

Saint Andrews 2025 Annual Reports



JANUARY 25, 2026
Saint Andrew's Episcopal Church
7410 South 12th Street
Tacoma, WA 98465
253-564-4402

Saint Andrews Episcopal Church

2026 Annual Meeting

MINISTRY REPORTS

January 25, 2026, 10:30 AM

RECTORS ANNUAL REPORT— THE REV. PAUL J. LEBENS-ENGLUND

Dear Beloved of Saint Andrew's,

What a treat to be writing you my third annual rector's report!

Saint Andrew's continues to be a source of strength, stability, and encouragement in my life and in the life of this community, and I pray that's true for you, as well. We have so much to be grateful for and proud of, so please join me in raising your voices in thanks and praise for the life we share.

'The Church' is a lot of things all at once. We worship together, we learn together, we serve together, we grow together, we change together, we live & die together, we celebrate & grieve together, we laugh & cry together, we gather regularly to love and support each other as we each gradually become more and more the person God created us to be. Put simply, we are both a people *and* a place, both a community *and* a container.

It's the container – or what some people call 'the business' of Church – that so often steals the headlines. These headlines, of course, *are* based in empirical data – the hard numbers of budgets, membership, and attendance. These numbers matter – they tell a *true* story of institutional decline. But they don't tell the *whole* story – the story of the many small, often hidden ways the good news of Jesus continues to gather us, transform us, and send us back into the world as light and leaven. Our story is one of perpetual endings and new beginnings. So, while mindful, we needn't be afraid.

At Saint Andrew's, the container that holds us is sturdy and strong and includes a budget to fund our life together, a place to gather and to practice, a staff to organize and to oversee, and ministry volunteers to plan and to implement. A word about each, before moving on to a brief word about the community itself:

BUDGET

Having closed a significant budget deficit over the past two years, Saint Andrew's is in the enviable position of having a near-balanced budget approved for 2026, largely funded by congregational pledges, along with a small amount of plate donations, building use fees, and a modest draw on the endowment's earned interest.

Goal: There is still room to grow our pledge base, and it's never too late to start a new pledge or to increase an existing one, simply contact the Treasurer or complete a new pledge card either on-line or in-person; It's important that every household pledges to fund the budget; Additionally, we're continuing to discern ways to monetize our campus and to grow the endowment; our success depends on each of us doing our part, so please contribute as you're able to.

PLACE

As I've mentioned before, Saint Andrew's is in the enviable position of having a campus that's both well cared for and appropriate to the size and scope of our mission & ministry. We're neither squeezed for room, nor buried under the weight of an out-sized infrastructure. Our buildings & grounds are safe, accessible, attractive, functional, and sustainable, all due to the foresight and care they've received from generations past and present. *Our* work is to ensure they're an asset for generations to come, which requires a very real investment of time and energy and treasure in our own lifetime.

Goal: With Bill Brice's invaluable wisdom and assistance, we're changing the role of the Property Committee Chair to function more like a project manager than a task performer. The Chair will oversee the annual B & G customary, working closely with the Administrator to schedule all annual vendor services, and working

independently to coordinate and recruit volunteers for a couple annual campus projects, such as spring/fall campus clean-up, designated summer gardeners, occasional purchasing errands, and occasional one-off projects. Our desire is that the campus not only serves us well as a congregation, but that it also serves our neighbors well as a community resource. Real lives are positively affected on this campus, so let's make sure to invest wisely and generously to ensure this good work continues.

STAFF

Saint Andrew's staff is lean and mean, structured wisely, strategically, and in alignment with our parish identity and priorities. We are fortunate to be in the (again) enviable position to afford a full-time rector who oversees our liturgical, pastoral, and program life. We are also fortunate to have an amazing part-time parish Administrator who oversees weekly communication and copy production, coordinates and contracts with all campus user groups, manages all annual service contracts and coordinates with vendors, oversees all regular campus purchasing, trouble-shoots office hiccups, provides a sounding board for the rector, and serves as front-line triage for all internal and external parish contacts. We are also fortunate to have an incredible new part-time Music Director, who plans seasonal music with the rector, oversees choir rehearsal and recruitment, enlists guest musicians, all the while learning a new denominational tradition and two new instruments. Lastly, we're fortunate to have hired a brand new part-time bookkeeper this past spring who has proven not only to be wildly competent and committed to our success, but also incredibly fun to work with. We have a great staff, indeed.

Goal: Our goal with staff is to support and encourage them, to be clear in our hope and expectations for them, and to provide generous compensation and flexibility to best ensure their long-term satisfaction and sustainability.

VOLUNTEERS

What we do or don't do as a congregation is largely dependent on our pool of volunteers, which naturally ebbs and flows as generations shift, as seasons shift, as interests and energy shifts, etc. This is an area that will benefit from considerable review and reflection in the immediate years ahead, as many of our long-term volunteers retire after decades of faithful service. Our volunteer bench is running very thin, to the point of unsustainability. This includes everything from worship leadership to coffee hour to greeting to campus care to flowers to vestry. ALL of these ministries need an infusion of new energy and interest, so plan to hear from us, if you've not already reached out to offer. Many hands make light work. But, of course, no hands means no work, which means a very different Saint Andrew's, which isn't all bad. Each generation shapes the church using the gifts it's been given. So, too, ours.

Goal: We're sending a team to the diocesan College for Congregational Development over the next two summers to gain knowledge and skills that will help us do this deep discernment of identity and priorities. We will clearly identify core commitments of the congregation, which are identified as those ministries that naturally attract both leadership and volunteers to implement them. Affirming that simplicity is beautiful and that less is often more, we will aim for all our ministries to be marked with joy, passion, vitality, sustainability, and ease.

Lastly, a brief word about the **community** here at Saint Andrew's. We are blessed beyond measure to have a Vestry comprised of members who are not only wise and capable, but also faithful and loving. We are blessed to have an Altar Guild, a Choir, and a team of Lectors and Eucharistic ministers, each comprised of members who are creative, committed and prayerful, ensuring your worship is thoughtfully and lovingly prepared. We are blessed to have a dedicated team of Children & Youth ministers who focus particular attention on nurturing rising generations among us, giving them love and support and encouragement. We are blessed to have an amazing team of Greeters, Welcomers, and Coffee Hour hosts who ensure that both guests and members experience warmth and connection whenever they pass through our doors. Each of these ministers give sacrificially of their time because they love Saint Andrew's and they love you. What's more, Saint Andrew's is a gathering of quiet saints and angels, each tending gently to the hopes and dreams, the cares and concerns of those around them – a knowing glance, a hand squeeze, a call or text message, a casserole, a batch of cookies, a ride to church, a shoulder to cry on, a friend to sit with, a beer on the porch, an invitation to the game, a prayer to end the day. None of this stuff grabs the headlines, but it *is* the stuff that finds the lost, heals the broken, feeds the hungry, brings the dead back to life. This is us.

How blessed we are to share this community, to support this container, in which we learn to love and to serve the Living God. Our presence makes difference. Our practice makes a difference. Here's to a strong, faithful 2026!

And please know how grateful I remain to serve among you, to witness these small miracles ~ p+

ADMINISTRATOR/COMMUNICATIONS— HOLLI GREER

There's always lots going on in the front office, here are a few things that have been accomplished and are on-going projects.

Weekly Tasks:

- Managing and directing email
- Keeping the church calendars (website, wall, bulletins, etc)
- Check supplies for cleaning and kitchens.
- Blue Visitor Cards: keeping the drawer stocked with cards, managing and directing ministry actions for the cards
- Update and print weekly service bulletin
- Create and manage Event sign-up sheets which includes creating sign up sheets online, notifying Fr. Paul of people signed up, set up zoom meetings, send coordinate information with zoom details to attendees
- Database, keeping it updated with new visitor cards, encouraging and aiding parishioners using and signing up
- Database, keeping giving records and pledges updated and current
- Update Website, by direction of Ministry leaders and rector to include seasonal notices, sermons, calendars, hours, contacts
- Friday Emails via Constant Contact
- Special announcements via Email, Constant Contact
- Columbarium; coordinate niche requests and applications, order name plates, and keep track of all relevant information
- Memorials/Weddings; coordinate facility applications, the church calendar, fees
- Coordinate with vendors/service providers

Additional Monthly Tasks

January

- Annual Parish Meeting
- File Parochial Report
- Fire Inspection by Tacoma Fire
- Prepare for new year's filing systems; labels, folders, etc
- Set up for new Vestry , emails, mail boxes, etc

February

- Renew/Update Facility contracts
- Update customaries if needed.
- Begin work on Holy Week Bulletins

March

- Elevator inspection and permit renewal through L&I
- Holy Week bulletins

July

- Work on Summer projects, if any.

September

- Renew Annual Report with WA Secretary of State (Due 30th)

November

- Have Fire extinguishers checked.
- Elevator permit renewal
- Begin work on Advent/Christmas Bulletins

December

- Christmas bulletins

Accomplished this year:

- Continued to update and re-design web page as needed.
- Added more facility responsibilities.
- Consolidated paper product/cleaning supply needs.
- Transition pledge tracking to the Realm online directory to allow easy access of giving and statements for parishioners.
- Worked on updating and organizing files.
- Continuing to build a comprehensive Administrator/Communications Procedures and guidelines.
- Get on a regular schedule for carpet cleaning and other bldg. maintenance.
Carpets were cleaned on January 14th.

****Facility Rentals, see report under Property***

Goals for 2025:

Completed: Make the downstairs hall more inviting to rent by:

Clean out and redo the old youth room to be available for small group use.

Not Completed: Re-organize tables etc. so they can be put away and out of sight when not in use.

Completed: Columbarium (started in 2024, finished in 2025)

Update and organize the Columbarium information, Plats, names, dates, etc.

Update the application and regulations

75% Completed: Facility Use

Coordinate and implement a tracking system for payments/invoices/statements for renters.

Goals for 2026:

- Implement quarterly statements for Facility Renters.
- Streamline giving statements/information in online database for parishioners.

SENIOR WARDEN— CAROLA WITTMANN

The vestry members elected at the 2025 Annual Meeting were Victoria Dodson and Carola Wittmann. They joined the previously elected members Bill Brice, Chris Johns, Cindy Martin, Susan Rowe and Ed Wolfer, with Father Paul Lebens-Englund.

At the 2026 Annual Meeting, Bill Brice and Susan Rowe will finish their terms. We thank them sincerely for their commitment and dedication.

Beginning January 2026, Saint Andrew's Vestry is adding a new position, that of Strategic Planning. Together with the positions of Clerk and Property Manager, that makes three positions to be filled.

At the Vestry retreat last January, we focused on three modules: Foundations - Knowing Our **'Why'**; Structure - Knowing Our **'What?'**; and Function - Knowing Our **'How?'**

Knowing our **'Why'** was an opportunity to get to know each other, to share what brings us joy in life, at Saint Andrew's, in our vestry roles. When we shifted to Structure, or, knowing our **'What,'** we began to articulate the shape of the Vestry, discerning and discussing who is filling which role and the responsibilities that come with each role.

Knowing our ‘How’ was all about the Vestry's rhythm and routine, our expectations of each other and our agreements with each other, how we are tasked to make hard decisions, but do so grounded in God.

Foundations, Structure and Functions are integral parts of strategic planning and the Vestry made the decision to add that role. As we shift from Property to Project Manager, for instance, strategic planning will provide the history and connections to assure a smooth transition.

Your Vestry's strategic planning is a part of our congregational life together in that we commit to being thoughtful listeners and discerners. Equally as important is our dedication to communication; right before Advent, you heard from me about some of the Vestry openings and you heard from our Treasurer about our stewardship achievements. This will continue throughout the church year when Vestry members give regular updates about Saint Andrew's health: how we are doing in our work as a community and the programs we support; our financial wellbeing; what we need in order to foster our mission.

Additionally, this year each Vestry member was asked to submit a job description. As we learn together through involvement with the College for Congregational Development, ministry roles will change and evolve, as will vestry roles. By way of job descriptions Saint Andrew's Vestry is documenting these changes which also helps future vestry members who discern a call to serve on Vestry. After all, we all like to have an idea of what we're about to say 'yes' to. Another policy update Vestry undertook was a rewrite of the Gift Acceptance Policy. Like other non-profits, churches are often the surprised recipients of in-kind gifts. The policy states that the Rector, Senior Warden and Vestry at-large constitute the Gift Review Committee. The policy is readily available in electronic form, just ask any Vestry member.

As a church community we continued our fundraising efforts with our fall Celtic Faire. Thanks to Liz Herriges for bringing together our Celtic Faire volunteers.

After we began the 2025 year with a balanced budget, we have a near-balanced budget approved for 2026. An earlier start to the 2026 Stewardship season allowed for timely budget drafting and approval; it also gave us time to celebrate. I want to thank chef Ken Rhodes and his team who once again prepared a celebratory meal at the conclusion of our in-gathering.

In cooperation with Stewardship, our Finance Team continues to work tirelessly on identifying savings and efficiencies. We owe appreciation and thanks to our Finance Team, Joe McGuire, Bill Brice, Virginia Gaub, Don White and Susan Rowe (Vestry liaison), as well as to our recently hired bookkeeper Susan Richmond. Together they remind us that for the sake of long term sustainability we must cultivate and deepen the Stewardship pledge base and look for ways to monetize our campus.

Lastly, and personally, I have been incredibly grateful to be part of a dedicated, hard working and fun vestry, a group of people who love Saint Andrew's and what it stands for. It has been a joy and privilege to work alongside Father Paul, the Vestry, and you, the heart-forward and talented Congregation. I thank and appreciate all of you.

JUNIOR WARDEN— CINDY MARTIN

This past year at Saint Andrew's was rich with fellowship, comfort, education and fine dining. The Round Table dinners, the Episcopal 101 gatherings, the picnic, the food bank and the Celtic Fair to name a few are good examples of “how we roll” at Saint Andrew's. But the cherry on top is the way we worship and love Jesus in our weekly services.

FELLOWSHIP AND COMMUNITY EVENTS

At Saint Andrew's, we have cultivated a vibrant and welcoming community through a variety of events. The Round Table dinners have been a wonderful opportunity for members to gather, share meals, and engage in meaningful conversations. Similarly, the Episcopal 101 gatherings provided a space for newcomers and long-time members alike to deepen their understanding of our faith and traditions.

ANNUAL PICNIC

Our annual picnic was a delightful affair, bringing families and friends together to enjoy the outdoors, good food, and each other's company. It was a day filled with laughter, games, and the joyous spirit that characterizes our community.

FOOD BANK

The food bank has been a cornerstone of our outreach efforts. It is heartening to see the generosity of our congregation as we work together to support those in need. This endeavor has strengthened our bonds and reaffirmed our commitment to serving others.

CELTIC FAIR

The Celtic Fair was yet another highlight of the year. With vibrant performances, traditional crafts, and delicious fare, it celebrated our heritage and provided a fun and educational experience for all who attended.

WORSHIP AND SPIRITUAL GROWTH

Of course, the foundation of our community is our worship. Each week, we come together to celebrate and love Jesus through our services. These moments of collective prayer, reflection, and praise are the essence of our spiritual life at Saint Andrew's.

LOOKING AHEAD

As we look forward to the coming year, we are excited to continue building on these traditions and exploring new ways to grow in fellowship and faith. The spirit of Saint Andrew's is one of warmth, inclusivity, and devotion, and I am confident that we will continue to thrive as a community.

In conclusion, this past year has been a testament to the strength and vitality of Saint Andrew's. From our community events to our worship services, we have shared countless moments of joy and connection. I am grateful for each and every one of you and look forward to another year of blessings and growth.

TREASURER, FINANCIAL REPORT— JOE MCGUIRE

	2024	2024 -2025	2025	2025 - 2026	2026
	<u>Actual</u>	<u>Difference</u>	<u>Actual</u>	<u>Difference</u>	<u>Budget</u>
Operating Income					
Pledge	\$286,716	\$8,158	\$294,874	\$6,070	\$300,944
Plate	\$5,718	\$12,674	\$18,392	\$10,392	\$8,000
Other Contributions	\$12,280	-\$2,652	\$9,628	\$3,122	\$12,750
Other Income	\$32,995	-\$765	\$32,230	\$12,030	\$20,200
Total Operating Income	\$337,709	\$17,415	\$355,124	\$13,230	\$341,894
Operating Expense					
Interest Expense	\$558	\$586	\$1,144	-\$144	\$1,000
Outreach	\$30,163	\$476	\$30,639	-\$1,407	\$29,232
Diocesan Assessment	\$40,305	\$6,567	\$46,872	\$2,703	\$49,575
Office & Administration	\$46,517	\$5,366	\$51,883	\$1,070	\$52,953
Personnel	\$232,408	-\$25,571	\$206,837	\$2,289	\$209,126
Programs	\$5,804	\$843	\$6,647	\$203	\$6,850
Total Operating Expense	\$355,755	-\$11,733	\$344,022	\$4,714	\$348,736
		\$0		\$0	
Net Income	-\$18,046	\$29,148	\$11,102	-\$17,944	-\$6,842

* Detailed 2025 Actual results & 2026 Budget amounts can be reviewed on the bulletin board in the Ada Webb room

TREASURER, FINANCIAL REPORT— JOE MCGUIRE (CONT.)

St Andrew's had a busy and successful year from a financial point of view. We expected a \$36,000 pledge in 2025 that did not occur. However, our pledges were only \$16,900 below budget. Our expenses came in about \$5,900 less than planned. As a result, we had an \$11,100 surplus in 2025. Our expenses were considerably less than planned. Income was supplemented by a \$16,166 withdrawal from the Diocesan Investment Fund (DIF) and \$6,000 interest from CD investment. Most cost savings came from less diocesan assessment.

2025 was a good year. There was an \$11,100 surplus. Financially we are on a positive trajectory. However, we are still in a subsistence mode. There is not a significant, steady stream of income that can sustain expanded ministries. The philosophical direction we have implemented continues to be this trend is threefold:

Emphasizing pledging. This includes:

- Transitioning current contributions from plate offerings to pledge commitments.

- Encourage existing pledgers to increase their gift.

- Expand the pledge base through congregational growth.

Monetizing the campus. Efforts in this area include:

- Increasing fees for campus use

- Develop ways to monetize our parking lot.

Utilizing the DIF earnings as a regular part of the budgeting process.

In 2025 our long-time bookkeeper, Beth, resigned. After 3 months of the Treasurer struggling with our accounting software, Susan was engaged as our new bookkeeper. She stepped into the position running. I am very grateful for her talents.

Our overall financial position is strong. We have \$475,600 (an increase of \$68,000 over 2024) of cash or cash equivalent assets; \$82,870 of this amount is committed to various ministries.

Any questions may be directed the Treasurer, Joe McGuire (360) 871-6781.

Notes:

Your 2025 contribution report can be obtained from your online church directory.

You can make \$1,000 per person in charitable contributions on your 2026 and 2027 FIT return without itemizing deductions. Contact your tax advisor.

If you are 70½, you can make a Qualified Contribution Distribution (QCD) from your IRA account to reduce your Adjusted Gross Income on your FIT return and still take the standard deduction. Contact your tax advisor.

If you want to receive credit when making cash contributions, please put the money in an envelope with your name and information on how to apply to our financial records.

GATHER

Everything we do to bring people together and create community

GATHER — VESTRY REP, CHRIS JOHNS

The purpose of the Gatherers is to welcome newcomers to Saint Andrews and to help build community among parishioners. Each Sunday a parishioner welcomes all to the services, adding a special welcome to newcomers, extending our hospitality and how we would like to get to know them.

Under the **GATHER** umbrella is:

USHERS/GREETERS

These are the folks greeting each one entering the narthex on Sunday mornings. Ushers count attendance, pass the offering plate and guide people to the communion rail. If you have an interest in serving as an usher contact Linda Brice at 253-759-1423 or Lloubrice@gmail.com.

COFFEE HOUR/FELLOWSHIP

The social hours offered after each service are a valuable time to bring people together and create/strengthen our community. Volunteers offer coffee, tea, juice, and a variety of goodies to enjoy. If you are interested in joining the coffee hour/fellowship team, contact Chris Johns at 812-327-5475 or christina.johns@comcast.net.

The Gatherers hosted breakfast at the Annual Meeting in January 2025 followed by two series of Round Table Suppers and a "Welcome Back" church wide picnic in September. Gatherers teamed up with Jenny Glass, Director of Youth and Families, to host an all-ages bingo/pizza party in the summer. If you are interested in becoming a part of the Gather ministry team, contact Chris Johns at 812-327-5475 or christina.johns@comcast.net.

TRANSFORM

Everything we do to shape our lives in the Way of Love

TRANSFORM—VESTRY REP, JUDY NELSON

My role has been supporting and when possible expanding the great work already being done by the congregation to transform not only their own lives but the lives of our communities.

It starts with the great work already being done by the Sunday school teachers. They continue to utilize the Godly Play curriculum.

Celtic Faire was offered once again, after asking the congregation for their input and their willingness to volunteer. Many new volunteers were recruited.

Adult education was emphasized through the round table soup discussions, the online Bible studies, the online Episcopal 101 class and now the upcoming zimzum sessions starting in January.

The Outreach committee agreed to offer four opportunities for the members to provide special support locally. The first was the back to school drive this past August, the second was the food insecurity support pre Advent. There will be a Lenten drive and an end of the school year support drive as well.

CHILDREN, YOUTH, AND YOUNG FAMILIES – JENNY GLASS

Another year of Godly Play Sunday School for our youth completed under the excellent leadership of Liz Herriges. Last year (our third of this program), we covered lessons on many of the Saints and Black Christian Leaders who Inspire in addition to the canon stories and parables of Old and New Testament Lessons. This coming year we are planning on adding lessons with the theme "Knowing Jesus in a New Way" and learning more about St. Peter.

Thanks goes to our many dedicated teachers and helpers including Nancy Gregory, Kathy Keliher, Cynthia Johnston, April Wallace, Joan Halley, Patricia Gwin, Linda Brice, Ed Wolfer, Herriges and Jenny Glass- and we are grateful for the learning and joy brought to the program by our scholars-- thanks families trusting us in this ministry.

Nursery care at the 10 am wasn't needed much in the first part of 2025 but this fall we are back to having a few young children most Sundays-- so we are on the lookout for people willing to provide assistance with this ministry. Berna Moody and Devyn Cameron have been faithful team members, and most of the above mentioned Sunday School teachers have also assisted at times.

Joan Halley has been leading the drive to get a "mini" high-school youth group organized--we hope to have a bible study option next year in addition to various activities the girls can squeeze into their busy schedules. Love to see the ways our youth are serving the community-- baking cookies for and serving at Celtic Faire, helping with the videography of the 10 am and summer services, volunteering to become readers, working the food bank.

Thanks to the congregation for their interest in the lives of our youth-- having "trusted elder connections" is a key to congregational health and generational strength.

In Peace, Jenny Glass (questions jennyrglass@gmail.com or 360/649-5591)

MUSIC MINISTRY— PAUL TUREL

It has been an honor and pleasure to serve as Music Director and Musician for St Andrew's over the past 13 months. The congregation is one that truly appreciates the aesthetic and spiritual importance of good music. Thanks to Father Paul for all of his assistance 'behind the scenes' in respect to helping me with some detailed onboarding orientation, and making me feel welcome and appreciated in a new environment.

In the upcoming liturgical year, I hope to continue to nurture and maintain the fine musical talent of those who dedicate so much of their time and energy enhancing the worship experience. and to develop and program new musical venues when appropriate.

ALTAR GUILD— HELEN ABBOTT, HOLLI GREER

It was a busy year! The guidebook continues to be updated. We welcomed some fabulous new members and we continue to recruit. Not only is this ministry a meaningful and essential ministry, members are typically on call just one week a month and it's a great chance to get to know some fellow parishioners better. Anyone interested in joining Altar guild, please contact Helen or Holli or any member of the guild.

ALTAR FLOWERS— SANDRA DICK

Church flowers arrangers are volunteers who create floral displays for worship spaces to enhance the church's beauty and reflect spiritual themes. If you are interested in joining contact Sandy Dick or Chris Johns or Cindy Martin.

PASTORAL/DEACON— MARGO FLESHMAN

The Saint Andrew's prayer team ministry continues to be a powerful way to respond rapidly to requests for prayer support for people within and outside of the parish. We currently have approximately 60 parishioners on the team. We continue to invite parishioners who would like to receive prayers requests to become a part of this ministry. To do so, contact Margo Fleshman at fleshman@harbornet.com to become a part of this email valuable ministry.

DAUGHTERS OF THE KING— CHRIS JOHNS

If you have questions or are interested in the Daughters of the King contact Chris Johns at 812-327-5475 or christina.johns@comcast.net.

SEND

Everything we do as people sent forth to love and to serve

SEND— VESTRY REP, ED WOLFER

We had a wonderful year at Saint Andrews. We continue holding blood drives through Bloodworks Northwest, with the most recent drives being in July, September and December. Our next drive is scheduled for Wednesday, February 18, 2026 from 09:00 am to 03:00 pm, so if you can help out, please make an appointment on their web site (<https://bloodworksnw.org/>).

The Outreach committee continues their fabulous work, and it has been a great pleasure for me to see the wonderful impact we have in our community through our tithing at Saint Andrews. Combined with our support of the Jackson Street Food Bank, we also support many local AA and Al Anon groups that meet regularly at Saint Andrews, including Luz y Esperanza, which is a Spanish speaking group that is now based here.

We appreciate all the wonderful support we regularly receive and look forward to much more in 2026.

COMMUNITY OUTREACH COMMITTEE— SUSAN ROWE

Committee: Kendall Burch, Margo Fleshman, Margie Hoffman, Judy Nelson, Kit Proctor (clerk), Susan Rowe (chair), Kathleen Keliher, Christina Johns, April Wallace, Fr. Paul Lebens-Englund, Ed Wolfer (Vestry Send chair). Marilyn Baker provided communication to our congregation on the bulletin board; she has now moved and we thank her for the years of help she gave us.

As an education highlight, the committee was able to pay for a year's tuition for a young woman, Claudia C, in Guatemala, through the RISE program.

During Advent, the committee collected \$1009 in donations for the Jackson Street food bank, St. Leo's Food Connection, and the TCC Foundation food bank. Thank you to the members of the congregation. Father Paul matched these donations with his Discretionary fund. The amount donated by the congregation is in addition to the food assistance listed below.

We were grateful for our ability to share Community Outreach funds on behalf of Saint Andrew's. Through the end of December, we were able to distribute \$ 29,629. Funds are sorted on the categories of assistance and locality.

Categories of assistance:

Food: \$5280

Nourish: \$2000, Jackson St. Food Bank \$800, Food Connection: \$1350, TCC Foundation Titan Food Bank \$1130

Shelter: \$11940

Rector's Discretionary Fund: \$3120, Associated Ministries: \$2500, YWCA: \$1320, Habitat for Humanity: \$1900, Nativity House: \$900, Rescue Mission: \$1400, St Vincent de Paul: \$800

Health: \$2450

Neighborhood Clinic: \$450, Pediatric Interim Care: \$500, Oasis Youth Center: \$1500

Evangelism: \$3599

CDSP (Seminary fund): \$2429, Kairos: \$680, St. Georges, Jerusalem \$490

Education: \$4460

Scholarship fund: \$3000, RISE: \$1460

Disaster relief: \$1900

AIDNW: \$400, Save the Children: \$1500

Localities of assistance:

Pierce county: \$23750

United States: \$2429

International: \$3450

Rector's Discretionary Fund: 2026

I'm grateful to work in partnership with Saint Andrew's Outreach Committee, directing a portion of their annual 10% community service allocation to address material needs related to my ministry as your rector.

During FY2025, of the roughly \$4000 I distributed to the community, about 70% went to support TCC students through the student emergency fund, about 17% was directed to other local food banks, about 16% went to rental assistance, and about 5% went to camp scholarships.

These resources not only help those who need them, but they also help build relationships of trust and mutual commitment. Thank you so much for your continued support of this vital bridge into the community.

SCHOLARSHIP COMMITTEE— JUDY NELSON

The Scholarship Committee is a subset of the Outreach Committee. Each year this committee has the great pleasure of awarding scholarships to deserving students at various stages of their educational journey. This year the Committee divided \$3000 between two returning awardees: Emmanuel Ching'umba and Betsy Timmons. The award announcement took place on June 8 at both the 8 and 10 am services.

JACKSON STREET FOOD BANK – ED WOLFER AND VIRGINIA GAUB

2025 was a tough year at the Jackson Street Food Bank. Due to much higher demand due to the economy, our numbers were up from 2024 around 25%. We served roughly 21% more families, with 27% more family members compared to the same point last year. We continue to feed the needy of the West Slope neighborhood and beyond. We have been able to meet this need due to the great support from the Saint Andrew's community as well as funding from the Saint Andrew's Outreach Committee. This money has been used to purchase food to dispense to our clients and ensure that we continue feed the hungry on west side of Tacoma.

We had wonderful food drives from Temple Beth El and Skyline Elementary School, and we have continued to support our neighborhood by sending extra food items to the Geiger Elementary backpack project. During the cutbacks to SNAP funding, we also had several local businesses and groups hold food drives that helped us bridge the higher demand we saw.

We have continued our monthly feeding of the hungry on the last Wednesday of every month. In 2025 (numbers through end of November) we fed 473 families, with 1,597 members a grand total of 14,373 meals.. In 2024 our volunteers worked 775 through November, which was a 7% increase from 2024. We have had wonderful support from Saint Andrew's and look forward to a great 2026, which will be our 25th year in operation at Saint Andrew's.

We can always use new volunteers, so if you are looking for a rewarding experience, drop by on the last Wednesday of any month, either in the morning at 9:00 to help set up, or in the afternoon/evening from 4:30 to 7:00. In the coming year, Virginia and I are looking for replacements for our positions, since Ed is moving to Grayland to retire, and Virginia needs a break. If you are interested in taking over this wonderful ministry, please talk to either Virginia or Ed.

PROPERTY

Ensuring best, highest use of buildings and grounds

PROPERTY COMMITTEE— BILL BRICE

This was a year of many small repairs. Most were changing light bulbs and minor exterior pruning. The single large event was cleaning up the parking lot across the street.

This had not been done for several years and became a major project. The work was accomplished by parishioners, neighbors, and others who just showed up. The result filled one large dump trailer provided by the adjoining owner to the north and about a dozen pickup loads of yard waste to the dump. This will need to be done every year to keep control of the annual growth and should be able to be done in small projects throughout the year by partitioners'.

Thanks to all who helped.

I will be stepping down from this work at year end. If this kind of thing or small repair projects is of interest to you, please let me know or contact a member of the vestry.

PARKING LOT TASK FORCE ANNUAL REPORT 2025— SUSAN ROWE

This year, we started the long-term project to evaluate the best use of our upper parking lot. How do we demonstrate the kindness for our neighbors that they have demonstrated for us?

This committee was chaired by Susan Rowe. Bill Brice, Cindy Martin, and Pat McGuire were also on the task force. We researched the ownership, history, value, and zoning regulations for the property. We participated in a regional Land Peace Discernment group with 8 other churches in this area to learn the discernment process. We organized 2 Saturday working groups to clean up the parking lot for safety and curb appeal.

We started the process of discussions and listening to ideas and concerns with our own congregation.

During this next year, we will continue this process with our congregation and other stakeholders such as our neighbors and those that use our building.

FACILITY REPORT— HOLLI GREER

Memorials/Weddings

Facility rentals brought in almost \$9000 revenue in 2025

In 2025 There were 5 memorials and 1 wedding.

Facility Rentals:

- Current groups that rent our facilities:
 - ⇒ Four AA groups, including a spanish –speaking group, Tacoma Weavers Guild, and PEO use spaces weekly or monthly
 - ⇒ Two homeowners associations, CABI, and the bloodmobile use our spaces periodically
- Continue to fine tune rental customary, facility application, wedding customary, memorial customary, and columbarium customary
- Checked in with renter groups, reminded them of expected behavior.

STEWARDSHIP

Developing resources to support the mission

STEWARDSHIP— VESTRY REP, VICTORIA DODSON

Over the past year, stewardship at Saint Andrew’s has been a shared and faithful effort, supported by the Vestry, clergy, and parish community, with coordination from the Vestry’s Stewardship Representative. A major highlight was a successful annual giving campaign, reflecting the generosity and commitment of our congregation. Important work was also completed to revise the charter for the Endowment Committee, helping to clarify its mission and strengthen its governance. In addition, support was provided in identifying and welcoming new members to the Endowment Committee, ensuring continued leadership for this vital ministry. Looking ahead, stewardship efforts in the coming year will build on this strong foundation by exploring principles of year-round giving that encourage ongoing engagement and generosity. Another key goal is to create a clear job description for the Stewardship Vestry Representative role, which will help provide continuity and clarity for future leadership. Together, these efforts will support the long-term vitality of Saint Andrew’s and its ability to carry out God’s work in our community.

ENDOWMENT— PAT MCGUIRE

For Every Season There is a Time.....

Ecclesiastes 3:1-8

-New International Version

³ *There is a time for everything,
and a season for every activity under the heavens:*

² *a time to be born and a time to die,
a time to plant and a time to uproot.....*

We are truly blessed to have had people who planted the “seeds” for our Endowment Account, which is managed by the Diocesan Investment Trust at no cost to us!

The St Andrew’s Endowment Fund Committee had a busy 2025 reviewing and revising rules of operations, participating in Diocesan Planned Giving events and planning for future events for our Saint Andrew’s community.

I would like to express my sincere thanks to Margo Fleshman and Dianne Stefanko for their assistance in educating me on the St Andrew’s events of the past and in revising the St Andrews Endowment Plan of Operations. I am so grateful for their kindness and their past service on the Endowment Committee.

Fr. Paul serves as the Endowment Committee's standing advisory member, Virginia Gaub and myself as Committee members and Victoria Dodson as our vestry liaison.

In 2025 the allocation method was revised to reflect a more conservative approach of averaging the last 5 years' fund appreciation and applying 50% to that average to provide the vestry with an estimated budget number.

Please feel free to ask questions regarding St Andrew's Endowment of any of our committee members and we look forward to bringing future Planned Giving events to St Andrew's.

Vestry

Senior Warden: Carola Wittmann, '28

Junior Warden: Cindy Martin, '27

Treasurer: Joe McGuire, appointed annually

Clerk: *Vacant*

Gather: Chris Johns, '27

Transform: Judy Nelson, '28

Send: Ed Wolfer, '27

Stewardship: Victoria Dodson, '28

Property: *Vacant*

Strategic Planning: Susan Rowe, '29

*Bios

SUSAN ROWE

I have served on vestry before, most recently as clerk and senior warden. The current role that I am seeking to fill is a new role for strategic planning.

Our church is currently using the search profile as our strategic plan. In the creation of this search profile, a large majority of our congregation contributed by answering the survey, and a thoughtful group transformed our input into the search profile. That was five years ago and it now time to capture the evolving vision of our congregation.

SAINT ANDREWS EPISCOPAL CHURCH

2025 ANNUAL MEETING MINUTE

January 26, 2025, 10:30 AM

The Meeting was opened with a quorum of 51 at 10:33.

The minutes were approved as read.

Retiring Vestry members: Kendall Burch, Marian Warren, Ken Rhodes. Thank you.

Returning Vestry members: Cindy Martin, Chris Johns, Ed Wolfer, Susan Rowe, Bill Brice

The Vestry slate:

3-year terms: Carola Whitman (Sr Warden), Judy Nelson (Transform), Victoria Dodson (Stewardship)

Remaining 2-year terms: Cindy Martin, Chris Johns, Ed Wolfer

Remaining 1 year terms: Susan Rowe (clerk), Bill Brice

The vestry slate was approved by acclamation.

Delegates to Diocesan Convention:

Cindy Martin and John Cain completed their terms with attendance at conference.

Current and Rotating-in: Pat McGuire and Geri Schlosser

Alternate delegate Wesley Hunter, Kurt Johnston, and Giorah Bour were approved by acclamation.

There was question from congregation regarding tradition of sending one woman and one man as each year's delegation, which needs research and discussion. Currently, our delegate volunteers do not meet this criteria, but are willing to serve.

Endowment Committee:

Margo Fleshman, Pat McGuire, and Dianne Stefanko will continue in their roles. Virginia Gaub was elected.

Annual reports were given:

The treasurers report and budget were reviewed and approved. The balanced budget was approved with recommendations of continued vigilance.

Susan Rowe gave the Senior Warden's report. Susan thanked the Finance Committee, those working on Building and grounds and the support of the vestry.

Cindy Martin gave the Junior Wardens report. Cindy thanked the congregation for a great year of worship and fellowship.

Father Paul gave the rector's report. Father Paul thanked the vestry, clergy, and ministry leaders. He briefly reviewed the budget and the multiple sources of funding, in addition to pledging. Paul also reviewed the changes to vestry structure and responsibilities.

Thanks and Praise

Fr. Paul thanked several ministry partners and all staff members.

Floor was opened for people to raise names for thanks and praise.

The meeting was closed in due form with the Closing Prayer by Fr. Paul Lebens-Englund and the Charge from Fr. Ed Sterling.

SAINT ANDREWS EPISCOPAL CHURCH 2026 ANNUAL MEETING

AGENDA

January 25, 2026, 10:30 AM

10:30 GATHER

10:35 APPROVAL OF 2025 MINUTES

ACTION– CALL FOR ELECTIONS

Vestry

Delegates

Endowment

11:00 TREASURER/STEWARDSHIP/FINANCE

Dashboard (Overall health)

Financial Statement of Mission (Goals/Priorities/changes)

Receive the budget

11:15 EXECUTIVE COMMENTS

Senior Warden

Junior Warden

Rector

11:35 THANKS AND PRAISE

11:45 THE CHARGE AND CLOSING PRAYER