

Annual Report 2008



900 Stillwater Road
Mahtomedi, Minnesota
www.saintandrews.org



MISSION STATEMENT

PROCLAIM JESUS CHRIST
LIVE IN CHRIST
SERVE!



CORE VALUES STATEMENT

St. Andrew's Lutheran Church

A Lutheran community,

- We claim the Lutheran emphases on the Word of God, justification by grace through faith, the sacraments, and our call by the Holy Spirit into the community of believers.

A Welcoming community,

- We are committed to a ministry of hospitality, welcoming all people to a community of faith, developing life-giving relationships and supporting them to live in Christ.

A Praying community,

- Everything we do, all that we are, is grounded in prayer.

An Inspiring community,

- We believe in the power of the Holy Spirit, working through the Word of God, the sacraments, music, and worship, to profoundly affect our lives.

An Equipping community,

- We will provide the tools and support for people to discover their Holy Spirit-given gifts for making a difference in the world in the name of Jesus Christ.

A Purposeful community,

- We believe God created us, set us free, and empowered us through the Holy Spirit, to serve, be generous and change lives.

VISION STATEMENT

St. Andrew's Lutheran Church

Proclaims Jesus Christ through

- Vibrant, inspirational, and engaging Lutheran worship,
- Boldly and courageously declaring Jesus Christ as our Savior in our homes, our communities and around the world,
- Exemplifying the transforming power of Jesus Christ in changed lives.

Lives in Christ through

- Equipping people through worship, prayer, Bible study, and support to live out their faith in daily lives.

- Teaching, mentoring, and inspiring our children, youth, and adults to empower them to live lives based on a personal relationship with Jesus Christ,
- Creating a community that encourages people to lifelong learning in order to deepen our relationship with Christ.

Serves through

- Discovering our Holy Spirit-given gifts and talents,
- Sharing our gifts as a servant church at home, at work, within our congregation, and through local and global missions,
- Using all that God has entrusted to us as stewards to transform the world.

STRATEGIC GOALS

Our Mission: "Proclaim Jesus Christ"

Our Goals:

- Increase total worship attendance by 10% every year for the next three years.
- Celebrate 500 stories of transformed lives over the next five years.

Our Mission: "Live in Christ"

Our Goals:

- Create an integrated program of Children, Youth and Family Ministry from birth through college.

Our Mission: "Serve!"

Our Goals:

- Have 80% of our worshipping congregation involved in at least one ministry in addition to worship.
- Increase financial pledging to St. Andrew's each year by 5% and increase financial giving from St. Andrew's each year by 2%.

Agenda
Annual Meeting
St. Andrew's Lutheran Church
Tuesday, Nov. 18, 2008, 7 p.m.

Meeting called to order

Opening devotional

Approval of Minutes from Feb. 26, 2008 Annual Meeting

Presentation of 2008 financial report and church budget for FY2009

Update on Mission & Vision progress

Notice of calling special congregational meeting for December 7th.

Open discussion and concluding prayers

St. Andrew's Lutheran Church
Annual Meeting
February 26, 2008
Minutes

The annual meeting of the congregation was held on February 26, 2008, commencing at 7:05 p.m. and preceded by a more detailed briefing on the 2007 budget performance and 2008 annual financial plan.

Establishment of a Quorum and Call to Order

Congregation president Gus Blanchard declared a quorum and called the meeting to order.

Opening Prayer

Pastor John Hogenson opened the meeting with a reading from Jeremiah 29, a brief message and prayer.

Financial Report

Business Administrator Paul Maeyaert presented a summary of our financial performance for 2007. The year ended in a positive financial position with a net operating surplus of \$320,785. Income was 5.5% higher than anticipated and expenses were 2.4% less than anticipated. Paul reported a "clean" audit report and reviewed the recommended change to a new fiscal year, September 1 to August 31, instead of the calendar year. This change has been recommended by the church auditor and will allow our fiscal year to better match our operational year. The pledging year will remain January to December, to match the tax year.

2008 Budget Review and Approval

Paul presented the plan for a balanced operating budget of \$4,250,000 for 2008. A motion was made and seconded to approve the 2008 budget. Motion carried.

Church Constitution Changes

Gus Blanchard presented a Resolution for Changes to the St. Andrew's Constitution. (attached). These amendments were approved by a simple majority of those attending the March 22, 2007 Annual Meeting and require ratification at this annual meeting by a two-thirds majority vote of those present. A motion was made and seconded to approve the constitutional amendments. Motion carried.

Church By-Laws Change

Gus presented a Resolution for a By-Law Change. (attached) A motion was made and seconded to approve this By-Law change to move to a new fiscal year of September 1 to August 31. Motion carried.

Church Council Election

Gus Blanchard expressed appreciation to Dean Johnson and Gayle McCann as they complete their second consecutive 3-year terms on the Church Council.

Gus stated that Steve Bachman and Jay Breidinger, upon completing their first 3-year term will stand for re-election to a second 3-year term. A motion was made and seconded that both be re-elected. Motion carried.

Gus then presented a slate of two new candidates for election to the Church Council. These individuals were nominated by the congregation and further nominated by the Council for election at the annual meeting. No additional nominations were made from the floor. A motion was made and seconded that Doug Killian and Sue Oeltjen be elected to their first 3-year term. Motion carried.

Mission and Vision Update

Pastor Hogenson reported on “Discovering God’s Dream”, the strategic planning initiative that is focusing on answering the question, “What is God calling us to do?”. Over 400 individuals have attended listening groups and have shared their thoughts on the mission and vision of St. Andrew’s. From this input, the task force will form Mission and Vision Statements, from which the staff and church council will develop goals and plans for the future ministry of the church. Feedback sessions will be held in the spring and this “road map” for the future will be unveiled in September.

Other Business

Pastor Hogenson addressed a question on future hiring of staff. Plans are to call two new pastors, an Executive Pastor and a Pastor of Children, Youth and Family Ministry, plus a Team Leader for Middle School and Senior High Ministry. The call process will take place during this spring and summer. Pastor Hogenson thanked the staff and council for their time and commitment during the past year.

Approval of 2007 Annual Meeting Minutes

A motion was made and seconded to approve the minutes of the 2007 Annual Meeting. Motion carried.

The meeting adjourned at 7:40 p.m.

Minutes submitted by Carol Torgerson, Church Council Secretary

1. All references to “Senior” Pastor will be changed to “Lead” Pastor.

2. Paragraph C12.01 which reads in part:

“The voting membership of the St. Andrew’s Lutheran Church Council shall consist of (a) at least 12, but no more than 16, members of the congregation, (b) the senior pastor, (c) an executive pastor, and (d) two Associate Pastors who shall be elected by a vote of the Associate Pastors. Associate Pastors shall serve a term of one year on the St. Andrew’s Lutheran Church Council. Any voting . . . “

. . . shall be changed to read as follows:

“The voting membership of the St. Andrew’s Lutheran Church Council shall consist of (a) at least 12, but no more than 16, members of the congregation, and (b) the lead pastor. Any voting . . . “



Gus Blanchard

Congregation President

As Pastor Hogenson's letter in this report so vividly points out, an amazing amount of positive change has come to St. Andrew's in a very short period of time. In fact, I think most of us – had we been asked two years ago to describe what our church would look and feel like in the fall of 2008 – would not have come close to anticipating just how different our church would be. Consider just these highlights:

- An already strong pastoral and staff team under interim lead pastor Del Jacobson has become a team without equal under John's leadership;
- The look and feel of our weekend worship services have both changed and remained virtually the same;
- A mission & vision statement – developed with the input of several hundred members – now guides and illuminates all that we are doing and becoming as a church;
- For the third consecutive year, the church has limited its spending to be less than the gifts of our membership – in other words, a balanced budget once again!

Now comes a new and different kind of challenge for St. Andrew's and all of us as members of this Christian community. As we approach the Advent season and prepare to celebrate Christ's birth, the entire world is to be challenged by financial and economic troubles not seen by most of us in our entire lives. There appear to be no locations or vocations or family circumstances which are immune to the effects of this crisis. Our governments, companies and churches must find ways to deal with shortages of financial as well as human resources, as individuals struggle to find a way through to the brighter days that, I believe, lie ahead.

Rest assured that St. Andrew's pastors, staff and church council are all looking for ways to control our expenses while, at the same time, not losing sight of the reality that human needs for physical and spiritual salvation don't diminish and disappear when times are tough. Said differently, our community's needs for the many forms of support and guidance that our church offers will be even greater in the weeks and months ahead. This will present us with a wonderful opportunity to live what we preach and "walk the talk" – to Proclaim Jesus Christ, Live in Christ, and Serve those who now need us more than ever. You may count on the church council to do its part, and I know we can count on you.

For the Church Council - Gus Blanchard



Lead Pastor John Hogenson

As I look back on the nine months since our last Annual Meeting I am amazed at what we have been able to accomplish. What was a work in progress has now resulted in a concrete Mission Statement, Vision Statement, Values Statement and Strategic Goals. The Mission, Vision, Values and Strategic Goals will direct every area of our ministry and serve as the rudder that steers us as we move forward into the future.

In my last Annual Report, I said that in the year ahead we would not only complete our Mission Vision Process but we would search for an Executive Pastor, a Team Leader for Middle School and Senior High Ministry and a Pastor for Children, Youth and Family Ministry. I also said that we would examine worship times and our contemporary services. In June we welcomed Pastor Michael Carlson as our Executive Pastor of Staff Development and Evangelism. In September we welcomed Erin Morris, our Team Leader for Middle School and Senior High Ministry; and our search for a Pastor of Children, Youth and Family Ministry is nearly complete. In August we changed our traditional worship times and in September we started a new contemporary service called “The Current.”

In the year ahead, our major focus will be to make sure that each of our ministries and each of our staff positions are aligned with our mission. We will expand local mission and grow global mission. We will grow our study of scripture and our prayer life. We will work hard to grow as stewards and make certain that our financial situation is strong and positions us for dynamic ministry in the future.

In closing I would like to thank you for your commitment to the mission and ministry that is St. Andrew’s. St. Andrew’s is a church unlike any other of which I have been a part, one that is able to do ministry in a way that most churches can only dream about.

I am excited about our future and look forward to what God will do through us.

In Christ,

*John Hogenson
Lead Pastor*



Pastor Michael D. Carlson

Executive Pastor

Having served only six months with the congregation of St. Andrew's Lutheran Church, I will talk about not only about what we have accomplished, but I will discuss where I see the ministries in my influence going.

First, where we have been: My first blush with St. Andrew's has been one of awe and wonder. To see the dedication to the Gospel and experience a community of people called to proclaim the Good News of Jesus Christ in many different ways has been truly humbling. Our staff is dedicated and passionate, our youth are stunning, and our people are generous. This is a powerful place for the sake of the Gospel.

My first weeks here have been filled with getting to know staff and the parish. It has been a joy. Forming task forces, working with our new Director of Children's Ministry Jackie Peterson, calling Erin Morris as new Team Lead of Youth Ministries, working on the call process for your new Youth Pastor ... all have given me a strong handle on who we are as the body of Christ. I have been blessed in this time.

Knowing what I know now and after fully engaging in our vision and direction plan, I am having a clear sense of where we are called to go. Evangelism, worship and integrated youth and family ministry are my laser-like focus for the next six months.

1. Evangelism: Outreach, worship, membership integration, and innovational encouragement are the only way for us to go. I will assume the role of coach, encouraging the people of St. Andrew's to be unashamed to invite neighbors and friends into the life of our church. This is OUR call and WE will do it, because the Gospel calls us to do just that.

2. Integrated Youth and Family Ministry: This means flow, adults of all ages connecting with our children to share faith across the generations. Again, this is our call. We, as a people of faith, are the communities that will grow our children in the faith.

3. Contemporary Worship: All of our worship is contemporary. Worship in the Sanctuary and in the Great Hall will only grow as we relentlessly offer our best for the sake of worship. We are a worshiping people and an invitational community. Giving our best while we invite our friends to share the worship experience with us will only make us better.

All of this is the call of our Savior and Lord Jesus Christ: To Proclaim, Live in and Serve. This call is a gift that will take faith and will cause us, at times, to become uncomfortable; but because we are called, we will be successful. Come, let us grow together.



Pastor John Keller

Equipping Pastor

John 15:12 "This is my commandment, that you love one another as I have loved you."

Through the first half of 2008, the staff and leadership of St. Andrew's work together to define the congregation's mission, vision and values. We are now in the process of defining our strategic goals and objectives so that we can align our various programs to meet these objectives. Through this process I have moved from being the Congregational Care Pastor to the Equipping Pastor. In the November 2008 omnibus I wrote an article that defines my new role. It remains the best definition of my role for the coming year.

The title "Equipping Pastor" is not used in many congregations. Other titles, such as Teaching Pastor, Pastoral Care Pastor or Youth and Family Pastor, are more self explanatory. When my new title was first announced during worship one person heard, "John Keller is our new Whipping Pastor." A new member asked me recently, "As the equipping pastor, do you take care of the equipment?" New roles and titles often come with some confusion which I hope to clarify.

The phrase comes from St. Paul's letter to Ephesians 4:11-12, where the work of pastors and teachers is "to equip the saints for ministry." There are three key words here that need to be explained: equip, saints, and ministry. I will begin with saints. Paul consistently uses the word saints to describe all the people of God; all the people made holy by God's gift of grace in Jesus Christ. In this context saints includes all Christians (see Ephesians 1:2, 15, 18), not just a select few. Each of us is a saint, not because of our good deeds; rather we are saints because God's grace declares us to be saints.

The next word needing to be clarified is ministry. In our American culture, ministry is often restricted to ordained ministers and only to churchly functions. However the Bible does not restrict ministry to a select few or to the church. Ministry means service in a wide variety of places and venues. We are all ministers or servants in our homes, our communities and our work places. Chapter five in Ephesians describes how we serve in our roles as husbands or wives, parents or children. As we love our spouse or children, we are doing ministry. We are also God's ministers as we work at our jobs. Thus we are all ministers, becoming God's hands and feet, voice and heart for the world. Part of the equipping task is to help people identify their unique strengths, abilities and places for ministry or service.

Thus we move to the word equip. As a pastor my role is to prepare God's people for service in God's world. In a way the new member's question was right. I do take care of the "equipment." The equipment is God's people at St. Andrew's. This has a special connection for St. Andrew's with our ship logo. The English word for equip traces its roots back to an Old Norse word "skipa" which means ship. Staying with the ship metaphor, we are all crew members on Christ's ship. Christ is the captain of our working vessel. We are not a cruise ship in which a few work while others relax. Our captain has give each of us strengths, gifts and opportunities to be used so that our ship can function well. My role as equipping pastor is to help each of you discover how and where you can best serve on Christ's ship. I look forward to equipping the saints for ministry aboard the ship of St. Andrew's"



Pastor John C. Straiton

Teaching Pastor

I continue to find great joy and excitement in the call to “proclaim the Good News of Jesus Christ.” As always, it is a rewarding experience and honor to work with the awesome members of St. Andrew's. I remain grateful for the outstanding work of support staff person, Ronda Sowada; and the wonderful pastoral staff, as well.

Some Highlights from 2008:

“Teaching Ministry.”

Starting in the fall of 2008, my primary focus became to serve St. Andrew's as the “Teaching Pastor.” The goal of the teaching ministry is to: “Encourage, equip and inspire people to be devoted students of God's Word.” It is with great joy and enthusiasm that I assume this responsibility.

“Men's Ministry.”

Since the fall of 1995, my primary focus at St. Andrew's has been as the Pastor of Men's Ministry; however, the new responsibilities associated with the Teaching Ministry have triggered a change in that role. Starting this fall, I now serve as the “Liaison” to Men's Ministry. This means that the men on the Leadership Team have had to assume a greater involvement in providing the hands-on leadership for Men's Ministry. I am thrilled to say that they have done an outstanding job.

“Bible Study.”

I currently lead two Bible studies: “Tuesdays With The Guys” and “Monday Morning Bible Study.” “Champions of Faith 2008.” We held our 5th Champions of Faith conference on Saturday, April 26th. There were over 300 men present to hear from our keynote speakers, Gresham Bayne and Jack Fortin. I also had the blessing to address the men that day. We had a special musical treat from the “Chouinard-men” – Bill Chouinard with his father and 3 brothers. I want to thank the planning committee: Stephen Yohn, Tony Belden, Randy Knoll, Stephen Lund, Jeff Ludwigson, Dale Bakken and many more! It was a very inspiring conference; which include the presentation of the Andrew Award to Randy Knoll.

“Breakfasts and Barbecues.”

We had another wonderful year of fellowship and inspiration at the Men's Breakfast Series and Summer Barbecues. We had many inspiring guest speakers and musicians. It is a great way for men to come together.

“The Gathering.”

I continue to serve as the point person for the “Gathering,” our Saturday night worship service. And I am delighted to report that 2008 was another exciting and fruitful year. The Gathering Band, under the leadership of Jon Herchert and Lauren Redpath, is an incredibly talented and devoted group of musicians. Special thanks to Linda Thueson and Sunnie Pavalcky, our volunteer worship leaders.



Pastor Cindy Senarighi

Congregational Care Pastor

Chaplaincy, St. Andrew's Village

Congregational Care ministry at St. Andrew's is in transition. While ministries of care specific to weddings, baptism, funerals and intercessory prayer continue to function as they had before I became congregational care pastor, care for people in crisis is changing. The two primary changes to report on are the hospital on call system for pastoral visits and the new congregational care model.

The pastor on call system changed September 1st from a 3 day rotating call to a 24 hour call with each pastor taking one day each week and reporting off to the next assigned pastor. Each pastor has the same day each week which simplifies scheduling for the pastors and offers consistency for the staff, they now know, who is regularly scheduled on a specific day. So far this has been a positive change.

The new congregational care model has components of Befrienders Ministry, Care Team Ministry and the medical model. The name of the ministry is the Care Connection and it will proclaim, live and serve Jesus Christ through connecting people who need care to people who can give care. The Care Connection has identified five care groups that need immediate attention; homebound, seniors living in a facility, immediate post hospital, chronic or longer term care and grief support. Beginning with 'Dream Day' the Care Connection has been collecting names of people interested in being on a T.L.C. [tender Lutheran caregivers] team; we currently have fifty names and continue to receive names weekly of people asking to participate in this ministry. The Care Connection also has a team currently putting together a training manual to give the five T.L.C. teams the tools they need to give care. Training is planned for January. Names of people needing care have been and will continue to be collected, with the potential launch date for this ministry to begin after the training in January. Griefshare is a new grief support program offered by St. Andrew's this fall that has already had an exceptionally favorable response.

On the horizon for the Care Connection in the fall of 2009 is to address the wellness/healing end of the health spectrum, look into partnership possibilities for a parish nurse and adding another T.L.C. team that would focus on care for the caregivers.

The Grand Adults program, our program for seniors, is under the umbrella of the Care Connection and has on campus and off campus events. The off campus events function primarily to bring Christian people together for fellowship. The on campus events happen the second Tuesday of every month and incorporate wellness checks, devotions, hymn sing, lunch and a speaker. This year our theme is "Celebrating our Faith."

As chaplain of the Village I am happy to report that the transition from my much loved predecessor Pastor Keller to me has gone well. My goal is to be a presence there and to interface the Village and the church wherever possible. A few positive changes to note, the Village residents are doing the same bible study at the village that BSC is doing on campus, we have doubled our memory care worship by changing the time so that care assistance can escort residents to worship and Sunday worship has a guest preacher from St. Andrew's once a month. We held our first prayer breakfast the end of October and Kindred Sisters has entered into a partnership, holding their program at the Village monthly. The first event held by Kindred Sisters at the Village was highly attended, an opportunity to hear Jerene Mortenson speak about her son Greg Mortenson author of "Three Cups of Tea." This is the hoped for interface I will continue to encourage between the Village and the church. November 20th there will be a dedication of a grand piano donated by the Doris Hill family, another event that the church will have a presence at.

On the horizon for the Village is a T.L.C. team that can visit residents. I also hope to incorporate the Village residents into our pastor on call system for emergencies; many residents no longer have a home pastor. The team is also in a beginning dialogue about improving the worship space in the community room.

I hope this brief summary gives some idea of the passion and energy people in this congregation have for serving others in the name of Jesus. I am truly honored to be a part of this team and the new mission and vision of St. Andrew's.

Financial Highlights

Fiscal year change

St. Andrew's Lutheran Church has completed changing to a new fiscal year. Our new fiscal year is September 1 to August 31 instead of the calendar year. This change was recommended by our auditors and had been discussed for many years. The change will not affect pledging. The pledging year will remain January to December, to match the tax year.

Results (Management report) first 8 months 2008 & 12 months ending August 31, 2008

St. Andrew's finished the first 8 months of 2008 in a positive financial position, \$14,837 favorable to budget. Compared to the 8 month budget, income was 2.7% lower than anticipated and expenses were 3.1% less than anticipated. In addition, Temporary Restricted Funds increased by \$24,708.

For the 12 months ending August 31, 2008, we also finished the year favorably. Income was 2% higher than anticipated with income at \$4,211,721 compared to plan of \$4,133,666. Expenses were 0.1% less than anticipated with expenses at \$4,101,884 compared to a planned \$4,106,238. Net Operating Surplus was \$109,837 primarily due to income received in December 2007. Temporary Restricted Funds also increased by \$272,300 resulting in a Total Net Surplus of \$382,137 for 12 months. The audit report, due to timing differences for such items as prepaid income, transition expenses, and life insurance values, is anticipated to report a Total Net Surplus of \$348,150.

Budget Plan for the fiscal year September 1, 2008 through August 31, 2009

The plan for 2008 anticipates an operating budget of \$4,346,200, which incorporates an increase of 2.3% over the past budgeted year. In addition to the operating budget, the plan also anticipates a reduction in Temporary Restricted Fund balances by \$219,616.

Spending plan for 2008-09 similar to last year:

- Anticipates staffing levels remaining essentially the same or slightly less
- Increase of outreach/benevolence from 2% to 3% of income
- Slight pay increases, benefit cost increases, and continuing training resources
- Increased support for seminarians
- Maintain support for Mission Jamaica, Vision Slovakia, and local missions.

This budget plan was finalized in August and is based on a 4% increase in the number of pledges as well as the average amount pledged; it anticipated a somewhat less robust economy in the coming year. The number of pledges and dollars pledged to date is about 5% less than the same date last year with about 70% of pledges in, however, for those that pledged both last year and this year, over 30% have increased the amount of their pledge by an average of over 20%. For all those that pledged both this year and last year, the average dollar amount pledged is up about 3%.

Uncertain financial times create additional need at a time when contributions have a tendency to decrease. We are pursuing additional pledges as well as planning for the need for probable changes in spending and will quickly implement such change as the situation warrants. We are committed to finishing the year with a balanced budget.

Audit Report

We will later receive a final audit report that will incorporate the full results from St. Andrew's Village through September 30, 2008. We anticipate receiving an unqualified or "clean" audit report, with the consolidated financial reports presenting fairly, in all material respects, the financial position of St. Andrew's Lutheran Church. Copies of the final financial reports will be available from the finance office sometime after January 1, 2009.