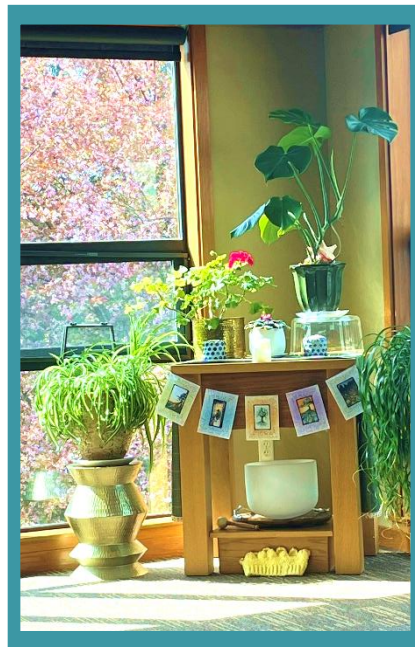


# Annual Report

2025-2026



St. Andrew  
LUTHERAN CHURCH



# St. Andrew LUTHERAN CHURCH

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

503.646.0629

[office@standrewlutheran.com](mailto:office@standrewlutheran.com)

[www.standrewlutheran.com](http://www.standrewlutheran.com)

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



**Evangelical Lutheran  
Church in America**

God's work. Our hands.

St. Andrew is a congregation of the ELCA.  
[www.elca.org](http://www.elca.org)



**OREGON SYNOD**  
GOD'S WORK. OUR HANDS.

Our regional organization is the Oregon Synod.  
[www.oregonsynod.org](http://www.oregonsynod.org)



**Reconciling in Christ  
Congregation**

St. Andrew is a Reconciling in Christ congregation.  
[www.reconcilingworks.org](http://www.reconcilingworks.org)

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# Church Leadership

## Staff:

<b>Pr. Allison Bengfort</b>	Lead Pastor
<b>Pr. Colleen Nelson</b>	Associate Bridge Pastor of Caring Ministries
<b>Kyler Vogt</b>	Director of Next Generational Ministry
<b>John Gladen</b>	Minister of Music
<b>Karl Gustafson</b>	Organist
<b>Martin Mills</b>	Administrative Assistant Evening Facility Caretaker
<b>Carol Hogan</b>	Housekeeper
<b>Amber Sterlinski</b>	Temporary Office Administrator
<b>Tracy Powell</b>	Bookkeeper
<b>Glorian Lezama</b>	Nursery Attendant
<b>Chase Isaacson</b>	AV Tech

## Church Council:

<b>Chuck Weswig</b>	President
<b>Allison Katsufrakis</b>	Vice President
<b>Noelle Mehlhorn</b>	Secretary
<b>Joel Johnson</b>	Co-Treasurer
<b>Casey Tkacz</b>	Member At-Large
<b>Janet Vorvick</b>	Member At-Large
<b>Carl Malmstrom</b>	Member At-Large
<b>Tira Nessel</b>	Member At-Large
<b>Lisa Staul</b>	Member At-Large
<b>Scott Anderson</b>	Member At-Large
<b>Tracie Semenchalam</b>	Member At-Large
<b>Tim Duggan</b>	Member At-Large
<b>Cindy Stadel</b>	Member At-Large
<b>Evan McGarvey</b>	Youth Representative

## Message from the ECLA Presiding Bishop

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

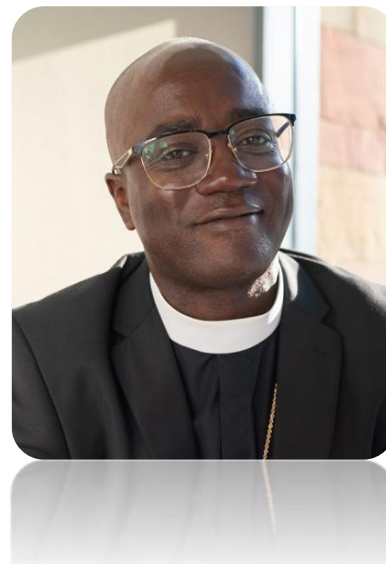
Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



The Rev. Yehiel Curry  
*Presiding Bishop*  
Evangelical Lutheran Church in America



# Message from the Bishop of the Oregon Synod

January 2nd, 2026

Dear Beloved of Christ in the Oregon Synod,

Blessings as you gather in the name of the Jesus! My prayers are with you as you seek to continue to do justice, love kindness and walk humbly with your God. As you prepare for all the decisions ahead in your 2026 congregational meeting, God bless you and keep you. In these times of major change and disruption across our nation and our world, I am grateful for our oneness in Christ's liberating love. With courage and compassion, may we be for one another and for others the Body of Christ — living reminders that we are never alone, but always awash in God's peace, justice and grace.

Please save the date and prepare for our upcoming Synod Assembly which will be May 30, 2026. In the spirit of the Prophet Isaiah, we will be trying a new thing this year. This year's approach will mean fewer hours in online Zoom business meetings, which many of you have asked for. So, please keep your hearts and minds open and stay tuned for more information soon!

Our focus in the Office of the Bishop this year is on helping cultivate congregational health and vitality, supporting the unfolding church of the future, creating alignment for our spiritual mission across all of our work and ministry, and building up leaders in Christ who are connected, creative, collaborative, courageous and compassionate. As in years past, there are a couple of things to consider as you prepare for Synod Assembly 2026:

**1. Voting members.** Please elect voting members who are comfortable with technology, including email, Zoom, Word and Google, and who will actively engage their hearts, minds and souls in all pre-session conversations.

**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 mission support and deepening relationships in the name of Jesus, our synod is becoming a shimmering web of relationship, capable of befriending one another, our planet, our scripture 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!

Yours in hope,



Bishop Laurie Larson Caesar, *Oregon Synod, ELCA*



Oregon Synod

# **St. Andrew Mission, Vision, and Core Values**

## **Mission Statement**

In a Spirit of renewal, the people of St. Andrew proclaim the Good News of Jesus Christ to all creation. We encourage all generations to grow strong social and spiritual connections. We value diversity and inclusion, praise the Spirit in vibrant worship, care for the earth and all creation, and act for social justice.

## **Vision Statement**

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

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

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

## **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 ourselves.

## **2025-2026 Council Goals**

### **Staffing Discernment**

Goal: Discern what staffing structure best fits the current priorities, financial capacity, and future needs of St. Andrew.

End-of-Year Progress Report: Goal in progress. The Council and various other leadership teams have been working towards this goal in partnership with Transition Facilitator Pastor Julia Nielsen. We have revamped the Church Administrator position (formerly Parish Executive), and we are in the hiring process for this position. In the coming year, we may adjust other positions and may begin developing new positions. We do not expect to add any new positions during the next fiscal year.

### **Younger Generations**

Goal: In the service of our multigenerational mission, develop and begin to implement an adaptive strategy to become more welcoming and supportive of younger generations.

End-of-Year Progress Report: Goal in progress. Through an intentional, congregation-wide listening season and follow-up conversations, we have identified various needs and desires of the different age groups that are part of St. Andrew. While each generation has unique needs, there is a shared desire for authentic community within and across generations, a need for a sense of purpose, and a longing to live out the Christian faith in a way that makes a positive difference in the world. With these learnings in mind, we are beginning to implement programs and practices to help us better connect, better support specific generational needs, and better embody our faith.

### **Finances**

Goal: Improve the Council's understanding of St. Andrew finances and continue to improve financial reporting to the congregation.

End-of-Year Progress Report: Goal complete! We have revamped the monthly Council Finance Report, and we have spent significant time orienting Council members to the congregation's financial picture. We have also developed a new monthly congregation report for the Weekly News, and we held a mid-year financial update for the congregation.

### **Constitution**

Goal: Update our Constitution and Bylaws in accordance with best practices and the ELCA's new Model Constitution.

End-of-Year Progress Report: Goal in progress. A team has been formed and is actively working on updates.

### **Minister of Music**

Goal: Oversee the search and hiring of a new Minister of Music.

End-of-Year Progress Report: Goal complete! We successfully hired John Gladen as Minister of Music, and he began his ministry on September 2, 2025. To complete our music ministry team, we hired Karl Gustafson as our Organist/Collaborative Pianist, and he began on February 2, 2026. We are very pleased with both of their work so far!

**Potential 2026-2027 Focus Areas**

In July, our new Council will meet for retreat to plan and develop our goals for 2026-2027. Next year’s goals are likely to include goals from above that are still in progress. Please feel free to share your ideas for goals with Pastor Allison and/or other members of the Council.

**Statistical Report**

All statistics are for the calendar year, not the St. Andrew fiscal year.

<b>Membership Statistics</b>		2020	2021	2022	2023	2024	2025
Baptized Membership at the beginning of the year		498	487	477	483	479	491
Baptized members RECEIVED	By Baptism: Children 15 & younger	1	0	5	1	2	3
	By Baptism: Adults 16 and older	0	0	0	0	2	0
	By Affirmation of Faith	6	0	11	8	21	16
	By Transfer	0	0	2	0	2	8
	From Other Sources and Statistical Adjustments	0	0	0	0	0	0
	<b>Total Members RECEIVED</b>	<b>7</b>	<b>7</b>	<b>18</b>	<b>9</b>	<b>27</b>	<b>27</b>
Baptized Members REMOVED	By Death	8	6	6	9	7	15
	By Transfer	6	0	6	4	5	0
	From Other Sources and Statistical Adjustments	4	4	0	0	3	83*
	<b>Total Members REMOVED</b>	<b>18</b>	<b>10</b>	<b>12</b>	<b>13</b>	<b>15</b>	<b>100</b>
Baptized Membership at the end of the year		487	477	483	479	491	420

<b>Other Statistics</b>		2020	2021	2022	2023	2024	2025
Number of Baptized Youth who were Confirmed		4	2	0	5	2	1
Total Confirmed Membership at the end of the year		432	421	419	408	419	400
Marriages**		2	0	1	0	1	1
Funerals**		2	6	6	5	7	6
Average Weekly In-Person Worship Attendance		172	86	103	112	114	106
Average Weekly Online Worship Attendance ***		396	228	122	111	104	78

\* We are currently in the process of cleaning up our membership data. We have not had 83 people leave this year; we are simply adjusting our numbers to more accurately reflect current membership.

\*\* Total held at St. Andrew or officiated by St. Andrew pastors

\*\*\* ELCA guidelines for online worship attendance are “actual devices connected” multiplied by two.

## Lead Pastor's Report

What a robust and beautiful year of ministry it has been! Sometimes at the end of meetings at St. Andrew, we give participants the opportunity to share a word or phrase that captures how the meeting was for them. People will share things like “exciting,” “interesting,” “very informative,” “somewhat frustrating,” “productive,” etc. If I were to share a phrase that summarizes the past year at St. Andrew for me, I think I would say that it has been “a good challenge.” We have faced several challenges this year, including staffing transitions, learning how to better support a multi-generational church, and figuring out how to respond to the mass deportation of our immigrant neighbors. I am so proud of the way that

we as a congregation have handled each of these issues with intention and care, and this approach has led to wonderful learnings and growth. I'd like to highlight each of these areas and celebrate our progress.

### Staffing Transitions

At the end of June 2025, we bid farewell to Deacon Susan Werner Reiser as she retired from her roles as Church Musician and Interim Minister of Music, and we also bid farewell to Sister India Jensen Kerr as she concluded her term call as Deacon of Caring Ministries. In August, we welcomed Pr. Colleen Nelson as Associate Bridge Pastor of Caring Ministries, and she will continue to serve in this role in the coming program year. We are so grateful for her ministry with

our older generations and homebound members. In September, we welcomed John Gladen as our new Minister of Music, and we are thrilled to have him working with our choir, bell choir, and other ensembles.

In January 2026, we had even more transitions. We bid farewell to Carol Harker as she retired from her position as Parish Executive and to Lindsey Lane as she completed her role as Interim Church Musician. We welcomed Karl Gustafson in February as our new Organist/Collaborative Pianist, and in March, Amber Sterlinski began working as our Temporary Office Assistant while we undertook the Search Process for a new Church Administrator. We hope to have a new Church Administrator (formerly Parish Executive) begin this summer.

I am so grateful for the congregation's patience throughout these transitions and for the many volunteers who have stepped up to serve on Search Teams or take on tasks that had formerly been completed by a staff member. I want to thank Council President Chuck Weswig, in particular, for all the additional effort he has made to ensure that our church facilities and finances continue to function smoothly as we transition to a new administrator.

Though transitions are challenging, they are also a wonderful opportunity to reassess our systems, rethink our structure, and dream about the future. At the recommendation of the Bishop's Office, we have been working with a Transition Facilitator, Pastor Julia (Jules) Nielsen, to guide us in the work of discernment around what staffing structure will suit us best as we move into the future. Pr. Jules has been working with the Church Council, Human Resources Team, Staff Team, Community Organizing Team, and a specially formed Sustainability Assessment Team to identify our congregation's needs, dreams, and capacity. With input from Pr. Jules, we have redeveloped the Church

Administrator position (formerly Parish Executive) to make it more sustainable and realistic for a single person (Carol had been doing so much!). As Pr. Jules concludes her time with our congregation this summer, she will provide recommendations for a second clergy position and/or new lay staff position(s). We do not expect to add any new positions during the next program year (fiscal year 2026/27). Instead, we will use the upcoming program year to develop job descriptions, invite financial support, and begin the search for candidates. It is a very exciting time!

### Supporting a Multi-Generational Congregation

St. Andrew has long-standing commitment to supporting people at all stages of the lifecycle. Our mission statement proclaims that “we encourage all generations to grow strong social and spiritual connections,” and our vision statement declares that we are called to a future where “children and young people learn, belong, and find safety,” and where “lifelong learners seek answers and ask difficult questions.” In addition to continuing to support our older generations, many members of the congregation have expressed a longing for more children, youth, and younger adults to be part of the life of the congregation.

I am about to do a new thing;  
now it springs forth;  
do you not perceive it?  
I will make a way in the wilderness  
and rivers in the desert.

Isaiah 43:19

To this end, one of our Council goals this year was to “develop and begin to implement an adaptive strategy to become more welcoming and supportive of younger generations.” This goal recognizes that there is no single, straight-forward solution that will bring in more young

people. Lower numbers of young people in churches are an adaptive challenge, meaning that it has multiple causes and that a solution requires us as a congregation to adapt how we do things. In order to move in the direction we’d like to go, we recognize that we will need to embrace our identity as resurrection people: people who are willing to let go of old ways that are no longer serving the community and embrace the “new thing” that God is doing among us (Isaiah 43:19).

In order to listen for the “new things” the Spirit might be calling us into, our Community Organizing Team led us in a series of listening sessions this fall. Through these sessions, we uncovered the importance of having both intergenerational activities where people can connect across the age spectrum as well as generation-specific gatherings. Generation-specific gatherings allow us to more fully meet the unique needs of each age group and allow people to build connections with others in the same life stage. Through the listening sessions, dozens of ideas were generated for becoming a more intentionally multigenerational church, and at the end of February, we gathered as a congregation to identify the ideas that energized us most. The ideas we identified through that gathering include: generation-specific Supper Clubs, Fan Clubs to attend the activities our youth and other members are involved in, childcare for church activities beyond Sunday mornings, Sit-in-a-different-place Sunday, and more fully aligning our worship practices with our progressive theology. Several of these endeavors have already begun, and the rest will be launched over the course of 2026. I am very excited by the number of folks interested in working on these projects, and I’m looking forward to these new ways to connect and support each other.



December’s Supper Club

I am very happy to share that our conversations and efforts in supporting a multi-generational church seem to be bearing fruit already. Since our 2025 Annual Meeting, we have had 7 baptisms of individuals ranging from 5 months to 82 years old. We have also welcomed 24 new members, including four in the first quarter of life (0-24 years old), seven in the second quarter (25-49 years old), nine in the third quarter (50-74 years old), and four in the fourth quarter of life (75+ years old). Our Easter Sunday service drew 282 in-person worshippers (compared to 236 in 2025, 225 in 2024, and 231 in 2023), causing us to have to bring in extra chairs! Our church is growing, both in numbers and in depth of connection to one another, and this is a beautiful thing.

### **Solidarity with Immigrant Neighbors**

Over the course of the past year, our government has been arresting and deporting our immigrant neighbors, often using brutal and illegal tactics. These practices have been devastating for local families, and as people called to “love those who are foreigners” (Deuteronomy 10:19), our congregation has been moved to act. This past fall, our Sanctuary Team hosted an Adult Education session on how to respond if government agents were to enter our space, and the Sanctuary Team has done significant research and work on being prepared. Many members of our congregation have participated in rallies, marches, and protests against the treatment of immigrants in our country this year, including No Kings rallies and the 2026 Palm Sunday Faith Actions. The Metropolitan Alliance for Common Good (MACG), of which we are a member institution, has identified immigrant justice as one of its two focus areas right now. Dozens of our members have attended MACG Delegate Assemblies to support this work, and several of our members are also serving in MACG leadership roles.

As a clergyperson, I have had the unique opportunity to participate in Together Lab’s Clergy Presence Program at the U.S. Immigration and Customs Enforcement (ICE) Facility in Portland. This has involved serving as a chaplain approximately once a month outside the doors of the ICE Facility, where Portland Immigrant Rights Coalition (PIRC) volunteers are present every weekday to monitor ICE activity and check in with people as they enter the building for immigration appointments. In this role, I have spent time with volunteers, attorneys, protestors, artists, curious tourists, and individuals/families from a variety of countries. The purpose of the Clergy Presence Program is to provide care and support to all these individuals, to deter and de-escalate violent action from government agents, and to lend moral authority to the cause of treating all people with dignity and respect. It has been an honor to participate, and I plan to continue in the coming year.



## Resurrection People

I am so grateful for all the ways the Spirit has been moving at St. Andrew. The Holy Spirit has a tendency to shake things up in ways that can be scary and challenging but can also open possibilities for creativity and newness. As resurrection people, we move forward with trust that God is with us, always leading us forward and helping us learn, adapt, and grow. Glory be to God for all the learning and growth we have experienced this year! I look forward to continuing to journey together as a multi-generational community of faith in the coming year.

Pastor Allison Bengfort, *Lead Pastor*



## Council President's Report

Thank you for the privilege of being your Council President for this year. It's provided me with the opportunity to learn more about St Andrew and the people who are part of it. St. Andrew is a community of shared values. This is the reason that Lynetta and I joined this congregation. We saw it, felt it and experienced it.

St. Andrew is a welcoming community. I felt that when we were greeted at the door by Dan and Sharon Fako on our first Sunday visit. I feel that every Friday when I read Martin Mill's email with the Weekly News and other links. I feel that every Sunday when we share peace with each other.

St. Andrew is a community that worships together. Attendance is increasing and everyone is enjoying music led by our new Minister of Music, John Gladen, and our new Organist, Karl Gustafson. We appreciated Lindsey Lane during the interim. Kim Taylor-Blakemore, our Intern, has been a blessing in her support of worship and many other activities. Chase Issacson and others ensure that our worship and educational classes are shared online. Worshiping in the Sanctuary of the Firs provides us with a special opportunity during the summer.

St. Andrew is a community blessed with generosity. We share our talents, time and funds. Every week, we hear about service opportunities and the congregation responds. St. Andrew passed a deficit budget last June and our offering revenue has exceeded our projections. Tracy Powell, our bookkeeper, has been a tremendous help keeping our financial records accurate. Over 100 members are active volunteers in a variety of ministries. Last year, our support of the Saint Matthew Lutheran Pantry helped over 3,000 local families. Our support of LWC provides help to support our global communities.



St. Andrew is a community who cares for the earth. We “walk the talk” in our actions and policies. The Earth care team works hard to improve St. Andrew Woods and educate about caring for our earth. Under Kyler's leadership, Earth Camp continues to provide a special week for both the campers and the many volunteers.

St. Andrew is a community blessed with tradition and new ideas. I appreciate the tradition of the Eleanor Van de Water tapestry and the Paul Fritz pipe organ. We have a strong Lutheran tradition and also enjoy learning about other spiritual ideas. The most recent listening sessions provided some great new ideas for us to support each other. For some, simply trying out a different pew location on Sunday morning will be an adventure!

St. Andrew is a community that shares its beautiful facility and campus. Many groups use our church for their activities and in addition to Sunday morning, the church is used 60-80 hours per week. T'ai Chi has 30+ neighbors and others use the Fellowship Hall twice a week. The Immigrant Story practices here and the Community Garden is appreciated by many. We are fortunate to have Carol Hogan keeping the facility looking great. Among many other things, Carol Harker was responsible for building improvements and maintenance. Her presence is missed but we are fortunate to continue to benefit from her efforts.

St. Andrew is a community full of possibilities. Recently the poem “Lost and Found” by Rev. Sarah Speed was shared at a service. The last phrase caught me.

“Stay still,  
Keep breathing,  
God is closer than you think.”

Chuck Weswig, *Congregation Council President*



# Ministry, Committee, and Team Reports

## Adult Education Committee

At St. Andrew, adult education is all about Nurturing Faith and Equipping for Ministry. In pursuit of that mission, we strive to offer a variety of educational opportunities on Sunday mornings and throughout the week.

“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).

This past year, the Adult Education Committee has presented the following classes:

<b>St. Matthew Food Pantry</b>	Chuck Weswig	August 10, 2025
<b>WomanSpirit Rising</b>	Janet Vorvick	September 21 – October 19, 2025
<b>Prophets and Politics</b>	Steven Christiansen	September 21 – October 19, 2025
<b>Special Topic: Government Intrusion into a Sanctuary Congregation</b>	Sanctuary Team	October 26, 2025
<b>Listening Sessions: Where Are We Headed?</b>	Community Organizing Team	November 2 – 23, 2025
<b>St. Andrew: The Next Generation</b>	Kyler Vogt	December 7 – 21, 2025
<b>The Faithful Middle: Lutheran Theology in a Polarized Extremist World</b>	Jim Aageson	January 4 – February 1, 2026
<b>Special Topic: Super Bible Bowl</b>		February 8, 2026
<b>What can the Epistles Teach Us About Our Church</b>	Paul Navarre	February 15 – March 22, 2026
<b>ProFuture Faith: The Prodigal Species Comes Home</b>	Pr. Colleen and Ruth Nickodemus	April 12 – May 17, 2026

The following classes and presentations are proposed for next year (tentatively):

<b>Living the Liturgy</b>	Kim Taylor-Blakemore
<b>Stories of St. Andrew</b>	Community Organizing Team
<b>Expansive Language for God</b>	Janet Vorvick and Pr. Allison
<b>Special Topic: Second Home</b>	
<b>Special Topic: Midyear Financial Review</b>	
<b>Reading the Bible</b>	Jim Aageson
<b>LGBTQ+ Language</b>	Education
<b>WomanSpirit Rising</b>	Janet Vorvick
<b>Bible Study</b>	Steve Christiansen

More information on upcoming classes will be provided upon finalization.

Steve Christiansen, *Adult Education Committee Member*

## **Caring Ministries**

*“This is my commandment, that you love one another as I have loved you.”*

John 15:12

Caring ministry belongs to the whole congregation. Jesus asks us to take the love he has shown us and to share it with one another. All of our core values as a congregation contain the word “care”. We care for God, Earth, community, neighbor, and self. This ministry focuses on the relationships we develop between self and neighbor, especially those “neighbors” who are within the congregation as we offer spiritual care for one another.

St. Andrew has a communion ministry team with six members who take communion monthly to 12 members of the congregation who cannot come to the church building. These are people who have requested ongoing visitation. We currently have 25 members altogether on our continuing care list who get regular follow-up through phone calls, visits, and home communion by either pastoral staff or communion ministers. The communion ministers meet with Pastor Colleen quarterly for check-in and continuing education.

St. Andrew has eight members who live at The Springs at Tanasbourne. Several of them requested a regular service there in the chapel. We meet on the second Tuesday of the month in their chapel for worship and communion; six additional residents of The Springs join us, though the service is open to all.

Christmas caroling is a tradition at St Andrew. This year three groups with four or five carolers each visited a total of 15 of our homebound members, one of whom invited neighbors to join her.

Visiting those who are sick or hospitalized is an important part of the care of the congregation offered by the pastoral staff. It is important that members let them know when health issues arise so they can respond with spiritual support. In addition, pastoral support can be offered to anyone in the congregation who needs someone with whom to talk through an issue or event in their lives. They can offer a listening ear or personal prayer.

Ministry at the death of a loved one is also an important part of the care of congregation members. Pastoral staff walk with members through this difficult time and offer ongoing grief accompaniment and resources.

St. Andrew is fortunate to have two parish nurses who volunteer their time to be available for consultation in coordination with the pastors. They can explain medical situations to both pastors and parishioners and help solve problems when requested. They help schedule CPR classes when required to maintain emergency equipment. Nourishing Conversations, a healthy eating series, was offered last winter.

A community Alzheimer’s Support Group meets at St. Andrew monthly. This has been supportive of several of our members.

A new Meal Train program was started recently so congregation members can assist those who need temporary help.

Thank you to all members of St. Andrew who have developed a strong informal community of care for one another. Cultivating strong relationships is a vital part of our ministry and mission. We represent Christ to one another.

The goal of caring ministry is to continue to offer spiritual care to members of the congregation and to encourage and support members in their care for one another. Most of the activities listed in this report will be continued.

Pastor Colleen Nelson, *Associate Bridge Pastor for Caring Ministries*

### Community Organizing Team

The Community Organizing Team aims to build a culture within St. Andrew that is relational, reflective, and action-oriented by taking actions within St. Andrew and beyond to advance St. Andrew’s core values. We work in partnerships with two community organizing groups: Metropolitan Alliance for Common Good (MACG) and Sacred Organizing Coalition. In this fiscal year, we were more involved with MACG. We also try to use and apply the organizing cycle at St. Andrew:

This past year, the Community Organizing Team held a 4-month “Listening Season” on building a multigenerational congregation. They worked with Pastor Jules Harper for the multigenerational study, led the listening sessions, and helped with discernment and feedback to congregation.

They also sent attendees to three MACG delegate assemblies: hosting two of the three. Attendees participated in a MACG Core Team training to build the skills of our group. Several St. Andrew members were active in MACG Action Teams this year: access to primary care and immigrant safety.

Goals for the upcoming year include guiding the implementation and launch of six of the multigenerational action groups:

- St. Andrew Fan Club
- “Sit in a different pew” Sundays
- Progressive theology
- Generational supper groups
- Tool lending library
- Providing childcare for the Under-40 Supper Group & other “parents night out” events

The Community Organizing Team also wants to refocus on doing 1:1s with congregation to build stronger relationships within the congregation, continue to build the capacity and skills of the team, continue to be involved with MACG Action Teams and Delegate Assemblies, and explore ways to be involved with Sacred Organizing Coalition.

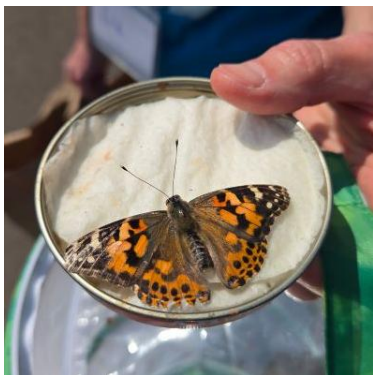
Sonja Ackman, *Community Organizing Team Member*



## Earth Care Team

The Earth Care Team educates others about our local ecosystem and their potential to make positive change for the planet and acts to restore the habitat of the St. Andrew Wood and wetland, implementing sustainable practices at the church, our community, and homes. The Earth Care Team also advocates in the community and by lobbying businesses, and organizations, and champion government entities to enact practices and protections for our common environment.

In June 2025, 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 what living things need to survive, made a diagram of life in rings like trees, learned about caterpillars and butterflies, measured tree canopy density, explored our rain gardens and identified native plants, demonstrated how composting critters such as worms and pill bugs decompose organic material, and shared our love for the Earth.



As part of the ongoing work, we do to restore the habitat of the woods and wetland, in October and April we coordinated congregation and community volunteers in the removal of invasive English ivy, Himalayan blackberry, bindweed, and other invasive species from the St. Andrew Woods. The Tualatin Soil and Water Conservation District collaborated with us to provide restoration work on the west side of the property, along Johnson Creek, removing invasive plants and planting of native ground cover, shrubs and trees. We also used wetland PIPE funds to arrange for Native Plantscapes NW, a contractor to remove invasive species adjacent to the Sanctuary of the Firs that we are unable to remove ourselves. In

search of ways to fund this and other work we applied for a Habitat Restoration Metro grant, which unfortunately was not accepted.

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.

Liz Hardy continues to provide educational information about multiple Earth Care topics in the Weekly New, informing the congregation about ways they can live more sustainable lives.

As we submit our report we are preparing for the additional ways to connect the congregation with the St. Andrew Woods and Wetland. We have mindful walks scheduled that will connect participants mind, body, and spirit with nature, a walk for young children to explore what the woods has to offer, and an adventure walk for those who are willing to explore the remote and rugged areas of the St. Andrew Woods.

We will finish the year with an All-Generation afternoon Earth Camp on Sunday June 14<sup>th</sup> which will include interactive teaching session, music, celebration, and lunch. We hope all who are curious attend.

Our primary goals in the coming year are to develop a strategic plan for ongoing restoration of the St. Andrew Woods and Wetland, including improving paths for accessibility and finding ways to fund the work. We will also work to maintain our platinum level Backyard Habitat certification on the developed portion of the property. We will continue our work in the habitat restoration process, education of the St. Andrew community, and promoting care of the Earth.

LuAnn Staul, *Earth Care Team*

### **Facility Management Team**

This committee is defined in the St. Andrew By-Laws and functions as both the Facility Management Committee and the Property Committee. The committee approves building use requests, monitors building maintenance and coordinates building improvements especially through the PIPE fund.

This past year, the Facility Management Team focused on building improvements such as the installation of Sanctuary HVAC, Fellowship Hall lighting conversion, and Southside building siding replacement. They have also started a security improvement process as part of Safety Policy.

This upcoming year the Facility Management team would like to update documentation and building use policies, create a building host program to provide support for building use, improve building and campus security, and establish a long-term preventive maintenance program including the roof, painting, etc. To do so, they also plan to create a maintenance schedule to track and update regular preventative maintenance.

Chuck Weswig, *Congregation Council President*

### **Finance Teams**

#### **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 41 America/Oregon Synod, with another 1.5% going to the St. Andrew Service Committee. (Please see the Service Committee report beginning on page 24 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, 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 2025-2026.

ELCA/Synod	\$64,582
Service Committee	\$11,397
Good Samaritan Fund (supporting Individuals in crisis)	\$5,337
Thanksgiving Food Boxes	\$10,568
Barnes Elementary Christmas Giving Tree	\$1,082
Lenten Food Drive (with proceeds to St. Matthew Food Bank)	\$4,010
St. Matthew Food Bank (support given beyond the Lenten Food Drive)	\$3,845
Sanctuary Team (supporting immigrants)	\$4,875
Total Benevolence Distributed to Date	\$105,696

*Information for July 1, 2025 – May 15, 2026*

### **Counters**

We have 11 volunteer counters that 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. The only exception is on Mondays with bank closure. There are five of these during the year. 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, Arden Tarum, Ed Fransen, Linda Fransen, Tim Holte, Tom Jelineo, Tom Lane, Mike McDowall, Judy Scholz, and Larry Vachal

Bill Beavers, *Coordinator*

### **Financial Review Committee**

At the April meeting, the St. Andrew Church Council passed the following:

*“The Finance Review Committee will conduct its Financial Review in the Fall and report its findings to the Congregation at the mid-year Financial Review meeting in January. A written report will be submitted to the Council and Finance Committee. The Finance Review Committee will be appointed by the Council in July.”*

This timeline change was recommended by the Finance Review Committee in 2024. The Council felt that this was the year to implement this change. This change eliminates the staff time conflict between the financial review and the budget process. This year, it will also allow for the new Church Executive to be involved in the financial review process.

In January 2027, a summary of the key points of the Finance Review will be included as part of the mid-year St. Andrew Financial review. The detailed report will be presented to Finance Committee and will be available to any member of the Congregation who wishes to see it.

Chuck Weswig, *Congregation Council President*

## Finance Team

The Finance team is involved in all financial issues associated with the church. They work with the Council on Financial Policies and help build the annual budget. This year they changed the format of financial report to the council to provide more clarity and hope to continue to improve communications with other church teams and committees. They also focused on reviewing financial policies this year, improving clarity and accuracy of both current financial status and projections for the future.

This upcoming year's goals are to build a financial plan for the church that includes short-term, medium-term, and long-term financial goals for St Andrew; explore the possibility of aligning calendar year and fiscal year. They would also like to look into aligning the church budget with regular, planned giving, consider creating an endowment to benefit the long-term financial health of St Andrew, and to consider alternative investments to increase the growth of long-term assets.

Ron Castner, *Finance Committee*

## Stewardship Team

The Stewardship Team, which includes Pastor Allison Bengfort, Robert Casteel, and Kim Taylor-Blakemore, is pleased to share the results of this year's Stewardship Season. While we did not reach every goal, there is much to celebrate in the commitment and faithfulness of our congregation.

### Intent Card Results:

- 118 intent cards collected, tying last year's total and falling just 7 cards short of our goal of 125
- 16 new intent cards
- 76 increases
- 19 held steady
- 7 decreases

### Financial Impact:

- Secured \$9,200 in bonus funds from an anonymous donor
- Increased weekly intended giving by \$998 per week (goal was \$1,300 per week)

### Looking Ahead:

- The Stewardship Team remains the same for the coming year
- The season will begin earlier, with the first meeting in September
- As Robert and Kim will have fulfilled their three-year commitment, we will be seeking new members to join the team and help carry this important ministry forward



Our progress bar for Stewardship season

Kim Taylor-Blakemore, *Stewardship Team*

## Human Resources Committee

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

- Development and implementation of personnel policies
- Assisting in the development and review of all job descriptions

- Assisting in the hiring of new 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 2025-2026 fiscal year, the St. Andrew HR committee has been busy with all the above tasks as there have been many staff transitions this year: we said farewell to our Deacon of Caring Ministries, Minister of Music, Accompanist, and Parish Executive.

We welcomed a new Minister of Music, Accompanist, Associate Bridge Pastor for Caring Ministries, and Nursery Attendant. We contracted with an employment agency to provide temporary help filling in the gaps in the office. We have been aided in our tasks this year with the help and guidance of Pastor Julia Nielsen, Transition Consultant.

Beth Johnson, *Human Resources Committee Co-Chair*

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

This past year, the IT Committee volunteers provided the congregation with the following:

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

Our Tech Team are the folks that run 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.

Thanks to a grant from St. Andrew Foundation, we have been able to add a third camera in the sanctuary, add better support for the hearing impaired, and we will be adding new speakers for use in the Sanctuary of the Firs and the chapel.

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](mailto:pnavarre@netinteraction.com) for more information.

Paul Navarre, *Information Technology Committee Chair*

## Libraries

### Adult's Library

The library provides access to books without having to go anywhere else but church. This year, I bought books for both the Men's Book Club and the Serendipity Book Club (approximately 11 books each). I also buy books, I hope, that will be of interest to at least a portion of the congregation.

The library makes a quiet, peaceful space for meetings and contemplation. It's a nice place to go to look at things while waiting for someone. It is also hoped that it will encourage learning and aid in creating or learning more about a Sunday school class. The idea is also to give folks reading material for when they have downtime and want to relax, escape the world, or get another perspective on an issue; to aid the congregation in making a richer fuller life and teach them things they need to know.

This last year a puzzle exchange was added. This has been great fun, with much enthusiasm for a place to unload puzzles, but it doesn't seem to be that many borrow them to work on.

This year is the second quinquennial book sale, so the library has been culled, and requests are out for unwanted books to be put in the sale. We have already got over a thousand dollars in Powell's bucks to keep the library in books. This is all thanks to the wonderful books people have turned in for the sale: thank you! I would like to have more people reading, more feedback on what they want to read, but it seems book reading is fading out in favor of online activity. The space is well-used, but the books are not so much read. I'm not sure how to remedy this. I write book reports and ask people what they are reading.

Pam Farr, *Head Librarian*

### Children's Library

The children's library is a community gathering place for children ages 0-12 from St. Andrew and from the surrounding neighborhood. The collections and activities of the Children's Library strive to embody equity, inclusion, social justice, safety, and belonging. Kids will find materials in which they can see, celebrate, and learn about themselves, their neighbors, their community, the earth, and God. We are curating collections of board books, picture books, early readers, fiction, graphic novels, nonfiction, and diverse and inclusive Christian children's books.



This year, the children's library began hosting the Roots children's church on Sundays, providing storybook bibles and picture books to support the curriculum. We added new, inclusive children's bibles including the *Just Love Storybook Bible* from Beaming Books and *The Book of Belonging*. We performed collection maintenance on our children's chapter books and graphic novels, organizing them into easier-to-browse categories and adding a variety of new titles from the Oregon Battle of the Books program.

The children's library toured eight families from among our neighbors through the library to learn more about our community's needs and share the news about our resources as well as established an account with a library book vendor so, going forward, we can purchase new materials at a discount.

This upcoming year the children’s library staff wants to continue to perform collection maintenance on additional collections in the library and order new materials with a focus on updating materials that support the Roots children's church and that support a diverse and inclusive collection.

Lindsay Delaney, *Children’s Librarian*

### **Lutheran World Relief**

Lutheran World Relief (LWR) provides aid through donation of quilts and kits to people in need in at least 21 countries around the world. Founded in 1945, the organization aimed to provide support post World War II in Europe. LWR provides aid in emergencies and helps families restore their lives. Part of this ministry is accomplished with the donation of quilts, personal care kits, baby kits, fabric kits and school kits. These kits provide the basics to meet the immediate needs of some of the neediest people in the world.

The LWR group at St. Andrew collections donations to create personal care kits, baby kits and school kits. Our group also organizes the Ingathering to collect kits from churches in Oregon, SW Washington, Northern California and Idaho.

Our team at St. Andrew coordinates with the central office at LWR to enable a collection point for LWR donations from churches in Oregon, SW Washington, Northern California and Idaho. We organize two Ingatherings each year, one in the May and another in October. The Ingathering takes place over a two-day period requiring volunteers to track donations received, help unload donations from vehicles load all donations into a cargo container.

Donations from the Ingatherings in the last year totaled 31,069 pounds which equates to about 900 boxes averaging 35 pounds each.

The donations collected during the Ingatherings this past year included the following total items:

Quilts: 5,061	Personal Care Kits: 1,606
Blankets: 143	Fabric Kits: 127
School Kits: 2,748	Baby Care Kits: 474

St. Andrew specific donations included:

Quilts: 88	Personal Care Kits: 194
School Kits: 400	Baby Care Kits: 31

All of this would not be possible without the generous donation of St. Andrew members in volunteer hours and donations for quilts and kits. Next year, our goals are to increase in new volunteers from St. Andrew and other churches in Beaverton and increase the number of Personal Care Kits and Baby Care Kits donated by St. Andrew by 10% (PCK: 235, BCK: 40). We would also like to bring a LWR central office representative to an Ingathering and have them provide additional information to the congregation in the form of an education session or sermon.

Rochelle McIntire, *LWR Lead*

## Music Ministries

This ministry focuses on all things music at St. Andrew: prayerfully selecting all the music that is offered in worship, rehearsing the ensembles of the church, overseeing, guiding and preparing hymns, accompaniments, special music, and all other musical offerings for worship.

This year has brought many personnel changes to the music ministry. The end of June brought the retirement of Susan Werner Reiser. In August, John Gladen was hired as the Minister of Music. In February, Karl Gustafson was brought on as our new organist/collaborative pianist. Beginning in September the Sanctuary Choir offered music in worship about twice a month and the Bells of Grace offered music in worship about once a month. Both groups also played special music on festival days including a collaboration with organ, brass quartet, bells, and vocal choir for our Easter anthem. The Waters, our contemporary band, has offered music in worship quarterly. Special music sign ups have been moved to [signup.com](http://signup.com), where all our volunteers sign up to help with worship.



This upcoming year's goals include continuing to expand the musical vocabulary of the congregation, bringing in different styles, and ways of making music together. We would also like to invite more people to participate in the music ministry and explore the possibility of musical collaborations with other congregations in the area.

John Gladen, *Minister of Music*

## Nifty Notters

Nifty Notter's main goals are making at least 50 Lutheran World Relief quilts (60inx80in) and baby quilts (36inx45in). But they also make quilts of most any odd size in between those two. The odd-size quilts and the baby quilts stay within our greater community here.

This year so far, we have given:

- 39 baby quilts
- 2 twin-size
- 2 junior-size
- 5 blankets

We cheered up the sanctuary with baby quilts last year after Easter and intend to do the same this year once ingathering is over. They will likely be there until Pentecost.

The LWR quilts are mostly sent all over the world to wherever there is a need, while some of them stay in the U.S. for flood, wildfire, and wind events that have created a hardship. For this first LWR ingathering we have 31 quilts on the pews and at least 2 more expected.



We would still love to have 50 quilts made for LWR on the pews at each ingathering. This has become more problematic as we used to need to tie only 48 knots per quilt and, now, it's decided 83

knots make a sturdier quilt, which takes more time. Additionally, the price of batting and shipping has also gone up greatly, so a recent goal has been to try to figure a way around that.

Anyone want to drive to Minnesota to pick up supplies?

Pam Farr, *Knot Head*

## **Outside Property**

From May 28<sup>th</sup>, 2025 to April 7<sup>th</sup>, 2026 a total of 18 different volunteers have worked on 27 work day projects, also assisting with putting up and taking down the Christmas tree and the greens. During the months to come many work projects involve the weeding, pruning, cleaning the sidewalk, clean-up of the Sanctuary of the Firs, water drainage servicing, and cleaning of the parking lot.

There are several projects to accomplish this spring and summer in the Sanctuary of the Firs to include clean up and maintenance of the altar, painting the benches, and seating area.

Our spring focus is on weed control and general clean-up of the property. Pressure washing the curbs and sidewalks is an on-going project. This spring we painted the red “Fire Lane” and “No Parking” signs on the curbs.

From spring of 2025 the property team has accumulated 440 hours of volunteer work.

Bill Beavers, *Outside Property Coordinator*

## **Reconciling in Christ**

The purpose of the Reconciling in Christ team is to ensure that our welcome statement rings true and to continue to meet the RIC requirements.

The RIC Team supports the LGBTQIA+ community at St. Andrew through advocacy, education and outreach. We also work with outside groups to strengthen our outreach. We support Queer groups in the Oregon Synod to help provide a foundation for their ministry.



This past year, we attended the Beaverton Pride Parade as well as supported and attended Queer Grace, a coffeehouse-style gathering hosted at Spirit of Grace that focuses on a storyteller’s perspective of how being queer affects relationship with faith, church, and God.

The major goals the RIC team has for next year includes attending the Beaverton Pride Parade again, engaging with Queer Grace in a way that includes more SALC members, and encouraging adding or making activities more inclusive for BIPOC individuals.

Jan Smith, *Reconciling in Christ Lead*

## **Safety Team**

The Safety Team, one of our newest teams at St. Andrew, has the goal to establish a team of members responsible for preparing for and to respond to disturbances or emergencies during services or other large gatherings. The team would be prepared to act quickly and decisively during emergencies like medical situations, fire alarms, or disturbances, including coordinating evacuation procedures and providing basic first aid if necessary. Team members prepare formal incident reports after all incidents requiring action on their part. This year, exit signages were added in several locations, maps of exit routes from the Sanctuary placed in multiple locations in each pew, and an evacuation drill was conducted during one Sunday service to familiarize the congregation with the process.

Upcoming the Safety Team would like to arrange for training of team members in a variety of skills including but not limited to AED use, first aid, deescalation techniques, lockdown procedures, active-shooter protocols, alarm system monitoring, and internal crisis communications. The team would also like to continue adding exit signs as needed, adding door locks that can be used from the inside of rooms, and conduct another evacuation drill during a Sunday church service.

Tom Jelineo, *Safety Team Lead*

## **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.

More than 70 people attended an adult education forum hosted by the Sanctuary Team on October 26. Beaverton City Councilor Nadia Hasan, Guidepost Montessori Director Amy Lomanto, and St. Andrew Parish Executive Carol Harker shared salient experiences, information, and resources related to unannounced visits from federal agents. As a precautionary measure, the team helped register Afghan immigrants with a statewide group providing legal support for those detained. We also monitored federal changes to SNAP, positioning resources for Afghan immigrants should their benefits be reduced.

We continued to provide childcare 3-5 times per week so that Amina Malik Zada could attend English language classes. (She is now functioning at Levels 3-4; Level 6 is needed to take job-related courses at Portland Community College.) We have also supported the four Malik Zada children at William Walker Elementary, attending award assemblies, parent conferences, and IEP meetings.

We continued to accompany the Malik Zada family to medical and dental appointments. Generous support from the congregation and a local dentist allowed us to provide much needed dental care for Amina that was not covered by the Oregon Health Plan. This summer the Malik Zada children will attend THPRD summer camps with support from the congregation. Three Malik Zada children will attend Earth Camp, accompanied by two Afghan friends who expressed interest in attending; Earth Camp scholarships are covering their fees.

St. Andrew continues to support The Immigrant Story ([theimmigrantstory.org](http://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. We will be meeting later this spring to reflect on our mission and accomplishments and set new goals for the 2026-27 year. This will include 1) assisting the Malik Zada family in accessing housing that better addresses the needs of their family and 2) finding ways to better support immigrants and refugees at risk.

Cindy Stadel, *Sanctuary Team Lead*

### Service Committee

The Service Committee identifies local community organizations that are addressing the needs of impoverished or oppressed groups and systematically distributes the Local Benevolence portion of the church budget to those organizations.

The committee also organizes churchwide initiatives and drives (such as: Lenten Food Drive; Christmas Giving Tree; Western Farm Workers warm clothing drive) that provide food, clothing, and housing support to the local community.

In the last year the Service Committee distributed Local Benevolence Funds to the following organizations throughout the year (\$450 to each organization):

Beaverton Clothes for Kids	Meals on Wheels
Beaverton Resource Center	Letty Owings Center
Community Transitional School	Lutheran Community Services
DEAR	Lutheran World Relief
Domestic Violence Center	Meals on Wheels
Ecumenical Ministries of Oregon – Emergency Food Program	Nifty Notters
Good Neighbor Center	Outside In
Habitat for Humanity	Good Samaritan Fund
Janus Youth Program	Portland Rescue Mission
Letty Owings Center	Rebuild Together
Lutheran Community Services	Safe Place (Boys and Girls Aid)
Lutheran World Relief	Saint Matthew Food Pantry
	Western Farm Workers

The Service Committee also organized the following church-wide drives:

**August: Outside In Sock Drive** Donate needed clothing or supplies to support houseless youth. We collected over 600 pairs of socks this year.

**September: Western Farm Workers Warm Clothing Drive** 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). This year donations included 220 pieces of clothing, 21 good pairs of shoes, and 28 coats/outerwear items.

**November: Thanksgiving Food Gift Card Drive** Collect financial donations for grocery gift cards for needy families of Washington County and funds for St. Matthew Food Pantry. This year we raised enough to support 78 families with a \$75 gift card. This was the largest amount we have raised for this drive ever.

<b>December: Giving Tree (Barnes School)</b>	Give a family at Barnes Elementary a merrier Christmas by providing gifts for children or grocery cards for the family. We were able to support 20 families. Every one of the 100 tags on the tree was picked up and filled. In addition, leftover money from the Thanksgiving drive was used to add a \$75 WinCo gift card to each family.
<b>January: Community Warehouse Household Items Drive</b>	Members donated new or gently used bed and bath linens, small appliances, and kitchen wares.
<b>March-April: Lenten Food Drive</b>	Help alleviate hunger by donating canned, packaged food, or cash to support the St. Matthew Food Pantry.
<b>Palm Sunday Bread for the World Letter Writing Campaign</b>	Help reform U.S. food aid by writing letters to your Congressional representative and Senators.
<b>August through June: Beaverton Clothes for Kids Volunteers</b>	Volunteers sort donated clothing the 4 <sup>th</sup> Wednesday of every month.

The Service Team hopes to update our list of organizations we donate to and increase amount given to each organization in the next year: hoping to increase that to \$500 for each organization.

Mary Smith, *Service Committee Chair*

### **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 p.m. at the church. Exact meeting dates are set a few months ahead and publicized in the St. Andrew Weekly News. Meetings are open to all who are interested.

The Spirituality Book Group have read and discussed the following books during the last fiscal year:

*The Butterfly Tree* by Woody Woodburn  
*Better Living Through Birding* by Christian Cooper  
*The Secret Life of Sunflowers* by Marta Molnar  
*The Last List of Mable Beaumont* by Laura Pearson  
*James: A Novel* by Percival Everett  
*The First Ladies* by Marie Benedict and Victoria Christopher Murphy  
*Invisible Boy: A Memoir of Self-Discovery* by Harrison Mooney  
*The Flying Circus* by Susan Crandall  
*Faith After Doubt* by Brian McLaren  
*Black Cake* by Charmaine Wilkerson

The Spirituality Book Group’s goal for the upcoming year is to continue to find books and stories that enrich us and challenge us and encourage us to reflect on our values as related to the world around us, both physical and spiritual.

Mary Smith, *Spirituality Book Group Lead*

## St. Andrew Foundation

### Purpose and Mission:

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



SALC Foundation -Recent Scholarships & Grants					
Awards/Grants	2022	2023	2024	2025	Total
Scholarships	\$ 4,000	\$ 3,000	\$ 4,000	\$ 3,000	\$ 14,000
Youth Ministry (Roots remodel/ ELCA Gathering))	\$ 8,000		\$ 3,000		\$ 11,000
Horizon Team Phase 2	\$ 5,000				\$ 5,000
Oregon Synod "Reckoning with Racism" reg. Fee		\$ 600			\$ 600
Emmanuel Legacy Health Foundation			\$ 2,000		\$ 2,000
MACG Vision				\$ 5,000	\$ 5,000
St Andrew Women's Retreat				\$ 1,000	\$ 1,000
Sanctuary IT upgrades				\$ 3,500	\$ 3,500
Pastor's Good Samaritan Fund				\$ 1,000	\$ 1,000
Dandelion House				\$ 1,000	\$ 1,000
<b>Total</b>	<b>\$ 17,000</b>	<b>\$ 3,600</b>	<b>\$ 9,000</b>	<b>\$ 14,500</b>	<b>\$ 44,100</b>

### Grant Making and Scholarships:

As seen in the following table, in 2025, the Foundation disbursed \$14,500 in grant awards:

- \$3,000 in scholarships to 3 graduating high school students

- \$5,000 to support the revitalization of MACG (Metropolitan Alliance for Common Good)
- \$1,000 to support the return of the St Andrew Women’s Retreat
- \$3,500 for upgrades to Information Technology in the Sanctuary to improve the worship experience
- \$1,000 to the Pastor’s Good Samaritan Fund
- \$1,000 to the Dandelion House

So far in 2026 we have approved a \$5,000 grant to DEAR (Daytime Enrichment Activities & Recreation, Inc), and we will fund more grant applications and scholarship requests throughout the rest of the year. 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. 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



**2024 St. Andrew Foundation Board of Directors:**

Tom Mehlhorn	President	Dwight Jerde	Vice-President
Luis Flores	Treasurer	Tira Nessel	Secretary
Rick Koch	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.***

Tom Mehlhorn, *St. Andrew Foundation President*

**Welcome Team**

The Welcome Team was reorganized this year with five rotating greeters, a Welcome sign, and a dedicated Welcome Table stocked with visitor resources. Guests can pick up an Information Packet covering our history, philosophy, and staff and ministry directory, and those interested in connecting with the pastor can fill out a visitor form — with responses reported to the pastor weekly.

Looking ahead, we are seeking a volunteer Welcome Team Leader to coordinate greeters, keep the table current, and maintain pastor communication. Planned additions include a permanent banner highlighting our core values, Reconciling in Christ affiliation, and inclusive welcome, along with Welcome Mugs, bookmarks, pens, and new informational brochures for visitors.

Kim Taylor-Blakemore, *Welcome Team Lead*

## Youth Ministry

### Confirmation

The Confirmation program is our ministry for middle-school students at St. Andrew, with classes most Sundays after worship. The goal of the program is to teach our middle school students the essential pieces of our faith from the stories of the Bible and the Lutheran Catechism, so they can be prepared to make an informed decision on their own Confirmation.

This year's Confirmation classes, led by the four-person team of Pat, Allison, Lynn, and Randy, focused on teaching the stories of the Old Testament. This included special lessons on understanding how to read its literature, such as prophecy, apocalypse, and mythology in order to understand it more truthfully. Ten students participated in the classes this year, a large number compared to recent years. In December, the class planned and led a worship service, capped off with another classic sermon-skit written by Libby Calhoun. In February, the large team of Confirmands once again dominated the Super Bible Bowl against the Council, displaying excellent retention of the knowledge they had learned so far throughout the year.



Outside of the classroom, we had traditions, new and old. In summer of 2025, all members of the class got the chance to attend Oaks Park with Kyler and Pat as a reward for completing their “All-In” points challenge—a participation reward system that gives points to students for attending/serving in a number of church activities. In April, all ten students attended the Confirmation Beach Retreat to Seaside with Kyler and Pastor Allison, where we had a fire on the beach, ate our annual lunch at Mo’s, and the students worked on their “My Why” statements.

The “My Why” statements – rather than “faith statements” of years past –represent the hard work of the Confirmation leadership to continue evolving, growing, and offering a program that is developmentally appropriate and encourages students to continue freely exploring their faith. The “My Why” statements focus on helping the students take a snapshot of their current place in their faith journey and why they want to continue with the church, rather than feeling like an endpoint where they need to have everything about God “figured out.” These changes will also be represented in small alterations to the Rite of Confirmation liturgy, which three eighth-grade students are preparing to participate in on May 17.

A goal for next year is finding additional ways to integrate the middle school students with the larger life of the church. We also hope to begin offering an annual group trip to Lutherwood’s confirmation camp starting this summer.

### Children’s Ministry

Children’s ministry provides church programming for children, from birth through fifth grade. The primary focus is Sunday morning children’s education, including The Roots Children’s Church and the Nursery. The other major program is Earth Camp, a weeklong summer day camp for elementary school kids teaching eco-care rooted in faith.

In June, St. Andrew hosted the fifth annual Earth Camp, hosting 49 campers for the week. Programming included arts, stories, music, science experiments, and games. More than 40 volunteers from the congregation and community pitched in to make the camp possible, with extra help from this year's Earth Camp Assistant Director, Kim Taylor-Blakemore.

Throughout the program year, St. Andrew experimented with a new format for The Roots children's program, implementing it as a "children's church" offering during worship. Kids were dismissed from worship to The Roots after the children's sermon and returned to their families in the sanctuary in time to participate in communion. The team of five teachers—Cindy, Barbara, Sonja, Tracie, and Lindsay – utilized curriculum from *A Sanctified Art* and *The Go Project* from the United Church of Canada to create unique and fun lessons that emphasized the values of our church. The roster of kids in the program quadrupled over the course of the year, starting with just three elementary schoolers and ending with twelve who attended for multiple Sundays.

In June, St. Andrew hired Glorian Lezama as our Nursery Attendant, and she quickly became a staple of the church experience for our young families. Glorian is beloved both by the families and kids she serves, as well as the many volunteers who assist in the nursery on Sunday mornings and for special events. Sonja Ackman also deserves many thanks for organizing the nursery volunteers on a weekly basis.



Next year, our goal is to continue to build on the development of The Roots new children's church program as an offering to our families. This includes experimenting during the summer with different in-worship offerings that can be provided for the kids that do attend during the usually less family-dense summer worship services.

We plan to also host the 6th annual Earth Camp at the end of June, with another full registration of 48 campers already signed up.

Finally, we want to expand our nursery care offerings for non-worship events, making them more accessible to parents with young children.

### **High School Ministry**

The High School Ministry program centers on creating fun and safe spaces where teens can build community and dive deeper into faith formation that prepares them for adulthood.

In our weekly Sunday youth group, students always began sharing their highs and lows from the week, before exploring a number of different "deep dive" topics about Christianity that are engaged in a discussion-type format. This year's class discussions covered many topics thrust into the forefront of national conversations due to the politics of the year, including: what the Bible says about immigration,

dealing with cycles of political violence, and recognizing Christian Nationalism in the military. Rob, Lori, and Rick took turns joining these Sunday youth groups and were a wonderful addition to the space.

Outside of Sunday mornings, the students continued to find time in their business for some of their favorite group activities: bowling, laser tag and arcade games, a lock-in overnight sleepover at the church, a Christmas party, and the annual end-of-year celebration at TopGolf.



Next year's goals will rely largely around prioritizing a very special group of seniors who have been in the church for many years. Their leadership and love for the group will be the driving force in the energy of the program next year.

Additionally, summer of 2027 is another National Youth Gathering, and we would love to bring a strong group to that event in Minneapolis.

Kyler Vogt, *Director of Next Generational Ministry*

## Synod Assemblies

### Synod Assembly 2025

Every 3 years, the Synod Assembly takes place in person; last year (2025) it was held May 30 – June 1. The Synod Assembly is the highest governing body of the Oregon ELCA churches. Voting members, who came from our 99 congregations, elected (re-elected) our bishop, elected new members to the Synod Council, voted on 2 resolutions and 3 memorials, and voted on the proposed 2026-2027 synod budget.

Representing St. Andrew were: Pastor Allison Bengfort, Sister India Jensen Kerr, Council President Liz Hardy, and Jan Smith who was attending as a Synod Council member. This year's theme as Anam Cara: Soul Friends in the Spirit of Jesus.

The Assembly opened with a worship service; Pastor Allison was the violinist in the Worship Band. Imran Mohammed Siddiqui, Vice President of the ELCA travelled from his home state of Georgia to give the church-wide presentation.

Five Synod Council members were elected; 2 of the 5 were re-elected to serve a second term.

This was the process for the Bishop election: First there was an ecclesiastical ballot. There were 219 voting delegates present, all of whom wrote down the name of the person they wanted to be the next Bishop. There were approximately 10-12 names that were submitted. The names of those who did not wish to run for Bishop were removed, leaving 2 nominees for the second ballot. The winner of the second ballot needed to receive 3/4 (in this case 195) of the votes in order to win. The nominee with the most votes only received 188 votes, so there was a third ballot. With the third ballot, the winner needed to receive 2/3 of the votes. Laurie Larson Caesar handily won the third vote and will serve another 6-year term as our Bishop.

A panel of representatives from several of the churches that have closed discussed Holy Closure, Mission Completion and Legacy Leaving. When one of our churches closes, it is not a failure. It provides opportunity to give resources to help others. For example, the church property might be used to build affordable housing for the poor. Out of death comes life and resurrection.

We voted on 2 memorials and 3 resolutions. All memorials and resolutions were voted on and passed. What's the difference between a memorial and a resolution? Resolutions have a narrower focus and are directed at the Oregon Synod. Memorials address broader policy issues and are recommendations that the synod asks the church-wide assembly to consider.

**Memorial #1:** Requests educational materials regarding the Word and Service Roster. This refers to Deacons within the ELCA. There is confusion surrounding the role, responsibilities, and opportunities for Deacons. The memorial requests that the church-wide ELCA create and disseminate educational materials explaining the role, ministry and responsibilities of Deacons.

**Memorial #2:** This is a memorial for an end to the occupation of Palestine, and recognition of Palestinian Statehood in the United Nations. Israel's ongoing occupation of the Palestinian Territories of the West Bank and Gaza continues to endanger the security and well-being of both Palestinians and Israelis and makes peace in the region an unattainable goal. The Oregon Synod is urging the Presiding Bishop of the ELCA to send a letter to the President of the United States, the President of the Senate,

and the Speaker of the House that would support the recognition of Palestine as a legitimate state in the United Nations, and end the occupation of the West Bank and Gaza.

**Resolution #1:** Reevaluating and realigning United States foreign aid (USAID). This includes Lutheran World Relief (LWR), the ELCA Global Mission, Global refuge (formerly named the Lutheran Immigration and Refugee Services), and Lutheran Services in America. Because the ELCA’s decentralized structure limits the ability of the church-wide organization to take unilateral action, the church-wide ELCA cannot address current concerns and fears about the administration’s suspension of foreign aid programs. Bishop Eaton has encouraged individual churches and synods to speak out on this issue. Lutheran Community Services Northwest has sued the Trump administration. The Oregon Synod has resolved to form a task force within 90 days to discover and prioritize the ongoing needs and continued support for immigration and disaster relief services in the Oregon Synod.

**Resolution #2:** A resolution toward the liberation of our land. The ELCA church-wide assembly repudiated the Doctrine of Discovery in 2016 toward the liberation of our land, and in 2022 passed a memorial encouraging every land-holding Lutheran body to learn about the past and present history of our land. Twenty five percent of our Synod body (including St. Andrew) has already engaged in discovering our Sacred Land Stories. The Oregon Synod has demonstrated a deep commitment to right and reparative relationship with our land and the people who have called it home.

The Oregon Synod has resolved to make available the already written resources for completing a Sacred Land Story to all congregations, and that the Bishop’s office assist congregations in doing so. Every congregation in the Oregon Synod is encouraged to create their own land story within the next 3 years and share their stories with their neighbors and wider community.

**Resolution #3:** Affirming and supporting transgender and nonbinary individuals. The Oregon Equality Act of 2007 protects lesbian, gay, bisexual and transgender people from discrimination. The federal executive order 14168 of January 20, 2025 declares that there are only two sexes in opposition to medial evidence. Anti-transgender legislation has been on the rise nationally with 674 bills put forward in 2024 with 50 passing, and 830 bill put forward in 2025 with 48 passing.

This resolution is a commitment to protect the civil rights of all people including transgender and nonbinary people.

The Synod Assembly ended with a closing worship service; Pastor Allison was again a member of the worship band playing her violin.

Elisabeth (Liz) Hardy, *St. Andrew Council President*

## **Synod Assembly 2026**

This year’s Synod Assembly is being held May 30<sup>th</sup>, 2026, which means it has not happened at the time of writing the Annual Report. St. Andrew is sending the following as representatives of our Congregation:

Liz Hardy  
Carl Malmstrom

Pr. Allison Bengfort  
Pr. Colleen Nelson

Liz Hardy will provide a verbal report for the 2026 assembly at the annual meeting.

## Reflections From Our Temporary Office Administrator

This past year has been an eventful one for St. Andrew. While it is not lost on me that I am practically a stranger, having worked here for just over two months at the time of writing this, I am still proud and impressed by this last year's highlights. I believe the best way for me to share the highlights of this past year is to go through the core values of the church and share just how much you've done.

### God Care:

This congregation embraced the message of God and was inspired to grow as people. I see this every day in the people I have grown to know, each with the peace and gentleness of people on their greatest path of honoring deity. I also see this in the continuing efforts to be welcoming to all, ongoing education, maintaining a library of resources regarding racial and socioeconomic issues, and maintaining your Reconciling in Christ status. This work is seen in the growth of the congregation's numbers - notably for Easter, there were 50 more in attendance than last year!

### Earth Care:

The evidence of an environmentally-invested congregation is everywhere at St. Andrew - from the beautiful grounds to weekly articles to the way we do things in the office. The church committed to making a few big strides in making environmentally conscious steps. A few highlights include light fixture retrofitting which made the church's electricity usage more energy efficient, invasive weed removal (English Ivy, Himalayan Blackberry, English Holly, Nipplewort, and Bindweed), partnering with Friends of Trees to provide volunteers for tree planting, and planting 7 new trees on our property.

### Community Care and Neighbor Care:

It is hard for me to separate Community Care from Neighbor Care since so much of what St. Andrew does for these two values are intertwined.

The care for the building has certainly been largely influenced by Community Care. The furnace has been replaced and AC has been added for the Sanctuary, making the space much more comfortable. The siding on the south side of the building was replaced, and our fire extinguishers have been recharged, ensuring that the building is not only up to code but also safe.

As both Community and Neighbor Care, St. Andrew has been showing up. Ongoing attendance of protests, bringing in ICE warning whistles, attending PRIDE parades, and having conversations about our fears are amazing examples of bravery, connection, and living out your values. St. Andrew is also welcoming to projects like Immigrant Story, the Alzheimer's support group, Washington County's Narcotics Anonymous, Aging with Grace, and many more. Showing up, 'being ourselves loudly,' has made this church feel like home to many more than I think you all realize.

More direct, Neighbor Care-centered, work is abundant as well. From striving to meet the goal to donate 200 personal care kits for Lutheran World Relief to raising money and donating in bulk to the St. Matthew Lutheran Food Pantry for the Lenten Season, you have been consistent in Neighbor Care. St. Andrew also welcomed and cared for the stranger, offering direct assistance to those in need in the form of Fred Meyer gift cards and social service referrals.

### Self Care:

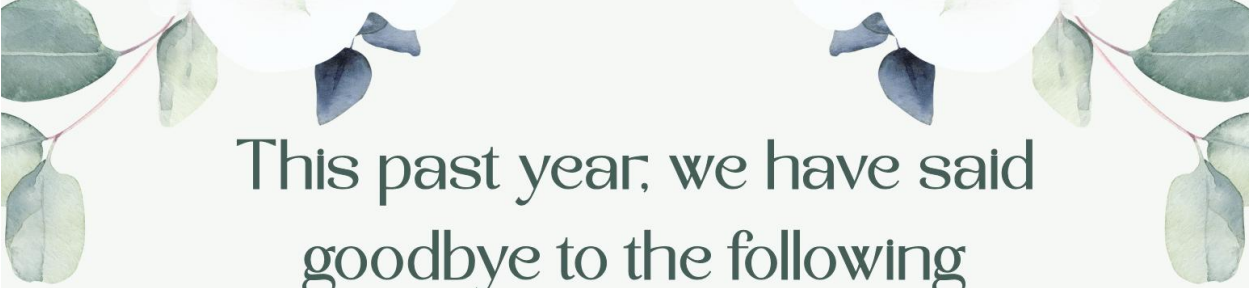
Self Care is a little hard for me to highlight since so much of it is, well, *personal*. But that doesn't mean I don't see care being poured into yourselves. From biweekly T'ai Chi classes (working on physical strength and inner peace) to attending social needs by going to breakfast with fellow

congregation members or having coffee with the Grounds Team, there is an abundance of Self Care at St. Andrew. There has also been room for all to hold their feelings. Space has been held for the bittersweetness of saying goodbye to Deacon Susan Reiser, Sister India Jensen Kerr, Carol Harker, and Lindsey Lane. The same can be said of the hello's the congregation has gotten to say: to John, Karl, Ella, and me.

I encourage you to continue practicing your self-care, treating yourself as you'd treat your neighbors and continuing to holding space for your feelings. Thank you for being such a beautiful and welcoming place to work.

*Amber Sterlinski, Temporary Office Administrator  
with the help of Martin Mills, Administrative Assistant*

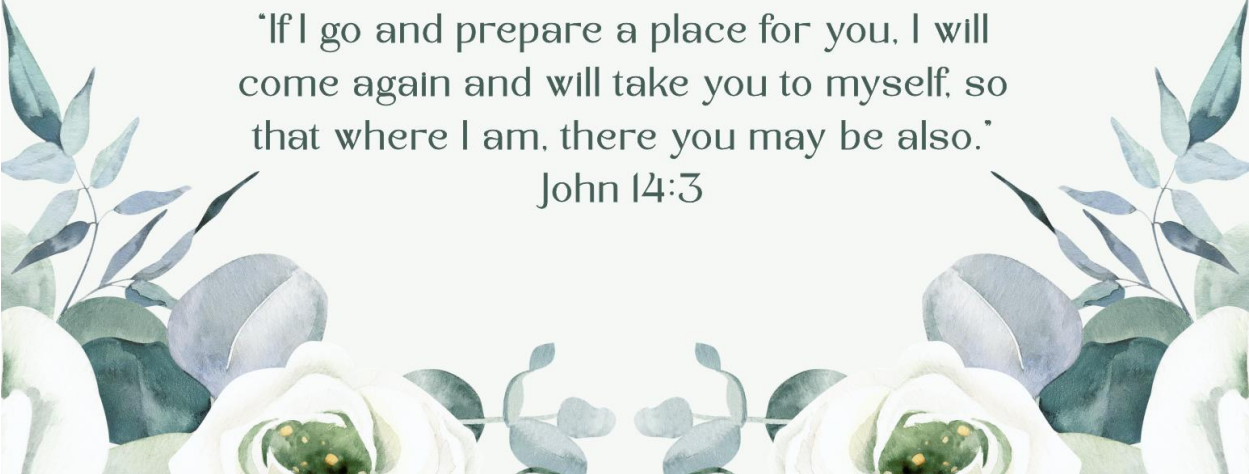
## In Memoriam



This past year, we have said  
goodbye to the following  
congregation members who  
have passed away.



Ethel Richey  
Jean Fredrickson  
Dan Fako  
Gary Magnuson  
Ike Schab  
Carol Blomberg  
Pr. Randy Schutt



‘If I go and prepare a place for you, I will  
come again and will take you to myself, so  
that where I am, there you may be also.’  
John 14:3

# 2026 Agenda: Annual Meeting of the Congregation

Tuesday, June 16, 2026

## GATHERING

1. Call to Order – *Chuck Weswig, Council President*
2. Opening Devotion – *The Rev. Allison Bengfort, Lead Pastor*
3. Establish Quorum – *Chuck Weswig, Council President*
4. Adoption of Agenda – *Chuck Weswig, Council President*
5. Approve Minutes of Annual Congregation Meeting on June 17, 2025– *Chuck Weswig, Council President*
6. Explanation of Voting Process– *Chuck Weswig, Council President*

## MINISTRY

7. Evangelical Lutheran Church in America (ELCA) Churchwide
  - a. Video Message from Presiding Bishop Yehiel Curry:  
Meet the Presiding Bishop of the ELCA, Rev. Yehiel Curry  
[https://www.youtube.com/watch?v=f-P\\_fMDfj4U](https://www.youtube.com/watch?v=f-P_fMDfj4U)
8. The Oregon Synod of the ELCA
  - a. Synod Assembly Report – *Liz Hardy, Lay Attendee*
9. St. Andrew Lutheran Church
  - a. Lead Pastor’s Address – *The Rev. Allison Bengfort, Lead Pastor*
  - b. 2025/26 Council Goals & Progress Overview – *Allison Katsufrakis, Council Vice President*
  - c. Church Administrator Search Process Update – *Erin Castner, Search Team Chair*

## ELECTIONS

10. Congregation Council
  - a. Recognition of Individuals Completing their Council Term – *Chuck Weswig, Council President*
  - b. Election of New Council Members
    - i. Introduction of Council Nominees – *Dana Taylor Blakemore, Nominating Committee Chair*
    - ii. Nominations from the Floor – *Chuck Weswig, Council President*
    - iii. Congregational Vote on Council Nominees – *Chuck Weswig, Council President*
11. Nominating Committee
  - a. Recognition of this Year’s Nominating Committee – *Dana Taylor Blakemore, Nominating Committee Chair*
  - b. Election of New Nominating Committee Members
    - i. Introduction of Nominating Committee Nominees – *Dana Taylor Blakemore, Nominating Committee Chair*
    - ii. Nominations from the Floor – *Chuck Weswig, Council President*
    - iii. Congregational Vote on Nominating Committee Nominees – *Chuck Weswig, Council President*

## FINANCES

12. 2025/26 Financial Overview – *Chuck Weswig, Council President*
13. 2026 Stewardship Season – *The Rev. Allison Bengfort, Stewardship Team Member*
14. 2026/27 Ministry & Mission Budget

- a. Overview of Proposed Budget – *Tim Duggan, Finance Team Representative*
- b. Congregational Vote on Budget – *Chuck Weswig, Council President*

*The meeting is temporarily adjourned for the St. Andrew Foundation’s annual meeting.*

#### **ANNUAL MEETING OF THE ST. ANDREW FOUNDATION**

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

*The St. Andrew Annual meeting resumes.*

#### **CLOSING**

16. Written Ballot Results – *Chuck Weswig, Council President; Dana Taylor Blakemore, Nominating Committee Chair*
17. Announcements – *Chuck Weswig, Council President*
18. Closing Prayer – *The Rev. Allison Bengfort, Lead Pastor*
19. Adjournment – *Chuck Weswig, Council President*

## **2025 Minutes: Annual Meeting of the Congregation**

June 17, 2025 | 6:30pm | Fellowship Hall and Online via “Zoom”

#### **GATHERING**

1. Call to Order 6:30 p.m.: Elisabeth Hardy, Council President
2. Opening Devotion: Pastor Allison Bengfort
3. Established Quorum: 63 voting members present in person.
4. Adoption of Agenda:
  - **Motion:** by Gordon Teifel, that was seconded, to approve the agenda as written. Favor: All Abstentions: None **Motion passes.**
5. Explanation of Voting Process: Elisabeth Hardy
6. Approval of June 18, 2024 Annual Meeting Minutes:
  - **Motion:** by Tom Mehlhorn, Gretchen Bancroft 2nd to approve 2024
    - a. Annual Meeting Minutes as written.
    - b. Favor: All Abstentions: None **Motion passes.**

#### **MINISTRY**

7. **St. Andrew Lutheran Church:** Pastor Allison Bengfort
  - Living into Our Mission and Vision
    - a. Reference Member Packet for detailed information:
      - Pages 4-6 of the Member Packet provide the revised Mission and Vision Statements and highlight the 2024-2025 Ministry Plan with an explanation of the Core Values and Focus Areas.
      - Focus Areas were reviewed:
        - Goal one completed with the hiring of our new Lead Pastor.
        - Minister of Music hiring continues. Stewardship Campaign was very successful. Safety Task Force goals completed.

- Council Retreat in July: Goals & Focus areas will be developed. Reference written report on page 6 of Member Packet.
  - a. Expecting Focus Areas to include: Welcoming a new Minister of Music, discerning our vision for a second clergy position, developing a strategy for welcoming younger generations to our church, improving financial reporting practices.
  - b. Paying off the Mortgage:
    - **PAID OFF!** Large donations, a donation with a matching gift, and many other monetary gifts helped to pay off the mortgage. Now our church can focus on programming, staffing in the future to improve our Ministry.
    - A fun festive “Burning the Mortgage” party. A thank you to the party planners.
  - c. Maintaining St. Andrew’s RIC Status (pink ballot):
    - Reference page 7 of Member Packet for updated RIC Welcome Statement to maintain St. Andrew’s RIC Status.
    - Explanation of the RIC Designation for St. Andrew and the need for amendments to our current RIC designation, including updated language regarding sexual orientation and gender as well as incorporating our commitment to anti-racism.
    - Jan Smith worked with Pastor Allison to make changes and additions to the St. Andrew’s New Welcome Statement.
    - Extensive Discussion with pros and cons for new Welcome Statement:
      - a. Concern about Language, on page 7, NOT the Intent.
      - b. Maybe next year add explanations and definitions for some of the terminology. The Welcome Statement could be amended next year to continue to improve it.
    - **Motion:** by Sonya Ackman, Gretchen Bancroft 2nd to approve the updated St. Andrew RIC Welcome Statement as written.

Favor: 60 Opposed: 4 Abstentions: 2 **Motion passes.**

#### 8. The Oregon Synod of the ELCA:

- Synod Assembly Report: Elisabeth Hardy, Lay Attendee
  - a. Complete report will be included in next year’s Annual Report.
  - b. Synod Assembly was May 30-June 1, 2025 in Portland. Attendees from our church were: Pastor Allison, Elisabeth Hardy, and Sister India Jensen Kerr. Jan Smith also attended as a Synod council member.
  - c. Re-elected Bishop Laurie Larson Caesar for another 6 years.

#### 9. ELCA Churchwide:

- Video Message from Bishop Eaton: “Faith, Fear, and the Call to Community”

#### 10. Other Ministry Topics:

- a. Connections Team: Connie Losk
  - St. Andrew’s MACG team wanted to return to community organizing but still wanted their “connections part” to continue. Now 2 teams: Community Organizing and Connections. “Connections” refers to “internal relationship building” instead of “external relationship building”.
  - The Connections Team works to integrate new members and help existing members deepen relationships within the congregation. The Team held a new member orientation in May and hosts Game Nights. This Team will be planning the upcoming Ministry Fair in September. The team includes about 8 people.
- b. Minister of Music: Robert Hawthorne
  - Minister of Music Search Team has been working since last Fall. Developed a job description and fielded candidates to fill the music position. Unfortunately, the Finalist backed out during the final week of the process. Disheartening but the Team

has again posted the job description on sites for the American Guild of Organists and the Association of Lutheran Church Musicians. In recent posting, changed the listing from an hourly wage to a salaried position on recommendations from previous candidates. There are new promising candidates. Summer is a good time for candidates/a good time for candidates to possibly plan moves. Local and nonlocal candidates are being fielded. Hopefully a new Minister of Music will be hired by Fall.

- Questions about hiring a choir director or organist. The position is for an organist, choir director, and bell choir director. After this position is filled then our church hopes to hire an Assistant Minister of Music. Our organ, piano, bell choir and small choir are all selling points. An attractive position.
- Search Team includes: Robert Hawthorne, Pastor Allison, Gretchen Bancroft, Clay Gustafson, Christina Mantey, Chuck Weswig
- c. Safety Task Force: Cindy Stadel
  - Task Force has met monthly this past year to develop a plan for action in a time of emergency situations – medical crisis, natural disasters, threatening behavior, and more. We want a welcoming and safe community here at our church. The Team includes: Cindy Stadel, Libby Calhoun, Rick Leroy, Lisa Staul, Chuck Weswig. Met with the Washington County Sheriff’s Department, reflected on a 2020 guide from US Department of Homeland Security, reviewed plans from other Houses of Worship including from a church in Hilo, Hawaii. Developed policy for the St. Andrew and staff preparedness manual and recommended formation of an ongoing Safety Team, both approved by Council. First evacuation drill was in May.
  - Safety Team is now being formed. Members of this team will be asked to attend 2-3 trainings per year to stay updated on emergency first aid procedures, de-escalation techniques, and best practices for maintaining a safe environment. Hope to have the Team in place this summer.

## MINISTRY SUPPORT

### 11. Congregation Council:

- Recognition of Council Members completing their terms:
  - a. **Elisabeth Hardy**, Council President
  - b. **Pam Farr** and **Elisabeth Hardy** not seeking second terms.
  - c. **Janet Vorvick** completing first term.
  - d. **Lee Anne Knapp** resigned with one year remaining in term; **leaving position open.**
  - e. **Evan McGarvey** – Youth Representative **THANK YOU SO MUCH!!!**
- Congregation Council Nominating Committee: Dwight Jerde
  - a. Dwight Jerde is Chair. Other members: Chuck Weswig, Amy Harker, Allison Katsufrakis, Gretchen Bancroft, Pastor Allison. Started meeting in April.
  - b. Introduction of 2025-2028 Council Nominees: Janet Vorvick for second term, Scott Anderson, Tracie Semenchalam, Casey Tkacz, and Evan McGarvey - for 1 year (Youth Representative renominated by St. Andrew Youth)
  - c. Nominations from the Floor: None
  - d. **Vote** to approve Council Nominees: (yellow ballot)  
In Favor: At least 71 for all candidates.  
Janet Vorvick: 71 Scott Anderson: 76 Evan McGarvey: 76 Tracie Semenchalam: 74  
Casey Tkacz: 76  
**All Nominees voted in!**
- 2026 Nominating Committee:

Introduction of 2026 candidates: 3 needed from congregation at-large. Nominees: Sonja Ackman, Dana Blakemore, Tom Jelineo. 2 Council members will be added after the new Council is formed. 2-3 people have already agreed to be on Council next year.

- Nominations from the Floor: None
- **Vote** to approve candidates for Nominating Committee: (blue ballot) 72 ballots submitted. In Favor: 72 for all candidates.

**All Nominees voted in!**

## 12. Finances & Funds:

- Finance Team Overview & Explanation of Funds: Co-Treasurer Tim Duggan
  - a. **Reference written Annual Report & Annual Meeting Member Packet for details.**
  - b. Explanation of M&M Fund and PIPE Fund. PIPE Fund will fund Heating & Cooling Upgrades - A/C in Sanctuary and replacement of 3 furnaces.
  - c. 19 Designated Funds have been closed to reduce number of these funds. Donations have been moved into M&M Fund so now listed in the Budget.
  - d. Church has a “line of credit” – can draw additional funds if needed. Up to \$50,000. CD with money from CARES money. This money was a government tax rebate for continuing operations during the pandemic.
  - e. Mortgage paid off.
- Annual Financial Review Report/Status Update: Jeff Smith
  - a. **Reference written Annual Report for details**
  - b. Jeff was the only person on the Financial Review Committee this year. He reported that the Church finances are in good order. He will make some recommendations to the Finance Team.
  - c. Jeff will be reviewing and explaining finances to Council, in more detail, at August meeting.
- Stewardship Committee: Pastor Allison
  - a. **Reference Stewardship Campaign Results provided at Annual Meeting** – review and explanation of these results.
  - b. Highest pledges on record for the Church.
  - c. 2025 Stewardship Campaign was in February and very successful. Reached 93% of our goal for increased weekly giving. Reached our goal for collecting intent cards. Bonus Gifts secured and added to 2025 total Intended Giving.
- Proposed Ministry & Mission (M&M) Funding Plan: Co-Treasurer Tim Duggan
  - a. **Reference abbreviated budget informa6on** – Page 12 of Member Packet. Review and explanation provided.
  - b. **Reference Revenue forecast**, page 12 of Member Packet and **Operating Budget, HR Budget**, page 13 of Member Packet – Review & explanation provided.
  - c. **Reference 2025-2026 Budget Forum**, page 14 of Member Packet – Review & explanation of Mortgage, Revenue, Expenses, and Designated Funds.
  - d. Healthy financial expectations.
  - e. Questions and discussion. Clarified the ongoing church maintenance separate from major PIPE fund expenses. Need future work on increasing “regular giving” instead of depending upon individual large dollar donations.
- Congregational Vote on Budget: (green ballot)
  - a. **Motion** by Tom Jelineo, Lynn Santelmann 2nd to approve the Budget as presented. 73 Present. In Favor: 67 Opposed: 2 Abstentions: 4  
**Motion passes.**

**Meeting temporarily adjourned for Foundation's Annual Meeting – 8:27 p.m.**

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

- Separate corporation from St. Andrew Lutheran Church, tax-exempt 501C3 status through the ELCA.
- Tom called meeting to order: 8:32 p.m.
- **Reference Annual Report** for the Foundation's 2024 accomplishments, page 36-39. Reviewed the information regarding Scholarships & Grants.
- Now looking at how to best make grants from the Foundation, in the church or related to the church.
- Reviewed "Giving to the Foundation".
- Members: Tom Mehlhorn, President. Pastor Allison, Dan Fako, Luis Flores, Dwight Jerde, Tira Nessel, Randy Sinn, Lynetta Weswig
- **Reference Written Financial Report in Annual Report**, page 40. Calendar year: January-December is Foundation's fiscal year as noted in Report.
- Presented name for new board member: Rick Koch  
**VOTE**, with hand raising, to approve Rick Koch as new board member.  
Favor: All with 1 Abstention  
**Rick voted in!**
- Foundation Meeting adjourned: 8:47 p.m.

**St. Andrew Annual Meeting Resumes - 8:48 p.m.**

**14. Written Ballot Results:**

- Presented to congregation and listed above
  - a. Maintaining RIC Status: Elisabeth Hardy  
60 Yes, 4 No, 2 Abstentions
  - b. Congregation Council Members: Dwight Jerde, Nominating Committee  
At least 71 Yes for all candidates. Janet Vorvick: 71, Scott Anderson: 76, Evan McGarvey: 76, Tracie Semenchalam: 74, Casey Tkacz: 76
  - c. Nominating Committee Members: Dwight Jerde, Nominating Committee  
72 votes Yes, 0 No, 0 Abstentions
  - d. Ministry & Mission (M&M) Funding Plan: Elisabeth Hardy  
73 ballots submitted - 67 yes, 2 no, 4 Abstentions.

**SENDING**

15. **Announcements:** Elisabeth Hardy, Council President

16. **Closing Prayer:** Sister India Jensen Kerr

17. **Meeting Adjourned:** 8:52 p.m. by Elisabeth Hardy, Council President

Respectfully submitted by: Noelle Mehlhorn, *Council Secretary*

# Annual Meeting: Transition Consultation Update

Prepared for St. Andrew Lutheran Church | June 2026

It has been a profound privilege to walk alongside you this past year as your Transition Consultant. Change is rarely a straight line. When major staff or clergy transitions occur, the Bishop asks congregations to work with consultants such as myself to engage in faithful, strategic periods of reflection to discern what the most Spirit-led, missionally-aligned, and sustainable next step might be. As you gather for your Annual Meeting, I want to share an overview of my work alongside your Council, Staff, Community Organizing Team, Human Resources Committee, and other leaders to strengthen your foundations and clarify the pathway for a sustainable future for St. Andrew Lutheran's staffing.

## 1. The Heart of Our Work: Relational One-to-Ones

At the center of this transition was a commitment to **One-to-One Relational Meetings**. These were not merely 'interviews' but intentional spiritual practices designed to weave relational connection.

**Why I Did Them:** I utilized over 20 individual conversations with various current and former members & staff to surface the collective 'wisdom of the pews,' creating space for you to share deep hopes, griefs, and imagination for St. Andrew.

**The Goal:** To move from private opinions toward shared, interwoven vision of what this church might be and become in the next generation.

## 2. Equipping Leadership: Staff, Council, and other Teams

We invested deeply in the health and skills of St. Andrew's leaders through intensive retreats and ongoing training.

### Staff Development & Culture:

- **Supervision as Covenant:** We utilized Susan Beaumont's When Moses Meets Aaron to redefine staff supervision as a covenantal partnership rather than a top-down hierarchy and built a Staff Relational Covenant.
- **Cultural Humility Tools:** We worked to understand the diverse cultural standpoints within St. Andrew, including among the staff, that create not only opportunities but challenges to ministry (and how to work with the Spirit to engage these differences well).
- **Operational Skills:** Staff developed skills for creating behavioral/partnership covenants, team-based decision-making-strategies, and designing meetings for more diverse cultural/learning needs.

### Council Development:

- **Governance v. Management:** We clearly differentiated between the roles of Council, staff, and parishioner/volunteers to properly direct resources (including time and energy) and minimize process confusion, redundancy, and leadership burnout.
- **Ministering Effectively and Sustainably in a Program-Sized Congregation:** The Council learned structural opportunities, needs, and limits to leading a 'Program-Church' sized ELCA congregation such as St. Andrew in the 21st century in the PNW.
- **Creating Sustainable, Adaptive Solutions in a Polycrisis World:** We analyzed real-world threats and pressures on individual, congregational, community, and church-wide resources to assist wiser strategic decision-making for the parish's long term mission.

### **Specialized Teams & Findings**

- **Community Organizing Team:** This group focused on helping the congregation's collective voice, wisdom, and concerns be heard through the Listening Sessions that were held Nov-Dec. and which will fundamentally shape the recommendations I make regarding staffing opportunities arising within St. Andrew.

- **Ad Hoc Sustainability Investigation Team:** This team was tasked with a deep dive into congregational resources (physical space/grounds, finances, and people power) and developed an extensive analysis of those resources to support the Council's decision making.

### **3. From Listening to Life: 'Wisdom of the Pews'**

Through relational meetings and themed weekly congregational listening sessions held Nov-Dec. 2025, we identified a central theme: moving from **Isolation to Interdependence**.

#### **Examples of Shared Desires of the Congregation:**

- **Mutuality:** A shift from transactional engagement to a model of mutual contribution.

- **Spaciousness:** A cross-generational desire for the 'Gift of Time' and a slower, more intentional pace.

- **Authentic Belonging:** The need for 'Designated Places' where younger members find **authenticity** and elder members find **agency and legacy**.

### **4. Pathways Forward: Strategic Recommendations**

My 9-month work will culminate in clear recommendations of Pathways for staffing and structural re/development that prioritize long-term resilience over immediate fixes, and take into account the listening, analysis, and sustainability assessment accomplished since September.

#### **Looking Ahead**

I hope the foundations we have laid this year—rooted in relationship, stewardship, and solving adaptive challenges—will serve as support for your future ministry. Thank you for your courage, your honesty, and your commitment. The Spirit is moving through St. Andrew, and it is a joy to witness. I look forward to sharing my recommendations with you and watching God at work in your midst.

In Peace and Partnership,



Pr. Julia Nielsen, *Transition Consultant*  
Oregon Synod

