



# ST. ANDREW'S EPISCOPAL CHURCH

## Annual Report for Parish Meeting Sunday, May 6, 2018

*St. Andrew's is a parish of worship, spiritual growth, acceptance and healing centered in the Eucharist. We reach beyond ourselves, striving to allow God to work through our hands as Christ's own. In our role as stewards of God's gifts we embrace a comprehensive concept of stewardship as central to our ministry. As a place of hope for all people, we celebrate with joy through grace our oneness in Christ.*

## Prayer for the Annual Parish Meeting

*Almighty and ever living God, source of all wisdom and understanding, be present with those who take counsel in the Annual Meeting of the St. Andrew's for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. Amen. BCP page 818*

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# St. Andrew's Episcopal Church Statistics

(As of December 31, 2017)

Baptisms	13	Youth Confirmed	13
Marriages	2	Adults Confirmed	1
Funerals	6	Adults Received	0

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Total Active Baptized Members as of December 31, 2017

**480** (468 in 2016)

Members in Good Standing as of December 31, 2017

*(have received Holy Communion at least three times the preceding year and are faithful in corporate worship)*

**433**

Those communicants in good standing who are under age 16 as of December 31, 2017

**47**

Others who are active whose baptisms are not recorded in our Parish Registers, or in another Episcopal congregation.

**333**

Average church attendance

(For two services 8 & 10:15)

**180 (178 in 2016)**

Easter Sunday 2017

**426**

Christmas Pageant 2017

**375**

Christmas Eve late service

**144**

Total Church School Students Enrolled **55**

Number of adults engaged in religious education or spiritual formation **40**

*Parish statics are calculated using the categories of Title 1, Canon 17 of our National Canons: Baptized members include all persons whose names are recorded in the parish registry. Communicants include those baptized members who have received communion at least three times during the year.*

# The 2018-20 Vestry of St. Andrew's

Molly Dey, Senior <i>Warden</i>	Term Expires August 2019
Page Lea, <i>Junior Warden</i>	Term Expires August 2018
Eddie Brown, <i>Register</i>	Term Expires August 2019
Judy Blevins	Term Expires August 2018
Susanne Councill	Term Expires August 2018
Jim Kruger	Term Expires August 2018
Andy Stephenson	Term Expires August 2018
Drew Anderson	Term Expires August 2019
David Branch	Term Expires August 2019
Eddie Brown	Term Expires August 2019
Jon Hanbury	Term Expires August 2019
Jeff Barnum	Term Expires August 2020
Kay Dahl	Term Expires August 2020
Bill Davis	Term Expires August 2020
Penny Lewis	Term Expires August 2020
George Pegram	Term Expires August 2020

## Convention Delegates

Mavis Benz  
Tim Coyle  
Lois Gail Davis  
Deane Sobol

Rev. John Rohrs  
Rev. Andie Wigodsky Rohrs  
Rev. Dr. Marguerite Alley

## St. Andrew's Staff

The Rev. John Rohrs, Rector  
The Rev. Andie Wigodsky Rohrs, Priest Associate for Family Ministry  
The Rev. Dr. Marguerite Alley, Deacon  
Stephen Leist, Director of Music Ministry  
Richard Rigg, Associate Director of Music Ministry  
Harper Bathel, Sunday School Coordinator  
Dennis Sipes, Parish Administrator and Bookkeeper  
JonMichel Sipes, Sexton  
Ashlee Erestain, Nursery Coordinator  
Kristin Johnson, Nursery Worker  
Haley White, Nursery Worker  
Larry Brett, Treasurer  
Steve Blevins, Assistant Treasurer  
Tim Coyle, Assistant Treasurer  
Pat Turney Garris, Assistant Treasurer  
John Hudson, Assistant Treasurer

## **Rector's Report**

**Respectfully submitted by The Rev. John D. Rohrs**

Senior Warden Molly Dey has done a beautiful job summarizing the highlights of this past year, beginning with our sabbatical experience last summer and continuing with the many congregational events and ministries that followed. It goes without saying how grateful Andie and I and our children continue to be for that special opportunity last year, and I am delighted that it has had positive repercussions for all of us.

For my report, I want to focus more narrowly on some of the work that the Vestry has undertaken this winter and spring. Following the string of mass shootings last fall and earlier this year, we began having conversations about general safety and security. We broadened the discussion to include not just violent acts but also instances of medical emergency, or fire safety, or what to do in a threatening storm. We developed a detailed set of plans/procedures that we have packaged into a simple booklet to be stored in the kitchen, the narthex, the church offices, the nursery, and upstairs. Staff and Vestry members have all been briefed, we have updated our First Aid kits, and thanks to generous donations from a few parishioners we are in the process of purchasing two defibrillator units as well.

Importantly, we did not limit our conversations to the topic of security. You cannot talk about security without talking about hospitality, which is one of the foundational calls of the Christian life. The letter to Hebrews says it best: "Do not neglect to show hospitality to strangers, for by doing that some have entertained angels unawares." In thinking about hospitality, we focused on a few physical changes to better welcome and include everyone in our worship space. With generous support from some parishioners, we re-did our front walkway, thanks to the good work of Viccellio Construction. Additionally, we have made plans to shorten several pews in the nave and create two dedicated spaces for wheelchairs within the body of the worshipping community.

Of course, physical welcome is just part of the process. More important is how we welcome people with our words and actions. In large part, we do this well at St. Andrew's, and people often tell me that they find here a sense of warmth and inclusion. At the same time, this practice of hospitality needs constant attention, and there is always room for improvement. When we did our Mission and Values survey in January and February, several survey respondents remarked that they had experienced trouble getting connected and involved here. Too often people did not speak with them at coffee hour, or they found it hard to plug in to the fellowship and ministries of the parish. This is something to continue to work on together. Our Vestry members and staff and greeters work hard to be the front lines of our welcome, but it is a ministry that we all share equally.

The Mission and Values survey had a limited response of 24 people, so it is difficult to draw broader conclusions from the feedback. We have included a summary of the feedback in this Annual Report. For the most part, respondents seemed to resonate well with our current Mission Statement, Core Values, and tagline. There were some suggested tweaks that the Vestry is considering, and we will make those available when we are ready to present concrete revisions. Largely, our takeaway is that our task is not to revise dramatically our mission and values, but rather to recommit ourselves again and again to living into them as a congregation.

I want to close with a special word of thanks to our staff and Vestry. Our staff members are really dedicated to the life of this parish, and they do a tremendous job. And likewise our wardens for this past year, Molly Dey and Page Lea. They gave terrific leadership – Molly for the past year as Senior Warden and Page for the last two years as Junior Warden. They have led with great clarity and commitment, and good humor and just a love for God and for this church. I am so grateful to them, and to all the members of this outgoing Vestry class – Judy Blevins, Susanne Council, Jim Kruger, and Andy Stephenson. Thanks to all of you as well for being a part of this special community.

### **Senior Warden's Report** **Respectfully Submitted by Molly Dey, Sr. Warden**

At the start of our parish year last August, we gladly welcomed back John and Andie from their sabbatical. Thanks to a grant from The Lilly Endowment National Clergy Renewal Program, John and Andie were able to unplug from the parish and the diocese and spend the summer reconnecting with their family and their faith. By all accounts it was a singular success and as a parish we enjoyed hearing some of their stories of faith and renewal.

I cannot thank enough last year's Senior Warden, Doug Mitchell, who graciously led the staff, supply clergy, and congregation in John and Andie's absence. Doug's fantastic leadership, and the professionalism of our St. Andrew's staff, made the summer sail by on calm waters. As a congregation we greatly enjoyed our "Summer of Connection" as we gathered in small groups doing various activities. The Connection series was so well received that as a Vestry we determined that we should keep the program active. Last fall we enjoyed a dinner out together at Croaker's Spot, a new restaurant on 35th Street in Norfolk. A few weeks ago, we watched a movie at the Naro and shared a potluck meal at the church afterward.

This summer, we are excited to continue connecting together in some meaningful ways. Our youth program continues to thrive and as a congregation we have come together mightily to support their upcoming Peace Pilgrimage to Northern Ireland in June. In July, our younger children will take part in a peace-themed Vacation Bible School, using a curriculum designed by the Mennonites to help children learn to be peacemakers. We are exploring ways for the adults in the parish to take on some peace-related book studies or outings as well, so that we can all share in a summer of connection and Summer of Peace!

This fall our Vestry reviewed the Safe Church practices and conducted a review of our internal rules and compliance. We also decided that as Vestry members and stewards of the church that all Vestry should complete the training provided by the Diocese. The church office keeps records of all compliance and the staff will be working to ensure that those who are due for “refresher courses” are given ample notice to complete the online training.

During our January retreat the Vestry reviewed St. Andrew’s emergency procedures and created an updated version to more accurately reflect potential issues and to clearly identify points of contact, emergency procedures and exits. Copies of the plan are in notebooks in the Sanctuary and White Hall, along with updated First Aid kits. We have also secured funding for two Automated External Defibrillator kits – again, one for the sanctuary and one in White Hall.

I am very grateful to our Vestry members, whose steady leadership across all aspects of our Parish helps keep our programs and ministries running smoothly all year long. It has truly been my pleasure to serve as Senior Warden!

**Buildings and Grounds Report**  
**Respectfully Submitted by Page Lea, Junior Warden**

As expected, the 2017-2018 vestry year proved to be eventful for St. Andrew’s’ church and rectory properties.

Beginning with the church, last summer we kicked off the year by making significant ceiling, lighting, and roof structural repairs in both our choir room and the classroom off the auditorium. Years of wear and tear on the flat roofs above those rooms had come to a hilt, and it was time for us to address them. For the choir room we removed the existing drop ceiling, installed a new ceiling and new lighting, and repaired the roof structure. For the classroom, we repaired the structural problems with the roof and installed a new drop ceiling and new light fixtures. We used Viccellio Construction to complete the work, and they were able to do so before the start of the school year last Fall.

We next set our site on the Graydon Avenue side of the church, specifically the quarry tiled sidewalk that had grown riddled with cracks over the years. This past February we again contracted with Viccellio Construction to remove the broken sidewalk and replace it with a combination of brick and bluestone pavers surrounded by a brick border. We chose bluestone to match our new columbarium, and I think we can all agree what a difference it’s made in the aesthetics of our church’s main entrance. Special thanks are due to the Jim Affeldt for his design, and to Jim and Christiane Valone for their significant financial contribution toward the project.

Turning our attention to the rectory, this past Fall our residents renewed for a full year, bringing us an unexpected surplus of rental revenue for the last quarter of 2017 that we were able to put toward a new roof for the property. We contracted with Stublen Roofing who replaced the old roof and rotted sheathing with new plank board roof sheathing and Landmark Pro shingles from Certainteed.



In conclusion, it has been a pleasure acting as Junior Warden for our parish these last two years, and I'm proud of the projects we've completed at both properties. I'd like to thank Dennis and Jon Michel Sipes for their hard work behind the scenes, and for the wonderful volunteers we are blessed with on our buildings and grounds committee. Overall, St. Andrew's' church and rectory are in good shape, and our new features and upcoming projects will maintain and improve our properties and help us grow our spiritual community both within and outside of our physical walls.

**Treasurer's Report**  
**Respectfully Submitted by Larry Brett**

St. Andrew's derives its income from a variety of sources. Pledges and plate contributions account for approximately 63% of our income. Additional income consists of rental income from West Ghent School and the former rectory. Approximately 25% of our income comes from the St. Andrew's Endowment accounts. The vast majority of this comes from The Dorothy Denby Trust, a charitable trust established under the will of a deceased parishioner. The Denby Trust provides that St. Andrew's each year receives income calculated at 5% of the fair market value of the Trust, valued as of October 1 of each year. Thus the Denby Trust income is strongly affected by the stock market. This extraordinarily generous gift has funded various needs and projects that would not otherwise have been possible from just our pledge and rental income. The Trustee of the Denby Trust is Bank of America. St. Andrew's is also fortunate to have an endowment fund, which is the result of many gifts and bequests over the years. Both of our investment accounts experienced strong gains in the financial markets in 2017

St. Andrew's finances at the end of 2017 were in good shape. Income from pledges exceeded budget and we had a successful stewardship campaign in the fall of 2017 increasing pledge income by almost \$35,000 in 2018 over 2017. The number of people making pledges increased over last year reflecting the growth in membership.

The Finance Committee is chaired by Jim Rhodes, and the members include Larry Brett (Treasurer of St. Andrew's – a volunteer position), Dennis Sipes (bookkeeper), David Branch, Steve Blevins, Bill Davis, Jay Lassiter, Carter Furr, and Dean Rogis. Steve Blevins, Tim Coyle, Pat Garris, John Hudson, and Rick Hood served as volunteer Assistant Treasurers, saving the church the salary that would otherwise be payable for this part-time position. The 2017 year-end financial report is attached.

## 2018 Vestry Nominees

### **Pat Turney Garris**

Pat grew up Roman Catholic in Santa Fe, NM; she was Received in the Episcopal Church by Bishop Rose in 1975. She was a member of Good Shepherd and their Bookkeeper when, in 1993, she was offered the opportunity to also work for St. Andrew's. She accepted, discovered she had been led to her spiritual home, and made the decision to transfer to St. Andrew's during Cursillo in 1998. She continued as Bookkeeper for both parishes until 2000, led a Diocesan workshop for Treasurers, and has more recently helped count and record donations. She was a Stephen Minister and Leader, and served on two OEP committees. Pat completed EFM in 2005, has written Advent and Lenten meditations, and enjoys the "Women of the Way" and "Transitions" book groups. Her children, Mary and William, enjoy attending St. Andrew's when they visit Norfolk.

### **Nancy King**

Nancy and her family became members of St. Andrew's in 1990. She has been involved in a number of church ministries including Christian education, choir, Gospel Lights, Flower Festival, and the college care package ministry. She has also served a previous term on the Vestry. Nancy's teaching job at West Ghent School keeps her connected with St. Andrew's on a daily basis.

### **James H. Lasley, Jr.**

"Jay" and his family began attending St. Andrew's shortly after moving to Norfolk in 2011. He has served on the Stewardship Committee for several years and participated in NEST. Jay and his wife, Emily have three children, Jack (13), Kate (11), and Sam (9) and live on the campus of Norfolk Academy.

### **Derris Lea Raper**

Derris has been a member of St. Andrews for 36 years, and has served on the Vestry, various parish and diocesan committees and in the choir. Co-author of the 100th anniversary history of the Diocese of Southern Virginia, he also served as Historiographer of the diocese 1985-1998. After teaching college for 35 years, he is now enjoying retirement. His life partner Stephen Batten, was head of the Flower Guild for over two decades, and a member here for 34 years

### **Deane Sobol**

Deane Sobol was baptized and confirmed at St. Andrew's Church and reaffirmed her faith in 2006. Her husband, Tim, was received into the church in March of 2011. Deane previously served on the Vestry from 2011-2014. She is currently active in the Women of St. Andrew's, the Outreach Committee, the Pastoral Care Ministry, and the bell choir. She also helps to mentor the Education for Ministry program. Deane was born and has lived in Norfolk all of her life. She received her B.S. in Medical Technology from Old Dominion University and her Master of Arts in Human Resources Management from George Washington University. After working for the American Red Cross for 35 years, she retired in 2012.

## **Mission/Values Survey Feedback Summary (24 responses)**

### **January – March 2018**

This is a compilation and summary of responses, paraphrasing in places and joining similarly worded answers. The number of responses fitting a given theme are noted in parentheses. Bolded responses are those that were most common, to highlight the strongest opinions. Editor's notes are added to highlight initiatives already planned or in place to respond to raised concerns.

*Where and how do you see our mission and core values in action?*

- **Outreach ministries like NEST, Stop Hunger Now, AIDS Cook-in. (x11)**
- **Warm and welcoming community, open and inclusive. (x7)**
- **Worship services. (x5)**
- Flower Festival/Flower Guild. (x4)
- Adult formation groups like Women of the Way, Adult Forum. (x4)
- Children's/Youth ministries. (x4)
- Pastoral Care ministry/Eucharistic Visitors. (x2)

*Where are we falling short? How might we be more true to these principles?*

- **We are not falling short at all. Love the church and its mission, etc. (x6)**
- **Need more volunteer engagement in ministries and in outreach efforts. Maybe have discipleship trainings, or encourage everyone to take on a ministry as part of their annual pledge. Maybe a video or presentation highlighting the outreach ministries we support. Or we could have an annual retrospective looking at how we lived out our mission/values together that year. (x4)** [Note: Three or four times per year, we are planning to distribute "Mission Update" inserts in the Saltire, which will help speak to these suggestions.]
- **Need more active engagement and hospitality for newcomers. Hard to break in when you're new and too often standing alone at coffee hour. People ignore us or are stand-offish. At my old church everyone understood that hospitality was everyone's job. Maybe ribbons or special nametags for visitors so they are easy to identify. Or maybe a ministry where newcomers are matched with current congregants. (x4)** [Note: We plan to reinstitute Newcomer Brunches once or twice a year, and we also plan a refresher course for greeters on hospitality practices.]

- More advocacy and action on social issues like racial justice, immigrants, and the environment. (x2)
- More collaboration with other churches and organizations in town. (x2) [Note: Our participation in Hands United Building Bridges is a good example of this, and those efforts/opportunities will multiple in the months ahead as the organization builds capacity with a website, social media presence, etc..]
- Bible or theological book study small group. (x2)
- More volunteer support to care for our grounds and landscaping. (x1)
- More inter-generational fellowship and sharing/learning opportunities. (x1) [Note: The various women's groups are trying to do this, and our connection events are geared toward this as well.]
- Print the whole service in the bulletin, so it is easy to follow for visitors. (x1) [Note: We plan to do these on particular feast days on an experimental basis.]

*Is this the right mission/values for our current congregation, in this moment in time?*

- **Yes. (x10)**
- **Good, but needs expansion, amendment, or condensation. (x5)**
- Yes, and imperative to ingrain these core values in our parish community, because they underscore what brings us together rather than divides us during these contentious political times. (2)

*What would you change about our mission statement or core values?*

- **Nothing. (x9)**
- Add a core value concerning the importance of an active children's and youth ministry. (x3)
- Current mission statement is too long and parts of it could describe any church. It should be shorter, more unique and repeatable, something like: "As a place of hope for all people, St. Andrew's joyfully celebrates our oneness in Christ." Core values should also be shorter. (x2)
- The part that works best is the tagline/vision statement, "A neighborhood church with a heart for the world." This is meaningful and is easy to say and remember. (x2)
- The tagline "A neighborhood church with a heart for the world is too general a description, and perhaps smug in its claim. It also could be seen as exclusive, as if parishioners only come from this neighborhood. (x2)

- What does “comprehensive concept of stewardship mean?” Is that still relevant? I don’t see it reflected in our core values. (x1)
- Add something about the importance of volunteering and giving time and talent toward the mission of the church. (x1)
- Are we doing enough to share our mission/values in the surrounding community? Some ideas might be speakers, discussion events, ecumenical gatherings, etc. (x1)
- Add to the Spirit of Warmth and Welcome that we are focused on serving others through Christ and are sensitive and accepting of diverse viewpoints. Add to the Inquiring Minds and Open Hearts that we are flexible and open to change in how we do things. (x1)
- I miss some of the worship participation that we used to have and would like to see more familiar music and more chances for participation in music. (x1)
- Emphasize the importance of Bible education for all ages. (x1)

*How do you or how will you strive to live these values in your own life?*

- **Continue in my chosen ministries, volunteer roles, and vocation, both within the church and out in the community. (x10)**
- Go beyond my comfort zone, get more involved, and reach out to those around me. (x3)
- I will reflect on these values and remind myself of them when opportunities arise. (x2)