offering – now entering its second year – which will help connect St. Andrew to the community. These activities will all help to focus on building strong relationships with our children, which will be the key to ongoing successful Youth Ministry.

7:13 – Caring Ministry – India Jensen Kerr

Focus of Caring Ministries has been on building strong networks to support members of our Congregation who have had recent surgeries or are otherwise unable to interact with the community as they have in the past. Programs looking at Grief Ministry and managing the Prayer Chain emails have also been key activities. The Caring Ministries Teams will also be meeting quarterly to focus on other activities.

7:16 – Earth Care – Carol Harker

Recent weather events – from atmospheric river rains to rising tides to forest fires – have shown that our home in the Pacific Northwest is not immune to the challenges of climate change. Earth Care has been a core value of St. Andrew for many years, and our activities in managing our own property by removing invasive species and supporting use of natural energy sources continue to align with that goal. Auditing plastic use in the church, planting native flowers, and supporting Earth Camp are just some of the activities the Earth Care team have engaged in.

7:20 – Sanctuary Team – Scott Taylor

The Sanctuary Team is looking to sponsor a refugee family, with guidance of the proper number of refugees somewhere in the area of six to eight. Those who feel a calling to support this work are encouraged to contact members of the Sanctuary Team today.

ELCA Churchwide

7:27– Video Message from Bishop Eaton – “A Message on Ukraine”

The video message from Bishop Eaton was played for the attendees.

Ministry Support

Congregation Council

7:30 – Recognition of Completed Terms – Scott Taylor

Gretchen Bancroft, Maria Navarre, Diane Reiner, Scott Taylor; also Becky Lamboley

Thank you to all of our Council Members for their generous donation of time and energy over the past three-year volunteer service period.

7:32 – Congregation Council Nominating Committee – Dwight Jerde

After contacting 43 individuals, the Nominating Committee identified four new candidates for election to Council for the 2022 – 2025 term. No further candidates came forth during the session, and so members will choose among the four candidates whose profiles were included in the meeting packets. The congregation will vote on these candidates this evening using the distributed ballots.

A total of three non-council members from congregation and two council members can be voted onto the Nominating Committee at this time, to assist with identifying new Council candidates for next year. Gretchen Bancroft has volunteered to join the Nominating Committee.

7:37 – Motion and second for Gretchen to join the Nominating Committee. Vote passed, 71 – 0 – 0.

7:38 – Bylaws: HR Committee Bylaw – Scott Taylor

The wording for the new HR Bylaw is included in the meeting packet; this bylaw change is intended to

better document the consistency and rules surrounding membership of the HR Committee. Members shall vote on this change shortly using the distributed ballots.

Finance & Funds

7:40 – Finance Team Overview & Explanation of Funds – Scott Taylor

There are three main funds – Ministry & Mission (our general fund); Mortgage Fund (pays the monthly mortgage); and Designated Funds (use of funds designated by the donor).

7:41 – Annual Financial Review Report – Brian Cheney

The pandemic did serve as a financial disruptor, leading to slight decreases in both expenses and giving. For the proposed budget, there is an increase in spending as we begin to resume normal activities and move past the pandemic. The increase also addresses the increase in inflation which we have seen in the past year, and strives to maintain a fair wage for our professional staff. We are also continuing to move toward paying off the mortgage in the near future.

7:44 – Stewardship Committee – Dwight Jerde

Starting on June 19, we will begin our series of Temple Talks. These will cover the foundations of Christian Giving, and will help to focus the congregation on the task of paying down and eliminating the mortgage.

7:48 – A Hope for All 2020-2022 Capital Campaign – Scott Taylor

The Capital Campaign update will be available in the upcoming Weekly Newsletter.

7:49 – Proposed Ministry & Mission Funding Plan – Treasurers; Scott Taylor, Council President

The meeting packet includes a comparison of our current year budget to the proposed budget for Financial Year 2022 – 2023. It reflects a total increase of .18% year-over-year. Pie charts are also available in the meeting packet, presenting details of the Operations, Worship and Benevolence; Property; Ministry, Education and Worship; and Administrative budgets.

7:58 – Motion to change the budget to include a 7.5% increase to Pastor Mark’s salary even though he has not requested it. There is not a second to the motion.

8:05 – Election of Council Members, Nominating Committee, Approval of Bylaw Change, and Budget Approval

Voting ballots were completed and submitted by those members wishing to vote.

Congregational meeting paused to convene the St. Andrew Foundation meeting.

8:08 – The St. Andrew Foundation – Sonja Ackman, President

Thank you to all of our current and recent Board Members of the St. Andrew Foundation for their service. As with the church, the Foundation is also discerning how best to support the Foundation's mission. Additional Board Members are welcome at this time; please contact Sonja if you are interested in learning more about these opportunities. Managing gifts to the Foundation is a rewarding role and allows members the chance to help those gifts flourish over time.

8:12 – Motion to elect Tom Mehlhorn as a Board member is seconded and passed 68 – 0 – 0.

St. Andrew Foundation meeting now adjourned.

8:14 – Other Ministry Support Topics – Scott Taylor / Mark Brocker

Meeting is reconvened.

Volunteering plays a critical role in our Congregation's success. Carol Harker would appreciate support on Friday afternoons or other afternoons in managing the office. The work of maintaining the property is also an opportunity to remove significant expenses from the budget.

The call process will include a period of discernment, following which candidates for the St. Andrew Lead Pastor role will be presented to the Church. An interim Pastor will serve during this time. There are many current openings for even part-time Pastors within the Oregon ELCA. However, the St. Andrew role will likely attract seasoned candidates.

8:22 – Written Ballot Results – Scott Taylor

All four nominated Council Members were approved, with 68, 70, 71, and 63 votes respectively. Three individuals received write-in votes. Bylaw change was unanimously approved. The budget was approved 68 – 2 – 1.

Sending

8:24 – Closing Prayer- India Jensen Kerr

8:25 – Meeting Adjourned

VISION FOR MINISTRY 2023
St. Andrew Lutheran Church, Beaverton, Oregon
The Emerging Church

"Now faith is being sure of what we hope for and certain of what we do not see." (Hebrews 11:1)

VISION: The people of St. Andrew *"living as people of hope"* in 2023.

CORE VALUES

God Care

Praising, giving thanks, and confessing to God and interceding on behalf of God's people and creatures in worship, prayer, and daily life.

Earth Care

Recognizing Earth as our home and all God's creatures as our kin, confessing where we have contributed to ecological destruction, and seeking to renew Earth and all its inhabitants.

Community Care

Partnering with other organizations in the community to provide for the well-being of individuals and the community as a whole.

Neighbor Care

Providing mercy and seeking justice for our neighbor in need, especially the most vulnerable among us.

Self Care

Seeking physical, emotional, social/interpersonal, intellectual, vocational, financial, and spiritual well-being for our self.

CORE MINISTRY INITIATIVES

Transition

Prayerfully seek out discernment and wisdom as we begin the call process to bring in a new pastor to St. Andrew Lutheran Church. Lovingly and joyfully support our church family, staff, and interim leadership as we navigate this time of change.

KEY MINISTRY INITIATIVES FOR 2023

- Hire a new Minister of Music to lead St. Andrew in worship.
- Implement St. Andrew's vision for Children and Youth Ministry:
 - Conduct Earth Camp for children in the summer.
 - Support and grow a rotational model for the Children's Education time on Sunday morning.
- Establish a Call Committee to guide St. Andrew through the call process of hiring a new pastor.
- Work dutifully through the interim process alongside our Interim Pastor.
- Find opportunities to implement and operationalize our learnings from the Horizon process.

KEY MINISTRY SUPPORT INITIATIVES FOR 2022

- Develop a whole life stewardship approach for St. Andrew.
- Continue to make progress toward burning the mortgage.

President's Report

Barton Robison

"Now faith is being sure of what we hope for and certain of what we do not see." (Hebrews 11:1)

Dear St. Andrew family,

Happy 70th Anniversary! When our forebears founded the congregation in 1953, Beaverton was a small town of less than 3,000 people. An average home cost all of \$18,000, Phil Knight was still 11 years away from launching Nike, and Dwight D. Eisenhower had just taken the oath of office.

It's fascinating to think how much our world has changed since 1953. What would those founders think of our congregation today? They'd recognize and appreciate an organ and tapestries, but think of their fascination at seeing a copy machine. The wetlands and woods are the same, but how in the world do we broadcast our weekly services on the internet? (By the way, what's an internet?) And a gay Council President?! Egads!

70 years in, and St. Andrew is *still* a congregation experiencing change. We've been blessed to welcome Pastor Laurie Newman into our church as Interim Pastor. Chaplain India Jensen-Kerr has been ordained (woohoo!), and pretty soon we'll get to refer to her as *Deaconess* India Jensen-Kerr. We're also reaping the benefits of the congregation's tenacious work to pay down our mortgage, with a reduced monthly burden that's the direct result of years of generosity that's helped us aggressively pay down our balance.

For as much as we have to celebrate, some of the changes we're experiencing are painful. In December, we said goodbye to Pastor Mark, our steady hand at the wheel for the past 17 years. At All Saints Sunday this past year, we rang bells for more than 20 congregants who passed away during our COVID era. We're also not independent of the challenges facing congregations across the world as society's relationship to church shifts at a rapid pace, a shift we can see in our pews and in our bank account.

During this interim time, I've been turning back to Exodus. The Israelites lived in slavery in Egypt for more than 350 years—five times as long as St. Andrew has been a congregation. And yet when God delivered them into freedom, their overwhelming response was fear. The desert was harsh and unforgiving. Where would they get food and water? What if they were set upon by conquering armies? At least in Egypt, they had their needs met and knew what to expect. The unknown of the wilderness was terrifying!

What the Israelites couldn't collectively muster in the wilderness—at least not for a few decades—was *hope*. To believe that things in the future could be better than what they knew before required faith and imagination, and faith and imagination were both in short supply.

Hindsight is 20/20, and we know how the story turned out. God protected the Israelites in the wilderness by providing them with food, water, shelter and safety. The wilderness years weren't a cakewalk by any means, but they were what the people needed to strengthen their faith and reliance on God. After 40 long years, the Israelites were settled in a land flowing with milk and honey (sounds sticky!), a place far beyond where their imaginations could have taken them as they initially set out from bondage in Egypt.

Family in Christ, we're in the wilderness right now. Time and circumstances have forced us out of the comfort we've known, and it's hard to imagine what our church—our world—will look like in 70 years.

How can we overcome the fear of the unknown and nurture our collective faith when *so much* is uncertain?

Even though our world looks unrecognizable to the world from 1953, the God that sustains us and binds us together is constant. "You yourselves have seen what I did to Egypt, and how I carried you on eagles' wings and brought you to myself." These words from Exodus 19 that nurtured the wandering Israelites are the same words that nurtured St. Andrew's founders, and they have the power to nurture us today. It's okay to feel afraid and anxious. It's normal to grieve and mourn. But remember what God has brought his people through! We are here today by the grace of the One who continues to carry us on eagles' wings.

It's been an honor to lead our congregation into the wilderness. As we celebrate 70 years of being St. Andrew together, let's open ourselves to imagining a future that could be *even better* than what we've already known, hold one another with gentleness and compassion, and collectively live out a faith that is sure of what we hope for and certain of what we do not see.

Your friendly neighborhood Council President,
Barton

Pastoral Reports

Laurie Newman, Interim Pastor



It's a privilege to serve St. Andrew as your Interim Pastor. It's a liminal time, and we are still in the throes of transition. Though it is busy and a bit unsettled at times, it's also an exciting time as we discern the congregation's present and next steps.

One thing that became clear this spring is that there is an inconsistency in our income for Ministry and Mission. This is impacting what we are able to do (or not) with staffing. Also, some administrative and communication systems need improvement. We are at work on these things.

In order to get acquainted with the congregation as a system and as individuals, I've:

--Initiated 1000 coffees and 1000 questions, to meet one on one with Congregation members. At the time of this writing, I've met with 62 St. Andrew folks, and I'm still scheduling more, every day. (Email me if you'd like to set up a time, please!)

--Meet weekly with the Parish Manager, the Parish Chaplain, the Children and Youth Minister, and the Interim Minister of Music.

--I've attended meetings for these groups: Worship Planning (every other week); Weekly Staff and monthly Full Staff Team, The Exec. Committee, Service; Earth Care, Finance, Council, HR; Facilities; High School game night. I intend to get to Reckoning with Racism, Sanctuary, and MACG groups also. I'm scheduled to visit the Foundation Committee soon.

--Visited at home and in the hospital, parishioners in need of visitation (coordinated with Chaplain India Jensen Kerr).

--had two conversations about baptism with a neighbor (not a church member).

--Met with Ralph Nelson about music/liturgy and Lutheran style.

--Meet twice monthly with the Worship Planning Committee and led the Weekly Lenten Wednesday service since March 8, and learned how to preside at Sunday worship.

-- Enjoyed two services on Easter Sunday, and Holy Week services (Maundy Thursday and Good Friday).

--I've met twice with the Transition and Clergy Call Team. The eight-member team meets twice a month. (I am staffing this until team reaches the stage of the "call" process for the new pastor.)

Continuing Education, as I walk the Interim Ministry journey with you:

--I finished part one of Transitional Ministry Workshop and am working with a clergy coach, Margaret Marcuson.

I am learning to lead Communion the Lutheran (St. Andrew!) way.

I'm also interested in how St. Andrew could make the Sanctuary of the Firs accessible, soon, and looking into grant applications to make that happen.

India Jensen Kerr, Chaplain

22 Then Jesus said to his disciples: "Therefore I tell you, do not worry about your life, what you will eat; or about your body, what you will wear. 23 For life is more than food, and the body more than clothes. 24 Consider the ravens: They do not sow or reap, they have no storeroom or barn; yet God feeds them. And how much more valuable you are than birds! 25 Who of you by worrying can add a single hour to your life? 26 Since you cannot do this very little thing, why do you worry about the rest? Luke 12:22-26

This has been a year of change and opportunity. I have been here now for over a year and we have experienced the retirement of one Pastor and the start of an interim. We are still walking a road of uncertainty and change given that we are looking for a senior pastor and struggling financially. Yet, I know that St. Andrew is up to the challenge because God is working through us to lead us to where we are meant to be. As Jesus says in Luke 12:22-26, there is no need to worry because God will provide. While we are still in a place of uncertainty as to what that looks like, we can trust that God will provide in some way.

Eucharistic Ministry

Our Eucharistic Ministers are loving and dedicated folks who take good care of our homebound members. We are meeting as often as possible to check in, share experiences, and support each other. I have a spreadsheet to keep track of our homebound folks and the EM they meet with. Pastor Laurie and I share that spreadsheet and we can both add notes as needed. In addition, I am monitoring who may need an EM or I check in with folks myself if they do not want to connect with one at this time. The congregation can help by letting me know if anyone needs an EM or an ongoing visitor. It is possible that someone may not want communion but they would love to have someone visiting them regularly. I want to make sure that all of our St. Andrew folks are still able to connect with us even when they may not be able to attend or access modern technology.

Hospitality Ministry Team

Judy Montague began the hospitality ministry team where she took gift bags and/or a meal to folks who had just come out of surgery or were facing some other health concern. Judy moved to Nebraska to be closer to family which was a huge loss. Staff decided her ministry should continue and I was able to gather a small group of folks who are willing to do this work. We have three folks who take meals, cookies or flowers to folks in a time of need. This team is composed of Beth Johnson, Janet Vorvick, and Laura Geczy-Haskins. I have taken the leadership role for this team and we check in with each other periodically. If anyone would like to join this team we would welcome new members. You can also let me or Pastor Laurie know if there is a desire or a need for something such as a meal, flowers, or something else that may brighten their day.

Grief Ministry

There has been quite a bit of work in Grief Ministry. I continue to work on providing Stephen Ministries Journeying Through Grief books which include four books I send out to folks over time after the loss of a loved one. Since I started here, I have been introduced to a journal that may be useful for some called Comfort for the Day. It is a journal with meditations that allow people to write out their sadness, concerns, or joys when they are grieving. Both resources may be useful to some and not others and I continue to provide resources as needed.

While I always assisted at memorial services when Mark was here, I became more active in them after he left. I led a committal at a funeral home and have given the sermons at two memorial services so far. Now that Pastor Laurie is here, her experience is helping me to learn even more.

Finally, I offered a Blue Christmas service in January this year which was not well attended, probably due to the time. This year, I intend on having the Blue Christmas Service on a Friday in the beginning of December. These were very well attended when Pastor Robyn held them so I will try again with a better time.

Health and Caring Ministries Committee

The Health and Caring Ministries team is a collaborative effort by all of our caring ministries teams to coordinate ministries. We had started to meet in the past but we have not met in a while due to all the transitions we have been going through. This team includes MACG, Eucharistic Ministry, Health Ministry, a Representative from council, and the Hospitality Team. I will gather people together again in the fall as summers are generally not the best time for folks to meet. We have added the Welcoming Team and the Service Committee to our team. With all our teams coordinating together, we will be able to communicate and collaborate on the needs of the congregation and join together to improve caring ministries.

Caring Ministries

Pastor Laurie and I both work hard at making sure people in the hospital, the homebound, or the ill are provided for as far as visits, communion, and hospitality visits. Please let us know if you or someone you know needs pastoral care with a visit or a phone call or something from the hospitality team. There are cards in the pews you can fill out and put in the offering plate requesting prayer or some other need someone may have. I started a Wednesday book group with the purpose of allowing folks to connect over the challenges of aging they may be facing. We started with Joan Chittister's book *The Gift of Years*, which provided different perspectives and thoughts about the joys and challenges of aging and we are now reading Atul Gawande's book *Being Mortal*, which is a book about some of the challenges we face with the medical community as we age. We have a wonderful small group where we tell stories and share joys and concerns. If anyone would like to join this group you are more than welcome. We meet on Wednesdays from 1pm to 2:30pm.

Peaceful Transition

I am really enjoying working as your Chaplain of Caring Ministries and I foresee the next year being a place of growth and transition for both me and our congregation. One change will be that I will be called Deacon after my ordination on June 25th rather than chaplain. However, the work I do will not

change, I will continue in the same job under the new title of Deacon. As we look forward to our future ministries, I am excited to be involved in helping support those ministries. I know our caring ministries groups enjoy being involved in helping our church through transition as well. I am grateful to everyone in the congregation for being so willing to engage in God's service. Let us remember through this year to give God any of the worries that we have about this time of change in our congregation. Next year may look different and yet God is with us through it all. Alleluia!

Staff Reports

Kyler Vogt, Children & Youth Minister

Earth Camp



Sometimes the silliness just seeps out during Earth Camp, a week-long program for children entering 1st-6th grades.

In the first week of July, 2022, St. Andrew hosted our second summer Earth Camp for kids in elementary school. 36 campers spent the week with us, with upwards of 40 volunteers pitching in to make the camp possible. Throughout the day, campers rotated through stations of Earth Games, Earth Music, Earth Art, Earth Story, Earth Discovery, Earth Challenges, and Earth Care. The camp's wonderful teaching staff included Pastor Mark Brocker, Pat Christiansen, Don Nearhood, Isaac Brocker, Eric and Jan Luttrell, LuAnn Staul, Liz Hardy, and Carol Harker. Other volunteers joined as guides, snack providers, first aid providers, and worship leaders. Thank you to everyone who made this camp possible!

Preparations for Earth Camp 2023 is already well under way, and we are anticipating this year to be the biggest and best yet! Our team of volunteers is growing, with many new leaders stepping in to fill positions that have opened up over the last year. The camp schedule/structure has been entirely reworked in order to increase the number of campers to 48—a big increase over previous years! Earth Camp 2023 will certainly be one for the books.

The Roots

As St. Andrew reopened following the COVID19 pandemic, one of the last groups to return was our children and young families. Thankfully, in fall of 2022 we were finally able to launch our brand-new Sunday morning children's program, "The Roots!" This new program is based on the successful "day-camp" model from Earth Camp. The hour of The Roots starts with snack time before the kids head off to an alternating rotation of six stations: Bible Story, Music/Drama, Service/Justice, Art, Games, and Science! All our elementary-aged kids go to rotations together, while the 3-and-4-year-olds have a dedicated classroom. The Roots has been a hit with our kids, with some Sundays having as many as 20 kids in attendance! More than 30 volunteers have contributed to The Roots this year by bringing snacks, leading a class/station, coordinating volunteers, and hosting the gatherings. A huge, extra-special thank you goes out to Donna Brocker who played the consistent role of The Roots hostess until Pastor Mark's retirement, and to Jeannine Douglas who took over that role for the latter part of the year with help from Cheyanne Kalainoff.

Additionally, the launch of The Roots in fall of 2022 required another major project: the renovation of the downstairs children's space. When Bee Bops vacated the space the previous year, the children's space was in need of repairs, painting, and entirely new furniture and decorations. Pam and Jay

Meredith took the lead on behalf of the facilities team, repairing walls, hiring painters, and even doing some of the painting themselves! A team of 8 people came together as the ChAMP team (a forced acronym: Children's Are Ministry Possibilities) to imagine what kind of space we wanted to create for the next generation of our children's ministry. That team was led by Bev Briggs, who deserves a massive thank you! Together, our team visited numerous churches in the surrounding area, big and small, to see their children's spaces and glean wisdom from their leaders. We were certainly inspired!

When the time came to execute our own vision, many key folks stepped up. The St. Andrew Foundation provided a large grant to fund this project, which helped us purchase high-quality decorative signage and new furniture for every classroom. Many thanks to the Foundation chair, Sonja Ackman, and her whole team! Kimberly Weiss, who recently graduated from our high school program, spent countless hours painting original artwork on the walls for us. She decorated the rear entryway with an exciting geographic design, and paid homage to the St. Andrew church logo with a mural on a wall in the children's commons. Dozens of other folks pitched in to shop for furniture, assemble furniture, decorate classrooms, and hang our new signage. The result is a space that we are so proud of! We hope it continues to be a beacon for our congregation's investment in our kids. Thank you to everyone who made it happen!

Confirmation Beach Retreat

In April, five of our confirmands attended our annual beach retreat. This year's trip was exclusive to eighth-grade students, as we have five in our program this year: Gloria Au, Satya Semenchalem, Tanner King, Evan McGarvey, and Keegan Regan. We travelled together to Seaside, OR where we stayed in a suite at the Seaside Inn. On Saturday morning the students worked hard on their statements of faith, which all turned out beautifully. The remainder of the trip was packed with fun, including games on the beach, mini-golf, the ball-rolling bingo game "Fascination," and the traditional lunch at Mo's restaurant. A huge thank you to Allison Katsufakis who co-led this retreat with me!

High School Youth

During the 2022-2023 school year, our high school youth met on Sunday mornings to engage in lessons and conversations about his year's theme: Deconstruction and Reconstruction. Together we wrestled with the growing reality that most people deconstruct their faith at some point in their lives, and we worked to be prepared to go through that ourselves. We learned that it's okay to ask big questions, and to be comfortable when we don't know the answers. We also discovered how our faith and beliefs are our foundation, so strengthening them is necessary to give ourselves solid footing in life. We concluded the year by reading through Rob Bell's book, "Love Wins." A perfect example of the deconstructive faith process, this book provided us with countless excellent, hopeful discussions.

Outside of Sunday mornings, our high schoolers had a lot of fun this year! Over the summer we continued our tradition of picnics and games in the park. During the school year we played board games, navigated an escape room, carved pumpkins, threw axes, and took an overnight trip to a cabin up on Mt. Hood! Pastor Laurie even got into the fun at one of our game nights, getting to know the students over a rowdy match of "Codenames." In April we attended a show called "Say Yes: A Liturgy of Never Giving Up on Yourself" by local artist Scott Erickson. The show was powerful and hilarious, leaving us all uplifted and inspired. What a great year!

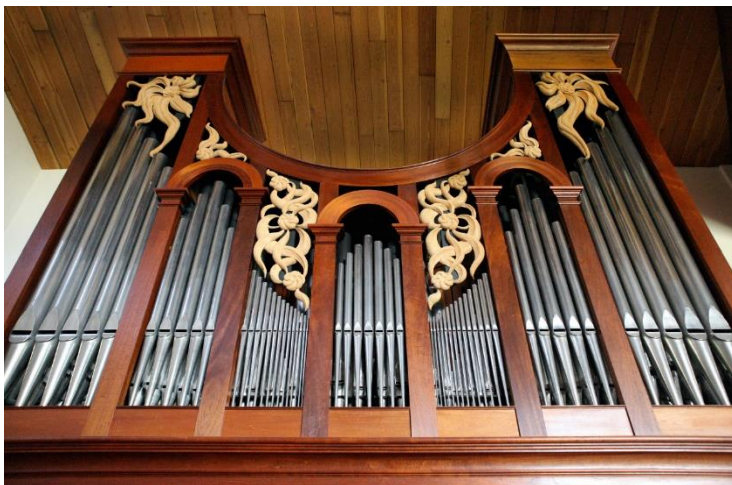
Susan Werner Reiser, Deacon & Interim Minister of Music

This past year, 2022-23, has been a year of transitions. The departure of the Minister of Music and the retirement of Pr. Mark Brocker impacted worship and music ministries. Members of the staff and volunteers were required to step up to fill gaps to ensure worship planning and staffing for worship services continued smoothly. The addition of interim Pr. Laurie in March is a blessing to the worship planning and services.

The Bells of Grace handbell ensemble remains a strong contributor to worship services from September through May by providing prelude and offering music for the worship services. We have heard that they are a favorite of the congregation.



The Sanctuary Choir was able to serve at worship services twice per month this year. The relaxing of masking requirements allowed singers to “breathe” easier! Joanne Zenger was brought out of retirement and served as choir accompaniment for the choir. The choir is smaller than pre-COVID but dedicated and works diligently to prepare music for worship services.



With the departure of Allison, it became necessary to have volunteers serve as Cantor at worship services. Lee Anne Knapp, Kristie Gladhill, Janet Vorvick, Liz Hardy, Allison Katsufakis, Rachel Roberts, and Becky Vogt have volunteered their time and faithfully serve on Sundays. Chaplain India Jensen Kerr has recently joined the ranks of cantors.

We have been blessed this year to have guest musicians serving at worship services once a month. Matthew Lotz, Matthew Smith, Cheryl Will, and John and Earl Giddens have served as music worship leaders; their musical gifts have been well received by the congregation.

Other highlights of the past year included:

- Guest musicians have included the brass quintet that rehearses at St. Andrew. They played joyfully for the Reformation Service.
- On the 3rd Sunday of Advent a double brass quintet presented a concert of seasonal music which was open to the public and the congregation. This event was prior to the Brocker farewell dinner.
- Members of the music ministry team had a great time planning the “Brocker Christmas Carol” as part of the dinner honoring the Brockers. They musically “roasted” Mark with alternate lyrics to some of his favorite hymns while Mark and Donna were visited by 3 ghosts: past, present, and future.
- The 4th Sunday of Advent was the service of Advent Lessons and Carols and featured the choirs and other musicians.

- Christmas Eve we had the sanctuary choir and the sound of flutes with Kristie Gladhill and Carol Werner sharing their musical gifts as we welcomed the Christ Child.
- On Palm Sunday we were led in procession by Allison Katsufakis on djembe, and Carol Werner played flute for the prelude and accompanied the hymns.
- Good Friday was a dramatic reading of the Passion story.
- Easter Sunday was joyful with Don Gottschalk on trumpet.
- Pentecost service featured Dan Schmidt on trumpet.

Finally, the decision to move to one service on Sunday morning is a welcome change. The vitality of the singing of the liturgy and hymns is uplifting for the musicians and congregation. When we are all together we make a very "Joyful Noise To the Lord."

Carol Harker, Parish Manager

"Have I not commanded you? Be strong and courageous. Do not be afraid, do not be discouraged, for the LORD your God will be with you wherever you go." – Joshua 1:9

This past year has been a pivotal one for St. Andrew, as the congregation adjusted to the prospect of losing our long-time pastor, Mark Brocker, to partial retirement at the end of December. During 17 years at the helm, Pastor Mark had overseen the transitions made to become a Reconciling in Christ congregation of the ELCA. He led parishioners through what could have been a contentious decision to call an openly gay Associate Pastor. He presided during the large reconstruction project that increased the size of our building and transformed the landscaping around it. He wrote a book, *Coming Home to Earth*, launched Earth Camp for youngsters, oversaw the creation of a Learning Center and then its dissolution. He encouraged parishioners to affirm St. Andrew as a sanctuary congregation. He ministered to people in their times of greatest need.

I was privileged to work with Pastor Mark for 10 years and used his last months on the job to ply him with questions whose answers might help us navigate a time of uncertainty ahead. Nonetheless, his retirement means that the church can no longer benefit from the institutional knowledge that he accumulated over almost two decades.



In addition to the crew pictured above, Pastor Mark helped lift a large plastic sheet up and over the organ.

A major upgrade to the Sanctuary came in September, with the installation of new carpeting. Nan Thompson made the project possible with her legacy gift that paid for the great majority of the cost. She lived long enough to select the color with the Facilities Team and, though she did not survive to enjoy the result of her gift, she was happy to participate in preliminary planning.

Although some worried that the organ or tapestry might be damaged during installation, everything proceeded without incident. A crew of church volunteers assembled to wrap the organ in plastic. How many Lutherans does it take to do that? Quite a few, actually—with two

high-wire young men willing to climb to the very top of extension ladders and then reach over the instrument to secure an enormous sheet of heavy plastic around the organ. We got tips and pointers from the team removing the pews, which were all relegated to Fellowship Hall for the duration.

In the end, the project took less than a week to complete and worship services proceeded in the Sanctuary without interruption. The only unfortunate element of the project for me remains the new carpet's color name, which is Spam.

Also in late summer, members of the Facilities Team worked diligently to repair and reclaim the children's space on the lower level that had been rented to Bee Bops until October 2021. Nails and screws were removed from walls, holes were patched, the classrooms and Commons were painted, and

redecorating was completed for the launch of The Roots. Pam Meredith, especially, worked with Tyler and devoted herself to the project.

With the carpeting and downstairs projects completed, the Facilities Team began reprioritizing other items on the PIPE (Property Improvement Projects & Emergencies) List. Two concerns rose to the top: the increased amount of maintenance required on both the roof and HVAC systems. To protect these critical functions of our building, we entered into maintenance agreements that are being paid for initially by PIPE Funds, but will be budgeted as part of Ministry & Mission in future years. Together, these maintenance agreements add up to about \$10,000 annually.

One of the greatest joys of the year for me was working with a creative and talented team to plan Pastor Mark & Donna Brocker's farewell party that was held December 11, 2022. We called it "A Brocker Carol" and Libby Calhoun's script guided us through a fun evening. Many thanks to Tom & Pam Jelineo for their management of the meal and room setup; Janet Vorvick for representing Council; Susan Werner Reiser, Allison Katsufakis, and Jacob Herbert, our musical Brockettes; Jeannine Douglas and Rick LeRoy for their historical perspectives; Council President Barton Robison for agreeing to preside and wear that goofy jester hat; and all those who came to celebrate the blessings of our time with the Brockers. Gifts were given, tears were shed, and memories were made. It was so much fun!—and I believe we have retired one of Mark's nutty songs, "Jingle Keys," for all time.



No one enjoyed the "Brocker Carol" farewell party more than Pastor Mark. People pulled out their keys to accompany the singing of "Jingle Keys" and the Brockers received accolades and gifts—including a top-notch reel for fishing Oregon's rivers.

Learning from Bishop's Associate Melissa Reed that we'd be without even an Interim Pastor for a couple of months following Mark's departure was a bit surprising, but Pastor Terry Moe stepped in to preside over worship during January and February, providing familiarity for the congregation until March 6, 2023, when Pastor Laurie Newman began her appointment as Interim Pastor. Being a Presbyterian presented some challenges for our bookkeeper in getting all her pay and paperwork in order, but we have not missed a beat in worship. Her sunny smile and hopeful vision have provided a needed boost in morale.

During the year, I worked with Human Resources to draft procedures for hiring and onboarding personnel and we began thinking about guidelines for remote work and recording work days. I can tell you that during performance conversations with each of the five reports I had at the time, people shared creative suggestions and perspectives to make the workplace more pleasant for everyone. Since then, Deacon Susan has returned to being supervised by the Pastor, while the bookkeeper, office assistant, housekeeper, and evening facility caretaker report to me. The church is blessed with the talents and dedication of each and every one.

My attention to the church website was challenged this year by ever more administrative duties, but Steve Christiansen stepped in to volunteer his expertise just in time! He's been a godsend, along with Communications Committee Chair Tom Mehlhorn and committee member Julie Ageson, who

continues to share rich and thoughtful spiritual development material on Facebook. And thanks to Pastor Laurie, too, for dipping into that channel of communication to reach a broader and perhaps younger audience.

In the end, though, Finance continues to demand much of my time. It is a blessing to have a bookkeeper on staff, to be able to access details of our chart of accounts and bank statements, and to work with the many volunteers who oversee both the revenue and expense side of church finance. We have a new Treasurer this year with Tim Duggan filling that role. He has focused on creating a history of giving and expenses for St. Andrew to enable us to communicate more effectively with the congregation and to budget more realistically, as well as addressing many of the day-to-day issues that arise as we work through our processes.

Budgeting has been particularly challenging because of declining giving, but a couple of actions have provided more financial stability for St. Andrew. In the fall, we opened a \$50,000 line of credit with Key Bank to have as emergency backup should we ever face a shortfall to meet payroll or other obligations. Tim and Transitional Treasurer Joel Johnson wrote guidelines for the use of that fund which were approved by Council.

St. Andrew also saw a reduction in our mortgage payment in January, from \$12,732 per month to \$5,013. This is actually a mixed blessing, as our contract with the Mission Investment Fund (MIF) allows the loan to be adjusted every three years, so—while we pay less per month, we also pay higher interest and extend the time necessary to pay off the mortgage.

We adjusted to funding challenges throughout the year by changing the way we pay some bills: using funds in Designated Accounts before turning to the M&M (operating) budget and paying smaller amounts monthly instead of a big chunk annually for insurance.

With decreasing revenues, we've also seen decreasing costs in some areas, while other lines show increases. We're addressing those as we can. Many thanks to John Reiser for following up on Eric Luttrell's contention that our water and sewer bill is seriously inflated and does not consider all of our investment in runoff engineering to eliminate water from our site entering the municipal system.

Although administrative costs are down overall, it's no surprise that our expenses for paper and printing are up, especially since for more than a year of COVID, we went without printed worship bulletins and newsletters. We're addressing this by going back to a smaller format for worship folders that should cut both paper and printing costs by about half.

As current volunteers get older and have less capacity for providing the services we've taken for granted for decades, we're seeing increases in costs for Building, Grounds, and Equipment—which include the cost of those two maintenance contracts that will be paid from M&M funds in our next fiscal year and following.

Utilities are up, too, primarily due to a trio of unexpected solar panel bills received in February. Funds for annual payments of \$5,275 to the Oregon Clean Power Co-op had not been included in recent budgets and came as a complete surprise to investors, the Council, and even those individuals involved in establishing our contract four or five years ago. To date, we have made two of the ten payments that the contract requires and have already received two bills that we are holding until our financial situation is more secure.

Obviously several of the costs we incur are non-negotiable, so we're particularly thankful to the staff and volunteers who have curtailed spending in response to our financial situation.

Regarding staff, two search committees began work in earnest over the winter months to seek qualified candidates for Minister of Music and Office Administrator. Johanna Land planned to resign so that she could focus on project work for multiple organizations. Although the committee identified two quality candidates for the office position in May, we chose not to hire anyone at this time—since we could not be certain that funds would be available for the position long-term. Johanna has agreed to stay on the job three days a week with slightly reduced hours, but a decision to freeze all hiring means that Deacon & Parish Musician Susan Werner Reiser will continue to also fill the role of Interim Minister of Music. She has stayed the course doing double duty for more than a year now.

It's pretty obvious that some recalibration will be necessary for staff and we'll be experimenting with some options this summer. We may close the church office on Friday, for instance, while continuing to allow the Tai Chi group to gather in Fellowship Hall. This would permit some staff to enjoy a longer weekend on occasion, without significantly reducing service to the congregation.

Despite concern over revenue, some very good things have transpired for the Finance Team this year. In response to a request from our two Financial Secretaries, Tammy Piscitelli and Brian Cheney, we added another two people to their team. Susan Jacobi and Sue Lee have joined the crew, which means that in most months, each Financial Secretary is responsible for recording one week's giving.

In addition, last fall Tammy Piscitelli and I worked with our membership software provider Fellowship One Go to enable every donor to log on securely to see their own giving, verify its accuracy, and print reports for IRS filings. This means that the Financial Secretaries can rely on most individuals to track giving on their own and can focus on helping people without computers or printers.

Finally, it's been encouraging to see the Earth Care Team continue to grow and explore new educational and activity programs for people of all ages. I was blessed to be in the Sanctuary of the Firs last fall when Barton Robison was leading a mindful walk and a deer emerged from the woods to join a group of 30 or so quiet and contemplative congregants. What a magical moment it was when our gathering was blessed by this unexpected benediction!



Then a barred owl perched overhead when we met with the Backyard Habitat reviewers who certified us into the Platinum Level of their program. Why did that owl come out in the daytime to listen in on our conversation? Is this another message from the Holy Spirit reminding us that all life is precious and valued in God's creation?

This spring the Earth Care Team hosted another successful Earth Care Fair, sharing lots of ideas, knowledge, and tips with people who want to act to protect the future of our planet. Not only is the number on our committee increasing, but so are our community partners who work with us to showcase what is possible. We just hosted open houses at a few Backyard Habitat-certified homes and several members of the Earth Care Team are gearing up to teach during Earth Camp at the end of June.

It is a privilege for me to be part of this community and to serve as best I can to oversee church administration. Thank you!

Statistical Report

Membership Statistics		2018	2019	2020	2021	2022
Baptized Membership at the beginning of the year		509	514	498	487	477
Baptized Members RECEIVED	By Baptism: Children 15 & younger	5	2	1	0	5
	By Baptism: Adults 16 and older	2	0	0	0	0
	By Affirmation of Faith	11	8	6	0	11
	By Transfer	11	2	0	0	2
	From Other Sources & Statistical Adjustment	0	0	0	0	
Total Members RECEIVED		29	12	7	7	18
Baptized Members REMOVED	By Death	4	5	8	6	6
	By Transfer	25	23	6	0	6
	For Other Reasons & Statistical Adjustment	27	0	4	4	0
	Total Members REMOVED	56	28	18	10	12
Baptized Membership at the end of the year		482	498	487	477	483

Other Statistics	2018	2019	2020	2021	2022
Number of Baptized Youth who were Confirmed	4	2	4	2	0
Total Confirmed Membership at the end of the year	419	427	432	421	419
Marriages *	1	2	2	0	1
Funerals *	3	2	2	6	6
Average Weekly Worship Attendance (In-Person)	196	194	172	86	103
Average Weekly Worship Attendance (Online: Actual X 2)			396	228	122

*Marriages & Funerals = number held or presided at St. Andrew or by St. Andrew pastors for members and non-members.

ELCA guidelines for computing online worship attendance are "Actual Devices Connected" multiplied times two.

St. Andrew Foundation

Purpose and Mission:

The mission of the St. Andrew Foundation is to provide funding for efforts that grow the spiritual health, well-being and ability of those serving God, both today and in the future, in ways that augment or extend the reach of the Church.

In other words... to provide funding for ministry that otherwise is only dreamt about!

What the Foundation Does to Fulfill Its Purpose:

- Receives, accepts, holds, invests, reinvests and administers gifts from congregation members and others including, but not limited to cash, bequests, devises, benefits of trusts, proceeds from life insurance and annuities, property of any sort or distributions from retirement plans
- Retains the majority of gifts received in a permanent endowment (unless otherwise instructed by the donor), distributing the interest, dividends and gains generated therefrom as determined by the Foundation's Board of Directors

Foundation's 2022-2023 Accomplishments:

- We transferred our investments to Thrivent! We are thrilled to be invested in a socially responsible, climate-friendly portfolio. Now our investments help further our vision and mission in the world. And, we are still getting great investment yields. Would you like to know more about our investment choices? Please reach out!
- We proudly invested in the future of St. Andrew this year! We granted funds to...
 - The Roots children's ministry to support the transformation of the downstairs children's area with furniture, paint and signs.
 - The Horizon Team's Phase 2 discernment process. This work is a natural fit with the Foundation's focus on the future ministry of the church.
 - Support seven St. Andrew members to attend the Reckoning With Racism Project through Ecumenical Ministries of Oregon (Mary Smith, India Jensen Kerr, Elaine May, Jan Smith, Pat Christiansen, Lynn Santelmann, and Kristin Sacks).
- Said "goodbye" to longtime *ex officio* Board member, Pastor Mark.
- Created a Memorial Gifts recognition webpage: <https://standrewlutheran.com/st-andrew-foundation/memorial-gifts/> to acknowledge donations to the organization in memory of departed saints.
- Conducted Board education on (1) donor acknowledgement and (2) management of Foundation-held life insurance policies.
- Connected with the St. Matthew Foundation to share lessons-learned and best practices, and to plan future events.
- Disbursed \$17,700 in grant awards:
 - \$8,000 to the Roots Children's Ministry (utilizing a designated fund).
 - \$4,000 in scholarships.

- \$5,000 to the Horizon Team Phase 2.
- \$700 to the Ecumenical Ministries of Oregon for the Reckoning With Racism Project.
- Continued to improve and automate our accounting and treasurer's reports.
- Improved efficiency of donation tracking and depositing.
- Strengthened connections with the St. Andrew Finance Team.
- Created a library of policies around educational scholarships, grant-making, and support for seminarians.

The Foundation's Vision and Goals

The St. Andrew Foundation envisions a future where it ...

- Provides funding for creative worship, education and outreach that are in alignment with Christian values.
- Is a preferred choice for foundation-type giving, with trusted investment and initiatives that resonate with and excite potential donors.
- Is well-understood and embraced as an extension of the congregation's ministries and priorities
- Has a sustainable fund of at least \$1 million.

To that end, our 3-2024 goals are:

- Continue to diversify the Board of Directors membership (we are actively recruiting – please join us!).
- Grant scholarships to support seminarians, post-high school education, and church organ lessons.
- Conduct direct outreach to increase number, size, and frequency of gifts.

How Are People Contributing to the Foundation?

- Direct, immediate donations (giving envelope in the pew, contribution via online giving)
- Donation in honor/memory of a loved one
- Naming the Foundation as the beneficiary of Life Insurance
- Naming the Foundation in their Will or Trust document
- Naming the Foundation as a beneficiary of their retirement plan

Every gift ultimately make a huge difference to the Foundation's work and is truly appreciated. Gifts that are deferred (e.g. a will or a beneficiary) are the "lasting legacy" gifts given by these members. When actually received, they will ensure that St. Andrew through the financial power of its Foundation will forever remain relevant, vibrant and effective in fulfilling its mission.

SALC FOUNDATION FINANCIAL ANNUAL REPORT		
May 2022 - April 2023		
ASSETS	Total	Difference from 4/22
Cash and Investments	\$ 155,494.79	\$ (11,479.19)
Cash Value - Life Insurance Policies	\$ 194,018.58	\$ 34,659.76
Total Assets	\$ 349,513.37	\$ 23,180.57
DESCRIPTION OF ASSETS		
Future Ministry Fund	\$ 314,391.85	
Current Ministry Fund	\$ 15,758.19	
Organ Lesson Fund	\$ 3,061.50	
Anita Cheadle Designated Trans. (Playground Equipment)	\$ 8,998.83	
Jarvis Designated Fund (Tai Chi and Senior Wellness)	\$ 303.00	
Youth and Family Fund	\$ 7,000.00	
Total Assets	\$ 349,513.37	\$ 23,180.57
Contributions received	\$ 3,269.00	
Realized Dividends, Interest, Gains	\$ 3,040.56	
Unrealized Capital Gains	\$ 32,718.35	

2021-2022 St. Andrew Foundation Board of Directors:

Sonja Ackman	President	Dan Fako	Vice-President
Luis Flores	Treasurer	Tom Mehlhorn	Secretary

If you are interested in joining the Foundation Board of Directors, contact Sonja Ackman.

Thank you to those who remember the Foundation in their giving and estate planning. It is through such faithfulness and far-sighted contributions that the true and full potential of the St. Andrew Foundation will be realized.

Sample Gift Language for Wills and Trusts

Unrestricted Bequest:

I give the sum of \$_____ (or _____% of my estate) to the St. Andrew Lutheran Church Foundation, Inc., whose tax identification number is 93-1055462, having its principal office at 12405 SW Butner Road, Beaverton, Oregon 97005, to be used for its general purposes.

Restricted Bequest:

I give the sum of \$_____ (or _____% of my estate) to the St. Andrew Lutheran Church Foundation, Inc., whose tax identification number is 93-1055462, having its principal office at 12405 SW Butner Road, Beaverton, Oregon 97005, for the following purpose:

_____ (state specific purpose). In the event that such use becomes impractical or impossible, the gift shall be used for such purpose as the Board of Directors of St. Andrew Lutheran Church Foundation shall, at its discretion, determine.

Committee & Team Reports

Adult Education

The Adult Education Team continued its practice of presenting the congregation a rich curriculum of classes during this past year. Courses offered included:

- Ethics Forum: Grounded in Grace, with Pastor Mark Brocker
- The Apostles' Creed: Do We Have to Swallow It Whole, with Kyler Vogt
- Sacred Space in the Home, with Greg Lewis
- A Christian Thinks about Islam and the Qur'an, with Jim Ageson
- Pilgrimage, with Paul Navarre
- Buddhism and Christianity: Double Belonging, with Janet Vorvick
- The History of the Devil, with Steve Christiansen

Children's Ministry: Middle School Education

Middle school students dove into the Hebrew Bible, also known as the Old Testament, this year. Teachers included Pastor Mark Brocker, Pat Christiansen, Lynn Santelmann, Allison Katsufakis, and Randy Sinn. Barton Robison's role as Guide gave the students a consistent, positive relationship with a caring adult from the congregation. Conversations were often lively, venturing into areas beyond the written curriculum.

Using source materials from Augsburg's collaborate curriculum, Dan Erlander's "Manna and Mercy," and videos from **The Bible Project**, students explored many of the great stories recorded in scripture. We discussed the Creation narratives and their intersection with science, major events in the lives of God's people from Adam to David and beyond, the many ways God worked with the people through judges, kings, and prophets, and how God's Grace has been abundant from the beginning of Creation.

At the Super Bible Bowl in February, students outscored a team from the Church Council, retaining the traveling trophy and bragging rights. In April, the students planned and led a worship service with an Earth Day theme. Invasive species were put on trial and sentenced to live only where they are meant to live. Children and adults became parts of a tree and discovered how we are all linked together in God's creation.

Five students presented their Statements of Faith to the Church Council in May and confirmed their faith in June. It was a year of building community, discovering where each person belongs in the community of St. Andrew, and spiritual growth. Next year, we will welcome new sixth graders as the incoming seventh and eighth graders study the New Testament.

Pat Christiansen

Please also see Kyler Vogt's report, pages 23-24.

Earth Care

This year provided an opportunity for the Earth Care Team to further our efforts to find ways to appreciate God's gift of creation, mitigate climate change and find ways to live sustainably.

In our stewardship of the Earth, we commit to:

- *Restoring the carbon balance in our atmosphere, soil, and seas by starting our efforts in our homes, and yards;*
- *Taking personal responsibility for the choices we make and the way our lives impact other inhabitants of our world;*
- *Celebrating God's gift of creation in worship;*
- *Spreading the word by educating others about their potential to make positive change for the planet; and*
- *Lobbying businesses, organizations, and government entities to enact practices and protections for our common environment.*



LuAnn Staul's Habitat-certified yard.

In August, Beverly Briggs, Don Nearhood, Michelle Sinn, and Carol Harker led Susie Peterson, representing Backyard Habitat and the Columbia Land Trust, and Rachel Pecore-Valdez on a tour of the St. Andrew property. A barred owl resting in a Doug fir near the picnic table where Pastor Mark did his Earth Camp teaching eavesdropped on the conversation going on below and was the first to learn the news: St. Andrew had received Backyard Habitat platinum level certification for the developed area of property surrounding the church proper. Susie noted that the people of St. Andrew have put in platinum-level work and beyond to develop our property in concert with the needs and well-being of native wildlife. "You have a significant ecological asset for the entire area," she said. "You've created an important wildlife corridor." "What a treasure to have for the community," longtime environmental educator Rachel added. "I'm thrilled to see what the kids have access to here and how much they can learn from your ongoing stewardship."

The Earth Care Team celebrated Earth Day with our second annual Earth Care Fair on April 23rd. A truly intergenerational event, children were coached by Isaac Brocker on how to plant and care for their own Bonsai trees, and Michelle Sinn shared how they can become Litter and Trash (LT) Rangers. We welcomed back Washington County who presented about Recycling and Beyond the Bin, Rachel from Backyard Habitat, and welcomed new partners with Friends of Trees, and Washington County Treekeepers. Team members shared with us information about Plastic Alternatives, the Wood Wide Web, information about the Kalapuya tribes who lived in what is now the Tualatin Valley, and people could view the video and pictures of the many creatures that share our property.

In May members had an opportunity to learn about how St. Andrew members have transformed their yards into habitats and about our own Platinum Certified Habitat at St. Andrew via Open House Tours.

Later this summer the Earth Care Team will host Mindful Walks as we fully experience our Riparian Forest and Wetland.

Our meetings are informative, fun, and inspirational; please consider joining the team.

Larry Bliesner, Beverly Briggs, Pat Christiansen, Liz Hardy, Carol Harker, Allison Katsufraakis, Ginny Link, Eric Luttrell, Pat Sandquist, Bob Stadel, LuAnn Staul

Facility Management Team

Members of the Facility Management Team:

- Set facility use policy.
- Review facility use requests, approving or declining requests based on our Core Values, as well as the availability of space and church member support.
- Monitor and authorize the use of PIPE fund.
- Work with ministries to support the development of new programs.
- Work with ministries to identify and support storage needs and improvement requests.
- Identify hazards and potential hazards and take corrective actions.
- Identify equipment failure and maintenance needs and take corrective action.
- Authorize scheduled maintenance requirements.
- Identify property maintenance and repair needs and support corrective actions.
- Identify items that are no longer of value and rehome or donate.
- Work with proper authorities to keep unauthorized individuals off St. Andrew property, especially those participating in illegal activity.
- Special appreciation to Sandi Beavers, Rick LeRoy, Pam Meredith, Pat Sandquist, Scott Taylor, and Carol Harker for hours of work beyond the monthly meetings.

This fiscal year:

- St. Andrew was blessed with a donation from the estate of Nan Thompson that covered most of the cost of replacing the carpet in our sanctuary.
- Items remaining from Family Promise program were repurposed or donated.
- Cleaned, repaired, and painted the Commons, Sunday School rooms and north entry to these areas, following Bee Bops (daycare) leaving. Special appreciation to library volunteers for sorting, repurposing, and rehoming hundreds of books from the daycare library.
- Worked with members of the ChAMP team to revision and revitalize the Children's Commons and Sunday School rooms in preparation for The Roots program.



- Obtained bids for painting the south church exterior area of the offices. East edge of the front entry to the east end of the building. Painting to be completed before September.

PIPE list of proposed projects:

1. Building exterior painting
2. Fellowship Hall sound / connections improvement
3. Sanctuary sound improvement
4. New chairs to replace existing folding chairs
5. Outside cross / signage
6. Sanctuary monitor screens for Zoom worship participants
7. Chapel door glass etching

Special appreciation to Sandi Beavers, Rick LeRoy, Pam Meredith, Pat Sandquist, Scott Taylor, and Carol Harker for countless hours of work beyond the monthly meetings.

Partial Finance Team Reports*

Counters

During the year our counters went back to the normal counting schedule. We have 12 volunteer counters who perform the vital function of counting the plate funds that come into the church.

The funds are counted on Mondays and deposited into the Key Bank account for St. Andrew that day. These funds are counted with the highest standards of accuracy, privacy, and timeliness. Details of the count are then forwarded to the Financial Secretaries.

During the year, Claris Poppert cycled off the Counters Team. Thank you for your many years of service.

Our counting team consists of: Bob Brown, Larry Bliesner, Dan Fako, Ed Fransen, Linda Fransen, Tim Holte, Tom Jelineo, Tom Lane, Mike McDowall, Judy Scholz, and Larry Vachal.

Respectfully submitted,
Bill Beavers, Coordinator

Financial Review Committee

Financial Review for 7/1/2022 through 6/30/2023 – FY 22/23

A review of financial records for St Andrew's FY22/23 was completed on 09-MAY-2023. The review team members were Larry Bliesner, Bob Stadel, and Ken Reiner. Carol Harker, Tim Dugan, Joel Johnson and our bookkeeper Karen Mallari were there to answer questions.

The review covered the following:

- Proper segregation of duties: Counters/Financial Secretaries/Treasurers

- Controls governing the congregation’s bank accounts are in place and operating as intended.
- Bank accounts are reconciled to corresponding ledgers in a timely fashion.
- Offerings are handled and counted in dual custody and deposits are made in a timely manner.
- Expenses are approved appropriately and supported by documentation.
- Controls over the payroll process are in place and operating as intended.

The method of the review was to follow the money through random sampling of:

- Accounts Payable
 - From entries on the bank statement to the ledger and vice versa.
- Deposits
 - From entries on the bank statement to the ledger and vice versa.

The review concluded that based on the sampling the objective of the review had been met.

Respectfully submitted,
Larry Bliesner-Team Leader

Health Ministry Team

The Health Ministry Team is comprised of Tira Nessel, Michelle Sinn, Laura Geczy-Haskins, and Diane Reiner. They are all available for support with any struggles you are having with a medical condition of some sort, mental or physical. Any information given to one of the people on the Health Ministry Team will be held in strict confidence. Their services are available at no cost. To contact a parish nurse or health minister, please call the church office at 503-646-0629 or email office@standrewlutheran.com.

For more information on Health and Caring Ministries, please see India Jensen Kerr’s report, pages 20-22.

Horizon Team

In January 2022, the Horizon Team was charged with the following objective from Council:

Our Vision for Ministry 2022 focuses on what we will be about as a church in this coming year. The Horizon Team will lead the people of St. Andrew in discerning what lies on the horizon as we look to 2023 and beyond. We are emerging from a pandemic. We hope to have the mortgage paid off in 2023. As we move into the future, St. Andrew, and the church as a whole face significant challenges such as the ecological crisis, deep political divisions, and systemic racism. New pastoral leadership will be needed. A new generation of lay leaders will need to emerge. In some sense the church is always in a time of transition.

The Council appointed six leaders—Scott Anderson, Larry Bliesner, Pat Christiansen, Bobbie Larson, Barton Robison, and LuAnn Staul—with Pastor Terry Moe to serve as an advisor/guide for the Horizon Team. This team was later joined by three additional leaders – Beth Johnson, Sovathana Ly, and Scott Taylor. Barton Robison withdrew from the team to serve as Congregation President.

With the guidance of Pastor Moe, the team engaged in reflection on scripture, prayer and read together *How to Lead When You Don't Know Where You're Going* by Susan Beaumont. Beaumont's book provided useful guidance about the differences between listening and discernment. The Horizon Team recommends that the Transition Team/Call Committee consider also reading this helpful resource.

The work of the Horizon Team in fiscal year 2023 was focused on activities to connect the congregation and community in further discernment. These activities included a Congregational Timeline in which we invited members to share their memories and experiences of St. Andrew with a timeline display as a way for each of to understand where we each fit into the St. Andrew story. The display has since been put into a scrapbook, available in the Narthex. We hosted 3 Mindful Walks in our Sanctuary of the First. Participants were encouraged to take time in the nature setting to listen, see, smell, and feel the experience. The highlight of one of the walks was the appearance of a deer while participants were in quiet reflection. In September the Horizon Team held twelve small group Discernment Circles with congregation members in member's homes. In the Discernment Circles we shifted our attention from listening to each other, to listening to what Spirit might be saying to St. Andrew as we move into the future. Participants paused for prayer and reflection, shared faith stories, and their hopes, dreams, and visions for the future of St. Andrew.

The Horizon Team work culminated in an all-congregation event on Reformation Sunday. The event was one of fellowship, prayer, music, intention, and discernment. The event included sharing of prayers from the Discernment Circles, the shared Hopes, Dreams, and Visions for 2023 and beyond, an opportunity for congregation members to identify what moves and excites them, an update from the Church Council leadership, and an invitation for congregation members to write down their own personal commitments.

Through the Timeline, Mindful Walks, Discernment Circles, and Reformation Sunday event the congregation has shared their hopes, dreams, and love for St. Andrew and the world.

Here is what is on the horizon for St. Andrew in 2023 and beyond:

- **Welcome a Spirit of Renewal**, through:
 - Seeking spiritual growth
 - Participating in formal and informal education
 - Striving for energy, hopeful, connected
 - Working toward financial security
- **Act for Social Justice**, through:
 - Community Outreach
 - Earth Care
 - MACG
 - Reconciling in Christ
 - Connection between God and the world
- **Praise the Spirit in Vibrant Worship**, through:
 - Diverse music and liturgy
 - Strong Gospel-based fellowship and worship

- **Expand Diversity and Inclusion:**
 - Seek to be welcoming of diversity in all its dimensions;
 - Age, race, gender identity, social and economic status, abilities, family structure and faith background
- **Encourage Strong Social and Spiritual Connections:**
 - Be a place for all generations to worship, learn, play, and grow
 - Ensure that all have a deep connection with one or more people in our community
- **Expand and Deepen an Intergenerational Community:**
 - Support a vigorous youth program
 - Provide a place of comfort, growth, safety and learning for children and youth

The work of the Horizon Team has created a foundation that will facilitate the Call process and support St. Andrew into the future. What we learned together as a team is the importance of the discernment process, taking time to hear the spirit and engaging the community in listening and relationship. As the congregation goes forward, it is important to continue to focus on the discernment process, building relationships, and identifying emerging leaders that are open to the work of the Spirit.

It seems good to the Holy Spirit and to us.

Human Resources

The following is a summary of key activities/initiatives of the Human Resources Committee for FY 2022-23. Actions were coordinated with the St. Andrew Council and the Executive Committee as appropriate.

- Participated in annual supervisory performance reviews for St. Andrew staff.
- Developed church staff salary/benefit input for the new fiscal year.
- Supported the hiring of a bookkeeper.
- Participated on search committees for the following positions:
 - Minister of Music
 - Administrative Assistant
 - Interim Pastor
 - Transition
- Renewed/established contracts for the following positions:
 - Choir Accompanist
 - Interim Minister of Music
 - Parish Chaplin
 - Pastor Supply (Jan & Feb)
 - Horizon Team Guide
- Centralized HR documents and work flow on a shared drive

- Working to determine and document policies for:
 - Hiring Process
 - Onboarding process
 - Compensation Time
 - Working Remotely
 - Background checks including social media
 - Tracking sick leave, vacation and other time away

Thanks to the members of the HR Committee: Judy Guist (chair), Bobbie Larson, Carol Harker, Laura Geczy-Haskins (Council VP), Mary Ann Snider, Mary Smith, Pastor Mark Brocker (thru Dec) and Pastor Laurie Newman (since March).

Judy Guist

IT (Information Technology) Committee

IT Committee volunteers provide the congregation with the following:

- Computer support for clergy and staff
- Recommending and procuring needed hardware, software and telecommunications equipment
- Maintaining the St. Andrew website
- Assisting with audio-visual and computer technology at congregational meetings, funerals, adult education and other activities
- Maintaining computer hardware, the telephone system, and network
- Installing and maintaining the audio and video infrastructure to livestream and Zoom services and events
- Ensure that sound and video personnel is trained and available for livestreaming services and other events
- Researching new technology

We are thankful for the support from Council and the congregation as we continue to livestream services and other events. While the majority of our members and friends are worshipping in the Sanctuary, people from all over continue to join our services and view our adult education recordings remotely. We regularly hear from people who are unable to join us due to distance or health about how valuable these offerings are. We will continue to make these offerings available whenever possible. A special thanks to Rebecca Fako Uecker for hosting our Zoom services.

Our Tech Team are the folks that run the video cameras and the sound board for livestreaming and record adult education and other events. The Tech Team currently consists of Janet Vorvick, Rick Leroy, Scott Taylor, Paul Navarre and our extremely talented contract worker, Chase Isaacson.

We have ambitions to improve the sound and video capabilities and quality in the Sanctuary as well as improve our livestreams. To that end the 2022-2023 budget included money that was to be used for

some of these planned improvements. However, due to the budget realities we cut our expenditures where possible and indefinitely delayed planned improvements. Our budget proposal for 2023-2024 has likewise been submitted with budget realities in mind to hopefully maintain what we have been able to do rather than improve it. We hope that we are able to address improvements at a date in the future, such as permanent microphones in the Sanctuary and more flexible audio/visual capabilities in the Fellowship Hall.

We are always happy to have more help, both for the IT Committee and for our Tech Team. Please email pnavarre@netinteraction.com for more information.

Submitted by **Paul Navarre**,
Information Technology Committee Chair

IT Committee members:
Rick LeRoy, Jim McGarvey, and Paul Navarre

Outside Property Team



Ed Fransen is one of the team of devoted congregants who works to keep St. Andrew property looking good. For decades, volunteers have dedicated themselves to maintaining and improving the face the church presents to the public.

Between April 4 and October 14, 2022, some 18 different volunteers worked on 18 different work days to maintain and improve St. Andrew's property. These volunteers weed, spread mulch, prune shrubs and trees, clean sidewalks, maintain the sprinkler system, install new plantings, provide annual maintenance of the Community Garden by refilling and repairing garden beds, cut down damaged trees, clear paths, compost, power wash the benches in the Sanctuary of the Firs, clean church siding and all accessible exterior windows, and more. In their efforts to ensure our property is well kept and an asset in our neighborhood, members of the Outside Property Team accumulated a total of approximately 500 work hours in 2022.

Eric Luttrell

Sanctuary Team

St. Andrew voted to become a Sanctuary Congregation on Pentecost Sunday, May 23, 2021. A fitting day, as Pentecost celebrates the day the Holy Spirit descended on the Apostles and other disciples, and it marks the beginning of the Christian church's mission to the world. The Sanctuary team has been listening and responding to the ways in which the Spirit is calling us into action.



Sanctuary Team Accomplishments: 2022-2023

Working with refugees

- Team members (Scott Taylor, Bonnie Bliesner, Susan King, Mark Brocker, and Bob and Cindy Stadel) registered their intent with Lutheran Community Services Northwest (LCSNW) to assist with the resettlement of Afghan refugees, completed orientation and background checks.
- We met the Malik Zada family of 6 at the Portland Airport on August 18, 2022.
- Provided transportation and assistance with numerous medical, immigration, and education appointments.
- Collected household items to aid in the transition from their temporary hotel residence to a 3-bedroom apartment in October 2022. In March 2023, rented a truck and assisted them in moving to a more affordable, 2-bedroom apartment.
- In February 2023, we began providing ESL instruction to Amina Malik Zada. Lloyd Meyer and Joel Johnson providing leadership for the lessons with other team members providing instructional support, transport, and childcare.

Reaching out to interfaith partners & providing space for stories and music

- On April 22, in collaboration with LCSNW, we hosted at an Afghan women's event, celebrating the end of Ramadan, in the St. Andrew Roots area downstairs. Some 20 women and 15 children visited, ate, danced, and played for three hours.
- Susan King and Scott Taylor participated in the April 30 interfaith coalition potluck, enjoying fabulous conversation and food with Muslim, Jewish, Catholic and Protestant participants at the Cedar Hills United Church of Christ.
- Provided practice space and sound support for participants in The Immigrant Story to develop and rehearse music and story prior to events at the Reser Center. St. Andrew was publicly thanked at the "I Am An American: Music and Stories of Exclusion and Belonging" event on April 15.
- Meeting space for local Rwandan genocide survivors. We prayed and listened to stories of the Rwandan community and state dignitaries at Kwibuka 29 (The 29th commemoration of the 1994 genocide against the Tutsi in Rwanda.) on May 13. The genocide occurred during this period of around 100 days, between April 7 and July 15, 1994, killing more than ½ million Tutsi.

We will continue assisting the Malik Zada family and listening to the Spirit for ways to show God's love to our brothers and sisters. We welcome working with ministry partners and community groups towards creating shalom in our midst. Globally, the number of forcibly displaced people has reached 103 million. The need is great and will continue to be. The sanctuary team welcomes anyone who would

like to join us in this important work. Your loving kindness will be reciprocated with tremendous appreciation and joy.

Blessings!
The Sanctuary Team

Service Committee


The Service Committee supports the St Andrew values of Neighbor and Community Care. Throughout the year the Service Committee leads initiatives that provide food, clothing and housing support to the local community. St Andrew congregation members have continued to support this important work with their generosity in Ministry and Mission giving as well as giving for our special projects.






Local Benevolence – One and a half percent of the St. Andrew Ministry and Mission funds are distributed by the Service Committee to support local non-profits that impact hunger, houseless-ness, domestic violence, and children and families in poverty. We have donated \$8500 to local organizations this fiscal year.

Agencies that received local benevolence funds this fiscal year include:

• Domestic Violence Center	• Portland Rescue Mission	• Good Neighbor Center
• Beaverton Resource Center	• Outside In	• Rebuilding Together
• Lutheran Community Services	• Community Transitional School	• Safe Place (Boys & Girls Aid)
• Meals on Wheels People	• Foster Closet, Inc.	• Letty Owings Center
• Western Farm Workers	• EMO – for hunger	• DEAR Day Program
• Habitat for Humanity	• Nifty Knotters	• Beaverton Clothes for Kids
• Pastor’s Emergency Fund	• Janus Youth Program	• Habitat for Humanity

Special Projects - The Service Committee members also coordinate special projects that depend on the generosity of St. Andrew congregation members. Supported organizations receive donations of goods or financial contributions to continue their missions.

		January
	COMMUNITY WAREHOUSE COLLECTION– https://www.communitywarehouse.org/	Connecting neighbors in need with essential furniture and household goods. <i>Members donated new or gently used bed and bath linens, functioning small appliances, and kitchen wares.</i>
		February-March
	Lenten Food Drive https://www.smlcfamily.org/The-St-Matthew-Lutheran-Pantry-A-Community-Food-Ministry-	Help alleviate hunger by donating canned, packaged food, or cash to support the St. Matthew Food Pantry. <i>Members donated 681 lbs. of food and hygiene products and \$ 5,673 this year.</i>
		March or April
	Bread for the World Letter-Writing Campaign https://www.bread.org/	Help reform U.S. food aid by writing letters to your Congressional representative and Senators. <i>Members sent 53 letters and emails to our Senators and Representative supporting the Farm Bill and efforts to reduce hunger.</i>

August		
	Outside In https://outsidein.org/	Donate needed clothing or supplies to support houseless youth. Members donated underwear and T-shirts equaling a value of \$2,700.
September		
	Western Farm Workers	Winter Survival Collection Support lowest paid workers, farm and seasonal workers and their families by donating coats, mittens, other warm clothing, and foods (pinto beans, rice and cooking oil). Several boxes of donated clothing and food were donated by St. Andrew members.
	Beaverton Clothes for Kids	Though the school year member volunteers assist with the process of providing free clothing for students (grades K-12) from families with limited income. Member volunteers provide services for 2 hours one day per month.
November		
	Thanksgiving Food Boxes https://caowash.org/about_us/	Collect financial donations for grocery gift cards for needy families of Washington County and funds for St. Matthew Food Pantry Financial donations were given for the purchase of 50 grocery gift cards and an additional \$ 4,727 was donated to the St Matthew Food Pantry
December		
	Barnes Elementary School Giving Tree	Give a family at Barnes Elementary a merrier Christmas by providing gifts for children or grocery cards for the family. Financial donations were given for the purchase of gift cards, groceries, and gifts.

Thank you to the people of St. Andrew for their generous support of this ministry. Please consider joining our team as a full-time member or to help with one our special projects.

Service Committee Members: Bonnie Bliesner, Linda Dodds, Jeannine Douglas, Linda McDowall, Fran Miller, Susan Werner Reiser, LuAnn Staul

Stewardship Committee

The last year has been a transitional year for the Stewardship Committee.

While the change in the monthly mortgage payment to a much lower level has helped the M&M budget pressures, it has altered the trajectory of when we will be able to complete the mortgage payments. As of May 1, 2023, our net remaining mortgage balance (principal – reserves in bank) totals \$345,238.41. The Committee thanks Joel Johnson for his diligent monthly tracking of progress and timely reporting to me to share with the committee.

With the significantly reduced principal payment each month during this next three year mortgage cycle, our current projection places us 3-5 years away (2026-2028) from completing the mortgage for SAL.

With this change, the committee is evaluating options for action over this period and is working to discern the best path forward with respect to leading the St. Andrew family's stewardship focus.

We expect to develop a series of collateral material to share with the congregation as we move into the summer and fall months of 2023. The purpose of this material is to provide a visual picture of progress to date and the path ahead to success on retiring the mortgage.

As chair, I enjoy having three of the best committee members at SAL: Tom Mehlhorn, Rachel Roberts, and Andy Roberts.

We are happy to answer any questions from the congregation at the meeting, at services, or on the phone or through email. We have been richly blessed at SAL with substantially reducing the mortgage balance from the start of the Hope for All campaign. We will have an even greater portfolio of options in the programmatic budget once the mortgage is paid off.

Jeff Smith
Committee Chair

Transition Team

The work of the transition team is to prepare the congregation for the call of a new Lead Pastor. Much of the initial work is required to ensure that we have a strong and functional structure as we move forward. The culmination of this work will be completion of a Mission Profile, which is designed to stimulate our reflection, to be a summary of the characteristics and ministry of our church, and to serve as the first impression that we wish to give to prospective candidates. This team allows the Congregational Council to focus on continuing to support the ministries of the congregation and the regular business of the church.

The work of the Horizon team, in studying our past and looking forward to the future, has prepared us to move forward. Since the Transition Team's first meeting in March the team has been exploring further.

We have completed:

- Updated the Lead Pastor Job Description.
- Reviewed policies and procedures and provided recommendations to increase accessibility and improve the approval process.
- Assessed and evaluated the building and property, and how it meets the needs of the congregation and community.
- Reviewed our financial and stewardship resources.

In the coming months we will be:

- Exploring ways to connect further with the community, including those who use our facility and the Taiwanese Lutheran Church.
- With the help of other church leaders, developing an updated mission and vision statements.
- Will host a table talk in September to engage an open conversation around the question of calling leaders who defy stereotypes.
- Engage congregation members in helping answer key questions needed to complete the Mission Profile.

Once the Mission Profile is completed the team will work with the Bishop's office to begin the Call Process.

*Above all, truth the slow work of God.
We are quite naturally impatient in everything
To reach the end without delay.
We should like to skip the intermediate stages.
We are impatient of being on the way of something
unknown, something new. And yet it is the law of all progress
That it is made by passing through
some stages of instability -
and that it may take a very long time.*

Pierre Teilhard de Chardin

The Transition Team asks for the congregation's prayers and patience.

***Steve Christiansen, Allison Katsufrakis, Mike McDowall, Amy McQueen, Tom Mehlhorn,
Pastor Laurie Newman, Jan Smith, Mary Smith, and LuAnn Staul***

Welcome Ministry

The past twelve months included some welcoming activities in spite of the lack of an active team. In the summer of 2022 a two session class between services involved 15 curious, welcoming people. We reviewed things that emerged over 20 years and some of us were surprised by activities. Only a few of us that morning were part of a group of maybe 40 folks from age 6 to adults around about 2008. We broke up into 3 groups and walked around the community. What did we see? What might be of interest to the people we waved to? We reviewed other stories of the past as we hoped to plan for the future. We also took a behind the scenes tour in the building that even some former council presidents never saw before! Carol Harker and Larry Vachal are both great tour guides.

2022 and 2023 opened up a bit and we got back to having greeters, many trying this out for the first time. Thanks to Donna Bocker and Sandi Beavers we kept the mugging going and the warm welcome they gave brought smiles. We also started Supper Groups with a response from others with "It's about time!"

It's time to actually form a new group of folks who want to see welcoming in many different ways. Watch for a "Weekly News" article and consider if you want to be part of a new version of welcoming.

Sharon Fako

Additional Reports

Family Promise

Thanks to a dedicated group of volunteers, St. Andrew continues to be a strong participant with Family Promise of Greater Washington County. So far, we have hosted remotely three separate weeks in 2023. This involves providing meals and/or gift cards for groceries or restaurants for families staying at the Beaverton house on Erickson Ave. Last Christmas we sponsored a graduated family that we had hosted at St. Andrew pre-pandemic. They were a very endearing family so it was special to be able to provide them with some holiday cheer. As host coordinators, we attend monthly ZOOM meetings to keep up to date with the current and future activities and plans of the Family Promise program. We are grateful for the support of the congregation to enable us to remain a part of this much-needed and vital ministry.

Steve Grover and Beth Johnson

Libraries

In the Children's Library this year, we finished uploading all of our collection of 5600 books to the online catalog which allows anyone to find books using our library website <https://www.librarycat.org/lib/standlib>. The Children's Library has supplied resources to the Roots program, The Earth Care Fair, and Earth Camp. Most of our purchases of new books supported these programs. We do thank generous members for donations, and especially Mary Nell Mahler for always making sure we have the latest award winners.

Barbara Gutzler
Children's Librarian

So this last year I've been working on maybe making it easier to be a Bible student - maybe. I've gathered all the Bibles and religious books into one section of the library, with those in foreign languages first, on the top shelf. Next I've put the King James and New King James together with the commentaries and dictionaries that go with them and so on for the various translations of the Bible.

See, what I didn't know was, if you were reading the old King James and wanted to know what *begat* was, or some such odd word used only in King James, and you looked in a New American Standard Commentary, you likely wouldn't find it because that translation doesn't use that word. So I'm trying to put them together, thinking that might be easier for all of us non-scholars. But I'm having trouble trying to figure out how to label them to keep them together. And some of them are okay for several translations - just to add to my confusion.

So I'm not done with all that, but I have added some lovely books to that section. Books about or by very early writers who lived almost in the time of Jesus, like the works of Josephus, works on the Talmud, and the entire Bible in Latin, for those of you lucky enough to be able to read it. A set of Mathew Henry commentaries, and A New Testament in pidgin English written for native Hawaiians is coming as well - once I get done reading it:)

I've also cleared all the deadwood? well, books you haven't been reading, out of the library so maybe it will be easier to find what you want without getting lost in all the extra volumes. I've also added a lot of new volumes, and the fiction section is definitely growing. It will also be purged more often, so get in there and see what there is. Doing this should also be easier, as all adult and young adult library books are viewable online now just like the children's books.

Also, you can always let me know what you'd like to read, at corriopsis5@gmail.com.

Pam Farr
Adult Librarian

Lydia Circle

After providing a traditional ELCA Women's Bible study since St. Andrew's beginning Lydia circle has disbanded. Our studies were originally from the magazine Lutheran Women Today and later Gather. Fellowship and dessert followed the study, along with collecting an offering that went to either local or international charities. When St. Andrew women were active in WELCA (Women of the ELCA) we had several circles and robust participation. After St Andrew WELCA disbanded, the circles dwindled to one (Lydia), and our members have slowly aged out, many dying or going to assisted living or to live with family. Although the studies were thought provoking and geared to all ages, we haven't gained enough new members to keep our meetings going. A few copies of Gather magazine are still available on the Welcome table.

Yours in Christ,
Mary Brown

Nifty Notters

The Nifty Notters are the quilt ministry of St. Andrew. We meet the first and third Saturday of the month in Fellowship Hall and are excited that volunteer participation has increased, although there's always room for more. We provide all materials and "on-the-job" training. Twin-sized quilts are made for Lutheran World Relief (LWR) and both baby and twin-sized quilts go to NW Children's Outreach of Beaverton. LWR quilts are dispersed all over the world and NW Children's Outreach quilts go to needy children and families in the Beaverton area. We also provide quilts for new St. Andrew babies and our graduating high school seniors.

We thank all who have donated sheets and fabric. This means there is no expense for the quilt tops and backs. We do purchase the batting (stuffing) for the quilts, however, and appreciate

the congregation's monetary donations to Nifty Notters, as these prices have gone up significantly. We also receive money from Thrivent Choice dollars.

You can check the "Weekly News" calendar for our meeting dates. Thanks for your support.

Yours in Christ,
Mary Brown

Spirituality Book Group

The Spirituality Book Group has been meeting since 2001. The group meets monthly to discuss works of fiction and nonfiction, always examining the content through a spiritual lens. The members share new ideas and insights, and enjoy the fellowship.

The monthly meetings are on Sunday afternoons at 3:00 p.m. Exact meeting dates and locations are set a few months ahead and publicized in "Weekly News." Meetings are open to all who are interested.

Books read during the past year include:

- *Beneath a Scarlet Sky*, by Mark Sullivan
- *How to Have an Enemy: Righteous Anger and the Work of Peace*, by Melissa Florer-Bixler
- *The Water Dancer*, by Ta-Nehisi Coates
- *The Girl with the Louding Voice*, by Abi Dare
- *Between the World and Me*, by Ta-Nehisi Coates
- *The Seedkeeper*, by Diane Wilson
- *Mornings on Horseback: The Story of an Extraordinary Family, a Vanished Way of Life, and the Unique Child Who Became Theodore Roosevelt*, by David McCullough
- *In the Midst of Winter*, by Isabel Allende
- *Saving Jesus from the Church: How to Stop Worshiping Christ and Start Following Jesus*, by Robin R. Meyers
- *The Invisible Life of Addie LaRue*, by V.E. Schwab

Mary Smith

Synod Assembly

Attended: Pastor Laurie Newman, Sue Lee

Venue: online via Zoom

"I no longer call you servants... but I have called you friends." John 15:15

The Theme for this year's meeting was "Spiritual Friendship." Synod means "on the road together."

The continuing work that the Oregon Synod does on behalf of congregations across Oregon:

- Engaging with rural communities
- Visiting congregations
- Guiding Call Committees
- Conflict Resolutions
- Leadership Training
- Camp Lutherwood of Oregon
- Lay Education Classes – Tuition based. Hoping these classes will pay for themselves in the future.



Oregon Synod

Walking Together Into Courageous Love

How does the Oregon Synod use the mission support (money) they receive from the congregations, which is expected to be approximately \$900,000.00:

- 42% goes to the Larger Church – ELCA. (This is 39% of Synod's budget.)
- 21% Faith Formation – Supporting diverse worshippers.
- 24% Telling the Story – Supports: Mid-Willamette Valley Latino Ministry, youth ministry, churches in SE Portland with Spanish speakers.
- 16% Direct Congregation Support. This involves memorial services, ordination, supporting Pastors and Deacons, advising on church closures.

Last year 2022, ELCA received \$376,517.00 from Oregon Synod churches.

The continuing work of ELCA:

- 311 active New Start Ministries nationwide, of which 33 were approved in 2022. The 33 breaks down to 18 new starts and 15 in the exploratory stage. And one approved new start in Oregon!
- Lutheran Disaster Response that is both nationwide and global.
- World Hunger Program – Provide training and giving seeds to people in Africa to feed themselves and to sell.
- Funding future leaders. There are 375 students enrolled to become leaders, which is more than at any time.
- Provided 4 scholarships to future leaders. These students will be able to start their vocation debt free.

- Support international leaders and women leaders.
- Service and Justice global engagement
- Ammparo Highlights – Asylum Seekers and Refugees.

Of particular note to St. Andrew, our very own Jan Smith has been elected to serve a three-year term on the Synod Council Committee.

Get ready! The 2024 ELCA Youth Gathering will take place in New Orleans from July 16-July 20. Participants must register by September 15, 2023. For the first time, there will be a gathering for youth and young adults.

Sue Lee
Council Member

*** A complete Finance Report will be distributed prior to the Annual Meeting.**