

# ANNUAL MEETING OF THE CONGREGATION 2024

Tuesday, June 18 2024 | 6:30 pm  
Fellowship Hall & online via Zoom

## *Member Packet*

\*\*\* If you choose to participate via Zoom instead of in person,  
please log into the meeting about 15 minutes early. \*\*\*

### *Current Congregation Council Members*

President:	Liz Hardy	1 <sup>st</sup> Term: 2022 – 2025
VP:	Cindy Stadel	1 <sup>st</sup> Term: 2023 – 2026
Secretary:	Noelle Mehlhorn	1 <sup>st</sup> Term: 2023 – 2026
	Larry Bliesner*	Term Ends 2024
	Tim Duggan	2 <sup>nd</sup> Term: 2023 – 2026
	Pam Farr	1 <sup>st</sup> Term: 2022 – 2025
	LeeAnne Knapp	1 <sup>st</sup> Term: 2023 – 2026
	Mickey Nearhood*	Term Ends 2024
	Ken Reiner*	Term Ends 2024
	Rachel Roberts*	1 <sup>st</sup> Term: 2021 – 2024
	Barton Robison*	1 <sup>st</sup> Term: 2021 – 2024
	Janet Vorvick	1 <sup>st</sup> Term: 2022 – 2025

\* Term ends at close of Annual Meeting

# 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*

# Revised Mission Statement



In a **Spirit of renewal**, the people of St. Andrew proclaim the Good News of Jesus Christ to all creation.

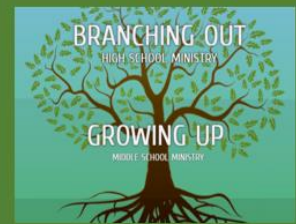
We encourage **all generations** to **grow strong social and spiritual connections**.

We value **diversity and inclusion**, praise the Spirit in vibrant worship, care for the earth and all creation, and **act for social justice**.

# Revised Mission 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.



# VISION FOR MINISTRY 2024-2025

## *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 2024-2025

- 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 2024-2025

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

# COUNCIL NOMINEES

## JOEL JOHNSON



As a member of St. Andrew, I have served on Church Council, taught Sunday School, and served on the IT Committee and the Foundation Board. Following my retirement as an Information Systems professional, I joined the Finance Team as a co-treasurer. When the Finance Team decided to convert St. Andrew's desktop accounting software to an online version, I was deeply involved in the conversion process. My current role on the Finance Team is as assistant treasurer. In that role, I work closely with the bookkeeper, parish administrator, and the treasurer to help pay bills and monitor church finances. It is the background information and knowledge of the software and finances mentioned above that I hope to bring to the Church Council.

Outside of St. Andrew I have volunteered with various community-based programs that teach English to adult immigrants.

The last time I served on Church Council, we welcomed a new lead pastor. That was an exciting time of transition. Now I'm honored to be nominated for Church Council during what promises to be another exciting time for St. Andrew.

**Joel was nominated by the Nominating Committee to fill one of six open seats. Upon election, this would be his first term.**

## ALLISON KATSUFRAKIS



I've been a member of St. Andrew since 1995, when my parents moved our family to Beaverton from Plano, Texas. I was confirmed here, and then ventured out into the world, wrapped in my Nifty Notter senior quilt, where I studied Music Performance and Arts Management. Returning in 2011 with my husband Mike and child Jade, I joined the choir and started getting involved in the congregation again. I took a temporary position as Choir Director in 2014, and the next year the Council hired me as Minister of Music, a position I held until 2022. At that point, I resigned and I now work in administration at Hoffman Academy of Music, doing a little freelance writing on the side.

I recently completed service on the Call Committee to bring forth Pastor Allison Bengfort as our new Lead Pastor, and I serve the Oregon Synod on the Candidacy Committee, which guides and counsels those who desire to become ELCA deacons and pastors in our state. I enjoy leading worship as a cantor, helping teach Confirmation classes, and leading worship at Earth Camp every summer with my ukulele. Outside of church, I am an avid fan of tabletop roleplaying games (i.e., Dungeons & Dragons), crafting, and reading.

**Allie was nominated by the Nominating Committee to fill one of six open seats. Upon election, this would be her first term.**



## CARL MALMSTROM

Groundhog Day 1942 was my birthdate. I grew up in Appleton, Wisconsin as the youngest of four kids. I graduated from Reed College with a BA in mathematics and received my MBA equivalent from Carnegie Mellon in Pittsburgh. I went to New York to work at Celanese Corporation for six years and then at American Express for the next 14 years in various finance and planning positions. During that time, I met the love of my life, Cathy. We married in 1968 and we had our son Eric three years later.



We moved to Dallas in 1986 and spent nine years there, where I finally got interest in the church, primarily resulting from Cathy's involvement and the wonderfully supportive pastor who was leading the congregations. It wasn't until we returned to New Jersey in 1995, however, that I became active in the church organization.

Until we moved to Oregon early last year, my involvement was both at the congregation and at the synod level. When I retired finally in 2017, I held various positions in both venues, including service as chairs of various committees, membership in both congregation and synod council, and work on finance committees. I also served as council treasurer and council president. Cathy even got me to join the choir at Grace Lutheran in Mendham, New Jersey, where we spent almost 27 years.

**Carl was nominated by the Nominating Committee to fill one of six open seats. Upon election, this would be his first term.**

## **TIRA NESSET**

My name is Tira Nessel. I am a PK who grew up in the Lutheran Church. I graduated from St. Olaf College and was lucky enough to live in Oslo, Norway, for some time. After Norway, I headed to China to work at a university and teach English. There I met my husband, Lei Li (best souvenir ever). We have two grown kids, Evan and Sylvia, and my bonus daughter, Faith (Evan's wife), who are now out in the world doing great things of their own.



I love to be in nature, camping, hiking, paddle boarding. I find great joy in small things. My spiritual grounding comes largely in moments of personal connection. I am grateful for the many relationships I have built at St. Andrew over the last 22 years, many of you whom I have come to know while serving on various committees over the years, currently Health Ministry/Parish Nurse, Adult Education Committee, and the St. Andrew Foundation Board. I am honored to be considered for Council at this important time in the life of St. Andrew. There is great energy in the congregation right now. I am excited for growth and possibilities that lie ahead.

**Tira was nominated by the Nominating Committee to fill one of six open seats. Upon election, this would be her first term.**

## LISA STAUL

Hi, I'm Lisa Staul. As a member of St. Andrew for more than two decades, I am excited to express my interest in joining the council team again. My spiritual journey with the church began when my mother-in-law, LuAnn Staul, introduced me to the need for a nursery coordinator. Throughout the years, I have been actively involved in various children's programs, including my favorite—organizing the communion workshop and baking bread with the children.



My personal life revolves around spending quality time with my family, and I have been blessed with a stable job with the State after leaving my retail management position last summer. My husband, Scott, and I will be celebrating our 17<sup>th</sup> wedding anniversary this summer, and our son Henry will be starting high school in the fall. As Henry grows to become more independent, I have the pleasure of spreading joy to my 10 nieces and nephews by cheering them on at events, creating crafts, and sharing outdoor experiences.

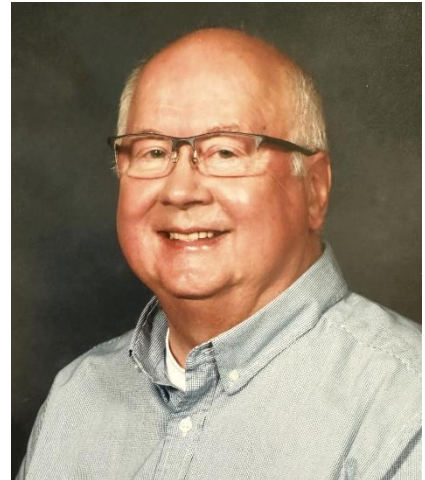
My commitment to my family reflects my passion for nurturing the next generation, which aligns with my eagerness to contribute to the children's programs at St. Andrew. I am confident that my dedication and experience make me an ideal candidate for the council team, and I am excited to embark on this new chapter of service and growth.

**Lisa was nominated by the Nominating Committee to fill one of six open seats. Upon election, this would be her first term.**

## CHUCK WESWIG

My wife Lynetta and I became members of St Andrew in January 2024. We have attended previously since we live nearby in Cedar Hills.

We transferred from another local church where I was involved with a number of ministries and committees. I continue to be involved with community programs such as the food pantry and safe parking programs there. We transferred to St Andrew because of RIC, the values of this church, and the conversation we've enjoyed. We feel very welcomed.



My wife and I were high school sweethearts and native Oregonians. My family has always been Lutheran. My grandfather taught at Luther Seminary in St. Paul where my dad was born. My parents met and were married at St Olaf. I was baptized and married at Grace Lutheran in Corvallis.

I'm retired and worked primarily at Meier & Frank and Nike. My last role at both was as a program manager focused on the people side of implementing new processes and systems – what's changing, training needed, etc.

We have two children – our son Erik died in his senior year at Sunset High School of a sudden cardiac arrhythmia. Our daughter Kristin lives in Enumclaw, WA and works for the global Christian humanitarian organization World Vision.

I grew up with the Bible verse- "This is the day that the Lord has made, let us rejoice and be glad in it". To me, it's a daily reminder of the importance of attitude and gratitude.

I believe that being on the Council provides me with a chance to share my skills and talents as St. Andrew moves forward with new opportunities.

**Chuck was nominated by the Nominating Committee to fill one of six open seats. Upon election, this would be his first term.**

# ABBREVIATED BUDGET INFO

At the Budget Forum on June 9, 2024, Treasurer Tim Duggan shared the proposed funding plan for St. Andrew for fiscal year 2024-2025. If you would like a copy of his presentation in its entirety, please contact the church office. Highlights are included below:

<h1>Budget Overview: Financial Year 2025</h1>	<h2>Agenda</h2> <hr/> <ul style="list-style-type: none"><li>Introduction</li><li>Top-Line Budget</li><li>Revenue Changes</li><li>Operations Overview</li><li>HR Overview</li><li>Revenue v Expense</li><li>Highlights</li></ul>
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## Introduction / Key Considerations

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- Emerging from period of transition from long-time Lead Pastor, to Interim Pastor, to new Lead Pastor
- Budgeting process was deliberately conservative through this period of change
- High inflation period during pandemic resulted in higher-than-typical HR cost increases over a multi-year period
- Conservative management of expenses throughout the church during this transitory period

## Top-Line Budget: 2024 vs. 2025

	FY 2024	FY 2025	% Change	\$ Change
<b>HR</b>	\$468,982	\$487,286	3.76%	\$18,304
<b>Operations</b>	\$304,455	\$305,120	0.22%	\$665
<b>Total</b>	\$773,437	\$792,406	2.39%	\$18,969

## Revenue

St. Andrew Lutheran Church					
Budget Detail: FY2025 (Jul 2024 -Jun 2025 - FY25 P&L)					
July 2024 - June 2025					
Description of Budget Line	2023 - 2024 Budget		Description of Budget Line	2024 - 2025 Budget Proposal	Increase / Decrease from prior year
<b>Revenue</b>					
40000 Contributions Income			40000 Contributions Income		
40010 Current Giving	573,855.00		40010 Current Giving	580,000.00	\$ 6,145.00
40020 Taiwanese Church Donation	2,400.00		40020 Taiwanese Church Donation	2,400.00	\$ -
40030 Building Use Fees	16,000.00		40030 Building Use Fees	1,750.00	\$ (14,250.00)
40040 Lower Level Space	0.00		40040 Lower Level Space	30,900.00	\$ 30,900.00
<b>Total 40000 Contributions Income</b>	<b>\$ 592,255.00</b>		<b>Total 40000 Contributions Income</b>	<b>\$615,050.00</b>	\$ 22,795.00
<b>42000 Mortgage Income</b>					
42010 Capital Campaign 2020-2022	145,000.00		42010 Capital Campaign Mortgage Fund	145,000.00	\$ -
<b>Total 42000 Mortgage Income</b>	<b>\$ 145,000.00</b>		<b>Total 42000 Mortgage Income</b>	<b>\$145,000.00</b>	\$ -
43000 Designated Giving	\$ 62,000.00		43000 Designated Giving	\$62,000.00	\$ -
<b>Total 43000 Designated Giving</b>	<b>\$ 62,000.00</b>		<b>Total 43000 Designated Giving</b>	<b>\$62,000.00</b>	\$ -
<b>44000 Designated Continuing Education</b>					
44000 Designated Continuing Education	\$ 2,250.00		Lead Pastor Cont Ed	\$2,500.00	\$ 250.00
<b>Total 44000 Designated Continuing Education</b>	<b>\$ 2,250.00</b>		<b>Total 44000 Designated Continuing Education</b>	<b>\$3,510.00</b>	\$ 1,260.00
<b>Total Revenue</b>	<b>801,505.00</b>		<b>Total Revenue</b>	<b>\$825,560.00</b>	\$ 24,055.00
<b>Gross Profit</b>	<b>\$ 801,505.00</b>		<b>Gross Profit</b>	<b>\$825,560.00</b>	\$ 24,055.00

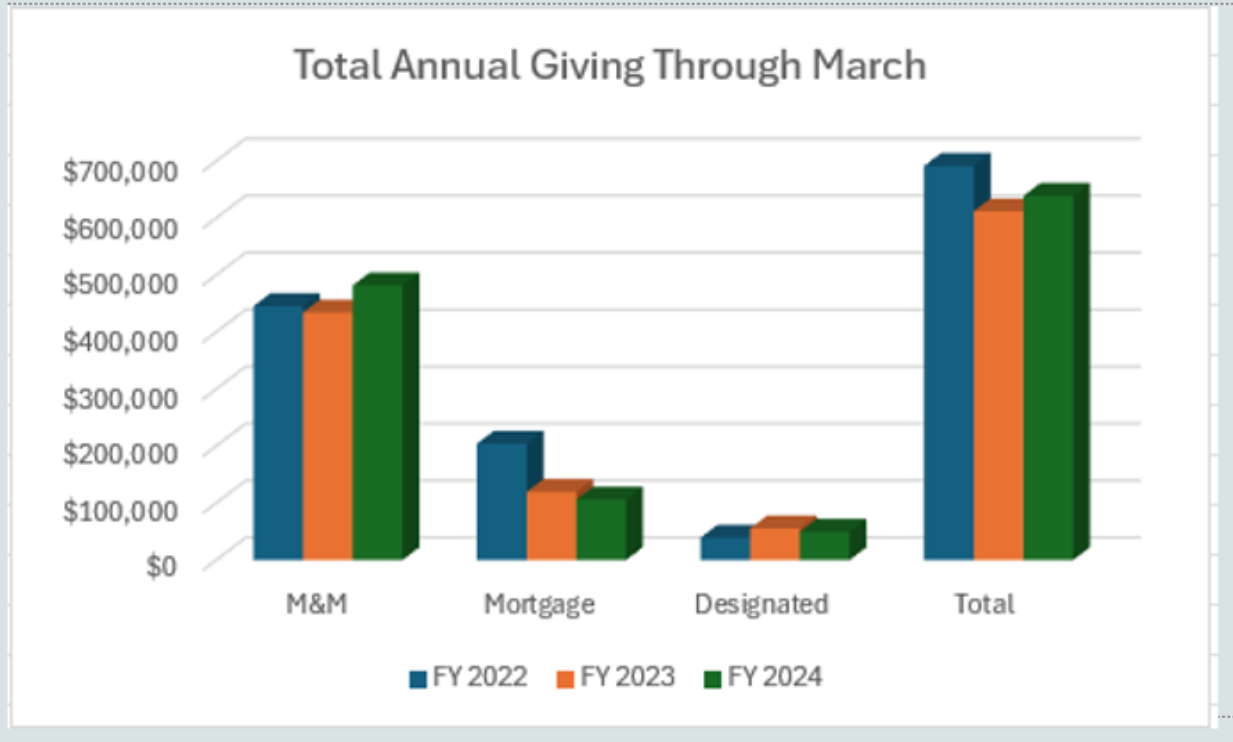
# Operations Overview

St. Andrew Lutheran Church				
Budget Detail: FY2025 (Jul 2024 -Jun 2025 - FY25 P&L)				
July 2024 - June 2025				
Description of Budget Line	2023 - 2024 Budget	Description of Budget Line	2024 - 2025 Budget Proposal	Increase / Decrease from prior year
55501 Horizon Team	\$ 5,000.00	55501 Call Committee	0	\$ (5,000.00)
54501 Spirituality on Tap	500.00	54501 Spirituality on Tap/ change name to Alternative Adult Programs	2,000.00	\$ 1,500.00
54201 Confirmation	1,200.00	54201 Confirmation	2,200.00	\$ 1,000.00
53073 IT & AV Equipment & Accessories	\$ 1,000.00	53073 IT & AV Equipment & Accessories	2,000.00	\$ 1,000.00
53062 Electricity	4,000.00	53062 Electricity	7,000.00	\$ 3,000.00
53067 Telephone Sys with Maintenance	2,400.00	53067 Telephone Sys with Maintenance	600	\$ (1,800.00)
53068 Solar Panels	10,550.00	53068 Solar Panels	5,275.00	\$ (5,275.00)
52111 Janitorial Supplies	\$ 1,500.00	52111 Janitorial Supplies	2,500.00	\$ 1,000.00
53010 Building	\$ 6,500.00	53010 Building	8,000.00	\$ 1,500.00
53050 Permits & Inspections	2,500.00	53050 Permits & Inspections	3,500.00	\$ 1,000.00
52070 Office Equipment & Repair	10,500.00	52070 Office Equipment & Repair	11,500.00	\$ 1,000.00
52102 Online Giving Fees	10,000.00	52102 Online Giving Fees	8,500.00	\$ (1,500.00)
52010 Conferences/Conventions	2,000.00	52010 Conferences/Conventions	4,000.00	\$ 2,000.00
52053 Property & Gen Liability Insurance	\$ 7,750.00	52053 Property & Gen Liability Insurance	9,000.00	\$ 1,250.00
51040 Camp Lutherwood	1,000.00	51040 Camp Lutherwood	0	\$ (1,000.00)

# HR Overview

HR Budget: Estimated Staff Costs, July 1, 2024-June 30, 2025					
	Base Salary	FICA/Medicare	Health/Pension Benefits	Continuing Education	Education Fund
Lead Pastor (New)	80,014	6,121	29,483	2,500	
Lead Pastor (Interim)	7,579	581	3,053		
Chaplain	35,494	2,678			
Director of Next Generational Ministry	54,530	4,108	4,090	500	8,208
Music Minister / Parish Musician / Interim Accompanist	52,000	3,614			
Parish Executive	60,000	4,368	12,180	260	
Administrative Assistant	35,643	2,678			
Bookkeeper	21,616	1,326			
Housekeeper	25,252	1,950	10,158		
Evening Facilities Manager	8,840	678			
AV Technician	3,501				
Nursery Attendant	3,978	305			
<b>Total</b>	<b>388,447</b>	<b>28,407</b>	<b>58,964</b>	<b>3,260</b>	<b>8,208</b>
Grand Total	487,286				

# Revenue V Expense Highlights



Thank you

Tim Duggan  
860-324-8268  
ctduggan@hotmail.com