

St. Andrew's Episcopal Church

Aberdeen, WA

Diocese of Olympia

Parish Profile January 2022



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Letter of Introduction

Dear Servant of Christ,

We want our next rector to find a comfortable home here in Grays Harbor, among the tall trees, the coastal breezes, the wet winters, and the warmth of the people of these small, historic coastal towns.

St. Andrew's is seeking a half-time rector to lead our parishioners, of which a high percentage are older and retired. We look to grow the number of parishioners through your administration, with hopes of making the rector position full-time in the future.



Since our rector relocated out of the area in March of 2019, our most recent interim priest, Father Don Maddux has generously administered to our congregation on a part time basis and has become a beloved member. During this difficult time of transition and a global pandemic, the people of St. Andrew's have remained faithful and committed to keeping the doors of St. Andrew's open.

In this parish profile, you will learn about our beloved community, congregation, and the servants of Christ we would like to become through your administration. Included in the profile are the results of the Holy Cow Consulting Congregational Assessment Tool (CAT) survey, taken in 2019 by a high percentage of our regular attending parishioners. The CAT gave us an opportunity to voice our hopes and concerns about the past and the future. The full survey summary is included in the Appendix.

We hope you find the community of St. Andrew's interesting and appealing. We feel confident that if you open your heart to the people here, they will most certainly open their hearts to you. If you are a compassionate, caring servant of the Lord who can channel your love of God and neighbor to bring healing love and peace to a troubled world, this is a community that will generously embrace you. After reading and praying about St. Andrew's Episcopal Church in Aberdeen, if you feel this might be a good fit for you, please contact Bishop Rickel's office. We will look forward to meeting you!

Sincerely,

The Parishioners of St. Andrew's Episcopal Church

Our Mission Statement

“Sharing God’s love with faith, hope and trust by welcoming all.”



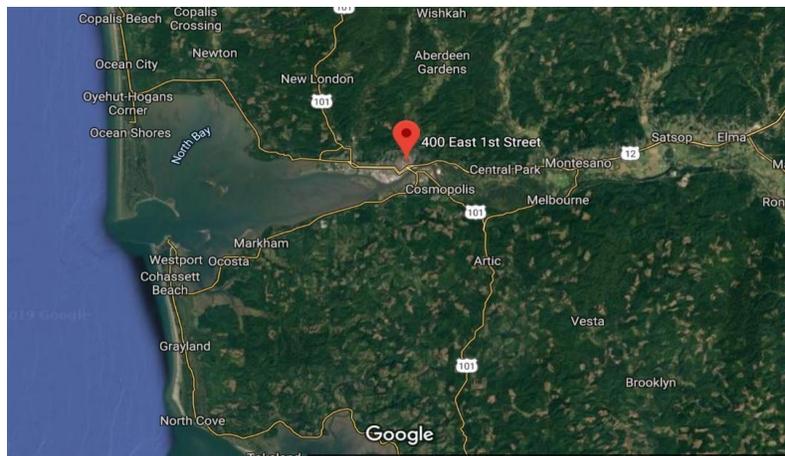
Priorities at St. Andrew’s Church

Looking to the future, the 2019 CAT survey of St. Andrew’s and recent small group meeting responses the membership indicated the same five top priorities:

- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the parish;
- Make *necessary changes* to attract families with children and youth to our church;
- Provide more opportunities for Christian education and spiritual formation at every age and stage of life;
- Develop the spiritual generosity of the people to financially support the ministry of the church;

Our Surrounding Community

St. Andrew's Episcopal Church is located in Aberdeen, Washington and is the largest Episcopal church in Grays Harbor County. It serves Episcopalians from throughout the county. Aberdeen is in southwest Washington, a few miles inland from the Pacific coast, at the southern end of the Olympic Peninsula. It is often referred to as "The Gateway to the Olympic Peninsula". The community overlooks Grays Harbor, a 17-mile long, 12-mile-wide estuarine bay, and is surrounded by forested hills. Seven rivers flow into the bay. The climate is mild, bordering between Mediterranean and Oceanic. Snow is rare, most precipitation falling as rain during the winter months. Average rainfall is around 80 inches per year, most of which arrives between October and April. Summer months are lovely, averaging less than an inch of rain per month. Temperatures year-round are moderate due to the proximity to the Pacific Ocean and the effects of the Kuroshio Current.



Aberdeen has a population of 16,642. Nearby communities include Hoquiam, Westport, Ocean Shores, Cosmopolis, Elma, and Montesano – the county seat. Grays Harbor County has a population of 72,697. Part of the beauty of living in this area is the proximity to the ocean – both



Westport and Ocean Shores are 20 miles away, Mt. Rainier is 110 miles away and if you want “city” activities Olympia is only 49 miles away, with Seattle another 60 miles beyond that.

Grays Harbor is a historic timber and fishing area – at one point Aberdeen was the largest timber port in the world – so we have a rich history and much to be proud of! The economy for many years was based on timber and fishing but those industries are no longer the driving force and the dynamic is changing. Commercial fishing remains the third largest employment source in the county; but the industry has largely moved to Westport: Today much of Aberdeen’s economy is centered on its very active Port and associated activities. A tourism-based economy is also developing, but it is still in its infancy.

Recently there is an influx of people coming into the area looking for a safer environment, reasonable housing prices, retirement or the ability to work from home.

Exploring the county will offer a glimpse of our past – we have many beautiful mansions. These homes were built with timber or fishing dollars. We have neighborhoods with new homes, older homes, and everything in between! Beautiful homes with landscaped yards and mature plantings of rhododendrons and azaleas abound. Fruit trees and gardens are common and deer and other wildlife wander through residential areas.

There are many school districts in the county offering preschool through twelfth and an alternative junior senior high school. St. Mary Catholic School is open to students in grades pre-K-8. Grays Harbor College offers Associate, a few Bachelor Degrees as well as technical certificates in a variety of programs.

Grays Harbor offers a variety of health care options, including two hospitals, Harbor Regional Health, in Aberdeen a Level 3 Trauma Center and Summit Pacific Medical Center located in Elma. We have a diverse medical community well suited to meet the needs of Grays Harbor County.

Downtown Aberdeen was certified as a Main Street Association in 2018. The Downtown Aberdeen Association is working toward improving the city’s core as well as increasing business foot traffic. Aberdeen has also been approached to become a Certified Creative Arts District through the State. There are several art galleries and a very robust artist community. We have a community theater held at the Driftwood Playhouse as well as many plays, musicals, etc. held at the Bishop Center at Grays Harbor College. There are countless musicians in Aberdeen. We have the Grays Harbor Symphony, Civic Choir, Civic Band and a wonderful children’s theater project – the 7th St. Kids.

Grays Harbor County is well served by the Timberland Regional Library system, which is of great benefit to small communities. Of the 9 libraries in the county, 8 of them belong to this service. Ocean Shores has an independent, city-run library. This regional format, along with free internet services available in all libraries, offers the chance for books and other material to be obtained from any library in the system, a great boon to small libraries that cannot keep a large stock of books, media, etc. on hand. Patrons can order online from home or the library, and delivery is fast- often within just a few days. These libraries also offer many programs for the entire family,

from story-telling and read aloud programs for toddlers, to summer programs for elementary age children, activities that appeal to pre-teens and teens, including summer reading programs. For adults there are book clubs, Rainy-Day-Books in the winter, and occasional speakers as well as community rooms which can be used by various groups. The Aberdeen library is an attractive, modern-styled brick building with much artwork, inside as well as out, including a wonderful metal sculpture next to the parking lot. The Hoquiam library is an historic, Art Deco style building, originally built through the Carnegie system. These libraries are well used by many people, including homeless people, who have the chance to use the internet to locate resources they can use, as well as spend a rainy, cold day inside.

There are also countless opportunities for outdoor activities – beaches, lakes, mountains, and parks. Hiking and nature watching are superb on and around the harbor. The area is home to the Bowerman Basin National Wildlife Refuge, a World Heritage birding site and to several State managed wildlife areas and parks. We are only forty miles from the Olympic National Park, another World Heritage Site, which is, in turn, surrounded by the Olympic National Forest. Whales cruise the coast and visit the harbor yearly and seals and sea lions abound. We are at the southern boundary of Washington’s sea otter population and local sightings are becoming more common as the population recovers. The seven rivers that empty into Grays Harbor – the Chehalis River flows directly through the city - host coastal cutthroat trout, salmon and steelhead in season. The nearby ocean offers fishing for salmon, halibut, and a wide array of bottom fish. Deer, elk, bear and grouse inhabit the surrounding forests. Something is always in season in Grays Harbor County!



Our community is very giving – it has been a leader in Relay for Life, has a strong volunteer base, and will step up for a cause! There are many great causes and activities you can find to volunteer with or support. Local high schools compete annually to raise money and nonperishables which are donated to the community food banks. Aberdeen is a community that has been through a lot – our history includes fires, floods, and economic downturns. But we are also a strong community, one that prides itself on perseverance, independence, and coming together to support each other!

The History of St. Andrew's Episcopal Church



Born as a Missionary Church, we're still on a mission 130 years later. Although the date of the founding of St. Andrew's Episcopal Church in Aberdeen, WA., is lost in the mists of Grays Harbor history, we do know that Dr. Reuben Denton Nevius secured mission status for our church in May of 1890. At that time Dr. Nevius, a well-known missionary who established

more than 30 churches in Washington and Oregon, wrote that he had been visiting the Aberdeen church for five years. Three years later, the Reverend John Henry Forrest-Bell became the first vicar and two years later the first church, in the style favored by Dr Nevius featuring a steeply-pitched roof, pointed windows, and a large Celtic cross, was built on the site where St. Andrew's stands today. The land for the church was donated by Aberdeen's founder and his wife, Mr. and Mrs. Samuel Benn. Later the Benn's contributed an adjacent land parcel, known to congregants as "the cottage," where St. Andrew's garden stands today.



St. Andrew's was granted parish status in 1908, making it one of the ten oldest churches in the Diocese of Olympia. In 1913, to meet the demands of a growing congregation, the original church was replaced with a larger structure built in "carpenter Gothic" style that forms the heart of St. Andrew's today.

The sanctuary was consecrated in 1918 and the attached Great Hall was built a few years later.

The sanctuary was later dedicated to the memory of the reverend Francis F.W. "Daddy" Greene, the first rector of St. Andrew's. A baptismal font still in use was dedicated to the memory of his wife, Theresa Greene.

Around the same time a drive was initiated to build an addition to the church to house educational facilities. This resulted in the construction of Giles Hall, completed in 1954 and named for an early Sunday School superintendent, church treasurer, and vestryman. At the same time a narthex was added as well as a closed cloister connecting Giles Hall with the sanctuary, ostensibly to permit the dry passage of choir members from the music room to the sanctuary during Aberdeen's winter rains. Giles Hall underwent another modification in 2005 when the offices were removed and the area they had occupied was converted into a columbarium and expanded music room.



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A five-by-seven-foot oil painting of Madonna and Child was given to the church in memory of Mrs. Mary Wuest by her family and friends in 1966. The painting still hangs over the fireplace in the great hall. The large free-form sculpture of St. Andrew in the garden was carved from native



Washington stone by sculptor Frederick Littman and installed around the same time. The sculpture was commissioned in memory of Mrs. Walter G. Fovargue by her children.

In 1988 an arson fire destroyed much of Giles Hall and badly smoke and water damaged much of the rest of the complex, requiring a complete rebuild. In the process, the classrooms that had occupied the ground floor were moved to the second

floor and the area they had occupied was converted to offices and a large open space for use during social events. A small counseling area, the Whiteside Room, was added to the second floor to provide for private meetings.

The membership of St. Andrew's peaked in the 1960's, listing 320 members. But as the fortunes of Grays Harbor faltered during the 1970's and '80's, so did the fortunes and membership of St. Andrew's, which had shrunk to 180 members by 1988. Today there are about 150 baptized members, although average weekly in-pew attendance hovers around 36 individuals not including those members who have not returned because of COVID-19.



For many years St. Andrews and other local churches partnered with the food bank collecting 5 lbs of sugar or flour, dressing, etc, for both Thanksgiving and Christmas dinners to create a memorable meal for families.

Reverend Sarah Monroe, ordained at St. Andrew's April 2014, with strong ties to Grays Harbor, saw a need to help serve the less fortunate. Sarah founded Chaplains on the Harbor in 2013. Members of the congregation under the guidance of Rev. Monroe, served lunch and Holy Eucharist to the homeless who lived near the Chehalis River. This weekly event then grew to Sunday afternoons and evenings and moved to St. Andrew's parish hall. This was the site of a large free dinner for the homeless of our community, often feeding up to 200 people, hosted by Chaplains on the Harbor, a group which also included individuals from other churches. After about 5 years of meeting at St. Andrew's, due to issues of safety, building security and maintenance, Chaplains on the Harbor chose to move their gathering to a new location where some of our members continue to participate.

St. Andrew's Congregation

The congregation of St. Andrew's is regional in nature, drawing from the surrounding communities of Hoquiam, Ocean Shores, Westport, Cosmopolis and unincorporated areas of Grays Harbor County (less than half live within 3-9 miles of the church). It is an aging congregation, with nearly 80% over the age of 65. Almost half have been members for over 20 years. Less than 10% are new members of less than one year. Sixty-two percent are women and 61% live in two-person households.



A majority of the congregation have college degrees and many hold advanced degrees. Racially, the congregation is predominantly caucasian, reflecting the surrounding community. We welcome other races/ethnicities and currently have a few hispanic and native american parishioners, as well as individuals with diverse identities. Our youth contingent is small, something we hope to change.

Our light shines on those in need of pastoral care. A continuous effort is made by the priest, staff and vestry members to stay in touch with the congregation in order to be made aware of the pastoral needs of our parishioners. An effort is made to make all church events and functions easily available to those with difficulties, whether they are physical, economic, emotional or are simply in need of transportation. St. Andrew's functions as a family and all family members strive to be aware of the needs of others and try to meet those needs.

In the community the priest of St. Andrews is oftentimes called upon to deliver last rites and comfort to all. The clergy is often requested to visit families in hospice; various assisted living homes as well as the local hospitals in the community. We also have Lay Eucharistic Visitors for



those of our parish who are unable to attend church.

Our Lay Eucharistic Visitors (LEVS) are dedicated members of our congregation who have been trained to take the sacraments to the ill and infirm. We visit private homes, hospital beds, and nursing facilities. The LEVS bring hope as well as a concrete reminder of our church's care and concern for them and for the needs in this life. We bring them a copy of the week's service bulletin which includes all activities of the parish and lists the worship which is particularly helpful in making the absent member feel a part of things. On occasion, we bring flowers from our garden or altar bouquets used in the church service. One of the rewards for being a Lay Eucharistic Visitor is that often the people that we minister to have valuable insights about life and faith they like to share with us.

Unfortunately, Covid 19 caused us to stop all visitations. However, we did not forget those we visited and tried to keep in touch with them through phone calls.

A recent survey of St. Andrew's congregation indicates that the majority of the congregation are open to and ready for a transition to new guidance.

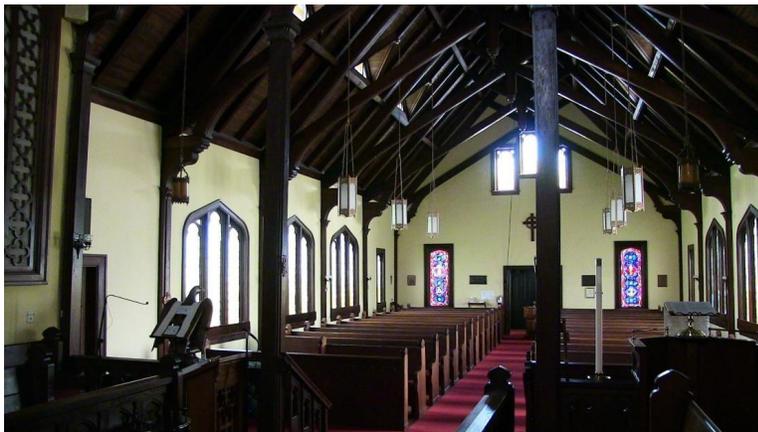


We are a close knit congregation, bonded and strengthened through adversity. While both membership and pledges have declined in the last few years, our base is strong: we own our building, we have no debt, we have several endowments, and we have our people and our faith: our foundation is solid. In light of the pandemic, we anticipate with the right leadership we can look forward to continuing the work of our Lord

St. Andrew's Physical Structure

St. Andrew's Episcopal Church as it stands today is a living history of its community and congregation. Occupying approximately 6864 square feet on two lots, with an adjoining garden and parking lot at 400 East 1st Street in Aberdeen, Washington, St. Andrew's is visible for blocks around.

The heart of the church, the sanctuary, a wooden structure built of native spruce, fir, and cedar, was constructed in 1913, replacing an earlier, smaller building. Designed by a renowned Tacoma architectural firm in the carpenter Gothic style, the beauty and symmetry of the building made it well-known in architectural circles and an example to University of Washington architectural students for decades.



Although several additions have been made to the structure, the original design is still the core of St. Andrew's, reflecting the designer's vision of natural materials used in a soaring design of high ceilings, interlocking beams, and elegant stained-glass windows. The century-old fir floors still show the stippling left by the spiked boots of pioneer parishioners. Today few visitors to St. Andrew's fail to

remark on the building's beauty.

The Great Hall attached to the northern end of the sanctuary was added later to provide a space for dinners, meetings, and, for a time, movies for the community. It is immediately adjacent to the kitchen area, allowing for congregational dinners. Today this space is used for the weekly congregational coffee hour following Sunday services and, during the week, for meetings of multiple Alcoholics Anonymous and Narcotics Anonymous chapters and other community groups.

As the needs and priorities of St. Andrew's changed over the decades, so did the building. A large "rose" window, a gift from the family of former St. Andrew's parishioner, Edward Hulbert was added to the sanctuary. Hulbert was a founding member of St. Andrew's and paid for half of the construction of the sanctuary. He would have paid for all of it but reduced his offer to half

when told others also wanted to contribute. Hulbert said he did so to allow “others to share the honor.”

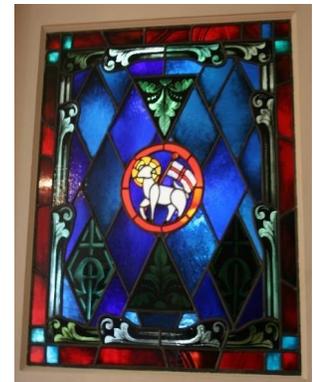
In 1948 the Bishop family gave St. Andrew's pipe organ, whose 1,001 pipes were installed behind screens designed specifically for the church by architect and parishioner Bob Street. Street's mother, Ida, was the St. Andrew's organist and director of the junior choir for more than fifty years. The organ, pipes, and screens are all still in use today.

St. Andrew's lacked a steeple from 1913 into the 1940's when one was added, topped by a large Celtic cross. Shortly thereafter efforts began to raise money for another expansion to provide space for a growing Sunday School.

That addition, Giles Hall, was completed in 1954. Restrooms, kitchen area, and wheelchair chair ramp were also added to accommodate public gatherings.

A new steeple, designed to better shelter St. Andrew's bell, replaced the original in 1989. The bell inside the tower has both the traditional clapper sounded by rocking the bell with one rope and a smaller tolling hammer managed with a second rope. The Celtic cross atop the steeple was donated by Evelyn Pinkney in memory of Lester Pinkney.

When Holy Trinity Episcopal church in Hoquiam closed in 1991 St. Andrew's purchased the large stained glass "Christ the King" window and moved it to St. Andrew's where it was installed above the organ console. At the same time, Fr. Tom Halbrook, the rector of St. Andrew's, personally purchased from the sale of Holy Trinity a pair of stained-glass windows made from glass salvaged from cathedral windows blown out during the bombing of London during WWII. Halbrook gave the windows to St. Andrew's and later paid for their installation on either side of the main doors to the sanctuary.



In 2007 the “Lamb of God” stained glass window was created by Dorothy Addison Ashler and installed in the cloister door. Some of the glass in the window came from windows at Holy Trinity.

In 2017 St. Andrew's faced a major renovation when rot along the wooden window sills on the west side of the building revealed the need for a much more extensive renovation: most of the century-old wall needed to be completely replaced. There was not enough money in the budget for the project so the congregation went to work to raise it. In a little more than a year the money was collected and, in 2018, the project was completed.

Today St. Andrew's is structurally whole again and remains the beautiful house of worship its builder envisioned more than a century ago. The building, and the people who love and nurture it, have come through storm and fire together, weathering good times and bad, and are ready for another century – or two.

How We Gather for Worship



Prior to COVID-19, we celebrated Eucharist during two Sunday morning services at 8:00 and 10:00 am, and one on Wednesday evening at 5:15 pm. Currently we have one combined service at 9 am.

St. Andrew's incorporates a full spectrum of services to reflect the theological themes of the season. We use the Book of Common Prayer as the basis for our liturgies. The 5:15 PM Wednesday service generally uses traditional Rite I liturgy. Our Sunday services use the Rite

II liturgy. The Sunday 8 AM service is quiet and intimate with no singing or music and with 10 to 20 parishioners gathered in the front pews of the church close to the Celebrant. The 10 AM service is accompanied by music led by our excellent pianist and organ accompanist, our music director, Merry Jo Zimmer. The congregation sings the hymns and a cantor generally leads the Responsorial Psalm.

The 10 AM Sunday service provides a Sunday school program and younger child care. After the liturgy of the Word, the children return to the sanctuary to be with their parents. This service is geared more towards a "family service." We endeavor to have coffee after both Sunday morning services to help build and nurture community.

Above all, St. Andrew's parishioners value a good sermon based on the Revised Common Lectionary readings for the particular Sunday. The sermons are recorded live in the church for posting on the church's website so that those who have missed church or who are homebound can hear the lesson for the week. A recent survey indicates a high level of congregational satisfaction with the worship at St. Andrew's.

Keeping a Holy Lent as preparation for a joyous Easter season is a primary focus at St. Andrew's. We begin the season with a traditional pancake supper that is well attended. We traditionally offer 2 services on Ash Wednesday and have participated in an ecumenical Soup and Bread Lunch each Wednesday during lent. Our Altar Guild partners with our children and youth to offer Soup Suppers followed by Stations of the Cross on Fridays during Lent. Guild members and children alternate leadership at the stations as we walk with our Lord through this dark time. Holy week brings us to Maundy Thursday with a somber foot washing, stripping of the altar and a vigil throughout the night in preparation for Good Friday. Two services are offered on Good Friday. Holy Saturday is our day to decorate the Sanctuary with an abundance of flowers for the coming celebration of Easter Eve and The Great Vigil when we light the New Fire and end the evening with a champagne toast. Easter Sunday is a celebration at both 8a.m. and 10a.m. services with our steeple bells ringing to the heartfelt shouts of He is Risen!

Hospitality at St. Andrew's Church

St. Andrew's actively participates in Family Promise, a nationwide organization that helps families transition from homelessness to jobs and permanent housing. Four times each year, we host the families overnight at our church. Members help by providing dinner and staying overnight to ensure a safe shelter for the families. There are 28 openings for volunteers to help during the week the families are here, and St. Andrew's parishioners fill all these slots. The COVID-19 pandemic has caused this program to be modified.



St. Andrew's also provides a home for many different groups. Alcoholics Anonymous and Narcotics Anonymous groups meet in the parish hall daily, beginning at 6AM. -Other non-profit groups routinely use our facility to host dinners, meetings, and other events.

Prior to COVID-19 St. Andrew's was a congregation that enjoyed socializing. Celebrating Twelfth Night, Fat Tuesday and other liturgical holidays with a meal and entertainment. This also included Organ Concerts with wine and cheese, and the

Harvest Dinner, focusing on the bounty that is found in Grays Harbor. During the Lenten season, an ecumenical lunch was offered on Wednesdays with soup and bread provided by members of St. Andrews, Amazing Grace Lutheran, First Presbyterian, United Methodist and Saron Lutheran Churches. Worship is celebrated at noon with different Homilists each week. A free-will offering is accepted and donated to the Coastal Harvest Food Distribution Center.

Since the early nineties St. Andrew's parishioners collected school supplies that would be distributed to the local schools and weekly collected food that would be distributed to local food banks.

Car washes took place in the summer to raise money for St. Andrew's graduating seniors that were planning to attend college in the fall. The amount was based on the annual tuition at Grays Harbor College. This scholarship was named after Jeri Trudell, the secretary of St. Andrews church for many years.

December brings Winterfest, a community celebration of the season with family activities taking place downtown. In support of this civic effort, St. Andrew's opens its doors for a Breakfast with Santa in our Great Hall that is enthusiastically attended each year.

Many of the events that have taken place over the years at St. Andrew's were always to benefit people in Grays Harbor young and old but because of COVID-19 they have been put on hold.

Stewardship at St. Andrew's Church



St. Andrew's has a rich tradition of stewardship. Every week, members of the congregation fill baskets with food to donate to our local food banks. We also host many supply drives to support our local community. In August and September, our church gathers school supplies to donate to many of our local school districts. Once a year, we also hold a drive called "Undie Sunday" where congregants bring undergarments for our clothing bank to supply to those in need.

In November, St. Andrew's holds a traditional Christmas Bazaar where we have sales of handmade gifts and baked goods. We often serve a soup luncheon or tea for shoppers to sit awhile and visit. The profits from this event are dedicated to our young members for camperships to Camp Huston, our Dioceses' summer camp.

St. Andrew's manages 3 invested memorial funds that were gifted specifically to benefit faith formation for the children of our church.

St. Andrew's also recently completed a \$200,000+ capital campaign through which we raised funds to restore two of the church's exterior walls that were suffering from the effects of a century of southwest Washington weather.

The average pledge in 2021 at St. Andrew's was \$2,470, about 2% of household income, and slightly lower than the national average of \$2,953. This likely reflects the status of Grays Harbor County as one of Washington's lower income areas.

Stewardship is at the heart of our community at St. Andrew's. Where there is a need, St. Andrew's has been known to exceed expectations.

Music at St. Andrew's Church

St. Andrew's enjoys a rich and long-standing musical tradition. In fact, there was a St. Andrew's Choir before there was a St. Andrew's building: early congregants met in the front room of the first rectory to sing on Sunday mornings. When St. Andrew's was built, spaces were deliberately included for a choir and an organ. Once the building was complete, the choir moved into their new space and the church has had music ever since.

St. Andrew's has a pipe organ with over a thousand pipes. We also have a fine 1928 Steinway M piano, dedicated by long-time member Bob Preble to the memory of his wife, Liz.

Merry Jo Zimmer has provided organ and piano music to St. Andrew's for 30 years. She also directs the three-octave handbell choir and assists with other musical projects throughout the year. Merry Jo, with help from Glenn and Dotty Dorsch, has produced three CD's of piano music recorded from within St. Andrew's. All proceeds from the sale of the CDs go to the St. Andrew's capital fund.



The adult choir is directed by Kerry Tadique. Each Sunday cantors lead responsorial psalms and the choir bolsters the congregation in the singing of communion hymns and special offerings. At Christmas and Easter, the choir swells in numbers to form a festival choir.

St. Andrew's is blessed with many talented musicians. Throughout the years members with special musical talents add depth and beauty to both regular and holiday services with their musical talents, ranging from bag-pipes and trumpets to vocal solos, joint choral offerings, guitar, and digital horn stylings.

The musical traditions of St. Andrew's run to its very foundations and are a fundamental part of the congregation's worship. Musical events are a major part of St. Andrew's social life throughout the year and several services, notably Christmas and Easter, are well known in the community for their musical quality. A recent survey indicates the congregation is well-satisfied with the quality and style of the music at St. Andrew's.



Education at St. Andrew's Church

St. Andrew's has a history of supporting faith formation for our children. We have had an active Sunday School for many years. Generally, our children gather in the Sunday School room as services begin and join the congregation for Eucharist. Our children come together for prayer, Bible stories, music, and crafts. Prior to the Covid outbreak we were using the multi-age Episcopal curriculum of Weaving God's Promise. Our children have presented their dramatic interpretations of Bible stories, traditional Nativity Pageants and created Christmas banners all as ways to participate with the body of the church. We are grateful to acknowledge that our children faithfully attended church practically every Sunday. Prior to our Covid outbreak we were developing participation in a children's choir. During this last year while we were unable to gather in person, we provided our families with learning and activity packets for Lent/Easter and Advent/Christmas as well as a full week of Vacation Bible School packages to fulfill that summer need. Traditionally we have joined with neighborhood churches to offer a summer Vacation Bible School program. Our interfaith group served dinner and worked together to offer activities for all our children during one week of summer evenings.

At present, we have several youth who are of teen and pre-teen age who are in need of age appropriate engagement. Recently a young adult from our congregation has come forward to lead our acolyte program. This may develop into a youth group that can serve the faith needs of these young teens.

Adult faith development takes many forms at St. Andrew's. Over the years we have offered a variety of opportunities both clergy and lay led. These gatherings have been offered before and after Sunday services as well as evening classes midweek. Most recently we have had sessions taped and offered online. Book discussions, Gospel study, prayer exploration, and Lectio Divina with scripture, meditation and prayer of our weekly Gospel have all been presented. Adult education has been deemed an area of interest and desired growth in the CAT survey taken by St. Andrew's congregants.



Our Next Rector

St. Andrew's next rector will be challenged with the continuance of the Covid-19 pandemic, as well as maintaining the compassion and care of our parishioners. We hope our next priest will become involved in local community groups, ie. Rotary, Lions VFW. etc. Our parishioners have expressed a desire for concise sermons, to be creative, energetic and a self starter.

The Holy Cow! CAT Survey results provided St. Andrew's with a Transition Summary and Vital Leader Profile. The information below is taken from that summary.

Information taken from the Vital Leader Profile

The information in the *Vital Signs* report enables the leaders of a church to specify the characteristics of a priest, or rector who will be a good fit for their particular church. The following list of desired qualities generated from the St. Andrew's report is intended to serve as a starting point for the discernment process.

I. Professional Interests

A pastor/rector who is a good fit for St. Andrew's church should exhibit an interest in subjects that are important for leading a church like ours. This would include the following:

- Appreciative of a variety of theological perspectives but intellectually resonant with a moderate perspective.
- Knowledgeable regarding the dynamics of pastoral-sized churches (50 to 150 Sunday worship attendance) and affirming of the distinctive opportunities for ministry that they offer.
- Energized by the style of ministry that characterizes a regionally focused rather than a community focused church.
- Attracted to books, articles, and resources that offer effective strategies and tactics for a church culture characterized by spiritual practice, acceptance, and healing.

II. Context

A pastor/rector who is a good fit for St. Andrew's church should feel comfortable with the particular aspects of both the surrounding community and the congregation itself. This would include the following:

- A regionally based congregation where over 40% of the members live more than 5 miles away from the church building.

- A theological perspective that tends to be moderate on the whole that encompasses diversity of beliefs and is grounded in the traditions of the Episcopal faith.
- A culture that values spiritual practice, openness, and healing.
- As a result of the pandemic this church is anxiously awaiting the opportunity to gather together for social events and celebrations.
- A Christian community where the rate of giving is average as a percentage of household income. Financially there is room to grow given the right approach and commitment.

III. Abilities

A rector who is a good fit for St. Andrew's church has the abilities required to deal with critical issues the church is facing and to move our church forward toward important goals in creative ways. Depending upon the leadership style, these abilities may be expressed as a personal capacity and through the development and management of other congregational leaders.

- An ability and interest in reshaping the ministries of the church to reach others and incorporate them into the life of the church.
- An ability to offer concise sermons that are scripture based and applicable to daily life.
- An ability and interest in creating a family life ministry that is effective in attracting parents, children, and youth.
- An ability and interest in strengthening the way those involved in various ministries are managed and supported.
- An ability and interest in developing Christian faith formation that reaches people at every age and stage of life.
- An ability and interest in articulating a clear vision for the church and keeping it before the people in a compelling way.
- An ability and interest in developing an understanding of our spiritual need for the stewardship of our time, talents and treasures.
- An ability and interest in creating worship experiences that deepen members' relationship with God and one another.
- An ability and interest in developing pastoral ministries that serve those in times of need.



IV. Leadership Style

Leaders have different styles in the way they lead, accomplish goals, and make changes. The style that would best fit St. Andrew's church would include the following characteristics:

- Leads with initiative by delegating authority, assigning responsibility, and recognizing the contributions of others. Many of our programs need minimal clergy support.
- Make changes slowly by working patiently to ensure congregational ownership of the final result.

Clergy Compensation

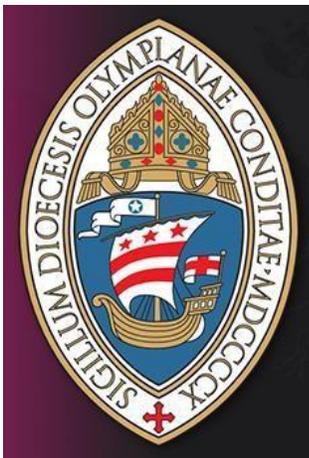
St. Andrew's plan for the future is to call a half-time rector. If parish contributions in the future increase, we would very much like to have a full-time rector.

Salary will be based on the mandatory policies of the Diocese of Olympia Parochial Clergy Salary Scale. St. Andrew's is a Grade E congregation on that scale. A housing allowance is included in the salary, as St. Andrew's does not provide church-owned housing. Use the following link to view this salary scale for 2021-2022:

<https://resources.ecww.org/clergy-salaries-and-compensation>

As required by Diocese of Olympia policy, St. Andrew's provides the following benefits: health insurance, pension, standard vacation, sick leave, continuing education/professional development and sabbatical leave. Benefits subject to negotiation include relocation expenses and mileage reimbursement.

The Diocese of Olympia and our Bishop



The Episcopal Diocese of Olympia traces its history back to its missionary roots in 1853; the Diocese was admitted to the US Episcopal Church by the General Convention in 1910. Also known as the Episcopal Church in Western Washington, the Diocese of Olympia is made up of more than 26,000 Episcopalians in more than 100 worshipping communities and is headquartered in Seattle, WA. The Diocese area stretches south from the southern border of British Columbia to the northern border of Oregon and west from the foothills of the Cascade Mountains to the Pacific Ocean. The Diocese of Olympia is one of 108 dioceses in the 2.4 million member [Episcopal Church](#), and is one of 39 provinces in relationship originating with the 85 million member [Anglican Communion](#), which spans 165 countries worldwide.

[The Rt. Rev. Gregory H. Rickel](#) was elected bishop of the Episcopal Diocese of Olympia on May 12, 2007 and became the eighth Bishop of Olympia in September 2007. He embraces radical hospitality that welcomes all, no matter where they find themselves on their journey of faith. He envisions a church that is a safe and authentic community in which to explore God's infinite goodness and grace as revealed in the life and continuing revelation of Jesus Christ.

While Bishop Rickel is headquartered in Seattle, he visits Grays Harbor occasionally not only because of St. Andrew's Parish in Aberdeen but due to his close connection to Chaplains on the Harbor, an organization that ministers to the homeless in the Grays Harbor area.

St. Andrew's is in good standing with the Diocese of Olympia and has been relying closely on Bishop Greg's advice. During the original writing of the Parish Profile, the Rev. Alissa Newton, was the Diocesan Consultant, in the 2021 update the consultant has been Dr. Thea Mirabella Maeve Wyatt. We also rely on the Diocese to help us with various training needs in our parish. St. Andrew's also participates in the annual convention that takes place in the Seattle area.



APPENDIX A -----

**CONGREGATIONAL ASSESSMENT TOOL (CAT) SURVEY
SUMMARY FOR ST. ANDREW’S EPISCOPAL CHURCH,
ABERDEEN, NOV. 4, 2019**

In September 2019, members of St. Andrew's Church completed the HolyCow! on-line Congregational Assessment Tool (CAT) survey in order to gather fact-based information that will be used in the search process for the next Rector as well as future planning by the Vestry. The survey measures the health and vitality of a congregation by identifying the factors that contribute to overall satisfaction and energy as well as priorities for the future. A total of 53 surveys were completed out of 124 who were invited representing 95% of average Sunday attendance of 56. Congratulations on a great response.

The survey indicates that overall satisfaction (22%) and energy (38%) are very low as compared with other churches participating in the survey placing St. Andrew's in the “recovery” quadrant of the energy-satisfaction map. However, with regard to both energy and satisfaction (a sense of purpose and meaning leading to action), more than 50% of the responses were “on the fence” indicating that members *tended* to agree or disagree with the questions. This would suggest that the congregation is at a crossroads with the opportunity to move to more satisfied and energized positions.

The theological perspective of the congregation is moderate – open to diverse views and accepting of where individuals are in their spiritual journey. With regard to adaptability, members are generally willing to make changes to ensure the future, but still hold on to established ways of doing things, especially with regard to worship. As a “paraclete” congregation, typical of Episcopal Churches, St. Andrew's is warm, compassionate and accepting, but can also become overwhelmed and stuck in routine.

In looking to the future, the survey indicated the following 5 top priorities where there is a desire for additional energy.

1. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the parish.
2. Make *necessary changes to attract* families with children and youth to our church.
3. Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
4. Develop the spiritual generosity of the people to financially support the ministry of the church.

5. Strengthen the pastoral response of the church in serving people with special spiritual needs.
(The first 3 priorities are indicated by over 90% of churches participating in the survey.)

With regard to specific areas of church life (from highest to lowest rankings):

Worship and music – How members experience worship is a key factor in how they feel about the church overall. Responses indicate that parishioners feel that the music is outstanding. Although the majority agree that worship services are exceptional in quality and spiritual content, 63.2 % were on the fence. Thus, efforts to enhance worship will contribute to member satisfaction.

Spiritual vitality – This index measures the centrality of faith in the lives of individuals. The responses were very positive as members feel that their spirituality connects with all aspects of their lives. This index correlates strongly to the amount of giving to the church. (Developing the spiritual generosity of congregation is priority #4.)

Conflict management – Although there is general agreement that there is tolerance of differing opinions and that conflict is appropriately managed, many of the responses were on the fence indicating a need to resolve issues between groups through mutual effort.

Hospitality – Members feel that a friendly atmosphere prevails in the congregation where persons from many different walks of life are welcomed. If the parish is to attract new members (priorities #1 and #2), it will be important to continue to build on this sense of hospitality and training members to welcome guests.

Governance – Responses indicate the importance of establishing trust in congregational leaders who are representative of the membership and show genuine concern to know what people are thinking when decisions are made.

Morale – This is one of the best predictors of the overall vitality of the congregation and measures the degree to which members feel a positive and passionate engagement in the mission of the church and want to invite others to join. Although members indicate that involvement in church activities is very meaningful, 64% were on the fence in response to whether or not the whole spirit of the congregation makes people want to get as involved as possible.

Readiness for ministry – We are called to ministry through our Baptismal Covenant, and it is the responsibility of the church to help individuals discern their gifts and connect them with appropriate ministries. Most of the responses were on the fence indicating the desire for more emphasis on preparing and supporting members for ministry.

Engagement in education – Members understand the importance of life-long learning, but priority #3 indicates the desire to put more energy and resources into providing opportunities for Christian education for all ages.

Demographic data provided by those completing the survey indicates that 78% are over the age of 65; 44% have been members for over 20 years and 6% for under one year. 42% live 3-9 miles

from the church. St. Andrew's is a regional rather than community focused congregation. 62% are women; 94% are white; and 61% live in 2-person households. There is a high level of education with the majority of members holding college degrees.

Average Sunday attendance and giving have declined in the past three years.

With regard to stewardship, the average pledge at St. Andrew's is \$2,472 representing 1.82% of household income. The average percentage of giving in the survey is 2% with 3% considered realistic.

(The average pledge in the Episcopal Church is \$2,953; in the Diocese of Olympia it is \$2,985.)

Transition profile-During the period of transition members will remain at St. Andrew's, stay involved, and give financially at the same or higher levels. Sixty-one percent agree that the leadership of the church needs to be more representative of the congregation as a whole. The majority (88%) are comfortable with the timing of the transition and feel it is time for this change. There is also agreement (71%) that the church should not continue in the same overall direction that it has taken in the recent past, and 80% indicate that the next Rector should have the different skills and responsibilities than the former Rector.

Church communication system-The majority of responses indicate that the communication system of websites, emails and print materials are effective in helping members know how to contribute to the church's mission and enabling them to live out their faith. However, 10.42% did not know what the church's mission was, and over 50% of responses were on the fence.

In the past 30 days, members most often use church communication resources once a week to get information about date, time, etc. for an event and to keep informed about what is happening at the church including decisions made by the leadership. Social media was least effective with email and weekly bulletin most effective. The calendar of events is the most helpful information.

In summary, although St. Andrew's has low energy and satisfaction levels, 63% clearly agree that participation in church activities is very meaningful. Thus, there is the potential to move in a more positive direction by rediscovering a sense of purpose and vitality by supporting persons in ministry; providing quality worship services; and developing leadership that is representative of the membership. The survey indicates that the congregation is ready for change, so this transition period can provide an opportunity to explore a variety of new strategies. It will be important for the new Rector to have skills in leading change, working with the leadership to develop and communicate a clear vision, addressing conflict issues, and projecting a sense of optimism for the future.

APPENDIX B -----

Summary of Last Nine Years' Pledges

Year	Pledges	Amt. Pledged	Amt. Paid	Avg. Paid	% Paid
2013	95	\$165,369	\$138,572	\$1458	84%
2014	65	\$120,475	\$102,280	\$1573	87%
2015	48	\$83,796	\$79,381	\$1653	95%
2016	51	\$100,096	\$95,032	\$1863	95%
2017	51	\$97,004	\$95,142	\$1865	98%
2018	47	\$94,630	\$95,230	\$2026	101%
2019	44	\$81,004	\$78,294	\$1779	97%
2020	33	\$80,780	\$82,124	\$2448	99%
2021	32	\$84,210	\$79,132	\$2472	94%
2022	36	\$80,380*			

Note: Of the 95 pledge units from 2013, 11 are now deceased and 17 have moved out of the area. These 28 pledges totaled \$56, 557.

* We have a number of parishioners who are unable to make large pledges but they are very generous with their time and talent.

St. Andrew's Church 2021 Budget

INCOME

Plate /Easter/Christmas	\$ 4,000
Pledges	\$ 68,310
Parish Organizations	\$ 1,000
Investment Income	\$ 20,000
Permanent Maintenance	\$ 12,000
Group Utility Offsets	\$ 1,200
Transfer Designated Funds from Money Market	\$ 2,000*
Carry Forward	\$ 66,120
TOTAL	\$175,130

EXPENDITURES

Diocesan Assessment	\$ 14,800
Priest in Charge	\$ 48,000
Continuing Education	
Budget Discretionary	\$ 3,600
Organist	\$ 8,300
Secretary	\$ 8,500 12 hours per week
Treasurer	
Choir Director	
Nursery Care	\$ 2,000
Sexton	\$ 3,120
Supply Clergy	
Payroll Expenses	\$ 2,500
Pension for Rector	

Medical, Dental, Disability Insurance for Rector	
Building Insurance	\$ 7,300
Utilities	\$ 8,000
Altar Guild	\$ 1,000
Office Supplies	\$ 4,000
Copier	\$ 1,200
PIC Automobile Expense	\$ 5,000
Supply Auto Expense	
Telephone and Internet	\$ 1,600
Janitorial Supplies	\$ 1,500
Music/Organ/Piano	\$ 500
Christian Education	\$ 1,200*
Convention Expense	\$ 800
Permanent Maintenance	\$ 12,000
Hospitality	\$ 300*
Parish Outreach	\$ 2,000
Search Process	\$ 37,910
TOTAL	\$175,130

*Source - Designated funds in Money Market Account

Adopted by the Vestry 02/10/2021

*2022 Budget is pending