



The Saltire

St. Andrew's Episcopal Church in Oregon Hill
APRIL & MAY 2017

"The mission
of St. Andrew's
is to welcome people
from far and near
to be together
as a family in Christ to share
the faithfulness of God."



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We are called to a "common life
in the body of Christ."

We Are Walking in Love!

Walk in love as Christ loved us and gave himself for us,
an offering and sacrifice to God.

Offertory Sentence, Book of Common Prayer, p. 343

*by Abbott Bailey, Rector & Kay
McCall, Senior Warden*

The word *we* in this headline is a very deliberate choice, since at St. Andrew's *we* walk together as a faith community. *We* walk to receive Holy Communion, and *we* walk to present our financial and other gifts of gratitude for all that God has given us. *We* talk and walk together to discern our mission and ministry, spreading God's love as the Jesus Movement at work in the world.

Sometimes that *we*-work takes a long view. Sometimes it takes a lot of planning.

Our clergy, staff and vestry have been working hard on our strategic plan. This plan, begun in early 2016, includes a concerted three-year push toward sound financial stewardship of our church through focused pledge campaigns, development of alternate income streams and working to reduce our mortgage.

Mortgage Reduction

Wonderful work is underway to reduce the mortgage with more steps in place for the next few years, building on the success of

the Buy-a-Year campaigns of 2014 and 2015. Specifically, we developed a three-year plan to eliminate our debt by paying off our mortgage, and in Dec. 2016, we made our first large lump-sum payment of \$56,060 from our portion of the proceeds of the sale of the rector's house based on our Shared Equity Agreement. As a result of this and our regular mortgage payments, our mortgage balance was reduced from **\$225,386** in 2015 to **\$161,432** in 2016. (see chart on Page 5). We will continue to develop plans for the strategic use of our assets to eliminate this debt entirely by the beginning of 2019.

Alternate Income Stream

Plans are underway for promoting St. Andrew's as a venue for non-member weddings, enabling us to capitalize on our beautiful building. We have

had a few non-member weddings in the past, and with new

Plans are underway for promoting St. Andrew's as a venue for non-member weddings.

LOVE From Page 1

guidelines and marketing in place, we expect this will bring in a moderate, steady stream of income starting in late 2017.

Annual Pledge Campaign

Last fall, the Stewardship Committee launched the annual pledge campaign with two key elements: data from our Congregational Assessment Survey and a message from Bishop Shannon Johnston.

Bishop Shannon asked everyone in the Diocese to consider proportional giving. In a video set in our own church, the Bishop invited us to “do the math” and figure out what portion of our income we give to our church. It was a spiritual exercise of awareness that he suggested.

Meanwhile, the Congregational Assessment Survey we completed in the winter of 2016 said that, while

Our pledges jumped from 1.34% of average household income² to 2.78% in one year! our average pledge was low (1.34%) compared to the national average (3%) or the diocesan average (3.6%), 40% of responders said we planned to give at a “higher or much higher level” in the coming year. Guess what? *We* did!

Our pledges jumped from 1.34% of average household income² to 2.78% in one year! It’s an increase in total pledges of \$23,071!

This wonderful turn of events is a big step in the direction of sound financial stewardship of our beloved church, and we have some real momentum going into the second year of our plan. This is cause for real celebration, but folks, the work isn’t done yet. Along with that astonishing increase came the news that our total number of pledges dropped from 72 in 2016 to 66 for 2017. How to account for this drop, especially after six years of receiving between 71 and 74 pledges, is unclear.

What is clear is that every pledge matters.

If you pledged this year, *we all thank you* for your pledge. I hope

If you pledged this year, we all thank you for your pledge. you will continue that spiritual practice of proportional giving and the journey toward the tithe, which is 10% of income.

If you regularly give to the church, but have not yet pledged – perhaps you’ve just never done it before – we thank you for your gifts, *and* we invite you to consider pledging. Pledges are welcomed any time of year. You can pledge online or contact the church office for a pledge card. It is a spiritual practice of *we*, of walking in love together. While we have been working on

strategic planning, we have also been attentive to the day-in and day-out financial health of St. Andrew’s.

2016 Year-End Financials and 2017 Budget

As a result of effective and judicious financial management, we ended the year with a budget deficit of \$35,217. You will notice that we have continued the trend of lowering our budget deficits each year, while still maintaining our vibrant ministry at St. Andrew’s (see Ministry Highlights).

We are continuing this trend in 2017, though we are projecting a slightly higher budget deficit. Most of this is attributable to raising our staff compensation to meet minimum diocesan guidelines as well as increasing funding among our outreach ministries, specifically Grace-on-the-Hill and the Laundry Ministry. Funded primarily through grants and generous donations, we are slowly increasing our contribution to support these important ministries. (see Page 4-5 for 2016 Financials and Page 7 for 2017 Budget).

Supporting the mission and ministry of St. Andrew’s is collaborative work. It takes a long view, but the wonders of being part of a community with a long history and a larger mission – indeed, God’s work as we can best discern it – are vast and astonishing.

After all, look what *we* did in one year!

Parish Teen to Attend EYE Event

by Abbott Bailey, Rector

Preston Harper will travel to Oklahoma this summer to represent the Diocese of Virginia and St. Andrew's Church at the Episcopal Youth Event.

Occurring once every three years, EYE is the largest gathering of Episcopalians outside of General Convention. It invites youth to experience the larger Episcopal church in action.

EYE is a five-day event jam packed with formation, small group conversation, really fantastic keynote speakers and

outreach projects. It is a deeply meaningful experience.

In her application, Preston shared that she would like to attend EYE because it would give her a chance to learn more about the Episcopal church, give her an opportunity to meet other teenagers from across the country and to learn more about herself. Upon her return, she is excited about sharing her experience with other campers at St. George (the Shrine Mont Camp she is attending as soon as she returns to Virginia) as well as

with other parish youth groups and the folks at St. Andrew's!

You may recall that Conor Salter attended EYE in 2014. He described the experience as life-changing, saying, "Sometimes there are events in our lives that God is so heavily involved in that there aren't words. Maybe we will know them on the other side, but for now we can just call it the power of God's love."

We are proud of Preston and trust that this will be as meaningful and life-changing for her as it was for Conor.

Join Us for Holy Week!

St. Andrew's Episcopal Church Oregon Hill

236 South Laurel Street Richmond, VA 23220 (804)648-7980



Palm

Sunday

Sunday, April 9
8:30 a.m. in chapel
11 a.m. Procession
begins in school
courtyard



Maundy

Thursday

Thursday, April 13
7 p.m.
Holy Eucharist
& Foot washing



Good

Friday

Friday, April 14
12 Noon & 7 p.m.
Communion
from
Reserved
Sacrament



Great

Vigil

Saturday, April 15
7 p.m.
Service begins in
church parking lot
Bring noisemakers



Easter

Sunday, April 16
8:30 a.m. at
Hollywood Cemetery
9:30 a.m. Breakfast &
Egg Hunt
11 a.m. at Church
Bring flowers to
decorate the cross

Parishioners Increase Their Pledges

by Kay McCall, Senior Warden

Our stewardship theme -- "Walk in Love as Christ loved us and gave himself for us" --included the idea of giving in proportion to one's income.

Thanks to the prayerful discernment and intentional giving of our parishioners, the campaign was a success. Although the total number of pledges decreased slightly in 2017, the total amount pledged was considerably higher.

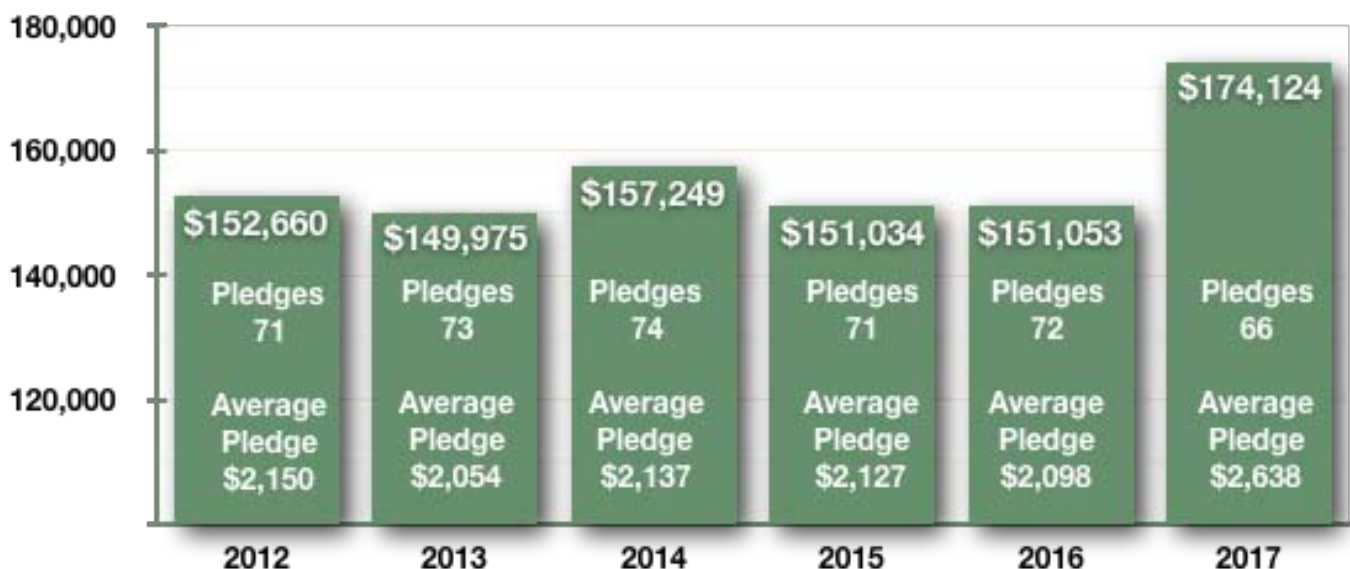
The vestry and the parish as a whole have been working hard over the past ten years to



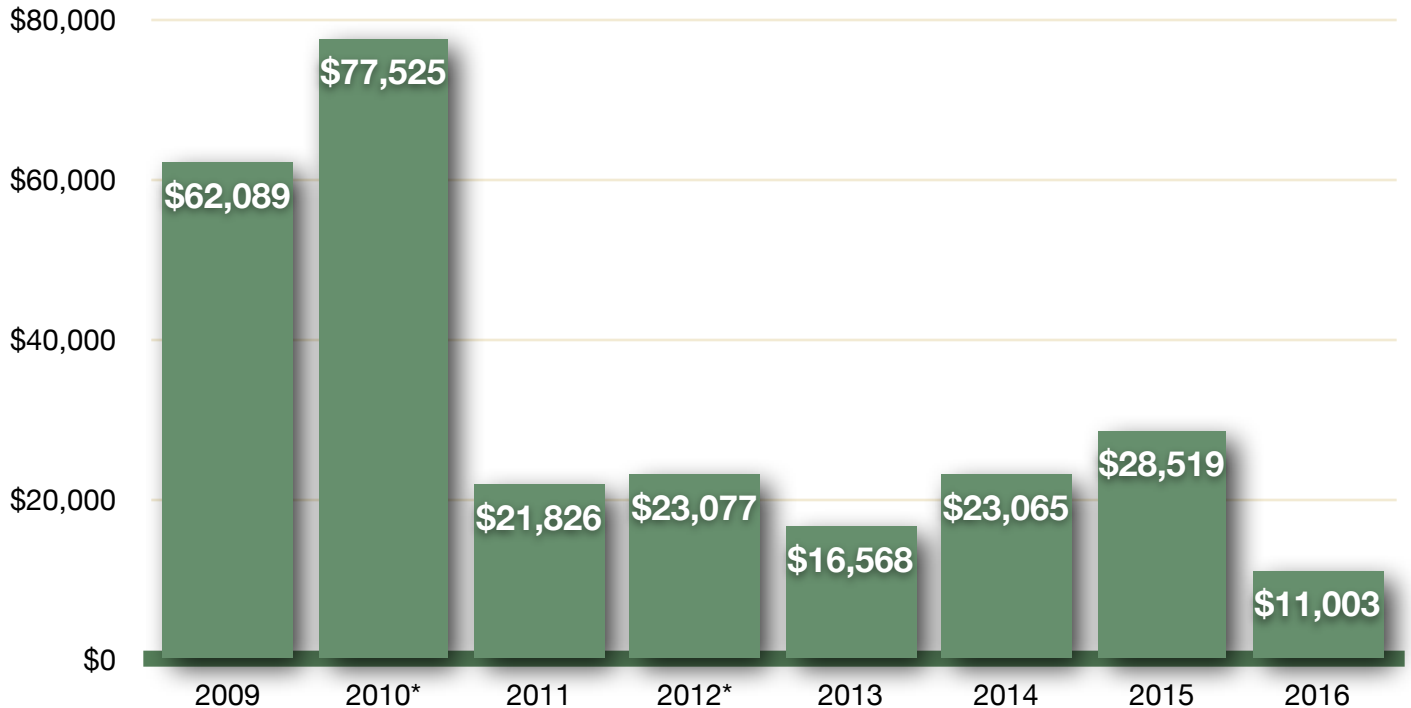
shrink our budget deficit, and our pledges help in the creation of a sustainable and responsible annual budget. Financial offerings are also important in that they are a large portion of our annual income.

Offerings will continue to support a wealth of ministry activities: worship, outreach and community service, pastoral care, Christian formation and parish life. Our financial offerings are an essential aspect of engagement to support God's work as we continue to "walk in love" together at St. Andrew's.

Our Pledges 2011-2017



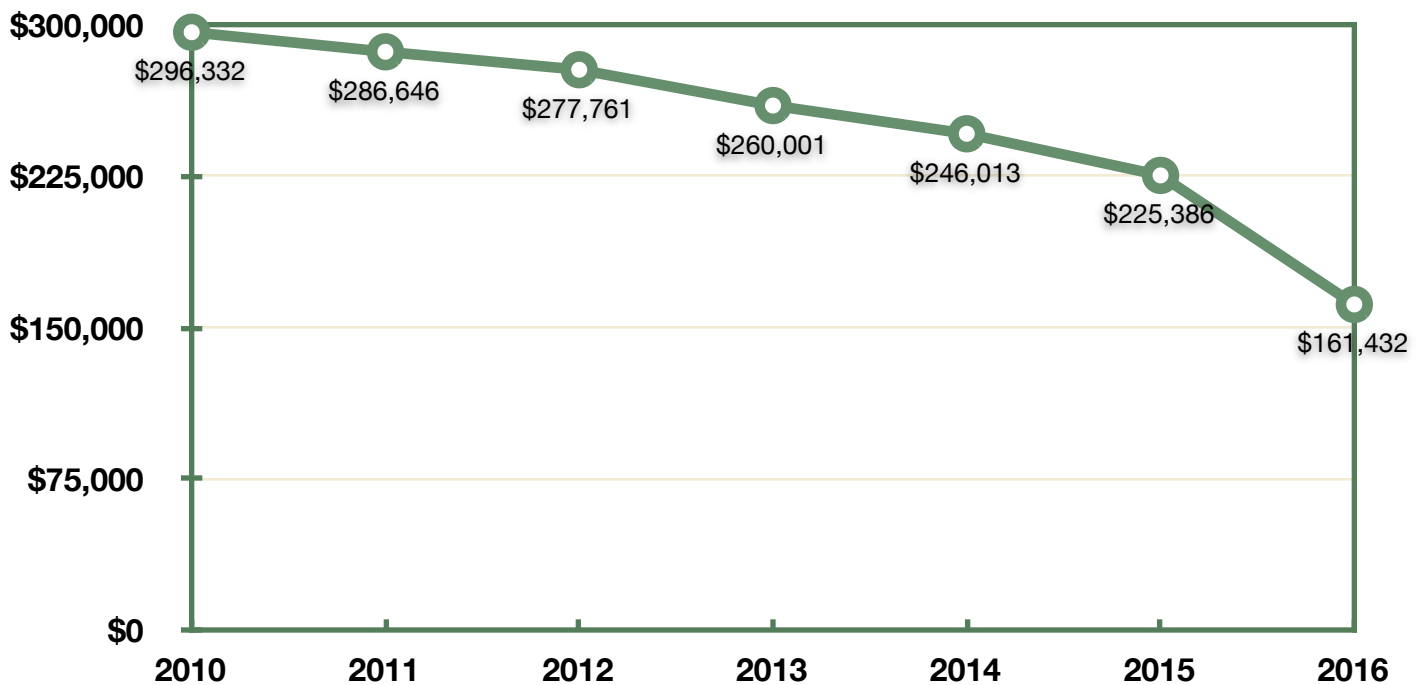
Shrinking the Budget Deficit 2009-2016



* These figures do not include the major bequests received in 2010 (\$44,000 from Doris Budd) and 2012 (\$37,000 from George Glenn).

** In 2016, we changed the way we record our mortgage payments on our financial statements following accounting principles. Only the mortgage interest is expensed on the Statement of Financial Activities. The principal payments are recorded on the Balance Sheet. As such, our total cash deficit from operations was \$23,095; however, equity in our parish has increased by \$63,954.

Debt Reduction 2010-2016



Year-End Budget Report 2016

Ordinary Income	Actual Budget Jan - Dec 2014	Actual Budget Jan - Dec 2015	Actual Budget Jan - Dec 2016
Pledge Income	\$151,841	\$143,196	\$147,541
Non Pledge/Loose Offering	\$17,433	\$20,740	\$21,215
Online Fees			-\$486
Trust	\$32,241	\$30,206	\$30,422
Special Offerings	\$4,220	\$4,858	\$3,521
Sprint Lease	\$10,965	\$10,965	\$10,965
Special Events	\$297	\$228	\$884
Unrestricted Gifts and Memorials	\$470	\$2,665	\$1,806
Miscellaneous	\$4	\$4	\$3
Facilities Use	\$1,950	\$1,183	\$3,580
Total Income	\$219,421	\$214,045	\$219,452

Parish Expenses	Actual Budget Jan - Dec 2014	Actual Budget Jan - Dec 2015	Actual Budget Jan - Dec 2016
Parish Operating Expenses	\$212,606	\$214,378	\$200,380
Parish Outreach	\$18,995	\$18,044	\$18,928
Special Events	\$0	\$152	\$640
Facility Use Expense			\$652
Hospitality	\$1,236	\$1,610	\$796
Christian Formation and Education	\$1,804	\$1,258	\$1,239
Liturgy and Music	\$4,362	\$3,520	\$3,780
Other Programs	\$3,484	\$3,232	\$4,040
Total Parish Expenses	\$242,486	\$242,193	\$230,455

Net Activities	Actual Budget Jan - Dec 2014	Actual Budget Jan - Dec 2015	Actual Budget Jan - Dec 2016
TOTAL INCOME	\$219,421	\$213,674	\$219,452
TOTAL EXPENSE	\$242,486	\$242,193	\$230,455
NET ORDINARY INCOME	-\$23,065	-\$28,519	-\$11,003

Vestry Approved Budget 2017

Ordinary Income		Budget Jan - Dec 2017
Pledge Income		\$165,500
Non Pledge/Loose Offering		\$16,000
Online Fees		-\$250
Trust Income		\$32,370
Special Offerings		\$3,000
Sprint Lease		\$10,965
Special Events		\$600
Unrestricted Gifts and Memorials		\$500
Miscellaneous		\$0
Facilities Use		\$2,750
Total Income		\$231,435

Parish Expenses		Budget Jan - Dec 2017
Parish Operating		\$227,533
Parish Outreach		\$22,150
Hospitality		\$1,250
Christian Formation and Education		\$2,250
Liturgy and Music		\$4,700
Other Programs		\$4,150
Total Parish Expenses		\$262,033

Net Activities		Budget Jan - Dec 2017
TOTAL INCOME		\$231,435
TOTAL EXPENSES		\$262,033
NET ORDINARY INCOME		-\$30,598

'The Very Being of God Is Community'

by Andrew McQuillen

All of us struggle from time to time with our identity not just as individuals but more importantly as one of the millions of Christians both living and departed who make up the body of Christ.

I enjoy my privacy and solitude and can be, to put it lightly, antisocial. I am the guy who sneaks into church right before the procession and tries to escape immediately following the blessing. The peace is my least favorite part of the service, and I absolutely can't stand coffee hour.

This being said, imagine how I struggle with the following passage from the Rule of the Society of St. John the Evangelist found in Chapter 4: "Our human vocation to live in communion and mutuality is rooted in our creation in God's image and likeness. The very being of God is community."

A bit farther down in the same chapter the rule goes on to say, "Our witness and ministry is not merely to separate individuals; it is for strengthening the common life in the body of Christ."

As far as we can tell, the earliest Christians lived in very close community, holding goods in common and even practicing public individual confession. This

strict way of life can still in part be seen in the monastic life and to a lesser extent in the societies of lay people, such as the Fellowship of St. John, that almost always form in affiliation with the monastics.

Neither monastics or the members of lay societies should be seen as some kind of elite. Wearing a habit or a cross around your neck

does not by default make anyone a better Christian.

What these organizations are at their heart are "schools" as St. Benedict put in his more famous rule. All students of these schools, myself included, are there to learn

different lessons, but the goal is always the same: to become stronger members of our Christian community not just locally but as a whole.

I look forward to growing under this new rule of life, and I hope that as I explore my vocation I can benefit from being part of a community and maybe give a little back.

"No man is an island," says John Donne in his famous poem. Sometimes I may wish I were on an island, but even then I am still a small member of the body of Christ.

Finally, from the rule, "We were all baptized into Christ to be set free from self-centeredness."



JOINING THE FELLOWSHIP *Abbott welcomed Andrew McQuillen into the Fellowship of St. John during the 8:30 a.m. service at St. Andrew's.*

The Fellowship of St. John the Evangelist

On behalf of the brothers of the Society of St. John the Evangelist, Abbott welcomed Andrew McQuillen into the Fellowship of the Society of St. John on Feb. 12.

The Fellowship is comprised of nearly 1,000 men and women throughout the world who desire to live their Christian life in special association with the Society of Saint John the Evangelist. They have a vital interest in the life and work of the Society and support our life and ministries with their prayers, encouragement and financial gifts.

The Brothers of the Society welcome members of the Fellowship as partners in the Gospel life and pray for them by name in their daily worship following a regular cycle.

Together they form an extended family, a company of friends abiding in Christ and seeking to bear a united witness to him as "the Way, the Truth and the Life," following the example of the Beloved Disciple.

In reflecting on his desire to join the Fellowship, Andrew shared this quote: "As the Society acts in the Name of Christ, wherein the Beloved Disciple found it his joy to live, so should it be our endeavor to draw others into the fellowship of the same love which is the stimulating principle of our own life."

Andrew said, "It is my hope that by joining this extended family under a common rule I will become a better member of the Christian community both here at St. Andrew's and at large and to make love the 'stimulating principle' of my own life."



Calendar Highlights

Parish Office Closed

Mondays

Vestry Meeting

Wednesdays

Apr. 12 & May 10 at 6:30 p.m.
St. Andrew's House

Soup Kitchen Ministry

2nd & 4th Saturdays

Apr. 8 & 22; May 13 & 27
from 8-10:30 a.m.

at St. Mark's Episcopal Church

Contact Karen Wittich
for info kwittich@jtcc.edu

Morning Prayer

Thursdays at 8:30 a.m.
in the Chapel

Play Date

for Families with Children

Saturday, Apr. 8

10:30 a.m.-12:30 p.m.

in the chapel

Art activities, playground open,
lunch provided

Spring Clean-up

Saturday, Apr. 8

8:30 a.m. Morning Prayer in
Chapel

9 a.m. Clean-up

12 p.m. Noonday Prayer

12:30 p.m. Soup & Salad

**First Game for St. Andrew's
Softball Team**

Monday, Apr. 17

If you are interested in playing,
please contact Russell Rowe
at 804-282-3544.

Moving Beyond the Crossroads: Getting Curious About Our ASA

by Abbott Bailey, Rector

While 2016 was a very strong year for our financial picture at St. Andrew's, it was a challenging year for us as we look to other numbers, in particular our Average Sunday Attendance.

To be sure, it is not the only way to measure the health of a congregation. It is, however, one measure that should not be ignored as it can point to a general trend in the congregation.

As I noted in 2015, our average Sunday attendance had hovered between 90-95 for most of the last decade, with a few years over 100. In 2015, it was 88, and in 2016 it was 87 (it would have been 84 in 2016 had Christmas not fallen on a Sunday this year and boosted our overall average).

This downward trend has continued rather significantly in 2017. Our average Sunday attendance so far this year is 84, which marks a significant drop (ASA usually hovers at its highest point through Easter).

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This raises significant questions for us as a community. Worship is one of the most significant ways that we are formed as the Body of Christ, that the bonds of our affection are strengthened, and that we give witness to the vitality of our community.

The point is not to make us feel badly. The point is that this is something that is happening, and we would do well to engage it, to get curious about it, to get clear about what is going on with us as individuals and as a community around our worship and communal life, and to understand what the Spirit is saying to us in the midst of it.

This engagement will accompany what we will be doing through the learning community that is forming later this spring around mission, evangelism and storytelling, and all of this work will help us move beyond the crossroads.

If you have thoughts or reflections to share, please be in touch with Abbott, Kay or any one of our vestry members so that we can explore this together!

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Youth Day of Service at Shalom Farm



Parishioners Trina Comissiong-Williams and Preston Harper (left, second row)



Trina, Preston and the Rev. Abbott Bailey

Our Parish Photos



Grace-on-the-Hill Residents with Brother Luke at The Society of St. John the Evangelist



Solemn Eucharist



Catechesis of the Good Shepherd

**LAUNDRY
MINISTRY**

833 loads
of laundry
for 95 clients

**PASTORAL
CARE**

73 eucharistic visits
to parishioners
at home or in
the hospital

**WORSHIP &
LITURGY**

9 baptisms, 1
reception into the
Episcopal Church,
3 burials, 3
weddings
& 1 blessing

**BUILDING &
GROUNDS**

Began work on
chapel renovation;
held 2 parish
clean-up days

**CHRISTIAN
FORMATION**

Held 3 playdates
for families
with children;
welcomed
seminarian Kristin
Wickersham

A FEW MINISTRY HIGHLIGHTS FROM 2016

**HOSPITALITY
& WELCOME**

Created a Blessing
Fence & Prayer
Fence inviting
interactions with
neighbors and
passersby; held our
annual friends and
family service with
fellowship meal

**YOUNG
ADULTS**

Welcomed 5 new
Grace-on-the-Hill
residents for the
fourth year;
sponsored a Rising
Strong retreat for
13 young adults;
hosted a gathering
on Race, Wealth
& Poverty in
Richmond

WALK IN LOVE