



Annual Report 2024-2025





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



St. Andrew is a Reconciling in Christ Congregation

www.reconcilingworks.org

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

“More majestic than the thunders
of mighty waters, more majestic
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Lord, forevermore.”

—Psalm 93:4-5

financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.



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



Oregon Synod



January 1st, 2025

Dear Beloved of the Oregon Synod,

Blessings as you gather in the name of the Incarnate One! My prayers are with you as you seek to continue to walk the Way of Jesus in these compelling and complex times. As you prepare for all the discernment and decisions ahead in your 2025 congregational meeting, God bless you and hold you. With courage and delight, may we be for others the Body of Christ and living reminders that we are never alone, but live always awash in God's grace.

Please save the date and prepare for our upcoming Synod Assembly which will be held May 30th-June 1st, in person, at the Holiday Inn on the Columbia Riverfront in Portland, Oregon.

You might have noticed that our themes the last few years have focused on friendship. The theme for this year is "Anam Cara: Soul Friends in the Spirit of Jesus." Anam Cara is a Gaelic phrase that describes a sacred relationship that encourages spiritual growth. At the 2025 assembly we will explore and seek to strengthen our friendships with one another, the Earth, and all of our neighbors, church and unchurched.

What a time to abide in God's sacred friendship/"koinonia"! Our theme verse for the year speaks to Anam Cara from John 15:13; *Greater love has no one than this: to lay down one's life for one's friend.*

As in years past, there are a couple of things to consider as you prepare for Synod Assembly 2024:

1) **Voting members.** Please elect your voting members to attend the event and ensure your budget provides funds to send these members to the assembly.

2) **Additional voting members.** If possible, we encourage you to elect "additional voting members" as described in the constitution and rules of the assembly (both which you can find on our website). Additional members can be constituted of: up to 2 people who identify LGBTQIA+, up to 2 people for whom English is not their first language AND up to 2 Youth/Young Adult voting members).

With your continuing prayers, financial support and deepening relationships, our synod is becoming a shimmering fabric of relationship, capable of befriending one another, our planet, ourselves, our history, our theological tradition and our diverse neighbors with kindness and grace. In so doing, we can become more than we dare dream or imagine, transformed by the renewing of our lives and minds.

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

Yours in hope,

A handwritten signature in cursive script that reads "Laurie L. Caesar". The signature is written in black ink and is positioned below the text "Yours in hope,".

Bishop Laurie Larson Caesar
Oregon Synod, ELCA

Table of Contents

Message from the ELCA Presiding Bishop	3
Message from the Bishop of the Oregon Synod	4
Agenda: Annual Meeting of the Congregation Tuesday, June 17, 2025	8
Minutes: Annual Congregational Meeting June 18,2024 6:30 pm Online via “Zoom”	10
2024-2025 Ministry Plan	15
President’s Report	17
Liz Hardy, Congregation Council President	17
Pastoral Reports	19
Pastor Allison Bengfort, Lead Pastor	19
Sister India Jensen Kerr	21
Staff Reports	24
Director of Next Generational Ministry – Kyler Vogt	24
Interim Minister of Music – Deacon Susan Werner Reiser	28
Parish Executive – Carol Harker	31
Statistical Report	35
St. Andrew Foundation	36
Committee & Team Reports	41
Adult Education Committee	41
Benevolence	41
Community Organizing Team	42
Connections Team	44
Earth Care Team	44
Facility Management Team	46
Finance Team Reports	47
Financial Review Committee	50
Health & Caring Ministries Committee	51
Human Resources Committee	52
Information Technology (IT) Committee	52

Libraries	53
Lutheran World Relief	54
Nifty Notters	56
Outside Property	56
Prayer Shawl Ministry	57
Reconciling in Christ	58
Safety Plan Task Force	59
Sanctuary Team	60
Service Committee	62
Spirituality Book Group	64
Stewardship Committee	65
Synod Assembly 2024	66
Burning the Mortgage Party Highlights	67

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=AtJTieVzll8g>
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*
 - 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*

2024 Annual Meeting Minutes

June 18, 2024, 6:30 pm, In-Person and Online via Zoom

Gathering

1. Call to Order, 6:30 pm: Elisabeth Hardy, Council President
2. Opening Devotion: Sister India Jensen Kerr
3. Established Quorum: 81 voting members present in person. 5 voting members via Zoom.
4. Adoption of Agenda:
 - Addition to Agenda—A “Nominating Committee Candidates” ballot has been added.
 - **Motion:** by Gordon Teifel, Chuck Weswig 2nd to approve the amended agenda. Favor: All. Abstentions: None. **Motion passes.**
5. Explanation of Voting Process: Elisabeth Hardy
6. Approval of 2023 Annual Meeting Minutes
 - **Motion:** by Gordon Teifel, Gretchen Bancroft 2nd to approve 2023 Annual Meeting Minutes. Favor: All. Abstentions: None. **Motion passes.**

Ministry

7. St. Andrew Lutheran Church

Transition Team and Call Committee Report: LuAnn Staul

- “MSP” and “Call for New Pastor” information has been presented earlier to the congregation.
- Transition Team made recommendations after Pastor Mark retired. A workshop was held with leaders from Finance, Stewardship, HR, and Executive teams to look at current structures and processes to develop recommendations for improvement. Some recommendations have already been put in place. Others are still a work in progress.
- Recommendations: Stewardship Committee, with specific designated duties, needs to be added to the Bylaws of the church. Communication needs to be established between Stewardship and Finance. Bring back our annual pledge drives for M&M and other giving. Report annual giving as year to year values as well as percentage of giving to the budget year to date. Improve communication between the church council & committees. Establish Parish Executive as the best resource for process and system questions during this time of transition.

HR Committee needs to share the process for determination of benefits and annual wage increases. Clarify who is responsible for decision making. Require Council experience before serving in role of Council President.

- New Mission Statement and a Vision Statement written. Reference Member Packet for written statements. Transition Team, built on Horizon Team, developed these new statements. "Vision for Ministry 2024" is based upon five Core Values of God Care, Earth Care, Community Care, Neighbor Care, and Self Care.
- Thank you to congregation and council for supporting the Transition Team and Call Committee!

Introduction of Lead Pastor Allison Bengfort: LuAnn Staul

8. The Oregon Synod of the ELCA

Synod Assembly Report: Elisabeth Hardy

- This summary will be included in next year's annual report. The Synod meeting was scheduled too late for the report to be included in this year's annual report.
- Synod Assembly was via Zoom this year. 2 years of Zoom, 3rd year in person. 2025 Synod Assembly, May 30-June 1, will be in person in Portland. This year's representatives from St. Andrew: Pastor Laurie Newman, Cindy Stadel, Bob Stadel, Jan Smith, Elisabeth Hardy, Sister India Jensen Kerr. Assembly Theme: The way of Jesus-embodied spiritual friendship. Keynote speaker was Rabbi Benjamin Barnett, Rabbi of Havurah Shalom in Portland. The theme for the day was Friendship and Exploring.
- Two resolutions at the Assembly: **1.** Christ the King Lutheran Church in Milton-Freewater will be released from the Oregon Synod upon acceptance of membership into the Northwest Intermountain Synod. This will be proposed at their 2025 Synod Assembly. The reason is that they are closer in proximity to the Intermountain Synod. **2.** Parental leave will be available in Oregon Synod congregations consistent with paid leave Oregon provisions to caregiver or both caregivers of a child. Both resolutions passed. Reference next year's annual report for details. Voted in new Synod council members as well as members who will represent Oregon at the larger churchwide ELCA assembly.

9. ELCA Churchwide:

Video Message from Bishop Eaton

10. Other Ministry Topics:

Next Generational Ministry Update: Kyler Vogt

- Reference St. Andrew Annual Report for details
- "Children & Youth Ministry" to "Next Generational Ministry"
- Increased visibility in the congregation, increased committee interactions to advocate for Next Generation needs, teaching an adult education class, one-to-one conversations with younger people to hear

what sounds like “Good News” in the world, Andy’s Room Podcast, Night of Stories PDX. Working to help the Next Generation to be and to feel more welcome. Help them to make the world a better place. Show these young people that we live in real genuine tangible community, not limited to Sunday mornings.

Sanctuary Team: Cindy Stadel

- Team members: Bonnie Bliesner, Tom Jelineo, Lloyd Meyer, Pastor Laurie Newman, Bob & Cindy Stadel, Scott Taylor. New members are always welcome.
- Focused on supporting the Malik Zada family who moved to Portland in August 2022 from Afghanistan. Helped with driving instruction, ESL support, child care, medical & dental appointments, education support, summer programming for the children—swimming, Tualatin Hills Parks & Recreation sports programs, Earth Camp here. Thanks to generous donations from our congregation, a Mazda van was also purchased to accommodate the family of six!
- Adult Education Series was established this Spring. Future presentation: Sunday, October 27, regarding immigrant stories.
- Thank you to so many members of the congregation who have helped with supporting the Malik Zada family during the past year. Thank you also to other people who have donated time and services for the family.

Music Ministry: Deacon Susan Werner Reiser

- Reference St. Andrew Annual Report
- Presentation including: “Why do we Worship?” “Music in Worship,” “How does a worship service get planned at St. Andrew?” “Worship Planning Process & Team,” “Worship planning going forward including a new Minister of Music,” “Worship Volunteers.”
- In the future the new Minister of Music will need to continue to work closely with worship planners.

Ministry Support

11. Congregational Council:

Recognition of Council Members completing their service: Elisabeth Hardy

- **Rachel Roberts** and **Barton Robison** – not seeking second terms.
- **Ken Reiner**—completing Laura Geczy-Haskins’ second term ending June 2024
- **Larry Bliesener**—completing Becky Lambole’s first term ending June 2024
- **Mickey Nearhood**—completing Sue Lee’s first term
THANK YOU SO MUCH!!!

Congregation Council Nominating Committee: Ken Reiner

- Recognized with thanks the current nominating committee members:
Ken Reiner, Cindy Stadel, Pam Farr, Sharon Fako, Teri Brosh
- Introduction of 2024 Council Nominees: **Joel Johnson, Allison Katsufakis, Carl Malmstrom, Tira Nessel, Lisa Staul, Chuck Weswig**
- Nominations from the floor: None
- Congregational Vote on Council Nominees:
Votes all in Favor: 81 present, 5 via Zoom for all candidates.
Abstentions: None **All nominees voted in!**

12. **Finances & Funds:** Tim Duggan, Council Treasurer

Reference written Annual Meeting Member Packet for details

Finance Overview & Explanation of Funds:

- Conservative in projections. Highlighted "Key Considerations in Budget Information," Reviewed Top-Line Budget 2024 vs. 2025

Annual Financial Review report: Bob Stadel

- Reference Financial Review Committee report in Annual Report
Areas of review and recommendations listed

Finance Reports, Funding Proposals, and Voting

- Stewardship Committee: Jeff Smith, Chair
Thank you to Stewardship Committee members Tom Mehlhorn, Rachel & Andy Roberts.
Mortgage Drive review. Hopefully cancel out Mortgage in 2026.
Looking forward to Pastor Allison's contribution to the committee.
- Proposed Ministry & Mission (M&M) Funding Plan: Tim Duggan
Thank you to all members of the Finance Team who meet monthly:
Carol Harker, Joel Johnson. Huge assets to the church.
Financial Secretaries and Counters are critical. Deep and sincere thank you for all their hard work.
Reviewed REVENUE information from our packet.
Reviewed OPERATIONS OVERVIEW from our packet. Fairly flat expenses for the year. 2% salary adjustment for staff recommended.
Reviewed Salary compensation package for Pastor Allison.

Congregational Vote on Budget Plan:

- Questions/Discussion: Another play structure being built for Head Start?
No plans or funding at this time. Maybe future donations and fund raising.
- In Favor: 80 Opposed: 1 Abstentions: 4 **Motion passes.**

Meeting adjourned for Foundation's Annual Meeting – 7:47 pm

13. The St. Andrew Foundation: Sonja Ackman, President

Sonja called meeting to order.

Reference Annual Report for the Foundation's 2023 accomplishments.

Separate organization from the church from 1980s. Mission of the Foundation reviewed. Award grants, scholarships, our congregation ministries, funds for seminarians, administrative costs for people seeking candidacy in ELCA. Encouraged people to add the Foundation to Estate Planning and leave a legacy.

Calendar Year: January-December is Foundation's fiscal year so report in Annual Report is for 2023.

Reference amended Financial Report presented with Annual Meeting packet. Reviewed the information.

Received major estate gifts in 2023 from Leo & Betty Horst and John Fritz.

Many thanks to them and their families.

Thanked Luis Flores, Treasurer, for all his hard work.

Three new board members—Lynetta Weswig, Dwight Jerde, Randy Sinn.

Voice Vote. All in Favor. **All voted in.**

St. Andrew Annual Meeting Resumes – 8:00 pm

14. Written Ballot Results:

Congregation Council Members and Nominating Committee

- Ballot results presented and listed above.

Sending

15. Announcements: Elisabeth Hardy, Council President

16. Closing Prayer: Lead Pastor Allison Bengfort

17. Meeting Adjourned: 8:06 pm by Elisabeth Hardy, Council President

Respectfully submitted by: **Noelle Mehlhorn**, Council Secretary

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.

President's Report

Liz Hardy

"He will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'" (Matthew 25:40)

This has been a busy and productive year for us. Obviously the biggest change at St. Andrew has been the addition of our new permanent lead Pastor, Pastor Allison Bengfort. On May 19, 2024 the congregation voted to extend a Call to Pastor Allison with 105 "Yes" votes, 3 "No" votes, and 1 abstention. We welcomed her as she officially joined us on June 17, just one day before last year's Annual meeting! She wholeheartedly jumped into her new role with both feet. We are happy she has joined the St. Andrew family!

In July, the Council voted to approve the American Red Cross Facility Use Agreement, which means we are now a Resiliency Hub, a place of refuge for people in need in times of disaster. This fulfills our Core Values of Community and Neighbor care.

The Council created a Safety Plan Task Force to develop a safety plan in case of disruption, disaster, or medical emergency at church. This team has worked tirelessly to develop policies for the Disaster Preparedness Manual, and training and education for the congregation. The work of the Task Force is nearing completion. The next step will be to create a Safety Team that will be trained on what to do if an incident occurs.

In September, the Council created a Minister of Music Search Team. The team has worked with HR to create a job description for the new Minister of Music, and the position has been posted. We are hoping to fill the position by the fall.

A new Stewardship Team was created in November. A major focus in recent years has been to pay off the mortgage. Because that goal was expected to be met later this year, the emphasis needed to shift toward funding the M&M (Ministry & Mission) Operating Fund. The team conducted a successful Stewardship Season during the month of February. The Council voted to prioritize these three items requiring new money in the M&M Fund:

- Provide a higher salary than currently budgeted in order to hire a new Minister of Music.
- Sustain vital ministry by providing cost of living increases for current staff.
- Set aside money to support the next ELCA Youth Gathering.

February surprise: The mortgage has been paid off!! In December, we still owed \$210,445. Thanks to a very generous anonymous member who offered a Mortgage Match Challenge, and another anonymous donor who gave a \$50,000 gift, as well as other members of the congregation who gave extra money in January, we were able to retire our loan mid-February! Hallelujah! We can now focus on the M&M Fund as noted above.

St. Andrew continues to be a vibrant community living out our Core Values of:

- God Care in our worship, prayer, Bible study groups, and daily lives.
- Earth Care with our active Earth Care Team, Earth Care Fair, and Earth Camp.
- Community Care by partnering with the American Red Cross as a Resiliency Hub in times of disaster, participating in the annual Bread for the World Letter-Writing Campaign, and by providing quilts, school kits, baby care kits, and personal care kits through Lutheran Word Relief.
- Neighbor Care through the work of our Sanctuary and Service teams, and by continuing to collect donations for groups such as the Community Warehouse, Outside In, Western Farm Workers, Lenten Food Drive, gift cards for Thanksgiving meals, and the Giving Tree at Christmas for families of Barnes Elementary School.

I thank you for putting your trust in me to serve as your President for the past 1 ³/₄ years, and I appreciate the many words of encouragement I have received from many of you. I continue to feel hopeful and optimistic about St. Andrew's future!

Blessings to all of you,

Liz Hardy

Pastoral Reports

Allison Bengfort, Lead Pastor

As our program year comes to a close, my first year as your Lead Pastor is wrapping up as well. Can you believe it's been a whole year?! This year's Annual Meeting falls on the 1-year anniversary of my start date at St. Andrew: June 17. As I look back on this first year of ministry together, I am filled with gratitude. I would like to share some of the things about this congregation that have struck me during this first year, and for which I am so grateful:

1. **I am grateful for your warm embrace, your kindness, and your willingness to laugh.** Thank you for welcoming me with such enthusiasm, for being curious to get to know me, and for a beautiful Installation service and reception. I have really enjoyed getting to know each of you in one-to-one meetings/pastoral care visits (or two-to-one in the case of couples!). You have such interesting stories to share, and I appreciate your friendliness and good humor. Not only have you welcomed me, but I have been impressed by how warmly you welcome newcomers and visitors. We have welcomed 20 new members into the congregation this year, and many of them have shared with me how friendly and welcoming the congregation has felt to them.
2. **I am grateful for the spiritual depth of the St. Andrew community.** Again and again, I am impressed by the theological reflections and insights of this congregation. It is clear to me that this community takes its faith very seriously. You are life-long learners who share a deep sense of call to follow Christ. You are willing to do the hard work of discerning who you are called to be in this particular time and place. I have so much admiration for your dedication and wisdom.
3. **I am grateful for your willingness to try new things.** We have tried many new things this year, from worship experiments to changes in meeting structures to the formation of new teams. Some of these new things have been my idea and some have been the idea of a staff or congregation member, but the majority of the ideas have been generated through a group process of listening, brainstorming, and co-creating. It has been a joy to work with various teams as we listen and co-create, and I am so grateful to the congregation for making space for the creative, sometimes unsettling, and ultimately renewing energy of the Holy Spirit.
4. **I am grateful for your patience and forgiveness.** I have had so much to learn this year, and I have made mistakes. I am deeply grateful for your patience with me and your willingness to forgive. I truly value your feedback, and I want to continue to learn and grow alongside you. I am also grateful for your patience and forgiveness of one another. I am touched by your willingness to have challenging conversations, to act with humility, and to fully live into our shared identity as simultaneously sinners and saints.



Clearly, this is a special congregation. We are not perfect, of course, but I can see God alive in this place. There is connection. There is love. There is passion and energy.

In addition to expressing my gratitude, I want to highlight some of the specific projects and memories that stand out to me from this year. We have accomplished so much already!

Fond Memories/Highlights from the Year:

- Leading the Worship Listening Sessions in August, which allowed us to reflect on our values and longings in the area of communal worship
- Co-Facilitating the Fall Council Retreat with Council President Liz Hardy, where we developed goals for our Council year
- My Installation service and reception on October 19, 2024, with Bishop Laurie Larson Caesar presiding and Pastor Melissa Reed preaching
- Over 100 relational meetings and pastoral care visits with members of the congregation and community
- Welcoming 20 new members on 3 New Member Sundays throughout the year
- Teaching the Adult Education Class on “Civic Life & Faith: The ELCA’s Stance on the Relationship between Church & Politics”
- Incorporating feedback from congregation members of all ages to craft creative worship services for special seasons:
 - Advent 2024: “Words for the Beginning” theme with 8 minutes of contemplation time each week that included candle lighting, visio divina, etc.
 - Lent 2025: “Everything in Between” theme on Sundays with “Worship through the Senses” on Wednesday evenings, including labyrinth walking, stations of the cross, and sensory stations
 - Easter 2025: “Joy as Resistance” theme with egg shakers and upbeat music, a new setting of the liturgy (“The Portland Mass” by congregation member Robert Hawthorne), a community art project led by high school youth, and a Milestones Sunday Celebration
- Working with the Stewardship Team to lead the congregation’s first Stewardship Season in several years, which resulted in collecting 112 intent cards (140% of our goal of 80!)
- Attending the High School Lock-In and the Confirmation Beach Retreat
- Working with the Community Organizing and Earth Care Teams to hold our first neighborhood door-knocking event, and a few weeks later, a community conversation with congregation members and neighbors on climate-related issues
- Working with the Minister of Music Search Team to craft a new, full-time position and seek a candidate

It has been a full year, and I am so honored to be your pastor. There have been many times throughout this year when I have looked around the Sanctuary or Fellowship Hall at the gathered community and thought to myself, “How did I get so lucky? How is it that I have the privilege of doing ministry with this amazing church?” I am so happy the Holy Spirit brought us together, and I am looking forward to many years of shared ministry to come!

India Jensen Kerr, Deacon of Caring Ministries

²⁴ *O Lord, how manifold are your works!*

*In wisdom you have made them all;
the earth is full of your creatures.*

²⁵ *There is the sea, great and wide;
creeping things innumerable are there,
living things both small and great.*

²⁶ *There go the ships
and Leviathan that you formed to sport in it. (Psalm 104: 24-26)*

I was reading Psalm 104 and I thought it so fitting to St. Andrew. It rejoices in our earth and celebrates all of its creatures which is what we do here at St. Andrew. This year has been a very eventful year! We have a new pastor which was the goal when I first started in 2022. In addition, we are a busy congregation. Caring ministries have been busy as well.

Eucharistic Ministry

Our Eucharistic Ministers are loving and dedicated folks taking good care of members who need additional pastoral care. Currently we have 29 people on our ongoing pastoral care list. We have seven Eucharistic Ministers and eleven people who have a Eucharistic Minister. I keep up with the other folks by phone or by visitation. I also visit the eleven people who have Eucharistic Ministers three times a year. The Eucharistic Ministry team and I meet periodically to check in, share experiences, and support each other. Pastor Allison and I have also been doing a service quarterly at The Springs of Tanasbourne since many of our St. Andrew folks live there. This year Pastor Allison and I started using Notebird, a pastoral care charting system which allows us to communicate with each other about the needs of the congregation. The Eucharistic ministers are able to chart their visits as well. Therefore, Pastor Allison and I can communicate about how to ensure the needs of the congregation are met.

Caroling

Caroling was successful this year! We had twelve carolers and twelve people we visited. That is an increase of six carolers from last year. We would have had more people to visit but the Springs of Tanasbourne had to shut down due to illness. The Springs is interested in setting aside a room next year so that our caroling can be enjoyed by multiple people. That is an option for something that could be done next Christmastime.

Hospitality Ministry Team

Judy Montague took meals and flowers to folks who were ill or were recovering from surgery. When she left, staff decided it was a really good idea to keep this going. We have three folks on the Hospitality Team, plus me. We take flowers to people who are recovering. The Hospitality Team is also available to take meals or provide a care box to folks who need support.

Grief Ministry

I have grief resources available for people who have lost a loved one. *Journeying Through Grief* by Stephen Ministries is one of those resources. It is four books that people will receive over the year after a loved one's death. In addition, I have a journal called *Comfort for the Day*. It includes information about grief and biblical passages and places to write out what you are feeling. Please let me know if either of those resources would be helpful for you.

In December, I offered a Blue Christmas service in the chapel. It is an important service that allows people to grieve and recognize loss during a time of year when people are expected to be happy. I changed the day to a Saturday afternoon this year and it was a nice gathering. Four folks attended.

SoulCollage®

In December 2023, I became a SoulCollage® facilitator and have done a few classes here at St. Andrew. SoulCollage® is a combination of art and self-discovery. A person creates a card with images from magazines and then "reads" the card. That means that a person speaks from the card to tap into their unconscious mind. It is something I have been doing personally for years. We had a gathering in February and six people attended which is the most we have had so far! If you have any questions about SoulCollage® I am very happy to answer them.



Health Ministry Team

Our Health Ministers are made up of both Health Ministers and Parish Nurses and they are available for parishioners who need help going through health struggles. They provide education for parishioners. Diane Reiner, Tira Nasset, and Michelle Sinn are all part of this team. They are responsible for our support group for caregivers of folks with dementia, which is a very successful group. Tira has also led groups that educate people on nourishing food. They are an extremely important part of our congregation!

Book Group

Our book group is still going strong. We have four regular attendees, although one of our folks has been struggling with health problems lately and has been absent. We read weekly and discuss what we have read in our small group. We also share joys and concerns. This year we finished a book called *Devotional Classics* and another book called *Spiritual Classics*. Both texts provide readings from theologians and spiritual writers from across the ages combined with biblical passages. It is enlightening and interesting to explore spirituality from many different thinkers.

Staff Reports

Kyler Vogt, Director of Next Generational Ministry

Children's Ministry

Nursery

This Spring, St. Andrew said farewell to McKenna, our Nursery Attendant for most of the last two program years. McKenna was loved by our little ones, with some of them even known to refer to coming to church as, "going to McKenna's house." We are so thankful for her time with us. During McKenna's tenure and afterward, Sonja Ackman continued to organize nursery volunteers to make sure the nursery was covered each week, often volunteering herself. Thank you, Sonja! We are hopeful and excited to hire a new Nursery Attendant for the next program year, as we continue to prioritize supporting our new and growing families.

The Roots

Throughout the course of 2025, our children enjoyed participating each Sunday morning in our completely unique Sunday school program, "The Roots." This program has been tailor-made to introduce kids to the Bible in a way that builds the most important aspects of their faith first: specifically, St. Andrew's core values of God Care, Self Care, Neighbor Care, Community Care, and Earth Care. Over the course of the program year the students engaged with fourteen different Bible stories, with each story being covered for two consecutive Sundays. The fall brought a focus on major stories of the Old Testament, including the tales of Joseph, Daniel, and Jonah. The spring focused on the theme of Jesus' hospitality to unexpected people, such as the Samaritan woman at the well and the tax collector Zaccheus.

Approximately a dozen different children participated in The Roots over the course of the year, led by a large group of 5th graders who are excited to transition into the Confirmation program next year. This year of The Roots would not have been possible without the help of a number of volunteers that deserve a great deal of thanks. Nine different teachers stepped in to lead lessons, but the overwhelming majority of them were led by either Barbara Gutzler or Cindy Stadel—both superstars to our kids! Cheyanne Kalainoff led the snack and check-in time at the beginning of The Roots nearly every week, providing safe space for our kids to share with each other. Amy Peahl served another year as The Roots' Volunteer Coordinator, helping organize our leaders and make sure we were prepared each week. Plus, she stepped in often to teach with either our elementary or preschool kids. Thank you to Barb, Cindy, Cheyanne, and Amy for making this year possible!

Earth Camp 2024!

From June 24 to June 28 in the summer of 2024, St. Andrew once again hosted our annual Earth Camp for kids. Forty campers going into 1st-6th grades joined us as we pursued the camp goal of teaching kids to love all of Creation, just as the Creator does. The theme of the Earth Camp 2024 was, "Home, Sweet Home," and we spent the week focusing on the incredible biodiversity we can experience throughout

our home state of Oregon. Lessons from the week included: how trees in our forests work together to share resources, how the Cascade mountain range creates a “rain shadow,” and how sea turtles navigate the water using the earth’s magnetic field.

Earth Camp 2024 was made possible by more than 40 different volunteers, from snack makers to teachers, to guides who “shepherd” kids around camp throughout the week. An extra-big thank you goes out to Becky Vogt who served as the camp’s Assistant Director this year.



Earth Camp 2025 is scheduled to take place from June 23-27, and preparations are well underway! Kim Taylor Blakemore has been hired as Assistant Director this year, and Pastor Allison is excited to get involved with Earth Camp in her second summer with the congregation. Registration for Earth Camp 2025 filled up in less than two weeks with 48 campers and even more on the waitlist! The majority of kids registered are returning campers or their friends. Although few of them are part of St. Andrew year-round, Earth Camp continues to be a program that reaches out into the community while focusing on our core value of Earth Care.

Youth Ministry

Confirmation

Six students participated in our Confirmation program this year: two sixth-graders, three seventh-graders, and a lone eighth grader. Throughout the program year, these students gathered in the church library, ate snacks, and enjoyed a wide variety of lessons on this year’s focus: Luther’s Small Catechism. Weekly topics included the history of the Reformation, the Ten Commandments, the Lord’s Prayer, and the Christian creeds. On November 24th, the confirmands continued the annual tradition of leading a worship service for the congregation which they planned themselves—complete with an always popular sermon “skit” written by Libby Calhoun. The “All-In” points system continued for another year, with students being awarded points for attending confirmation classes, leading worship, and other service around the church. Students who reach a threshold number of points are being rewarded with a trip to Oaks Park amusement park this summer.



For the year’s major events: In February, the Confirmands once again defeated the Council members in the Super Bible Bowl—demonstrating their knowledge of the Small Catechism before the whole congregation. In April, four students attended the annual Confirmation Spring Beach Retreat—the most beloved event of the year. Pastor Allison joined us for her first time as we travelled to Seaside, Oregon. Staying overnight at an AirBnB, we made a fire on the beach, played putt-putt golf in Seaside’s downtown, ate our annual meal at Mo’s, and stayed up late watching movies and playing riddles. Saturday morning, students

worked on drafts of their statements of faith—an annual exercise that prepares them for Confirmation following their eighth-grade year.

This year of Confirmation at St. Andrew was made possible once again by the reliable and caring leadership of Pat Christiansen. Stewarding this program for many years now, Pat chooses curriculum, coordinates volunteers, and teaches the majority of the classes herself. She is beloved by students and parents alike! Pat was supported this year by wonderful Confirmation Team members Allison Katsufakis, Lynn Santelmann, and Randy Sinn, who each took turns teaching and helped plan the year. A huge thank you goes out to all five of you for investing in our middle schoolers!

High School Youth

This year's high school youth group consisted of about ten students, led by a large class of five sophomores. In our weekly Sunday morning Youth Group, we began each class with snacks and sharing "highs and lows" before diving into the lesson. The theme of this year's lessons was, "kairos moments:" moments that happen in our lives and in the world around us that offer us the chance to change, learn, and grow. These moments can be seen as divine intervention—not things that God does for us, but places where God is inviting us. When we learn to recognize kairos moments around us we can go through a four-step process—observe, reflect, plan, and act—to allow these moments to transform us. In doing so, we can change the trajectory of our lives, and even shape a better world.

Aside from Sunday mornings our high school students enjoyed some of our classic fellowship activities. We carved pumpkins for Halloween and had a Christmas party at SuperPlay bowling alley. The year concluded with an all-out bash at TopGolf in Hillsboro, consisting of many shanked golf shots and lots of great food. One of the most fun events of the year was an overnight "lock-in" party at the church, where Pastor Allison joined us for games of hide and seek in the dark, cornhole in Fellowship Hall, late night pizza, and movies on the big screen. Following a short night of sleep, the high school students joined the Worship Team in the planning of the Easter Worship season, offering their fun and refreshing ideas for our worship.

Outside of Sunday youth group, our high school students made a big difference around the church this year! A number of them volunteered at Earth Camp 2024, bringing much needed youth and energy to help us keep up with the kids. Lilly and Gloria Au created a communal art project



for the Easter worship season: a couple of poster-board trees to be filled with leaves by members of the congregation—each leaf bearing something that is bringing us joy. Evan McGarvey served as the Youth Representative to the Church Council throughout the year, and he also helped plan, lead, and compose for the introduction of a new contemporary band for worship. Keegan Ragan and Joey Holst joined Evan playing in the band, as their music brought joy and energy to two different spring worship services.

In May, graduating Seniors Lilly Au and Tanner King were given their Senior Quilts from the congregation, each crafted with love by Beth Johnson. Scholarships were generously awarded again this year by the St. Andrew Foundation. Thank you to Beth and all members of the Foundation board for supporting our graduates!

Next Generational Ministry

The Last Sunday



In 2025, St. Andrew sponsored a brand new program called “The Last Sunday.” The Last Sunday is a monthly gathering aimed at rebuking the rise of Christian Nationalism and its patriarchal, racist, bigoted, greed-driven tendencies. The event is aimed at creating a space specifically for people in upcoming generations in the Church, specifically ages 18-55. St. Andrew hosted this event three months in a row to start 2025, as folks from the church and the surrounding community joined together to share a meal, listen to a keynote talk,

and engage in deep, honest conversations about important issues. Designed to be an ecumenical gathering that “travels” between different partner churches each month, we made many friends from other congregations in the Portland area, as well as folks who are not involved with traditional churches. In April, Fremont United Methodist hosted the first event away from St. Andrew, led by members of their young adult group. We are excited to continue developing this program and building relationships as we work toward realizing a hopeful Christianity that is good news for the world.

Susan Werner Reiser, Deacon & Interim Minister of Music



This past year, 2024-25, 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, The Bells of Grace, is a member of the worship planning team, and serves as organist/pianist at worship services. Lindsey Lane serves as Church Musician, accompanies the Sanctuary Choir, and plays for two services a month.

Members of the congregation regularly share their musical talents in worship by participating in the Sanctuary Choir and Bells of Grace. In addition, they prepare special music for worship services and play instruments (drums,

flute, piccolo, violin, clarinet). 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 Bells of Grace handbell ensemble continues to grow in its ability to provide service music. The group rings one Sunday a month, October through May. The brass quintet continues to rehearse at St. Andrew and in exchange plays for Sunday services 1-2 times per year as available; they regularly play for our reformation service in October.

The worship spaces at St. Andrew draw musicians to our building. The musical instruments in the Sanctuary are outstanding. Currently seven organists practice weekly on the Paul Fritts organ. In March this year, the Portland Chapter of the American Guild of Organists held their annual Bach-a-thon on the organ; that concert raised money for the PAGO chapter's organ lesson scholarship fund. 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:

- We welcome the arrival of our new lead Pastor, Allison Bengfort. Her violin playing for services and to accompany choir anthems is a welcome addition.
- In the months of July, August, September, and October we had one Sunday where we worshiped in the Sanctuary of Firs. A concurrent service for our members who are not able to navigate the path to the outdoor space was held in the Church Sanctuary.

- The worship team participated in the Ministry Fair in September, by encouraging volunteers to sign up for leadership roles for worship services. The music staff were present to allow members of the congregation to ring a handbell or choir chime. We welcomed new members to the Sanctuary Choir and the Bells of Grace.
- A highlight in October was the installation service of Allison Bengfort as our lead pastor. The Bishop, members of her staff, and other rostered clergy attended the service to celebrate the occasion. A reception followed.
- Our Advent Mid-week services featured Holden Evening Prayer with the theme of Starry Nights and was held in the Sanctuary; the technical team provided audio and visual support on Zoom for those at home. Members of the congregation provided meditations for those services.
- We used A Sacred Arts series, Words for the Beginning, as the basis for our worship services on Sunday mornings during Advent through Epiphany Sunday, January 5, 2025. The service incorporated readings and prayers from the series and a time of contemplation following the sermon.
- On Christmas Eve afternoon we had an intergenerational service of lessons and carols. The children received small Christmas bags with a small booklet, stickers, ornament, candy cane, and bells to ring.
- We had our traditional Evening Carol service on Christmas Eve at 8 pm.
- On the First Sunday of Lent, the children placed Alleluia butterflies into a box and hid them from Pr. Allison. Placing the butterflies in the box represents Jesus in the tomb.
- Our Mid-week Lenten services were based on the five senses—sight, smell, hearing, taste, and touch. We had twelve stations of the cross, created by a local artist, and the labyrinth was available to walk during the contemplation time in addition to sensory stations for the sense we focused on each week.
- An intergenerational band was formed and played for our services on April 6th and May 18th; their musical gifts were well received. We look forward to having the band lead worship in the future.
- The Palm Sunday service began in Fellowship Hall. The Taiwanese Lutheran Church joined us for the beginning of the service. After the reading of the Palm Sunday Gospel, we had a protest procession, singing while carrying protest signs. Hand percussion instruments were used as we processed from Fellowship Hall to the Sanctuary.
- Good Friday was a Tenebrae service which included the reading of the Passion story according to Luke.
- Easter Sunday was joyful with the leadership of the Sanctuary Choir and friends, the Bells of Grace, and Don Gottschalk and Dan Schmidt playing trumpet. The singing was glorious, and the butterflies had “risen from the tomb”!
- Earth Care was the focus of our service on April 27th to support the Earth Care Fair after the worship service.
- On Sunday May 18th we celebrated milestones within the congregation. The band played for the worship service and quilts were given to two graduating seniors.
- Confirmation was celebrated on June 8th with Mason McQueen affirming his baptism.

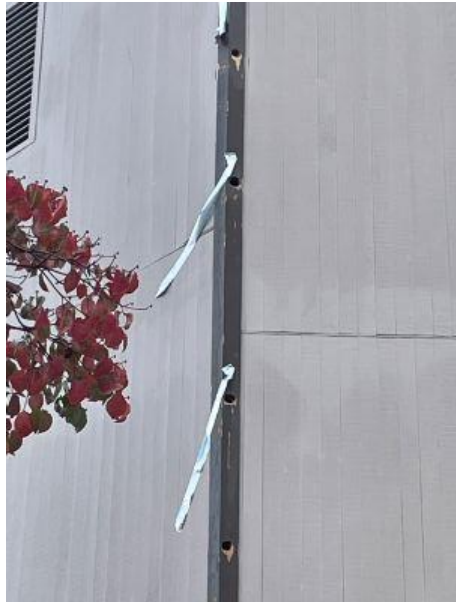
Music ministry at St. Andrew continues to evolve as we await the hiring of a new Minister of Music. The congregation is growing and embracing changes to our worship format. Our average weekly attendance has increased and the congregational singing when the church is full is an immense joy! The vitality 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

"For I know the plans I have for you, declares the Lord, 'plans to prosper you and not to harm you, plans to give you hope and a future.'" – Jeremiah 29:11



For those who might think that the church is only busy on Sunday morning, let me just say: It has been another whirlwind year at St. Andrew, Monday-Sunday!

From welcoming our new Lead Pastor Allison Bengfort to incorporating new members into the life of the congregation, creating new committees, supporting a Worship Planning Team that experimented with various styles of worship, paying off the mortgage, shepherding church finances, fine tuning policies and reports, creating procedures for responding to possible unannounced visits from ICE, foiling a woodpecker intent on drilling into the building, and planning parties, our days in the church office have been more than full.

As in most years, it's the out-of-the-ordinary moments that are most memorable.



It began with a woodpecker attacking the longest and highest trim board outside the Sanctuary. In August we watched as s/he drilled one hole after another. Shouting at the miscreant had no effect. The holes were getting bigger, fist-sized. Was the bird intending to nest in our building? Why would a woodpecker target the church when our woods and wetlands are chock full of wonderful native trees, insects, and larva? How could we stop the damage—and repair it?

Clearly, a 30-foot ladder would not reach the highest hole and no one on the Outside Property crew should climb that high anyway. Before winter rains began, Clay Gustafson and some others from the team devised a MacGyver-like solution, attaching mylar strips pierced with tacks to a long pole and then banging it against the wall until the mylar stuck. It wasn't pretty, but it was effective in deterring the bird.

Head of Outside Property Bill Beavers hired a handyman company to fix the holes, but the ladders brought to the job didn't go as high as needed. Finally, we were able to find a painting company with 40-foot ladders and a crew comfortable in ascending to that height. Hallelujah! In May the job was complete.

It's these seemingly little interruptions to normal days that punctuate the year.

In preparation for Pastor Allison's installation in October, for instance, we were determined to shampoo all the padded chairs in the building so guests wouldn't be distracted by spots. On a Saturday before the event, volunteers gathered with our machines and set to work. Pam Jelineo and I darned worn spots and holes in the upholstery while Noelle Mehlhorn, Bob & Cindy Stadel, and Tom Jelineo scrubbed those chairs. And, oh, did they need it! Our little green Bissells extracted gallons of filthy gray water from nearly 100 chairs that morning. But we had fun and laughed as we worked.



Another project in conjunction with our pastor's installation had me driving out to Forest Grove to consult with master quilter Debi Gustafson, who had agreed to design and sew a stole as a gift for Pastor Allison on the occasion of her installation at St. Andrew. A lot of laughter and a little wine created more wonderful memories.

Then it was just a matter of weeks before it was time for "The Hanging of the Greens," an annual event that again depends primarily on willing volunteers to gather on a Saturday morning to decorate the church for Christmas. We really encouraged younger volunteers to step forward this year and were gratified to see a few younger families come out to climb the ladders and learn what's involved in the project.



And what goes up needs to come down! At left are just some of the crew that assembled in January to disassemble wreaths and hundreds of feet of garland for composting and recycling.

If your participation at St. Andrew has been limited to worship so far, why not explore some of the volunteer opportunities that bring our community together? We build memories when we work in sync to live out our vision.



While momentum was building to pay off our mortgage in the dark months of winter, Tira Nasset invited people to another January of Nourishing Conversations, where she demonstrates the benefits of plant-based eating for better health and a better environment. This year she taught us how to make Asian dumplings. The food was tasty and the company we shared remains precious. New friends are made at these events and new members sometimes result. St. Andrew people are delighted to share our events and programs with the community!

Simultaneously, Steve Christiansen lifted up the community with his essay about an earlier protest march—the Palm Sunday procession that was, in fact, “a demonstration of the reign of justice and peace . . . over and against the Pax Romana, the peace imposed by Rome through violence and oppression.”

At my desk this year, attention was focused on preparing the congregation for unexpected disturbances, de-escalation, and swift evacuation of the building if needed. Are we as ready as we should be to respond to natural disaster, disruptive people, or online threats? We have made progress, but so much remains to be done to prepare and protect our community. Many thanks to the Safety Task Force for its persistence in addressing these issues.

My job would be impossible without the willing support of other administrative staff. The church is well served by their talents and devotion. In the fall, Administrative Assistant Rhonda Powell made the difficult decision to cut back significantly on her work hours because of health reasons. Fortunately, Martin Mills was willing and able to pick up the slack in that position, as well as continuing his work as Evening Facility Caretaker. Thank you, both, for your flexibility in figuring out a job-sharing system that works. Unfortunately, we'll say farewell to Rhonda later this summer so she can turn all her energy to taking care of her health.

Bookkeeper Karen Mallari resigned in November, agreeing to stay on until we could hire her replacement, which we did in January. Hiring Tracy Powell and introducing her to St. Andrew work flow, policies, and reports has been a joy. She brings both experience and understanding of accounting principles to the position and is a valued addition to the overall Finance Team. Thank you to Co-Treasurers Tim Duggan and Joel Johnson for your diligence and oversight throughout the year. Together, we closed out several designated lines to simplify our chart of accounts and remove inactive programs.

As usual, church finances and facilities issues demanded a lot of attention. After a couple of years of effort, we were finally able to get bids that make air conditioning the Sanctuary possible. We rushed to sign the contract to beat the imposition of prohibitive tariffs decreed by the U.S. administration. We're now in the permitting stage of the project, hopeful that the job will begin in July. Cool news, indeed, for all who worship at St. Andrew!

A current challenge stressing the staff is the absence of our longtime housekeeper Carol Hogan, who broke her wrist while working at home, forcing her to take leave for several months. Thanks to Martin Mills, evening facility caretaker, and volunteers, we have patched together housekeeping support for several weeks. Many, many thanks to Susan Reiser, Pam Jelineo, Pam Farr, Tomo Yokoyama, Noelle Mehlhorn, and Jim & Teri Brosh, who were among the first to step up to keep our building clean and presentable. At this time, we don't know whether or not we might also need to hire some temporary help to see us through an event-packed schedule in June.



Speaking of which, planning for the Burning the Mortgage party on June 1 has been a true joy! Once again, it is volunteers who work behind the scenes to make good things happen. Just as so many people came together to make the reconstruction project of 2011-2012 possible, members have once again volunteered their talents to make the party memorable. See Libby Calhoun's magic cubes at left, key ingredients in the Burning Bush Mocktails to be served at the party.

Enormous thanks to Ken Reiner and Rick LeRoy for their work documenting the reconstruction itself with regular video updates to the congregation. Party-goers will see some clips from the project thanks to Rick, who was able to pull out highlights from the file. Thanks also to Gordon Teifel for the aerial view of the project that will be displayed on June 1, party night, and to Pastor Allison and Pastor Mark Broucker, Isaac Hawthorne, and all who are playing roles in the event itself.

Finally, special thanks to members of the planning committee—Libby Calhoun, Tom & Pam Jelineo, Noelle Mehlhorn, and Susan Reiser—who joined me in brainstorming what we hope you'll agree is a creative celebration. What a team!

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

Blessings,
Carol Harker

Statistical Report

Membership Statistics		2019	2020	2021	2022	2023	2024
Baptized Membership at the beginning of the year		514	498	487	477	483	479
Baptized Members RECEIVED	By Baptism: Children 15 & younger	2	1	0	5	1	2
	By Baptism: Adults 16 and older	0	0	0	0	0	2
	By Affirmation of Faith	8	6	0	11	8	21
	By Transfer	2	0	0	2	0	2
	From Other Sources & Statistical Adjustment	0	0	0	0	0	0
	Total Members RECEIVED	12	7	7	18	9	27
Baptized Members REMOVED	By Death	5	8	6	6	9	7
	By Transfer	23	6	0	6	4	5
	For Other Reasons & Statistical Adjustment	0	4	4	0	0	3
	Total Members REMOVED	28	18	10	12	13	12
Baptized Membership at the end of the year		498	487	477	483	479	491

Other Statistics		2019	2020	2021	2022	2023	2024
Number of Baptized Youth who were Confirmed		2	4	2	0	5	2
Total Confirmed Membership at the end of the year		427	432	421	419	408	419
Marriages *		2	2	0	1	0	1
Funerals *		2	2	6	6	5	7
Average Weekly Worship Attendance (In-Person)		194	172	86	103	112	114
Average Weekly Worship Attendance (Online: Actual X 2)			396	228	122	111	104

All statistics are for calendar year 2024, not St. Andrew's fiscal year.

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

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

St. Andrew Foundation

Annual Report: Jan-Dec 2024

Presented to the congregation: June 2025

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. The Foundation has a tax-exempt status through the ELCA.

Our Vision:

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

- Provides funding for creative worship, education, and outreach that are in alignment with St. Andrew 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 growing and sustainable fund that is used to support ongoing and future grants.

Our Core Values:

VISIONARY

We are an active part of doing God's will on earth. We are taking generational wealth and using it to seed bold, visionary efforts.

INTEGRITY

We are stewards of donations and a partner to grant recipients. We operate at the highest ethical standard and take responsibility for our actions.

SUSTAINABILITY/ FINANCIAL STABILITY

We are proactive in growing and maintaining our finances so that they are sustainable into the future. We are investing money in ways that advance the St. Andrew core values.

COMPASSIONATE/ CARING

We are compassionate and caring in all that we do, aligning with the core values: God care, earth care, community care, neighbor care, and self-care.

ACCOUNTABILITY

We are transparent, we acknowledge gifts, and we communicate our efforts with the congregation. We will regularly monitor that we are being inclusive and acting within our Christian values.

PARTNERSHIPS

We are partnering with the congregation and other organizations in the community to provide for the well-being of individuals and the community as a whole.

Grant Making and Scholarships:

As seen in the following table, in 2024, the Foundation disbursed \$9000 in grant awards:

- \$4000 in scholarships to 4 graduating high school students
- \$3000 to support 8 students and 3 chaperones to attend the ELCA National Youth Gathering in New Orleans
- \$2000 for the renovation of the chapel at the Emmanuel Legacy Health Foundation

SALC Foundation - Scholarships and Grants awarded over the last 3 Years					
Awards / Grants	2022	2023	2024	Total	Average
Scholarships	\$4,000.00	\$3,000.00	\$4,000.00	\$11,000.00	\$3,700.00
Children's Ministry	\$8,000.00		\$3,000.00	\$11,000.00	\$3,700.00
Horizon Team Grant	\$5,000.00			\$5,000.00	\$1,700.00
Oregon Synod "Reckoning with Racism" Reg. Fee		\$600.00		\$600.00	\$200.00
Emmanuel Legacy Health Foundation			\$2,000.00	\$2,000.00	\$700.00
Total	\$17,000.00	\$3,600.00	\$9,000.00	\$29,600.00	\$9,900.00

So far in 2025 we have approved grants to MACG, to support the St Andrew Women's Retreat, for some IT equipment to improve the worship experience, to Pastor Allison's pastoral fund for a Good Samaritan grant, and we will be once again providing scholarships to our graduating high school seniors.

We welcome grant applications to support creative worship, education, and outreach initiatives that are in alignment with Christian values. In addition to general grants, the Foundation has funding for Seminar Scholarships, Post-Secondary Education Scholarships, and Organ Lesson Scholarships. The amount of funding varies with each grant. All grant applications are reviewed by the Board of Directors, and we strive to respond to applicants within one month. Applications are accepted on a rolling basis and can be found on the website.



Giving to the Foundation:

The Foundation is funded with individual gifts from people like you who want to contribute to the ongoing work of the Church in today's world. With their donations, donors practice their stewardship in a continuing and meaningful way.

What may I give?

The St. Andrew Foundation accepts gifts of all kinds. If you have questions about giving to the Foundation or to the church, please contact the Foundation Board.

Gift Acceptance Policy

- Traditional gifts of cash, stocks and bonds, real estate, proceeds from insurance policies, and other valuable assets may be donated.
- Real estate, stocks, bonds, and contracts can be transferred to the Foundation.
- Additionally, gifts can be made through your will. Tax, legal, and other consequences should be discussed with your professional advisor(s). Email the Foundation Board for our informational brochure on wills and bequests.
- In addition to one-time gifts, a donor may select an ongoing monthly gift to the Foundation.
- Gift annuities or charitable remainder trusts can be established. These instruments can provide income to you and/or your spouse for your lifetime(s), with the remainder coming to the Foundation after your death.

Can I direct how my gift will be used?

The Foundation will accept both directed and non-directed gifts. The Foundation will accept and administer major gifts for any designation that supports the mission of St. Andrew Lutheran Church Foundation.

Where should I send my gift?

Your generous gift should be made payable to the St. Andrew Lutheran Church Foundation and can be mailed to St. Andrew Lutheran Church. You may also select the Foundation Fund in the Fellowship One Giving portal to make an electronic contribution.

2024 St. Andrew Foundation Board of Directors:

Tom Mehlhorn	President	Dwight Jerde	Vice-President
Luis Flores	Treasurer	Tira Nessel	Secretary
Dan Fako	Board member	Randy Sinn	Board member
Lynetta Weswig	Board member	Pastor Allison	<i>Ex officio</i>

If you are interested in joining the Foundation Board of Directors, contact Tom Mehlhorn.

IN MEMORIAM: The St. Andrew Foundation thanks all those who give donations to the organization in memory of our departed saints.



Nan Thompson



Bruce Maxwell



John Fritz



Suzanne Warnes



Dorothy Mae Moore



Hal Douglas



Carol Means



Doug & Jan Morrell

LEGACY GIFTS: The St. Andrew Foundation thanks all those who provide for the future ministry of St. Andrew through their wills, trusts, and estates.



Leo & Betty Horst



John Fritz

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 full potential of the 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.

SALC FOUNDATION ANNUAL REPORT - Jan-2024 / Dec-2024				
ASSETS	Value Dec-2024	Value Nov-2024	Fluctuation	YTD Fluctuation
Cash and Investments	\$ 222,975.87	\$ 229,579.32	(\$6,603.45)	\$11,835.47
Cash Value - Life Insurance Policies	\$ 216,193.00	\$ 215,893.00	\$300.00	\$18,738.92
Total Assets	\$ 439,168.87	\$ 445,472.32	(\$6,303.45)	\$30,574.40
DESCRIPTION OF ASSETS	Value Dec-2024	Value Nov-2024	Fluctuation	YTD Fluctuation
Future Ministries Fund	\$ 188,036.31	\$ 193,783.30	(\$5,746.99)	(\$192,912.99)
Current Ministries Fund	\$ 31,275.06	\$ 32,131.52	(\$856.46)	\$18,312.91
Organ Lesson Fund	\$ 3,361.50	\$ 3,361.50	\$0.00	\$320.72
Jarvis Des. Senior Wellness, Tai Chi	\$ 303.00	\$ 303.00	\$0.00	\$0.00
Children and Families Fund	\$ 10,348.83	\$ 10,348.83	\$0.00	(\$5,650.00)
Scholarships	\$ 1,000.00	\$ 1,000.00	\$0.00	(\$4,000.00)
Total Assets	\$ 234,324.70	\$ 240,928.15	(\$6,603.45)	(\$183,929.36)
Financial Summary	Value Dec-2024	YTD	Comments	
UG Donations and Contributions received	\$35.00	\$5,140.00	UG - Unrestricted Gifts	
RG Donations received		\$50.00	RG-Restricted Gifts-OR SOS fee	
LI Premiums Donations received	\$0.00	\$4,944.91	Fako:\$1092.91; Vachal \$3852	
Realized Dividends, Interest, Gains, Fees	\$4,283.18	\$5,772.88	From Investment Portfolio	
Unrealized Capital Gains	(\$9,861.28)	\$11,150.33	From Investment Portfolio	
Awards Granted		\$5,000.00	From Budget Execution Summary	
Scholarships granted	\$0.00	\$5,000.00	James Steele, David Harker, Mason King, Elijah	
Corporate Fees (State/Federal)		\$50.00	Fee donated by Thomas Mehlhorn	
Professional Fees	\$0.00	\$1,250.00	P. Sergienko	
Other Expenses Paid		\$0.00		
LI Premiums Paid	\$0.00	\$5,291.31	LI - Life Insurance - Fako's/Vachal	
Awards Paid	\$0.00	\$5,000.00	Emmanuel Legacy Health Found.;Youth Program	
Scholarships Paid	\$1,000.00	\$4,000.00	Mason King;David Harker;James Steele;Elijah Bishop P	
Financial Budget - Factual Income and Expenditure Figures				
Description	2024	Last 3 Years Avg	Comments	
Online Giving	\$1,820.00	\$ 8,600.00	Donations Received	
Plate Giving				
Memorial Gifts				
Estate Gifts				
Life Insurance Premiums received	\$4,944.91	N/A		
Life Insurance Premiums paid	\$5,291.31	N/A		
Life Insurance Cash Value Increase	\$ 13,758.62	N/A	Unrealized Asset	
Investment Portfolio Net Performance	\$ 5,772.88	N/A	Realized Asset	
Investment Portfolio Fees	(\$1,818.38)	N/A		

Committee & Team Reports

Adult Education: Nurturing Faith and Equipping the Saints

"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 Romans" and, concurrently, "St. Andrew Core Values" and "Sanctuary in Our Time and Place," all well attended. Many thanks to our instructors Steve Christiansen, Tira Nasset and the Sanctuary Team.

Paul Navarre and Lynn Santelmann offered classes in November. Paul taught on David and Lynn's class was "The Word of God: Languages and Translations."

We intentionally offered only one class during Advent when Pastor Allison taught "Civic Life and Faith: The ELCA's Stance on the Relationship between Church and Politics."

We offered just one class during the first part of Epiphany. Jim Aageson taught "Christian Extremism: The Heresy and Its Consequences." The class was well attended and informative.

Also during Epiphany, we offered "Explore Your Abilities as a Christian Writer" with Janet Vorvick and "Quantum Faith" with Kyler Vogt. People who went to Janet's class wrote hymns, prayers and psalms. Kyler's class explored faith and physics.

Our Sunday morning classes during Lent were well received. Attendance at "Getting to Know Us: Deepening Relational Culture" and "The Christian Disciplines" fit well for the size of the spaces. The Community Organizing Team was responsible for the relational culture class and Janet Vorvick taught about the disciplines.

In the Easter season, Sister India Jensen Kerr taught a class about Ruth and Esther. India has developed expertise in Hebrew scripture. Concurrently, Paul Navarre and Steve Christiansen taught a class about Lutheranism and Lutheran things. We try to offer a class of this nature every few years.

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 more exciting opportunities for life-long learning.

Benevolence

St. Andrew is guided by the ancient custom of tithing, dedicating 10% of its income from giving to the larger ELCA community and various local organizations that support populations in need. Each year 8.5% of income is earmarked to support the Evangelical Lutheran Church in America/Oregon Synod, with another 1.5% going to the St. Andrew Service Committee. (Please

see the Service Committee report beginning on page 62 for a list of agencies it supports.) But the 10% that is allocated thus doesn't tell the whole story.

Every year the congregation responds with great generosity to other fundraising efforts, supporting Thanksgiving food boxes, the Barnes Elementary Giving Tree, the Lenten Food Drive, and the St. Matthew food bank. In addition, the Sanctuary Team provides funds to support immigrants and the church also disburses funds from its Good Samaritan Fund to help people in need who reach out to St. Andrew for assistance. See the accounting below for total amounts distributed to date in fiscal year 2024-2025.

ELCA / Synod	\$50,758
Service Committee	\$8,195
Good Samaritan Fund (supporting individuals in crisis)	\$4,012
Thanksgiving Food Boxes	\$6,022
Barnes Elementary Christmas Giving Tree	\$2,933
Lenten Food Drive (with proceeds to St. Matthew Food Bank)	\$4,013
St. Matthew Food Bank (support given beyond the Lenten Food Drive)	\$4,890
Sanctuary Team (supporting immigrants)	\$4,109
Total Benevolence Distributed to Date	\$84,932

Community Organizing Team

This was an important year for the MACG Core Team / Connections Team. Pastor Allison brought enthusiastic support and community organizing acumen to our team. We are now affiliated with two community organizing networks.

MACG: Since 2018, St. Andrew has been 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.

Sacred Organizing Coalition: This year we also strengthened our relationship with another community organizing network, called Sacred Organizing Coalition. The mission of Sacred Organizing Coalition is: Building and exercising collective power toward a horizon where life can flourish for all. The ELCA Oregon Synod is an active partner in the Coalition.

Therefore, in 2024 we renamed our MACG Team as the St. Andrew Community Organizing Team. We also birthed a new team from the work of the Community Organizing Team — the Connections Team.



- In September, we organized and sponsored the 2nd Annual 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.
- In 2024-2025 we led work on organizing for climate resilience in partnership with the Earth Care Team and the Sacred Organizing Coalition. In December 2024 we held a community canvassing event in the neighborhood around St. Andrew, where volunteers knocked on dozens of neighbors' doors. Then we held a community conversation on climate resilience which included 10 community members and 10 congregation members. We also followed up on the conversation with one-to-one meetings with community attendees to build relationships.
- We led an Adult Education class in March-April 2025 on Relational Culture. 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.
- On April 7, 2025, members of the Community Organizing Team and Earth Care Team attended the Sacred Organizing Legislative Day of Action in Salem. Hundreds of people from across Oregon gathered to encourage legislators to pass six bills that are dealing with important community issues.
- Throughout the year, we kept in close contact with both organizing networks, ready to work together when needed.

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 Community Organizing Team

***Sonja Ackman, Gretchen Bancroft, Larry Bliesner, Pat Christiansen, Crissie Robinson,
Lynn Santelmann, Pastor Allison***

Connections Team

The Connections Team works to fully integrate new members and deepen connections within the congregation. The goal is to learn each other's stories and to honor each other's histories in the pursuit of developing a relational culture at St. Andrew. The team separated from the community organizing team last fall so that the primary focus of the team would be making deeper connections. The team is exploring how to work together and how to address roadblocks that currently exist to form deeper connections.

The team is planning a new member orientation for the upcoming new member class. Ministry teams are invited to send a representative to the meeting to introduce the ministry and answer new members' questions about the ministries at St. Andrew. There will also be a tour of the campus and an opportunity to share interests and concerns.

Game Nights continue to encourage people of all ages to gather to play and connect with each other in an informal setting. Annual Ministry Fairs give the congregation a chance to explore the various ministries and give the leaders opportunities to recruit new members. Moving forward, the team will coordinate other events to increase personal relations in the congregation. These efforts will be in concert with the methods of deeper relational interactions.

Respectfully submitted,

St. Andrew Connections Team

Sonja Ackman, Gretchen Bancroft, Sandi Beavers, Dana Blakemore, Pat Hilliker, Patty Jones, Bobbie Larson, Connie Losk, Fran Miller, Tracie Semenchalam, Jan Smith

Earth Care

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

In our stewardship of the Earth, we commit to:

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

In June Earth Care Team members Pat Christiansen, Don Nearhood, Michelle Sinn, Elizabeth Hardy, Susanne Wells, and LuAnn Staul served as faculty at Earth Camp. We presented Earth-focused stories,

explored how bees pollinate, learned about transpiration, played with earth worms, and demonstrated our love for the Earth.



In September the Earth Care Team submitted a grant to fund restoration of the property just east of Johnson Creek. This proposed project would take a degraded portion of the Johnson Creek riparian area and convert it to a native forest habitat of healthy, functioning riparian forest land. Non-native invasive vegetation would be removed and replaced with native trees, shrubs, and groundcover. Old impervious black plastic sheeting would be removed. The entire soil area would be amended with a layer of mulch. Unfortunately, we were not granted the funds

for this project; the team is considering reapplying this coming year and planning other ways to complete this important work.

In January, the members of the Earth Care Team collaborated with the Organizing Team to canvass the neighborhood around St. Andrew, learning how our neighbors are prepared in the event of a climate disruption. We then invited members of the community to a meeting at St. Andrew to learn more. An important connection was made with the organization Neighbors Ready, a community organization that assists community members to be prepared to cope when emergency services are overwhelmed and not available.

In support of our Backyard Habitat Platinum certification, team members have worked in the Reformation Earth Garden through the seasons, weeding and caring for our native annuals and perennials.

As we submit our report we are preparing for the celebration of Earth Day with our fourth annual Earth Care Fair on April 27th. An intergenerational event, the fair features members of the team, including Michelle Sinn, who will provide children's activities and lead in making bird feeders. We will welcome back Ricardo from Washington County who presents Recycling and Beyond the Bin, as well as Washington County Treekeepers and Friends of Trees. New community Earth Care partners include Neighbors Ready and Xerces. The Pacific University Indigenous Student Alliance recently taught us about the area's native roots. Earth Care Team members will share information about Plastic Alternatives, Backyard Habitat, and people can view the video and pictures of the many creatures that share our property.

Team members have also played an active role in advocating for the Earth, participating in the Synod Sacred Organizing Coalition Climate Resilience Cohort, meeting our congressional representatives, and promoting change in the state legislature on Advocacy Day, April 7th.

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, Bob Stadel, and LuAnn Staul**

Facility Management Team

Per St. Andrew bylaws, members of the Facility Management Team:

1. Recommend Facility-Use Policy & Procedures to Council;
2. Recommend Facility-Use Fee Structure to Council;
3. Review & Approve Facility-Use Requests;
4. Review & Approve In-Kind Donations;
5. Review & Approve interior design décor & design, including placement of signage, furniture, etc.;
6. Review & Approve changes, additions, or upgrades to the facility and grounds.

The team also

- Provides oversight of designated PIPE (Property Improvement Projects & Emergencies) funds;
- Works with proper authorities to keep unauthorized individuals off St. Andrew property, especially those participating in illegal activity;
- Works with ministries to identify and support storage needs;
- Identifies hazards and potential hazards and takes corrective action;
- Identifies equipment failure and maintenance needs and takes corrective action;
- Identifies property maintenance and repair needs and supports corrective actions;
- Identifies items that are no longer of value and rehomes these or donates them to Habitat ReStore;
- Recommends major PIPE expenditures for approval by Council.

Members of the Facilities Team spent the first half of the year reviewing the Facilities Use Policies & Procedures Manual with Lead Pastor Allison Bengfort. After clarifying what kinds of community programs or events the church would like to facilitate, we experimented with hosting a large-ensemble Christmas concert, only to learn that the amount of time necessary to oversee all the details of the event was too overwhelming for staff to manage alone. We were unable to identify volunteers to assume some of the many responsibilities involved and therefore have had to restrict use of our facilities to simpler events.

In the second half of the year, the team focused on two projects: upgrading the three furnaces that heat the Sanctuary and have begun to fail, and securing bids to retrofit fluorescent lighting in Fellowship Hall to more efficient LEDs. While the second project is on hold until we're able to investigate further options that might allow those lights to be dimmed, we were gratified to receive four bids for higher-

efficiency furnaces for the Sanctuary, as well as two bids to air condition that space. Thanks to generous giving by the congregation, new furnaces and air conditioners will be installed this summer.

Many thanks to Rob Dieffenbach, Carol Harker, Rick LeRoy, Jim McGarvey, and Martin Mills for their service on the Facilities Management Team. With Rob's decision to focus his energies elsewhere, the committee is now down at least one member. If you understand building systems and are interested in serving on this committee, please contact any member of the team for more information.

Finance Team Reports

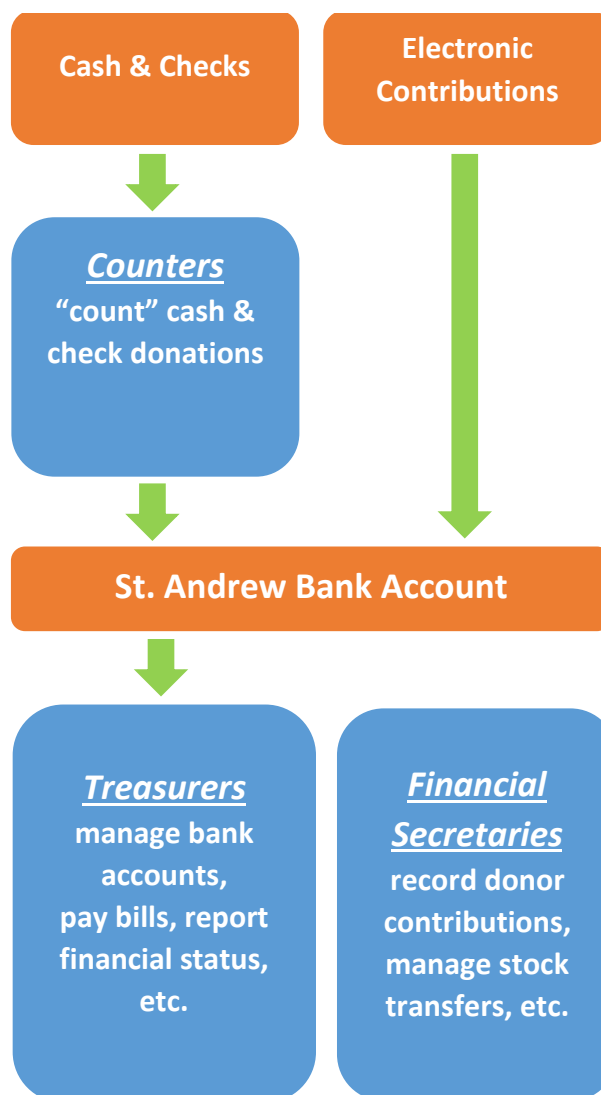
Finance Committee

After multiple stewardship campaigns and many years of diligent payments, St. Andrew celebrated its final mortgage payment in February of 2025! This exciting accomplishment is a time for both celebration and careful consideration for the future. St. Andrew will have the opportunity to identify and support new financial priorities in the years ahead, from facilities enhancements such as heating and cooling improvements to community and youth outreach programs. We are well positioned financially to consider these future opportunities and 2025-2026 will be a year to adjust our budget accordingly.

There are two important topics to focus on in this year's budget. The first is that, after maintaining largely flat expenses in recent years, we are recommending increases in HR and Operational spending in 2025-2026. These reflect inflation-driven costs such as electricity and insurance, as well as annual salary increases and costs associated with providing benefits for additional staff.

The second is that the elimination of the mortgage payments has helped clarify that our non-designated giving should be an area of focus. In recent years, we have analyzed revenue and expenses for both mortgage and non-mortgage activity together. But removing revenue and expenses for the mortgage in

DONATION HANDLING PROCESS



2025-2026 results in a deficit. This deficit has been present for several years, as illustrated below:

Budget Excluding Mortgage	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Income	\$664,600	\$647,900	\$592,255	\$615,050	\$704,827
Expenses	\$678,068	\$678,296	\$676,256	\$697,250	\$785,968
Deficit/Surplus	(\$13,648)	(\$30,396)	(\$84,001)	(\$82,200)_	(\$81,141)

The actual expenses and spending during this time—again excluding the mortgage—show a moderate Operating and HR deficit, which has been offset by designated giving. The 2025-2026 budget was not modified to change this trend. But, when placed in context with all recent giving—including mortgage giving—we anticipate that total giving in the coming year will support this year’s budget, despite the increase in Operating and HR expenses.

Actual Revenue and Expenses	2021-2022	2022-2023	2023-2024	Projected 2024-2025
Income	\$589,708	\$603,013	\$640,310	\$660,475
Expenses	\$608,032	\$598,612	\$660,637	\$667,140
Deficit/Surplus	(\$18,324)	\$4,401	(\$20,327)	(\$6,665)
Mortgage Giving	\$347,205	\$247,111	\$130,436	\$233,545

Respectfully submitted,
Tim Duggan, Co-Treasurer

Financial Secretaries

Team

The St. Andrew Financial Secretaries are Jim McGarvey (coordinator), Sonya Lister, and Ruth Baker. In June 2024 Ruth Baker joined the team, stepping in for Susan Jacobi, who served as a Financial Secretary since 2022. Many thanks to Susan Jacobi for her service as a Financial Secretary!

The addition of a fourth Financial Secretary is planned, with the appointment taking place at the June 2025 Council meeting.

Weekly Contribution Recording and Giving Report

The Financial Secretaries enter contributions weekly into a confidential, secure database called FellowshipOne Go, and create a weekly giving report for church leaders, treasurers, and the bookkeeper, so deposits can be reconciled in the church's accounting software.

Sources of Giving

The contributions recorded by the Financial Secretaries come from the following sources:

- Plate Giving, which includes gifts placed in the offering plate, contributions received by mail, memorial contributions, life insurance proceeds, etc. They are counted and deposited by the counters every Monday; then the details are passed on to the financial secretaries to be recorded in the database.

- Online Giving, where one-time or recurring contributions from credit/debit cards, checking, or other methods can be set up through the church website or through the "Church by MinistryOne" app.
- Vanco / Simply Giving, where recurring giving from a donor's checking account can be set up, by filling out and signing a paper form available from the office, and placing it in the Financial Secretary mailbox in the church office.
- Stock Transfers, which can be set up via a form available on the church website, through the church office, or by contacting the financial secretaries for assistance.

Additional Responsibilities

In addition to their primary responsibility of recording contributions and preparing the Weekly Giving Report, financial secretaries may assist with the following:

- Assisting donors with Stock Transfer donations.
- Assisting donors if needed with updating their online giving at <https://standrewlutheran.com/give/>.
- Assisting donors if needed with accessing their giving record online at <https://standrewlutheran.fellowshiponego.com>.
- Updating Vanco / Simply Giving recurring gifts as requested by donors.
- Sending annual giving statements to members via email by default, and via mail if requested.
- Correcting/researching donor giving records if a donor finds an error in their giving record.
- Answering donor questions about their contributions.
- Providing summary data and reports to the Treasurers and church leaders when requested.
- Adding new Funds in FellowshipOne Go and FellowshipOne Giving as requested by church leaders.
- Entering pledge/campaign details into the FellowshipOne Go database.
- Documenting instructions, common tasks, and processes to assist future volunteers.
- Attending monthly Finance Team meetings.

If you have any questions, or need any assistance with giving or your giving record, please speak to one of the financial secretaries, or email financial_secretary@standrewlutheran.com.

Respectfully submitted,
Jim McGarvey, Coordinator

Counters

We have 11 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 (FRC)

Communication to Congregation

1. Now that the mortgage is paid, the two most important numbers are: 1) What are we receiving on average each week? and 2) What do we need each week to fund the programs we approved at the last annual meeting? It looks like this:

<i>Sunday by the Numbers</i>	
Monthly Highlights (March 2025)	
Average weekly giving to M&M Fund, also called Operating or General Fund (including building use fees)	\$13,010
Average weekly income needed to meet budget commitment	\$15,239

All the hundreds of other numbers generated and presented are vital to understanding the details of various programmatic priorities. But the two numbers above tell the story!

Credit Card Responsibilities

1. The church credit card balance should not be auto-paid. Receipts for any purchase on the church credit card should be required within 30 days. No receipt, no reimbursement. Should there be any exceptions? NO, this policy should be applied every month, no exceptions. The privilege of using a credit card for any organization implies a "trust but verify" protocol. Another alternative is for only the parish executive to have a credit card and other staff use a personal card and submit receipts on a timely basis for reimbursement. Volunteers should have a 60-day limit for turning in receipts from their own credit cards. Submissions that are 10 months late should not be reimbursed as it complicates bookkeeping and distorts the monthly data shown to Council.

Proper Documentation of expenses

1. Paper copies of key documents should be retained as backup to the transition to Google Drive protocols. We suggest the HR Committee offer recommendations to the Council on personnel related documents and the Finance Committee develop recommendations to the Council for financial records and documents.

Proper use of Congregation-approved budget categories

1. Continuing education budgets are not absolute but should be respected. The synod offers a recommendation for each pastor to cover a nominal portion (\$300) of their annual expense. The FRC recommends the Council review that directive. The Council should review budget overage.

Designated Funds are NOT intended to cover budget overages in a deceptive manner

1. The FRC reviewed examples in the church records where budget overages in youth accounts (food expenses and Earth Camp) are being covered by designated accounts that lack normal

budget controls. Turning in an expense receipt and noting “designated fund” violates the integrity of the budget approved by the Congregation. There is a simple and immediately implementable solution to this problem.

2. Funds in the 70430 Youth Designated Account should be immediately transferred to an always needy account, 70450, Youth Trips. There is always a scramble to fund the national convention trip, and this current 70430 balance of \$1380.68 at the date of the review (5/16) begins to address that.
3. The FRC recommends that youth expenses be charged to congregation-approved accounts.

Stewardship / Pledging Issues

1. The giving patterns at SAL will change with the burning of the mortgage. Cheers to the efforts that are underway to focus on the Mission and Ministry portion of Stewardship. The FRC recommends more focus be given to a forward-looking view for forecasted revenue than relying on historical patterns that were impacted by the mortgage campaign. The FRC further recommends that the Finance Committee consider analyzing giving units by age and aggregate giving, by age group, segmented into decades of age (20's, 30's, 40's, 50's, 60's, 70's, 80's, and 90's). As the congregation continues to age, more giving responsibility will shift to younger decades if the current programmatic budget is desired to be maintained. It is my understanding that this last portion may already be available.
2. A formal report from the Stewardship Committee indicating the 90% of goal achieved should be submitted to the congregation by June 30, 2025.

Housekeeping Issues

1. The balance sheet should reflect amounts for Land and Buildings, with a credit side of the ledger entry to “Membership Equity” or other appropriately named account.
2. The work initiated by Tracy to reconcile the reported Designated Fund balances to the bank balances should be completed by Tracy.
3. The final steps to remove the Foundation checking balance should be completed.
4. The final steps to remove any Boy Scout balances should be completed.
5. Any financial position paid for by SAL should include in the job description that adequate supervision by the church staff is a job requirement. Attempts to avoid such supervision are grounds for immediate dismissal for cause.

Respectfully submitted,
Jeff Smith

Health & Caring Ministries Reports

Please see Sister India Jensen Kerr's report, pages 21-23.

Human Resources

The Human Resources Committee assists the Congregational Council with the following tasks:

- Developing and implementation of personnel policies.
- Assisting in the development and review of all job descriptions.
- Assisting in the hiring of new staff members.
- Assisting in the evaluation process of all staff members.
- Annually reviewing all staff salaries and recommending changes to the Finance Committee and the Congregational Council for approval.
- Conducting exit interviews of all staff members who vacate their positions.

In the 2024-25 fiscal year, the St. Andrew HR Committee completed the following tasks:

- Assisted supervisors in ongoing employee evaluations and annual employee evaluations.
- Began training on “Stepping up to Supervision” principles, led by Pastor Allison.
- Updated job descriptions and updated position titles.
- Implemented the new Hybrid Remote Work policy.
- Assisted in updating job descriptions and hiring procedures for the following positions: Minister of Music, Bookkeeper, Nursery Attendant, and Earth Camp Assistant Director.
- Conducted exit interviews.
- Assisted in updating job description for the Director of Next Generational Ministry.
- Made salary recommendations for employees for the 2025-26 fiscal year and forwarded those recommendations to the Finance Team and Congregational Council.

2024-25 members of the HR Committee: ***Carol Harker (Parish Executive), Beth Johnson, Warren McAlpine, Mary Smith (chair), Mary Ann Snider, Cindy Stadel (Council VP), and Pastor Allison Bengfort.*** (Members rotate after a 3-year term of service. If you are interested in serving on this committee, please contact Pastor Allison.)

IT (Information Technology) Committee

IT Committee volunteers provide the congregation with the following:

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

- Researching new technology



Our Tech Team includes the folks that run the video cameras and the sound board for livestreaming and Zooming services and other events. The Tech Team currently consists of Rick LeRoy, Jim McGarvey, Janet Vorvick, Paul Navarre, and our extremely talented contract worker, Chase Isaacson.

A special thanks to John Reiser and everyone else who has been so supportive of our work.

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

Submitted by **Paul Navarre**,
Information Technology Committee Chair
IT Committee members:

Rick LeRoy, Jim McGarvey, and Paul Navarre

Libraries

Adult Library

Well, I know I put at least 180 books in the Adult Library last year, but I also know I would not have been able to do so without the help of all of you who gave me books to add to the library or sell. This is invaluable, as it brings in books I might never buy or read, and it tells me, to some degree, what you are reading. I always want to know what you are reading and what you would like to read.

Libraries are odd things. They are really exciting places if you come in and find something of interest; otherwise, they're just quiet. But if you really want to escape or have some downtime, I'm fairly certain there will be something in our library for you. Unless you want sci-fi. If you're interested in that, please come and tell me and give me the names of the authors you like. You are also welcome to write notes.



In 2026, it will be five years since we had a used book sale. I have not yet scheduled another one and am curious as to how many of you are interested in having one. If you just want to get rid of your old books, you can bring them in at any time and I will sell what I can to benefit the library and put the rest in little free libraries to benefit the community. Either way is a win-win. I will post a sheet on one of the cupboard doors where you can indicate whether you want a used book sale or not. Saying you want a book sale does rather mean that you will attend it.

In any case, I hope you keep reading.

Pam Farr

Adult Librarian

Children's Library

St. Andrew Children's Library holds a collection of almost 5,738 titles. Downstairs in the beautiful library you can find fiction, nonfiction, picture books, early readers, and story kits which contain puppets and other props. New additions to our collection support our Roots program, Earth Camp, and the Head Start preschool. We also try to purchase each year's Caldecott and Newbery award books. Our online catalog is searchable from any computer or phone using <https://www.librarycat.org/lib/standlib>.

Barb Gutzler

Children's Librarian

Lutheran World Relief



Lutheran World Relief (LWR) provides aid through donating quilts and kits to people in need in 21 countries worldwide. Founded in 1945, the organization initially aimed to support post-World War II Europe.

Twice a year, in May and October, St. Andrew organizes LWR Ingatherings to collect quilts and kits from churches in Oregon, Washington, Idaho, and Northern California. These donations are then shipped to Lutheran World Relief in Baltimore before reaching those in need.

Our core team at St. Andrew includes **Bill & Sandi Beavers, Mike & Linda McDowall, Dan & Sharon Fako, Randy & Michelle Sinn, and Rochelle McIntire**. The team handles the Ingathering, including communication with churches, ordering the cargo container that will be transported by rail to

Baltimore, collecting donations, assembling kits, and organizing volunteers for each two-day Ingathering event.

See below for statistics from Ingatherings in October 2024 and May 2025:

October 2024

St. Andrew Donations

Quilts	43
School Kits	221

53 churches contributed a total of:

Quilts	2,520
Blankets	36
School Kits	2,009
Personal Care Kits	272
Fabric Kits	93
Baby Care Kits	284

May 2025

St. Andrew Donations

Quilts	48
Personal Care Kits	194
Baby Kits	31

77 churches contributed a total of:

Quilts	2,764
School Kits	94
Personal Care Kits	1,175
Fabric Kits	39
Baby Care Kits	361

Generous gifts from St. Andrew in volunteer time and quilts/care kits make up a significant contribution to each Ingathering and make an impact on the support provided by LWR around the world.



Nifty Notters

So the Notters are very grateful this year for all the many donations of fabric and sheets we have received. Many, many thanks to Peggy Thompson! The donations make our work so much more fun and encourage us greatly. Somehow we also snagged two more members, Erin Castner and Cathy Fallon, so now we are ten! Actually, we are really 11, as we have a very devoted sewer whom we never see on our Saturday work days. She is Sharon Roos, who makes wonderful Lutheran World Relief (LWR) quilts for us with the most gorgeous fabric! Look for them in the pews on Quilt Sundays.



Trained in design, Cathy has already shown us a couple of new ideas for LWR quilts and she has been bringing in some lovely ones. Erin has turned her mind to the issue of what to do with numerous sewing machines that don't perform as they should. The last machine we were gifted is a lovely thing that came with far too many tension issues that really weren't her fault. The only thing to do was to take her in. But here Erin comes in with a new idea. Let's not trade her in for another machine; let's trade her in for service work on some of the others we already have. I'm not sure how hard the negotiations were, but Erin won out, and two of our other machines are in the shop to be cleaned and shined into a much more workable state. Yay, Erin!

Quite recently, we got another new volunteer, Sue Smith, who is very sharp and interesting to talk to. She has read up on many things and has opinions, gently put, that make lunch break a learning time for me. She is also a very good worker, keeps her nose to job, and is willing to do whatever is asked. I anticipate great things from Sue!

We turned in 43 quilts for the Fall 2024 LWR Ingathering and this spring our goal is 50. We have made 81 baby quilts in the last year, as well as 24 odd-size quilts that are somewhere between baby size and LWR size.

We are nice people! Come and join us in Fellowship Hall, where we normally meet on the first and third Saturdays of the month.

Submitted by ***Pam Farr***

Outside Property

In addition to once again playing a primary role in putting up and taking down the Christmas tree and holiday greens, a total of 20 different volunteers from the Outdoor Property Team gathered to participate on 28 work-day projects between April 4, 2024 and March 18, 2025. During the dry season months to come, work projects will focus on weeding, pruning shrubs and small trees, power-washing sidewalks, cleaning up the Sanctuary of the Firs, servicing our property's water drainage system, and cleaning the parking lot.

Last summer, seven Outside Property volunteers took on a project to add permanent benches in the Sanctuary of the Firs to accommodate increased attendance at outdoor services. This spring and summer, the team will continue cleanup in the area, maintaining the altar and painting the benches.

In the spring, the team typically focuses on weed control and sprucing up the appearance of church property following winter rains. Pressure washing the curbs and sidewalks is an ongoing project. The team also plans to repaint the red “Fire Lane” and “No Parking” signs on parking lot curbs this year.



The team recently reached out to Community Garden manager Jerry Yang to clarify responsibilities for garden bed preparation and maintenance of both the beds and pathways and to recruit additional volunteers to join the Outside Property Team. To reduce the amount of labor necessary to oversee on-site composting, we are transitioning from collecting compost material at the east end of the garden parking lot to depositing weeds and garden waste into yard debris bins for commercial composting.

Members of the team are also having to rely on professional help to deal with some tasks they’ve traditionally undertaken on their own. Aging volunteers are no longer able to scale ladders to heights above six feet or to handle wheelbarrows full of mulch on steep paths. The church has hired a handyman painting company to repair woodpecker damage on the exterior wall of the Sanctuary and will likely see increased maintenance costs for such repairs in the future.

From spring 2024 through March 18, 2025, Outdoor Property Team volunteers contributed more than 680 hours of free labor to St. Andrew.

Bill Beavers

Outside Property Coordinator

Prayer Shawl Ministry

The Prayer Shawl Ministry began at St. Andrew in April 2006. The ministry is ongoing but is in need of people to help make the shawls and keep the ministry a valued part of St. Andrew. The shawls are either knitted or crocheted using a specific yarn and pattern.

Over the years the shawls have brought comfort to people who are grieving, ill, or just finding life a little hard to bear. The congregation is encouraged to take a shawl for someone they know who could use a soft hug from God.

For more information about the ministry or to volunteer to make a shawl or two, please contact Linda Fransen. Prayer Shawl brochures are also available on the information table near the kitchen.

Reconciling in Christ (RIC) / Racial Justice

Over the past year, the RIC/Racial Justice team has continued to promote inclusion, acceptance, and support of our LGBTQIA+ community and our (Black, Brown, Indigenous, Person of Color) BIPOC siblings.

We conspicuously fly the Progress Pride Flag in the sanctuary displaying the traditional rainbow flag with the addition of the transgender colors, the gender non-binary colors and the BIPOC stripes as well, highlighting our call to recognizing and supporting all who enter our space.



We updated the window stats on our entry doors to the new ReconcilingWorks stickers that include these colors of the Progress Pride Flag as well.

In keeping with our alliance with the National ReconcilingWorks office, we are working with them to update our Welcome Statement to be more inclusive and supporting to more fully acknowledge our commitment. This additional focus calls us to name our commitment to all sexual orientations, gender identities, and gender expressions (LGBTQIA+) and to more specifically name not only our support of our BIPOC siblings, but to express our call to racial equity and our commitment to anti-racism actions.

We take this additional step seriously and name our intention to live out this work in continuing to live into being a Reconciling in Christ congregation. At the annual meeting this year, we will vote on an updated Welcome Statement which names these commitments explicitly. We encourage your Yes vote on this action. The new statement will read as follows:

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

Additionally, St Andrew continues to participate in the annual Beaverton PRIDE Parade and celebration in June. Representatives attend and support the monthly QueerGrace talks at Spirit of Grace. We also support the Oregon Synod ministry of QueerEnough that creates an accessible space where queer folks in the Portland metro area can come to connect, grow, and make meaning together, exploring spirituality and queerness.

For any questions on this ministry, please contact the RIC/RJ chair, **Jan Smith**.

Safety Plan Task Force

The need for a Safety Plan Task Force was prompted by an event in May 2024 at Spirit of Grace Church when a visitor caused a disturbance and then refused to leave. Several days later that same individual was arrested in downtown Portland and charged with 69 counts, including criminal mischief and unlawful use of a weapon. When the incident occurred, Spirit of Grace did not have a safety plan and, when 911 was called and police arrived, congregation members stood around talking, making the job of the police more difficult.

The St. Andrew Council formed a Safety Plan Task Force last July to determine how we at St. Andrew might prepare to respond to an emergency. The task force was charged with developing policy for the Disaster Preparedness Manual and training and education for the congregation. What became clear, as a first step, was the need for an evacuation plan: one that all of us understand and have practiced; one that can be used for any event where there is a need to move people out of the facility due to fire, bomb threat, active shooter, earthquake, severe weather, and more.



In January, the Council accepted the task force recommendations, including a policy on safety and formation of an ongoing Safety Team comprised of 8-12 individuals prepared to act quickly and decisively during emergencies (e.g., medical situations, fire alarms, disturbances, etc.). Members of the Safety Team will commit to attending quarterly trainings and practice sessions to stay updated on emergency first aid procedures, de-escalation techniques, and best practices for maintaining a safe environment.

The task force conducted an evacuation drill on Sunday, May 4. Because it was a first, we expected it to be messy. However, we succeeded in clearing the Sanctuary, and we obtained critical feedback on what worked and what did not. This initial evacuation drill was the final activity of the task force, laying the groundwork for the new Safety Team. The goal is to have that team in place by July 1.

Cindy Stadel with Libby Calhoun, Rick LeRoy, Lisa Staul, Chuck Weswig

Sanctuary Team

Hebrew scriptures reminded the Israelites not to mistreat immigrants. In Leviticus we read, “Do not mistreat the foreigners who reside in your land. The foreigner who lives among you must be treated like one of your own. Love them as you love yourself, for you too were a foreigner in the land of Egypt. I am YHWH” (Lev. 19:33-34, The Inclusive Bible). 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. These have continued to be our focus as we’ve embraced immigrants and refugees in our community this past year.

Advocacy

On April 7, team members joined other St. Andrew folks to attend Advocacy Day in Salem, sponsored by the Sacred Organizing Coalition. A hearing on Senate Bill 5526, advocating extended case management for immigrants and refugees, highlighted the increased success that refugees experience in our communities when case management extends over a 2-5 year period. As a team and congregation, we’ve deepened our relationship with Nasir and Amina Malik Zada and their four children (Deianat, Maryam, Behtar, and Mohammad Ali), who arrived from Afghanistan in 2022. Nasir had worked at the US Air Base in Bagram together with his brother and another relative. Their two families, 14 people, were sponsored by Lutheran Community Services Northwest (LCSNW), and arrived in Beaverton in 2024. Along with the larger Afghan community, we’ve assisted Nasir and Amina with problem-solving, welcome, and helping them make a home here.

Accompaniment

Generous support from the congregation allowed us, in June, to purchase a 2010 Mazda SUV that seats the entire family; we also funded driver education for Amina last year. This year, the Afghan community assisted Nasir’s brother in purchasing a car and accessing the same driver education program.

- Deianat and Maryam Malik Zada participated in Earth Camp 2024. Sanctuary team members volunteered as camp guides, offsetting tuition costs.

- We've continued to assist the family with on-going medical and dental appointments, helping with scheduling, benefit coordination, transportation, and childcare.
- We've supported the Malik Zada girls at William Walker Elementary: participating in parent conferences, helping them access services, attending award assemblies. (Deianat recently received an "Integrity Award" for her role in welcoming a new student from Thailand!) With Amina, the girls participated in the St. Andrew Ministry Fair and helped the Service Committee assemble school kits destined for kids around the globe.
- Nasir and several Afghani here in Beaverton all worked in security at Bagram Air Base; all have now been certified by the state of Oregon as Private Security Providers. The team met with the LCSNW Employment Team and connected them to the Malik Zada family with the hopes of opening new job opportunities.



Education

On October 27, Sankar Raman, founder of The Immigrant Story; Elizabeth Mehren author of the book, *I Lived to Tell the World*; and Emmanuel Turaturanye, survivor of the 1994 Rwandan genocide, continued our team's discussion on immigration and sanctuary during the adult education hour. We then hosted Naw Bi, a young woman from Myanmar, who practiced speaking with a small group of 15 people at St. Andrew before presenting at a larger venue. 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.

Shelter

Angela Bouma, real estate agent and Refugee Care Collective volunteer, hosted a potluck at her home in February to discuss future housing opportunities with the Malik Zadas and members of the Sanctuary team. Nasir and Amina currently rent a 2-bedroom apartment; they're under a lease agreement until February 2026, and are looking for 3 bedrooms and in-unit laundry in the William Walker catchment area.

Safety

- On July 14, St. Andrew was one of four locations on the west coast designated by the Rwandan embassy as a place where Rwandan citizens could vote in their country's national election. The church continues to host a Rwandan genocide survivors' group.

- Discussion in November focused on risks facing families whose members have diverse immigration statuses. The team covered the costs of a DACA filing, work permit, and attorney fees for one immigrant facing a deadline and more than \$1,000 in fees.
- Staff and team members attended a Know Your Rights workshop sponsored by the synod in February. Carol ordered Red Cards in Farsi, Spanish, and Chinese that detail Constitutional rights (e.g., remain silent, no illegal search and seizure, sign documents with a lawyer present). Kept in the church office, they are available free of charge while the supply lasts.
- Carol also drafted a memo providing guidance should there be unannounced visits to St. Andrew from federal immigration officials. The team plans to engage the congregation in discussion around these protocols soon.

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

Respectfully submitted on behalf of the Sanctuary Committee:

***Bonnie Bliesner, Steve Claborne, Carol Harker, Tom Jelineo,
Amy McQueen, Lloyd Meyer, Bob & Cindy Stadel***

Service Committee








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


Local Benevolence – One and a half percent of the St. Andrew Ministry and Mission funds are distributed by the Service Committee to support local non-profits that impact hunger, houseless-ness, domestic violence, and children and families in poverty. We have donated \$450 to each of several 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.

January		
	Community Warehouse Collection https://www.communitywarehouse.org/	Connecting neighbors in need with essential furniture and household goods. Members donated new or gently used bed and bath linens, small appliances, and kitchen wares.
March & April		
	Lenten Food Drive https://www.smlcfamily.org/The-St-Matthew-Lutheran-Pantry-A-Community-Food-Ministry-	Help alleviate hunger by donating canned, packaged food, or cash to support the St. Matthew Food Pantry.
April		
	Bread for the World Letter-Writing Campaign https://www.bread.org/	Help reform U.S. food aid by writing letters to your Congressional representative and Senators.
August		
	Outside In https://outsidein.org/	Donate needed clothing or supplies to support houseless youth. Members donated 674 pairs of socks.
September		
	Western Farm Workers	Collect winter survival clothing to 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). Donations were up 50% from last year with several boxes of donated clothing and food donated by St. Andrew members.
	Beaverton Clothes for Kids	Though the school year member volunteers assist with the process of providing free clothing for students (grades K-12) from families with limited income. Member volunteers provide services for 2 hours one day per month.
November		
	Thanksgiving Food Boxes https://caowash.org/about_us/	Collect financial donations for grocery gift cards for needy families of Washington County and funds for St. Matthew Food Pantry. Financial donations were given for the purchase of 75 \$60 grocery gift cards and additional funds raised were used to help fund the Barnes School Giving Tree and the St. Matthew Food Pantry

	December	
	Barnes Elementary School Giving Tree	<p>Give a family at Barnes Elementary a merrier Christmas by providing gifts for children or grocery cards for the family.</p> <p>Over 65 store gift cards, six boxes of diapers, dozens of books, and 20 WinCo \$75 gift cards were donated for 20 Barnes School families.</p>

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 of our special projects.

Service Committee Members: ***Gretchen Bancroft, Bonnie Bliesner, Jeannine Douglas, Linda McDowall, Noelle Mehlhorn, Fran Miller, Susan Werner Reiser, LuAnn Staul, Karen Zocchi***

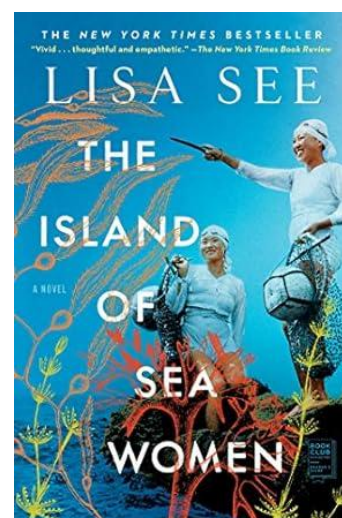
Spirituality Book Group

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

The monthly meetings are on Sunday afternoons at 2:30 pm at the church. Exact meeting dates and locations are set a few months ahead and publicized in the weekly newsletter. Meetings are open to all who are interested.

Books read during the past year include:

- *The Island of the Sea Women* by Lisa See
- *Following Ezra* by Tom Fields-Meyer
- *The Marriage Portrait* by Maggie O'Farrell
- *Solito* by Javier Zamora
- *The Measure* by Nikki Erlick
- *The Women* by Kristin Hannah
- *White Too Long* by Robert Jones
- *The Lost Apothecary* by Sarah Penner
- *The Ride of Her Life: The True Story of a Woman, Her Horse, and Their Last-Chance Journey Across America* by Elizabeth Letts
- *Slaying Giants, Walking on Water, and Loving the Bible Again* by Rachel Held Evans
- *The Butterfly Tree* by Woody Woodburn



Stewardship Committee

This year's Stewardship Committee would like to begin its report by recognizing the amazing work of previous Stewardship Committees in raising funds for the mortgage. Because of these efforts and the congregation's incredible generosity, the church was able to pay off our mortgage in February of 2025! THANK YOU, THANK YOU to everyone, and thanks be to God!

This year's Stewardship Committee was constituted in November 2024 with the goal of supporting the financial health and vision of St. Andrew. With the mortgage on its way to being paid off (and now fully paid off!) we were able to focus on the Ministry and Mission (M&M) Fund, which financially supports all the ministries of our congregation.

This year's committee—comprised of Pastor Allison, Kim Taylor Blakemore, Dwight Jerde, and Robert Casteel—met regularly to pray, plan, and implement a Stewardship Season rooted in gratitude and hope. Together, we worked to ensure that our financial commitments would reflect the spiritual and communal commitments that define St. Andrew.

Our Stewardship Season highlighted three primary areas that increased donations would support:

1. Supporting a New, Full-Time Minister of Music
2. Sustaining Vital Ministry (including covering cost-of-living raises for staff and increased facility and material expenses)
3. Saving for the 2027 ELCA Youth Gathering

The congregation responded with overwhelming generosity. Our goal was to receive 80 intent cards, and instead, we received 112. Thank you for this strong show of support! Though we cannot know exactly what giving levels will be in 2025, intent cards indicate that we can count on donations to increase!

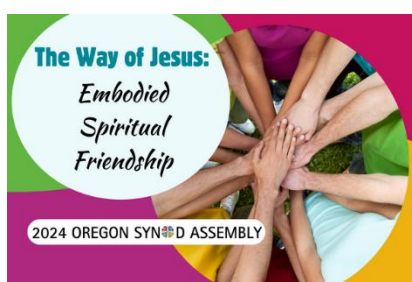
We are deeply grateful and thank every member of St. Andrew who prayerfully considered and responded to the call to give. Because of you—your faith, your gifts, your trust in what we are building together—St. Andrew stands ready to serve with energy, compassion, and joy. Our ministries are strong. Our vision is alive!

Kim Taylor-Blakemore

Synod Assembly 2024

In 2024, the Assembly was held via Zoom from 9:00 am to 4:00 pm, although we finished up around 2:30. Assembly meetings occur on a rotating schedule: two years of meeting via Zoom followed by an in-person meeting in the third year. This saves money and improves access for those living in remote parts of the state. The 2025 assembly will be in-person from May 30 – June 1 in Portland at the Holiday Inn Columbia Riverfront.

Representing St. Andrew were: Interim Pastor Laurie Newman, Sister India Jensen Kerr, President Liz Hardy, Vice President Cindy Stadel, Synod council member Jan Smith, and Bob Stadel. The theme this year was The Way of Jesus: Embodied Spiritual Friendship.



The keynote speaker was Rabbi Benjamin Barnett from Havurah Shalom in Portland. This is how Bishop Laurie introduced Rabbi Benjamin: “He works to build relationships consistently and courageously across religious and cultural lines in the name of creating a less violent world.” “Today’s theme is friendship and exploring what embodied friendship, deep friendship, and transformational friendship looks and feels like. We share a lot of scriptural teaching about this with our Jewish friends.” Bishop

Laurie and Rabbi Benjamin discussed the meaning of embodied, deep, transformational friendship. Rabbi Benjamin concluded the discussion with this phrase from the Rabbinic tradition found in the Jewish Talmud: “Make for yourself a heart of many rooms.” In other words, you can hold two incompatible things in your heart at the same time, knowing that both ideas may be true.

There were 2 resolutions. The first resolution was that “Christ the King Lutheran Church in Milton-Freewater be released from the Oregon Synod upon the acceptance of membership in the Northwest Intermountain Synod, ELCA, as will be proposed at their 2025 assembly.” The main reason they want to leave the Oregon Synod is that they are physically located much closer to the Intermountain Synod. This resolution passed.

The second resolution: “Parental leave shall be available in Oregon Synod congregations, consistent with Paid Leave Oregon provisions, to either caregiver and/or both caregivers of a child. Parental leave shall be available whether care for the child begins at birth, adoption, or by undertaking foster care. Oregon Synod Care and Compensation Guidelines recommend that congregations make up the difference between Paid Leave Oregon distributions and the rostered leader’s full pay. The Oregon Synod shall support rostered leaders in renegotiating the parental leave allowance in their current letters of call.” This resolution passed.

In addition to the resolutions, we voted on new Synod council members as well as members who will represent Oregon at the larger churchwide ELCA assembly. We will be notified of the names of those elected at a later time.

Liz Hardy
Council President

Burning the Mortgage Party Highlights



A Milestone Celebration, June 1, 2025



