



# The Saltire

St. Andrew's Episcopal Church in Oregon Hill  
May & June 2016

"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."

## Our Life in Christ Shapes Our Priorities

by the Rev. Abbott Bailey

This edition of "The Saltire" is dedicated to the results of the Church Assessment Survey we just completed as well as the annual financials, including the 2016 budget that was approved by the vestry and the 2015 Year End Financial Statements. You will find these pages filled with good news, challenge, hope, affirmation and technical detail. Much of the information may sound "operational," and so I want to remind us of the lens through which all of this information is offered.

We are a community whose core and center is Jesus Christ. What this means is that our common life has an abundance of meaning in so far as it shares



in the life of Christ. All that we do and all that we are is grounded in that life. As Presiding Bishop Michael Curry reminds us over and over again, we are part of the Jesus Movement, and so all of our considerations about our

priorities and how to support them are a means of discerning our particular niche within this movement and the extent to which they support us in sharing in the life of Christ and inviting others to share in that life with us. Our mission is to welcome people from far and near to be together as a family **in Christ** to share in the faithfulness of God. This is the lens through which the vestry will continue its prayerful engagement with the survey and strategic initiatives.

Thank you for your participation in and commitment to this beloved community of faith and, more importantly, for sharing in the life of Christ, by which we are bound together through the movement of the Holy Spirit!

## Congregational Assessment Identifies Church as "High Energy"

by the Rev. Abbott Bailey &  
Anthony Creech '16

*"And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ - to the glory and praise of God."*

Philippians 1:9-11

St. Andrew's efforts to build upon the momentum generated

through 2015's "Dreaming With God" sessions included participation in the Church Assessment Tool developed by Holy Cow! Consulting. During February 2016, 93 parishioners participated in the online survey. This met our goal, prompting Abbott to tell the vestry, "I am thrilled with the participation."

The survey findings were presented to the vestry and diocesan guests during the March vestry meeting (in fact, this was the sole item on the agenda). Holy Cow! Consulting

presented its Vital Signs report in detail and answered vestry questions regarding the report's findings and conclusions.

The 37-page report is at first glance a daunting mix of narrative, charts, graphs, statistics and profiles. All of which present a picture of a healthy parish and offers focused food for thought with respect to future planning. At upcoming meetings, the vestry will begin to delve into the findings in order

## ASSESSMENT

### From Page 1

to better inform the parish's decision-making and strategic planning.

The vestry is keen to share what is very much "good news" about our parish, so here's a summary of what we learned.

### What kind of church is St. Andrew's?

*We are a High Energy/High Satisfaction Church*

St. Andrew's is a "high-energy/high satisfaction" church, which places us in a "transformational" phase. Such churches are "sources of new meaning and purpose for their members" and "may also serve as mentors to other churches." According to our consultant, Robyn Strain, this means that we are positioned to do just about anything as long as we are willing to take risks and avoid complacency. Furthermore, the Church Assessment Tool did not identify ANY significant internal issues that need to be addressed, which occurs very rarely.

This result was more remarkable, Ms. Strain noted, due to the high level of diversity at St. Andrew's, particularly compared to other churches. This diversity is present in just about every area, including theology, age range, tenure at the church, level of education, income and even (though to a smaller degree) race/ethnicity.

One thing to note about satisfaction with "how things are going in our church" is that it falls in the high average range. This

indicator is in the transition zone, meaning that it is susceptible to moving in either direction and can do so rapidly.

*We are a Progressive/Adaptable Church*

Under another metric, St. Andrew's is characterized as a "progressive-adaptable" church, which Holy Cow! Consultants characterizes as a "Magi" church. This means that St. Andrew's is more progressive than conservative theologically (something that may also be attributable to the Episcopal denomination in general) and more adaptable than settled in its approach to its common life. As noted previously, however, there is significant theological diversity at St. Andrew's, despite being categorized as progressive overall. The fact that we have a high degree of flexibility is what, no doubt, enables us to hold the diversity of our community.

"High energy/high satisfaction" and "progressive/adaptable" both sound terrific, but what do they really mean, and are there areas that need "shoring up?" It means that St. Andrew's is very much a healthy and vibrant parish, but it is certainly not a call for us to relax and rest on any laurels. Whether there are areas that might need shoring up will be determined with further review, and the report will be helpful towards focusing our efforts.

### Some Details

To help flesh out these summary statements, the survey evaluated a variety of "performance indices" presented

### IN OUR OWN WORDS

**In a few sentences, you told about an experience you had at St. Andrew's where you walked away feeling, "Now THAT'S what it means to be the church!"**

"Walking out of a wonderful Sunday morning service and seeing the Blessing Fence."

"Abbott letting the little girls help with the foot washing on Holy Thursday."

"Warmly greeted by numerous people the first Sunday I came through the doors!"

"Looking and seeing a 90-year-old engaging a 5-year-old and watching their joy."

"The Blessing of the Animals service, where all were truly welcome. We were informal and very welcoming, and we had so much fun!"

"The special services, especially the evening ones, are magical. God is in them."

## ASSESSMENT

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as percentiles comparing St. Andrew's to other churches in various denominations. For example, a percentile result of 80 in a given category means that St. Andrew's scored higher than 80 percent of churches taking the survey. Generally, long-term strategies can be developed based on these rankings. The following offers a summary of the rankings at St. Andrew's based on the survey.

#### Hospitality – 81<sup>st</sup> Percentile

*The Hospitality Index is a measure of the degree to which members perceive that the congregation is engaged in offering themselves and their resources to folks who are new, different or in need.* This is significantly higher than other churches. In fact, Ms. Strain said, "You are not going to get a greater level of diversity."

#### Morale – 73<sup>rd</sup> Percentile

*The Morale Index evaluates the positive, passionate and persuasive engagement of members in the mission of the church.* This is slightly more tenuous at St. Andrew's in that, as noted, it is susceptible to moving in either direction.

#### Conflict Management 87<sup>th</sup> Percentile

*The Conflict Management Index is the degree to which members believe that conflict is appropriately managed and, where, possible, resolved.* According to the survey, we manage conflict exceptionally well, particularly

given the high degree of diversity among us.

#### Governance 83<sup>rd</sup> Percentile

*The Governance Index measures the degree to which members believe that the decision-making structures and processes of the church are open to their concerns and input.* Again, this was another area of strength.

#### Spiritual Vitality 46<sup>th</sup> Percentile

*The Spiritual Vitality Index measures the degree to which members believe their faith is central to their lives rather than peripheral or episodic.* This indicator was surprisingly low given all the other indicators, and so this will be among the considerations of the vestry as it relates to strategic planning.

#### Readiness for Ministry 77<sup>th</sup> Percentile

*The Readiness for Ministry Index measures the degree to which the church has helped members to understand that all are called to ministry, to determine their individual gifts and connect them to ministries that best fit those gifts.* Again, this was an exceptionally strong area, though there was some indication of the need to highlight the impact of the ministries in which people are involved.

#### Engagement in Education 66<sup>th</sup> Percentile

*The Engagement in Education Index measures the degree to which members share in the understanding that*

### IN OUR OWN WORDS

**"Now THAT'S what it means to be the church!"**

"Constant kindness and concern over my welfare or health. Always offering to help out with food or transportation. I attend almost every week to fill up my spiritual gas tank and face the coming week."

"I'm restored after every worship service."

"The way everyone greets each other in a loving and giving way. I have been dealing with a trauma the past year and when any of my St. Andrew's family spends time to talk to me at church or we set up a time to get together so they can support me. That's what this church is about – love and support."

"I attended a meeting and was amazed at how careful and attentive each member was regarding our agenda and our action steps moving forward. There is a very enthusiastic love for St. Andrew's."

## ASSESSMENT

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*Christian Education is a lifelong process that enriches a person's spiritual life and better prepares him or her for service in the world.*

Though St. Andrew's was in the "high average" range, there is some question as to whether people's motivation for ongoing formation is outstripping our current offerings. The vestry will further consider this indicator.

### Worship and Music 59th Percentile

*The Worship and Music Index seeks to capture the congregation's feelings about the quality of the worship experience.* Though St. Andrew's was again in the "high average" range, Ms. Strain suggested this was quite remarkable given the theological diversity in the congregation.

### Our Priorities

In addition to the overall summaries, Holy Cow! Consulting evaluated our demographics, participation in stewardship and strategic planning.

Demographics in particular provide useful information. As an example, attracting new members and being welcoming to families represent strong priorities across age groups and other demographics. In contrast, while outreach and social issues are also strong priorities, they are *especially so for members under 35 compared to other age groups.*

The assessment tool identified the TOP THREE PRIORITIES where parishioners desire to see additional energy placed to enhance or improve our ministries:

- Make necessary changes to attract families with children and youth to our church
- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church
- Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment

As noted above, St. Andrew's is positioned to do anything we want, provided that we are willing to risk and to avoid complacency, so we will need to consider both the opportunities and challenges that are presented.

### Okay, Now What?

Given that efforts towards these priorities are already in motion in various degrees at St. Andrew's, the vestry feels pleased overall that the information obtained from the assessment tells us we've been on the right track. We are excited to continue moving forward with what was learned and to know that the church's strategic planning efforts will benefit in focus and direction based on the results of the survey.

There is still a lot to digest from this study, and it will not now be put on a shelf. Future vestry meetings will include efforts to better evaluate what this report tells us and to focus on these questions:

- What kind of risks are we willing to undertake to address our needs?
- How do we distill such a wide variety of responses (based on our diversity) into activities and programs that best serve St. Andrew's and the broader community?

Abbott and the vestry all express extreme gratitude to the parishioners who participated in the survey, and we encourage your questions and comments going forward.

More to come!

## FOR THE RECORD

Baptized **Gabriella Kenney, Milo Williams, Ramón Vargas** March 26

Received **Bill Sweeney** April 17

Reaffirmed baptismal vows **Ramón Vargas** April 17

Died **Ruth Schneider** March 22



# Financial Picture Continues to Improve

by the Rev. Abbott Bailey

These graphs show our financial picture over the past few years.

The first graph, "Shrinking the Budget Deficit 2008-2015," demonstrates the incredible work we have been doing to reduce the deficit from its highest point of nearly \$80,000 in 2008 and 2010.

The second graph, "Debt Reduction 2010-2015," shows

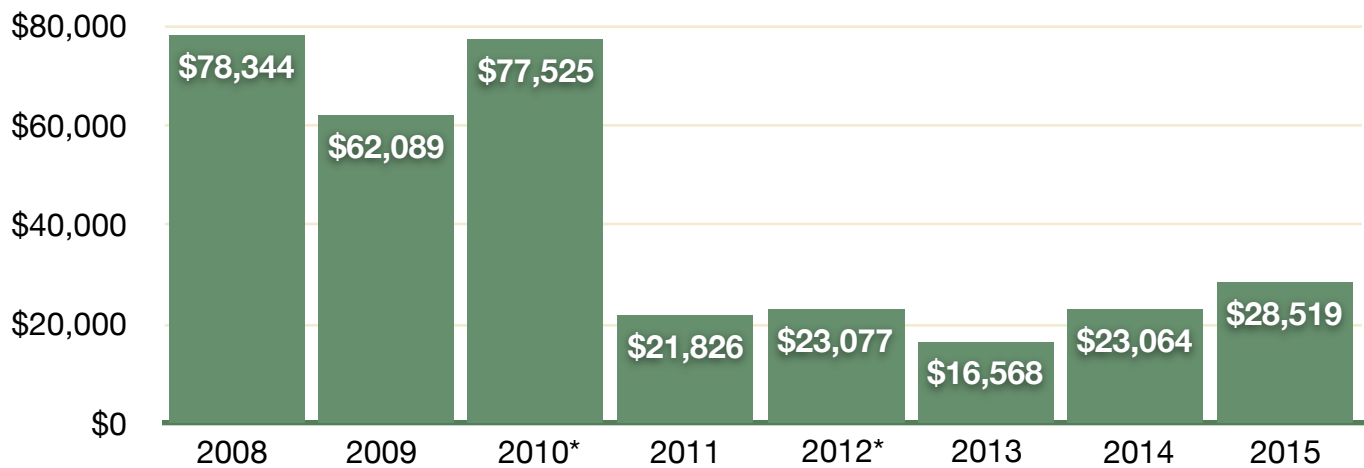
that, though we have been running budget deficits, we have made incredible strides in reducing our debt and increasing our equity. In six years, we have reduced our debt by \$71,000 or nearly 25%. This has been possible in large measure as a result of two very successful Buy-A-Year Campaigns, which enabled us to make significant principal payments above our monthly mortgage payments.

As you may recall, we

incurred debt in 2007 to purchase the parish house and then again in 2010 to replace the boiler and install a new HVAC system.

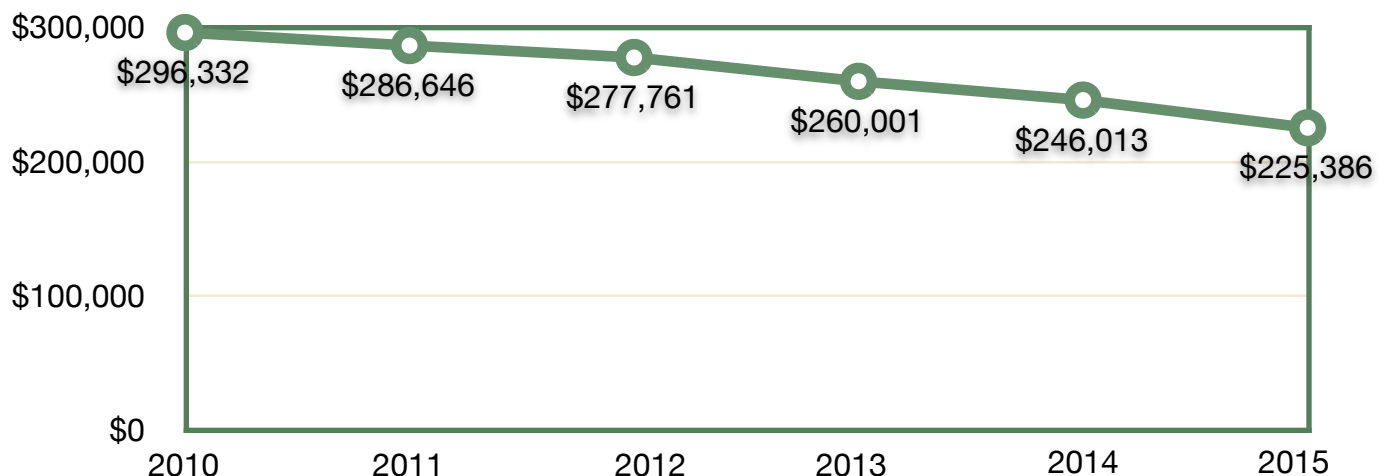
While we still have work to do (our budget deficit has been creeping up again due mostly to inflation), our financial picture continues to improve, thanks to the generosity of this community and the gifts of a conscientious and committed finance team!

## Shrinking the Budget Deficit 2008-2015



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

## Debt Reduction 2010-2015





# Year-End Budget Report 2015

Ordinary Income	Actual Budget Jan - Dec 2013	Actual Budget Jan - Dec 2014	Actual Budget Jan - Dec 2015
Pledge Income	\$153,044	\$151,841	\$143,196
Non Pledge/Loose Offering	\$16,194	\$17,433	\$20,740
Trust	\$32,528	\$32,241	\$30,206
Special Offerings	\$5,053	\$4,220	\$4,858
Sprint Lease	\$10,710	\$10,965	\$10,965
Special Events	\$1,728	\$297	\$228
Unrestricted Gifts and Memorials	\$4,400	\$470	\$2,665
Miscellaneous	\$100	\$4	\$4
Facilities Use	\$3,765	\$1,950	\$1,183
<b>Total Income</b>	<b>\$227,521</b>	<b>\$219,421</b>	<b>\$214,045</b>

Parish Expenses	Actual Budget Jan - Dec 2013	Actual Budget Jan - Dec 2014	Actual Budget Jan - Dec 2015
Parish Operating Expenses	\$214,944	\$212,606	\$214,378
Parish Outreach	\$19,021	\$18,995	\$18,044
Special Events	\$212	\$0	\$152
Hospitality	\$1,074	\$1,236	\$1,610
Christian Formation and Education	\$793	\$1,804	\$1,258
Liturgy and Music	\$4,689	\$4,362	\$3,520
Other Programs	\$3,357	\$3,484	\$3,232
<b>Total Parish Expenses</b>	<b>\$244,089</b>	<b>\$242,486</b>	<b>\$242,193</b>

Net Activities	Actual Budget Jan - Dec 2013	Actual Budget Jan - Dec 2014	Actual Budget Jan - Dec 2015
<b>TOTAL EXPENSE</b>	<b>\$244,089</b>	<b>\$242,486</b>	<b>\$242,193</b>
<b>TOTAL INCOME</b>	<b>\$227,521</b>	<b>\$219,421</b>	<b>\$213,674</b>
<b>NET ORDINARY INCOME</b>	<b>-\$16,568</b>	<b>-\$23,065</b>	<b>-\$28,519</b>



# Vestry Approved 2016 Budget

Ordinary Income		Budget Jan - Dec 2016
Pledge Income		\$142,475
Non Pledge/Loose Offering		\$16,000
Trust Income		\$32,370
Special Offerings		\$4,100
Sprint Lease		\$10,965
Special Events		\$600
Unrestricted Gifts and Memorials		\$500
Miscellaneous		\$0
Facilities Use		\$750
<b>Total Income</b>		<b>\$207,760</b>

Parish Expenses		Budget Jan - Dec 2016
Parish Operating		\$206,228
Parish Outreach		\$19,200
Hospitality		\$1,300
Christian Formation and Education		\$2,000
Liturgy and Music		\$4,150
Other Programs		\$3,770
<b>Total Parish Expenses</b>		<b>\$236,648</b>

Net Activities		Budget Jan - Dec 2016
<b>TOTAL INCOME</b>		<b>\$207,760</b>
<b>TOTAL EXPENSES</b>		<b>\$236,648</b>
<b>NET ORDINARY INCOME</b>		<b>-\$28,888</b>



JUNE  
4-5



# RISING STRONG™

**For Young Adults (Ages 21-32)**

**Based on the research  
of Brené Brown**

***Let go of who you think you  
should be. Be who you are!***

This workshop is about showing up in the world as our deepest selves. We will delve into our stories, especially those of struggle, to explore what holds us back so that we can be the authors of our own lives. Cost: \$25.00 (scholarship assistance available). Led by Abbott Bailey, Rector of St. Andrew's Episcopal Church and Beth Magill, Missioner at the Episcopal Student Center at the University of Texas - Austin, both Certified Daring Way™ Facilitators. 9:30 am June 4-5:30 pm June 5. For more information: [abailey@standrewsoregonhill.org](mailto:abailey@standrewsoregonhill.org).

**REGISTRATION: STANDREWSOREGONHILL/RISINGSTRONG**





## Our Parish Photos

(top) Oregon Hill  
Neighborhood  
Clean-up led  
by Grace-on-the-Hill  
& RVA Clean Sweep  
(center) Bishop's  
Visit with Bill  
Sweeney, Bishop  
Shannon Johnston &  
Ramón Vargas  
(bottom) Katherine  
Forti-Vargas with Girl  
Scout troop.



# Calendar & Staff Information

**St. Andrew's  
Episcopal Church  
Oregon Hill**

(804) 648-7980

[www.standrewsoregonhill.org](http://www.standrewsoregonhill.org)

## Services

### Sunday Worship

Holy Eucharist at 8:30

Christian Formation at 10 a.m.

Holy Eucharist,

Catechesis of the Good Shepherd  
& Nursery at 11 a.m.

Coffee Hour follows 11 a.m. worship

*Summer schedule begins May 29*

*Holy Eucharist at 8:30 & 10 a.m.*

### The Day of Pentecost

Sunday, May 15

8:30 a.m. & 11 a.m.

### Grace Arents Commemoration

Sunday, June 19

## Calendar

### Parish Office Closed

Mondays

### Vestry Meeting

Wednesday, May 18 & June 15

6:30 p.m.

in St. Andrew's House

### Soup Kitchen Ministry

2nd & 4th Saturdays

May 14 & 28, June 11 & 25

from 8-10:30 a.m.

at St. Mark's Episcopal Church

Contact Karen Wittich for info

[kwittich@jtcc.edu](mailto:kwittich@jtcc.edu)

233-4215

### Morning Prayer

Thursdays at 8:30 a.m.

in the Chapel

### Rising Strong for Young Adults

Saturday and Sunday, June 4-5

at Roslyn Retreat Center

*see ad on page 8*

### Choir Rehearsal

Mondays at 7:30 p.m.

### Softball Picnic

Sunday, June 5

### Grace-on-the-Hill Sendoff

Sunday, June 26

## Staff

### Rector

The Rev. Abbott Bailey

[abailey@standrewsoregonhill.org](mailto:abailey@standrewsoregonhill.org)

### Deacon

The Rev. Deacon Barbara Ambrose

[cats4cats@comcast.net](mailto:cats4cats@comcast.net)

### Office and Ministry Assistant

Patrick Keyser

[pkeyser@standrewsoregonhill.org](mailto:pkeyser@standrewsoregonhill.org)

### Organist and Choirmaster

Nick Stephenson

[pob404@aol.com](mailto:pob404@aol.com)

### Bookkeeper

Paula Harper

### Sexton

Eddie Griffith

### Nursery

Diane Williams

## Vestry

Karen Salter '16, Senior Warden

John Ambrose '16, Junior Warden

Anthony Creech '16, Register

Holly Harris '18

Renee Ferrucci '17

Vance Joyner '17

Erin Bell Kutsko '18

Kay McCall '17

Michael Williams '18

Steve Salter, Treasurer



# Congregational Assessment Tool: The Stewardship Profile

by Kay McCall '17, Stewardship Co-chair

*"Who am I, and what is my people, that we should be able to make this free-will offering? For all things come from you, and of your own have we given you... O Lord our God, all this abundance that we have provided for building you a house for your holy name comes from your hand and is all your own. I know, my God, that you search the heart, and take pleasure in uprightness; in the uprightness of my heart I have freely offered all these things, and now I have seen your people, who are present here, offering freely and joyously to you. O Lord... keep for ever such purposes and thoughts in the hearts of your people, and direct their hearts towards you."*  
1 Chronicles 29:14-18

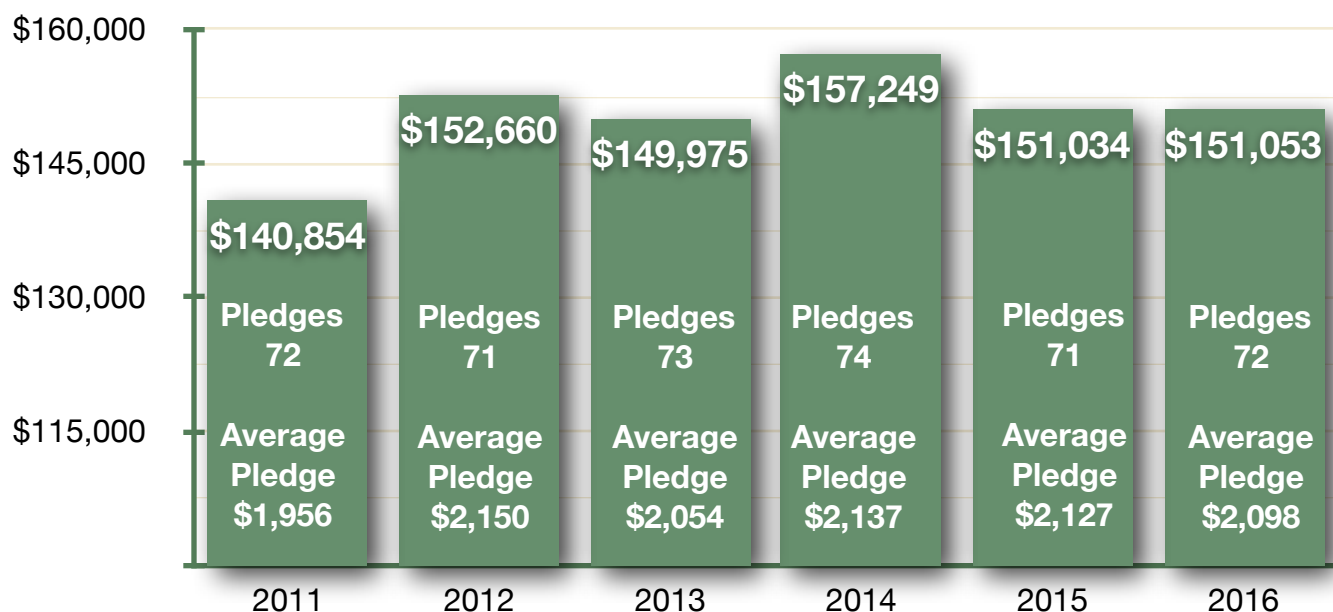
The Chronicler reports King David's words as his people gave offerings toward the building of the great Temple. David knew the weight and consequence of what they were doing, the interdependence required of the people to build and maintain such a big and audacious project, and what a historic effort it would be.

The results of the Congregational Assessment revealed that parishioners of St. Andrew's also understand the weight and consequence of giving money to God's church. Over 70% of responders agreed

or strongly agreed with the statement, "On the whole, I am in favor of having an annual stewardship appeal." 72% disagreed or strongly disagreed with the statement, "I am frustrated that our church spends so much time talking about finances" (a negatively-worded question). 85% agreed with the statement, "My church does a good job providing me with the information that enables me to give joyfully to the work of the church." That's affirming news for your

STEWARDSHIP, Page 12

## Our Pledges 2011-2016





## STEWARDSHIP

### From Page 11

stewardship committee, and we will continue to strengthen this aspect of our stewardship campaigns.

The assessment also measured influences on our financial gifts to the church. Given a choice of five statements to rank on financial gift decision-making, St. Andreans overwhelmingly ranked most important the statement, "My personal faith and understanding of being

generous in supporting God's work in the world." 46% ranked this statement first. The next value ranked was "The effectiveness of our church's ministry in making a real difference in my life and in the lives of others." Least important to us was "the current state of the economy." Over 42% rank this least important. We don't seem to be swayed by cultural shifts, but rather we value faith, generosity and making a difference in people's lives.

An intriguing piece of information is that the average percent of income given is 1-2%, while the national average is 3% and the diocesan

average is 3.6%. The good news is that 40% of responders said they plan next year to give higher, and even much higher. This is such helpful information for our strategic planning process. We are exploring our congregation's capacity to give, and this study reveals that we do have room to grow.

It is a big and audacious project to maintain and grow a church, but we are a faithful and joyous people, appreciative of God's many gifts to us and committed to one another in love and belonging. We direct our hearts to God and one another at St. Andrew's Episcopal Church!

God the Giver