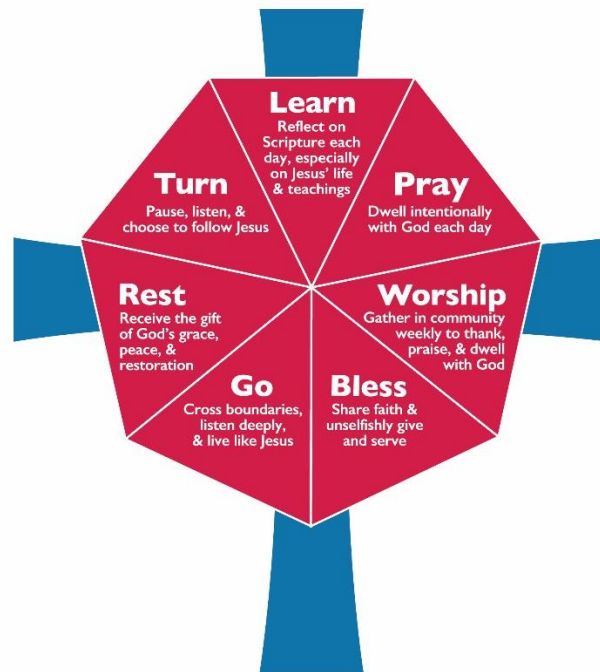


The Ways of Love: Discerning God's Mission for St. Andrew's

January 20, 2019



THE WAY OF LOVE *Practices for Jesus-Centered Life*

Our Mission

St. Andrew's Episcopal Church celebrates God's love for all people as we grow together in God, invite others to experience God through Jesus Christ, and share in God's work of changing lives in our community and beyond.



335 Longmeadow Street + Longmeadow, Massachusetts
www.st-andrews-longmeadow.org

A Prayer for St. Andrew's

God of opportunity and change, praise to you for giving us life at this important time.our horizons extend, keep us loyal to our past; as our opportunities to follow the Holy Spirit increase, help us to prepare for our future; keep us trusting and hopeful, ready to recognize your kingdom as it comes. Amen.

Adapted from *A New Zealand Prayer Book*

A Prayer for Transition:

Dear God of opportunity and change, as we enter this season of uncertainty and hope, please grant us gifts of patience, compassion and love; guide us to remain true to our mission; and strengthen our community of faith. With your help, may we find the leadership that will allow us to continue to grow in faith and love.

Through the mercy of Jesus Christ, our savior, who by his redemption and ascension is the mediator of our faith and worship. Amen.

Written by the 2018 Vestry

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The Ways of Love: Discerning God's Mission for St. Andrew's

In the context of worship:

Call to Order by Clerk of the Vestry

Approval of 2018 Annual Meeting Minutes

Report of the Nominating Committee and Election

Storytelling is the greatest way to learn about who we are as the people of St. Andrew's, past, present and yet to come. Annual Meeting is our beginning point for answering the three questions:

Who are we?

Who is our neighbor?

What is God calling us to do?

We will begin the storytelling using our theme for the day: THE WAY OF LOVE: DISCERNING GOD'S MISSION FOR ST. ANDREW'S.

We will use the seven practices of a Jesus-Centered Life to begin our in-gathering of stories that will help us to see the breadth and depth of God's presence in our midst. Each parishioner will choose one of the practices and join the discussion facilitated by two vestry members in a specific location in our church building. After about 30 minutes we will return to church to get a glimpse into what was shared in all seven practice discussions.

2018 Statistics at a Glance

Active Parishioners – 310

Average Sunday Attendance – 154 w/out Church Without Walls; 195 with Church Without Walls

Number of Baptisms – 5

Confirmations and Receptions – 6

Number of Weddings – 2

Number of Burials – 10

MINUTES OF THE ANNUAL PARISH MEETING
ST. ANDREW'S EPISCOPAL CHURCH
LONGMEADOW, MASSACHUSETTS
JANUARY 21, 2018

Envisioning the St. Andrew's of the Future

During the 10 AM service, the sermon began with a summary of the day's Gospel, when "Jesus came to Galilee, proclaiming the good news of God." The Rev. Derrick Fetz pointed out that the good news both challenges us and gives us hope.

State of the Parish

Fr. Derrick then proceeded to deliver the State of the Parish address, inviting the congregation to reflect that through what we say and do, we are the good news Jesus proclaimed in the Gospel. We may not be perfect, but we strive collectively to be the good news in the following ways:

1. We developed small groups of common interests to encourage relationships.
2. We celebrated the 10th anniversary of Church Without Walls. The ministry has grown, and many people call CWW "their parish." The program has expanded regionally, with participation by other Episcopal churches and UCC parishes.
3. We participated in Habitat for Humanity, an ecumenical project to build a home.
4. We adopted Pauline's Stock Pot Kitchen and Little Dresses, new ministries brought by a new parishioner from her former church.
5. We collected over 2,000 pounds of food for the Community Survival Center.
6. We hosted the Presiding Bishop in October 2017, and we were chosen as a showcase of a vibrant parish. Leading up to the event, we spruced up the building.
7. We created an art gallery, featuring parish artists who are connecting to God through art.
8. We demonstrated a willingness to experiment by adopting a new approach to the Annual Meeting, using workshops to gather ideas from parishioners.
9. We developed a new model for sustainable ministries, with a quarterly Gathering of Leaders attended by 20-30 individuals who are making a difference in the life of the parish.
10. Our music program has grown under the leadership of Sue Riley, Director of Music Ministry. She has brought wonderful gifts to the parish and tapped into the talents of parishioners.
11. We have developed a collaborative relationship with First Church in Longmeadow, with joint services, youth group and Bible study.
12. We have made inroads with interfaith connections, expanding our relationships with the Islamic Center and local synagogues, examining the role of religion in the modern world. Rabbi James Greene preached during Advent with the message, "We are waiting together."
13. We have continued to grow as a regional church, with over 50% of our parishioners coming from outside Longmeadow. To demonstrate our growth, Rev. Fetz invited those who were new or active within the last five years to stand.
14. We have become a magnet for clergy, with four additional clergy: Rev. Dr. Harvey Hill, Associate Rector; Rev. Dec. Eric Elley, Deacon; Rev. Charles Summers, Priest Associate, in his 63rd year as an ordained priest; and Rev. Rick Bellows, a young retired priest who has chosen to join us with his wife, Danielle.
15. We have been receiving strong attention in the press. St. Andrew's ranks #1 in secular media hits.
16. Our financial state is solid. We are starting the new year in the black with a balanced budget. The Vestry has approved a surplus budget and we have not had to initiate any funding freezes, as we have in previous years.
17. The challenges we need to address are as follows:
 - a. Finding solid leadership (discretionary time of parishioners is limited)

- b. Defining new metrics for growth; people only come to church one or two times per month, but they really want to be here.
- c. We are growing numerically, but also in relationships, and in the future we will chart weekly “touches” to capture that growth.

Father Derrick reiterated his message that together, we are the good news. We are in the “big boat” together, welcoming the least. He asked the parish “Will you proclaim by word the good news?”

Rev. Charles Summers then expressed his gratitude for Father Derrick.

Presentation of St. Andrew’s Awards

Father Derrick then presented the St. Andrew’s Awards to:

- Rick Decker, for his countless hours readying St. Andrew’s facilities for the visit of the Presiding Bishop.
- Carole Sweet, for her outstanding leadership as Junior Warden and Acolyte shepherdess and for her role in preparing St. Andrew’s for the visit of the Presiding Bishop.
- Linda Cardillo Platzer, for her creativity and organizational skills in support of the communication needs of the parish, the Stewardship Formation team and the Vestry.

After the presentation of awards, Linda Cardillo Platzer, the Clerk of the Vestry, called the annual meeting to order.

The minutes of the January 22, 2017, annual meeting were reviewed and accepted.

Report from the Nominating Committee

After prayerful discussion and input from the congregation through the nomination forms, Dene Kimball presented the following slate for the Vestry on behalf of the Nominating Committee and the Vestry:

Executive Committee

MaryEllen Brush, Senior Warden
 Carole Sweet, Junior Warden
 Bill Fisher, Treasurer
 Stu Young, Assistant Treasurer
 Linda Cardillo Platzer, Clerk

Vestry

Amy Drake (three-year term)
 Michele Reynolds (three-year term)
 Mike Scuderi (completing two years of an unexpired term)
 Patty Souder (completing last year of an unexpired term)
 Dave Taupier (three-year term)

Convention Delegates

Roland Hawthorne (Vestry Representative)
 Wende Wheeler
 Mike Young

2018 Nominating Committee Members: Dene Kimball, Barbara Looney, Patty Souder and Fr. Derrick Fetz. A motion was made and seconded to accept the slate as presented. The congregation unanimously approved and the motion was carried.

Financial Overview

Treasurer Bill Fisher presented the financial overview, describing a healthy financial condition. He gave a quick summary of major elements. Our total income was \$418,000, which included special one-time donations; expenses were \$378,000. Although expenses ran 2% over budget, we received unanticipated extra plate income. The budget for 2018 anticipates \$375,000 in income and \$372,000 in expenses, which include salary increases for both the Rector and staff. Bill finished his presentation with his thanks to the congregation for their support of St. Andrew's.

Invitation to Workshops

At the conclusion of the service, parishioners were invited to attend one of the four workshops offered:

- Envisioning the St. Andrew's of the Future: Enhancing our Building Space and Preparing for the Next Capital Campaign (Facilitated by Barbara Looney and Carole Sweet)
- Envisioning the St. Andrew's of the Future: New Ministries and Programs (Facilitated by Patty Souder, Lorie Dixon and Jon Marshall)
- The Face of the Future: Technology and Resources (Facilitated by Linda Cardillo Platzer, Jen Greene and David Taupier)
- Envisioning Our Financial Future: Budget and Alternative Sources of Funding (Facilitated by MaryEllen Brush and Bill Fisher)

Respectfully submitted,

Linda Cardillo Platzer
Clerk of the Vestry

Report of the Nominating Committee

Report of the Nominating Committee

After prayerful discussion and input from the congregation through the nomination forms, the Nominating Committee is pleased to nominate the following slate:

Executive Committee

Mary Ellen Brush, Senior Warden
Carole Sweet, Junior Warden
Bill Fisher, Treasurer
Stu Young, Asst. Treasurer
Linda Cardillo, Clerk

Vestry

Scott Frazer (3 year term)
Don Starski (3 year term)
Cecilia Rennix (3 year term)
Amy Drake (year 2 of 3 year term)
Michele Reynolds (year 2 of 3 year term)
Mike Scuderi (last year of 2 year term)
Dave Taupier (year 2 of 3 year term)
Chandler Taylor (last year of 3 year term)
Eric Murray (last year of term)

Convention Delegates

Mike Young
Rowland Hawthorne
David Taupier
Wende Wheeler (alternate)

2018 Nominating Committee Members: Lorie Dixon, Rowland Hawthorne, Jon Marshall, Patty Souder

Administration Highlights

- Said Good Bye to Fr. Derrick Fetz
 - Raised over \$3000 for Love Gifts for Derrick, Jamie and Mari
 - Held a dinner for 175 people as a Good Bye and Thank you to the Fetz Family
- Joined a social media collaborative sponsored by the Diocese
 - The Diocese of Western MA has hired a marketing to firm to work with St. Andrew's, St. Mark's, Church of Atonement and St. Paul's to assist with social media marketing. Each church is using the firm differently- St. Andrew's is using them for best practices, trouble shooting and managing paid Facebook ads for Christmas, Celtic Service and Easter
- Parish Administrator took on managing all the church's social media
 - Weekly MailChimp email
 - Monthly MailChimp and paper newsletter,
 - Daily Facebook and Instagram: Creating content, Interacting with Posts/Messages, Posting information, events and photos

Acolytes and Crucifers

Submitted by Carole Sweet

Highlights in 2018

- Continued presence serving at the altar

Changes that took place in 2018

- No changes to the Acolyte/Crucifer ministry

How this ministry lived out the parish's mission statement

- The Acolytes and Crucifers serve and assist with the Celtic and 10 AM worship services.

Significant plans for 2019

- Recruit and train additional members.

Altar Guild

Submitted by Susan Baldwin

Highlights in 2018

- Created altar designs that support the liturgy through decorative themes that reflect the messages of the readings and season, such as Lenten Journey; the Maundy Thursday Garden of Repose; multiple themes for Celtic services.
- Received beautiful tartan altar panels, created and hand made by **JoAnn Shupe**, for use during our Celtic services. The tartan wool plaid, called "Rector's Tartan", was woven in Scotland.

Changes that took place in 2018

- Welcomed Susan Walbridge, Candace White, Don Starski, Shelly Warren, and Emma Souder, to the altar guild ministry; and Peter Prewandowski to the design team.
- Created an assisting team for clearing and filling the oil candles. Thank you to Pat and Dave Wolos, Janet Walsh Young, and JoAnn Shupe.
- Said goodbye and thank you to Susie Hutchins; and sadly, to Nancy Hawthorne

How this ministry lived out the parish's mission statement

- Preparing the altars for every Eucharist service held during the year
- Supporting and caring for each other
- Keeping church vestments, linens, and silver in good condition for future generations
- Supporting the liturgy through flower arrangements and decorative altar themes that reflect the messages of the readings and season
- Being good stewards of our treasury by planning altar arrangements that are liturgically appropriate, creative, and long lasting.

Significant plans for 2019

- Recruit and train additional members for the clearing team, and for the Liturgical Design Team, which decorates the church for the seasonal services of Lent, Easter, and Christmas, and for our Celtic services.

Children and Youth Formation

Submitted by Anna Henry

Highlights in 2018

Children's Formation:

- Family friendly Shrove Tuesday Pancake Supper
- Family friendly Ash Wednesday service in the Chapel
- Take home family Lenten booklets that followed the weeks of Lent to prepare for the Mystery of Easter. The books were organized by 6 themed weeks like 'fasting and temptation' or 'giving' that encouraged families to explore Lent together
- Continued use of the Godly Play approach for Sunday morning Children's Formation. We can see up to 20+ kids on a Sunday
- Family fun outdoor movie/popcorn night this summer was a great hit again in August!
- Homecoming Sunday: success with lots of families enjoying bounce house and fun arts and crafts
- Working with CWW providing a monthly snack made and handed out by the church school families
- CWW backpacks: Church School families collected toiletries to stuff in 100 cinch top string backpacks to hand out at CWW in the spring.
- Introduced Advent Wreath making for families and all Parish members. Advent Wreath kits and greens were available to decorate for the Advent season
- 2nd Annual St. Nicholas Socks for CWW: This year the church school families collected 300 pairs of socks, candy and clementines that were stuffed and handed out at CWW, 200 on 12/16 (by the youth) and 12/23 (by 2 church school families). We have 100 pairs of socks remaining that we plan to stuff with hand warmers for CWW in January 2019.
- The revamped Christmas Pageant that was shorter, used more of the worship space, and created movement for the kids was another big success! We had almost 40 kids/youth participate.
- Prayground continues to be a great addition to the worship space.

Youth Formation:

- Worked with youth in Springfield at Gardening in the Community
- Did a pizza and cookie dough fundraiser to raise funds for a planned Youth Pilgrimage in summer 2018. Unfortunately, we were unable to do the pilgrimage due to Father Derrick's departure but the funds will be saved for a future trip
- Confirmed 2 youth at the Celtic Service in November
- Added 6 new incoming youth to the program
- Continue to meet bi-monthly for formation and fellowship

Changes that took place in 2018

- Both *Children's and Youth Formation* continue to grow with new teacher/mentors and new families. We have added at least 6 new families in the last year and continue to grow

How this ministry lived out the parish's mission statement

- Providing snacks, cards and socks to CWW
- Making ornament tags for Salvation Army Adopt-a-Family Program Christmas gifts
- Making an effort to reach out to families we have not seen recently or are new to our parish
- Encouraging the youth to bring friends to our various activities

Significant plans for 2019

We are excited to work with our families through this transition time. We plan to meet with both our lead teams (church school teachers and youth mentors) and all our families to get feedback and input on what they are looking for from our new rector

Church Without Walls 2018

Submitted by Larry Morrow and Wende Wheeler

Highlights of 2018

- Celebrated the 11th anniversary of Church Without Walls.
- Welcomed a new parish and three new clergy:
 - Pastor Marisa Brown Ludwig and the First Church of Christ in Longmeadow
 - Dean Tom Callard from Christ Church Cathedral joined us in Court Square for a service in November.
 - St. Andrew's Interim Rector, Susan Eibner, has begun to join us on the fourth Sundays of each month, and will continue throughout her time with us.
- Enjoyed the more frequent and regular participation of Deacon Terry Hurlbut and parishioners from All Saints' South Hadley.

Changes in Ministry in 2018

- Said farewell to Fr. Derrick and the Rev. Tom Gerstenlauer (South Congregational Church).
- Grateful to have the participation of St. Andrew's' church school and young families, who have prepared items for the CWW community and come to hand them out in

Court Square.

Living out the Mission

- Continue the mission of being a weekly spiritual presence for homeless and marginalized people in Springfield, with an average attendance of 42 each Sunday.
- Continue to give thanks for the clergy and people of our partner parishes who make this ministry work every Sunday:
 - All Saints' Episcopal Church, South Hadley
 - Christ Church Cathedral, Springfield
 - Congregational Church of Somersville
 - First Church of Christ ,Longmeadow
 - South Congregational Church, Springfield
 - Southwick Community Episcopal Church
 - St. Andrew's Church, Longmeadow
 - St. Mark's Episcopal Church, East Longmeadow
 - St. Peter's Episcopal Church, Springfield
- Continued our participation and support of the Big Blue Ministry, primarily through the leadership of two of our deacons, Linda Taupier and Eric Elley.

Significant Plans for 2019

- Expand the number of St. Andrew's parishioners actively participating in Court Square.
- Expand our ministry with the incorporation of an additional parish.

Coffee Hour Ministry

Submitted by Mary Strebel

Highlights in 2018

We continued to enjoy the gathering of our parish community after the 10:00 service over coffee, juice and the wonderful contributions of time and food of our great volunteers!

Changes that took place in 2018

We have a volunteer making the coffee and having it on the table before the 10:00 service begins.

This frees up the Hosts to set up the tables without having to go up and downstairs to prepare and deliver the coffee carafes.

How this ministry lived out the parish's mission statement

We try to make sure everyone feels welcome to enjoy Coffee Hour to visit with and catch up with friends. We try to catch any newcomers to make them feel welcomed!

Significant plans for 2019

We will continue to carry out our Mission of providing time and space for our church family to gather and grow together after service over yummy treats before heading out to their week and sharing God's love in the greater community!

We're always happy for new volunteers to serve as Hosts and Bakers.

Communications Strategy Team

Submitted by Linda Cardillo Platzer and David Taupier

Highlights in 2018

Technology highlights include:

- Our wi-fi platform was expanded and improved with both public and secure access.
- The data network was improved and integrated throughout the office environment.
- We replaced some outdated audio equipment including wireless mikes. We added an audio mixer to assist our Sunday recording.
- We prepped the a/v system for future audio upgrades and added video capabilities.
- We photographed and video-recorded parish services and events.
- We set up a multi-camera internet live stream for Christmas Eve.

Communications highlights include:

- We worked with other ministries to create a calendar of anticipated needs.
- We created the printed materials (invitations, cards and programs) for the Father Derrick farewell celebration.
- We produced posters, flyers and announcements for the following:
 - Homecoming
 - Celtic Services
 - Pumpkins and Pets on the Hill
 - Adult Formation
 - Wrinkle in Time Discussion
 - Christmas Schedule
- We updated brochures for the following:

- Young Families Ministry
- Youth Ministry
- Newcomers
- We created and updated the poster for the 2019 Stewardship campaign.
- We prepared press releases and interacted with the media to generate articles about St. Andrew's.
- Stayed active with Social Media- Facebook and started Instagram

Changes that took place in 2018

- The improvements in technology are the most significant changes in our ministry.
- Moved from Rector-created marketing to collaborative model of marketing

How this ministry lived out the parish's mission statement

Our communications and technology efforts help to "invite others" to participate in parish life, enhance the experience of worship and express who we are as a community.

Significant plans for 2019

- Apply for a diocesan grant to purchase and install an integrated TV and audio system. Among other things, we look to host diocesan events internet cast in real time.
- Strengthen efforts to recruit new team members.
- Develop a list of resources (books, films, etc.) that will be available to parishioners to borrow.
- Develop an archive of materials as a resource for future projects.
- Update media contacts list.
- Develop a social media support team

Eucharistic Ministers and Lectors

Submitted by Peter Prewandowski

Our Great Ministry Team:

Charles Baldwin, Susan Baldwin, Catherine Brill, MaryEllen Brush, Wally Gladwin, Steve Hindley, Carol Howland, Carey Lape, Dene Kimball, Barbara Looney, Larry Morrow, Linda Platzer, Peter Prewandowski, Kathy Riess, Jeanne Schelke Butrick, Bill Souder, Emma Souder, Patty Souder, Wende Wheeler

Highlights in 2018

- Fr. Derrick Fetz appointment of Peter Prewandowski to coordinate this ministry in June of 2018. Over the next three months I worked with Larry Morrow to finalize the third quarter ministry assignments. For the fourth quarter, I set up the ministry schedule myself and now feel confident to continue as coordinator.

- On December 15 we had our first full ministry team meeting. With Pastor Susan in attendance, we were able to discuss many of the finer points of serving and reading. This gave us the opportunity to sort out any misconceptions or discrepancies, especially as to how the Psalms are led and prayed. We discussed vocal tone and inflection in the readings, and consistency of wording while administering the chalice. Various members of the team also shared their own method of preparing for the readings, which I found especially helpful.

Changes that took place in 2018

There have not been any significant changes to this ministry. We have 19 active members, giving each the opportunity to participate in the services an average of four times per quarter. Of course, there is always room for more people who feel called to serve at the Lord's altar and we welcome all aspirants to speak with me, or anyone on the team, about joining us.

How this ministry lived out the parish's mission statement

This ministry gives all participants a chance to grow in their love and service to the Lord. We share His Holy Word with the congregation, lead in praying the Psalms and lead the prayers of the people. With God's grace, this can inspire others to serve the Lord in a like manner.

Significant plans for 2019

Our plans for the future: to increase our numbers, as God wills, and to continue to serve the Lord with all our heart and mind and actions and words.

Finance Committee

Submitted by Bill Fisher and Stu Young

Highlights in 2018

- Closed year with modest operating surplus
- Effectuated a parish credit card for use by Rector and Parish Administrator subject to appropriate, written internal controls
- Established emergency checking account signatory authority in a Finance Committee member to be utilized only if neither Treasurer is available
- Successful audit by independent, outside auditor with no material adverse findings

Changes that took place in 2018

- Tighter parish financial condition due to increased expenses and reduced pledge income coinciding with Rector transition

How this ministry lived out the parish's mission statement

- By overseeing the finances, provide the ability for the parish to execute its goals, mission and operations in a fiscally responsible manner

Significant plans for 2019

- Navigate through a year that will present challenging fiscal problems
- Continue shared co-leadership by Treasurer and Assistant Treasurer

Legacy Committee

Compiled by Dean Rogeness, Donna Burall, MaryEllen Brush, Dan O'Malley and Bill Fisher

Legacy Formation Team – Membership and Mission

- Team Members - Dean Rogeness, Chair, Donna Burrall, Mary Ellen Brush, Dan O'Malley and Bill Fisher
- Mission - The Legacy Formation Team provides information and outreach to the Parish and others regarding the St. Andrew's Pathways to the Future Legacy Fund. The Team seeks commitments for planned giving to the Fund in the form of gifts during lifetimes and under wills and estates to help insure the present and future of St. Andrew's. Donors and those making commitments automatically become St. Andrew's Legacy Society members.

Legacy Stewardship 2018 – Highlights - Living the Mission

- The Legacy Stewardship Team continued its outreach to the Parish in seeking contributions to the St. Andrew's Pathways to the Future Legacy Fund. The Team held its first annual Legacy Society celebratory event, graciously hosted by Cindy and Dan O'Malley at their home, to honor and say "thank you" to Legacy Society members.

- The list of members in the St. Andrew's Pathways to the Future Legacy Fund continues to grow. Two new members were added who made gifts that targeted and enabled St. Andrew's purchase of its new grand piano.

Significant Changes in Legacy Stewardship in 2018

- Congress enacted significant changes to the federal tax law landscape that the Legacy Stewardship Team will have to incorporate into its planning and presentations. The changes affect the worth of charitable deductions for individual taxpayers when paying their federal income taxes and enhance tax saving opportunities for persons making charitable contributions through gifts, wills and estates and retirement accounts. Taxes should not drive stewardship charitable giving to organizations such as St. Andrew's, but can be an important factor donors will consider. St. Andrew's will not give tax advice.

Significant Plans for 2019

- Continue Outreach to the Parish to increase visibility and understanding of the Pathways to the Future Legacy Fund and to grow the fund and membership in the St. Andrew's Society. St. Andrew's endowment funds are an important contributor to the Church's annual budget and the health and well being of the Church's mission. A second annual event celebrating the generosity of the members of the Legacy Society will be held.
- Build general understanding of tax law changes into Legacy Fund literature and information and solicitations. Information will be generic and donors will continue to be solely responsible for obtaining their own personal tax advice.

Missions At Large

Compiled by Sue Corriveau and Karen Gladwin

Highlights of 2018

We were able to support many ministries and organizations with the funds allocated to us.

Changes in Ministry in 2018

None

Fulfilling the St. Andrew's Mission

We have been able to further God's kingdom through monetary and other gifts. We have provided support to Episcopal Relief and Development (Hurricane relief), the Community Survival Center, CROP Walk, Bus passes for female inmates to go to job interviews (new for us this year), Little Dresses for Africa, and support for Cathy Doner's medical missionary trip to Cambodia. As always we offered parishioners the opportunity to support the Salvation Army Adopt-a-Family program, which showed the generosity of our members.

Significant Plans for 2019

We hope to find ways to engage more parishioners in the work of Missions and Outreach. We will actively search for new ministries to support that come from the hearts of the members of St. Andrew's.

Music Ministry

Submitted by: Sue Riley

Highlights in 2018

- With a roster of 21 adult choir members, dedicated and committed adults attended weekly Thursday evening choir rehearsals and presented anthems weekly at the Sunday 10:00 am services.
- A variety of hymns, service music and offertory anthems were presented during the 10:00 am services.

- A variety of instruments were used during the 10:00 am service, played by both choir members and guest musicians.
- Choir members and guest musicians enhanced the summer Sunday 10:00 am services.
- A jazz mass was offered at the November 2018 10:00 am service.
- The Allegro Choir (children), under the direction of Karen Gladwin, presented anthems throughout the year.

Changes that took place in 2018

- Guest musicians new to the Celtic services were contracted to present preludes, meditative music during the services, and postludes.
- The St. Andrew's Recorder Quintet expanded their program by presenting special music numerous times throughout the year.

How this ministry lived out the parish's mission statement

- helped the faithful in connecting to God through music
- provided an opportunity to be in community through our choirs

Significant plans for 2019

- Continue to enhance the worship service and draw the community together through a wide variety of musical styles, with the goal of preserving the rich heritage of church music.
- Continue to collaborate with the Bay Path University choir and their director, Robert Tomasulo.
- Collaborate with area church choirs and their directors.

Newcomer's Ministry

Submitted by: Barbara Looney

Highlights in 2018

- Reviewed and updated the Newcomer Video on the Parish website.
- Hosted two Newcomer Receptions, one in April and another in December, attended by 19 and 4 newcomers, respectively.
- Made many phone calls to and email contacts with newcomers who filled out Connection Cards.

Changes that took place in 2018

We attempted to standardize the timing of the semi-annual Newcomer Receptions, with one taking place on the last Sunday in April and the other on the first Sunday in November. By doing so, the parish community can look forward to these special Sundays and place them on their personal calendars. However, due to the events surrounding the arrival of our interim Rector, holidays, and other events on the church calendar, second reception took place on the second Sunday in December. Note: In 2019, Newcomer Sundays are scheduled for April 28 and November 3.

How this ministry lived out the parish's mission statement

We continue to be a welcoming presence by acknowledging, quickly and appropriately, those who cross our doorstep. We share information, in written form, electronically and through personal conversation, about St. Andrew's worship services, our programs, and our parish family.

Significant plans for 2019

The Newcomer Steering Committee, which meets two or three times during the year, will continue to review our current plan and revise it, as needed, keeping in mind what are considered best practices for this ministry. The committee would like to co-ordinate with Ushers and Greeters, as well as with the weekly Vestry Contact person, all of whom can and do assist in identifying and welcoming newcomers.

Pastoral Care

Submitted by Pat Loftus

Highlights in 2018

The care team is quite small but we reach out to all whose names are submitted to us. Thanks to the Rev. Harvey Hill we are focused and organized around those who have requested a visit with or without communion, a phone call, or are pleased with a card.

Changes that took place in 2018

Our numbers for people served has varied greatly over the past year. We remain a group whose focus is on those who cannot get to church and that may be short term or long term depending on the individual.

How this ministry lived out the parish's mission statement

We bring to those who have requested it, interaction, friendship, prayer, and the Eucharist.

Significant plans for 2019

We hope to expand the number of people who are willing to make a commitment to those who cannot join up in worship. Will you consider becoming one of us? Please contact either Rev. Ebner or Rev. Hill.

Property Committee

Submitted by Rick Decker and Bill Grace

Highlights in 2018

- New outside faucet and repair of existing outside faucet
- Replacement of kitchen door jamb
- Replaced missing ceiling tiles in choir room
- Freed up church windows that were painted shut
- Repaired/replaced window operators in church
- Replaced faucet in church bathroom
- Cleared area next to side door and mulched and planted shrubs
- Installed new door mats
- Contracted for pest control (ants and mice)
- Contracted for new floor electrical outlets near grand piano
- Rectory:
 - Endless trips to the dump to clean out the basement and the garage of generations of accumulated "stuff"
 - Replaced garage door springs
 - Replaced rear storm door
 - Repaired front door lockset and replaced deadbolt
 - Replaced deadbolt and lockset on rear door
 - Prepped, primed, and painted rectory walls and most woodwork
 - Contracted 1st floor refinishing and repair
 - Rebuilt shower valve and installed a new drain stopper link
 - Replaced washing machine water supply valve and hoses
 - Replaced loose electrical outlets
 - Contracted for new counter tops
 - Installed new blinds on all the window

Changes that took place in 2018

- No changes to the Property Committee's ministry

How this ministry lived out the parish's mission statement

The property committee strives to make St. Andrew's building and grounds supportive to the church's mission statements.

Significant plans for 2019

- Continue various painting and maintenance projects.

Spiritual Formation

Submitted by Harvey Hill

Highlights in 2018

- Summer Movie Series (four films)
- Midweek Manna (Healing Eucharist and Bible Study)
- Lent Formation Series: "Living the Faith"—panels of parishioners talking about faith and their work
- Advent Formation Series
 - Occasional Wednesday Evening Series including "Wrinkle Theology" and "History of Christianity"
 - Occasional evening sessions, including Burns Night; a book discussion of W.E.B. Du Bois' *Souls of Black Folk*; and an "Art Opening" for our new gallery
 - Sunday Morning Formation with the Rector
- Small Groups Ministry: Theology, Creative Arts, and Cooking

Changes that took place in 2018

The biggest change is surely Father Derrick's departure. He helped to plan our programs and led Sunday Morning formation sessions. A second big change is Father Harvey's reduced role in coordinating spiritual formation for adults.

How this ministry lived out the parish's mission statement

- The point of all our formation programs is "to grow together in God."
- For many of our programs, we advertise broadly in an effort to "invite others to experience God through Jesus Christ."

Significant plans for 2019

- We plan to continue our current offerings. The biggest challenge for 2019 is staffing. We need to re-establish a lay-led team to coordinate our occasional formation series and sessions.
- After a good winter and spring, the Contemplative Prayer Group did not gather last fall. We hope to get it going once again.
- We want to continue to support the existing small groups (Theology, Creative Arts, and Cooking) and hopefully offer additional options.

Stewardship Formation Team

Compiled by Dean Rogeness

- Team Members – MaryEllen Brush, Scott Frazer, Larry Morrow, Linda Platzter, Dean Rogeness, Fred Rosenkranz, Elizabeth Young

Highlights in 2018

- Welcomed new Team members Elizabeth Young and Scott Frazer.
- Planned in coordination with the Rector (while Father Derrick was still with us), Wardens and Vestry the 2019 Parish pledge campaign with the theme of "transforming generosity" and a goal of raising \$275,000. The plan was implemented in September with a formal ending date of November 18th, "Give Thanks Sunday." The plan included informational mailings and appeals,

progress briefings during services, volunteer caller recruitment and the Parish's first ever phone-a-thon. The Stewardship Team, in coordination with the Hospitality Committee, took part in the traditional Give Thanks Sunday "enhanced brunch."

- The good news is that, as of December 26th, 113 parishioners have stepped forward and pledged \$221,000. Included in that number are 40 increased pledges and 15 new pledges. The challenging news is that the number of pledges and the current pledged amount are substantially lower than expected pledges and the campaign goal of \$275,000. That goal is directly tied to the monies that are needed to support and maintain St. Andrew's staff, programs and property. The Parish faces difficult budget decisions in 2019 as a result of the shortfall.
- There is attached to this report a chart showing Parish pledging results for this fall's 2018 campaign. Prior years 2016 and 2017 are included for comparative purposes. Parishioners are invited and urged to look over the data. This year's campaign results continue a trend from 2016 and 2017 that shows significantly reduced numbers of pledging units and pledged amounts in the \$1000 to \$2499 and \$2500 to \$4999 ranges. These are the ranges that account for the majority of pledging units and pledged dollars in our pledge campaigns. There is a reduction in the amount pledged in this year's campaign from 2017 of \$20,383 in the \$1000 to \$2499 range and \$11,350 in the \$2500 to \$4999 range. Those 2 ranges alone account for the majority of the campaign shortfall. Pledging units also continued to fall.
- Many factors can influence pledge campaign outcomes. Changing demographics and individual circumstances are certainly among those factors. Reverend Derrick's leaving no doubt contributed to the pledging shortfall. The Stewardship Team for its part will be reviewing its performance and communications with the Parish. Parish leadership, the Stewardship Team and the Parish as a whole will have to give prayerful consideration to how to deal with the shortfall as we embark on the calling of a new rector.

Changes that took place in 2018

- Changes in the ways people organize and live their lives and communicate need to be taken into account in Parish stewardship including pledge campaigns. Examples are use of the Internet and social media, preferences for cell phones over landlines and shrinking free time available for volunteer activities. The Stewardship Team has a start in addressing some of these changes with the phon-a-thon and reaching out to Parishioners on their cell phones for pledge reminders. Calling on a landline and leaving a message when that phone is used only sporadically is not an effective way to communicate. Life has changed.
- Congress in 2017 enacted significant changes to the federal tax law landscape. The changes need to be analyzed since some may affect pledging and giving.

How this ministry lived out the parish's mission statement

- The Stewardship Team continues to focus primarily on raising the financial resources needed to support the St. Andrew's mission through the annual stewardship pledge drive. Fundraising is just a part of stewardship. Stewardship beyond the financial needs to be addressed.

Significant plans for 2019

- The Stewardship Team will review the results of recent pledge campaigns to address the matters described in Sections II and III above. It will then report to the Rector and Vestry for their consideration of its findings including any suggested changes for future campaigns. The Team will also be looking to recruit additional new members.

Please see next page for Pledge Charts.

2019 Pledge Appeal (as of 12-26-18)

**Contribution
Distribution**

	2019		2018		2017	
	# Pledges	Total	# Pledges	Total	# Pledges	Total
Pledge Amount						
\$10,000 and up	3	\$ 34,000	2	\$ 23,000	1	\$ 10,000
\$5,000 - \$9,999	8	\$ 53,680	9	\$ 64,420	10	\$ 69,550
\$2,500 - \$4,999	14	\$ 47,628	17	\$ 58,978	18	\$ 60,578
\$1,000 - \$2,499	46	\$ 65,000	57	\$ 85,394	62	\$ 94,480
\$1 - \$999	42	\$ 21,201	42	\$ 22,630	47	\$ 20,398
Total	113	\$ 221,509	127	\$ 254,422	138	\$ 255,006
<i>Add Bonus Pledge:</i>		\$ -		\$ -		\$ -
<i>Operating Expense Gift:</i>		\$ -		\$ 5,000		\$ 5,000
Grand Totals:		\$ 221,509		\$ 259,422		\$ 260,006

Mean Average Pledge 2019	<u>\$1,960</u>	<u>\$2,003</u>	<u>\$1,848</u>
Mean Average Pledge 2018	<u>\$2,003</u>		

Pledge Analysis	2019		2018		2017	
	New Pledges	15	13%	12	9%	22
Increased Pledges	40	35%	50	39%	44	32%
Level Pledges	36	32%	45	35%	46	33%
Decreased Pledges	22	19%	20	16%	26	19%
Total Number of Pledges	113	100%	127	100%	138	100%

Ushers and Greeters

Submitted by Lorie Dixon and Chandler Taylor

Highlights in 2018

Ushers continued to perform the duties of both greeters and ushers by welcoming people to each service and helping to identify and personally welcome visitors in addition to performing their duties during the service.

Changes that took place in 2018

Ushers are encouraging members of the congregation to put on their name tags upon entering the church to help build a sense of community in this time of transition by ensuring that we all get to know each other's names.

How this ministry lived out the parish's mission statement

The ushers are critical to making all people entering the church feel welcome whether they are long term parishioners or visiting the church for the first time.

Significant plans for 2019

We are looking for enthusiastic and helpful volunteers to augment our numbers so we can have enough people to fulfill this critical role at each service during this time of transition.

Vestry

Submitted by MaryEllen Brush

It has been a privilege to serve as your Senior Warden during this time of transition. Along with my Junior Warden, Carole Sweet, our Vestry members and our spiritual leaders, Father Derrick and the Rev. Susan, we set our focus on listening to our parishioners' concerns, joys, and ideas as we journeyed together in faith with God. Here are the highlights of our ministry:

- We developed the following Parish Goals:
 - To raise safety awareness and develop a Security and Safety Plan for the church
 - To develop a plan to share our story about God in our lives and invite others to experience community at St. Andrew's
- We developed the following Vestry Goals:
 - To explore alternative sources of funding together with the Finance Committee and Stewardship Formation Team
 - To envision the specifics for the next capital campaign
- We approved the 2018 church budget
- We prepared a good goodbye to Father Derrick, Jamie and Mari as they embarked on their new journey to the Cathedral in Buffalo.
- Carole and I worked hard to sustain and strengthen our bonds as a parish after Derrick's departure and prior to Susan's arrival. We rallied and inspired our ministry leaders at the Gathering of Leaders meeting. We identified and secured supply clergy and we recognized the need for hiring a custodian to fulfill the daily needs of the church and the groups that use St. Andrews.
- With the help of Father Harvey and the Rev. Deacon Eric, we guided grieving families through the many deaths that we experienced in our parish.
- We continued programming in the form of Homecoming Weekend, Pumpkins and Pets on the Hill, welcomed the newly baptized, confirmed and received into our church family with help from our Bishop.
- We hired an interim minister, the Rev. Susan Eibner, to guide us through our time of transition while we prepare to call a new rector.
- We wrote a Prayer of Transition to guide us through our journey.
- We added the St. Pauly's Shed as an alternative source of funding.

We will continue to look for alternative sources of funding for our parish. We will continue to listen and explore new ways to share God's work within our neighboring communities and beyond as well as developing new leaders for our Mission. I would like to give special thanks to Rick Decker, Bill Grace and their team for the extraordinary five-week Rectory renovation project. I would like to thank our outgoing Vestry members for their dedication and leadership: Lorie Dixon, Rowland Hawthorne, Jon Marshall, and Patty Souder. I would also like to thank Father Harvey and the Rev. Deacon Eric who shepherded visiting clergy and cared for every pastoral need of our parishioners. We are a strong community and I look forward to the upcoming year of opportunities for St. Andrew's.

God's peace,
 MaryEllen Brush
 Senior Warden

Women's Fellowship and Book Club

Submitted by Betsy Scuderi and Catherine Brill

Highlights in 2018

- We read and discussed several books this year, including Lilac Girls, The Invention of Wings, Changing Habits, Ordinary Grace, and Killers of the Flower Moon.
- We also read Bread of Angels by Tessa Afshar, a local author who joined us to discuss her book and her spiritual journey.
- Our most recent book was First they Killed my Father about a girl who survived the Cambodian genocide. We read this book in preparation for a presentation Cathy Doner will be giving in

January about her recent trip to Cambodia, and her mission to bring water filters to remote villages.

Changes that took place in 2018

- We started a Women's Bible Study Group for further fellowship and opportunities for spiritual growth at the beginning of the year. This small group met two times a month, using a N.T. Wright For Everyone Bible Study Guide on Ephesians to further our understanding of our faith. Unfortunately, interest in meeting waned by July so the Women's Bible Study Group is currently on hiatus. We would consider starting it up again if there is interest in the future.

How this ministry lived out the parish's mission statement

- Our Book Club meetings allowed us to get to know each other, share unique perspectives, and provided opportunities to build community both within our church family and beyond.
- The Women's Bible Study encouraged us to grow in faith and grow in community.

Significant plans for 2019

- We hope to continue to encourage sharing, connections, and community as we grow stronger in our faith.
- Plans include:
 - Holding Book Club discussions every 6 weeks
 - Collaborate with other St. Andrew's groups as necessary to enrich parish life
 - Encourage fellowship between the women in St. Andrew's through other activities, including participating in service projects, joining together for quarterly meals, forming smaller discussion groups, etc.