



St. Andrew's  
Presbyterian Church

# 2021 ANNUAL REPORT



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# **ANNUAL MEETING DOCKET**

February 6, 2022, 10:00 a.m., Zoom

- I. Call to Order/Opening Prayer**
- II. Honoring the Church Triumphant**
- III. Lifting our 2021 Ministry to God in Prayer**
- IV. Questions about 2021 Ministry Reports**
- V. Clerk's Report**
- VI. Stewardship Report**
- VII. 2022 Terms of Call for Pastor**
- VIII. Foundation Annual Report**
- IX. Closing prayer**

## **PASTOR'S ANNUAL REPORT**

*The Rev. Dr. Sarah Sanderson-Doughty, Pastor & Head of Staff*

Dear Kindred in Christ,

It's hard to know where to begin to sum up my ministry at St. A's in 2021. If 2020 was hard, 2021 was harder. The year dawned with such hope with the advent of safe and effective vaccines that had been developed in record time and increasing access to those vaccines in the first half of the year. On Easter we worshipped together in person for the first time in over a year, with an outdoor sunrise service. And on Pentecost we began hybrid worship from our sanctuary.

The initial return to in-person worship was jarring for some, I'm sure. At first we weren't singing together; what's worship without shared song? And we were all masked and distanced, and the warm connectedness of St. A's worship seemed a thing of the past. With some remaining on-line— some on zoom and some on Facebook— it was hard to feel like one connected community.

And then, of course, after Labor Day, with the surge caused by the Delta variant, we shut down the building again, returning to virtual worship only for two months. This second shut down was discouraging to many. But when we re-opened and renewed hybrid worship in November there was a new and good spirit among us, better attendance in person, and more joyous participation, it seemed. A highlight was, of course, the return of the Canby Cantalinas in December.

As I write this report, in the midst of the Omicron surge, we're entirely virtual again. And coming to terms with the carefully discerned new policy decision of the Session to require vaccination when we resume in-person worship. And I know there are lots of feelings about this protracted pandemic and all its consequences.

That said, whether on-line, or hybrid, throughout this messy pandemic, the passing of the peace has been a powerful moment of connection for St. A's. It is not what it once was, but at this moment those in the sanctuary see those who turn their cameras on on zoom and hear their voices.... And peace is shared in COVID safe ways. Even on Facebook peace is shared. And that, friends is a symbolic representation of what St. A's has continued to do all throughout this past, most challenging of years, we have shared peace. We have supported one another through sickness and grief. We have rejoiced in the birth of new babies. We have learned together. We have prayed together. We have done what we can for vulnerable neighbors. And it has been an honor and a privilege to remain your pastor and seek to be a bearer of peace to you.

This in no way reflects all the work I did this year. It is simply the message I feel most compelled to offer.

In Christ,  
Pastor Sarah

## CONNECTING WITH CHRIST 2021

### EDUCATION AT ST. ANDREW'S

*Laurie Donald, Elder*

Another unprecedented year of hybrid worship has seen Education reinvent itself to meet the needs of our congregation. Thanks to dedicated volunteers, under Pastor Sarah's leadership we have reached out to our attendees in ever-changing ways.

**Children's Ministry** has been creative in providing ways for our children to continue learning about God's love and the ways that love can live in their lives. These lessons have taken the form of mailings and home deliveries when we worshiped remotely, and at the church in times of worshiping there. The lessons and activities mirror the texts used in worship, using examples that help children connect their everyday world and experiences to the lessons from the Bible. Carol Patterson, Lori Sweeney, Marie Dolson, and Connie Humphries faithfully guide Children's Ministry.

Aubrey Schiefelbein was selected to replace McKenna Faulkner, who is now teaching full time, as our child care provider. We thank McKenna for her years of dedicated service

For the second year, Pastor Sarah organized a virtual pageant for Christmas Eve, to great reviews.

**Learning and Fellowship opportunities** continued to challenge assumptions and stimulate thought through virtual sessions. The virtual platform allows participants to join from anywhere.

The Enneagram discussion group has continued to explore better self-understanding and better understanding of others, especially in relationships, through the study of what motivates, drives, and fulfills the individual and others.

The anti-racism group has expanded its study with additional print and visual materials. The participants are steadily gaining greater awareness of privilege and coming to terms with the racist foundations of our society. They have read and discussed books such as *How to Be an Anti-Racist* and *So You Want to Talk About Race*, discussed the movie *13<sup>th</sup>*, and concluded the year with discussion of the podcast series *Nice White Parents*.

Sunggu Yang, our parish associate for liturgy and education, taught a Sunday morning class for six weeks in May and June, *Stories of the Early Church*.

The men's Bible Study continued to meet on the 1st and 3rd Wednesday at 7 a.m. Pastor Tom usually facilitates their ongoing study of the Hebrew Scriptures.

St. Andrews continues to nurture its congregation through these activities and more, helping individuals grow in their knowledge of and love for God.

## **WORSHIP**

*Laura Faulkner and Oliver Young, Worship Elders and Pastor Sarah, Primary Worship Leader*

Every Sunday of 2021 St. Andrew's gathered in one way or another to worship God together. We worshipped virtually only until Easter. While we were worshipping virtually upgrades were made to sanctuary sound and tech to facilitate better hybrid worship experiences when it was safe for us to gather in person again and to help provide better hearing support to those worshipping in person. We are grateful for a \$1,000 grant from the Communication and Technology Team of the Presbytery of the Cascades which helped to offset the expense of these improvement.

On Ash Wednesday, Pastor Sarah and Laura Faulkner in the morning, and Pastor Sarah and Hannah Feely in the evening offered drive-by ashes. We led an on-line Ash Wednesday liturgy. Nearly every Wednesday throughout the year, Pastor Sarah facilitated an evening prayer service at 6:30 pm on zoom. This is an intimate gathering in which we share in the leadership of the liturgy and reflect together on a scripture passage and verbalize our prayers.

On Easter Sunday, we gathered in person for the first time in over a year, outside the front doors of the narthex/sanctuary for a joyful sunrise service. We then led the 10 am virtual service from the sanctuary. In May we continued leading the virtual services from the sanctuary and invited parishioners to join us, observing a variety of COVID precautions, on Pentecost Sunday.

We maintained hybrid worship—worship in the sanctuary, on zoom, and on Facebook—all summer long. As the summer waned cases were rising as a serious variant began to move through our region. The COVID team asked the we adjust our masking policy to require even worship leaders to be masked at all times in the sanctuary. If you wondered why Pastor Sarah started wearing a mask while preaching and praying, as well as while singing, this is why. As someone speaking at length, she has the potential to fill the air with aerosols and we don't want to risk infecting vulnerable congregations. Further, as a visible leader it was important for her to witness to the practice of mask wearing while gathered in-doors. We also began using live transcript on zoom to help support hearing for those on-line.

We were able to resume hybrid worship in November and maintain that through the end of the calendar year. We were delighted to welcome back an intergenerational fellowship and to be singing together, behind masks, again. We were delighted to welcome special musical guests in Advent, and to be blessed by the return of the Canby Cantalinas.

We prepared another virtual pageant for the 4:00 service on-line on Christmas Eve, thanks to the contributions of many households. We hosted a hybrid candlelight service at 9 pm and were delighted to have many visitors and guests gather in our sanctuary. On the last Sunday of the year we all got a Sunday off. Pastor Sarah prepared a liturgy for at-home use and all the worship staff got some Christmas rest.

Thanks to Amy Houchen for recruiting worship assistants all year and thanks to all the worship assistants, those who assisted in the sanctuary and those who assisted from home. Thanks as well to Amy Houchen for sharing new hymns she prepares from time to time. We are blessed to have an in-house hymn writer.

We were also blessed to have two creative worship planning teams in 2021, one to discern a metaphor to ground our Lenten Worship (Who am I? *Nametag*), and one to discern a metaphor to ground our Advent Worship (Light in the Window). Thanks to all who served on these creative teams and helped to distribute materials to church members to support fuller participation in our worship life. We are excited to be convening creative planning teams monthly in 2022. If you'd be interested in sharing a Saturday morning for this purpose, please let Pastor Sarah, Laura Faulkner, or Ollie Young know.

We are grateful to Alex Feely and Steve Planck for so ably managing our worship technology all year long. And we are grateful for the musical leadership of Don Feely and Hannah Healey.

We continue to use the tool of the narrative lectionary to guide our scripture selections each week, tracing an arc through the Bible each year, starting with Genesis in September, arriving at the prophets around the time of Advent, transitioning to the Gospel of the year at Christmas, shifting to stories of and letters to the early church after Easter. In 2021 we began the year in Luke and ended it in John. We had summer series on the Psalms, Ephesians, and Sacraments.

We were blessed to be supported in worship on the first two Sundays of most months by the Rev. Dr. Sunggu Yang, our parish associate for liturgy and education. He served as the primary backup preacher for Pastor Sarah throughout the year. We also were grateful to receive another Earth Day sermon from Elder Steve Cook.

We are grateful to the congregation for bearing with all the changes and honoring all our safety precautions. We rejoice that we continued to give glory to God all year long.

## **MINISTRY OF MUSIC**

*Don Feely, Director of Music*

It has been another year of challenges and changes. At times we feel normalcy is returning, only to be faced with more obstacles. And yet we still gather together on Sunday morning, and I rejoice we can greet each other, pray, and sing! We have been flexible—gathering in-person when possible—and online when necessary.

Special thanks to Dagny Regan, Nick Luchterhand, and the Canby High School Cantalinas, who blessed us with their musical gifts during the Advent Season. I have been grateful to Hannah for leading ALL the singing every Sunday morning, and for Sarah and Kevin for planning opportunities for us to record and share vocal music during the service. We will continue to have special guests join us for special music. While Hannah may be concluding her time with us, I am confident that we will find others willing to step in and lead our singing.

It is my hope we can soon return to in-person worship, with our choir sharing musical offerings every Sunday. Even during this time apart, I still continuously search for new and inspiring music for our choir. I know this time has only deepened my appreciation for our choir, and the joy we have in worshiping God together through music.

Peace in Christ.

# CONNECTING WITH EACH OTHER 2021

## BOARD OF DEACONS

*Merrie Backer and Becky White, Co-Moderators*

### Board of Deacons Mission Statement

The ministry of Deacons is set forth in Scripture as one of compassion, witness, and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies, or those in distress. (Handbook for Ruling Elders and Deacons, p.28)

### What We Do

The Board of Deacons is composed of fifteen members including two co-moderators/secretary. Currently, eight active ministry teams serve a variety of needs within the church family, as well as, serving our neighbors as approved. Each team is led by a Deacon coordinator and assisted by other Deacons or church members. We also continue a Shepherd Ministry designed for members to maintain contact, especially during COVID-19.

### Our Teams

#### Bereavement Receptions Ministry

There was a memorial reception held for one of our members. It was held primarily outside. Deacons helped the family with set-up. There were other losses this past year, but due to COVID-19 we were unable to hold in-person memorial services where the Deacons would typically provide beverages and cookies.

#### Card Ministry

Greeting cards are sent to members offering congratulations, encouragement, sympathy, and support in times of need. We also send birthday, anniversary cards, and Veteran Day acknowledgement cards. There were about 250 cards sent this past year.

#### Caring Friends Ministry

This ministry works with the pastor to provide support for St. Andrew's individuals and their families who may be facing surgery or other medical concerns. Coordination of meals and/or other services are offered during recovery. During 2021, one member received meals after the birth of a baby. Other assistance was provided with the "casserole" program to the Program for West Women and Children.

#### Emergency Services Ministry

This ministry responds to short-term requests for identified needs for members or community members. There have been 5 total requests. Funds and gas cards have been offered.

#### Homebound Visitors and Communion Ministry

This team maintains connections between the homebound and the church. Contact is made by a Deacon and other members with each homebound person to include cards, phone calls, and/or home visits. Pastoral visits and communion are provided as requested. This team currently serves

fifteen homebound members on a regular basis. An updated list has been compiled and reviewed. It clearly identifies the person by name, their location, phone, address, and who is making the contact.

#### Paths of Recovery Ministry

Resources and personal contact, if requested, are provided to those facing issues of substance abuse and/or addiction. A “free” library of books and other materials are located in the church Lounge. A new and updated informational flier was created and is in the narthex and on the outdoor message board.

#### Prayer Chain Ministry

This ministry team of caring people provide prayer for those identified on prayer cards collected during weekly worship, on the Zoom chat line or Facebook Live, as well as other requests from within the St. Andrew’s family.

#### Transportation

This ministry is now available and a new coordinator is assigned. A few members have been transported. However, it has been difficult to have consistency given limited in-person services being held due to Covid-19.

#### Shepherd Ministry

With the onset of the pandemic, Pastor Sarah and the Deacons recognized the need for additional ways for our congregation to communicate and provide support to each other. In March 2020, the Shepherd program was initiated and sixteen Shepherds began communicating with their assigned members typically on a monthly basis. Shepherds were assigned 7-8 members per group and were encouraged to use cards, phone calls, emails and texts to maintain communication and offer support to our members. Our goal was to ensure that no one would be forgotten when we were no longer able to meet for worship on Sundays nor able to gather for other activities.

This program has evolved throughout the year. Shepherds are trying to make quarterly contacts. However, each Shepherd is encouraged to use their own judgement regarding the frequency of contact based on the needs of their flock.

## **WELCOME**

*Connie Blumthal, Elder*

During the whole of 2021 the ever-changing COVID pandemic situation determined the work of the Welcome Team.

Connie continued as a member of the COVID-19 Task Force. During the pandemic closures of the church, activities were limited, yet efforts to encourage engagement of our community were continued:

- St. Andrew’s members and visitors were contacted by E-news, Neighborhood news, and outdoor signage to invite them to join us on Sunday Zoom Worship Services and to inform them of changes in activities,
- Welcome Sign-In Tables were maintained at all church entrances with sanitary wipes and cleaning supplies,

- Fabric Face Masks were sewn and offered free to all congregants and visitors (These masks continue to be available for adults and children at entrances.),
- COVID-19 Task Force policies and procedures were frequently adapted to follow state and county guidelines and to maintain the health of all building users.

When St Andrew's was allowed to hold in-person Sunday Worship, additional changes were necessary for usher and greeter activities. Clarification was made in new written directions that included:

- Increased airflow by opening doors and placement of large fans year-round,
- Universal wearing of properly fitted masks at all times,
- Hand sanitizing offered upon entry,
- Social distanced seating between family pods required inside the sanctuary,
- Providing communion elements individually packaged for pick-up in narthex,
- Offerings collected in the Narthex without a passing of the plates,
- Help with new hearing assistance devices,
- Additional cleaning and closing duties.

Please contact Connie to volunteer for Greeter and Usher opportunities during hybrid worship Sundays by emailing [cjblumthal@msn.com](mailto:cjblumthal@msn.com). Additional willing participants are greatly needed to fill our need.

# SERVING OUR NEIGHBORS 2021

## MISSION

*Marilyn Palumbo, Elder*

The Mission Team is dedicated to reflecting St. Andrews' mission of connection, both worldwide and locally, through the allocation of the mission budget and also through the careful stewardship of congregational donations. In 2021, God again showed us what is possible in difficult times. Here are some of the ways God has led St. Andrew's to serve our neighbors in 2021:

### **West Women's and Children's Shelter:**

Our partnership with this 60-person shelter continued throughout 2021. St. Andrew's volunteers prepared and delivered hundreds of meals to WWCS as well as donated supplies to help clients transition to permanent housing.

### **Afghan Refugee Resettlement:**

Our 2021 Christmas Eve offering was dedicated to assistance for families resettling in the Portland area from Afghanistan. St. Andrew's partnered with Ecumenical Ministries of Oregon's SOAR program (**Sponsors Organized to Assist Refugees**) to build "Restart Kits" to welcome Afghan families to our area.

### **Hygiene For All (H4A) Clothing and Bedding Exchange (CBE):**

With the laundry facility buildout nearly complete, and with St. Andrew's laundry teams in place, the CBE is nearly operational! Numerous donations of new and used clothing have already made a difference in the lives of our neighbors at the H4A "hygiene hub" in Southeast Portland. Our members' steady donations of hundreds of pairs of new socks, underwear, shampoo, toothbrushes, toothpaste and more, affirm our recognition of everyone's basic right to hygiene.

### **Ziplock Ministry:**

St. Andrew's teams continue to package and deliver food and hygiene essentials to our vulnerable neighbors, including workers at **VOZ Worker Rights Education Project** and those served by

**Providence Foundation's Better Outcomes through Bridges (BOB).** Monthly donations from St. Andrew's members (over 1,000 pairs of socks in 2021!), as well as generous annual gifts, have kept this ministry vital, creating connections of hope. St. Andrew's volunteers donated supplies, packaged, and delivered over 800 bags in 2021.

### **Fall Food Drive:**

This annual campaign (formerly called the "Civil War Food Drive") supports the Neighborhood House Food Pantry which serves over 9,000 food insecure neighbors in Southwest Portland. In 2021 St. Andrew's topped all prior years' donations, raising over 11,000 pounds of food to stock the pantry shelves.

### **SW Hope Feed the Hungry Campaign:**

Neighborhood House continues to be a significant partner in local ministry, a relationship which that has grown over the years through the SW Hope Campaign. The pandemic tripled the need for food

pantry services, and St. Andrew's responded with over \$10,000 in donations, as well as continued volunteer support.

### **Cuba Partnership:**

We have missed in-person visits to our partner church in Santa Clara, Cuba, but we've stayed connected through all manner of technology. With the provincial borders closed for most of the year, battling food shortages and pandemic constraints, the Cubans taught us a lot about technology and crowd-sourcing. Above all the Cubans teach us a great deal about faith. In 2021 St. Andrew's donations contributed a 42,000 container shipment of food and humanitarian supplies (including syringes) that was distributed across the three Cuban presbyteries. Our hearts were filled with joy to see photos of our Cuban friends, hands joined in a circle, praying over 100-pound bags of beans, rice and coffee which revitalized their community ministries. We are grateful for all that we share with one another, and we stay in touch across the miles, affirming the words of Proverbs 17 *"A friend loves at all times, and he is like a brother in time of trouble."*

### **PC(USA) Special Offerings/Christmas Eve Offering:**

The session authorizes the Mission Team to coordinate four PC(USA offerings our local Christmas Eve Offering. directing St. Andrew's generosity to specific ministries of our denomination. Here are our special offerings and their purposes:

- One Great Hour of Sharing (disaster relief)
- Pentecost (young people and at risk children)
- Peace and Global Witness (peacemaking)
- Christmas Joy Offering (past and future leaders of our denomination)
- Christmas Eve Offering (the 2021 offering was directed to Afghan refugee resettlement in our area)

### **The Chapel as a Mission Hub - Responsive and Responsible Use of our Building**

In 2021 the St. Andrew's Chapel became the focal area for mission activities. With its exterior access and good ventilation, it is well suited to COVID safety protocols and accessible to community users such as the Portland Public Schools Clothing Closet which was housed in the Chapel for most of the year. The Session affirmed a proposal that we continue to look at ways to adapt this space as a "Mission Hub." This, in addition to the continued use of the Chapel as a space for forums, educational events, and other gatherings.

The Mission Team continues to witness an incredible heart for mission from St. Andrew's members. We estimate that, in addition to the St. Andrew's mission budget shown in our financial reports, our members donated an additional \$27,000 in support of local mission and special offerings. It has been another year of God showing us what is possible when we trust our belief in the inherent value and dignity of every human being, and our ability to connect with one another through Christ. Every member of St. Andrew's is a part of this transforming work. To become more involved, contact any member of the Mission Team: Jeanette Kloos, Mary Sherwood, Mary Poulsen, Laurie Donald, or Marilyn Palumbo.

## **QUILTING**

*Gail Planck, Coordinator*

The St. Andrews Quilters did most of our meeting by Zoom for 2021. Luckily most of our sewing is done at home, so we still had a very productive year. Listed below are the items donated in 2021.

- 2 quilts for church members
- 1 baptism quilt
- 2 quilts for Project Linus
- 24 quilts for Afghani refugees in Salem
- 13 doll quilts
- 1 doll bed
- 25 dresses for Dress a Girl Around the World
- 30 pillowcases for Dornbechers Hospital
- 16 fleece pillows for West Women's and Children's Shelter
- 11 dog beds for Lexi dog
- 4 crocheted blankets, 1 hat and 2 scarves for Neighborhood House
- \$100 for Project Hope
- \$100 for Presbyterian Giving to buy 2 sewing machines for women in third world countries
- And lots and lots of masks!

Thanks to all of you who support our ministry.

# ADMINISTRATION

## BUILDING AND GROUNDS

*Steve Ihrig, Elder*

Facilities Annual Report, 2021

Team Members: Richard Donald, Jeanette Kloos, Larry Patterson  
Earl Stanfield, Marge Stockwell (Emeritus), Jim Tormey

With St. Andrew's building having limited use for approximately 28 weeks during 2021, the Building and Grounds Team remained busy providing repairs and maintenance to building and grounds.

Some of the maintenance included:

- Installing new flags and washing the flag pole. These flags were donated to St. Andrew's by Chuck Stilson and Michael House
- Meetings with Hunter-Davison to maintain and repair the current boiler and planning for the installation of a new boiler system
- Flushing out the water system weekly during shut down periods
- Purchasing and replacing light bulbs and tubes in Friendship Hall, Sanctuary and replacing bulbs and ballasts throughout building
- Organizing mandatory building inspections: fire extinguishers, Fire Marshall, backflow, fire doors, fire alarms and boiler
- Weeding, yard cleanup, bark dusting and taking debris for composting
- Assisting Michael House in the care and maintenance of the Rose Garden
- Repairing damage from the over flowing hot water heater: turning off all valves, locating leak, removing floor and ceiling tile, purchasing new heater, repairing and replacing floor and ceiling tile and ordering sheet rock repair
- Organizing tree removal due to ice storm damage
- Purchase and planting dogwood and organize watering for five months
- Clean garbage out of parking lot
- Plan and organize bids for purchase and installation of Sanctuary and library roofs
- Work with contractors to maintain the boiler, elevator, alarm system and security
- Assist in the setups for building functions
- Gutter cleaning (multiple times), maintenance and planning for gutter and downspout repair and maintenance
- 182 hours of maintaining our parking lot
- Reset parking lot lights and maintaining light stanchions
- Maintain and repair door locks and entries, egress signs and damaged doors
- Repair sinks, toilet and faucets
- Provide temporary repairs to the library roof
- Assist installing internet cable from office to Sanctuary
- Assist in the repair and maintenance of Vermont Hills classrooms and restrooms
- Install sheet rock in a boiler room to meet Fire Marshall requirement
- Complete the recycling of all blue hymnals

- Collect and transport wood/tree debris for recycling
- Clean and remove trash/old equipment from around shed
- Remove and recycle toxic materials for the shed

Jeanette and Todd Kloos continue to maintain the parking lot area. They remove invasive blackberry vines, hawthorn, wild geranium and ivy. They clean curb sights that allow for proper drainage into swales. They also watered throughout the summer to help ensure our shrubs and trees survived the excessive heat. Doing this work goes beyond cleaning and pulling weeds – this works helps maintain an eco-friendly environment.

Michael House, is not an official member of the Building and Grounds Team but has been the driving force in maintaining the health and beauty of our Rose Garden. The Building and Grounds Team provides assistance to all of his efforts. Truly a team effort. Thank you, Michael.

Amy Houchen has been a valuable contributor to the efforts to enhance the beauty of St. Andrew’s. She has spent considerable time finding, interviewing and looking at references to identify a landscaper capable of developing a plan for creating a landscape that meets our aesthetic needs, environmental responsibilities and ease of maintenance. No small task. Amy is not an official member of Building and Grounds but we wanted to recognize her for her work on this difficult task.

Amy is also working with the City of Portland on the design, repair and maintenance of the bioswale just west of our Narthex. This is a project that helps St. Andrew’s manage water runoff in an ecofriendly manner.

Maintaining the building and grounds at St. Andrew’s is a very large job as you can see by the diverse tasks mentioned that this team completes every month, every year.

Larry Patterson, Earl Stanfield, Jeanette Kloos, Richard Donald and Jim Tormey and volunteers like Todd Kloos, Amy Houchen, Michael House and Steve Planck help keep St. Andrew’s doors open and functioning (figuratively and literally).

If you would like to volunteer to help in our efforts please contact someone on the B and G Team. Thank you.

## **COVID-19 TASK FORCE**

*Amy Tanous, Connie Blumthal, Steve Planck, Sarah Sanderson-Doughty, Marianne Parshley, and Scott Nasson*

With the introduction of safe and effective vaccines at the beginning of the year, we hoped that our task force would not be needed by the end of the year. Sadly, we were disappointed. The new COVID-19 case rate went down steadily and vaccination rates went up in January and February, so we felt safe in reopening the building to smaller gatherings. There was a Spring Break/Easter surge in new cases that subsided in May. At the end of May, we relaxed more of the building use restrictions and allowed our first in-person – online hybrid worship service on Pentecost Sunday, May 23<sup>rd</sup>.

And then, in July came the Delta variant, a more infectious virus that spread primarily though unvaccinated individuals. Two physicians joined our task force, Marianne Parshley and Scott Nasson,

to add their expertise. The infection rate climbed through August. In early September, we closed the building again for most activities. The infection rates peaked in mid-September and then gradually went down. In early November, the building was reopened and hybrid worship services resumed.

And then, in mid-December came the more infectious Omicron variant. By the end of December, the infection was as high as it had ever been during the pandemic. With 60% of our members in our high-risk group just because of their age, it was time to resume discussions about closing the building again. Maybe by the end of 2022, this task force will no longer be needed.

## **OFFICE ADMINISTRATOR**

*Katy Rustvold, Staff Member*

I am almost half way through my first year in this role and continue to be grateful for the opportunity to be a vital part of the St. Andrew's community. When I started in September you were preparing for your last in-person worship for the foreseeable future, so there were significant parts of the job that I didn't learn how to do until the building reopened in November. I felt like a new employee all over again. Thankfully I was given a good training guide when Cynthia left so I was able to successfully complete the new tasks that suddenly presented themselves. Now we find the building temporarily closed again, but I will be much more prepared for what is to come when we reopen in the near future.

I want to mention two things that have really stood out to me in my time here so far. First is just how dedicated the people of St. Andrew's are to mission and service. I have worked with many churches who were trying to revitalize their mission and ministries but for one reason or another were not able to accomplish this. But this is far from the case with St. Andrew's. Service is built into the bones of this congregation and it is so wonderful to see a thriving church dedicate itself over and over to the service of their neighbors. We truly are a beacon of hope and light in southwest Portland.

Second is how busy and full of life this building is. Because it was closed for my first two months I initially thought that things were generally quiet around here. Was I ever mistaken! Besides the sounds of the Vermont Hills children and staff throughout each day there is always a stream of St. Andrew's people in and out of the building, making sure this church remains viable to do God's work. I have greatly enjoyed all the people I have met as they've come and gone, and the warm welcome I have experienced from everyone. I look forward to continuing to serve the communities that gather in our space in my role as office administrator.

Please feel free to stop by or schedule a time for us to chat. I'd love to hear from you!

## **PERSONNEL**

*Amy Tanous, Elder*

Team members: Amy Houchen, Rebecca Nasson and Pastor Advisor - The Rev. Dr. Sarah Sanderson-Doughty.

The Personnel Team gathers throughout the year, for 2021, this was facilitated primarily through video conference and email communication. The Personnel Team acts to support the staff members of the church and manages the personnel related portions of the budget. These functions include

advocacy, oversight of personnel policy issues, assisting as a liaison to pastors and elders in personnel problem solving, assisting elders and pastors with employee annual reviews and goal setting, maintaining background check and employee trainings, and maintaining secure personnel records. The Personnel Team also manages the staff compensation section of the budget and makes recommendations to Session after reviewing compensation for pastors and staff to maintain appropriate compensation packages based on community standards and practices and works with staff and consultants to remain in compliance with federal tax laws and with the Board of Pensions of the Presbyterian Church's mandates for health, education, and welfare benefits.

During 2021, the personnel team helped our staff to maintain safe and accommodating work environments including remote and/or hybrid workstations, update COVID policies regularly, and assist with employee wellness needs as they arose. This process will continue to grow as needed into 2022 and as the needs of our staff and our congregation change with the circumstances.

We had one major church staffing transition in 2021. Long time church administrative coordinator, Cynthia Reynolds, left her role and we welcomed Katy Rustvold to our staff in August. With Katy's arrival, we combined the Office Administrator Role with Neighborhood Ministries Coordinator. Katy's experience with community organizing, working with churches and other non-profits on large scale mission and service work projects make her a great addition to the church staff and poised to take over both roles with grace and confidence. If you have not met Katy yet, she would love to get to know you!

As we moved into the beginning of 2022, we also welcomed our new bookkeeper, Krissy Wilds. She replaces Connie Delgado in that role. Connie was able to help with Krissy's transition and thanks us for her time at St. Andrew's.

The Personnel Team has completed the 2022 Personnel budget which has been accepted by Session for presentation to and acceptance by the Congregation.

The Personnel Team continues to look forward to being a part of the work of the Session with the collaboration of the Congregation as we move forward with the growth and challenges of the year ahead.

## **COMMUNICATIONS & MEDIA**

*Becky Schiefelbein, Elder*

**New Audio System:** The decision to have a new audio system was approved in 2020 and was described in that year's annual report. That system was installed in early 2021 while the church was still closed to in-person worship. That system included new wireless microphones that are worn over the ear, and hand-held. These microphones use a different frequency that is not at risk of being distorted by cell signals, and have a much better sound overall.

**New Hearing Assist System:** A hearing assist system was installed at the same time as the new audio equipment. This system includes a device that is worn around the neck that receives whatever is being said into the mics. That signal is transmitted to the wearer through the earpiece that came with the system, headphones, or through hearing aids if the wearer has T-coil hearing aids. While in-person worship was happening in 2021 we would have 1 to 5 of these devices being used regularly. Feedback on the sound and ability to understand the service was excellent, however the system-provided

earpiece was not easy for some to wear. We now have a set of over-ear headphones that will be available to users once in-person worship resumes in 2022.

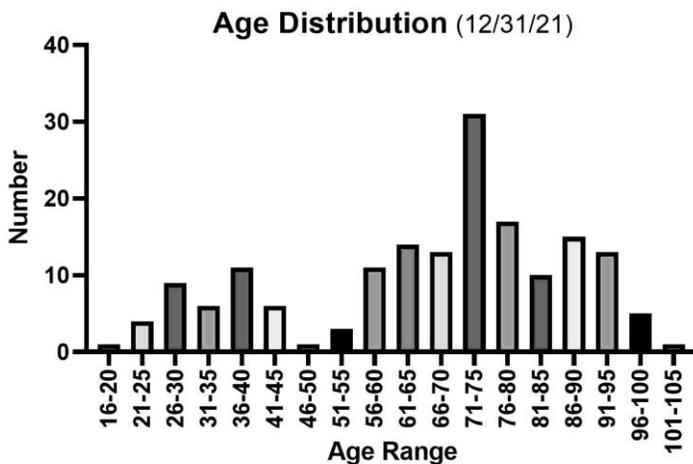
A project that I will be working on in 2022 is exploring options for updating our exterior sign on Dosch Road. Based on cost, the goal is to install something modern, with our new logo, and an electronic reader board.

Another project for 2022 will be planning community events that engage our church family as well as our community. Hosting gatherings that support fellowship and new connections will be important when covid restrictions are eased enough to make these types of gatherings safe.

## Statistical Information for 2022

**MEMBERSHIP COUNT AS OF DECEMBER 31, 2020: 184**

<b>ADDITIONS:</b>	
Confession of faith	0
Reaffirmation of faith	0
Letter of transfer	0
<b>TOTAL</b>	<b>0</b>
<b>LOSSES:</b>	
Death	2
Removal from active roll	6
Transfer out	0
<b>TOTAL</b>	<b>8</b>
<b>Net loss 8</b>	



**Membership count as of December 31, 2021: 176**

### MEMBER DEATHS IN 2019

Jim Ruggles      March 13<sup>th</sup>  
 Cyndi Fraser    July 10<sup>th</sup>

### ADMINISTRATION OF SACRAMENTS

Baptism of infants and children:..... 1  
 Baptism of adults: .....0  
 Weddings: ..... 1  
 Holy Communion  
     o 12 Sunday services  
     o 1 Eucharist service  
     o A few homebound

## FINANCIAL REPORTS

### 2021 General Income

	Actual	Budget	\$ Over Budget
Pledges	273,393	260,724	12,669
Loose Offering	10,758	16,620	-5,862
Building Rental	2,243	10,000	-7,758
Vermont Hills Rental	55,957	44,460	11,497
New Church of Oregon Rental	6,500	7,200	-700
PPP Loans forgiven	78,814*	39,407	-39,407
Other Income	4,030	3,000	-1,030
Per Capita Income	2,160	2,185	-26
Renzema Fund Income	361	364	-3
<b>Total Income</b>	<b>\$434,217</b>	<b>\$383,960</b>	<b>\$50,257</b>

\*Includes PPP loans forgiven for both 2020 and 2021

### 2021 General Expenses

	Actual	Budget	\$ Over Budget
Christian Education	762.82	1,000.00	(237.18)
Congregational Life Facilities	0.00	25.00	(25.00)
Fellowship	81,700.66	91,400.00	(9,699.34)
Mission	0.00	400.00	(400.00)
Office Administration	16,276.89*	17,660.00	(1,383.11)
Personnel	11,118.89	12,000.00	(881.11)
Publicity/Media	255,137.58	265,826.30	(10,688.72)
Stewardship	0.00	660.00	(660.00)
Welcome	1,120.92	1,273.00	(152.08)
Worship & Music	0.00	250.00	(250.00)
Per Capita Expense	1,787.80	2,200.00	(412.20)
<b>Total Expenses</b>	<b>\$374,913.56</b>	<b>\$399,410.30</b>	<b>(\$24,496.74)</b>

\* Does not include \$24k from restricted funds

## 2022 Income Budget

	<b>2022 Budget</b>	<b>2021 Actual</b>
Pledges	273,300	273,393
Loose Offering	10,000	10,758
Building Rental	14,000	2,243
Vermont Hills Rental	54,000	55,957
New Church of Oregon Rental	7,200	6,500
PPP Loans forgiven	0	78,814*
Other Income	3,000	4,030
Per Capita Income	2,000	2,160
Renzema Fund Income	0	361
<b>Total Income</b>	<b>\$383,960</b>	<b>\$434,217</b>

*\*Includes PPP loans forgiven for both 2020 and 2021*

## 2022 Expense Budget

	<b>2022 Budget</b>	<b>2021 Actual</b>
Christian Education	1,000	763
Congregational Life	50	0
Facilities	92,400	81,701
Fellowship	400	0
Mission	18,000	16,277
Office Administration	12,000	11,119
Personnel	273,063	255,138
Publicity/Media	600	0
Stewardship	1,200	1,121
Welcome	250	0
Worship & Music	1,200	1,788
Per Capita Expense	6,500	7,008
<b>Total Expenses</b>	<b>\$406,663</b>	<b>\$374,914</b>

The 2022 income shortfall will be covered by part of the 2021 surplus.

# LEADERSHIP ROSTERS

## SESSION ELDERS 2020-2021

### Class of 2022

Connie Blumthal	Welcome	(971) 678 8753	<a href="mailto:cjblumthal@msn.com">cjblumthal@msn.com</a>
Marilyn Palumbo	Mission	(971) 235 5788	<a href="mailto:marilynpalumbo@comcast.net">marilynpalumbo@comcast.net</a>
Becky Schiefelbein	Communications & Technology	(503) 481 9727	<a href="mailto:beckyschiefelbein@gmail.com">beckyschiefelbein@gmail.com</a>
Amy Tanous	Personnel	(503) 819 4971	<a href="mailto:ajshepro@gmail.com">ajshepro@gmail.com</a>

### Class of 2023

Laurie Donald	Christian Education	(503) 998 6630	<a href="mailto:donalds2@pacifier.com">donalds2@pacifier.com</a>
Laura Faulkner	Worship	(503) 422 5440	<a href="mailto:lfaulkner333@yahoo.com">lfaulkner333@yahoo.com</a>
Steve Ihrig	Facilities	(503) 926 4037	<a href="mailto:sihrig@comcast.net">sihrig@comcast.net</a>

### Class of 2024

Steve Cook	Stewardship	(503) 223 4407	<a href="mailto:SCook@columbianlandtrust.org">SCook@columbianlandtrust.org</a>
Oliver Young	Worship	(503) 267 2613	<a href="mailto:bashalayoung@comcast.net">bashalayoung@comcast.net</a>
VACANCY	Fellowship		
Rev. Dr. Sarah Sanderson-Doughty	Moderator, Pastor, & Head of Staff	(503) 847 6101	<a href="mailto:pastorsarah@standrewspdx.com">pastorsarah@standrewspdx.com</a>
Steve Planck	Clerk of Session	(503) 244 9230	<a href="mailto:planck@q.com">planck@q.com</a>
Sue Sause	Treasurer	(503) 367 3618	<a href="mailto:sksause.26@gmail.com">sksause.26@gmail.com</a>

## **STAFF**

**The Rev. Dr. Sarah Sanderson-Doughty, Pastor and Head of Staff**

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**Don Feely, Director of Music Ministry**

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**Katy Rustvold, Office Administrator & Neighborhood Ministries Coordinator**

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**Joy Cha, Graphic Designer**

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**Krissy Wilds, Bookkeeper**

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**Todd Kloos, Maintenance Handyman**

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**Emily Dew, Wedding Coordinator**

(503) 806-2913, [standrewspdxwedding@gmail.com](mailto:standrewspdxwedding@gmail.com)

**LeeAnn Newall, Custodian**

(503) 875-7272

## **BOARD OF DEACONS**

### Class of 2022

Ryan Patterson	(971) 266-7067	<a href="mailto:pattersonrt24@outlook.com">pattersonrt24@outlook.com</a>
Laura Planck	(971) 409-3124	<a href="mailto:planck1981@yahoo.com">planck1981@yahoo.com</a>
Mary Poulsen House	(503) 452-1006	<a href="mailto:mph108@comcast.net">mph108@comcast.net</a>
Barbara Thompson	(503) 984-1282	<a href="mailto:bjnjerry@yahoo.com">bjnjerry@yahoo.com</a>
Roberta Schlechter	(971) 222-9958	<a href="mailto:rrschlechter@gmail.com">rrschlechter@gmail.com</a>

### Class of 2023

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Carol Stanfield	(503) 245-3496	<a href="mailto:stanfieldec@comcast.net">stanfieldec@comcast.net</a>
Greg Williams	(503) 292-5142	<a href="mailto:cyberquark@comcast.net">cyberquark@comcast.net</a>

### Class of 2024

Tracy Gerhardt	(503) 475-9138	<a href="mailto:tlwa1979@yahoo.com">tlwa1979@yahoo.com</a>
Larry Kelley	(503) 724-1966	<a href="mailto:larrykelleyhome@gmail.com">larrykelleyhome@gmail.com</a>
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Becky White	(503) 245-6926	<a href="mailto:beckywhite3@gmail.com">beckywhite3@gmail.com</a>