



ST. ANDREW'S EPISCOPAL CHURCH



Annual Report 2023

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Annual Congregational Meeting Agenda

January 21, 2024

11:15am: Members sign in, receive ballot and handouts

- Welcome – The Rev. Brenda Sol, Rector
 - Opening Prayer – The Rev. Dawn Stary, Assistant Rector
- Approval of 2023 Annual Meeting Minutes & 2024 Agenda – Julian Betts, Sr. Warden
- Stewardship, Finance and Budget Presentation – Erin Sacco Pineda, Controller
 - Budget Questions from the Congregation
- Rector’s Address – Mother Brenda
- Diocesan Ministry Focus – Rachel Ambasing
- Introductions of Vestry Nominating Chair – Julian
 - Introductions of Vestry Nominating Committee & Candidates – Jenna Duston, Chair
- Call for Votes – Julian
 - Vestry Candidates by ballot
- Congregational Hymn – Virginia Sublett, Director of Music
 - ‘Tis the gift to be simple, 1982 Hymnal #554
- Senior Warden’s Address – Julian
- Announcement of Election Results – Mother Brenda
 - Appointment of 2024 Sr. Warden
- Recognitions:
 - Continuing Vestry Members – Julian
 - Outgoing Vestry Members – Mother Brenda
 - Servant Ministry Award – Mother Brenda
 - Staff – Mother Brenda
- Closing prayer – Mother Brenda
- Adjournment

2023 Vestry Roster

Name	Term Expiration
Julian Betts, Sr. Warden	January 2024
Tim Krueger, Jr. Warden	January 2024
Nancy McLennan	January 2024
Bob Svendsen	January 2024
Matt Bosse	January 2025
Bob Moran, Treasurer	January 2025
Christine Patrizze	January 2025
Jacqueline Rossow	January 2025
Rebecca Bird, Clerk	January 2026
Michael Reichle	January 2026
Richard Spooner	January 2026
Carolyn Zollars	January 2026
Rev. Brenda Sol	Rector

Annual Congregational Meeting Minutes

Sunday, January 22, 2023

The Annual meeting of the Parish of St. Andrew's was held in the church at 11:15am on January 22, 2023. The meeting was called to order by Mother Brenda.

Attendance: 50

A welcome was provided by Mother Brenda, Rector, and an opening prayer was provided by Pete Martin, Deacon of St Andrews.

Minutes and Agenda

Sr. Warden Neville Willsmore asked for approval of the 2022 Minutes: M/S/Approved;
2022 Agenda: M/S/Approved

Introduction of Vestry Candidates

The following candidates were introduced by Jenna Duston, Chair of the Vestry Nominating Committee:

- Rebecca Bird
- Michael Reichle
- Richard Spooner
- Carolyn Zollars

Neville asked for the amended Bylaws to be approved. M/S/Approved
Then called for votes to be cast for the candidates.

Stewardship, Finance and Budget Presentation

The financial report was reviewed by Controller Erin Sacco. 2022 ended with a net operating surplus of about \$14,000.00, which will be earmarked for Maintenance Reserves. The 2023 budget was then

presented. This budget includes a 7% cost of living increase for lay staff and clergy as recommended by the diocese. Questions from members were answered.

Other Reports:

- Sr Warden
- Staff recongintions
- Outgoing vestry members
- Continuing Vestry members
- Servant Ministry Award: Joe Arlauskas

Election Results:

- 49 ballots were cast and the above candidates were elected to the vestry
- Mother Brenda appointed Julian Betts to serve as Sr. Warden.

Adjournment

After a final prayer by Deacon Pete, the meeting was adjourned at 12:30 pm.

Respectfully submitted,
Sharon Doar-Toth, Clerk of the Vestry

Financial Report

Bob Moran - Treasurer

Erin Sacco Pineda, CPA - Controller

The following summarizes the financial results for St. Andrew's for 2023 as well as the budget adopted by Vestry for 2024.

2023 Operating Income & Expenses

Due primarily to generous giving, St. Andrew's operating surplus for 2023 was \$66,050. Pledge giving was 103% of the budget and other contributions (including plate, special gifts, and special service offerings) was 120% of budget. Other Contribution income of \$134,671 includes a multi-year pledge to support clergy compensation at the rate of \$50,000 for five years. This special gift and the generosity of the whole community is supporting the church's ability to support two full-time clergy. The Diocese has also been making a financial contribution to St. Andrew's to support the second clergy position. The great result from 2023 of \$66,050 surplus has given Vestry the opportunity to set aside funds as a reserve to support the second clergy position through 2025.

OPERATING INCOME & EXPENSES			
(Unaudited)			
	2023 Actual	2023 Budget	% of Budget
Income			
Pledge Offering	534,603	518,506	103%
Other Contributions	134,671	112,000	120%
Facility Use	18,921	10,000	189%
Ministry/ Program Income	705	1,600	44%
Fundraisers	3,007	5,000	60%
Other Income	1,519	1,200	127%
Transfers from Restricted Funds	3,600	3,600	100%
Total Income	697,026	651,906	107%
Expense			
Common Life Share to Diocese	64,064	64,000	100%
Outreach & Mission	14,741	20,081	73%
Worship & Fellowship	97,525	103,291	94%
Music Ministry	39,149	40,032	98%
Pastoral Care	42,358	47,196	90%
Christian Formation	73,813	77,653	95%
Administration	148,746	144,573	103%
Marketing & Communications	40,316	41,673	97%
Buildings & Grounds	95,264	98,407	97%
Total Operating Expenses	615,976	636,906	97%
Loan Payments (Principal & Interest)	15,000	15,000	100%
Net Income/(Loss)	\$ 66,050	\$ -	

Capital Campaign/Construction Loan

During 2023 the church collected \$34,310 of campaign commitments which allowed us to make an extra principal payment on the loan of \$32,000. Following the extra principal payment, we had the loan reamortized, which

reduces the required monthly payment. To expedite payoff of the loan, we have continued to make payments of \$1,250/month, as budgeted, even though the required monthly payment is now under \$600. The loan balance on December 31, 2023, is \$52,586.

2024 Budget

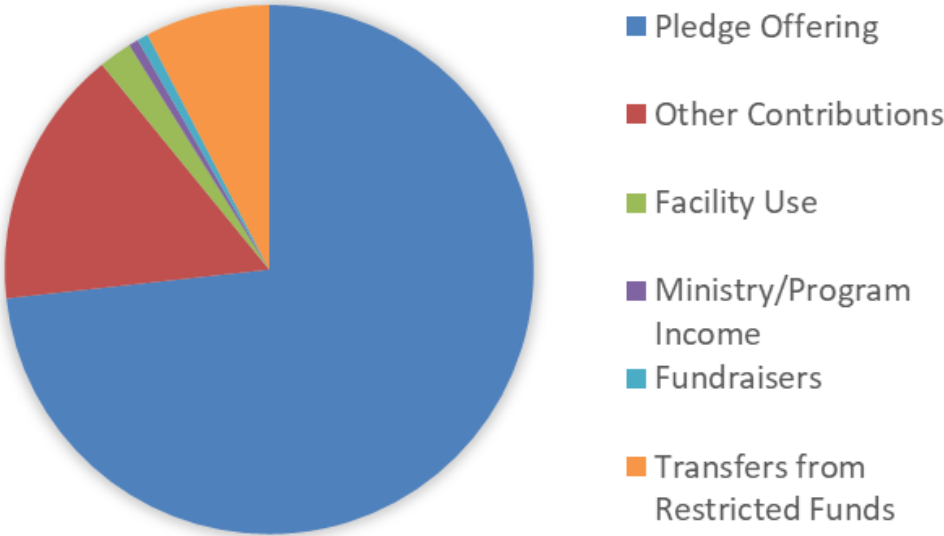
The 2024 budget reflects a 5% increase in pledges (\$544,746). Facility use and ministry/program income are also expected to increase. We have benefited from substantial Diocesan support and gifts from individual donors in living into the goal of having two full-time clergy. In 2024 we are planning to draw \$53,000 from Vestry reserves to support the operating budget. We also have included transfers from Food Pantry, Showers of Blessings, and Neighborhood Center funds of \$100/month to offset operating cost for utilities.

Where operating expenses are increased from 2023, it generally pertains to staffing changes. The Vestry approved a 4% cost of living adjustment. We will begin living into the cost of two full-time clergy in August 2024 when the diocesan support ends. Associate clergy time is allocated to Outreach & Mission, Worship & Fellowship, and Pastoral Care. Christian Formation has increased due to personnel changes. Buildings & Grounds have increased due to contracted labor (e.g., yard maintenance), utilities, and insurance.

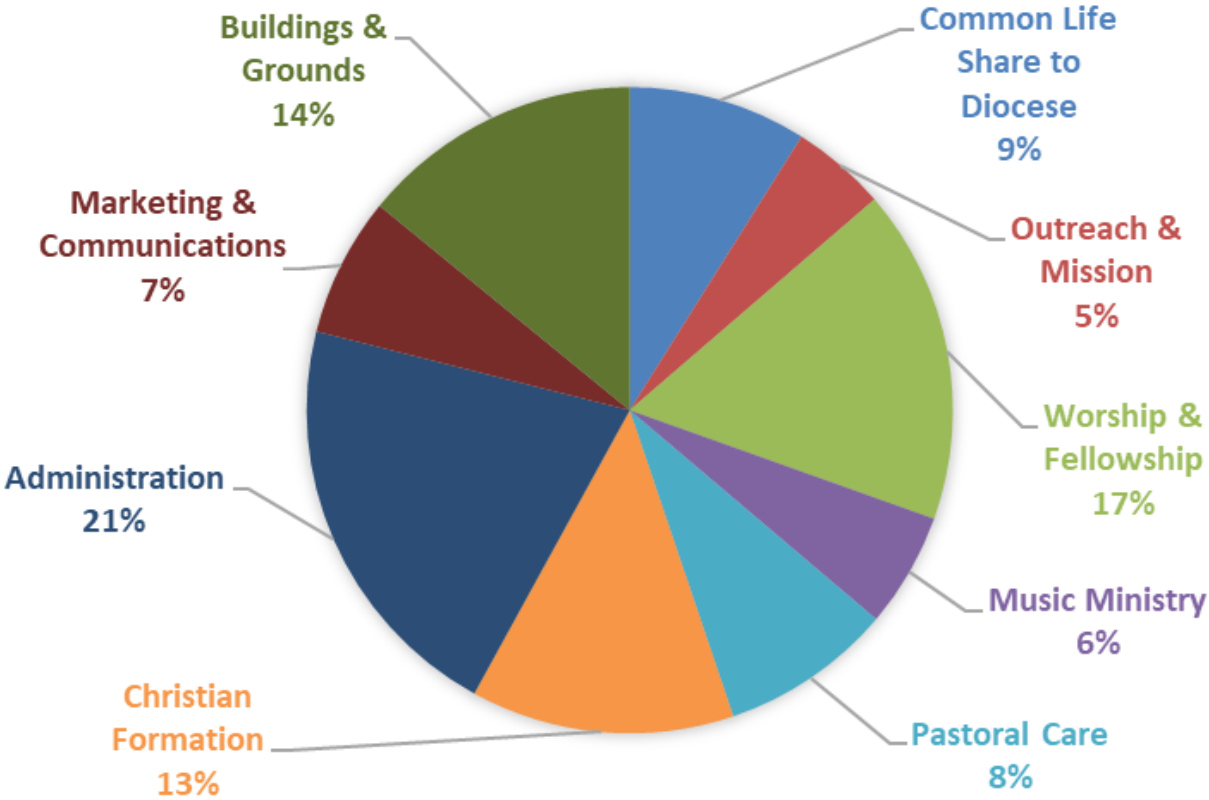
If you want to know more about the 2023 operating results, the 2024 budget, or the non-operating funds, please do not hesitate to contact Mother Brenda or one of us. Erin can be reached at controller@standrewsepiscopal.org.

2024 PROFORMA BUDGET		
vs. 2023 Budget		
	2024 Budget	2023 Budget
Income		
Pledge Offering	\$ 544,746	\$ 518,506
Other Contributions	117,820	112,000
Facility Use	15,000	10,000
Ministry/Program Income	4,400	2,800
Fundraisers	5,000	5,000
Transfers from Restricted Funds	56,600	3,600
Total Income	743,566	651,906
Expense		
Common Life Share to Diocese	65,000	64,000
Outreach & Mission	34,673	20,081
Worship & Fellowship	122,191	103,291
Music Ministry	41,848	40,032
Pastoral Care	62,725	47,196
Christian Formation	96,056	77,653
Administration	152,541	144,573
Marketing & Communications	50,862	41,673
Buildings & Grounds	102,670	98,407
Total Operating Expenses	728,566	636,906
Loan Payments (Principal & Interest)	15,000	15,000
Net Income/(Loss)	\$ -	\$ -

2024 BUDGET - OPERATING INCOME



2024 BUDGET - OPERATING EXPENSES



DESIGNATED & RESTRICTED FUNDS (NON-OPERATING)						
(Unaudited)						
For the year ended December 31, 2023	Beginning Balance	Income	Transfers Btwn	Transfers to/fr Opr	Expenses	Ending Balance
Permanently Restricted Fund						
EDSD Endowment	25,454	2,062	-	-	(779)	26,737
TOTAL PERMANENTLY RESTRICTED FUNDS	25,454	2,062	-	-	(779)	26,737
Columbarium Fund						
Columbarium Perpetual Care Fund	49,513	6,168	-	-	(1,535)	54,146
TOTAL COLUMBARIUM	49,513	6,168	-	-	(1,535)	54,146
Building/Campaign Funds						
Building Fund	10,240	34,310	(42,981)	-	(1,569)	-
TOTAL BUILDING/CAMPAIGN FUNDS	10,240	34,310	(42,981)	-	(1,569)	-
Temporarily Restricted Funds						
Altar Guild	494	-	-	-	-	494
Food Pantry	23,031	13,093	-	(1,200)	(9,434)	25,490
Pastoral Needs Fund	6,192	3,875	(1,358)	-	(7,850)	859
St. Cecelia Fund	175	-	-	-	(175)	-
Music Scholarship	1,315	-	-	-	(25)	1,290
Community Meals	4,453	9,769	-	-	(6,989)	7,233
Labyrinth Care	992	-	-	-	-	992
Outreach Fund	255	-	-	-	-	255
Showers of Blessings	9,398	4,975	-	(1,200)	(7,439)	5,734
Faith in Action	2,345	310	-	-	(185)	2,470
Neighborhood Center	21,884	300	-	(1,200)	-	20,984
Restricted Bequests Fund	72,832	63,649	(12,260)	-	(75,587)	48,634
Prepaid Pledges	31,100	12,940	-	(31,100)	-	12,940
TOTAL TEMPORARILY RESTRICTED FUNDS	174,466	108,911	(13,618)	(34,700)	(107,684)	127,375
Designated Reserves						
Vestry Restricted Reserves	32,652	10,878	21,537	44,225	(15,082)	94,210
VR Encumbered - Parking Lot	13,550	30,067	(43,617)	-	-	-
VR Encumbered - 2025 Assoc Comp	-	-	65,000	-	-	65,000
Maintenance Fund	10,045	-	12,321	-	(1,340)	21,026
Rector Sabbatical Fund	9,000	-	-	1,000	-	10,000
Audit Fund	5,000	-	-	2,500	(7,500)	-
TOTAL DESIGNATED RESERVES	70,247	40,945	55,241	47,725	(23,922)	190,236
Designated Ministry Funds						
Youth Service Trips	2,730	1,492	1,055	-	(3,785)	1,492
Youth Activities+Projects	666	200	(709)	-	(157)	-
Women's Retreat Fund	436	8,050	862	-	(9,348)	-
Vestry Retreat Fund	-	2,175	150	-	(2,325)	-
TOTAL DESIGNATED MINISTRY FUNDS	3,832	11,917	1,358	-	(15,615)	1,492
TOTAL DESIGNATED & RESTRICTED FUNDS	333,752	204,313	-	13,025	(151,104)	399,986

Report from the Rector 2023

The Reverend Brenda Sol

Dear Ones,

This past year at St. Andrew's has been full of love, light and learning. We have been the recipients of kindness—financially and through people being willing to serve—and of wonderful surprises. All of which has brought a sense of renewal to our worship, fellowship, facilities, and neighborhood programs, as well as to our staff.

Through our Legacy Society, some long-time members bequeathed us a third of their estate. The two large contributions we received allowed us to complete the following projects and will soon provide for a few more, including resurfacing our parking lot.

- Renovating the sound system in the church building
- Building permanent storage enclosures in the Parish Hall (it takes a lot of supplies to provide 200+ families with food each week!)
- Repainting the walls of the entire Nave
- Changing out all the light bulbs in the Nave
- Replacing both outdated HVAC systems that provide heat and A/C to the church building (this included a much-needed roof repair)
- Expanding our Godly Play curriculum for the little ones
- Upgrading our website to create greater access and more welcome

Additionally, an anonymous gift of \$50K annually (we're in our third year of a five-year promise) allows us to continue our commitment of having a second clergy person on our team. These contributions have been rounded out by new members pledging at a much higher percentage than national rates of newcomers. Although some of us might worry we talk too much about money for a church, all of this is a sign that people see the impact we are having in people's lives (in and around the parish). We are a trusted place in which to invest, because we are, indeed, living out our call to be God's hands, feet, voice and heart in the world!

Another component of our success in 2023 has been the amazing team of staff members who support us. They are all dedicated to the St. Andrew's mission, and are a creative, collaborative bunch. This past year, with the help of the diocesan curacy program, we were also able to bring on board the Rev. Dawn Stary. In her full-time position, Mother Dawn is dedicated to supporting our community engagement ministries.

Other highlights for our community included our parish-wide "Savor Party" (see description in the "Stewardship" report below), a number of lively outdoor worship services that included baptism, and watching our courtyard become the community hub we envisioned. The campus is well-used, not only by the guests we serve through the Showers, Breakfasts, Mail Program and Food Pantry, but by our neighbors who play with their children on the labyrinth and chase their dogs on the lawn.

There is so much more I could say about this healthy, vital and vibrant place we call St. Andrew's, but space is limited, so I'll end with a HUGE thank you to all of you and the ways you contribute your time, talent, treasure and love. I appreciate you all!

Mother Brenda +

Ministry Reports 2023

Acolyte Ministry

Christie Hamel

We currently have six families participating as youth acolytes. I am thankful for the kids' dedication to this ministry and love seeing them in church. Contact me at christie.hamel@gmail.com or text 760-470-2770 if you or your child would like to be an acolyte.

Altar Guild

Gillian Campbell

Altar Guild is the group that regularly takes care of setting up the altar for the various services held throughout the week and on Sundays, ensuring that there is an adequate stock of necessary supplies, and maintaining the supplies and equipment in good order. There are currently four teams who serve once a month during their team's assigned weekend. This year we have welcomed Kim Hogan as the cleanup person on the fourth Sunday of each month. Due to other commitments Ann Zavotsky and Betsy Vaughn have stepped down, we are grateful for all that they did for Altar Guild. We are grateful for all our faithful members, especially our team leaders, Lorraine Gritzen, Jill Svendsen and Bonnie Reichle. There are still a few areas where we could use some additional members so if you have a few spare hours once a month please let me know, everyone is welcome to check out the altar guild sacristy and see where the "behind the scenes" work happens.

As well as having a budget line item the Altar Guild income is generated through memorial giving in the form of donations, flower donations as a memorial or in thanksgiving for a special occasion. We are extremely thankful for all these donations.

Expenses include consumables such as weekly altar flowers, communion wafers and wine, sanctuary lights, candle oil, and such. Other expenses, which are not regularly occurring, include replacement or repair of broken or damaged items such as crystal cruets, chalices, worn linens, and seasonal expenses occurring at Christmas and Easter.

We are always happy to add new members to our ministry. Please prayerfully consider whether or not this ministry might be a good fit for your time and talents. We will gladly answer any questions you may have about what being an Altar Guild member involves. If you feel this might be the ministry area for you, please contact, Gillian Campbell (campbellgf@hotmail.com) or Mother Brenda (rector@standrewsepiscopal.org).

The Alternative Liturgy Committee

Mother Dawn Stary

This committee was formed in August 2022, and as our first meeting, we gathered for dinner church at the home of Carolyn Lee and Julian Betts. This committee was formed to offer creative ways to engage in prayer outside of our typical BCP liturgical format. We have had several offerings since 2022, including Mother Heather's re-imaging of the Advent Light & Remembrance liturgy in December of 2023. The Alternative Liturgy Committee began meeting again in December 2023 and agreed to work on creating a dinner church liturgy that will begin in 2024. The group is also considering exploring other forms of alternative liturgy for 2024.

Adult Education

Erin O'Brien

The weekly Deep Dive Book Group continued to be our longest running Adult Education forum. Five to ten participants met weekly to discuss books that challenged us to examine, dig deeper, and, at times, reimagine our relationships with God, the church, and the world. The group is open to seekers, questioners, thinkers, readers, and talkers wherever they find themselves on their faith journey. Because the group is online, we are happy to welcome participants from outside St. Andrew's.

We began the year with the classic, "The Little Prince," and spent the summer meandering through the bible with Rachel Held Evans' "Slaying Giants." We expanded the community of voices this year by reading works from Indigenous author, Steven Charlston, African writer, Enuma Okoro, and Jewish Rabbi, Danya Ruttenberg.

Our Second Sunday Salon forum was successfully launched in June, offering monthly in-depth discussions about topics that ran the gamut from religious art and poetry to Indigenous People's Day and gratitude. The discussions have been thoughtful, lively, and well attended.

We provided Lenten and Advent calendars and devotionals to support faith-at-home practices, and again offered an intergenerational communion class along with an adult confirmation program. This year we also added an intergenerational personal advent wreath making event.

We concluded the Sacred Ground circle that began in 2022 and offered participants the opportunity to join the continuing discussions of the circles that finished prior. We are partnering with the diocese to provide circles when there is interest and facilitator availability. Please contact me if you are interested in joining or facilitating a future circle.

I am incredibly grateful for Michael Reichle and Catherine Campbell, whose efforts are the foundation of our Adult Education program. I am also grateful to Gigi Miller for her invaluable assistance with the intergenerational communion class, Sacred Ground circle, and Advent wreath making. Please contact me (education@standrewsepiscopal.org) if you would like to participate in our program or if you would like to join our Adult Education team.

Bible Bros

Deacon Pete Martin

Bible Bros started in March of 2023. It meets every other Tuesday morning on ZOOM and explores a book of the Bible each week/month. Meetings are on ZOOM and attendance has been between four and eight men since inception. Please contact Deacon Pete (deacon@standrewsepiscopal.org) if you would like the ZOOM link or more information.

Children and Families Ministry

Erin O'Brien

Beginning the year with a permanent classroom gave our Sunday School teachers and volunteers a welcome bit of post-pandemic stability. This allowed them to focus all their energy on creating a safe and friendly environment that nurtures all our children in the love and light of God. A bequest allowed us to purchase supplemental materials rounding out our Godly Play curriculum with several Saint's stories and two foundational sacred stories. Thanks to a

generous gift from a parishioner, we were also able to introduce an enhanced art response time to our Godly Play program that delighted our students.

Because of an increase in the number of older children, we turned the Sunday School supply room into another classroom and introduced a new 5th/6th grade class. This class, called Holy Troublemakers, focuses on people of diverse faiths working for more love and justice in the world.

Our regular Sunday School program serves children ages 4 through 6th grade but, for the Summer, we invited everyone ages 2 and up into a relaxed art-based program focused on kindness. During this “summer of kindness”, we played kindness bingo, drew sidewalk chalk murals for the parish, brainstormed kindness ideas, and celebrated with an ice cream social at the end.

We sent two Godly play teachers to their second diocesan Godly Play training, making them eligible for more advanced Godly Play training in August. We also welcomed a new assistant, Nick Dunstan, who joined our team in September. I continue to be grateful that the people of St. Andrew’s recognize nurturing our children in the light of God is a whole parish activity.

Our children were active in worship leading our pop-up Epiphany and Easter pageants and, of course, our Nativity pageant on Christmas Eve—for which we were able to bring back the tradition of a live baby Jesus. The children also took a special role during baptisms, sprinkling the congregation to remind them of their baptismal vows, and they were active participants in our prayer stations. I give special thanks to Gigi Miller who went above and beyond to help make the pageant a not-quite chaotic spectacle of joy and love.

We continued to provide families with faith-at-home resources including family prayer jars, Lenten and Advent devotionals and calendars, Holy Week activities, and prayers for the 12 days of Christmas. We hosted a children’s art area during the Art Show and Chili Cookoff and gave children an opportunity to make their own Advent wreaths at our well attended intergenerational wreath making event.

The children and their families participated in several family days of service, and our Sunday School Planning and Support committee continued to meet to help improve and refine our program. We partnered with Bethlehem Lutheran again this year for VBS, adding a day to the program and welcoming the participation of St. Andrew’s youth and parents in our space themed week. We continued to work with the diocese hosting a diocesan-wide meeting of children and youth ministers and participating in planning sessions and retreats.

Building on the strength of our teachers, volunteers, and parents, we continue to reimagine and grow our programs under the guiding principle of creating a safe, welcoming environment for all children to grow in God’s light and share it with the world. I am especially grateful to our Storytellers, Christie Hamel, Barbara Chung, Julian Betts, and Gigi Miller, and our assistants, Nick Dunstan, Lola Hubble, Colette Rossow, Jacob Super, and Jeane Quentin. I am also grateful to Virginia Bradley for her support of our art-response efforts and Debbie Hickson for creating beautiful materials for our classroom. You don’t have to have a child in Sunday School to support our community’s youngest members. Please contact me if you want to help shine God’s light on children and families of St. Andrew’s (education@standrewsepiscopal.org).

Community Meal Ministry

Gigi Miller

The Community Meals Ministry continues to nourish the bodies and souls of all who come through the Parish Hall doors on Saturday mornings. In conjunction with services offered by Showers of Blessings and the Neighborhood Center, we provide warm smiles and listening hearts along with a full breakfast of bacon, eggs, pancakes, hashbrowns, fruit, and cereal.

In 2023, we served an average of 50 folks each Saturday. Our ministry is staffed by over 35 gracious volunteers, who give of their time and talent and work in teams of 6 or 7. Each team, one for each Saturday, is guided by 5 wonderful team leads. We also maintain a “stand by” list of over 10 volunteers, who generously fill in at a moment’s notice in case of regular team members’ illness or travel.

The Community Meals Ministry is intergenerational and includes volunteers of all ages. In 2023, members of our Sunday School participated Family Days of Service, and our joint St. Andrew’s/Bethlehem Lutheran Youth Group cooked, served, and cleaned up on the Saturday after Thanksgiving. Our volunteers come from all over the North County coastal community, including the Encinitas Coastal Rotary Club, Bethlehem Lutheran Church, and Boy Scout Troop 777.

Continuing our tradition of offering a community Thanksgiving dinner, over 30 volunteers worked tirelessly to prepare and serve turkey, stuffing, and all the fixings to 35 folks. Just like last year, The North Coast Aquatics team provided the turkeys and the bulk of ingredients for the meal, while other volunteers brought pies and sides.

The Community Meals Ministry receives generous donations from several different sources, including the Encinitas Coastal Rotary Club and St. Andrew’s Giving Tuesday. This year, we replaced the dishwasher to the gratitude of all volunteers and look forward to replacing the convection ovens and steam table in 2024!

Food was a crucial part of Jesus’ ministry – from the wedding feast at Canaan, to the feeding of the multitudes, to the Last Supper, to His offering of breakfast to His disciples. By God’s grace, Jesus himself became food for the spiritually hungry. “I am the Bread of life” (John 6:35) he says and reminds us that “blessed are those who hunger and thirst for righteousness for they will be fed” (Matthew 5:6). When we gather at the breakfast table, we are nourished by God’s presence in good food and fellowship. When we come to the altar, we partake of bread and wine, and remember Jesus’ call to build God’s kingdom on earth. Truly, as Mary sings in Luke 1:53, God “will feed the hungry with good things.”

Coffee Hour/Fellowship

Leslie Hernandez

Fellowship takes many forms at St. Andrew’s, including the Men’s Hiking Group, Art and Soul, Deep Dive Book Group, XYZs and Aging Gracefully, Young Adult Bible Study, and Women’s Spiritual Formation, among others. On Sundays at 11:00, parishioners join together during Coffee Hour in our welcoming courtyard, meeting and greeting, and making those important social and church business connections with each other. Food offerings continue to be an occasional treat for special occasions such as baptisms, seasonal events such as Easter Sunday, the Bishop’s visit and traditional events such as our September Parish Picnic and Potluck. The Coffee Hour Ministry continues to be blessed with support from generous parishioners who

provide delicious food trays for potluck events, and beautiful cakes for baptism celebrations. Our Coffee Hour volunteers serve in the task of their choice: Setup/Prep, Serving, Cleanup or Mug Washing. If joining our Coffee Hour team appeals to you, we welcome your involvement in this Fellowship Ministry at any level! Please contact me at 760-815-5179 or rugbyandme@gmail.com.

Faith in Action

Faith in Action (FIA) was established as a St. Andrews ministry in 2019 with a vision to live out our faith beyond the confines of our church family. Over the years, the St. Andrews community has served our neighbors through ministries such as the weekly Food Pantry, Interfaith Shelter, Community Meal, and Showers of Blessings programs. The mission of FIA complements these activities by looking to understand and address the root causes creating the need for outreach programs in our community, while also addressing gaps in services to our most vulnerable neighbors. The Neighborhood and Education Center is an outgrowth of the work of FIA, specifically created to provide those services lacking in our area. Helping us is SDOP (San Diego Organizing Project), an interfaith community organizing organization in San Diego County. As members of SDOP, our ministry receives help in our work, while building relationships with and supporting fellow SDOP members in their goals.

Some highlights from FIA this past year:

- Held its annual meeting in August to discuss goals for the upcoming year.
- Created a new mission statement:
- Organized an open house on January 16th for potential new members from St. Andrew's and other FiA affiliated churches.
- Began submitting monthly updates to the eBlast
- Continued relationship with County Supervisor Terra Lawson-Remer's office
- Offered support for various city, county, and statewide propositions
- Continued meetings and headway regarding affordable housing in Encinitas
- Continued our working relationship with SDOP (San Diego Organizing Project)

Food Pantry

Anne Heyligers

We served between 200-225 families, seniors, and homeless each week. We were extremely lucky to have two new storage rooms built that hold all the canned and dry goods. Each week we set up tables and the clients choose what they need. Additional things to know include the following:

- We have vegan and gluten-free clients and provide food for them as well.
- We have been a part of the Fresh Rescue Program with Feeding San Diego and the San Diego Food Bank for many years. This program involves supermarkets donating food that they pull off the shelves, such as produce, bread, desserts, dairy, prepared salads, and meals. We are contracted with Gelson's, Sprouts, Vons, Aldi's and Prager's.
- We pick up produce and canned goods every Wednesday from the San Diego Food Bank. Produce is free and everything else is available for 19 cents per pound.
- San Diego Food Bank also provides diapers, which are given out weekly.

- All together we have approximately 50 amazing volunteers that donate 120 hours each week to sourcing the food, setting up for distribution, manning the distribution day and conducting administrative tasks. Our volunteers include missionaries from the Mormon church, students, members of the community, Bethlehem Lutheran, as well as St. Andrew's.

Mail Service

Karen Johnson

The mail service we provide at Saint Andrews is well used and growing. In October 2023 we asked our mail service clients to renew their agreement to continue to receive mail at Saint Andrew. We purged all the old agreements in January. As of January 6th, we now have 55 renewed, active agreements.

Most of the mail our clients receive at Saint Andrews comes from places like Social Security, the DMV, Medicare or other insurance, and the court system. Folks are very appreciative of having a safe, secure place to receive important paperwork.

Men's Hiking Group

Nick Duston and Julian Betts

On the second and fourth Sunday of each month, the men's hiking group meets at 1 PM at one of many north county trails. On these hikes, we get fresh air, exercise, make new friendships and renew old friendships. We often discuss that Sunday's readings or sermons. This a small but really convivial group, and we always welcome new hikers. (For those who are interested: the hikes typically last 90 minutes to two hours, and we usually pick a trail that has a few hundred feet of vertical climb and some beautiful views. Depending on the weather and season, the hike may be near the coast, or in inland valleys or hills. Sometimes we also find a place for a snack afterwards.)

Music Ministry

Virginia Sublett

St. Andrew's Adult Choir provided special anthems and support for congregational hymn-singing throughout 2023. We learned an important lesson from the pandemic interruption that none of us will ever forget: we are truly a family! We treasure every opportunity to be together and raise our voices in song and praise.

Holding a parish singalong in the spring was very successful. Many parishioners enjoyed the opportunity to sing their favorite hymns, and we gained two new choir members as a result. In addition, four others have joined the group, some for big services such as Christmas and Easter, and others as regular participants. For Christmas Eve, there were 17 singers, which is the largest choir we've had for a number of years.

With special music provided by a brass quintet on Easter, as well as a bagpiper and drummer for St. Andrew's Day, our services were festive. Our "house band" that features guitars and percussion performed for outdoor services that were truly joyful, such as St. Francis's Day and the Bishop's Visitation on Pentecost. Music has always been an important facet of St. Andrew's worship, and we can look forward to more special offerings in 2024.

Neighbor to Neighbor Committee

Mother Dawn Stary

The Neighbor to Neighbor (N2N) committee was created in an effort to craft closer relationships with our immediate neighbors. By inviting our neighbors to St. Andrew's, the N2N committee is working to learn what our neighbors celebrate and what challenges they face here in Encinitas. N2N aspires for St. Andrew's to be a place where neighbors can gather to get to know one another and a place where they can gather to inspire change that benefits our community. The N2N committee has met several times since the fall and plan to host an initial meeting with neighbors in February.

Parish Breakfast Ministry

Julian Betts

The Parish Breakfast team has enjoyed preparing parish breakfast after the 10 AM service, typically on the first Sunday of the month. The breakfast team has enjoyed seeing how many people come to these breakfasts. Although the main goal is to deepen the ties in our church community, an important secondary goal is a free-will offering, as people are willing and able. The proceeds from which pay for the breakfast and then help to fund the Saturday morning community breakfast program. (Those who would prefer to give in a way that is tax deductible can contribute online using the Community Breakfast option.)

One of the many joys of participating in this ministry is the ever growing number of people who feel at home in the Parish Hall kitchen. Notable also are the friendships that deepen amidst the inevitable laughter as we work, while enjoying the aromas of bacon in the oven, potatoes on the griddle and eggs on the stove.

We have had almost 20 people volunteer in 2023, and each is free to choose whether to contribute a few minutes of help before the 10 AM service, cooking during service, or cleaning up afterwards. We welcome new participants, and it is fine if new volunteers would like to try it out, or to volunteer in some months but not others. Regardless, you will be helping to weave the fabric of the Saint Andrew's community.

Pastoral Care

Michael Reichle

The principal function of lay pastoral care is to visit those members of our parish community who are in the hospital or ill or recovering at home. This is something virtually all of us do on an informal basis.

The pastoral care team also takes Holy Communion, on a rotating basis, to those who cannot attend services but desire the comfort of Communion. We currently have 4 Eucharistic Visitors. Mother Brenda and the Eucharistic Visitors made 66 visits, taking Communion to 19 individuals.

If you think this might be a ministry for you, please contact Mother Brenda or Michael Reichle. There is some training required. But this is a highly rewarding ministry providing spiritual care, by Communion and prayer, to those in need.

Prayer Ministry

More than 20 dedicated volunteers pray daily over the names we received. Some prayer requests come to us through our website from people we've never met. Others arrive via a friend of a parishioner, and some originate from parishioners themselves. These requests are kept confidential by the team, but are added by first name to the Sunday bulletin and incorporated into the Prayers of the People during worship. If you would like to join this silent, but powerful, ministry, or if you have a prayer request, please email us at prayer@standrewsepiscopal.org.

Senior Warden's Report

Julian Betts

It has been an honor to serve as Senior Warden since February 2023. When Mother Brenda asked me to serve in this way, for me it was an "easy yes" given the good work that this church is doing and the constructive, empathetic way in which I had seen our vestry work together during my first two years on vestry in 2021 and 2022.

2023 has marked a year of growth and change. We saw Heather Lawrence (now Ma) become ordained and married in the same week (!), and we enjoyed the many ways she served St. Andrew's before joining the Lutheran-Episcopal Campus Ministry at SDSU. She returned and led us musically through a moving and memorable Advent Liturgy of Light and Remembrance in December.

We welcomed our new Assistant Rector, the Rev. Dawn Stary, and her wonderful family. Mother Dawn has already made a mark on our church life, working with the Faith in Action group, providing memorable sermons and leading planning for a possible future dinner church, among many other contributions.

We also welcomed Mindy Bugaj as the Director of Youth Ministry for St. Andrew's and Bethlehem Lutheran Church. In addition to continuing the high school youth group and activities including the annual summer youth service trip, Deacon Mindy has led our new middle school group, another welcome sign of the growth in our ministries.

Many of us attended Pete Martin's ordination late in 2022. In 2023, we benefited greatly from Deacon Pete's contributions to our church, including regular sermons, and his help and pastoral care during our community outreach programs on Saturday mornings. Continuing the theme of growth in our church, Deacon Pete has initiated an online men's bible study group. His "Bible Bros" group regularly draws a group of men from the parish and beyond, and it is clear that we as participants are learning a lot and deepening our faith.

We are blessed with wonderful staff, with Virginia Sublett's expert and fun way of leading and instructing the choir, Erin O'Brien's continual creativity and dedication to Christian education, and Alison Lee's devoted work as Parish Administrator. Jack Deane and Simeon Bruce have also provided help in the office and have shared their considerable musical gifts with the congregation.

We are also blessed with the many volunteers and leaders from within and outside the congregation who contribute so importantly to our many outreach efforts, including the ever-growing Thursday Food Pantry, and the Faith in Action and Showers of Blessings work, among many others.

As for vestry, our annual retreat in February was filled with even more joy than usual as we were at last able to hold the retreat in person, as the pandemic receded. During our two days at Mission San Luis Rey, we grew closer as a group. We reviewed the existing plans for our church community and thought hard about future possibilities.

A key theme emerged. We determined to continue to find ways to communicate to the community outside St. Andrew's about the affirming love which we cultivate in our parish. We live in an age when so many are looking for a spiritual home. Some of these seekers may not have been raised in a Christian tradition, and are not sure where to start, or what to expect in an Episcopalian Church. Many others were raised in a Christian tradition but as adults have keenly felt the pain of exclusion and intolerance in some other denominations. With this in mind, the vestry surveyed the welcoming messages of some other churches which we hold in high esteem. We concluded that our welcoming message, although highly welcoming, could be even more inclusive.

Our wonderful staff and some volunteers followed up on this idea, writing the new welcome message you will find on page 2 of each Sunday's bulletin. It makes even clearer that we welcome all, regardless of orientation, identity, belief or affiliation. Similarly, our wonderful Director of Christian Education, Erin O'Brien, deserves kudos for leading a re-design of the St. Andrew's website. Our new website, in addition to providing information in an even more efficient way to potential new members, exudes the sense of warmth and God's love present in our parish. Finally, in the next few weeks, your vestry will take part in an activity I co-designed with Mother Brenda that we are calling "Through the Eyes of a Newcomer". In this activity vestry members will imagine looking at our website, and attending a Sunday service or other church activity, and reflecting on what we could do to make all that we do more accessible, understandable, and welcoming to newcomers.

If the first theme of our vestry retreat was outreach to the community, the second theme was about "inreach", in other words reaching out to each other in the parish, to live out God's wishes for us as a Christian community. As one important part of this work, the congregation embarked on a series of conversations about Becoming an Affirming Congregation, which concludes on January 28. We also look for new ways to engage all parishioners in education activities and volunteer activities, so that St. Andrew's becomes about Sunday, and much, much more.

In conclusion, I would like to thank my fellow vestry members, Mother Brenda, Mother Dawn and Deacon Pete for creating such a positive, forward-looking environment. I finish my year as Senior Warden in awe of the contributions that they and all of you make to create such a vibrant spiritual community. Gigi Miller, who is an exemplar of faith, love and service, will make an extraordinary Senior Warden for our congregation in 2024. May the coming year continue to reveal new ways in which we can serve the broader community, to reach out to that community with the Good News, and to continue to learn, to work and to grow together in our parish.

Service Assistants

Patty Knudsen/Gillian Campbell

Our wonderful lectors read the Lessons at Sunday services and the Lead Acolytes assist with the altar party at 10 am. We currently have 5 Lead Acolytes, who serve about once a month. There are currently 21 Lectors across the two services. At the 8 am service, lectors

serve about every 6 weeks. At the 10 am service, lectors serve approximately once every two months.

Should you be interested in helping in any altar party capacity please contact Mother Brenda, Patty Knudsen (lectors, Lead Acolytes pkshop123@yahoo.com) or Gillian Campbell (Eucharistic Ministers; campbellgf@hotmail.com).

Showers of Blessings (SoB) Encinitas/Carlsbad

Joe Arlauskas

As we start our 8th year of service, Showers of Blessings (SoB) is a community outreach program which serves those in need every Saturday, including holidays, from 8:30 am to 11:30 am in North Coastal San Diego County, by meeting one of life's most basic human dignities—cleanliness. Each guest is provided a private hot shower, including clean underwear (including bras), socks, and toiletries. Additional services includes snacks, coffee (courtesy of Encinitas Starbucks) and miscellaneous pre-breakfast food items courtesy of Carolyn Lee; book check-out from the SoB library on wheels (drop your unwanted paperbacks in the SoB narthex bin) ; a professional hairstyle, free of charge; unlimited use of our donated musical instruments (guitars and piano); and clean, donated clothing items (ex.; shoes, seasonal: pants/jeans/sweat-pants, short and long-sleeve shirts/sweats; blankets, hats, gloves, coats/sweaters). Mechanically, showers are provided by a single mobile shower unit, consisting of a dual-shower/sink trailer towed by a truck. Operationally, showers are provided by a generous and loyal base of volunteers. Associated services include a hot, sit-down meal, courtesy of St Andrew's Saturday Food Ministry and, courtesy of the Neighborhood and Education Center: Mail Distribution, Computer Tech Lab, monthly TrueCare Medical and Dental Vans and San Diego County Healthcare professionals. Showers of Blessings services are also provided weekly, on Tuesday's from 8 am till 11 am, by St Patrick's Catholic Church at their Father Moore Center on Madison Ave in Carlsbad. The Shower unit is stored at the Father Moore Center when not in use.

In 2023 at St Andrew's, over 1,300 SoB guests received showers (22-29/week) and 700 haircuts were given, while overall our number of guests signing-up for services increased from 1,600 to 2,200. This amounted to over 2,200 hours graciously donated from our dedicated group of volunteers.

For more information or to get involved, please visit St Andrew's website, and in the top menu bar, click on "Engage", then "Serve", and scroll to " Showers of Blessings". Clicking the "I Want to Volunteer" tab will bring you to the Sign-up Genius website (sobencinitas@gmail.com for more info). Our volunteer base includes folks from both religious and non-religious backgrounds, all sharing a common goal. Also, please follow us on the following links for the latest updates:

Instagram: http://www.instagram.com/encinitas_showers

Facebook: <https://www.facebook.com/encinitasSOB>

Stewardship

Following our typical pattern, the Stewardship committee gathered during the summer to explore ideas for the annual pledge campaign. As always, our creativity feeds off of our shared commitment to bring alive the enthusiasm we have for “all that is St. Andrew’s”. This year’s theme was: “Savoring the Flavors of Community”, utilizing the image of a bowl of chili. Each of the streams of steam coming off the soup featured a quality of community. Instead of smaller gatherings across the parish, the committee decided we needed a parish-wide party, so we formed another committee to create the “Savor Party”. The event was well-attended, featuring a parishioner art show, children’s activities, a live band, silent auction, and, of course, a chili-cook off! Additionally, during the pledge campaign, we highlighted the commitment of a number of parishioners in a weekly Living Epistle segment. Our theme was highlighted by the annual “silly skit” one Sunday, and a video another. This year’s video was a compilation of people saying the one word that comes to mind when they think of St. Andrew’s, and included comments from the mayor of Encinitas. The Feast of St. Andrew was observed on November 19th to incorporate the Ingathering ceremony.

Third Sunday Donations

A tradition in the Episcopal Church is to donate the "Open Plate" collection (anything in the offering plate not tied to members' pledges) from the third Sunday of each month to a charity. Considering very few people carry cash these days, we were still able to donate a total of \$893 this past year. Using a list compiled by our office staff, we supported the following organizations:

Just in Time for Foster Youth, the Good Friday Appeal, Refugee Net, Free the Slaves, Maui relief, and Partners in Health.

Ushers

Jeff Nelson

We have an incredible team at present, but we are currently looking for volunteers. Ushering is an important part of the worship service but has the advantage of being an activity that is contained to Sundays only. If you’re interested, just ask in the office. Our responsibilities have settled down considerably since the decline in the pandemic this past year. We are happy now that outdoor services are a choice based on our new amphitheater, and not because of Covid protocols. This year we were happy to assist in a return to the more traditional Holy Communion.

Video Ministry

Christie Hamel

We have been providing live-stream video of the 10 am worship service all year. This allows us to keep connected to any parish members who cannot come to the church and also reach out to others outside our parish family. The ministry is “new”, born out of the pandemic, and we are looking to grow. We need one or two more families to volunteer to ensure each family is scheduled just once a month. Contact me at christie.hamel@gmail.com or text 760-470-2770 if you or your teen would like to help with the video ministry. NOTE: only minimal skills required, just need to be comfortable with Apple products.

Welcome Ministry

Debbie Hickson and Chase Fields

2023 has been an interesting and fruitful year for us all, including members of the Welcome Ministry, whose call it is to welcome the newcomer and draw them into fellowship at St. Andrew's! We were thankful to be able to greet visitors in person at the door and worship together in our beautiful sanctuary. We welcomed 70 visiting families to our faith community, almost double the number of visitors in 2022. Many have returned to worship regularly and join us in supporting the work we are called to do within our own church and throughout the community.

Our merry band of bread-runners delivered 40 loaves of bread, braving barking dogs and the challenge of gated communities! We then try to shepherd our visitors into our faith family with a phone contact in order to reveal their interests and discern how they might be welcomed further into a small group or outreach opportunity.

Our church has always grown and flourished because of our call to serve and the welcoming atmosphere in which we endeavor to share God's love to all who seek help, hope, and healing. And now, through God's grace, we will do this in always evolving and wonderful ways!

XYZs (Extra Years of Zest)

Allison Temples & Joyce Deitz

This year we thank Connie McIntire and Alison Brown for their many years of shepherding this opportunity of fellowship. XYZs are for those of us in our later years. We continue to meet together each month for lunch at a favorite restaurant or catered in the parish hall. We always welcome new members and friends. Getting to know others helps to quickly feel at home at St. Andrews.

We meet the 4th Wednesday of the month and will call you for reminders and reservations. Please call or email Allison Temples at 760-758-1910 or allison.5858@yahoo.com.

Young Adult Diocesan-wide Bible Study

Initiated by Rev. Richard Hogue when he was on staff, this Bible study group continues to meet twice a month via Zoom.

Youth Ministry

Mindy Bugaj

St. Andrew's can be very grateful for the time and energy extended by the previous curate, Heather Lawrence, (now Rector) to the youth ministry for the first half of 2023. Her caring leadership and guidance kept ministry for these students consistent and meaningful. I was blessed to be called into ministry at St. Andrew's and Bethlehem Lutheran in June. The students of Bethlehem and St. Andrew's are involved and committed to serving, learning, and growing in their Christian faith.

Our high school students met weekly on Wednesday evenings for service and fellowship with a special emphasis on exploring how their faith can guide and support them daily in this ever changing world. The summer meetings included middle school youth and were held at the

beach. The annual summer service trip included 13 high school students and four adult leaders. We traveled to Las Cruces, NM to participate in a border immersion program. A lot was learned from the broad exposure to various perspectives on the issues surrounding immigration to the US.

The middle school group began meeting twice each month. The 6th-8th grade students come together to grow their relationships with one another and with Jesus. They have fun, serve, and learn as a community of faith.

Six students completed the Confirmation Program during the year. They met regularly, participated in service projects with their mentors, visited the Islamic Center of San Diego, and participated in a one-day retreat. In December, The Rt. Rev. Dr. Susan Brown Snook visited St. Andrew's to celebrate the rites of confirmation.

On a personal note, I am so very grateful for the welcome and support the people of St. Andrew's have extended to me in my role of Director of Youth Ministry.