

Annual Report

2023-2024



St. Andrew
LUTHERAN CHURCH



Evangelical Lutheran
Church in America
God's work. Our hands.



St. Andrew LUTHERAN CHURCH

St. Andrew Lutheran Church
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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



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

Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

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

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5



A Word from Bishop Laurie Larson Caesar

One of the great joys of my call is to visit the faith communities across this synod. Our territory includes rocky coastlines, massive mountains, rich soil, quiet lakes, and powerful rivers. Our 115 diverse camps, campus ministries and congregations have been planted in cities, suburbs, open farmland, and small towns. We are very different from each other; yet in Jesus Christ, we all are one.

As we've journeyed together this year, we have been united by focusing on the promises Christ has given us, particularly John 15:15—"I no longer call you servants but I have called you friends." Be present in *this* way to the world, Jesus invites us.

Thank you for the way you, as beloved of God, embody the living Word in your congregations, communities and daily callings. You are engaging in ministry every day that is vital to the life of the world. Although many of us are still exhausted from pandemic adaptations, congregations are emerging from these difficult years with a clearer sense of who we are and what God is calling us to be and do today. May we be brave for the sake of Love! The dedication of our church leaders to ministries of word, sacrament and accompaniment in Christ's name has never been greater.

Thank you for your ministry and your faithful gifts to the ministry of the Oregon Synod. Though you are facing your own financial challenges, most of you continue to give generously to our shared work as synod and a larger national church. Your partnership has made possible our ministry with those facing hunger, the houseless, young leaders growing in their calling, our interfaith companions, new creative ministries, ecumenical journeys of racism, disaster, and climate resilience, innovation with youth and international leaders and so much more.

If you have not sent in a Mission Support contribution for this year, will you please consider a gift yet in January? Every gift counts! And if you have not yet returned a Mission Support Intent form for 2024, please do so. We are deep in planning the 2025 budget that will be presented at the 2024 Synod Assembly, and your planning will help us do our best planning, as well. Thank you!

Blessings on your annual meeting, your key decisions and discernment, and your ongoing ministry on the Way of Jesus for the sake of the life of the world. And do not forget to elect your voting members for our June 1 Synod Assembly. Most congregations are eligible to elect up to eight voting members: two initial voting members, two more who are youth or young adult (15—29), two who are black, indigenous persons of color or whose first language isn't English and two more who identify as LGBTQIA.

Holy God, we praise you for calling diverse people into your church and its ministries. Uphold all leaders with your strong and loving arms. Empower ministers to serve your people with the word of scripture, the water of life, the meal of grace, and deeds of love and mercy and justice. Equip them with both beloved traditions and fresh ideas; grant them joy in their tasks; and renew them daily by the Spirit of Jesus Christ, the Word among us, now and forever. Amen. (adapted from ACS, p. 46).

With grace, peace, and love,

A handwritten signature in cursive script that reads "Laurie L. Caesar".

Reverend Laurie L. Caesar
Bishop, Oregon Synod, ELCA

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Annual Meeting Agenda

GATHERING

1. Call to Order – *Liz Hardy, Council President*
2. Opening Devotion – *Sister India Jensen Kerr*
3. Establish Quorum
4. Adoption of Agenda
5. Explanation of Voting Process
6. Approval of Minutes from 2023 Annual Meeting

MINISTRY

7. St. Andrew Lutheran Church
 - a. Call Team Report – *LuAnn Staul*
 - b. Introduction of Lead Pastor Allison Bengfort
8. The Oregon Synod of the ELCA
 - a. Synod Assembly Report
9. ELCA Churchwide

Video Message from Bishop Eaton (if available)
10. Other Ministry Topics
 - a. Next Generational Ministry Update – *Kyler Vogt*
 - b. Sanctuary Team – *Cindy Stadel*
 - c. Music Ministry – *Deacon Susan Werner Reiser*

MINISTRY SUPPORT

11. Congregation Council
 - a. Recognition of Council Members Completing Their Service – *Liz Hardy*

Rachel Roberts and Barton Robison (not seeking second terms)

Ken Reiner (completing Laura Geczy-Haskins' second term ending June 2024)

Larry Bliesner (completing Becky Lamboley's first term ending June 2024)

Mickey Nearhood (completing Sue Lee's first term)
 - b. Congregation Council Nominating Committee – *Ken Reiner*
 - i. Report
 - ii. Introduction of 2024 Council Nominees: Joel Johnson, Allison Katsufraakis,
Carl Malmstrom, Tira Nessel, Lisa Staul, Chuck Weswig

- iii. Nominations from the Floor
 - iv. Congregational Vote on Council Nominees (Yellow Ballot)
12. Finances & Funds – *Tim Duggan, Council Treasurer*
- a. Finance Team Overview & Explanation of Funds
 - b. Annual Financial Review Report – *Bob Stadel*
 - 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)

Meeting is temporarily adjourned for the Foundation's annual meeting.

13. The St. Andrew Foundation – *Sonja Ackman, President*

St. Andrew Annual Meeting resumes.

14. Written Ballot Results
- a. Congregation Council Members – *Nominating Committee*
 - b. Ministry & Mission (M&M) Funding Plan – *Liz Hardy*

SENDING

15. Announcements – *Liz Hardy, Council President*
16. Closing Prayer – *Lead Pastor Allison Bengfort*
17. Adjournment – *Liz Hardy, Council President*

2023 Annual Meeting Minutes

June 13, 2023, 6:30 pm, In Person & Online via Zoom

Gathering

1. Call to Order 6:31pm. Barton Robison (Council President) bangs the gavel. Tonight is three separate meetings.
2. Opening Devotion 6:32 pm. Pastor Laurie Newman blesses us with a devotion. Invitation to stand. Let us be grounded and centered. Let us sing together. *Spirit of a Living God*.
3. Establish Quorum 6:34 pm. Barton scans the room, and states we indeed have a quorum.
4. Adoption of Agenda 6:34 pm.

Barton moves to approve the agenda, and the motion is seconded.

The motion passes with one nay, and one abstention.

Gordon - Moves we change the church's legal business name, when we get to the section on the constitution update.

Brief discussion on whether or not we need to change the legal business name of the church. ***The motion is dropped.***

Quick round of applause for all those who participated in making the meeting happen.

5. Explanation of Voting Process 6:39 pm. Brief explanation given.

Ministry

6. St Andrew Lutheran Church
 - a. Core Ministry Initiatives 6:39 pm. Pastor Laurie emphasizes financial stability, connection to community & families, and suggests a care group for loved ones with dementia. During an interim time, we hear a lot of stories. We are done with some, in the middle of some, and some are yet to start. This church has some special gifts to offer. Pr Laurie suggests that we let go of the 'old story' pertaining to BeeBops. Today we received amazing news that HeadStart would like to come in and rent space from us for their preschool. This is not a done deal, but so far, a potentially wonderful ministry to our community. God's spirit could be guiding us to help these 40 children who would attend.

- b. Transition Team Report/Next Steps 6:48 pm. Report from Luann Staul. Initial work to lead to a 'mission profile' which will serve as a C.V. of sorts to give to prospective candidates for lead pastor. The Horizon Team prepared the Transition Team to do this work. The team has updated the lead pastor job description; assessed building and property; reviewed financial/stewardship resources. In the next months they will seek to develop updated mission/vision statements. They will sponsor a table talk on calling leaders who defy stereotypes (led by Pr Susan Kintner). The mission profile will need input from all congregation members. Then, we will work with the Bishop's office to begin the call process. Thanks to all on the team.
- 7. The Oregon Synod of the ELCA 6:51 pm. Synod Assembly Report from Sue Lee- the theme was spiritual friendship. Main topics were: engage with rural communities, guide call committees, leadership training, and Camp Lutherwood. Reviewed how the synod uses the mission support (money we give to them) 40% goes to the larger ELCA church, 20% faith formation, 24% telling the story, 16% direct congregation support. They touched on a world hunger program. Jan Smith has been elected to a 3 year term on the Synod council committee.
- 8. ELCA Churchwide (video message) Woops, the video has been removed! 6:56 pm.

Ministry Support

- 9. Congregation Council 6:56 pm.
 - a. Recognize completed terms: John Reiser, Dwight Jerde, Jeff Smith. Round of applause.
 - b. Nominating committee report, including introducing the nominees.
Liz Hardy - the committee looked at the demographics of the current council, looking for a particular age group to be represented. Lee Anne Knapp, Noelle Mehlhorn, Cindy Stadel. If all elected, 8/10 of the council will be female. Thanks again to those leaving the council.
 - c. Nominations from the floor. Scott Taylor - Why are there only three and not four? Carol – this is because the council decided not to fill the partial term left by Becky Lamboley. John - there are only three nominees. Let's see some write-ins. Voting takes place!
 - d. Next year's nominating committee - it would be nice to have members of the congregation to help this process next year, so please talk to Liz, Sue or Gretchen or email Barton if interested.
- 10. Constitutional update 7:03pm. Rachel Roberts gives a brief run-down of the changes we can expect to see on the next revision of the church's constitution. These are mainly editorial changes to make language more inclusive. You'll also see a few chapters re-ordered compared to the last version.

Finance & Funds

11. Finances & Funds 7:07 pm

- a. Tim Duggan. 7:07 pm Finance Team overview & explanation of funds. Tim guides us to the charts/tables in the packets. Data shows the last two full years of financial reports, as well as proposals for '23-'24. Tim explains how the mortgage payments have changed. The HR budget is the largest portion of the budget. Revenue: we are seeing giving decrease, and a lot of that is related to the mortgage. Remaining charts explained: (1) Pie chart explaining operating budget. (2) Human Resources pie chart. (3) Next 4 charts show deeper info regarding HR.
- b. Annual financial review report - Larry Bliesner 7:17pm Their team reviewed transactions for the last fiscal year, and they drafted a report showing that the handling of finances is indeed proper.
- c. Finance reports, proposals, voting. Stewardship, Jeff Smith 7:18 pm This committee is mandated by the mortgage lender. They are going to put up some easels in the narthex soon to demonstrate their progress. They are shifting their focus to cooperating w/ finance committee to work on the M&M budget.

M&M 7:21 pm Tim Duggan Proposed Ministry & Mission Funding Plan. If you look at total budgeted expenses vs revenue for 2024, revenue is higher. None of the revenue is written in stone, however the finance team strove to give us some padding. Another major point is the Headstart rental, if this plays out there will be additional revenue not included in the budget. This year we did establish a line of credit with Keybank. Council set parameters on when/how we can access this line of credit.

7:25 questions from the floor - what is the APR on the line of credit? Can be answered offline.

Does the budget include room for the currently unstaffed paid positions? Yes.

Point of clarification - the congregation will need to vote on the call of the new lead pastor plus their financial packet.

- d. BUDGET VOTE 7:29 pm

7:30 Temporarily adjourn this meeting.

7:30 New meeting begins.

7:31 The St Andrew Foundation: Sonja Ackman

12. Meeting called to order 7:31.

Thank you to all the support given to the foundation over the last year. Summary of accomplishments is in the annual report. Some exciting things accomplished, and a lot of fun was had this year. They are going to be electing two members. Dan Fako, if elected, will start a third three-year term. Tira Nasset is a primary care provider & parish nurse, would be a great addition. **Sonja moves that we elect these persons, seconded by Ken.**

The motion passes with all in favor, no opposed, and no abstentions.

Also looking for folks to join the board who have an accounting or finance background, please reach out to Sonja.

7:34 Meeting adjourned.

7:34 Regular meeting re-adjourned.

13. Other Ministry Topics

- a. Children & youth ministry Kyler Vogt 7:35 pm. High school youth saw 10 active members, and they studied “faith reconstruction & deconstruction” themes. Looking forward to the national youth gathering next year. Confirmation ministry went swimmingly this year, and there is a round of applause to Pat Christiansen. Focused on the Old Testament. Confirmed five 8th graders. With the completely renovated downstairs children’s ministry space, The Roots has begun. Children can take on identity in the space. Earth Camp comes up in two weeks.
- b. Caring Ministry - 7:39 pm India Jensen Kerr. Eucharistic ministry team is doing great, they have a committed team. Let India know if anybody needs just a visitor, or a minister. Started a ‘hospitality ministry team’ this year. Grief ministry: India has some resources that she can distribute. Also, she started a book group.
- 8:24 – c. Earth Care - Bev Briggs 7:41 pm. 13 members on the team. Had a great year. Meeting regularly to share ideas and projects. Backyard habitat certification took place on church property - certified ‘platinum’ which is the highest possible grade. Sent out many items in weekly news to encourage eco practices. Hosted annual earth care fair. Led tours of other certified backyards. Look for more mindfulness walks. Team members will support earth camp.

- d. MACG 7:47 pm Pat Christiansen. Thank you gremlin who ate the computer report from Macg! Can't have a good organization without a good acronym. "Metropolitan alliance for common good" = MACG. Stronger when its individual organizations are stronger. Charged with 2 things: strengthen relational culture of St Andrew & try to be more relational with each other. They will be present at the ministry fair to come. Trying to connect with the larger organization, and going through growing pains. Always need new members.
- e. Sanctuary Team 7:50 pm Cindy Stadel. The focus is on how we can provide sanctuary to those marginalized. The church was a practice rehearsal space for a group, they reached out to interfaith partners, and Afghan women came here for a Ramadan event. A primary focus was helping settle an immigrant family from Afghanistan. A goal for the coming year is to provide adult ed on immigration.

14. Written ballot results 7:53 pm

- a. Congregation council members - Barton has great results!
All three members voted in.
- b. M&M funding plan:
The plan passes with 56 in favor, 5 opposed, and 1 abstention

Adjourn Annual Meeting 7:54

Special Congregational Meeting to Call a Deacon 7:54

1. Called to order at 7:55 by Barton.
2. Established quorum, 7:55.
3. Prayer from Pr Laurie 7:56 pm.
4. Recognize synod representative and letter - Pastor Yong is here representing the bishop at this meeting 7:57 pm.
5. Statement of purpose and presentation of India 7:57. The purpose is to issue a 'term' call.
6. VOTE 7:58 pm. The voting takes place.
7. Community music 8:00 pm. Pastor Laurie sings while ballots are being counted. Gloria in excelsis alleluia!
8. Written ballot results 8:04 pm.

64 votes in favor, 3 abstentions and no opposed. We formally called Deaconess India!

9. Presentation of compensation, benefits, responsibilities package 8:05 pm.
10. Voice vote on compensation package 8:06 pm. **Barton moves that we approve, seconded by more than one person.**

Voice vote takes place, the motion passes with no opposed, no abstentions.

Sending 8:07 pm.

Closing prayer from India 8:07 pm.

Adjournment 8:08 pm, thank you, people of St Andrew!

VISION FOR MINISTRY 2024
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 2024.*

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

Worship:

Call a new full-time Lead Pastor.

Help the Lead Pastor integrate into their new role at St. Andrew.

Christian Education:

Continue to offer gospel-centered educational opportunities for all ages that teach us of God's gracious, unconditional love for us and help us grow in our faith and integrate the five core care values into our life and ministry.

Support the Director of Next Generational Ministry in growing youth and young adult-oriented Christian education.

KEY MINISTRY INITIATIVES FOR 2024

- Hire a new Minister of Music to assist in leading St. Andrew in worship.
 - Review music team structure and make adjustments if necessary.
- Explore becoming a place of refuge in times of major disasters by engaging in a Facility Use Agreement with the American Red Cross.
- Welcome new members to St. Andrew and foster their engagement by helping them make connections within the church community.
- Update St. Andrew's governing documents, incorporating the Bylaws into the Constitution.
- Explore ways to become a more inclusive organization.

KEY MINISTRY SUPPORT INITIATIVES FOR 2024

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

President's Report

Liz Hardy

"Trust in the Lord with all your heart, and do not rely on your own insight. In all your ways acknowledge the Lord, and the Lord will make straight your paths" – Proverbs 3:5-6

Dear Sisters and Brothers in Christ,

Throughout history, life has involved adapting to change. As we progress along the timeline of history, change seems to happen faster and faster all the time. As I grow older, I find it hard to keep up with so much change, but I know that if I don't keep up, I will be left behind.

Obviously, the biggest change at St. Andrew this year involves the Call Committee's hard work on finding a permanent full-time pastor for our congregation. At this time a year ago, the Transition Team was hard at work developing our Ministry Site Profile to send to the Oregon Synod. With input from Council and the congregation at-large, the 40-page Ministry Site Profile was submitted and the Transition Team became the Call Committee. See the Call Committee's report for more details on that. We are blessed to have received profiles from 5 candidates at a time when 1/3 of Oregon's ELCA churches do not have a pastor.

On April 18, the St. Andrew Council voted unanimously to accept the Call Committee's recommendation to offer the position of full-time lead pastor to Pastor Allison Bengfort. Pastor Allison attended the Council meeting, giving us an opportunity to meet her, hear her story, and visit with her before we voted. She is a delightful person and well-grounded in our Lutheran heritage.

I look forward to the next steps of having you all meet her on Sunday, May 12, and then hopefully voting to accept her at our special congregational meeting on May 19.

At the same time, we are sad to say good-bye to Pastor Laurie, who has expertly guided us through this time of transition. Her leadership and compassion have been a godsend. Godspeed, Pastor Laurie, as you move into your next interim call. You will always be in our hearts. I hope our paths will cross again.

Our Parish Chaplain of Caring Ministries, India Jensen Kerr, became Sister India Jensen Kerr this year when she was ordained on July 23, 2023. Sister India has contributed much to our spiritual life.

We re-imagined a staff position, approving Children and Youth Minister Kyler Vogt's transition into the new role of Director of Next Generational Ministry. Kyler continues to oversee the Roots program and Earth Camp for younger children, Confirmation for middle school students, and the High School Youth Group, but he is also developing programs for young adults.

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*"Then Jesus said, 'I tell you the truth, when you did it to one of the least of these my brothers and sisters, you were doing it to me!'" –Matthew 25:40*

As a sanctuary church, and to fulfill our Core Values of Community and Neighbor care, we have entered into discussion with the Red Cross about possibly becoming a Resiliency Hub, a place of refuge for people in need in times of disaster.

Our Sanctuary Team continues to support the Malik Zada refugee family from Afghanistan, enabling the family to thrive and grow in America. We were blessed to meet Amina Malik Zada when she came to church in April to tell her family's story and to meet us.

We continue to support neighbors in our community by collecting donations for groups such as Community Warehouse, Lenten Food Drive, Outside In, Western Farm Workers, Beaverton Clothes Closet, gift cards for Thanksgiving meals, and the Giving Tree at Christmas for families of Barnes Elementary. We support our neighbors across the country by writing letters to Congress with the annual Bread for the World Letter-Writing Campaign. And we assist our neighbors in fragile communities around the world by providing quilts, school kits, baby care kits, and personal care kits through Lutheran World Relief.

I am honored to be your president, and I appreciate the encouraging words I have received from many of you. I feel hopeful and optimistic about our future as a thriving Christian community as we move forward into exciting new times!

Blessings to you all,

***Liz Hardy***

## Pastoral Reports

### Laurie Newman, Interim Pastor

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*<sup>127</sup> and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love. <sup>18</sup> I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth <sup>19</sup> and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.*”—Ephesians 3:17-19 (New Revised Standard Version Updated Edition)

It seems we are indeed filled with all fullness of God in this past year of interim ministry together. As I write this, I've been with St. Andrew for a little more than 13 months. Now, the congregation is on the verge of deciding on a new, settled pastor. When I first arrived in March 2023, Pastor Mark Brocker and Donna Brocker had been gone for two months. The staff was busy (and a little weary), and financial concerns were a worry. In addition to outstanding education for all ages, the Earth Camp, the Lutheran World Relief Ingatherings, Lenten Food Drive, Confirmation Sunday, Earth Care Fair, and the many other ongoing ministries at St. Andrew, there were also some changes. Here are some highlights of things that changed:

- The Transition Team/New Pastor Call Committee convened in March 2023 and began regular, frequent meetings to work through the transition process.
- In the fall of 2023, twenty children and five staff from Head Start began to use the Roots space during the week, fulfilling SALC's commitment to education and children, while simultaneously providing rental income to the church.
- The playground structure was removed, due to its being deemed unsafe.
- In August 2023, the church hosted about 100 people to an outdoor Ice Cream Social attended by both congregation and community members.
- Beginning in late summer, volunteers and a regular, employed nursery attendant oversaw the church nursery during worship and education hour every Sunday. Now more young families attend worship regularly.
- By fall of 2023, we raised more than \$65,000 in donations to the Ministry & Mission Fund, thanks to the impetus of a generous matching gift.



Interim Pastor Laurie Newman's thoughtful sermons and musical prayers brought confidence, comfort, and joy to all during a year of transition.

- Kyler Vogt became “Director of Next Generational Ministry,” expanding his role to include young adult ministry, visioning, and outreach to the community.
- The Sunday worship folder became accessible via QR code to help use less paper.
- After a shift in Council leadership in October, the Council voted to expand to include 3 additional members. The enlarged Council gathered for a Leadership Retreat in January.
- A new small group of support for caregivers of those with Alzheimer’s and dementia now meets monthly at St. Andrew, with about 20 people from the church and community participating.
- St. Andrew experienced its first Jazz Sunday with the Andrew Oliver Trio on January 21, 2024.
- Administrative Assistant Rhonda Powell joined the staff in October, when Johanna Land retired from her position in the church office.
- St. Andrew welcomed twenty new members, plus confirmation members, over the past year.
- In February, 2024, Lindsey Lane became our interim keyboardist and choir accompanist.
- After Scott Taylor moved away, Martin Mills became our Evening Facility Caretaker in February and then, in addition, became a long-term sub as administrative assistant in the office.

These are just some of the many ways that St. Andrew has changed and grown in the past year. What I have witnessed is a deep commitment by many and a willingness for change even though, at times, it may be uncomfortable.

Thank you, dear St. Andrew, for being willing to travel the hellos and goodbyes, and the ups and downs, of this interim journey with me. This is always how I will remember St. Andrew: with the warm welcome to all, continual learning to live into the RIC (Reconciling in Christ) vision, the hearty singing together in praise, Earth Camp in the magnificent Sanctuary of the Firs, the resident ducks and eagle, the children playing outside, and a beautiful view of nature from the interior sanctuary, always reminding us that we are “rooted and ground in love.”

Blessings!

***Laurie Newman***

## India Jensen Kerr, Minister of Word and Service

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<sup>28</sup> *Come to me, all you who are weary and burdened, and I will give you rest. 29 Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. 30 For my yoke is easy and my burden is light.* – Matthew 11:28-30

As I write this it feels like a time of joy. We are on the verge of calling a new pastor and some of our uncertainty is more than likely coming to an end. Yet there is still work to be done. We will get to know our new pastor and she will have a new way of doing things. It will be different than our pastors of the past and yet, there are many things that will stay the same. While there is some uncertainty resolved, we are still going to be getting to know a new person and that can continue to carry the weight of uncertainty. Yet, as Jesus says in Matthew, when we are feeling anxious about getting to know this new person, we can turn to Jesus because he carries our burden for us.

### Ordination



Oregon Bishop Laurie Larson Caesar presided at India's ordination on June 25, 2023, welcoming her into the community of ELCA rostered Ministers of Word and Service.

Last June I was ordained into the Ministry of Word and Service at St. Andrew Lutheran Church. At the Deaconess community's assembly last August, I was made an official Deaconess with the ELCA. Therefore, I am a Deacon with the ELCA and also a Deaconess with the ELCA Deaconess community. That means I am an official rostered leader with the Synod and am qualified to do everything but consecrate the Eucharist and do an official baptism unless the Bishop approves it. I will be able to consecrate the Eucharist on May 26, 2024 because the Bishop did approve it for that Sunday. Being a part of the Deaconess community means I connect St. Andrew to Deacons and Deaconesses across the world. Through the Deaconess community, I am involved in social justice with The Poor People's Campaign, which is working towards economic, racial, and environmental justice. Recently I was involved with my community in leading a church service through their Freedom Church of the Poor services which meet every Sunday. Those are religious services led by

communities who are involved in the Poor People's Campaign. Through St. Andrew, I have also been involved in Wrestling with the Truth of Colonization and Reckoning with Racism.

### Eucharistic Ministry

Our Eucharistic Ministers are loving and dedicated folks who take good care of our homebound members. We are meeting quarterly to check in, share experiences, and support each other. I have a spreadsheet to keep track of our homebound folks and the Eucharistic Minister (EM) they meet with. The Lead Pastor 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. We had a few deaths of our homebound folks this year. I also added a few people who had been a part of St. Andrew at one point and want to reconnect but are now homebound. Currently we have 21 homebound folks who I keep connected with and nine of them have Eucharistic Ministers. Please let me know if you would like a Eucharistic Minister or if you know someone who needs one. I am very happy to keep people connected with St. Andrew if they cannot make it to the service weekly. It is also 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.

This year we started caroling again. We had six carolers and eight folks who wanted carolers. We ended at Bob & Mary Brown's house, where Mary provided cookies and cider. It was very meaningful for all who attended. I learned a lot during the planning of this which will help improve our efficiency on how we do it next year.

### Hospitality Ministry Team

We have a dedicated Hospitality Team and added a new member to our team this year. Our team is composed of Beth Johnson, Janet Vorvick, Laura Geczy-Haskins, and Lee Anne Knapp. When someone is in the hospital, I will often bring flowers or a card. Periodically people would like a meal and Janet makes fantastic cookies! This year, our administrative assistant needed meals due to ongoing illness and folks have stepped up, not only from the hospitality team but from the church overall. Please let me or the Senior Pastor know if there is a desire or a need for something such as a meal, flowers, or something else that may support someone who is ill.

### Health Ministry Team

Our Health Ministers are made up of Health Ministers and Parish Nurses and they are available for parishioners who may need support as they are going through health care struggles. They also provide education for parishioners. Diane Reiner, Tira Nessett, and Michelle Sinn are all part of this team and Laura Geczy-Haskins has also been a part of the group. One of the things our Health Ministry Team did this year was to engage with Pastor Laurie on building a support group for caregivers of folks with Dementia. In addition, Tira led a group where folks cooked nourishing food and gathered to eat. Health Ministers and Parish Nurses have been helpful for both Laurie and I when we needed help understanding what resources may be available in the community.

### Grief Ministry

I visit those in the hospital, keep up with the homebound, and work with Pat and the Senior Pastor on memorial services. Periodically I will preach a sermon for one, especially when I have a close relationship with the family. I have done two interments in the past year. I have invested in grief books from Stephen ministries for folks. This was a ministry started by Pastor Robyn. I have also invested in a few books 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. If either of those resources may be helpful to you, please let me know and I will provide them to you.

I offered a Blue Christmas service in December. Three people attended. Last year in January two people attended. This is a service I will continue to offer. During the holidays, offering a service that can allow

people to grieve can be important for those struggling with loss. I am going to try a different time next year to see if there are times that make it more accessible to folks. It is possible this is just a service that a minimal amount of people will attend depending on if it is needed or not.

Finally, I am taking a training on Chaplaincy in Palliative Care which can help expand my skills in working with severely ill folks in our congregation who are going through Palliative Care or hospice.

## Book Group

I started a book group about a year and a half ago to discuss spiritual books or books that were important to our lives. We started with Joan Chittister's book *The Gift of Years*, which provided different perspectives and thoughts about the joys and challenges of aging. Since we started we have been through many different books such as Atul Gawande's book *Being Mortal*, which is a book about some of the challenges we face with the medical community as we age. Currently we are reading a book on Devotional Classics. We have a wonderful small group where we tell stories and share joys and concerns. We have three really devoted members and recently we added a fourth person. We decide together on the books we would like to read and discuss. If anyone would like to join this group you are more than welcome. We meet on Wednesdays from 1:00 pm - 2:30 pm in the St. Andrew Room.

## Labyrinth / SoulCollage® / Blessing of the Animals

I borrowed the Labyrinth from Westminster Presbyterian Church three times over the past year and there was a good turn out each time we have had it here. The first two times there were about 20 folks each time. The last time we only had 14 for Holy Saturday on March 30<sup>th</sup> but I suspect that is because it was a beautiful day outside and folks wanted to be out in the weather.

In December 2023, I became a SoulCollage® facilitator. SoulCollage® is a combination of art and self-discovery. Individuals use pictures from magazines or photographs to create a card. Then they "read" the card. That means the person speaks from the card to tap into their unconscious mind. It is something I have been doing for years. I offered a gathering in January, during Lent, and I will plan another for the summer. If you have any questions, I am more than happy to answer them! For our first gathering we had three people attend and for our second gathering we had 4. I would love to see more people engaged with this enlightening and fun practice.

I led a Blessing of the Animals service in the Sanctuary of the Firs this past October and four people attended. It was a fun gathering. Next year I am hoping for more people and will be experimenting to see what times may work better for people. I would especially like to make this service accessible to families and children.

I look forward to an exciting and interesting new year! Welcoming a new pastor into our congregation will be both a joyful transition and yet may also be a challenge as we get used to a new way of doing things. I am excited to continue being a support for all of you and involved in supporting our homebound folks. 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 our worries as well as our thanks as we move through changes. Remember God will be with us through it all! Alleluia!



## Staff Reports

### **Kyler Vogt, Director of Next Generational Ministry**

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#### Children's Ministry:

##### **Nursery**

Since the summer of 2022, it has been a goal to hire someone to be consistent and loving voice in the church nursery on Sunday mornings. After many months without finding the right candidate, in November 2023, St. Andrew hired McKenna Baker to be our nursery attendant. A 19-year-old student at PCC, McKenna quickly grew to be beloved by the little children who frequent our nursery the most. McKenna's presence has brought stability and dependability to the care of our youngest kids, and this investment in the young families of St. Andrew has been greatly appreciated.

##### **Earth Camp**

In June 2023, St. Andrew hosted its 3rd annual Earth Camp for elementary aged kids. The theme of the week was, "The Earth is in Our Hands." Earth Camp 2023 hosted 41 campers throughout the week, making it the most attended Earth Camp to date, and the largest camp produced by St. Andrew in at least 7 years. This camp expansion was made possible by a renovated camp schedule, plus a plethora of new volunteers. During the camp, kids were split into small groups with tree names as their title: Western Red Cedars, Ponderosa Pines, Douglas Firs, Oregon Ash, Oregon White Oak, and Black Cottonwoods. In these small groups, students rotated through six different stations each day: Earth Discovery, Earth Challenges, Earth Crafts, Earth Stories, Earth Care, and a special week-long activity led by Isaac Bocker that simulated the change in salmon populations in Oregon rivers. Campers also came together in large groups for games, lunch/snack times, and closing worship. More than 35 volunteers came together make Earth Camp possible, serving as rotation leaders, worship planners, small group guides, and snack coordinators, among other roles.

Preparations for Earth Camp 2024 began this spring, and this year's theme is "Home, Sweet Home," focusing on all the beautiful and diverse biomes in Oregon. Many volunteers from Earth Camp 2023 are returning to lead the camp again in 2024, as many people see Earth Camp developing into a premier program for the church. The Earth Care team continues to offer incredible support to the camp. Camp registration opened in early April, and we are anticipating an even larger group of campers in 2024 than we had in 2023.

##### **The Roots**

St. Andrew's children's program, The Roots, returned for its second year in 2023. In this year's program, elementary-aged students rotated through four different types of lessons which rotated every other week: Story, Science, Service, and Art. In the fall, these lessons focused on the book of Exodus: the calling of Moses, the escape from Egypt, wandering in the wilderness, and receiving the Ten Commandments. In winter and spring, the lessons shifted to focus on the many different stories of Jesus' healings and mercy. More than 20 different people volunteered this year to make The Roots possible, volunteering as rotation teachers, hosts, snack bringers, or teaching in the pre-K classroom.

This year of the Roots would not have been possible without six key leaders that stepped up in the most important roles: Jeannine Douglas acted as host for The Roots all year long, volunteering nearly every week and leading the kids in fellowship and lessons about our Core Values while they enjoyed a snack together. Cheyanne Kailanoff was at Jeannine's side the whole year, serving as the co-host and providing another consistent, safe and loving presence in the program. Barbara Gutzler, Cindy Stadel, and Linda Swan served as the story tellers, consistently finding fun and creative ways to teach the Bible stories that set the theme for all of the other rotations. Finally, Amy Pehl served as the most consistent teacher in the pre-K classroom, in addition to taking on the role of volunteer coordinator for The Roots. Many thanks to you all!

## Confirmation:

After confirming five students last year, this year's group of confirmands was a bit smaller than we are used to. Six students made up the core of the group, with three of them being sixth-graders. What was not small, however, was our group of confirmation teachers. Pastor Laurie Newman, Randy Sinn, Allison Katsufakis, and Lynn Santelmann joined the teaching team led by Pat Christiansen. The focus this year was the New Testament, and this excellent team of teachers led the confirmands through studies of the gospels and the letters of Paul before concluding with a couple weeks of Lutheran living.

## **Spring Beach Retreat**

In April, Pastor Laurie and I led the annual Confirmation spring beach retreat. This year we headed to Seaside, where we stayed in a cozy Airbnb, played board games, told riddles, and enjoyed a vintage Pac-Man arcade machine. In our excursions to downtown Seaside we played Fascination at the Runland Arcade, enjoyed a round of mini golf, and finally took a spin on the Tilt-a-Whirl right after our traditional lunch at Mo's. This retreat also provided a chance for the students to work on writing a statement of faith, especially the two eighth graders who are preparing to be confirmed in the next couple of months.

## **Super Bible Bowl**

The Super Bible Bowl is an annual event that elevates the learning of the Confirmation students in a fun, Jeopardy-style battle between students and the church council. The topics for the questions focused on the New Testament, which was the focus for confirmation classes this year. The questions were interesting, the crowd was enthusiastic, and the confirmands were gracious in their 12,199 to Zip victory over members of Council. A special hats off to those brave individuals from Council who agree to do battle with St. Andrew's confirmands at this annual event. Our young people are well versed and well prepared and manage to astound the congregation each year with what they've learned. Congrats, Confirmands!



St. Andrew confirmands Nora Duggan, Henry Staul, Mason McQueen, Cora Kalainoff, and Nathanael Bishop-Perdue made up a winning team at the Super Bible Bowl.

## High School Youth:

### High School Youth Group

On Sunday mornings throughout this school year, our high schoolers gathered in the youth room for lessons surrounding this question: “How has the Bible directly affected our modern world?” We spent most of our time in the fall/winter exploring how the Bible was used to justify colonialism, racism, and even slavery. The roots of these lessons led us into the 20th century (and the 21st) as we examined how many of those same views of scripture brought about the birth of a separate evangelical culture in America, then a highly divisive political culture, then the birth of modern Christian Nationalism. We finished our year exploring together how the Bible has affected our views on sex, sexuality, and gender, including: the harmful effects of a sexual purity culture; why women and men are treated differently regarding sex; and, if it is true that the Bible is anti-LGBTQ+. What we discovered time and time again on this journey together is that the Bible isn’t wrong—we are. We learned that humanity tends to manipulate scripture to suit our own interests. To counter this and disarm the pattern of manipulating isolated Bible verses, we learned how to read Bible stories within their full context to understand what their authors wanted us to learn from the stories.



Back row, left to right: Kyler Vogt, Keegan Ragan, Tanner McQueen, Gabriel Steele, James Steele III, Mason King, Tanner King, and Clover Nowell.

Front Row, left to right: Evan McGarvey, Gloria Au, Satya Semenchalem, Lillian Au, Riley Mitlehner, Becky Vogt, Miriam Au, and Olive Sells.

Outside of Sunday mornings, our very busy students still found time to get together to have fun and blow off some steam. At Halloween we gathered to eat candy, listen to spooky music, and carve pumpkins together. At Christmas, 14 students attended our Christmas party, where we had a white-elephant gift exchange and a highly competitive gingerbread house competition. This was the largest high school youth event at St. Andrew in at least the last 6 years. In the spring, we ventured out to Beaverton’s Wunderland to play arcade games and laser tag, piling up our tickets to get silly prizes and candy. It was such a fun year!

### The Gathering

After many years without an ELCA National Youth Gathering due to COVID, the event finally returns in July 2024 in New Orleans! St. Andrew has eight students and three chaperones registered and ready to attend this phenomenal event. The students registered range from incoming freshmen to will-be recent graduates. All of the students are excited to travel across the country, experience worship in a stadium full of their peers, learn from some of the best young teachers in the ELCA, and to explore the exciting city of New Orleans.

## Next Generational Ministry:

### **New Title: Director of Next Generational Ministry**

In October 2023, after a lengthy process of discernment between myself, Pastor Laurie, the HR committee, and the Church Council, I accepted the new title and job description of the Director of Next Generational Ministry. This change was motivated by the data uncovered during the Horizon team process, specifically the demographic data that showed how rapidly our congregation is aging. Our hope was that this new role would create advocacy and opportunity for programs specifically targeted at younger families. As part of this role, I began preaching in worship approximately once a month, rather than quarterly as I was before. I also ventured upstairs during the season of Lent to teach my first ever adult education class, Exile 101: Written in Babylon. I have increased my involvement with a variety of committees that I did not interact with as Children and Youth Minister, including: The Adult Education Committee, the Worship Planning Team, and the Connections Team.

### **The Andy's Room Podcast**

One of the major new programs under my new title is the creation and production of the *Andy's Room Podcast*. St. Andrew's first ever podcast, *Andy's Room* began in December 2023 and has been releasing episodes twice per month ever since. Many of the early episodes feature young members of the church, focusing on the key question: "What sounds like good news to you?" The short episodes (less than 40 minutes), released on Spotify, have introduced many folks in the church to the world of podcasts for the very first time. Several of the episodes have been played more than 50 times, making *Andy's Room* one of the most engaging offerings at St. Andrew in the "adult education" realm.

### **Night of Stories PDX**

Another new program aimed at a next-generational audience in Night of Stories PDX. This community event—geared toward younger adults—is a collaboration between St. Andrew Lutheran, The Repenting Church (UMC), and storytelling non-profit Ghost Light PDX. While the event is still early in its life and building its audience, the goal is simple: to use the ancient practice of storytelling to bring people together in meaningful community. While the event is not religious, we believe there is something inherently spiritual and good in sharing our stories with one another. Hearing others' stories bonds us with them, builds compassion, and opens us up to seeing the world in new ways. We are excited for this program to continue growing, finding itself, and finding the people who need it most in our city.

## Susan Werner Reiser, Deacon & Interim Minister of Music

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Deacon Susan Reiser

This past year, 2023-24, the congregation and Worship Planning Team had more opportunities to plan celebrations and to add staff to support the music ministry.

The music staff consists of Deacon Susan Reiser who serves as Interim Minister of Music, conducts the Sanctuary Choir and The Bells of Grace, leads the worship planning team, and serves as organist/pianist at worship services. Lindsey Lane was hired as Interim Keyboardist to accompany the Sanctuary Choir and play one service a month. In addition to the music staff regularly supporting worship services, we have been blessed this year to have guest musicians serving at worship services as needed. Matthew Lotz, Timothy Nicol, John and Earl Giddens, and the Andrew Oliver Jazz Trio have served as service music leaders; their musical gifts have been well received by the congregation.

Members of the congregation regularly share their musical talents in worship by participating in the Sanctuary Choir and Bells of Grace. In addition, they serve as cantors for worship services and play instruments (drums, flute, piccolo, violin) as needed to support the music. Our worship services are enhanced by their participation, and we thank God for their gifts!

Three musical groups rehearse regularly at St. Andrew. The Sanctuary Choir serves at worship services twice per month plus Christmas Eve and other festival Sundays. The hiring of Lindsey Lane allows Deacon Susan to focus on conducting the choir. The Bells of Grace handbell ensemble continues to grow in their ability to provide service music. They generally ring at one Sunday a month October through May. This year we secured three substitute bell ringers to allow more flexibility to the scheduling of the choir. A brass quintet regularly rehearses at St. Andrew and in exchange plays for Sunday services twice a per year. In 2023, they played for our reformation service in October and the 3rd Sunday in Advent. The quintet provided a short concert of Christmas Carols following the Advent Service.

The worship spaces at St. Andrew draw musicians to our building. The musical instruments in the Sanctuary are outstanding. Currently seven organists practice regularly on the Paul Fritts organ. In August of 2023, German organist, Mirjiam Haag, spent a day playing and recording on the Fritts organ. She is actively spreading the word about the instrument to colleagues of hers in Germany. In Lent this year Eric Simmons, an associate organist at Trinity Episcopal Cathedral in Portland, played an organ recital that was open to the public at no cost. A local piano teacher uses the Steinway piano for her piano students' spring recital which is also open to the congregation and public to attend. A violin teacher uses the chapel for her students' recitals.

The worship planning team worked diligently to provide diverse worship locations and forms. Highlights this year included the following:

- In the months of July and August, we had one Sunday with the service in the Sanctuary of the Firs with a zoom session in the church sanctuary for our members who are not able to navigate

the path to the outdoor space. There were challenges with the sound for those in the Church Sanctuary, however the tech team worked tirelessly to overcome the issues.

- September was St. Andrew's 70th anniversary as a congregation. A party on Saturday afternoon featured a review of the 7 decades of the congregation with testimonials from previous pastors, singing of favorite hymns from each decade and humorous stories from the past. Sunday morning was a service featuring liturgy from the hymnal used when the congregation was chartered in 1953.
- Our Advent Mid-week services featured Holden Evening Prayer in the Chapel with the technical team providing audio and visual support on Zoom for those at home. This was a return to a past practice and well received in the more intimate space.
- The fourth Sunday in Advent was also Christmas Eve, which made the worship planning more challenging. On the morning of 24<sup>th</sup>, we had an intergenerational service of lessons and carols. The children received small Christmas bags with a small booklet, stickers, and bells to ring. The service featured families reading lessons, including one of our youngest members, and a liturgical dance. Christmas cookie decorating followed the service in the fellowship hall.
- We had our traditional Carol service on Christmas Eve at 8 pm. The Christmas Day Carol Service was pre-recorded and released at 11 am on Christmas Day for those unable to attend services on Christmas Eve.
- In Epiphany we had a Sunday morning Jazz service. The musicians were the Andrew Oliver Jazz Trio. This was well received by the congregation and another service is being planned for June 16<sup>th</sup>. A third Jazz Service is being explored for the fall of 2024.
- On the Sunday of the Transfiguration, the children placed Alleluia butterflies into a box and hid them from Deacon Susan. Placing the butterflies in the box represents Jesus in the tomb.
- Our Mid-week Lenten services were based on Lament. Our mediators used the book of Lamentations and the Psalms of Lament as the focus of the meditations.
- On Palm Sunday the Bells of Grace began the festivities with a prelude on 'All Glory Laud and Honor.' The Taiwanese Lutheran Church joined for the beginning of the service. After the reading of the Psalm Sunday Gospel we processed from the fellowship hall to the sanctuary with Pr. Laurie playing hand drum.
- Good Friday was a dramatic reading of the Passion story.
- Easter Sunday was joyful with the leadership of the Sanctuary Choir and Don Gottschalk and Dan Schmidt playing trumpet. Changing to one service on Easter Sunday resulted in a full church. The singing was glorious and the butterflies had 'risen from the tomb!'
- Pentecost Sunday featured a service planned by the confirmands.
- Confirmation was celebrated on June 1<sup>st</sup> with Henry Staul and Nathanael Bishop-Perdue affirming their baptism.
- Our interim pastor's last Sunday with us was a Jazz service on June 16<sup>th</sup>. Pr. Laurie Newman was extremely supportive of worship planning and music at St. Andrew.

Having just one service on a Sunday morning continues to have a positive impact on the worship life at St. Andrew. Our average weekly attendance has increased and the singing on Easter Sunday when the church was full was a great joy! The vitality of the singing of the liturgy and hymns continues to be uplifting for the musicians and congregation. When we are all together we make a very 'Joyful Noise To the Lord!'

*Deacon Susan R. Werner Reiser*

## Carol Harker, Parish Executive

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*"But do not ignore this one fact, beloved, that with the Lord one day is like a thousand years, and a thousand years are like one day. The Lord is not slow about his promise, as some think of slowness, but is patient with you."* – 2 Peter 3:8-9a

Many of us have learned a new word during these past few years of disruption by COVID, the retirement of long-time Pastor Mark Brocker at the close of 2022, and the welcoming of Interim Pastor Laurie Newman in 2023 as the church prepared to call a settled Lead Pastor in 2024. That word is "liminal," a mellifluous word suggesting a quiet in-between time. In fact, there's been little quiet about it! On occasion, this past year has felt frantic with initiatives while at the same time the rhythms of church operations have proceeded hummily along. In this report, I want to focus on the extraordinary happenings and projects that distinguished our year of ministry together.

### Interim Pastor

Assisting in the orientation of our interim pastor was an important effort this past year, especially because Pastor Laurie was new to Lutheranism when she came to St. Andrew and unfamiliar with the underlining scaffolding of our church organization, including decision-making processes. Other staff and several volunteers helped Pastor Laurie become integrated, especially the Transition Team, which led a forum in May to review systems, clarify responsibilities, and enhance communication.

### Head Start

When the Council voted to go forward in contracting with Head Start to use St. Andrew's lower-level children's space in June 2023, the urgent project of the summer became that of creating a lease agreement allowing the nonprofit Community Action Organization (CAO) to share space in the church. The Head Start program that CAO oversees runs Monday-Friday through ten months of the year, providing a preschool opportunity for children whose families would otherwise not be able to provide their children those important years of socialization and learning.

Scott Taylor, Joel Johnson, Laura Geczy-Haskins, and I gathered as a committee to clarify the relationship we wanted to foster. We looked at three or four sample contracts, selecting elements that seemed relevant to our situation and our goals. I then drafted a proposed agreement for Council's review and acceptance. Because of the very tight timeline, we were not able to have an attorney review the contract before it was approved by Council in July, but Peter Sergienko did not change the substance of the document when he amended it to be lawyerly correct and as comprehensive as possible. The contract was completed and signed just one week before Head Start teachers arrived and began to set up the space to meet their needs, while also allowing St. Andrew's own children's programs and other uses of the space to continue in the evenings and on weekends.

Then we spent several weeks working with Head Start to ensure our facility meets all the codes required by government agencies. We asked the Outside Property Team to remove the play structure that was deemed unsafe, installed some new plumbing in the lower level kitchen, added covers over a

fire alarm pull station, etc. The one thing we could not accomplish is getting approval for Head Start to use the dishwasher in the downstairs kitchen.

## Ice Cream Social & 70th Anniversary Celebration

Summer was also the time to assist in planning and promoting an outreach Ice Cream Social in August, followed by a Happy Hour-style 70<sup>th</sup> Anniversary Celebration in September. Pastor Laurie envisioned and planned the Ice Cream Social, while I focused on promoting the church as a welcoming community resource and creating promotional material to distribute around the community.



Clay and Debi Gustafson at the mimosa table at the 70<sup>th</sup> Anniversary Celebration.

Concurrent with planning for the Ice Cream Social, Janet Vorvick chaired the committee planning the 70<sup>th</sup> anniversary celebration held on September 23. Jeannine Douglas contacted former pastors and invited their participation, Jan Luttrell took charge of decorating, Tom & Pam Jelineo managed and set up the event space and worked with the caterer (Sprig & Spread), Clay & Debi Gustafson provided ingredients for virgin mimosas and staffed the bar, Rick LeRoy emceed the event, and Deacon Susan Werner Reiser planned and played the hymns that were sung to mark the decades. Once again, my focus was on overall organization and attention to detail, as well as promotion through "Weekly News," design of the event program, and assembly and presentation of historical memorabilia on display. More than 100 people came to the event and enjoyed the happy hour format that allowed everyone to mingle and refill their plates throughout the program.

## An Accessible Path to the Sanctuary of the Firs

In mid-August, I was asked to put together a plan and create a team to manage proposals for and installation of an accessible path to the Sanctuary of the Firs that would allow people with mobility issues to take advantage of that space. The installation was to be completed by December. I invited key individuals from the Outside Property Team and others with expertise to join me in walking the proposed route and to brainstorm how to make such a project happen. It was quickly apparent that the project would require a significant change to the landscape requiring cutting a path through mature trees, relocating tons of dirt, and altering the ambience of the Sanctuary of the Firs itself. In addition, members of the team questioned whether this project was a priority for the congregation, agreed that the timeline was unrealistic, and recommended postponing the entire effort until the congregation could be consulted.

## Cooling the Sanctuary

On the other hand, feedback from the congregation indicating the need for better temperature control in the Sanctuary was emerging as a priority, with some people donating funds specifically to air condition



our worship space. I took this project to the Facilities Team and we spent much of the year brainstorming ways to do this most efficiently with consultants from Oregon Clean Power Coop. We learned early on that, because our Sanctuary furnaces are located in a very tight space at the conjunction of the old building and the reconstructed portion completed a dozen years ago, this would be a very complicated and costly undertaking. It has been difficult to entice contractors to even bid on the project. We continue to invite bids from contractors, but recognize that the scope of this project could far exceed our original understanding—in part because our furnaces are near the end of their expected life and our building exists of parts cobbled together over the decades.

Given that the coming summer is predicted to be warmer than usual, the Facilities Team has proposed a plan that would enable people to participate in worship in Fellowship Hall, which is air conditioned. While the entire worship service could be moved into our fellowship room, another option would be to encourage people most affected by the heat to gather there and participate in worship remotely, while others worship as usual in the Sanctuary itself. While there would be a slight delay in transmission, the Tech Team has been very helpful in figuring out how this could be done.

## Human Resources

The church experienced a couple of administrative staff changes during the year, which enabled HR to update some job descriptions. Following a few months in a hiring freeze, Johanna Land left her position as Office Assistant in the fall and was replaced by Rhonda Powell as Administrative Assistant, with a longer work week and more responsibility. Our search committee was fortunate to find Rhonda, whose prior experience with administrative work for churches has proved so valuable. I also led the search committee to replace Scott Taylor, who returned to Iowa in December, leaving his position as Evening Facility Caretaker. Once again, we were fortunate to identify Martin Mills for that important role. Although Martin's prior church experience was in administration and music, he understands how churches function and has quickly picked up the skills needed for his evening stints at St. Andrew.

The HR Committee spent considerable time this year in discussions about a remote work policy. Once parameters were defined, I fine-tuned a draft agreement created by HR Chair Mary Smith and endorsed by HR members, and then worked with attorney Peter Sergienko once again to complete the project. Council approved the document in March, but implementation has been delayed until a new Lead Pastor is in place.

Administrative staff also onboarded a Nursery Attendant and Interim Keyboardist over the course of the year.

The most concerning HR concern, though, has been employee health. The office team has been flexible in ensuring the work of the church continues unabated during Rhonda Powell's aggressive cancer treatment regimen (shared with permission) and members of the entire church staff have been generous in sharing their PTO time where it is most needed. We are united in our support and care for each other and thankful to both HR and the Council for approving a part-time temporary position to help hold everything together.

## Adult Education

Although I am not part of the Adult Education Committee, I also worked this year to support a couple of classes, particularly: Tira Nessel's "Nourishing Conversations" that focused on the benefits of plant-

based eating and the Sanctuary Committee's "Sanctuary in Our Time and Place," which was offered this spring. My role in both cases was to facilitate connections and to promote these opportunities for members of our community to learn and grow.



Tira Nasset shared her enthusiasm for healthy eating by creating four different menus for "Nourishing Conversations": Fun with Bowls and Sauces, Heading South of the Border, A Mediterranean Diet, and Soup's On.

An average of about two dozen people attended each of the four "Nourishing Conversations" sessions on Monday nights in January. Parish Nurse and class instructor Tira Nasset engaged participants in preparing healthy plant-based meals that are better for our bodies and the planet itself. We joined hands to sing the table blessing and then chatted together while enjoying some very colorful and tasty meals. Tira shared recipes and suggestions for ways to achieve optimum health by managing stress, eating from the plant kingdom, moving our bodies, getting enough sleep, fostering connections with others, and embracing our spiritual selves. Each meal closed with participants enjoying the camaraderie of cleaning up together.

It was also a joy to assist Cindy Stadel, Bonnie Bliesner, and the Sanctuary Team in making connections with Sankar Raman of The Immigrant Story in preparation for "Sanctuary in Our Time and Place," the Adult Education class that closed St. Andrew's academic year. This class attracted more than three dozen people each week. The class also provided an opportunity to discuss the Red Cross proposal for a facility use agreement that has been discussed and endorsed by the Earth Care, Service, and Facilities committees.

## Church Directory

The final auxiliary project this year is a new church directory to replace our last edition, which goes back to 2019 and a simpler pre-pandemic time. Administrative Assistant Rhonda Powell did almost all the behind-the-scenes planning and work necessary to bring this project to fruition. All at St. Andrew owe her our gratitude for leading efforts to provide an important reference for the congregation and our new Lead Pastor. Thank you, Rhonda!

Along with the usual attention to administrative and fiscal management, staff supervision and administration, building and property management, overseeing internal and external communications, general program management, and regular participation on several committees (Earth Care, Facilities, Finance, Human Resources) it's been a year filled with opportunities to serve. Thank you for the privilege.

Blessings,  
**Carol Harker**  
Parish Executive

# Statistical Report

| <b>Membership Statistics</b>                     |                                             | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> |
|--------------------------------------------------|---------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Baptized Membership at the beginning of the year |                                             | 514         | 498         | 487         | 477         | 483         |
| <b>Baptized Members RECEIVED</b>                 | By Baptism: Children 15 & younger           | 2           | 1           | 0           | 5           | 1           |
|                                                  | By Baptism: Adults 16 and older             | 0           | 0           | 0           | 0           | 0           |
|                                                  | By Affirmation of Faith                     | 8           | 6           | 0           | 11          | 8           |
|                                                  | By Transfer                                 | 2           | 0           | 0           | 2           | 0           |
|                                                  | From Other Sources & Statistical Adjustment | 0           | 0           | 0           | 0           | 0           |
| <b>Total Members RECEIVED</b>                    |                                             | <b>12</b>   | <b>7</b>    | <b>7</b>    | <b>18</b>   | <b>9</b>    |
| <b>Baptized Members REMOVED</b>                  | By Death                                    | 5           | 8           | 6           | 6           | 9           |
|                                                  | By Transfer                                 | 23          | 6           | 0           | 6           | 4           |
|                                                  | For Other Reasons & Statistical Adjustment  | 0           | 4           | 4           | 0           | 0           |
|                                                  | <b>Total Members REMOVED</b>                | <b>28</b>   | <b>18</b>   | <b>10</b>   | <b>12</b>   | <b>13</b>   |
| Baptized Membership at the end of the year       |                                             | 498         | 487         | 477         | 483         | 479         |

| <b>Other Statistics</b>                                | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> |
|--------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Number of Baptized Youth who were Confirmed            | 2           | 4           | 2           | 0           | 5           |
| Total Confirmed Membership at the end of the year      | 427         | 432         | 421         | 419         | 408         |
| Marriages *                                            | 2           | 2           | 0           | 1           | 0           |
| Funerals *                                             | 2           | 2           | 6           | 6           | 5           |
| Average Weekly Worship Attendance (In-Person)          | 194         | 172         | 86          | 103         | 112         |
| Average Weekly Worship Attendance (Online: Actual X 2) |             | 396         | 228         | 122         | 111         |

Please note that all statistics are for calendar year 2023, not St. Andrew's fiscal year.

\*Marriages & Funerals = number presided at or held 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

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## 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 donations in a permanent endowment (unless otherwise instructed by the donor)
- Makes grant and scholarship awards to people and organizations affiliated with St. Andrew

## Foundation's Accomplishments in FY23 (January-December 2023):

- We granted funds to:
  - 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)
  - Support seven St. Andrew youth to attend Camp Lutherwood (unfortunately, Camp was cancelled due to COVID)
- Welcomed Interim Pastor Laurie Newman as an *ex officio* member
- Welcomed new board member Tira Nasset
- Updated the Memorial Gifts recognition webpage: <https://standrewlutheran.com/st-andrew-foundation/memorial-gifts/> to acknowledge donations from the estates 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 \$3,700 in grant and scholarship awards:
  - \$700 to the Ecumenical Ministries of Oregon for the Reckoning With Racism Project
  - \$3,000 for scholarships for high school graduates (Allie Peahl, Logan Uecker, Miriam Au)
- 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 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
- Partner with Kyler Vogt with matching funds to support fundraising for ELCA Youth Gathering travel
- 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 makes a huge difference to the Foundation's work and they are 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.

**Foundation Financial Report:  
January 1 2023 – December 31 2023**

| Assets                                                  | Total        | As of 1/1/2023 | Gain/Loss   |
|---------------------------------------------------------|--------------|----------------|-------------|
| Cash and Investments                                    | \$211,140.40 | \$156,464.32   | \$54,676.07 |
| Cash Value – Life Insurance Policies                    | \$202,434.38 | \$189,964.84   | \$12,469.61 |
| Total Assets                                            | \$413,574.78 | \$346,429.16   | \$67,145.61 |
|                                                         |              |                |             |
| Description of Assets                                   |              |                |             |
| Future Ministry Fund                                    | \$323,961.05 | \$310,597.60   | \$13,363.44 |
| Current Ministry Fund                                   | \$69,950.40  | \$16,528.23    | \$53,422.17 |
| Organ Lesson Fund                                       | \$3,361.50   | \$3,001.50     | \$360.00    |
| Jarvis Designated Fund<br>(Tai Chi and Senior Wellness) | \$303.00     | \$303.00       | --          |
| Youth and Family Fund                                   | \$15,998.83  | \$15,998.83    | --          |
| Total Assets                                            | \$413,574.78 | \$346,429.16   | \$67,145.61 |
|                                                         |              |                |             |
| Contributions Received                                  | \$52,419.51  |                |             |
| Realized Dividends, Interest, Gains                     | \$43,275.19  |                |             |
| Unrealized Capital Gains                                | \$16,578.72  |                |             |

**2023 St. Andrew Foundation Board of Directors:**

|              |              |              |                |
|--------------|--------------|--------------|----------------|
| Sonja Ackman | President    | Dan Fako     | Vice-President |
| Luis Flores  | Treasurer    | Tom Mehlhorn | Secretary      |
| Tira Nasset  | Board Member |              |                |

*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: *Nurturing Faith and Equipping the Saints***

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*"If adult education does not become a priority for a congregation, at some point that congregation will cease to exist because its members will simply not know or understand the purpose of the congregation and their role in fulfilling that purpose"* (Boese, *Blueprint for Change*, 83).

Our academic year began with "The Book of Revelation: Hope Unveiled" and, concurrently, "The Spirit of Place: Some Poetry of Mary Oliver and Wendell Berry," "Eight Kinds of Meditation: Which Is Best for You?" and "Creation and Re-Creation: The Myths of Genesis," all well attended. Many thanks to our instructors Steve Christiansen, Pr. Laurie Newman, Janet Vorvick, and Kyler Vogt.

We intentionally offered only one class during Advent because of the importance of the topic. "Do Black Churches Matter In the ELCA?" was a success thanks to our instructor Sister India Jensen Kerr.

We offered two classes during Epiphany, which turned out to be a mistake due to circumstances beyond our control. Jim Aageson taught "A Christian Thinks about Jews and Judaism: Anti-Semitism and the Land of Israel." When we scheduled that class concurrently with "What is the ELCA Diaconate?" by Deacon India, we had no idea Hamas would invade Israel on October 7. Jim's class attracted all the attendance, and we were forced to move India's class to the summer. As the saying goes, "We plan, God laughs."

Our Sunday morning classes during Lent were well received. Attendance at "Exile 101: Written in Babylon," and "The Theology and Poetry of Our Hymns," fit well for the size of the spaces. Thank you to our instructors, Kyler Vogt, Janet Vorvick, Peggy Thompson, and Joanne Zenger. Kyler had second thoughts being away from his high school group for so long and will likely choose to teach only a three-week adult class next year for that reason.

In the Easter season, the Sanctuary Team's class "Sanctuary in Our Time & Place" was a great success. We misjudged that when scheduling Paul Navarre's class on "David" concurrently. Due to poor attendance, we will reschedule Paul's class for another time. We need to do a better job of scheduling next year.

We are gratified that our classes are well attended. Sometimes as many as thirty people were present in the Fellowship Hall. In addition, many of our classes were recorded and were available for viewing on YouTube, reaching a much wider audience.

Looking ahead to next year, we anticipate even more exciting opportunities for life-long learning.

***Steve Christiansen, Paul Navarre, Tira Nessel, Janet Vorvick, Kyler Vogt***



## Connections Team (formerly MACG)

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In 2018, St. Andrew became an official member of MACG: Metropolitan Alliance for Common Good. This tri-county organization works collectively on issues that impact people, including housing, health care, and justice. Using principles and practices developed by the Industrial Areas Foundation (IAF), member institutions come together to take action when an issue is identified through careful listening and discernment. Each member institution has a Core Team, which works to strengthen the institution and connect with the larger MACG organization. The St. Andrew MACG Core Team has worked faithfully to connect our core values with the needs of the area.

One key aspect of strengthening an institution is to develop a relational culture. When people in a community know each other's stories and honor each other's histories, working collectively is natural. A key part of developing this type of culture is to help all members of the community to discover their individual passions for ministry, and to connect with others with similar passions. The MACG Core Team has worked toward this goal since its formation. One potential barrier we discovered is the name of the team. While many people in the St. Andrew community have been trained in organizing principles through leadership institutes or other training sessions, the majority of people are not familiar with an organization called, "MACG". And even those who are familiar with the larger organization find it difficult to understand what a Core Team does. We decided this year to change the name of our Core Team to better reflect what we are all about: helping members of the St. Andrew community make connections with others who share their interests and passions. Hence, the Connections Team was born.

St. Andrew has been in a state of transition for the past few years. We have emerged from the pandemic a different community than the one that entered it. Our lead pastor of 17 years retired. New people have joined, while others have retired from service or passed on to new life. We continue to be a very busy, vibrant community, but there are many among us who are wondering how and where they fit in. The Connections Team has spent this past year actively exploring ways to develop a culture in which everyone feels seen, heard, and known.

In September, we organized and sponsored a Ministry Fair. This gave all of St. Andrew's ministry teams an opportunity to make connections by showcasing what they are doing and how others can join their efforts.

- Periodic Game Nights were organized to encourage people of all ages to gather together to play board games and connect with each other in an informal, low key setting.
- In January, we led a session with our church council that introduced basic principles of organizing, and provided an opportunity for that group to form deeper connections with each other.
- Throughout the year, we kept in close contact with the larger MACG organization, ready to work together when needed.
- We encouraged our members to participate in this year's Wrestling With the Truth of Colonization sessions and led small groups within that effort. This is an ongoing effort by the IAF to develop relationships with indigenous peoples in our area with the goal of working together to address issues that particularly impact those communities.

- Members of the Connections Team made commitments to have one-to-one conversations with members of the St. Andrew community to deepen relationships and help others find their particular passions within the larger St. Andrew mission.

Moving forward, we are actively working toward supporting a relational culture through organizing a “St. Andrew Extended Family” program that will help children form meaningful relationships with caring adults while supporting our families with younger children, and an organized effort to support children of all ages by attending events outside of church that are important to them: musical events, sports, plays, etc.

Join us! We meet on the first Tuesday of every month, from 7:00-8:30 pm, in the St. Andrew room. Help us move St. Andrew toward a culture in which everyone is honored for their gifts, and fed by using those gifts for the good of the community.

Respectively submitted,  
St. Andrew Connections Team

***Gretchen Bancroft, Larry Bliesner, Pat Christiansen, Connie Losk, Lynn Santelmann, Jan Smith***

## Earth Care

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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.*

In June, Earth Care Team members Pat Christiansen, Don Nearhood, Michelle Sinn, Elizabeth Hardy, and LuAnn Staul served as faculty at Earth Camp. We presented Earth-focused stories, measured tree canopy density, learned about moss and compost, explored how trees transpire, and demonstrated our love for the Earth.

In January, the Earth Care Team collaborated with Parish Nurse Tira Nessel to present four sessions on plant-based eating in a “Nourishing Conversations” class that brought people together for fellowship and learning about how what we eat can affect our personal health, as well as the health of the planet. Attendees had fun preparing and sharing meals that contained no animal products. Plant-based diets are no longer the bland or tasteless fare some imagine and they depend on far fewer resources than are

necessary to sustain animal-based diets. By choosing plant-based options, we can also help conserve natural resources such as land, water, and energy.

The Earth Care Team celebrated Earth Day with our third annual Earth Care Fair on April 21, hosting another successful and truly intergenerational event. Michelle Sinn provided children's activities and Seed Spheres. We welcomed back Ricardo from Washington County who presented information about Recycling and Beyond the Bin, Washington County Treekeepers, and Friends of Trees. New community Earth Care partners included the Pacific University Indigenous Student Alliance, who taught us about the area's native roots; representatives from the American Red Cross, who provided information to help us prepare for the next climate disaster; Third Act, who introduced us to Bigfoot and presented ways we can advocate and make a difference in retirement; and the Citizens' Climate Lobby, which empowers everyday people to work within their communities and with members of Congress to influence climate policy. In addition, Earth Care Team members shared information about Plastic Alternatives, Backyard Habitat, and textile pollution and ways to minimize it, as well as a video and pictures of the many creatures that share our property. Attendees were invited to take home free plants donated by members of the Earth Care Team and more than 30 individuals heard their raffle numbers called and were able to select a gift from the prize tables.



*LuAnn Staul and Carol Harker pose with Bigfoot at the 2024 Earth Care Fair.*

With Don Nearhood's encouragement, more than 80 trees in our forest have now been adopted. The most common species of adopted trees are Douglas-Fir, Oregon White Oak, and Western Red Cedar, which provide more than 73% of tree cover on the church property. These trees provide 85 tons of Carbon Storage and 1,858 pounds of Carbon Sequestration, producing 2,478 tons of oxygen per year.

Three members of the Earth Care Team—Pat Christiansen, Elizabeth Hardy, and LuAnn Staul—participated in the Oregon Synod Climate Resilience cohort learning about Climate Resilience Hubs, watersheds, and how we can advocate for the climate in our communities and state.

Climate activist and Master Recycler Elisabeth Hardy continued to educate the congregation with her "Weekly News" articles.

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

***Larry Bliesner, Beverly Briggs, Pat Christiansen, Liz Hardy, Carol Harker, Ginny Link, Michelle Sinn, Bob Stadel, LuAnn Staul***

## Facility Management Team

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After several years of service, Pam Meredith took a much-deserved break from her participation on the Facility Management Team this year. We also lost Evening Facility Caretaker Scott Taylor in December, when he moved back to his home state of Iowa.

Fortunately, the team has been strengthened by the addition of two new members, Rob Dieffenbach (who for years has kept our vacuum cleaners running) and Martin Mills, who joined the staff as Evening Facility Caretaker in February.

Members of the Facility Management Team:

- Recommend facility use policy, to be reviewed and approved by Council.
- Review facility use requests, approving or declining requests based on our Core Values, as well as the availability of space and church volunteer support.
- Monitor and authorize the use of the PIPE (Property Improvement Projects and Emergencies) fund.
- 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.

This fiscal year, the team:

- Worked with Energy Trust of Oregon to investigate options for climate control in the Sanctuary.
- Assisted Head Start personnel in ensuring that our facility and equipment comply with the numerous codes and standards they are required to follow.
- Oversaw painting of the south exterior area of the building that abuts the church office.
- Sought professional building and property security advice and contacted other churches to learn how they manage security.
- Inventoried building keys distributed over the decades in preparation for a project to rekey the church.

Despite several attempts to secure bids to air condition the Sanctuary, none have yet been received—in large part because the project is complicated and is likely to be difficult to effect. The team continues to reach out to HVAC firms capable of tackling the project.

The Facility Management Team has also sought assistance from Energy Trust of Oregon to repair at least two of our solar panels that are no longer functioning and to reconnect St. Andrew to the dashboard monitoring the effectiveness of the system. We have been frustrated by the lack of response.

Many thanks to Rick LeRoy, Sandi Beavers, Carol Harker, Rob Dieffenbach, and Martin Mills, current members of the Facility Management Team, with special appreciation to Pam Meredith and Scott Taylor, who have left big shoes to fill.

**Carol Harker**  
Facilities Team

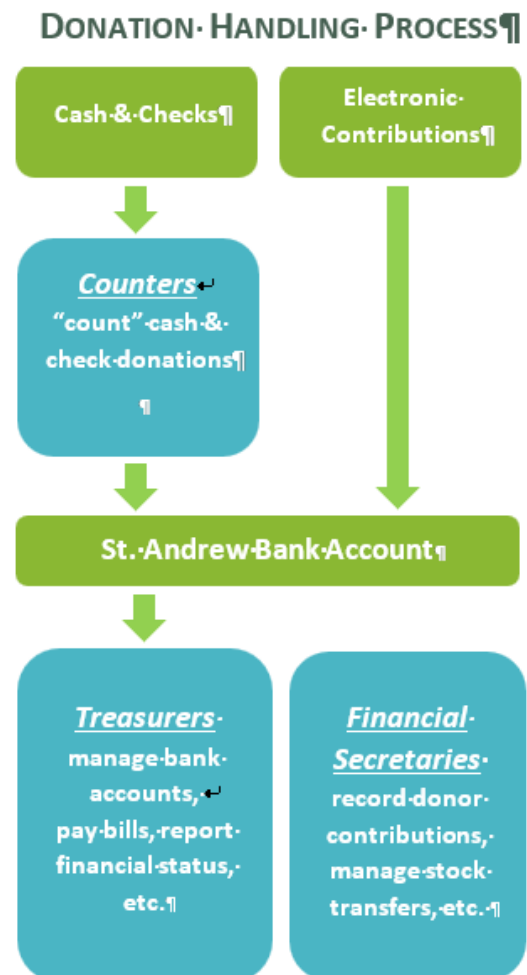
## Finance Team Reports

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### Finance Committee

This year’s Finance activities focused on improving processes/documentation, handling of the CARES funds returned to the congregation following the pandemic, and simplifying the annual budgeting process. Our roster of Financial Secretaries has undergone significant change, with new volunteers Jim McGarvey and Sonya King providing support as we say goodbye and thank Tammy Piscatelli for her extensive support in recent years.

As we transition to new Pastoral leadership of the church, we have implemented a largely flat budget for the new year, reflecting a conservative approach to the coming year’s finances. By establishing a Line of Credit which can be accessed at any time should a short-term need arise, and investing the roughly \$115,000 in CARES funds in a series of short-term Certificate of Deposit accounts, we are well-positioned to meet any short-term financial challenges which the future may surprise us with. We will also have the opportunity, as our new Pastor identifies spending priorities during the coming year, to leverage these funds in potentially impactful ways, such as making a significant payment against our remaining mortgage balance, or funding a capital improvement to our facilities. Thank you



to all of our members for the generous donations we have received in 2023–2024, and I look forward to another year of stable finances at St. Andrew!

*Tim Duggan*

Treasurer

## Financial Secretaries

After many years of service heading the Financial Secretaries team, Tammy Piscitelli retired from her position at the beginning of January 2024—after training two new Financial Secretaries, Jim McGarvey and Sonya King, to continue the important work of recording people’s contributions to the church.

Jim McGarvey is now heading the team, which consists of Sonya King and Susan Jacobi. After completion of this year’s Financial Review in which she’s participating, Ruth Baker will be trained as St. Andrew’s fourth Financial Secretary.

Financial Secretaries are responsible for the proper receiving and recording of all contributions given to St. Andrew, including any stock transfers (all of which are sold to provide additional resources for the church).

Many thanks to Tammy Piscitelli for her dedicated years of service and especially for her work documenting Financial Secretary processes and guidelines.

## Counters

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.

Our counting team consists of: Bill Beavers, 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

This review concentrated on:

Review of financial policies and processes;

- Identification of all persons involved in financial matters and their respective responsibilities;

- Identification of bank accounts;
- Identification and verification of persons authorized to make payments;
- Sample one month of bank deposits, tracing them through to their origin;
- Sample one month of checks written, verifying proper signatures;
- Review of insurance coverage policy.

Recommendations and observations:

- Unless noted otherwise, the transaction and procedures examined were in good order.
- Change the time this financial review is conducted, e.g., fall, when other church activities are not so intense. The committee examined all items that staff and volunteer time allowed.
- Compile list of all payments that are recurring or “automatic.” Make this regularly available to all persons involved in financial disbursements and review.
- We were unable to determine a written procedure or policy as to the issuance of credit cards.

Respectfully submitted,  
**Bob Stadel**, -Team Leader

## Health Ministry Team

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The Health Ministry Team is comprised of Tira Nessel and Diane Reiner. They are both 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](mailto:office@standrewlutheran.com).

## Human Resources

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The following is a summary of key activities/initiatives of the Human Resources Committee for FY 2023-2024. 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.
- Assisted in creating job description and compensation package for Director of Intergenerational Ministry.

- Participated on search committees for the following positions:
  - Administrative Assistant
  - Interim Keyboardist
  - Nursery Attendant
  - Evening Facility Caretaker
- Renewed/established contracts for the following positions:
  - Interim Minister of Music
  - Minister of Word and Service
- Reviewed and updated job descriptions for:
  - Parish Executive
  - Housekeeper and Evening Facility Caretaker (ongoing)
- Considered the issue of salary adjustments vs. bonuses
- Established considerations for determining salary equity (education, scope of responsibility, skill, experience, scarcity of applicants)
- Worked to determine and document policies for:
  - Hybrid Remote Work
  - Background Checks, including social media (ongoing)
  - Tracking sick leave, vacation, continuing education, and other time away (ongoing)

Thanks to the members of the HR Committee: Carol Harker (Parish Executive), Beth Johnson, Warren McAlpine, Interim Pastor Laurie Newman, Mary Smith (chair), Mary Ann Snider, and Cindy Stadel (Council VP).

***Mary Smith***

## **IT (Information Technology) Committee**

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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 are trained and available for livestreaming services and other events
- Researching new technology

IT Committee members include, Rick LeRoy, Jim McGarvey, and Paul Navarre. Special thanks to John Reiser for his continued help and support. We are thankful for the support from Council and the congregation as we continue to livestream or record services and other events. 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.

Particular efforts have been made this past year in improving what we are able to do in Fellowship Hall. We'll continue to work throughout 2024-25 to make this room more flexible and easier to use in terms of technology.

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

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

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

## Outside Property Team

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*Don Nearhood and Bill Beavers  
install parking lot signs.*

In October 2023, longtime Outside Property Team Leader Eric Luttrell moved to San Antonio, having equipped Bill Beavers to fill the leadership role.

Early in the fall, the play structure in the play area was deemed unsafe by county officials inspecting the property in advance of opening the Head Start program at St. Andrew. As a result, members of the team removed the play structure and refreshed the area with a new layer of bark chips. No new structure is in the immediate future.

Between October 10, 2023 and April 10, 2024, a total of 21 different volunteers worked on 8 work day projects, including something new this year—assisting in the hanging and taking down of the greens and Christmas tree in the Sanctuary. During this period, the team accumulated 220 hours of volunteer work.

In January, a fir tree more than 100 feet high came down from a neighbor's property and landed on the church's next to the path to the Sanctuary of the Firs. The neighbor is taking care of removing the fallen tree. In addition, there are several projects to accomplish this spring and summer, including cleanup and maintenance of the altar and seating area in the Sanctuary of the Firs.

In the warmer months to come, many work projects will involve weeding, pruning, cleaning sidewalks, maintaining the Sanctuary of the First, servicing the church's water drainage system, and cleaning the parking lots.

**Bill Beavers**  
Outside Property Coordinator

## Sanctuary Team

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In declaring ourselves a Sanctuary Congregation, we recognize that “sanctuary” encompasses a wide variety of actions, including education, advocacy, accompaniment, and the provision of shelter and safety.

**Accompaniment and advocacy:** The Malik Zada family of 6 (parents Nasir and Amina—children Deianat, Maryam, Behtarin and Mohammed Ali)—arrived from Afghanistan in August 2022. We continued to provide follow-up accompaniment, support, and advocacy where needed for the family during 2023-24.

- St. Andrew again hosted the Lutheran Community Services Northwest (LCSNW) Afghan Women’s Event marking the end of Ramadan with the Eid celebration on Sunday, July 9, from 11 a.m.-5 p.m. More than 50 women and children attended, using the lower-level Roots Room space. Sharon Fako, Teri Brosh, Jeannine Douglas, Marie Navarre, and Janet Vorvick helped with transporting families from Multnomah and Washington counties. Bonnie Bliesner, Bob Stadel, Cindy Stadel, and Scott Taylor provided presence, sound system support, childcare, and post-event clean-up.
- The women’s event generated requests for driving instruction for home-bound Afghan women. Bob submitted a proposal to the Jackson Foundation, in collaboration with the St. Andrew Foundation, for \$5,200 in scholarship funds to provide for 6 Afghani women to attend the Pacific Driver Education program in Beaverton. When the request was not funded, the Sanctuary Team funded on-line and behind-the-wheel driving instruction with Pacific for Amina Malik Zada, who passed her Oregon driving test in December 2023.
- We enrolled both Amina and Nasir in community ESL programs-- Amina with the Beaverton Literacy Council’s daytime program and Nasir with the Portland Community College evening program. We then organized and provided childcare and transportation for Amina to attend the Tuesday/Thursday program throughout fall, winter, and spring; Nasir attends class on Monday, Wednesday, and Thursday evenings.
- Nasir continued working in his manufacturing job 4 days/week and picked up a food delivery job on evenings and weekends. With Bob, he began attending the federally funded WorkSource Center to explore other job and career-development options providing living wage employment.
- Bonnie continued organizing and providing childcare, transportation, and accompaniment to medical and dental appointments. She also served as liaison to the Beaverton School District. The girls will be attending summer school during July.



Amina Malik Zada dressed in traditional Afghan attire to attend an international Women’s Day celebration.

- Cindy worked with Tualatin Hills Parks and Recreation District (THPRD) to enroll the children in swim instruction and sports camps this summer. Amina – through the Beaverton Afghan Women’s Group she helped establish with LCSNW—secured scholarship funds to pay for the summer sports program. The older two children will be attending the St. Andrew Earth Camp in June.
- This spring, Tom Jelineo began actively coordinating efforts to identify and fund a van or SUV for the family, one that can accommodate their family of six. Pastor Harvey Blomberg donated a sedan which Scott then purchased, thus generating seed money for the van.

**Education:** The Sanctuary Team developed and delivered an adult education series, Sanctuary in Our Time and Place, which began April 7.

Class 1 included an overview of the St. Andrew Sanctuary Declaration, presented by Bonnie, and a discussion of sanctuary and migration issues presented by Steve Claborne, St. Andrew member and field director for Mercy Corps International. Class 2, hosted by Lloyd Meyer, focused on Lloyd’s life-long commitment to sanctuary in Latin America, China, and the US. Amina Malik Zada, with interpretation assistance from Amena Qadami, then shared reflections on leaving Afghanistan, the challenges she faces in the US, and the support St. Andrew has provided her family. Class 3, hosted by Bob and Cindy, focused on the Lutheran community of Friedenstal (of which Bob is a part) and the Stadel family’s migration through Europe during World War II prior to emigrating to the US. Class 4, in collaboration with the Earth Care Team, looked at the possibility of St. Andrew becoming a place of shelter and safety, in collaboration with the Red Cross, for neighbors displaced by disasters associated with climate change.

In addition to Sanctuary Team members, these folks have provided critical support and accompaniment throughout the year: Janet Vorvick, Fran and Ted Miller, Julie Ageson, Beth Johnson, Larry Bliesner, and Teri Brosh. In July 2023, St. Andrew Thrivent members voted to donate 25% of their Choice Dollars over the next 12 months. (This amount is estimated to have covered the cost of Amina’s driving instruction.) St. Andrew members have also generously donated furniture and numerous household items. Libby Calhoun facilitated the donation of critical dental services that were not covered by the Oregon Health Plan.

As a congregation, St. Andrew continues to support The Immigrant Story (<https://theimmigrantstory.org>) by offering the organization space for people to prepare stories and music that align with their mission of promoting empathy and advancing an inclusive community. Scott has worked closely with the organization.

Please consider joining our team, as a volunteer or committee member!

The Sanctuary Team

***Bonnie Bliesner, Tom Jelineo, Lloyd Meyer, Pastor Laurie Newman, Bob & Cindy Stadel, Scott Taylor***

## 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, homelessness, domestic violence, and children and families in poverty. We have donated \$8,500 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 Notters                 | • 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.

|                                                                                     |                                                                                                                                                                                                              |                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                     |                                                                                                                                                                                                              | <b>January</b>                                                                                                                                                                                                                                |
|  | COMMUNITY WAREHOUSE COLLECTION–<br><a href="https://www.communitywarehouse.org/">https://www.communitywarehouse.org/</a>                                                                                     | Connecting neighbors in need with essential furniture and household goods.<br><i>Members donated new or gently used bed and bath linens, functioning small appliances, and kitchen wares.</i>                                                 |
|                                                                                     |                                                                                                                                                                                                              | <b>February-March</b>                                                                                                                                                                                                                         |
|  | Lenten Food Drive<br><a href="https://www.smlcfamily.org/The-St-Matthew-Lutheran-Pantry-A-Community-Food-Ministry-">https://www.smlcfamily.org/The-St-Matthew-Lutheran-Pantry-A-Community-Food-Ministry-</a> | Help alleviate hunger by donating canned, packaged food, or cash to support the St. Matthew Food Pantry.<br><b><i>Members donated 428 lbs. of food and hygiene products and \$ 4,938 this year.</i></b>                                       |
|                                                                                     |                                                                                                                                                                                                              | <b>March or April</b>                                                                                                                                                                                                                         |
|  | Bread for the World Letter-Writing Campaign<br><a href="https://www.bread.org/">https://www.bread.org/</a>                                                                                                   | Help reform U.S. food aid by writing letters to your Congressional Representative and Senators.<br><b><i>Members sent 52 letters and emails to our Senators and Representative supporting the Farm Bill and efforts to reduce hunger.</i></b> |

|                                                                                     |                                                                                                      |                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                     |                                                                                                      | August                                                                                                                                                                                                                                                                                          |
|    | Outside In<br><a href="https://outsidein.org/">https://outsidein.org/</a>                            | Donate needed clothing or supplies to support houseless youth.<br><b>Members donated underwear and T-shirts equaling a value of \$2,700.</b>                                                                                                                                                    |
|                                                                                     |                                                                                                      | 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).<br><b>Several boxes of donated clothing and food were donated by St. Andrew members.</b> |
|    | 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.<br><b>Member volunteers provide services for 2 hours one day per month.</b>                                                          |
|                                                                                     |                                                                                                      | November                                                                                                                                                                                                                                                                                        |
|    | Thanksgiving Food Boxes<br><a href="https://caowash.org/about_us/">https://caowash.org/about_us/</a> | Collect financial donations for grocery gift cards for needy families of Washington County and funds for St. Matthew Food Pantry.<br><b>Financial donations were given for the purchase of 60 grocery gift cards and an additional \$3,562 was donated to the St Matthew Food Pantry.</b>       |
|                                                                                     |                                                                                                      | 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.<br><b>Financial donations of \$1,075 were given for the purchase of gift cards, groceries, and gifts.</b>                                                               |

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, Noelle Mehlhorn, Fran Miller, Susan Werner Reiser, LuAnn Staul, Karen Zocchi

## Stewardship Committee

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The SAL Stewardship Committee enjoyed a productive year from July 2023 to June 2024, improving communication on our key initiatives. We continue to tie into the “Leaning into the Future” theme from the Horizon Team.

Our theme for 2023-2024 was to increase the frequency of communication and update the presentation format for our communication with the congregation. While we did not have a Stewardship Sunday in the second half of 2023, we anticipate a Stewardship Sunday this October.

As our committee structure embeds the senior pastor into the committee, we eagerly anticipate collaborating with the new senior pastor when the successful candidate accepts a call.

The Mission and Ministry campaign (# Maintain the Mission) is now visible every day the power is on via the video monitor in the narthex. Rachel developed a compelling deck of slides and Tom posted the content to the video system. A prospective member can walk into the narthex and within a couple of minutes have a clear understanding of how to engage in giving to the mission of St. Andrew Lutheran.

We continue to communicate the tremendous progress SAL is achieving on our “Countdown to Zero” for the completion of the Capital campaign. The current forecasted giving in the capital campaign indicates that if we maintain the current pattern of monthly giving through the end of 2026 that we will achieve our zero-balance goal. We have included in the video slide decks a bar chart that indicates we believe we will be at a net balance of \$200,000 at the end of 2024 and improve to a \$100,000 net balance by the end of 2025. We are optimistic that the current arc of mortgage fund giving will complete the mortgage debt during the fourth quarter of 2026.

We thank the congregation for their continued interest in our work and in the commitment demonstrated with the steady giving to SAL programs that continues to occur. Blessings to all!

Our current committee members are Pastor Laurie; Jeff Smith, Chair; Tom Mehlhorn; and Rachel and Andy Roberts. Please contact committee chair Jeff Smith at 503-871-7675 if you have any questions.

## Transition Team and Call Committee

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### **The Transition Team – *A Time of Preparation***

The purpose of the Transition Team was to prepare the congregation for our next Lead Pastor. This involved exploring who we are as a congregation, who are our neighbors, and where God is calling us. The team also focused on ensuring that St. Andrew’s systems and processes were functioning optimally. This team allowed the Congregational Council to focus on continuing to support the ministries of the congregation and the regular business of the church.

Specific tasks included:

- Studying the congregation and the surrounding community
- Updating the Lead Pastor job description
- Developing and affirming our Mission and Vision statements
- Ensuring that the Congregation Constitution had been reviewed and updated
- Ensured we had needed congregational policies
- Assessed the congregation’s financial reality
- Assessed the congregation’s stewardship resources
- Assessed the congregation’s structural and property issues

During the transition process, the Transition Team led two forums. In May 2023, the team led a session with members of the Finance, Stewardship, and Human Resources committees to evaluate our systems, clarify responsibilities, and to enhance communication processes. In September, the Transition Team led an event for congregation participants to envision a unique vision for the future of St. Andrew.

The bulk of the Transition Team’s work was to complete the Ministry Site Profile (MSP). The MSP is a multi-page document that describes our congregational ministry and mission, and what characteristics we are looking for in a Lead Pastor. The Transition Team engaged the congregation in the process by

incorporating their responses on congregational characteristics, trends, community context, excitement, and our purpose in the light of God. St. Andrew’s Values, Mission, and Vision were central to the document. In completing the MSP, the Transition Team spent months in self-study and data collection. We invited the congregation to share their ideas on congregational characteristics, trends in the congregation, ways the community in which St. Andrew is located has been challenged by change, what the congregations is excited about, and how the congregation understands its reason for being in the light of God’s call to mission and service. The congregation’s responses have been incorporated into the final document. The final document truly reflect St. Andrew, its mission, gifts, and opportunities. Upon Council approval in November 2023, the MSP was submitted to the Bishop’s office. The team then began the next stage of the Call Process.

### ***The Call Committee – A Time of Search and Discernment***

In December 2023 the Transition Team became the Call Committee. The purpose of the Call Committee was to identify the candidate who is best suited to accompany the congregation into God’s future. In preparation for interviews with prospective pastoral candidates, the Call Committee drafted interview questions that reflected our MSP and identified pastoral needs. In February the Call Committee received the names and Rostered Minister Profiles of five well qualified candidates from the Bishop’s office. We then conducted Zoom interviews with all of the candidates. During the process we allowed time for the Call Committee to prayerfully consider each candidate. Following the Zoom interviews, the entire Call Committee determined that one candidate had the skills and values that we were seeking. The Call Committee then met with this candidate in person. Additional interview questions focused more on things specific to St. Andrew and clarifying questions related to the candidate’s Rostered Minister Profile. The candidate also had time to ask questions of the Call Committee, tour the church, and share a meal with the team. Following the in-person interview, the Call Committee unanimously agreed to recommend the candidate Pastor Allison Bengfort, MDiv, MSW, for call to the Lead Pastor position.

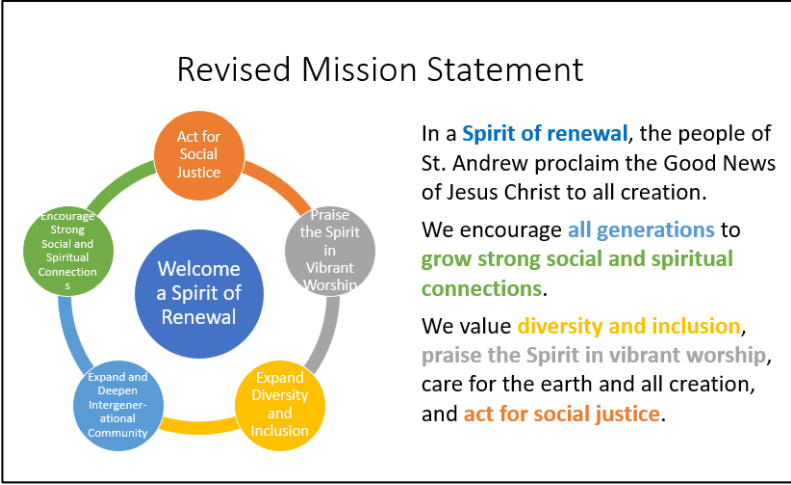


Pastor Allison Bengfort

On April 18, the Chair of the Call Committee introduced Pastor Allison to the Council. The Council had an opportunity to ask questions of Pastor Allison and, after discussion and deliberation, the Council unanimously voted to send the recommendation to the congregation for a vote.

The Call Committee would like to the congregation and Council for their support and prayers during this time of transition.

***Steve Christiansen, Allison Katsufraakis, Mike McDowall, Amy McQueen, Tom Mehlhorn, Pastor Laurie Newman (Transition Team only), Jan Smith, Mary Smith, and LuAnn Staul***



### Vision Statement

God calls the people of St. Andrew to a future where:

- All are welcome without exception;
- The Good News of Jesus Christ is joyously celebrated in worship and music;
- Children and young people learn, belong, and find safety;
- Lifelong learners seek answers and ask difficult questions;
- People pour out their love in service and fight for justice;
- Trees, wetlands and all creation flourishes.
- All will know St Andrew as a place of Grace.

## Welcome Ministry

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The past year has been one of transition, as new leadership is needed for Welcome Ministry after Sharon Fako’s many years of dedication to helping welcome people to St. this faith community. If you are interested in leading or participating in a group that focuses on making everyone truly welcome at St. Andrew, please contact Parish Executive Carol Harker ([charker@standrewlutheran.com](mailto:charker@standrewlutheran.com)).



## Additional Reports

### Family Promise

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St. Andrew continues to be a contributing partner with Family Promise of Greater Washington County. Our involvement is very much appreciated as many of the host sites have faded out over the last few years. A small but dedicated group of St. Andrew volunteers provides meals during our remote hosting weeks several times a year at the Beaverton house. The families are very grateful for the delicious meals and the support.

*Beth Johnson and Steve Grover*

### Libraries

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So what I thought was keeping track of my numbers for me was not; hence I can't tell you how many books I put in the library or how many book reports I wrote, but I'm sure it was a goodly number. Helpful things I've meant to write for you still haven't gotten written, and life goes on.

But the library is much more than books—it's about connections to people, those you know here among you and those you've never met. Someone talks up a book to you and you haven't read it, but may get inspired enough by their excitement to read it yourself. Or you have read it and you compare thoughts and get to know each other better, perhaps in surprising ways, because you never would have dreamed they felt that way too. Or their thinking is widely off-track from yours and a good discussion ensues.

Sometimes books let you meet someone you've never seen, but you connect with anyway. They had a similar childhood, or they're living in the place and time you've always want to be. So if you come into the library, you might very well meet someone, perhaps even Jesus himself, because there are those kind of books there too.

I hope you've had some good connections this last year and maybe have an idea of some more you'd like to have. Let's connect and talk about it.

*Pam Farr*  
Adult Librarian

## Nifty Notters

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So, are you all tied up with too many things to do? Come join the Notters; we make useful knots! We sent off at least 68 baby quilts to Community Warehouse in one batch this year and there may have been another batch, too. There were 44 taken out in February, but that might have been in last year's report. If 68 does not seem sufficient, our excuse would be that we are all concerned over the vast numbers of displaced and sad people who have no place to be so we've been trying to up our numbers of the twin-size quilts. There were four that went to Community Warehouse and it seems like we gave another four to a family here locally. Then for Lutheran World Relief we sent out 56, was it? And there are 41 ready now to send in the May Ingathering. We all wish it were more. Thanks to your generous gifts of fabric and thread. Supplies are not what's holding us up: it's more hands for the work...tying, cutting, sewing, dreaming better futures for folks whose supply of happier days seems to have run dry. You could, you can, and you do help make the difference.

*Pam Farr*

## Spirituality Book Group

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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 fellowship together.

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:**

- *How the Word Is Passed: A Reckoning with the History of Slavery Across America*, by Clint Smith
- *The Night Watchman*, by Louise Erdrich
- *Horse*, by Geraldine Brooks
- *The Universal Christ: How a Forgotten Reality Can CXhange Everything We See, Hope for, and Believe*, by Richard Rohr
- *A Single Thread*, by Tracy Chevalier
- *Lessons in Chemistry*, by Bonnie Garmus
- *A Mountain of Crumbs*, by Elena Gorokhova
- *The Leavers*, by Lisa Ko
- *A Tale for the Time Being*, by Ruth Ozeki
- *We Have Always Been Here*, by Samra Habib

*Mary Smith*

# Synod Assembly

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Attending: Pastor Laurie Newman, Sister India Jensen Kerr, Cynthia Stadel, Bob Stadel

Venue: online via Zoom on Saturday, June 1, 2024



*"Set me as a seal upon your heart,  
as a seal upon your arm,  
for love is strong as death ....  
Its flashes are flashes of fire,  
the very flame of our God."*

Song of Songs 8:6

Because of the timing of the 2024 Oregon Synod Assembly, an oral report will be presented at the Annual Meeting of the Congregation on June 18, 2024.