

**2023 ANNUAL REPORT**  
**ST. ANDREW PRESBYTERIAN CHURCH**  
**DENTON, TEXAS**

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In 2023 St. Andrew Presbyterian Church (SAPC) continued to be a source of joy and renewal and a light of hope for all who wish to experience the grace of God and who wish to serve God's people. St. Andrew's location in the center of downtown Denton along with our spiritual gifts and the love of God, allows us to continue to serve in the local community and in the world.

For many the risks and hardships of COVID have passed though we are mindful that this illness and others continue to be a challenge for many. Most traditional programs and services have been restored and attendance has grown to near-pre-pandemic levels. New traditions have begun and as always, the inclusion of all who wish to participate either in-person or online remains a priority. The membership of SAPC continues with God's grace to strive to emulate the words of Christ from Matthew 25:40, "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me."

The call to service and giving leads and inspires us to remember the "faces of Christ" in the members of our communities who need our efforts, and the glory given to God when we respond to those needs. It continues to serve as the basis for this report through which we can see that we "do not love in words or speech but with actions and in truth" (1 John 3:18). Let us acknowledge and celebrate our good works and rightly give God our thanks and praise.

**OVERVIEW**

This report serves as an annual summary of the Strategic Initiative Activities completed by members of St. Andrew Presbyterian Church during 2023. These Strategic Initiative Activities and this report are consistent with the intent and direction of the St. Andrew Presbyterian Church Mission Study dated August 2015.

The Mission Study charged the church with establishing objectives that include the "development of robust processes and procedures to drive accountability." As part of this, the Mission Study also identified five Core Values and several specific Goals and Action Items that would sustain St. Andrew for years to come. These five Core Values are shown at the end of this report in Appendix A. The specific Goals and Action Items that support the Mission Study are also shown at the end of the report in Appendix B.

While this report is intended to summarize last year's accomplishments, it is also meant to serve as a springboard for 2024 and beyond. It serves as a review of what was accomplished last year and to help determine priorities for the future. Most importantly, it is effectively offered as an acknowledgement of God's grace and love, and to give thanks for all that God has given us.

For 2023, all Committee Moderators were asked to provide a synopsis of activities and accomplishments for the year. They were also asked to provide specific numbers for these activities and accomplishments, if available.

Based on the input from Committee Moderators, it is evident that St. Andrew continues to provide a consistent and substantial level of service to its members, the community, and the world beyond. In addition, based on an analysis of expenditures and their related activities, it is estimated that St. Andrew continues to serve well over 92,000 people each year by providing many opportunities for service, all in direct support of the St. Andrew Mission Study and Core Values. Congregational and community outreach events had an average of 275 persons in attendance per event.

In summary, all expenditures made, and activities accomplished during 2023 were completed in accordance with the priorities of the Session and in direct support of the St. Andrew Mission Study and Core Values.

### **ACTIVITY OUTCOMES BY COMMITTEE**

The following reports were provided by the 2023 St. Andrew Committee Moderators or others as indicated. Each activity report represents a specific budget line item for the various committees. These reports are also intended to represent the specific outcomes of a particular activity conducted in 2023.

**CHRISTIAN EDUCATION** – Linda Steger and Kim Luevano, 2023 Christian Education Committee Moderators

#### CHRISTIAN EDUCATION – ADMINISTRATION

**Audio/Visual Equipment** - A/V equipment and repairs were necessary to provide quality Christian education programming. This equipment needed to be periodically repaired, upgraded, or replaced. This equipment includes projectors, iPads, audio equipment used in the Media Room and computers used during Sunday School. This supports the St. Andrew Core Value of Quality Education and Programming for All Ages.

**Curriculum** - Church school curriculum supported efforts to provided quality Christian education to the congregation throughout 2023. These funds provided for all Sunday school curriculum, both online and in print. It also provided curricular materials for other groups meeting throughout the year. This budget item is the backbone of Christian Education and supports the St. Andrew Core Value of Quality Education and Programming for All Ages.

**Leadership Training** - The Leadership Training fund provided funds to train Christian education leaders, including funding Sunday school teacher training, Children’s Chapel training, and new officer training. This fund is important to the life and work of St. Andrew, training the leaders

that facilitate all programs that benefit St. Andrew and the Denton-area community. This supports the St. Andrew Core Value of Quality Education and Programming for All Ages.

**Supplies** - Supplies for Christian Education enable education activities and creative engagement, allowing the curriculum to be explored and used to its fullest potential. This supports the St. Andrew Core Value of Quality Education and Programming for All Ages.

#### CHRISTIAN EDUCATION - ADULT FAITH FORMATION

**Advent Devotionals** - Advent devotionals were purchased from Austin Theological Seminary, providing the congregation with a directed spiritual devotional during the Advent season. In addition to the printed Advent devotionals, digital devotionals were emailed to the congregation each week during Advent. This fund supports the St. Andrew Core Value of Quality Education and Programming for All Ages. This event served 150 participants at a cost of \$100 and took 1 hour of preparation time. This event supported 13 Mission Study Action Items. (submitted by Kirsten Brown).

**Congregational Learning Events and Field Trips** - This funding was used to provide honorariums to speakers and supported learning opportunities for the congregation. This funding also provides scholarships and administrative fees for congregational field trips. This funding served 150 participants during 4 events with a cost of \$200 per event and 3 hours of preparation time. This funding supports the St. Andrew Core Value of Quality Education and Programming for All Ages. This funding supported 13 Mission Study Action Items. (submitted by Kirsten Brown)

**Lenten Devotionals** - The Adult Faith Formation Committee purchased Lenten devotionals for the congregation, hoping to provide a directed spiritual devotional during the Lenten season. This supports the St. Andrew Core Value of Quality Education and Programming for All Ages. This event served 150 participants at a cost of \$100 and took 1 hour of preparation time. This event supported 13 Mission Study Action Items. (submitted by Kirsten Brown).

**Lunch and Learn Events** - The Lunch and Learn Series provides a light lunch on a Sunday following the worship service. A speaker (generally a church member) gives a presentation during lunch. The committee asks for a \$5 contribution for each person attending the lecture to cover the cost of the lunch. In 2023, DeLila Bergen presented a three-part Aging with a Plan series. This funding supports the St. Andrew Core Value of Quality Education and Programming for All Ages. This event served 40 participants during each of 3 events as no cost and 3 hours of preparation time. This event supported 12 Mission Study Action Items. (submitted by Kirsten Brown)

#### CHRISTIAN EDUCATION - CHILDREN'S MINISTRY

Children's Christian Education and Ministry in 2023 included long standing traditions such as Advent Adventure and the Christmas Pageant. Education was provided during Sunday School, in the Nursery, in Children's Chapel and during Vacation Bible School. These activities and events

represent the Core Values of Quality Education and Programming for All Ages and Outreach to the Community and Beyond. (submitted by Sarah Adams)

#### CHRISTIAN EDUCATION - FALL FESTIVAL OF FAITH

World renowned conductor, speaker, and teacher, Phillip Shoultz, led this year's Fall Festival of Faith, and by all accounts, it was a resounding success. This intergenerational activity took place over the course of five days as Phillip led workshops for musicians and worship leaders of all ages. It supported our core values as we affirmed our faith through singing, eating, and learning together. Phillip's presence had a ripple effect into the larger community as many of the musicians and worship participants were from outside the St. Andrew congregation. This event had a lasting impact as we all learned about the history of the Black experience in worship, gospel music, and hymns. Philip challenged our traditional worship experience and had every participant singing, moving, and responding in ways that many had never experienced. His enthusiasm and talent energized our congregation and drew us together both during his Saturday evening Spiritual Food for the Soul festival and Sunday morning worship. This event served 200 participants at a cost of \$10,000 and took 50 hours of preparation time. This event supported 21 Mission Study Action Items. (submitted by Julie Tolle)

#### CHRISTIAN EDUCATION - SUPER WEDNESDAY

Super Wednesday had a successful growth year with an especially well-received Fall series on Music and Religion (building on the continuing spring series of Religion and Art and Architecture). Many presenters came from the internationally acclaimed University of North Texas College of Music and other associate scholars to that college. Topics included modern composers and religious music inspired by war experiences; chant and plainsong from Carpatho-Rusyn, Western church, and A Cappella traditions; gospel and jazz; the religious music of South Asia; and the oratorio. Programming also included the Women's Book Study facilitated by Amy Cole and Amy Fair and The Wave college age ministry lead by Wade and Terah Hatter. Delicious meals were provided by Mike and Bekah Barnett who graciously spent 6 to 7 hours weekly in preparation. Average weekly attendance was between 90-100 participants and presenter honoraria were provided by the Ruth Anderson Fund (\$6308 for the year). Super Wednesday supported the Mission Study Action Items of Engage the Community More Actively and Encourage Programs to Inspire Generosity of Time, Talents, and Treasure. (submitted by Kim Luevano)

#### CHRISTIAN EDUCATION – YOUTH

**Confirmation Sunday** - Confirmation Sunday is the culmination of 9 months spent examining faith, Reformed theology, the policies of the PCUSA, and worship at St. Andrew. At the end of the class time, participants who choose to profess their faith do so at a Session meeting. Those youth then are asked the questions of membership during worship on Confirmation Sunday. Youth are presented with gifts of cross necklaces to commemorate the completion of the confirmation curriculum. This event served 4 youth which cost \$500 and took 30 hours of

preparation time. This event supported 8 Mission Study Action Items. (submitted by Stephanie Raesz)

**Wednesday Night Youth Group** - Middle school and high school students gather each week on Wednesday nights from 6:00-7:30, with the exception of the month of August. High school students then meet for an additional hour until 8:30. Youth group activities include fellowship, recreation, mission activities, spiritual and daily life discussions, Bible study, and an occasional field trip. This event occurred 45 times with an estimated 20 youth served each time and an estimated 5 hours and a cost of \$35 each time. These events supported 11 Mission Study Action Items (submitted by Stephanie Raesz)

**Mission Trip** - Eight youth and two adults from St. Andrew joined with youth and adults from five other churches in Grace Presbytery to travel to Montgomery, AL, for a week of mission work and social justice education. Highlights of the week included multiple days serving at the Montgomery Area Food Bank and visits to the Social Justice Initiative Legacy Museum and Lynching Memorial. 10 people participated in the event which cost \$1,500 and took 150 hours of preparation time. The event supported 15 Mission Study Action Items. (submitted by Stephanie Raesz)

**Senior Recognition Sunday** - Senior Recognition Sunday is an opportunity to recognize and honor St. Andrew youth who are graduating from high school. Students were given gifts from the church, had the opportunity to speak or otherwise participate in the worship service, and were honored with a luncheon after the service. Eight seniors were recognized in 2023. 258 participated in the event which took an estimated 25 hours of preparation and a cost of \$1,000. The event supported 5 Mission Study Action Items. (submitted by Stephanie Raesz)

**Synod Youth Workshop** - Synod Youth Workshop is an annual gathering of youth from across the Synod of the Sun held at the University of Tulsa for one week in the month of July. Youth spend their time in small groups, worship, mission work, and recreational activities. This event served 2 youth participants at a cost of \$500 and took 10 hours of preparation work. This event supported 10 Mission Study Action Items. (submitted by Stephanie Raesz)

**Youth Trip Scholarships** - Scholarships from this action item are used to help fund youth who want to participate in our annual mission trip but might find the cost of the trip prohibitive. Scholarships are given when requested by families. This event served 10 youth with an estimated 5 hours of preparation and a cost of \$1,000. The event supported 9 Mission Study Action Items. (submitted by Stephanie Raesz)

**Youth Sunday** - Youth Sunday is a worship service that is planned and led by the youth of St. Andrew. This year's Youth Sunday fell on the first Sunday of Lent, so in keeping with the Lent liturgies, the topic was the temptation of Christ. Youth provided music, read liturgies, and participated in skits based on that theme. 285 participated in the event which took an estimated 150 hours of preparation at a cost of \$150. The event supported 13 Mission Study Action Items (submitted by Stephanie Raesz)

**Youth Sunday School** - Middle school and High school students meet on Sunday mornings during the Sunday school hour each week September through May. Middle school students studied the New Testament using the SparkHouse Connect curriculum. High school students study the PCUSA Follow Me curriculum. This event occurred 40 times with an estimated 20 youth served each time and an estimated 5 hours and a cost of \$12.50 each time. These events supported 11 Mission Study Action Items (submitted by Stephanie Raesz)

**COMMUNICATION AND ADMINISTRATION** – Andrew Trachsel, 2023 Communication and Administration Committee Moderator

**Administrative Miscellaneous Expenses** - The Administrative Misc. Expense budget goes to supporting the cost to run background checks and supports occasional expenses like employee birthday celebrations. It supports the mission of St. Andrew by providing support to keep the congregation safe. This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Alison McStravick)

**Advertising and Promotion** - The Advertising and Promotion line item supports the promotional efforts of St. Andrew to the community. The budget supported weekly classified ads in the Denton Record-Chronicle and online ad campaigns for Holy Week, Easter, and Christmas Worship Services on Facebook. This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Alison McStravick)

**Coffee and Water** - This line item covers the costs of coffee and water for the facility throughout the year. This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Alison McStravick)

**Equipment Contracts and Repairs** - The Equipment Contracts and Repairs line item goes to supporting St. Andrew by supporting the lease agreement on the photocopier, postage machine, church database, accounting software, and some other software that the church uses. The church office uses all of these items daily for record keeping, share materials that support our programs, and do pastoral care. The congregation is able to use the church database to have some access to church information any time of day. This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Alison McStravick)

**Offering Envelopes** - The Offering Envelopes line item goes toward buying offering envelopes that help members give to St. Andrew. These were used by some members again this year. Envelopes are no longer member specific, which prevents over ordering. This activity supports approximately 100 people on a weekly basis. This supports 40 Mission Study Action Items. (submitted by Andrew Trachsel)

**Office Activities** - The Office Activities budget goes to support the day-to-day needs of the church office. Things like pens, paper, and other miscellaneous expenses are attached to supporting day-to-day operations that fall in this category. This budget line supports the needs

of the staff and the congregation to have essential materials to carry out programs and services. ). This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Andrew Trachsel)

**Fees** - This line item details the credit card processing fees that the church incurs by offering credit card transactions. This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Alison McStravick)

**Online Website and Communications** - The Online Website and Communications line item of the budget pays for web hosting, plugin fees, theme fees, SSL, and domain name. All of these tools go to "run" the website and provide aspects of its functionality like mobile-readiness, data-collecting abilities, and SSL-level encryption. The line item also pays for our access to Constant Contact, the program that we use to send bulk emails to the congregation. (submitted by Lou Korom)

**Payroll Related Charges** - St. Andrew Presbyterian Church uses Quickbooks Payroll for payroll-related processing charges for full-time and part-time employees. This is a weekly activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Alison McStravick)

**Postage** - The postage line item supports sending church mail via USPS and other postal carriers. Notes sent to visitors to worship services, pastoral notes sent to people that need pastoral care, Shield mailings to those members ministered to by Home Ministries, and the Stewardship campaign are all supported by this line item (among other mailings, as well). This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Alison McStravick)

**Telephone** – The telephone line item supports cell phone use for a number of staff members, internet connectivity for the church, phone lines, fax lines, and phone lines for the elevator and security alarm systems. Each of these services is essential to supporting the work of the church through the services of staff members and church facilities. This is a daily activity serving approximately 350 people. This supports 40 Mission Study Action Items. (submitted by Andrew Trachsel)

**DIACONATE** – Leigh Kitchens, 2023 Diaconate Moderator

**DIACONATE – CONGREGATIONAL NURTURE** – Ann Merritt, 2023 Congregational Care and Nurture Committee Moderator

**After Worship Fellowship** - Invitations to participate are periodically sent to those who have participated to encourage signing up to provide donations. In addition, a paper signup is placed on the Narthex table on Sundays, along with a website link in The Shield to encourage participation. Sometimes treats left from receptions or from Sunday School classes will also be placed on the table to share. There are usually around 3 volunteers per Sunday. This activity

involved 31 members participating donating finger foods to all those attending worship in person and occurs every Sunday at an approximate cost of \$35 each week of donated food. This activity supports 3 Mission Study Action Items. (submitted by Leigh Kitchens)

**Annual Meeting and Congregational Luncheon** - This activity is the annual congregational lunch and budget meeting. It is important to bring the members together for fellowship along with questions and answers about the operations of the church and understanding the budget. This is a worthwhile activity for our church and allows members more understanding of the operations of the church. This event had 250 participants at a cost of \$2,575 and took 6 hours of preparation time. This event supports 7 Mission Study Action Items (submitted by Ann Merritt)

**Bereavement** - Members of three separate teams provide either a lunch or a reception after memorial services. In 2023, 4 receptions served 280 people. These activities supported the St. Andrew core values of nurture, compassion and hospitality – 3 Mission Study Action Items. (submitted by Mary Smith)

**Chancel Flower Delivery** – Chancel flowers were delivered and donated for about 40 percent of the Sundays in 2023. (submitted by Leigh Kitchens)

**Cradle Crosses** - When a new baby is born to congregational members, a cradle cross from Saint Andrew is presented by the Deacons to the baby and parents by delivering to their homes. It is important to support parents of newborn infants and welcome the child into the community of faith. This reinforces the commitment of St. Andrew to support families and helps them feel a part. This supports the goal of affirming and nurturing acts during all stages of life. This is an important activity which requires little time and expense. This event served families 6 times this year (parents plus infant for 18 participants) at a cost of \$20 per event. This activity supported 1 Mission Study Action Item. (submitted by Arminta Jacobson)

**Christmas Pageant Dinner** - The Christmas Pageant dinner is held after the annual Children's Pageants. It is a time for families to gather for fellowship and celebrate the meaning of Christmas. This event had 80 participants at a cost of \$400 and took 6 hours of preparation time. This event supported 7 Mission Study Action Items. (submitted by Ann Merritt and Margo Bean)

**Home Ministries** - Home Ministry serves individuals who are isolated from the SAPC congregation due to medical conditions, family caregiving, or transportation issues. Volunteers from the congregation offer caring support by way of personal visits, phone calls, e-mails, text messages and greeting cards. Transportation to medical appointments is another support avenue. Average number of reported contacts per year 85. This is deceiving as many members make many unreported contacts-- just visiting as a gesture of love for their long-time friends. This supports 4 Mission Study Action Items. (submitted by Steve Pickett)



**Homebound Communion** – Each month 4 teams of servers go to serve those who cannot attend church at St. Andrew or at Good Samaritan. Each month the person leading the service at Good Samaritan texts to let us know who attended the service and took communion so the teams know who still needs to be served. This item occurred monthly and approximately 16 members were served each time. The activity takes 6 hours of preparation time and supports 11 Mission Study Action Items. (submitted by Debbie Ishee)

**Maundy Thursday Dinner** - This is a gathering of the congregation for fellowship before the Maunday Thursday Service. This dinner is an important part of Holy Week prior to Easter. This event had 90 participants at a cost of \$500 and took 6 hours of preparation time. This event supports 7 Mission Study Action Items. (submitted by Ann Merritt and Margo Bean)

**Name Tags** – Nametags are important for people to feel included and "seen" by calling people by name. The cost is minimal, and although sometimes people forget or don't want to wear them, the benefit outweighs the expense. 12 nametags were purchased this year at a cost of \$120. About 4 hours was spent on fulfilling this activity which supports 13 Mission Study Action Items. (submitted by Maria Baylock)

**Presbyterian 101 Classes** - This activity is important to the life of the church by encouraging visitors to become full and active members in the St. Andrew community. A total of 12 participants were involved in the 2 classes this year. This activity costs \$60 each time and requires 175 emails sent during 15 hours of work plus 30 hours of class preparation time. (submitted by Maria Baylock)

**Prime Timers** - After a nearly 3-year hiatus for Prime Time, the revival of this group has begun to provide an additional option for fellowship and learning within the St. Andrew community. It is too early to determine if this activity will grow over the next year. Given that many church members apparently are involved in similar social activities in the church and in the community, the question remains whether Prime Time will fill a congregational need in the longer run. This activity had 8 participants during 4 events which each took 1 hour preparation time. This activity supports 4 Mission Study Action Items (submitted by Brad Dunn)

**Rally Day Breakfast** - Rally Day is an outdoor (weather permitting) gathering before the church service for the member families of the church to gather for fellowship and to celebrate the beginning of the new school year. This activity is important for celebrating the new year of Sunday School and introducing their teachers and classmates. This event had 150 participants at a cost of \$300 and took 7 hours of preparation time. This event supported 7 Mission Study Action Items. (submitted by Ann Merritt and Margo Bean)

**Other** – The Diaconate also provided meals for many church members in need with the **Meal Train** project and also continues their **Prayer Ministry**.

## **DIACONATE - OUTREACH** - Gay Campbell, 2023 Outreach Committee Moderator

**Apple Tree Project** - The Apple Tree Project is an annual school supplies drive coordinated by the Interfaith Ministries of Denton which benefits low-income Denton ISD students. Last year's theme was "Backpack Drive." St. Andrew's members donated a total of five (5) school backpacks for students in grade K - 5. Mrs. Keri Caruthers, executive director of Interfaith Ministries, was appreciative and touched by St. Andrew's kind action. (submitted by Nelson Muna)

**Free Flu Vaccination Clinic** – The Free Flu Clinic served many young people, their parents, and a few older church members/nonmembers as a place all could come and get their flu shots without having to make appointments or extra trips to get them during or after school or work. Since they were already going to be at church, this provided an opportunity to get a much-needed vaccination. This event had 40 participants at no cost and took 8 hours of preparation time. This event supported 4 Mission Study Action Items. (submitted by Dottie Tillman)

**Denton Christian Preschool Supply Drive** - The teachers and students of Denton Christian Preschool received six packs of construction paper, eleven boxes of crayons and a crayon sharpener, six containers of paint, eighteen glue sticks, ten AA batteries, three tubes of toothpaste, eight rolls of paper towels, four rolls of toilet paper, two bottles of hand soap, and nine boxes of tissues. With this activity, we were able engage in our community and reach out to the students and teachers at the preschool who needed the most support. This event occurred during February – March, 2023 and supported 42 clients of Denton Christian Preschool. This event took 12 hours of preparation work. This event supports 1 Mission Study Action Item. (submitted by Rachel Owusu-Odei)

**Interfaith Ministries Diaper Drive** – The Diaper Drive was conducted during September and October of 2023. 18 boxes of diapers were donated (959 diapers) and \$455 was collected in cash donations so that more needed diapers could be purchased. This drive did not take much time or cost but greatly benefitted the greater Denton community and the resources supported by Interfaith Ministries. (submitted by Alex Lindberg)

**Give-A-Meal-A-Month** – The Give-A-Meal-A-Month project collected \$4,982 for 2,175 in the program and continues to be a success with several church members being regular donors. (submitted by Scott Campbell)

**Holiday Tree Lighting and Luminaries** – Keith Green led a team of boy scouts that did the majority of work on this project, assembling materials, preparing and placing the bags and post event clean up. The bags and lights were recycled for another event during the Christmas season. One hint for next year: use dry sand only as the moist sand weakens the paper bag over the evening. The activity pairs with St Andrew's participation in Denton's Holiday Lighting Festival, as we serve up wassail and provide music and chorale entertainment. This is a fantastic event for the church and an outreach to the community. The wassail gives us human connection with a lot of folks on their way to the square. My only additional suggestion is that

we serve wassail for an extended hour. Little cash outlay for the effective way to reach the community. This event had 200+ participants at a cost of \$200 and took 8 hours of preparation time. This event supported 8 Mission Study Action Items. (submitted by Scott Campbell)

**Mother's Day Gift Bags** – The outcome of distributing Mother's Day gift bags to mothers in need who are residents currently at Denton County Friends of the Family has been very successful. It's such a purposeful/meaningful act of service that provides hope, encouragement & comfort to those who need it most. It's such an important activity, as it helps lift spirits and brighten the day for those who are feeling despair. The time and expense of this activity is definitely worthwhile and such a positive experience, as it shows our heart for mission and how Christ-centered St. Andrew is by showing God's love to others through our acts of service with our helping hands. Fyi- this year, the total amount spent on this activity was all provided by donations! I had it added to the drop-down menu for giving on Realm. A total of \$240 was donated online, as well as many gift bag items from members of the congregation. This event had 30 participants at no cost (\$240 in donations) and took 6 hours of preparation time. This event supported 5 Mission Study Action Items. (submitted by Tara Brindle)

**Our Daily Bread Support** - This effort provided the congregation an opportunity to provide food, water, hygiene products and clothing to the Denton homeless community. This event occurs with deliveries of items between July – December 2023 and supports the clients of Our Daily Bread. Deliveries take approximately 1 hour. This supports 4 Mission Study Action Items. (submitted by Larry Wilson)

**Other** – the Diaconate also continued to run the **American Red Cross Blood Drive**.

**MISSION** – Russ Tillman, 2023 Mission Committee Moderator

**Ann's Haven** - The Mission Committee provides financial support to Ann's Haven, VNA. Many St. Andrew Presbyterian Church members, their friends and their families have been touched by the work of Ann's Haven. Ann's Haven helps people age with dignity and independence at home. In addition to hospice services, Ann's Haven serves 4600 Meals-on-Wheels per week totaling 208,000 meals/visits per year. This activity serves 4600 people during the year at a cost of \$2,640 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Cumberland Children's Home** - The Mission Committee provides financial support to the Cumberland Children's Home. Additionally, inter-generational mission activities have been done at the home by St. Andrew Presbyterian Church members. In response to Christ's love and example, Cumberland Children's Home serves children and families by providing healing and hope and residential and non-residential services. This activity serves 45 people during the year at a cost of \$2,180 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Court Appointed Special Advocates (CASA)** - The Mission Committee provides financial support for Court Appointed Special Advocates (CASA). CASA provides volunteer advocacy for every abused child in the Denton area. CASA serves over 750 children in foster care - a service which makes the children more likely to be adopted. This activity serves 752 people during the year at a cost of \$1,575 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Denton Christian Preschool** - The Mission Committee provides financial support for the Denton Christian Preschool. Additionally, numerous St. Andrew Presbyterian Church members provide volunteer hours at the preschool. The Denton Christian Preschool is a faith-based school that believes the first few years of a child's life are the most critical. Professionals and volunteers have taught, fed, loved, and nurtured three and four-year-old children who are at-risk for succeeding in public school without early intervention. This activity serves 55 people during the year at a cost of \$3,535 and took 16 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Denton City-County Day Nursery** - The Mission Committee provides financial support to the Denton City-County Day Nursery. The Denton City-County Day Nursery is a non-profit preschool offering exceptional care at an exceptional rate for every child regardless of family income. This activity serves 200 people during the year at a cost of \$3,100 and took 16 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Faith Presbyterian Hospice** - The Mission Committee provides financial support for Faith Presbyterian Hospice. Faith Presbyterian Hospice provides end-of-life care from a faith-based perspective. Some services are provided in-home while others are provided at the T. Boone Pickens Center in Dallas. This activity serves 1,000 people during the year at a cost of \$2,430 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Fred Moore Childcare Center** - The Mission Committee provides financial support for the Fred Moore Child Care Center in Denton. The Fred Moore Child Care Center serves low-income families in our community by offering comprehensive, affordable, and well-balanced care for children 6-weeks old to 5-years old by delivering a positive and quality early childhood educational experience. This activity serves 130 people during the year at a cost of \$3,650 and took 16 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Friends of the Family** - The Mission Committee provides financial support for the Denton County Friends of the Family. Friends of the Family provides compassionate services to those impacted by rape, sexual abuse, and domestic violence. This activity serves 3,049 people during the year at a cost of \$1,800 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Giving Hope** - The Mission Committee provides financial support to Giving HOPE, Inc. Giving HOPE, Inc. serves as a front door to a continuum of care comprised of rental assistance aimed at making homelessness rare, brief, and non-recurring. This activity serves 200 people during the year at a cost of \$1,575 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Goodland Academy** - The Mission Committee provides support for the Goodland Academy. St. Andrew Presbyterian Church has a long-standing relationship with the Goodland Academy from Hugo, OK. The home provides residential care for troubled boys. This activity serves 125 people during the year at a cost of \$500 and took 16 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Grace Presbytery** - The Mission Committee provides monetary support to the missions of the Grace Presbytery. St. Andrew continues to demonstrate its support to the denomination by providing financial support to Grace Presbytery. While not required, St. Andrew believes that this is a reasonable and necessary expense to fulfill God's work through our denomination. This activity serves 25,000 people during the year at a cost of \$31,145 and took 80 hours of preparation work. This activity supports 3 Mission Study Action Items. (submitted by Russ Tillman)

**Hearts for Homes** - The Mission Committee provides financial support for Hearts for Homes. Additionally, committee members and other St. Andrew Presbyterian Church members provide hands-on workday assistance to the program several times per year. Hearts for Homes improves the living conditions of low-income senior homeowners in Denton County. This activity serves 778 people during the year at a cost of \$2,230 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Interfaith Ministries of Denton** - The Mission Committee provides financial assistance to Interfaith Ministries of Denton. Interfaith Ministries of Denton provides short-term assistance to individuals and families in need. This activity serves 3,000 people during the year at a cost of \$3,970 and took 20 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Kids Against Hunger** - Kids Against Hunger is a non-profit humanitarian organization with a mission to provide fully nutritious food to impoverished children and families around the world...and around the corner. The goal of the organization is for the meals to provide a stable nutritional base from which recipient families can move their families from starvation or food insecurity to self-sufficiency. In February 2023, over 15,200 meals for distribution by Kids Against Hunger were assembled in a 1 and a half hour session by St. Andrew congregational members. This activity serves 15,200 people during the year at a cost of \$3,600 and took 250 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Market for Mission** - Each year the Mission Committee sponsors the Market for Mission for St.

Andrew. Sunday School classes and other church groups along with partner social service agencies who are invited to have a table and sell items at the market. The funds are then used by the agency to support their programs. The Mission Committee supplements each sponsored outside partner agency with \$50 for their participation in the event. This activity serves 100 people during the year at a cost of \$100 and took 40 hours of preparation work. This activity supports 1 Mission Study Action Item. (submitted by Russ Tillman)

**Mission Mixer** - The Mission committee provides financial assistance to host a mission mixer to educate the congregation about agencies we support and interact with mission opportunities as well. This event occurred in October this year. This activity serves 25 people during the year at a cost of \$100 and took 20 hours of preparation work. This activity supports 1 Mission Study Action Item. (submitted by Russ Tillman)

**New Mission Initiatives** - New Mission Initiatives is a budget item that the Mission Committee uses to address mission opportunities that suddenly arise in the local and greater community. These mission initiatives also include hands-on work by St. Andrew Presbyterian Church members. This activity serves 50 people during the year at a cost of \$5,540 and took 30 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Emergency Relief Fund** - The Mission Committee provides financial assistance via the Emergency Relief Fund (formerly COVID-19 Relief Fund) to individuals that are experiencing temporary and emergency financial hardship. In 2023, 11 individuals received funding from the fund. This activity serves 11 people during the year at a cost of \$5,500 and took 35 hours of preparation work. This activity supports 3 Mission Study Action Items. (submitted by Russ Tillman)

**New Revelations Collegiate Mission** - New Revelations Collegiate Mission's goal is forming leaders to actively engage as Christ's presence in the world. New Revelations Collegiate Mission offers off-campus housing for college students attending local universities, primarily the University of North Texas and Texas Womans University, who want to live in an intentional Christian community. This activity serves 8 people during the year at a cost of \$500 and took 16 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Our Daily Bread** - The Mission Committee provides financial support to Our Daily Bread. Our Daily Bread (along with Kids Against Hunger) are the only directly measurable parts of the Mission Committee's endeavors. Even here, St. Andrew Presbyterian Church finances and facilities are often shared with many local congregations. In addition to other critical services, Our Daily Bread serves approximately 90,000 meals per year. Our Daily Bread and its related services continue to be one of the most high-profile activities that St. Andrew Presbyterian Church supports. With the recent merger with Monsignor King Services, St. Andrew also provides provide financial support for basic and essential emergency assistance, lodging and meals to disadvantaged members of our community during times of inclement weather. This

activity serves 6,000 people during the year at a cost of \$5,000 and took 130 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Presbyterian Children's Home** - The Mission Committee provides financial support to Presbyterian Children's home services. Presbyterian Children's Home services provides care and a living setting for troubled youth and children throughout Texas. The Presbyterian Children's home serves over 4,500 clients per year. This activity serves 4,500 people during the year at a cost of \$2,500 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Presbyterian Disaster Relief** - This fund is used to support emergencies and mission opportunities in communities. In 2023, donations were provided to support survivors of the Turkey/Syria Earthquake and the Maui, Hawaii Fires. In addition, over 1,100 hygiene kits were assembled in two settings and were provided for disaster assistance. This activity serves 1,100 people during the year at a cost of \$5,000 and took 200 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**The Children's Place Scholarship Fund** - The Mission Committee provides financial support for the Children's Place scholarships. St. Andrew provides scholarships to needy students who might otherwise not be able to attend The Children's Place. This activity serves 25 people during the year at a cost of \$1,200 and took 16 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**Denton Community Food Center** - The Mission Committee provides financial support to the Denton Community Food Center. The Denton Community Food Center provides food from a central community storehouse to needy individuals and families in emergencies. This activity serves 19,760 people during the year at a cost of \$2,660 and took 16 hours of preparation work. This activity supports 4 Mission Study Action Items. (submitted by Russ Tillman)

**Theological Education Fund** - The Mission Committee provides resources to qualified staff at St. Andrew who are pursuing God's call of service. This activity serves 2 people during the year at a cost of \$2,000 and took 8 hours of preparation work. This activity supports 3 Mission Study Action Items. (submitted by Russ Tillman)

**Treehouse Program** - The Mission Committee of St. Andrew Presbyterian Church provides financial support to the Tree House After-School program. St. Andrew Presbyterian Church also provides the location and transportation for the program, and numerous St. Andrew Presbyterian Church members provide volunteer service to the program. The Treehouse After-School program provides needed support for 12 children who come from underprivileged homes. The Treehouse is a popular program for church volunteers who wish to serve some of our community's under-resourced children. This activity serves 12 people during the year with a Mission donation of \$1,500 and took 16 hours of preparation work. This activity supports 5 Mission Study Action Items. (submitted by Russ Tillman)

**PERSONNEL** - Karen Dower, 2023 Personnel Committee Moderator

St. Andrew continues to be blessed with talented and committed staff. They are the church's backbone and support for this special community of worship. In 2023, the Personnel Committee held regular monthly meetings, honored staff with appreciation, paid a Christmas bonus, and said farewell to Parker Hinnenkamp. The committee was also able to recommend an increase in salary for all staff to the Session along with leveling the hourly staff to assist with changes in our cost of living. St. Andrew has a strong and dedicated staff that works closely together for the congregation. This activity supported all five of the St. Andrew Core Values. (Submitted by Karen Dower)

**PRESBYTERIAN WOMEN** – Karen Dower, 2023 Presbyterian Women Moderator

Presbyterian Women, a dedicated group of 45 women, gather for Presbyterian Women and Circle meetings. Through many phone calls, texts, emails, and cards, this dedicated organization helped reinforce the solid foundation of St. Andrew Presbyterian Church. Presbyterian Women contributed to the Community this year by supporting Our Daily Bread, the TreeHouse After School Program, The Children's Place, the Denton Christian Pre-School, the Fred Moore Day Nursery, and the Denton Food Pantry. Some members also participated in and supported the Denton Association of Christian Women. Beyond our community, we supported the mission work of Presbyterian Women denomination-wide, Presbyterian Children's Home, Presbyterian Pan American School, Mo Ranch, the Birthday Offering, Fellowship of the Least Coin and Thank Offerings through PCUSA. Our contributions to the Small Gifts, Big Impact giving program of PCUSA purchased five sewing machines for families in developing parts of the world. These sewing machines will provide a stable source of income for the recipient families. The Market for Mission at St. Andrew was well supported by the women. The money raised will be put towards our ongoing mission projects. Proudly, Presbyterian Women exemplifies the core values of Outreach to Community and Beyond and Nurture and Compassion. We believe our Circle will further strengthen the women's work at St. Andrew Presbyterian Church. (submitted by Karen Dower)

**PROPERTY** - DeLila Bergan, 2023 Property Committee Moderator

**Insurance** - Maintained insurance policies for the church and its programs and staff, paid premiums for same. Total cost this year of \$36,253 benefitting all members of the church and users of its facilities. This supported all Mission Study Action Items. (submitted by DeLila Bergan)

**Kitchen Expense** - Purchased, repaired, replaced kitchen tools for use by church members for a variety of activities. Total cost this year of \$250 benefitting all members of the church and users of its facilities. This supported 3 Mission Study Action Items. (submitted by DeLila Bergan)



**Plant Maintenance and Supplies** - Maintained, repaired, and renovated building and grounds. Some major projects in 2023 included: New crash bars on FH doors, grab bars in all restrooms, repair and replacement of multiple HVAC units, installation of new air handler and control system in sanctuary, renovation of existing restroom to create accessible restroom (paid for by the Birthday Fund), installation of chancel stair railings, repairs to fire alarm system, additional lighting in chancel and parking lot, added 2 more handicap spaces and a new crosswalk, purchased a commercial range for the kitchen, purchased a wide variety of supplies and equipment required by the church. Total cost this year of \$80,000 benefitting all members of the church and users of its facilities. This supported all Mission Study Action Items. (submitted by DeLila Bergan)

**Accessibility Projects** - Funds were used as part of payment for restroom grab bars, chancel rails, additional handicap parking, chancel and parking lot lighting. Total cost this year of \$2,500 benefitting all users of the church facilities. This supported 5 Mission Study Action Items. (submitted by DeLila Bergan).

**Utilities** - Paid utility bills for all church buildings and grounds for the year. Total cost this year of \$66,000 benefitting all members of the church and users of its facilities. This supported all Mission Study Action Items. (submitted by DeLila Bergan)

**Vehicle Maintenance** - Maintained and licensed church vehicles for use for children's programs and special events. Total cost this year of \$2,000 benefitting all users of church vehicles. This supported 4 Mission Study Action Items. (submitted by DeLila Bergan)

**Women's Retreat Transportation** - Transportation not required in 2023, but remains in budget for 2024. (submitted by DeLila Bergan)

**RUTH ANDERSON MEMORIAL FUND** - Darcy Loveless, 2023 Ruth Anderson Committee Moderator

The Ruth Anderson Fund supported the following projects in 2023:

- Catered meal for the annual January meeting of the congregation
- Lenten activities, materials for the congregation
- ACDA Master class for Christine Le
- Earthquake relief for Turkey/Syria
- Spring and Fall Super Wednesday - speakers, field trips
- Funding for Fifth Sunday mission projects
- Youth Summer Mission Trip
- VBS - t-shirts, matching funding for mission project for Cook's Children's supply room
- Preaching seminar for Dr. Culp
- Fall Festival of Faith with Philip Schoultz
- Advent supplies and materials

- MACE funding for CE intern
  - Dues, conference expenses for Nursery director to attend NAYEC
- (submitted by Linda Steger)

**BIRTHDAY FUND** (Administered by the Ruth Anderson Committee) - Darcy Loveless, 2023 Ruth Anderson Committee Moderator

The Birthday Fund supported the following projects: Refurbishing and repairing of the handbells and the remodel of the first-floor men's room (office wing) to make it ADA-compliant.  
(submitted by Linda Steger)

**STEPHEN MINISTRY** - Karen Dower, 2023 Stephen Ministry Moderator

St. Andrew continues to be blessed with lay-trained people who provide one-to-one caring relationships for anyone experiencing loss. In 2023, St. Andrew's Stephen Ministers provided nurture and support through at least 24 caring relationships that occurred throughout the year. The Stephen Ministers supported the St. Andrew congregation and community during these difficult times. This activity supports the St. Andrew Core Values of Outreach to the Community and Beyond, Nurture and Compassion, and Hospitality. (Submitted by Karen Dower)

**STEWARDSHIP AND INTERPRETATION** – John Gibson, 2023 Stewardship and Interpretation Committee Moderator

**Budget and Financial Oversight** - The Stewardship and Interpretation Committee continued to provide transparency in all the church's financial records and reporting to the Session and congregation. The committee dutifully reviewed monthly statements and budget reports and submitted these monthly reports to the Session. The committee also continued to review and improve Financial and Accounting procedures and other related activities with a very good outcome. The Stewardship and Interpretation Committee actively engaged in the oversight of St. Andrew's Endowment Funds. In 2022, the committee established a specific sub-committee to review these various funds, and the investments within, to oversee this important area. This Sub-Committee helped provide a recommendation to the Session to utilize non-interest bearing funds and placed them into a Short-Term CD for investment growth. This Sub-committee continues to evaluate the various funds and investments of the Church, and is always looking for new ways to grow revenue. The focus moving forward has shifted more towards the question: how can existing endowments be used to effectively fund various projects or missions of the church? These activities directly support all five of St. Andrew's Core Values, with particular emphasis on Nurture and Compassion - Nurturing the Organization. (Submitted by John Gibson)

**Strategic Initiative Review Process** - The Stewardship and Interpretation Committee is responsible for conducting the annual Strategic Initiative Review Process to ensure fiscal and program accountability at St. Andrew. This process includes the completion of two separate but related efforts, the Activity and Financial Request process and the Activity Outcome

Process. The Activity and Financial Request Process ensures that Committee Moderators plan and budget in accordance with Saint Andrew's Core Values and Priorities and within the limits of available funds. The Activity Outcome Process ensures that the planned activities and expenditures were completed in accordance with St. Andrew's Core Values and Priorities. Based on the information from the Activity Outcome Process, the Stewardship and Interpretation Committee develops a proposed Annual Report for consideration by the Session and distribution at the annual Congregational Meeting. With the completion of a proposed budget, a thorough analysis of outcomes, and creation of the Annual Report for the Session and the congregation, the Strategic Initiative Review Process was completed for 2023. This activity supported all five of St. Andrew's Core Values, but specifically Nurture and Compassion - Nurture of the Organization. (Submitted by John Gibson)

**Stewardship Campaign** - In 2023, St. Andrew offered three weeks of Sermons devoted to the Stewardship message and several key questions about what we want to ask about Stewardship, but never do!

1. Will Giving Make Me Feel Better?
2. Is It About the Budget?
3. How Much Should I Give?

Richard shared various perspectives and lessons about these questions, all centered around stewardship commitments for the church. We also heard how the ministries of St. Andrew make a difference in people's lives and our community. This was followed with distribution of letters to church members and pledge cards for the 2024 Budget year. As St. Andrew (and the community) came through this past year, the 2024 Stewardship response from the congregation showed an increase in pledges, illustrating the commitment and faith of St. Andrew members toward the church's overall mission. This activity supported all five of St. Andrew's Core Values, but specifically Nurture and Compassion - Nurture of the Organization. (Submitted by John Gibson)

**WORSHIP AND MUSIC** – John Richmond and Dan Kyzer, 2023 Worship and Music Committee Moderator

**Worship Supply** – Worship Supply includes all of the instruments used for communion and worship services throughout the year. The activity served approximately 258 people each time at a cost of \$80 and took 4 hours of preparation. (submitted by Dan Kyzer)

**Sanctuary Décor** - This activity provides, maintains, purchases, and places items in the Sanctuary used to decorate it during the various liturgical seasons, particularly Advent, Christmas, Lent, and Easter. The decorating of the church according to the liturgical calendar is important because it enhances our understanding of our reformed faith, our liturgy, and our understanding of ourselves as creative servants of God. This is fulfilled through the artistic use of candles, flowers, paraments, and other items used during special seasons of the church year. The beauty and dignity of the Sanctuary, especially the Chancel area, is important to the members of St. Andrew to show respect for and love of God. These decorations serve to enhance the worship experience for both church member and visitors. This activity served

approximately 258 people each time at a cost of \$35 and took 4 hours of preparation.  
(submitted by Dan Kyzer)

**Chancel Choir** - The Chancel Choir sings at most Sunday morning worship services, as well as special services, including Good Friday and Christmas Eve. Quality music is essential to our worship experience and is strongly supported by the members of Saint Andrew. The music ministry also provides inspiration for visitors, either in-person or online. The choir has continued to rehearse and has performed numerous times in worship. This activity served approximately 258 people each time with weekly rehearsals. (submitted by Dan Kyzer)

**Pulpit Supply** - Pulpit supply funds are used to pay a visiting minister who is invited to fill the pulpit when one or both of our installed ministers are absent. Our members expect, enjoy, and benefit from intelligent, stimulating, and reformed preaching and teaching which can best be provided by an ordained minister. This fund provides the services of an ordained minister when St. Andrew's installed ministers must be absent due to illness and/or necessary travel. This was needed twice this year. (submitted by Dan Kyzer)

**Piano Tuning** - Maintaining the pianos throughout the St. Andrew campus is an effort of stewardship and of service to worshippers that have come to expect great music in the Reformed Tradition. Pianos in the Choir Room, Children's Choir Room, Sanctuary, Parlor, and Fellowship Hall were all tuned at least once during 2023. (submitted by Dan Kyzer)

Appendix A. Core Values of St. Andrew Presbyterian Church

# CORE VALUES

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*Working Together in Support of Our Core Values*

## Appendix B. Mission Study Action Items That Support Our Core Values

### Mission Study Action Items

#### **A. Exceptional Worship and Music (Core Value/Vision)**

1. Focus on Congregational Unity (Goal)
  - a. Create opportunities for congregation unity
2. Provide Spiritual Air for All to Breathe (Goal)
  - a. Stretch capacity for worship and creativity
  - b. Expand breadth of worship elements
  - c. Accept and admire ways God speaks to us
3. Affirm Our Reformed Heritage (Goal)
  - a. Renewed intentionality on why we do things in worship
  - b. Renewed understanding of why we do things in worship
  - c. Value our identity and celebrate the connectional nature of our church

#### **B. Quality Education and Programming for All Ages (Core Value/Vision)**

1. Facilitate Connectedness Within the Congregation (Goal)
  - a. Develop targeted Bible and book study groups
  - b. Develop social justice and issue discussion groups
  - c. Develop ecumenical discussion groups
  - d. Increase connectivity with college demographic groups
  - e. Increase connectivity with elderly demographic groups
  - f. Continued heavy investment in children and youth education efforts
2. Equip Each to Pursue Their Call (Goal)
  - a. Encourage open and honest exploration and discussion of divergent issues/opinions
  - b. Affirm and support people wherever they are in their faith journey
  - c. Leverage inspired teachers within and outside our membership
  - d. Affirm the continued use of the Presbyterian Sunday School Curriculum
3. Celebrate the Joy of Our Faith (Goal)
  - a. Affirm the need to “play while we learn”
  - b. Affirm the continued use of the Godly Play Curriculum
  - c. Celebrate our faith through the arts and social gatherings
  - d. Celebrate our faith through individual creativity

#### **C. Outreach to the Community and Beyond (Core Value/Vision)**

1. Engage the Community More Actively
  - a. Support Our Daily Bread, the Tree House After-School Program & the Children’s Place
  - b. Seek opportunities to connect with the broader Denton-area community
2. Enhance Marketing of St. Andrew’s Offerings (Goal)
  - a. Develop and implement a robust marketing strategy
  - b. Develop and implement a robust and updated media presence
  - c. Provide connectivity for any homebound wishing to remotely participate in worship
  - d. Actively participate in and support Denton-area festivals, events and gatherings

#### **D. Nurture and Compassion (Core Value/Vision)**

1. Nurture Our Neighbor (Goal)
  - a. Affirm nurturing acts during all life stages
  - b. Affirm the importance of ministry that tends to the unique needs of our neighbor
  - c. Prioritize Pastoral Care during the pastoral search process
  - d. Expand lay pastoral care programs; i.e. Stephen Ministry, Diaconate Ministries, etc.
2. Nurture of Organization (Goal)
  - a. Encourage programs to inspire generosity of time, talents and treasure
  - b. Communicate the benefits of planned gifts and how members can support the church
  - c. Develop robust processes and procedures that ensure fiscal accountability and responsibility
  - d. Implement staff/program performance reviews that inspire creativity and effectiveness

#### **E. Hospitality (Core Value/Vision)**

1. Explore Ways to Enhance Our Inclusive Hospitality (Goal)
  - a. Engage in open discussion to seek understanding/acceptance of divergent views
  - b. Demonstrate leadership to navigate controversial social and political issues
  - c. Strive to find ways that might inspire our congregation to become more Christ-like
2. Create a Welcome Statement
  - a. Make a stated commitment to embrace inclusivity of ALL people in our faith community
  - b. Develop and inclusive Welcome Statement based on the intent of the Mission Study

