

ANNUAL MEETING OF THE CONGREGATION 2025

Tuesday, June 17, 2025 | 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 st Term:	2022 – 2025
VP:	Cindy Stadel	1 st Term:	2023 – 2026
Secretary:	Noelle Mehlhorn	1 st Term:	2023 – 2026
Co-Treasurer:	Tim Duggan	2 nd Term:	2023 – 2026
Co-Treasurer:	Joel Johnson	1 st Term:	2024 – 2027
	Pam Farr*	1 st Term:	2022 – 2025
	Allison Katsufrakis	1 st Term:	2024 – 2027
	Carl Malmstrom	1 st Term:	2024 – 2027
	Evan McGarvey (youth)**	Term:	2024 – 2025
	Tira Nessel	1 st Term:	2024 – 2027
	Lisa Staul	1 st Term:	2024 – 2027
	Janet Vorvick**	1 st Term:	2022 – 2025
	Chuck Weswig	1 st Term:	2024 – 2027

** Term ends at close of Annual Meeting*

*** Term ends at close of Annual Meeting unless re-elected*

+ Term ends at June Council Meeting

Annual Meeting Agenda

GATHERING

1. Call to Order – *Liz Hardy, Council President*
2. Opening Devotion – *Pastor Allison Bengfort*
3. Establish Quorum
4. Adoption of Agenda
5. Approve Minutes of Annual Congregation Meeting, June 18, 2024
6. Explanation of Voting Process

MINISTRY

7. St. Andrew Lutheran Church—*Pastor Allison Bengfort*
 - a. Living into Our Mission and Vision
 - b. Paying off the Mortgage
 - c. Maintaining St. Andrew's RIC Status (pink ballot)
8. The Oregon Synod of the ELCA
 - a. Synod Assembly 2025 Report—*Liz Hardy, lay attendee*
9. ELCA Churchwide

Video Message from Bishop Eaton – "Faith, Fear, and the Call to Community"
<https://www.youtube.com/watch?v=AtJTieVzI89>
10. Other Ministry Topics
 - a. Connections Team—*Connie Losk*
 - b. Minister of Music—*Pastor Allison, Robert Hawthorne*
 - c. Safety Task Force—*Cindy Stadel*

MINISTRY SUPPORT

11. Congregation Council
 - a. Recognition of Completed Terms – *Liz Hardy, Council President*

Pam Farr and Liz Hardy (not seeking second terms)
Janet Vorvick (completing first term)
Lee Anne Knapp (resigned with one year remaining in term; leaving open)
Evan McGarvey (youth representative)
 - b. Congregation Council Nominating Committee – *Dwight Jerde*
 - i. Report
 - ii. Introduction of 2025-2028 Council Nominees: Scott Anderson, Tracie Semenchalam, Casey Tkacz
Janet Vorvick (for a second term), Evan McGarvey (renominated by St. Andrew Youth)
 - iii. Nominations from the Floor
 - iv. Congregational Vote on Council Nominees (yellow ballot)

- c. 2026 Nominating Committee
 - i. Introduction of 2026 candidates (3 needed from congregation at-large, plus 2 members of the 2025-2026 Congregation Council): **Sonja Ackman, Dana Blakemore, Tom Jelineo**
 - ii. Nominations from the Floor
 - iii. Congregational Vote on Candidates for Nominating Committee (blue ballot)

12. Finances & Funds

- a. Finance Team Overview & Explanation of Funds – *Co-Treasurer Tim Duggan*
- b. Annual Financial Review Report – *Status Update by Jeff Smith*
- c. Finance Reports, Funding Proposals, and Voting
- d. Stewardship Committee – *Kim Taylor Blakemore, Chair; Pastor Allison*
 - 1. 2025 Stewardship Campaign
- e. Proposed Ministry & Mission (M&M) Funding Plan – *Co-Treasurer Tim Duggan*
- f. Congregational Vote on Budget (green ballot)

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

13. The St. Andrew Foundation – *Tom Mehlhorn, President*

St. Andrew Annual Meeting resumes.

14. Written Ballot Results

- a. Maintaining RIC Status – *Liz Hardy*
- b. Congregation Council Members – *Dwight Jerde, Nominating Committee*
- c. Nominating Committee Members – *Dwight Jerde, Nominating Committee*
- d. Ministry & Mission (M&M) Funding Plan – *Liz Hardy*

SENDING

- 15. Announcements – *Liz Hardy, Council President*
- 16. Closing Prayer – *Sister India Jensen Kerr*
- 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.

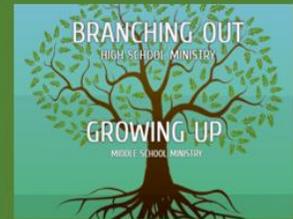
We encourage **all generations** to **grow strong social and spiritual connections**.

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

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.



2024-2025 Ministry Plan

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.

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 flourish.

All will know St. Andrew as a place of Grace.

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.

2024-25 FOCUS AREAS

New Lead Pastor

Welcome Pastor Allison as our new Lead Pastor. Get to know her, support her, and pray for her.

End-of-Year Progress Report: Goal complete!

Minister of Music

Discern our vision for the Minister of Music position, form a Search Team, and support the Search Team in the hiring process.

End-of-Year Progress Report: Goal nearly complete. The Search Team is in the interview process.

Stewardship

Continue to work toward the goal of paying off the mortgage. Form a new Stewardship Team and support them in leading a Stewardship Appeal for the Ministry & Mission (M&M) Operating Fund.

End-of-Year Progress Report: Goal complete! The mortgage has been completely paid off, and the 2025 Stewardship Season was successful. See the Stewardship Committee report for details.

Safety

Form a Safety Task Force to develop a Safety Plan for St. Andrew.

End-of-Year Progress Report: Goal complete! The Safety Task Force is finishing up its work. See the report (beginning on page 59) for details.

POTENTIAL 2025-26 FOCUS AREAS

In July, our new Council will meet for a planning retreat to develop our goals for 2025-26. Potential focus areas include welcoming a new Minister of Music, discerning our vision for a second clergy position, developing a strategy to become more welcoming to younger generations, and improving our financial reporting practices. Please feel free to share your ideas for potential focus areas with Pastor Allison and/or other members of the Council.

Maintaining St. Andrew's RIC Status

About the Reconciling in Christ (RIC) Designation

Our current designation as an RIC congregation demonstrates our commitment to LGBTQIA+ inclusion. From the ReconcilingWorks website:

Since 1983, the Reconciling in Christ (RIC) Program has been a public way for faith communities to see, name, celebrate, and advocate for people of all sexual orientations, gender identities, and gender expressions in the Lutheran church. (reconcilingworks.org/ric/becomeric)

Recent Changes to the Program

The requirements for being a Reconciling in Christ (RIC) congregation have changed slightly since we became RIC in 2012. From the ReconcilingWorks website:

In 2021, the ReconcilingWorks staff launched the newly expanded Reconciling in Christ (RIC) partner commitments: to ensure the welcome, inclusion, celebration, and advocacy for people of all sexual orientations, gender identities, and gender expressions; work for racial equity and commit to anti-racist work; and to support the national program. (reconcilingworks.org/ric/becomeric)

To maintain our status as an RIC congregation, we need to make two adjustments to our Welcome Statement:

1. Include updated language regarding sexual orientation and gender.
2. Incorporate our commitment to anti-racism.

Proposed New Welcome Statement

(changes/additions highlighted)

At St. Andrew Lutheran Church, we strive to be a loving and welcoming community of faith. We are centered in the Good News of Jesus Christ, who calls us to reconciliation and wholeness in a world of alienation and brokenness.

All are welcome, without exception, regardless of race, ethnicity, **sexual orientation, gender identity, gender expression,** age, physical or mental ability, education, income, or family status.

All are welcome here to worship God, receive the sacrament, and share in fellowship, leadership, and service. We commit to treasuring one another's similarities and differences as one body in Christ.

We are called to provide a safe space in the community as we break down the barriers of isolation. **We understand that being truly welcoming involves actively working against racism, heteronormativity, sexism, transphobia, ageism, ableism, classism, and other forces that seek to divide and oppress. We commit to continuing** to discover what it means to be "Reconciling in Christ."

"Welcome one another therefore, just as Christ has welcomed you, for the glory of God." - Romans 15:7

COUNCIL NOMINEES

SCOTT ANDERSON

Hello, my name is Scott Anderson. I am a lifelong Lutheran, Oregonian, and third-generation Oregon State University graduate. My wife, Chrissy, and I joined St. Andrew in 2017, shortly after our daughter was born. Next fall, our son Bode will be a 4th grader, and our daughter Capri will be a 2nd grader. Chrissy and I were married in 2013 at St. Mark Lutheran Church in Salem, Oregon. We live and work in Beaverton, where we volunteer at the elementary school, coach sports, and participate in Cub Scouts. Our family also enjoys spending time outdoors with various weekend activities.



Within St. Andrew, Chrissy and I help out a little with The Roots, and Chrissy volunteered with Earth Camp for the past three years. My most impactful experience at St. Andrew was my time on the Horizon Team, led by Pastor Moe. This experience connected me with our church's people leaders and deepened my understanding of our past and present. The Horizon team was tasked with looking beyond the immediate challenges by envisioning the future of our church. We committed ourselves to the process of discernment as we organized a series of events designed to foster connections within our community. And we developed a shared vision to promote renewal through social justice, vibrant worship, inclusion, strong community connections, and an expanded role in the local area. I am honored to be considered for this opportunity to serve St. Andrew and contribute to achieving our shared vision.

Scott was nominated by the Nominating Committee to fill one of four open seats. Upon election, this would be his first three-year term.

EVAN MCGARVEY

My name is Evan McGarvey, and I'm the youth representative for the church council. I'm 16 years old and am going to be a junior at Mountainside High School. I do a ton of activities, including track, band, arranging music for the St. Andrew contemporary worship band, and a lot more! My goals as youth representative include making aspects of this church more engaging for our youth members, improving the church in ways that I believe are important for growing our youth population and community, and helping youth find their faith here at St. Andrew.



Evan was nominated by St. Andrew high school and confirmation youth. Upon election, this would be his second one-year term.

TRACIE SEMENCHALAM



Hello, my name is Tracie Brooks Semenchalam. I joined St. Andrew in 2012 while pregnant with my son, Kiranjay, (now 13). He was baptized in the sanctuary by his godmother, Pastor Robyn Hartwig, with big sister Satya (now 16), my husband Rakesh, and my mom Tandy Brooks in attendance. Over the years, I have served as Financial Secretary, taught Sunday school, been a camp volunteer, and quilted with the Nifty Notters. Our family has enjoyed all aspects of St. Andrew as our children have grown. Our favorite memory is sharing Thanksgiving dinner with Family

Promise folks who were spending the night. That's what I love most about church: complete strangers sharing space and a meal, with humor, grace, and unconditional love.

I was born here in Portland, OR and baptized at St. Matthew Lutheran Church. My parents moved a lot until settling in New Jersey where I finished high school. We sometimes visited Lutheran churches, but it was at the Community Presbyterian Church where I discovered a vision for a meaningful life, one of purpose. That community loved me during a really difficult time in my youth, so my attachment to church is very strong. At Confirmation, I leapt into life as an "adult in the church," joining Session, Youth leadership, working in the nursery, and teaching preschool. Such service continued through my college years at UC Davis, and led to a call in Ministry. Discernment during Seminary revealed my calling was not to Pastor, but to intentionally share the Gospel every day, any way I can.

I am inspired by the St. Andrew community that stands up for the most marginalized while holding on to a precious tradition. Thank you for nominating me to Council. It is an honor to be considered as someone who might help steer this amazing ship!

Tracie was nominated by the Nominating Committee to fill one of four open seats. Upon election, this would be her first three-year term.

CASEY TKACZ

My name is Casey Tkacz and I joined St Andrew in 2024 after moving to the area from Chicago. I live in Central Beaverton with my husband and our dog, Dapper.

We've also lived in Spain, Finland, and Germany, but feel most at home here in Oregon.

I work as a Data Analyst for a small business advocacy group and am studying part-time towards an MS in Data Analytics. I enjoy making music with the Beaverton Community Band as well as the music ministries at St Andrew. In my free time I like exploring new trails and dog parks with my family and scouting out the Portland food scene.

I'm looking forward to learning more about the needs and desires of St Andrew through serving on the Council.

Casey was nominated by the Nominating Committee to fill one of four open seats. Upon election, this would be her first three-year term.



ABBREVIATED BUDGET INFO

At the Budget Forum on June 8, 2025, Treasurer Tim Duggan shared the proposed funding plan for St. Andrew for fiscal year 2025-2026. If you would like a copy of his presentation in its entirety, please contact the church office. Highlights are included below:

Top-Line Budget: 2025 vs. 2026

	FY 2025	FY 2026	% Change	\$ Change
Mortgage	\$ 95,156	\$ -	100.0%	\$ (95,156)
Operations	\$ 208,964	\$ 245,739	15.0%	\$ 36,775
HR	\$ 487,286	\$ 539,229	9.6%	\$ 51,943
Total	\$ 791,406	\$ 784,968	-0.8%	\$ (6,438)

Revenue Forecast

	2024-2025 Budget	2025-2026 Budget
Revenue		
40000 Contributions Income		
40010 Current Giving	\$ 580,000.00	\$ 667,600.00
40020 Taiwanese Church Donation	\$ 2,400.00	\$ 2,400.00
40030 Building Use Fees	\$ 1,750.00	\$ 3,000.00
40040 Lower Level Space	\$ 30,900.00	\$ 31,827.00
Total 40000 Contributions Income	\$ 615,050.00	\$ 704,827.00
42000 Mortgage Income		
42010 Mortgage Fund	\$ 145,000.00	
Total 42010 Mortgage Fund	\$ 145,000.00	
Total Revenue	\$ 760,050.00	\$ 708,087.00

Operating Budget

50000 Budgeted Expenses	2025 Budget	2026 Budget	% Change	\$ Change
Total 51000 Benevolence	\$ 60,000	\$ 66,760	11.3%	\$ 6,760
Total 52000 Administrative	\$ 51,925	\$ 65,100	25.4%	\$ 13,175
Total 53000 Building, Grounds & Equipment	\$ 70,075	\$ 82,750	18.1%	\$ 12,675
Total 54000 Ministries	\$ 13,200	\$ 11,700	-11.4%	\$ (1,500)
55100 Earth Care	\$ 1,000	\$ 1,000	0.0%	\$ -
Total 55200 Christian Education	\$ 2,600	\$ 2,600	0.0%	\$ -
Total 55300 Welcome Team	\$ 1,200	\$ 1,700	41.7%	\$ 500
Total 55400 Worship	\$ 8,964	\$ 12,129	35.3%	\$ 3,165
Total 55500 Consulting & Training Fees	\$ 1,000	\$ 3,000	200.0%	\$ 2,000
Total	\$ 208,964	\$ 245,739	15.0%	\$ 36,775

HR Budget

60000 Human Resources	2025 Budget	2026 Budget	% Change	\$ Change
60010 Employer FICA (Church Staff)	\$ 26,541	\$ 26,948	1.5%	\$ 407.00
60020 Employer Worker's Comp	\$ 2,100	\$ 2,163	3.0%	\$ 63.00
60040 ADP Payroll Fees	\$ 6,800	\$ 7,000	2.9%	\$ 200.00
60050 HR advertisements/background checks	\$ 300	\$ 300	0.0%	\$ -
60060 Trimet Tax - Employer	\$ 850	\$ 1,300	52.9%	\$ 450.00
Total 61010 Parish Executive	\$ 72,687	\$ 74,530	2.5%	\$ 1,842.68
Total 61020 Office Assistant	\$ 35,643	\$ 48,390	35.8%	\$ 12,747.32
Total 61030 Music Assistant		\$ 6,500	100.0%	\$ 6,500.00
Total 61040 Minister of Music	\$ 52,000	\$ 65,834	26.6%	\$ 13,834.00
Total 61050 Housekeeper	\$ 37,210	\$ 38,200	2.7%	\$ 990.48
Total 61060 Director of Next Generation	\$ 68,349	\$ 70,109	2.6%	\$ 1,760.40
Total 61070 Evening Facility Mgr	\$ 8,840	\$ 12,277	38.9%	\$ 3,436.94
Total 61080 Bookkeeper	\$ 21,616	\$ 21,060	-2.6%	\$ (556.00)
Total 61000 Lay Staff	\$ 296,344	\$ 336,900	13.7%	\$ 40,555.82
Total 63010 Lead Pastor	\$ 111,378	\$ 117,527	5.5%	\$ 6,148.94
Total 63040 Deacon of Caring Ministries	\$ 35,494	\$ 37,425	5.4%	\$ 1,931.00
Total 65000 Independent Contractor	\$ 7,479	\$ 9,666	29.2%	\$ 2,186.84
Total 60000 Human Resources	\$ 487,286	\$ 539,229	9.6%	\$ 51,942.60

St. Andrew 2025 – 2026 Budget Forum

If we standardize the revenue and expense calculations over the past four years and compare to this year, we see that we have had a consistent but mild deficit recently.

Budget Including Mortgage	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Income	\$818,600	\$803,900	\$737,255	\$760,050	\$708,087
Expenses	\$833,218	\$835,796	\$771,412	\$792,406	\$785,968
Deficit / Surplus	(\$14,618)	(\$31,896)	(\$34,157)	(\$32,356)	(\$77,881)

Removing mortgage-related expenses and revenues results in a less flattering portrait. Note that these figures all exclude designated giving, which reflects at least \$60,000 in additional giving by the congregation from year to year.

Budget Excluding Mortgage	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Income	\$664,600	\$647,900	\$592,255	\$615,050	\$708,087
Expenses	\$678,068	\$678,296	\$676,256	\$697,250	\$785,968
Deficit / Surplus	(\$13,468)	(\$30,396)	(\$84,001)	(\$82,200)	(\$77,881)

However, when we look at actual results, rather than the forecasts from the budget, we see that typically lower-than-budgeted expenses combine with robust giving to create positive results each year.

Actual Revenue and Expense	2021-2022	2022-2023	2023-2024	2024-2025 (Forecast)	2025-2026
Income	\$589,708	\$603,013	\$640,310	\$640,000	\$708,087
Expenses	\$608,032	\$598,612	\$660,637	\$670,000	\$785,968
Deficit / Surplus	(\$18,324)	\$4,401	(\$20,327)	(\$30,000)	(\$77,881)
Mortgage Giving	\$347,205	\$247,111	\$130,436	\$233,545	\$0

We also benefit from our designated giving, which often offsets budgeted expenses and serves as a supplement to budgeted giving figures.

Designated Funds	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Income	\$78,556	\$65,471	\$91,084	\$129,751	
Spending	\$77,975	\$93,725	\$63,808		

Copies of the complete St. Andrew budget are available on each table for those who want to review the document in detail. If you have any questions, please contact Co-Treasurer Tim Duggan, 860-324-8268.