

ST. ANDREW'S EPISCOPAL CHURCH

Denver, Colorado



2015 Annual Report

Rector's Report to the Parish January 2016

Several years ago, on a Sunday morning, I looked out over the nave of our beautiful church, filled with people, as the choir sang from Psalm 126, "the Lord has done great things for us, and we are glad indeed." Living proof of God's goodness was before my eyes, and I was glad indeed. Since then there have been joys and challenges, and we have continued to grow towards the vision of the tree of life that God has given us, and to seek ways of living into our mission: to offer sanctuary in the city, to grow in God's love, to seek the renewal of the world.

I invite you, as you read this report, to reflect on God's goodness to this parish. We have been blessed with abundance beyond what we could have dreamed. Yes, challenges remain. Yes, there will always be a new horizon, a new vision of our call to seek the renewal of the world. And – in this present moment, we have seen an outpouring of generosity and new initiatives that lead us inward and outward – and onward.

If I were to recount all the blessings for which I am grateful, I would fill all the pages of this report. Know that what I say here is only a portion of what I could tell.

First and foremost, I give thanks for the extraordinary ministry of Susan Trickett during her tenure as senior warden. Susan brought the full measure of her razor-sharp intelligence, keen sense of humor, generous spirit, courage, fortitude, and imagination to a task that was challenging in ways neither of us imagined when she began her service. Among her many gifts to us, perhaps the most significant is her unflinching sense of hope and possibility. Her leadership enabled the vestry, and the parish, to make a long-held vision a present reality: the hiring of a children's minister and a curate. Think of the difference these two staff positions have made, and when you do, thank Susan for encouraging us to step out in faith. Other gifts have been her attention to the common life of the vestry and its transformation into a body of true spiritual leaders, and her unflinching dedication to building a culture of generosity. I can never thank her enough for her friendship and unstinting support of me. No rector could be more blessed.

Mother Melissa, now that she has completed a full year among us, has shown the extent of her gifts for priestly ministry and leadership. It is time to acknowledge that though we sought a curate, we received a priest with more experience and wisdom than we knew. With the enthusiastic support of the vestry, I have offered Melissa a new title that honors who she has become among us. She will now be our clergy associate, and while I am on sabbatical this summer, she, together with our new senior warden Matt Bentley, will ably lead and guide the parish.

It is tempting to single out every one of our volunteer ministry leaders and each member of our dedicated staff and thank them individually. Instead I invite you, as you read their reports, to offer your own prayers of thanks for the many people who make this place thrive and grow. God has done great things for us, indeed.

A handwritten signature in cursive script, appearing to read "Elizabeth +".

St. Andrew's Episcopal Church ☩ Denver, Colorado

Annual Meeting January 24, 2016

Agenda

1. Call to Order
2. Election of Wardens and Vestry Members
3. Approval of the Minutes of the 2015 Annual Meeting
4. Celebrating our Common Life: Stories of Sanctuary, Growth, Renewal
5. Update on the Sale of 2011 Glenarm Place
6. Supporting our Vision, Mission, and Ministries: 2015 Financial Report, 2016 Budget
7. Ministries and Leaders: New Initiatives, Appreciation of retiring Ministry Leaders, Vestry Members and Senior Warden
8. Leadership Transition: Remarks from the retiring Senior Warden and new Senior Warden
9. Announcement of Election Results
10. Other Business for the Good of the Church
11. Adjournment

ST. ANDREW'S MINISTRY REPORTS – 2015 – FOR ANNUAL MEETING, JANUARY 24, 2016

Senior Warden

Susan Trickett

2015 has been another extraordinary year in the life of our parish. We have been richly blessed by new members, continued superb leadership by our clergy and lay staff, excellent lay leadership by our vestry and ministry chairs, and a remarkable freedom from financial worry that has allowed us to focus on executing our mission in fresh ways.

At our retreat in May, the vestry identified four specific areas to work on: Welcoming and integrating newcomers, Mission and outreach, Adult formation, and Diversity. As a result of this work, we have seen some reorganization and some exciting initiatives. Under our curate Melissa's leadership, we have new structures for welcoming newcomers. Supported by our deacon, Wib, the re-formed Mission and Outreach Ministry will be focusing on locally relevant issues of human trafficking, as well as continuing to support our hands-on ministries with the disenfranchised and the homeless. We have a new, highly flexible Thursday evening program, Exploring Life and Faith, at which people may choose from a smorgasbord of enriching options—Evensong, Education, and Compline, along with a simple community dinner. A vestry sub-committee is exploring issues related to diversity (or lack of it) within the parish, and a separate-but-related task force is leading a conversation about how we might engage in the community around issues of equity, gang violence, and racial justice.

Early in the year, we applied for—and won—two generous grants funded by the Lilly Endowment. The first has allowed us to expand our Sunday evening Still Point service by exploring the arts as an avenue to the divine. This *Imago Divina* series has offered a new experience that we hope will continue to appeal both to our parishioners and to those who are not currently part of a church community. The second grant will support our rector, Elizabeth, as she goes on a well-deserved sabbatical this summer, and our parish in pursuing some “thought time” of our own related to the theme of journey and return that is guiding Elizabeth's time away. I am grateful to all those who have worked on these projects, and to Lilly Endowment for making these kinds of creative opportunities possible.

As I alluded to earlier, we have had a worry-free financial year. This is thanks to the generosity of our parishioners and visitors in their support of our mission through pledges and other gifts and to the successful fundraising efforts of our auction committee, the Friends of St. Andrew's Music, our estate sale team, and your use of King Soopers cards.

These paragraphs represent only a few highlights of our life together in 2015. This report would not be complete without acknowledging our sadness at saying goodbye to our Children's Minister, Sally, and her husband, Bill, and to our Assistant Priest, George. Both have been integral members of our St. Andrew's family and have shaped our community in indescribable ways. We will always be thankful for them and their ministries among us. It would also be incomplete without thanking all the members of

the vestry for their courage and commitment, our clergy and lay staff for their dedication and imagination, our ministry leaders for their investment of time and energy, and all the parish for your generosity. We have so much for which to be grateful! Thanks be to God!

The Story of Stewardship 2015

Rick Larson

“So we today our first fruits bring . . .”

This year presented several financial challenges to our parish, such as, less pledge income than expected, a move away from envelope campaigns to balance the budget and large cuts to parish expenses especially in the areas of salaries and benefits. Despite this gloomy start to the year, we trusted that God was working with us and through us.

That trust was not misplaced and we ended the year in a strong financial position. That position is a blessing from God and from each of you who generously shared of your treasure in 2015.

Looking at 2016, as of this writing, our average pledge has increased by 12.3%. Thank you for this continued outpouring of generosity. While we fell short of our overall pledge campaign goals of having 160 pledgers and raising \$515,350, our results do show a strong and stable core of pledgers who are committed to our parish and its mission and ministry.

As I end my tenure as head of Stewardship, I once again stand in amazement at the generosity of you, this “household of faith.” I am continually surprised and give thanks for your sharing, not only of treasure, but of your time and talent (and creativity, energy and enthusiasm) through our many activities, ministries, programs and committees. Thank you for being open to the Spirit of God and for responding to and being part of the spirit of this place.

From The Curate

The Rev’d Melissa Adzima

St. Andrew’s continues to grow stronger in her baptismal ministries- welcoming a wide variety of gifts and passions. We launched our new, beautiful website under the guidance and hard work of Graphic and Web Designer Ashley Hoffman. The website has continued to become a welcome portal to those seeking St. Andrew’s, and a place for members to go to access vestry papers, ministries to join, and our prayer list. We also launched a new eMinistry called Fruits of the Tree. If you aren’t receiving it, head to our website and sign up under the ‘Connect’ tab.

A large number of people support our Community of Caring Pastoral Care Ministries. Thank you to all those involved who make these ministries work. Our leadership from 2015 includes: Diana Solomon (Rides and Eucharistic Visits) and Barbara Day and Nancy Kidd (A Meal that Heals). We began a prayer chain this year under the leadership of Jean Rafsnider. Eucharistic Visitors go out almost every week to take communion and prayer to those who are homebound or ill. We held two cook days for A Meal that Heals and cooked up amazing meals for our sisters and brothers who lost loved ones, gave birth, and

struggled with other sicknesses. Our 'pray-ers' receive an updated list every week in which they pray on a specific day. All prayer requests are held in prayer daily.

Thank you to our Young Adults who stepped into leadership this year. For Ruth Carver Bondurant who created fall programming, led a book study, a movie/discussion night, and a Christmas Concert fellowship night with St. Martin's Chamber Choir. For Billy Powers who rolled out our Advent Meditations with meditations from St Andrew's writers. Special thanks to the Claassens who hosted us all for a delicious kick-off brunch in September.

The Task Force for the Ministry of Welcome and Incorporation began mid-year as an initiative from the Vestry May Retreat to reflect on our welcoming and incorporation ministries. This fall, we hosted around 25 people at our Newcomer's Reception. We will continue to examine how our physical spaces and our community welcomes all in the New Year.

From the Deacon: Outreach

The Rev'd Elizabeth Wib Garfield

As a Deacon in the Dioceses of Colorado, I am assigned to serve at St. Andrew's, with the approval of the Rector, by Bishop O'Neill and pursuant to a three year Letter Agreement. I am delighted that Bishop O'Neill has agreed to extend my assignment under the most recent Letter Agreement and that Elizabeth is in agreement. I hope to continue my ministry in this congregation with your support.

I am very pleased that Alice Barton has taken the position of Chair of the newly named Mission and Outreach Ministry thereby allowing me to turn some of my attention to my ministries. Deacons serve as leaders among the faithful in encouraging, training and organizing the faithful in ministry. As such, I regularly attend the Outreach Committee and MCT meetings, and work in concert with the Rector and the Eucharistic Visitors to insure those in need receive communion. I also attend the Vestry meetings. I look forward to continuing in these roles in 2014. I am excited about my participation in working with the committee tasked with discernment as to the development of our parking lots. I also serve as Evening House Manager at Sacred Heart House, a shelter for single mothers and unaccompanied women, as well as, Irving Street Residences for Women.

I look forward to working with all of you, in concert with the Mission and Outreach Ministry, to discern God's call to St. Andrew's. As we are all aware, there is much need in our immediate neighborhood, the greater Denver metro area, and across the globe. I will be actively asking each of us to engage in prayerfully discerning where St. Andrew's, and each of us, are called to be present to alleviating the needs of many in our community and across the span of the globe. I encourage all of us to share our ideas as to how best we can be engaged in helping the tree of life to grow; to offering sanctuary in the city; and to be agents in the renewal of God's creation.

Music Ministry

Timothy J. Krueger, Choirmaster

Ralph Valentine, Organist

I am always honored by the number of people who take the time to tell me after a service how the music has touched them. One example this year bears telling: A parishioner was in tears as she exited the church, and, as she could not actually speak through her tears, she later sent me an e-mail telling me how moved she was, saying that “the Author of Glory” was surely present in the church that day as revealed through the music.

This is exactly our goal as musicians – to help reveal the presence of the Divine that is always in our midst but often invisible, obscured by the “static” of everyday life. Beauty is one of those things that allows many of us to part that veil for a brief moment. And the excellence that we strive for as musicians – from planning and rehearsal to the actual rendering of the liturgy – is more than just beauty for aesthetic purposes: It is an attempt to render that veil between the mundane and the sacred as thin as possible.

2015 saw the formation of a new initiative – the St. Andrew’s Friends of Music. The immediate occasion for its founding was to raise funds in order to restore certain budget cuts that the music program was called upon to make; and an ambitious target of \$30,000 was set to accomplish the above, as well as a couple additional modest goals. Through the generosity of many of you, and especially to the industry and effort of Katherine and Roger Flahive, who held a magnificent fundraiser at their home in September, we surpassed our goal by \$14,000! As a result, I was able not only to restore the above-mentioned cuts, but was also able to purchase some much-needed new music and vestments; to order the construction of a set of attractive wooden platforms in the choir area, lifting the rear rows of the choir successively higher in order to facilitate better sound- and sight-lines (and meaning I will not have to balance – yay, teeter -- on the little podium you have all seen in the aisle); and finally to carry over a small surplus into 2016. The Friends of Music will endure in 2016, continuing to give the music ministry valuable budgetary support, and, increasingly, to fund one-time initiatives such as the choir platforms that materially improve and enhance the impact of our ministry on our collective life.

My deepest thanks, as always, go to our organist Ralph Valentine for his skill, his passion, his devotion to his work, and his humor; to the excellent and talented staff singers who make it possible to offer the amount of music we do at the very high standard that we do; to Duane Claassen, Misty Dupuis, and a group of dedicated volunteers who have acted as music librarians; and most especially to the several dozen choir members who give so much of themselves to the betterment of this parish and the spiritual edification of its flock. My heartfelt thanks, finally, to the clergy and people of St. Andrew’s for their unstinting support of our work here as musicians. Every compliment is appreciated; every demonstration of gratitude is felt deeply; and every heart that is moved to a deeper and more profound “Alleluia” is the purpose.

Ministry Collaboration Team

Coordinator: Sue Kilgore; e-mail – mct@standrewdenver.org

The MCT consists of the leaders of all of St. Andrew's ministries. We work closely with the Vestry, staff, Wardens, and Rector to coordinate programs and assure that ministries have the resources they need. We share ideas, successes, and challenges and examine the ways our ministries serve the vision and mission of the church. This year, using the Flower Guild as a "case study," we learned from each other about ways to conduct productive meetings (e.g., how to move from brainstorming to an action plan), develop effective communication practices, make our ministries better-known to the parish, and offer constructive feedback.

We're very grateful to the leaders and members of the St. Andrew's ministries for their generous contributions to the life of our parish. Our thriving, rich community would not be the same without them. If you see a ministry that interests you, and that would benefit from your gifts, please be in touch. All are welcome!

Acolyte Guild

Acolyte Warden: Mike Kornelsen – email: acolytes@standrewdenver.org

The acolytes had a successful 2015. We have trained several new acolytes in the past year and look forward to encouraging others who have an interest in participating in this ministry to join us as well. The acolytes remain committed to serving with integrity and are dedicated to making the services at St. Andrew's as beautiful as possible. The youth of our parish have become more active as acolytes in recent years, and 2015 saw them serving in increasingly responsible roles. We are particularly gratified and energized by their service.

Children and Youth Ministry

The Children and Youth Ministry has undergone tremendous change and transition over 2015. Our beloved Children and Youth Minister, Sally Thomas, moved with her husband to St. Louis MO. Sally had built a strong and vibrant community of families and volunteers at St Andrews and while she is gone, we still feel her presence and influence. We are blessed that Sally set the Children and Youth Volunteers up for success with programs and lesson plans and our ministry has continued to thrive this year. Presently, we serve children in three age groups in our Sunday morning programs: Nursery: Through age 3 ½ -4 years; Godly Play: Younger Circle: 4 years-2nd Grade and Older Circle: 3rd - 5th Grade; and TSE (The Sunday Experience) for Middle & High School.

We have been blessed to serve 25 families this year, as well as many guests. We have grown both in number of children and families and volunteers, as well as number of programs we offer.

Nursery

Nursery care for our youngest parishioners, through 4 years went through a transition, but is thriving. Our former nursery care workers transitioned out and we hired two new wonderful women, Joy and Elise. Our nursery has been where we have seen our most growth and some Sunday's we are bursting at the seams! We offer nursery care at both the early and late service and average six little ones at 9am (the biggest # was 13 one Sunday) and two at the 11am service. We instituted a parent-on-call program this year where nursery parents can be pulled in as a 3rd caregiver when our nursery gets too full. Hanni Keyser is the volunteer liaison in our nursery.

Godly Play

Susan Backus and Kathy Fleming have graciously volunteered to lead the Godly Play team while we search for Sally's replacement. Volunteers in 2015: Ally, Anne, Barbara, Betsy, Duane, Gary, George, Henry, Hannah, Janice, Jennifer, Joe, Judie, Kathy, Kylie, Liz, Melissa, Micaela, Richard, Shelley, Suzette, Susan B.

Godly Play is in its second year of two classes. The Younger GP group teaches four year olds through 2nd grade, while the Older GP group is for 3rd through 5th graders. This split not only accommodates our growing number of younger parishioners, but also allows for more age appropriate wondering and reflection. We average about 5 in each, or 10 total children in both Godly Play groups.

TSE

TSE or The Sunday Experience (6th grade and older youth) is our program for 12 (average attendance is 5) middle schoolers and their mentors. They meet twice a month for Bible reflection and conversation about the realities of being a young Christian in a modern world. This year two middle schoolers joined Sally and a group from the diocese for a Mission trip to Leadville, CO. Another wonderful thing that has occurred is that five of our youth are now participating in the service as acolytes on a regular basis. Adult mentors for TSE are Martha Bollenbacher, Richard DeTar, Betsy Hoover, and Lael Zachry.

Music

The Children's Music Ministry continues to grow. First, we continued to meet early on Sunday's at 8:50 for family singing with our Godly Play children before class. Second, a Children's Choir was started this year under the gentle leadership of Micaela Larsen-Brown and they debuted at the December 1st 9 am service. Music is one of the foundational cornerstones of our church, so we are thrilled to continue to develop this part of our ministry.

In Addition

We re-keyed the church this year and that opportunity gave us the ability to train 16 parishioners onsite with several others electing to certify online in Safeguarding God's Children, the Episcopal Church's child sexual abuse prevention and detection program.

Special Events include Epiphany Procession, Palm Saturday, Easter Egg Hunt, Summer Sunday School (where we painted the mural on the south wall as well as kicked off our children's choir!), Annual Fall Chili Cook-Off and Family Picnic (30 participants this year), Family Caroling and the Christmas Pageant. One of the most special events this year was our first all-parish retreat, where 16 children attended with their families. It was a really fun, bonding event not only for adults, but you could really see the kids coming together as their own group with the older kids wrangling the younger kids.

Education for Ministry

Mentors: Selena Billington and Jennifer Macy – email: efm@standrewdenver.org

St. Andrew's and the Church of the Holy Redeemer currently co-host one Education for Ministry (EfM) group. EfM is a distance learning theological education program of the School of Theology of the University of the South in Sewanee, Tennessee. Completion of the program takes four years, during which participants study the Bible, church history, and modern theology. The purpose of EfM is to teach one how to think theologically, deepen one's faith and one's understanding of our Christian heritage and baptismal vows, and provide one with a new confidence to be Christ's minister.

The current group began in September with eleven learners, five in Year One and six in Year Two. One person in Year One dropped out because of other time commitments. Two group members are from Holy Redeemer, and the rest are from St. Andrew's. This is the second year using the new curriculum and the group remains very favorably impressed.

The group began meeting at St. Andrew's on Thursdays so as to be a part of, and supportive of, ELF and adult education at St. Andrew's. It turned out that the other components of ELF were a draw to a number of members of the group, so we changed the EfM meeting nights to Mondays. Normally the group meets from September through December at St. Andrew's and meets January through June at Holy Redeemer. This year, largely due to changing the meeting day, we are unable to meet at Holy Redeemer for the second half and will continue to meet at St. Andrew's. Hopefully next year we will be able to work out conflicts to meet part of the year at Holy Redeemer.

Parish Life

The Parish Life Ministry is dedicated to building community in the parish through social events. Included in those social events are the monthly Movie Group, Moveable Feasts, a monthly Book Group and an annual St. Andrew's Day at the Rockies.

The Movie Group meets on the first Saturday of each month. There are currently 55 people/couples on the email list who are notified a week or so before the first Saturday of the month by Bob Buck and invited to submit suggestions on films we might like to attend; towards the end of the week everyone on the list is notified by Jill Ogborn of the movie chosen and the time and location for viewing. After the show we gather in the lobby where those who wish can proceed to a nearby cafe to discuss the film. Discussions are always lively and that's what makes this group so much fun. Attendance this year ranged from 8 to 16 for any given event. If you are not on the Movie Group email list, you can send a request to be added to Bob and/or Jill at: m-r-buck1955@msn.com or jill.ogborn@gmail.com

The Moveable Feasts ministry is coordinated by Debbie Courtney and enables members of St. Andrew's to share a meal and spend an evening with a large variety of other members whom they have either not met or do not know very well, strengthening our bond as a family and fostering an appreciation of our many different parts. Four feasts were organized for the 2015-2016 season: November 14th, January 23rd, March 12th, and May 21st. 66 parishioners signed up this year with 3 others volunteering as subs.

The Book Group is coordinated by Cecilia Masson and meets on the second Monday of the month from 7:00 pm to 8:45 pm in the Common Room of the Parish House. Members of the group bring a list of suggested books and the group as a whole selects which books will be read in the coming months.

Due to a loss of leadership (Mike Alleman's move to the west coast), our Day at the Rockies did not occur in 2015. We hope to find a new leader and schedule our annual St. Andrew's Day at the Rockies in May/June of 2016.

Serving Christ through Friendship (SCF)

Coordinators: Jonathan and Heather Culwell – email: scf@standrewdenver.org

We continue the tradition of providing social time for children while those children's parents and other members of the parish gather and mingle. We often work in conjunction with other ministries as an "add-on" group. In 2015 we helped support the Vestry's Mardi Shrove Gras pancake dinner, Kathy and Gary Fleming took us on a challenging yet kid-friendly hike, we joined at the Stokes-Seelaus inviting home for the Fourth Annual Chili Cook-Off, and this was our second year joining the inimitable Flower Guild to prepare for "greening of the sanctuary" for Christmas before caroling door-to-door for our neighbors in Curtis Park. Join us in 2016 to continue the tradition of celebrating fellowship and evangelism with other ministries. Everyone is welcome!

Flower Guild

Coordinator: Judie James – Email: JudithMJ@aol.com

The Flower Guild seeks "to enhance the beauty of worship through the skillful use of flowers and greens," according to the ministry charter presented to the vestry. This year the guild numbered 12 active participants throughout the year. Our members created floral arrangements for liturgical feasts days and national holidays, approximately once a month. These flowers were funded by an anonymous designated gift, for which the guild is grateful.

Decorations for the Christmas and Easter are funded by memorial and thanksgiving gifts by members of the parish. A blooming garden of live spring plants in front of the altar and on the retable shelf celebrated Easter in 2015. Advent and Christmas had a Winter Woodland theme with simple pinecones and burlap. We worked with the young families group, SCF, to create pinecone animals to place on white branches at the front of the church during the Christmas season.

This year we installed permanent hooks under the sconces on the six pillars in the church to hang decorations. Throughout the summer, rustic baskets of jasmine and other plants were hung to brighten the church. Also in 2015, the flower guild began offering arrangements for funerals and weddings at a set price, if a guild member is available to do the work on the desired day. For wedding flowers, contact

the guild as soon as possible after the date is set in the church, but no later than one month prior to the wedding.

If you are interested in working with flowers and greens on a regular or occasional basis, please contact Judie James at JudithMJ@aol.com.

Saint Benedict's Guild

Coordinator: Scott Ramming

The King is dead! Long live the King!

Change is certainly the theme of the year for the lay readers, and greeters and ushers, who had gone by the name of Saint Benedict's Guild at the start of the year. I'm immensely grateful to Nancy Panter for agreeing to take on the leadership of the greeters and ushers, allowing me to concentrate on the Guild of Readers. The transition began a couple years ago when we split duties for sign-ups and announced that volunteers had the option of only reading or only serving as an usher if they desired. For now, we continue to use a common sign-up calendar, but we look forward to working with other ministries in the parish to identify and implement a unified system for managing meeting spaces and volunteer assignments.

Together, both groups were responsible for about 150 Sunday services and nearly 20 special services, not including the Thursday Evensongs ably managed by Choirmaster Tim Krueger. Almost 20 new people have signed up with one or the other group this year, including two youth readers participating in the regular rotation. Choir members and acolytes have also taken advantage of the opportunity to also serve as readers..

Exploring Life and Faith

ELF or "Exploring Life and Faith" is the congregation's Thursday evening weekly event that aims to build community, develop faith, provide food and fun, and to foster prayer. All are welcome to participate in all or part of the evening's activities. We start at 5:45 with Evensong, share a meal together at 6:30, do some interactive learning starting at 7:15, and end with Compline or closing prayer at 8:30.

As you will see when you check out the topics for learning and discussion for the next months, the aim is to appeal to a variety of interests, for those new in the faith or searching, to those seeking a deeper spirituality, to those passionate about social justice and our congregation's impact in the world, to those concerned about deepening ties to people of other faiths. You've received specific details on what is being offered through Lent. But there are plans in the works for the rest of spring for a series on interfaith understanding and relationship, the architecture of the city and our place in it, devotion to Mary, and a book discussion on "The Power of Myth". For next fall, we're planning several months of exploration into the congregation's commitment to the renewal of the world – through community

involvement, engaging the community around us in our congregational life, advocacy, and personal and congregational response to the inequities and injustices around us.

As you receive information on the variety of presentations and discussion, plan to join us for any or all of these exciting events that are ahead.

The staff and some vestry members got ELF off the ground this fall and have now turned it over to a new planning ministry. The ELF Ministry planning team is always happy to hear what is of interest or concern to the congregation as well as who might be interested in facilitating or presenting on a given topic. We also would love to hear how you are responding to what is being offered. The co-chairs, Sue Torfin and Sue Kilgore would welcome your input. Help us to make this a vibrant and powerful part of our congregational life.

Discover St. Andrew's (DSA) Ministry

Elayne Gallagher and Jill Pollock, Co-Chairs

The Discover St. Andrew's Ministry was re-initiated in April, 2015. Members are Peter Thulson, Barbara Young, Brian Hyde, Luree and Scott Miller, Philippa Burgess, Beckett Stokes, Tony Blando, Jill Pollock and Elayne Gallagher. Jill recently joined Elayne as co-chair.

The updated charter is as follows:

Charter: *Discover St. Andrew's Ministry is committed to building awareness of our church and developing partnerships to attract, welcome, and enfold into its membership individuals and families by sharing our good news stories of inclusiveness, diversity and spiritual life.*

Strategy: *Identify integrated marketing messages, stories and communication vehicles that share St. Andrew's good news stories of St. Andrew's events and our inclusion and diversity with an open door invitation to come experience St. Andrew's. Identify community partnerships and initiatives [e.g. Uptown Neighborhood Association Summer Festival] which bring St. Andrew's and its membership closer to potential new members of all backgrounds. Communicate and coordinate identified community opportunities with other St. Andrew's ministries.*

Our first partnership and event was with the Uptown Hill Neighborhood Association in participating in its Block Party. DSA members feel this is an excellent opportunity to spread the word about St. Andrew's. We intend to participate in this annual event again next year.

We have in place high quality t-shirts with St. Andrew's logo for event volunteers, St. Andrew's stickers for cups and St. Andrew's bookmarks and are in the process of developing a skirt-like banner for events.

Members brainstormed a list of possible partnerships and events to "market" St. Andrew's, including musical events, ways to use the Undercroft Community Organization meetings or as a gathering place for the young, active involvement of members to participate in community events. Prior to the next meeting, Elayne will meet Tim and Elizabeth to determine the feasibility of items on the list for DSA to move forward. Our strategy in prioritizing events will be based on high impact and high visibility.

The committee, in service to other St. Andrew's groups, offers expertise in use of various venues, including social media, as cost-effective and market-sensitive ways to communicate with the church's many audiences.

Additionally, DSA will partner with other ministry groups to get the word out on any church activities

Lay Eucharistic Visitor

Diana Solomon

The Lay Eucharistic Visitors for 2015 were Selena Billington, Sue Glassmacher, Lucy Johnson, Michael Knudsen and Diana Solomon. We minister to those who are unable to attend church, but whom are nurtured by the receipt of communion and by a visit from a friendly face from our community. We are a cost free ministry and have seen virtually no change in our mission over the years. We simply seek to visit those whom are homebound. We travel near and far and it is our blessing to do so. Please let us know if you or your loved one from the St. Andrew's community would like a visit!

Ushers

Nancy Panter

When St Andrew's became big enough to support two separate groups, the Ushers and Greeters became a different group from the liturgical readers. This is a recent change but reflects the Vestry's desire to have a new group focus not only on the day to day operations of ushering, but also be a group that works with the Welcoming Committee. Currently many things continue to be shared such as the overall name of St. Benedict's guild and the Calendarwiz program. Many ushers still read, but overall the ushers provide an expanded welcome service to the congregation and to newcomers and to visitors. All of St Andrew's parishioners are welcome to be ushers. We are building the group from a base of about 25 and hope to have a regular group of at least 50 though there will never be a limit. We are encouraging families, couples, and friends to usher together. We will be having at least one Saturday program in the first quarter of 2016 to focus on Christian Welcome and how our group can help lead the congregation in this concept.

If there are any questions, please contact Nancy Panter at 303-887-2012 or nlpanter@msn.com

ST. ANDREW'S EPISCOPAL CHURCH DENVER, COLORADO
ANNUAL MEETING MINUTES
January 25, 2015

1. Call to Order: Rector Elizabeth Randall called the meeting to order. The meeting took place in the context of the Sunday liturgy, and was called to order after the sermon.
2. The life of the parish in 2014: The Rector turned the meeting over to Curate Melissa Adzima and Junior Warden Chris Buri, who invited parishioners to share briefly (no more than 30 seconds each) the signs of hope and signs of the Tree of Life growing here in 2014. People shared joyful moments – the first same-sex wedding at St. Andrew's; growing numbers of children, and their growing participation in the church's life; the creative, joyful use of our limited space; young couples married at St. Andrew's; the trust circles; the growing middle school program; growing trust and friendship between parishioners and the residents at the Irving Street program; the vision of this parish as speaking to change and social justice; open and healthy disagreement; the music and how it informs our worship and parish life. Paper leaves were distributed and parishioners invited to write down their own moments to be posted on our yarn-bomb Tree of Life for the community to share.
3. Election of Warden and Vestry members: Vestry candidates stood and were thanked with applause. Elizabeth thanked the candidates and announced that votes would be counted by outgoing Vestry members. Ballots were distributed, completed and collected. Outgoing vestry members took the ballots away to count.
4. Approval of the Minutes of the 2014 Annual Meeting: Minutes were approved with no discussion.
5. Parking Lot Development Report: Parking Lot Steering Committee Chair Roger Kilgore introduced the members of the Steering Committee and invited the parish to talk with them at any time. He said that there will be a series of presentations over the coming months to keep the parish informed. The group begins always with the parish's vision and mission; it is incumbent on us to keep this in our hearts always but in particular in this work.
 - a. A brief history: St. Andrew's joined Urban Land Conservancy and formed Caledonian Development LLC to purchase both parking lots (2011 Glenarm and 2071 Glenarm) in 2008. They completed a market study in 2014, and also engaged the parish and community in discerning possible ways to develop the property.
 - b. Master plan approach: The steering committee developed a master plan, the principles of which were: to be economically sustainable; to meet St. Andrew's needs; to integrate the Caledonian and St. Andrew's properties as one whole; and to view uses and users holistically.

- c. Parking surveys: In 2014 the committee conducted two parish surveys looking at the demographics of the parish and what its needs for parking space were likely to be. From this they developed a tentative parking scenario with parking both on-and offsite.
- d. Downtown building density: We are on the edge of zoning for 20- and 12-story buildings, with a stepdown to 5- and 3-story buildings moving to the north and east. This will make a dramatic change in our surroundings. One of our reasons for purchasing the parking lots is to have a voice in how our immediate environment is shaped.
- e. Next steps: The committee is gathering information about affordable housing, and will explore partnerships particularly for supported women's housing, and will engage the community, including neighboring property owners.

Roger then solicited and answered parishioner questions, and repeated that he and the rest of the steering committee would be available after the meeting.

- 6. 2015 Budget: Senior Warden Susan Trickett, Rector Elizabeth Randall, and Treasurer Bob Mosher led the discussion.
 - a. Some history: In 2010 the Vestry (led by Rich Rinehart) conducted a survey of the parish to see where the parish wanted to go in the future. The survey and plans developed in response to it called for a continuation of our music program; support for outreach; building the children's program; reaching out to young adults, and bolstering our pastoral care program. The plans then called for bringing on a children's minister and a curate, and increasing the hours for our sexton. A new survey was done in 2014, the result of which will be published on the website soon. The survey showed great continuing support for "the big three" – music, outreach and children – and also for pastoral care and reaching out to younger adults. The Vestry took all of this information and used it to build the budget, with new and different ways of doing things but still honoring where this parish consistently says it wants to go.
 - b. 2014 actuals: Bob reported that we ended up with \$75 income over expense for the year.
 - c. 2015 budget: The budget as presented to this meeting has been approved by the Vestry.
 - i. Income sources:
 1. Plate: a conservative estimate
 2. Pledge: the actual amount pledged thus far
 3. Envelope campaigns: there were two in 2014. There will be one in 2015, for Outreach.
 4. Music Guild: Tim Krueger proposed forming such a guild to the Vestry and the Financial Planning Task Force and is putting together a steering committee for it;

he will be spearheading a campaign to raise \$30,000 through a variety of efforts – some concerts, but principally via a Friends of Music group.

5. Evensong: Budgeting \$3,000 income in 2015.
 6. Caledonian: A passthrough for the salary of the parking lot manager and for 75% of any snowplowing.
 7. Endowment interest: a disbursement determined by the Endowment Committee and used at the discretion of the Vestry.
 8. Facilities use: Budgeting \$3,000 for 2015 – six months' rent for the St. Martin's Chamber Choir office
 9. Designated funds: typically a passthrough for flowers or other contributions which are designated for operating purposes. The bulk of it in 2014 was for the salary of the children's minister and that will continue in 2015. An additional amount is support for the Curate's position. There are several sponsors for these funds.
 10. Total operating income is \$654,000, and expenses match that.
- ii. Expenses:
1. Salary and Benefits: 3% cost of living raise; 3 more people are going on our pension plan.
 2. Ministries expense: Returning funds removed in 2014
 3. Diocesan and Regional Expense: 10% of plate and pledge are mandated to the diocese; we have been aiming for sending 5% to the region, which in the past was used to help small parishes, missions and outreach ministries. In 2014 this was not the case; money was used for what parishes could do themselves. Therefore this line was lowered from 4% to 2.5%. Convention costs remain the same.
 4. Administrative expenses: daily nuts and bolts. This includes payments on the mortgage principal. Normally you wouldn't see this as part of the operating budget but it was added because it is such a big part of the parish cash flow. One of the things we have been doing in the past few years is funding repayment of parishioner loans made to the parish to repay the construction loan. We have been putting away money for several years in order to repay those. They are due in 2016. We have \$104,000 in the bank to go toward that repayment, which is a little less than half of what's needed. We skipped the last three months of 20`14 and the Vestry voted not to fund that in 2015. Consequently we will have more to raise in order to repay those parishioners.
 5. Building and Grounds: It is hard to predict repairs and maintenance on buildings of this age. We spent around \$15,000 in 2014 and are hoping it will be less in 2015.
 6. Music: 2014 came in \$4,000 under budget and we have continued that in 2015. Again, Tim Krueger is going to try to raise \$30,000 of the music budget.
- iii. Non-operating revenue and expenses (items outside of the operating budget):
1. Clerestory windows

2. Outreach grants
3. Metro CareRing building fund

Bob, Susan and Elizabeth invited and answered questions from parishioners regarding the budget.

7. Thank-yous to retiring Vestry members and Warden: Sue Kilgore, MB Krueger, and Rick Larson have been part of the leadership team of the parish in times which have been exciting and sometimes quite difficult. Each has displayed a wonderful kind of leadership during that time. Sue was able to hold many points of view; MB was gracious and forthright when we got into difficult conversations; and Rick looks strategically and in a way that is both dispassionate and compassionate.

As Junior Warden, Chris Buri has had oversight not only of long-term goals, but in a place this size, often daily or even hourly oversight – exercising not only visionary leadership but very practical hands-on work. His tenure is characterized by sound and light: He oversaw the installation of acoustic panels in the undercroft which have much reduced the noise for large gatherings, and also oversaw reducing the noise from the elevator; improved lighting in the restrooms and outside the building; and the fabrication and installation of the beautiful new lead glass windows.

Each was presented with a gift in gratitude for their gifts to the parish.

8. Election results: Jeff Brown is the new Junior Warden. Alice Barton, Ally Dodge and Mike Ogborn are the new Vestry members.
9. Adjournment: The meeting was adjourned and the liturgy continued with the Eucharist.

Respectfully submitted,
Shelley Brown, Clerk