

# St. Andrew's Episcopal Church

Aberdeen, WA

Diocese of Olympia

Parish Profile January 2025



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# Letter of Introduction

Dear Servant of Christ,

As members of St. Andrew's we would like 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 Priest-in-Charge 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 finding a permanent rector

The people of St. Andrew's have remained faithful and committed to keeping its doors open. With the guidance over the last three years of the late Fr. Don Maddux, interim priest, and our current interim priest, Fr. Paul Collins, we have not only regained attendance of members who were cautious during COVID, but have added several new families to our parish.

In this parish profile, you will learn about our beloved community, congregation, and the servants of Christ we would like to become. We hope you find the community of St. Andrew's interesting and appealing. 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 the Bishop's office. We 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**

During a meeting of small groups the membership indicated four top priorities:

- Develop and implement inclusive strategies to reach new people and incorporate them into the life of the parish.
- Continue efforts 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 Next Rector

Our parishioners have expressed a desire for a rector who delivers concise sermons, is creative, energetic and highly motivated. We hope our next priest will become involved in local community groups, i.e. Rotary, Lions, to further their understanding of Harbor culture. The following list of desired qualities 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.
- 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

#### **V. Clergy Compensation**

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 2023-2024:

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

# Aberdeen and Surrounding Communities

The main advantages to living here include:

- Beautiful Location
- Small, safe town
- Low real estate costs-median home price-\$255,000
- Active arts scene
- Friendly community
- Ability to work remotely



St. Andrew's 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 has been 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 and 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 7<sup>th</sup> 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 a 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, Washington 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.





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 1960s, listing 320 members. But as the fortunes of Grays Harbor faltered during the 1970s and 80s, so did the fortunes and membership of St. Andrew's, which had shrunk to 180 members by 1988. The average weekly in-pew attendance is approximately 35–40 individuals.



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

## 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. Recently we welcomed several young families. 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 comfort people at the end of life. The clergy is often requested to visit families in hospice and 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.

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 foundation is strong: we own our building, we have no debt, we have several endowments, and we have our people and our faith. 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 1<sup>st</sup> 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 1940s 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. Our Sunday service uses the Rite II liturgy and the service is accompanied by music. The congregation sings the

hymns and a cantor generally leads the Responsorial Psalm.

The Sunday service provides a Sunday school program. 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 the Sunday morning service to help build and nurture community.

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 have an Ash Wednesday. Our Altar Guild offers Stations of the Cross on Fridays during Lent. 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. One service is 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 9 am 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 but St. Andrew's is committed to being involved once it starts up again.



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

St. Andrew's is a congregation that enjoys socializing. Celebrating Twelfth Night, Fat Tuesday and other liturgical holidays with a meal and entertainment.

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

Car washes take 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.

The Downtown Aberdeen Association sponsors Winterfest and Summerfest, community celebrations with family activities taking place downtown. St. Andrews hosts a booth with faith-based crafts at these popular events.

## 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 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.

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.

In the summer of 2022 Merry Jo was instrumental in organizing a benefit concert for Ukraine. Featuring a variety of talented musicians playing traditional Ukrainian music. Nearly \$10,000 was raised from this event.



## Music at Saint 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. We wish her well in her retirement. However, plans to participate in the three-octave handbell choir. In the summer of 2022 Merry Jo was instrumental in organizing a benefit concert for Ukraine. Featuring a variety of talented musicians playing traditional Ukrainian music. Nearly \$10,000 was raised from this event.



The adult choir is directed by Alexa Amorak. Each Sunday cantors lead responsorial psalms and every other week 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 bagpipes and trumpets to vocal solos, joint choral offerings, violins, 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 during 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.



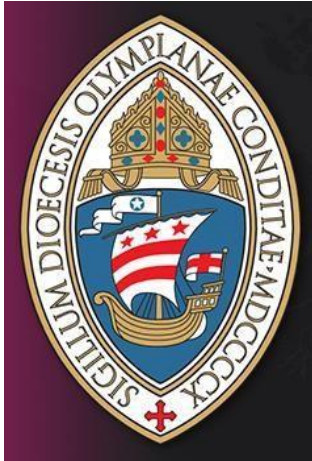
## Faith Formation at St. Andrew's Church

St. Andrew's has a history of supporting faith formation for our children. At present, we have several youth who are of teen and pre-teen age who are in need of age appropriate engagement. Our leadership continues to explore ways to offer opportunities for faith formation to our children, youth and adults. Josh Browning to lead and train our young people for Acolyte service. Suzanne Hierholzer attends Diocesan workshops for children, youth, and family workshops. Our vestry has supported 2 quarterly services of Messy Church USA where families have gathered for faith based activities, celebration and a shared meal. Sundays after church "classes" are held by Fr. Maddox and Dom Phillip Bernard designed for confirmation preparation and faith inquiry. Plans are in place for Holy Hikes to happen in the spring.

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 and well received by the congregation.



# 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.

With the resignation of Bishop Rickel in December of 2022, Bishop Provisional Melissa Skelton is currently serving the Diocese.

St. Andrew's is in good standing with the Diocese of Olympia. We have always been current on our Diocesan assessment and have no parish debt. We rely on the Diocese to help us with various training needs and participate in the annual convention at St. Marks Cathedral in Seattle. During our search process our Diocesan consultants have included Canon Alissa Newton, Canon Arienne Davison and Dr. Thea Mirabella Maeve Wyatt.

## APPENDIX A -----

### Summary of Last Ten Years' Pledges

Year	Pledges	Amt. Pledged	Amt. Paid	Avg. Paid	% Paid
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*	\$81,223	\$2256	101%
2023	41	\$88,720	\$85,932	\$2201	97%
2024	51	\$94,767	\$88,237	\$2180	93%
2025	54	\$87,715		\$1947	

\* 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 Financials

**St. Andrews Episcopal Church**  
**Custom Summary Report**  
**January 1 through December 31, 2024**

Jan - Dec 24

**Income**

<b>4010 Plate/Easter/Christmas</b>	8,542.02
<b>4020 Pledges</b>	100,391.26
<b>4022 Pledge 2025</b>	5,016.00
<b>4070 Investments</b>	36,489.87
<b>4100 Scholarships</b>	2,000.00
<b>4110 Memorials</b>	0.00
<b>4120 Choir</b>	3,111.71
<b>4130 Birthday Bank</b>	2,966.73
<b>4140 Discretionary Fund</b>	100.00
<b>4160 Flowers</b>	925.00
<b>4180 Food Bank</b>	40.00
<b>4185 Cancer Relay</b>	1,060.00
<b>4190 Misc Special Offering</b>	3,600.00
<b>4200 Transfers/Income</b>	120.00
<b>46000 Utilities Group Reversal</b>	2,400.00
<b>4672 Building Renewal</b>	345.70
<b>4673 Parish Events</b>	659.26
<b>4690 Capital Campaign</b>	950.00
<b>4701 Permanent Maintenance</b>	36,194.96

**Total Income**

204,912.51

<b>Gross Profit</b>	204,912.51
<b>Expense</b>	
5000 Assessment	20,294.56
6000 Clergy Salary	29,276.34
6020 Budget Discretionary	3,600.00
6040 Organist	8,400.00
6050 Secretary	13,473.33
6080 Choir	3,111.71
6110 Payroll Expenses	
Labor & Industry Taxes	446.70
Social Security Taxes	1,908.17
<b>Total 6110 Payroll Expenses</b>	<u>2,354.87</u>
7000 Building Insurance	8,721.00
7010 Utilities	
Electric	2,156.30
Garbage	884.13
Gas	5,829.49
Water	2,196.05
<b>Total 7010 Utilities</b>	<u>11,065.97</u>
7050 Altar Guild	1,500.00
7060 Office Supplies	2,261.08
7080 Copier Expenses	
Monthly Costs	3,041.43
<b>Total 7080 Copier Expenses</b>	<u>3,041.43</u>
7090 Automobile Expenses	7,090.61
7095 Supply Auto Expenses	134.00
7096 Organist Mileage	3,859.20
7100 Telephone	2,080.01
7110 Janitorial Supplies	819.01
7115 Building Cleaning	3,710.28
7120 Music/Organ/Piano	2,037.23
7130 Christian Education	
Adult Education	667.84
Youth	169.90
<b>Total 7130 Christian Education</b>	<u>837.74</u>



**St. Andrews Episcopal Church**  
**Custom Summary Report**  
**January 1 through December 31, 2024**

	<b>Jan - Dec 24</b>
7140 Convention Expenses	80.00
8000 Annual Maintenance	0.00
8010 Permanent Maintenance	36,194.96
9100 Scholarships	2,000.00
9130 Birthday Bank	2,966.73
9140 Discretionary Fund	100.00
9160 Flowers	925.00
9180 Food Bank	40.00
9190 Misc Special Offerings	3,600.00
9200 Hospitality E	659.26
9700 Cancer Relay E	1,060.00
9750 Parish Outreach	1,000.00
9750 Paritsh Outreach	1,000.00
9900 Transfers	120.00
9981 Search Committee	352.50
9982 Bldg Renewal	345.70
9985 Capital Campaign	950.00
9989 Specified Permanent Mainte	0.00
9990 pledge 2025	5,016.00
Retained Earnings	20,833.99
	<b>204,912.51</b>
<b>Total Expense</b>	<b>204,912.51</b>
<b>Net Income</b>	<b>0.00</b>

## 2025 BUDGET (PROPOSED)

### **INCOME**

Plate/Easter/Christmas	\$6,000
Pledges	\$90,000
Investment Income	\$28,000
Group Utility Offsets	\$1,800
Utilities	\$2,400
Transfer Designated Funds MM	\$18,500*
Carry Forward	\$24,530
<b>TOTAL</b>	<b>\$171,230</b>

### **EXPENDITURES**

Diocesan Assessment	\$21,000
Interim Priest	\$50,000
Discretionary Fund	\$3,600
Organist	\$8,400
Secretary (\$20 per hour x 15 hours per week)	\$15,600
Treasurer	volunteer
Choir Director	Funded
Nursery Care	N/A
Sexton	see Janitorial Services
Supply Clergy	\$650
Payroll Expenses	\$2,500
Pension for Rector	N/A
Med/Dent/Disab Ins for Rector	N/A
Building Insurance	\$8,900
Utilities	\$11,000
Altar Guild	\$1,500*
Office Supplies	\$4,000
Audit Service	\$500
Copier	\$3,100
Clergy Auto	\$8,000
Supply Priest Auto	\$400
Organist Auto	\$4,280
Telephone and Internet	\$2,100
Janitorial Supplies	\$900
Janitorial Service	\$3,900
Music/Organ/Piano	\$1,500
Christian Education	\$1,200*

Convention Expense	\$400
Permanent Maintenance	15,000*
Hospitality	\$800*
Parish Outreach	\$2,000
<b>TOTAL</b>	<b>\$171,230</b>

\* Source—Designated funds in Money Market Account