

**2024 ANNUAL REPORT**  
**ST. ANDREW PRESBYTERIAN CHURCH**  
**DENTON, TEXAS**

---



In 2024 St. Andrew Presbyterian Church (SAPC) continues to offer an invitation to all for an abiding and revealing journey of discipleship and faith. Our steadfast presence in the lives of our members, the greater Denton and North Texas community and the world beyond provides a manifestation of God’s hope and love through our contributions and activities.

Our new and traditional programs and services have been successful and grow and change as necessary in response to God’s call. The membership of SAPC through the actions and events chronicled in this annual report persists with God’s hope and grace to strive to illustrate the words of 1 Peter 4:10, “Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

## **OVERVIEW**

This report serves as an annual summary of the Strategic Initiative Activities and Core Values completed by members of SAPC during 2024. These Strategic Initiative Activities and this report remain 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.

For 2024, 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. All expenditures made, and activities accomplished during 2024 were completed in accordance with the priorities of the Session and in direct support of the St. Andrew Mission Study and Core Values.

This report should serve as a celebration of our work and worship and be offered up to God with our thanks and praise for His guidance and strength during the past year and the years to come.

## **ACTIVITY OUTCOMES BY COMMITTEE**

The following reports were provided by the 2024 St. Andrew Committee Moderators or others as indicated. Each activity report represents a specific activity for the various committees.

**CHRISTIAN EDUCATION** – Linda Steger and Kim Luevano, 2024 Christian Education Committee  
Co-Moderators

CHRISTIAN EDUCATION – ADMINISTRATION

**Curriculum** - Church school curriculum supported efforts to provide quality Christian education to the congregation throughout 2024. These funds provided Sunday school curriculum, both online and in print, as well as 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. (submitted by Linda Steger)

**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 fund helps support and promote all of St. Andrew's Core Values. This training occurred 4 times this year and approximately 50 people participated each time. (submitted by Kirsten Brown)

**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. (submitted by Linda Steger)

CHRISTIAN EDUCATION - ADULT FAITH FORMATION

**Advent Devotionals** - Advent devotionals were obtained 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 the Advent season. 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 \$50 and took 1 hour of preparation time. This event supported 3 of St. Andrew's Core Values. (submitted by Kirsten Brown)

**Congregational Learning Events** - This fund was used to provide honorariums to speakers and supported learning opportunities for the congregation. This fund also provides scholarships and administrative fees for congregational field trips. This fund served 160 participants during 4 events with a total cost of \$200. This fund supports all of the St. Andrew Core Values. (submitted by Kirsten Brown)

**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 fund helps support and promote all of St. Andrew's Core Values. This training occurred 4 times this year and approximately 50 people participated each time. (submitted by Kirsten Brown)

**Lenten Devotionals** – The Adult Faith Formation Committee obtained Lenten devotionals for the congregation, hoping to provide a directed spiritual devotional during the Lenten season. This supported three of St. Andrew's Core Values and approximately 150 people were served. (submitted by Kirsten Brown)

**Women's Retreat** - Women's Retreat, March 22-23, 2024 - The first Women's Retreat planned since the winter of 2020 was a great success! Approximately 40 women of St. Andrew gathered at Lone Oak Retreat Center to lay aside the duties and responsibilities of life for 24 hours. They came with the intention of learning and growing in the possibilities of "Living in Wholeness" through our faith and belief that we are made in God's image. Presentation of the retreat's topic was done by Rev. Dr. Melissa Hunter. The women also worshipped together, talked long into the night, connected with each other, and gathered for meals around the table. This activity supported and promoted four of the Core Values of St. Andrew. (submitted by Kirsten Brown)

#### CHRISTIAN EDUCATION - CHILDREN'S MINISTRY

Children's Christian Education and Ministry in 2024 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. The monthly Sunday School Scoop newsletter provided parents with an overview of the Bible story content and activities for each month. 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 Linda Steger)

#### CHRISTIAN EDUCATION - FALL FESTIVAL OF FAITH

Dr. Lance Pape, Professor of Homiletics at Brite Divinity School, led the 2024 Fall Festival of Faith. Dr. Pape helped us explore the spirituality of the Psalms while learning to talk back to God with boldness, creativity, and candor. Dr. Pape led Super Wednesday on October 16 and a special presentation with a catered dinner on Saturday, October 19. He also taught the Adult Sunday School class and preached on October 20. This annual event, which is not funded from the church budget, is completely underwritten by the Ruth I. Anderson Endowment. (submitted by Linda Steger)

#### CHRISTIAN EDUCATION - SUPER WEDNESDAY

Super Wednesday had another successful year. Spring 2024 featured a variety of speakers: Michael Greig (Swords & Plowshares: Geopolitics, War, and Peace in the Middle East); Reid Ferring, (Ancient roots of Abrahamic hostilities from the Jewish Wars up through the origins of

the Ottoman Empire); James Meernik (After the atrocity: how do people and societies recover); Hanan Hammad (The Origin of the Israeli-Palestinian Conflict); Fredrick Sanders (Music and Traditions of the Black Church); Nancy Stockdale (Historic and Contemporary Palestinian Heritage), and Stephen Morscheck (Bach's *St. Matthew Passion*). The Fall 2024 theme was "Sacred Spaces," and topics included: Natural Sacred Spaces (Reid Ferring), Sacred Space Around the World: Religious Architecture in the Abrahamic Religions (Elizabeth Ranieri), Early Christian Sacred Spaces: The Pantheon and the Politics of Religion in Imperial Rome and The Re-Imagination of the Roman Basilica (Neville McFerrin), Sacred Spaces of Denton (Annetta Ramsey and Randy Hunt), the Sacred Space of the St. Andrew Sanctuary (Malcolm Matthews), and Sacred Spaces of Heaven: Shedding Light on the Expanding Universe (Ohad Shemmer). Programming also included the Women's Book Study facilitated by Amy Cole and Amy Fair. The Wave college age ministry, lead by Wade and Terah Hatter, met in spring but not fall. Delicious meals were again 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 (\$5000 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

**Wednesday Night Youth Group** - Middle school and high school students meet each Wednesday night from Rally day in September through mid-July for fellowship, recreation, Bible study, discussion, and mission work with an emphasis on developing community and then taking that community into their daily lives. This activity occurred 48 times this year with approximately 15 people participating each time. (submitted by Stephanie Raesz)

**Mission Trip** - 11 youth and 2 adults from St. Andrew, along with youth and adults from Grace First Weatherford and St. Barnabas Richardson, traveled to Memphis, TN, for a week of mission activities and social justice learning sponsored by Youth Mission Co. Service activities included delivering for Meals on Wheels, working at a local food bank, maintenance, cleaning, and updating at a variety of missions to the unhoused, and organizing a community clothes closet. (submitted by Stephanie Raesz)

**Youth Summer Activities** - During our youth group times during the summer months, youth take special field trips that are not possible during the school year. In 2024, our field trips included dinner in Ft Worth while visiting a member in the hospital, bowling at Andy B's, and attending a Rough Riders baseball game in Frisco. There were 10 activities with approximately 15 people participating each time. (submitted by Stephanie Raesz)

**Senior Recognition Sunday** - Three graduating high school students were recognized during the worship service and at a reception in the Narthex following the service. Graduates were gifted with a yard sign, personalized blanket, and notes from the congregation. Approximately 200 people participated in this event. (submitted by Stephanie Raesz)

**Synod Youth Workshop** - Synod Youth Workshop is a gathering of youth from across the Synod of the Sun that occurs annually at The University of Tulsa. One youth and one adult from St. Andrew attended this year. (submitted by Stephanie Raesz)

**Youth Trip Scholarships** - Youth Trip Scholarships assists youth families who need help with financing the costs of our annual mission trip or Synod Youth Workshop. Approximately 15 people benefitted from these scholarships. (submitted by Stephanie Raesz)

**Youth Sunday** - Each year, the youth of St. Andrew plan, write, prepare, and serve in this special worship service. The theme of this year's service was "Just Because", based on a book written by Matthew McConaughey. Approximately 200 people attended this service. (submitted by Stephanie Raesz)

**Youth Sunday School** - Middle school and high school students met each Sunday morning at 9:30 for specific studies. In the spring, middle school students used the Sparkhouse Connections curriculum focusing on the Old Testament, while high school students used the PCUSA Follow Me curriculum. In the fall, all ages began using the Imago Dei curriculum written by Kirsten Trachsel. This activity occurred 36 times with approximately 15 people participating each time. (submitted by Stephanie Raesz)

**COMMUNICATION AND ADMINISTRATION** – Sarah Adams and Jonathon Fite, 2024  
Communication and Administration Committee Co-Moderators

**Administrative Miscellaneous** - The Administrative Miscellaneous budget pays for unanticipated expenses that don't fit into the categories laid out in the rest of the budget. This budget was a bit overspent this year due to sound equipment in the Sanctuary and additional expenses incurred from the church directory. Both projects, however, were carried out, bringing a new church directory and a permanent fix to the sound issue under the balcony. (submitted by Lou Korom)

**Office Activities** - The Office Activities at St. Andrew Presbyterian go to supporting needs like copy paper, pens, and other assorted materials that help the church office run. In addition, multimedia expenses are also occasionally sourced from this budget like televisions for carts, microphones, and XLR cables. In terms of outcome, these budget items were provided over the entire year so that they were on hand when needed! (submitted by Lou Korom)

**Telephone** - The telephone budget at St. Andrew Presbyterian Church provides for cell phone usage by both pastors and some members of the staff. Additionally, the phone and internet service of the church is provided out of this account. Weekly streaming of the church's worship services, access to the church's database, and phone access to the church are all outcomes of this line item. Also, four staff members have cell phones that keep them connected, even while outside the church office. (submitted by Lou Korom)

**Postage** - Postage at St. Andrew Presbyterian Church is used to support pastoral correspondence, bulk mailing of seasonal guides, and mailings to members of St. Andrew's home ministries. All of these tools were used at St. Andrew in 2024. (submitted by Lou Korom)

**Offering Envelopes** - Offering envelopes at St. Andrew Presbyterian Church facilitate giving to the congregation and visitors by providing a level of privacy for giving. Offering envelopes were provided! (submitted by Lou Korom)

**Equipment Contracts and Repairs** - The Equipment Contracts and Repairs budget provides for contracted equipment needs in the church office like the copier and postage machine. This line item has expanded to also include software fees for Quickbooks, Realm, Microsoft, and Adobe products. Like the physical equipment, this software facilitates the operations of St. Andrew Presbyterian Church for every member and visitor. All equipment and software for this category was used in 2024! (submitted by Lou Korom)

**Advertising and Promotion** - The Advertising and Promotion budget supports advertising efforts in the rest of the community via regular advertising in the Denton Record-Chronicle's church section and targeted advertising on social media. Advertising efforts help drive visitors to the church. (submitted by Lou Korom)

**Online Communication and Website** - The Online Communication and Website portion of the budget budgets for the website and bulk email program fees. Both of these tools help hospitality and overall communication between church members and the programs of the organization. Typically, three bulk emails are sent every week. The church website is available every day! (submitted by Lou Korom)

**Payroll-Related Expenses** - Quickbooks assesses fees for employees on payroll, both full and part time. These fees support unique payroll-related services for employees. Employees support all of the core values of St. Andrew's life and ministry! (submitted by Lou Korom)

**Fees** - The fees line item provides for credit card fees paid by the church. Credit card fees facilitate online giving, a growing part of the mix of transactions of the church. Both the operation of the church and the hospitality of how St. Andrew accepts gifts are supported in this line item. (submitted by Lou Korom)

**Coffee and Water** - The Coffee and Water budget provides for coffee served at St. Andrew Presbyterian Church's events. The water part of the budget provides for two water filter units on the campus. Both support the hospitality and overall operations of the day to day life of the organization. Coffee is faithfully served at St. Andrew events and the water fountains are available on a daily basis. (submitted by Lou Korom)

**DIACONATE** – Steve Pickett, 2024 Diaconate Moderator

DIACONATE – CONGREGATIONAL HOSPITALITY AND MEMBERSHIP COMMITTEE – Ann Merritt, 2024 Congregational Hospitality and Membership Committee Moderator

**After Worship Fellowship** - We try to encourage after worship fellowship - for members AND visitors. Food is always a way to make people feel appreciated, and encourages talking. Both children and adults look forward to the treats that are offered each week. (submitted by Ann Merritt)

**Annual Meeting and Congregational Luncheon** - The congregational meeting is held in January providing lunch to discuss the annual budget and other church business. Church activities were discussed, and annual budget was approved. Approximately 200 persons participated in this event. (submitted by Ann Merritt)

**Cradle Crosses** - When a new baby is born to a member of the congregation a cradle Cross and rose bud are presented to the parents or grandparents if the parent is unavailable to receive the cradle Cross. We had three Cradle Crosses to give this year. I delivered one of the 3 to a home in Grapevine, TX. I believe it was important to show caring and concern for a new life. (submitted by Sandy Spiegel)

**Christmas Pageant and Dinner** - Christmas dinner was held in Fellowship Hall in December. After the Christmas pageant in the Sanctuary everyone proceeded to Fellowship Hall for carols and prayer then approximately 190 people were served a seated meal. Adults- Lasagna, salad and roll, children- 2 pizza slices and salad. Decorated cookies for dessert available and coffee and water. Approximate 190 people participated in this event. (submitted by Ann Merritt)

**Maundy Thursday Dinner** - Maundy Thursday Dinner was a brown bag dinner and service in Fellowship Hall on the Thursday before Easter. The meal consisted of a sandwich, chips and cookie. We also served bowls of fruit with water and coffee available. The Maundy Thursday Service followed the meal in Fellowship Hall. Many of the congregation responded that they preferred the dinner and service both be held in Fellowship Hall. Approximately 75 people participated in this event. (submitted by Ann Merritt)

**Presbyterian 101 Classes** - This activity is important to the life of the church by providing visitors a firm foundation for church membership which allows them to become full and active members of the St. Andrew community. A total of 16 participants were involved in the two classes this year. (submitted by Susan Ramsay)

**Prime Timers** - Prime Time is an activity that provides an opportunity for adult fellowship within the St. Andrew community. This activity is intended as an avenue for church members to socialize and to get to know each other better. There were seven events this year with 87 (approximately 12 per event) participating. (submitted by Ann Merritt)

**Rally Day** - Rally Day is for all members and guests of all ages for breakfast, play outside and short service before the Sunday worship service in the sanctuary. Rally Day is scheduled weekend before kids go back to school. Approximately 125 people participated in this event. (submitted by Ann Merritt)

DIACONATE – CONGREGATIONAL CAREGIVING COMMITTEE – Jamie Adams, 2024  
Congregational Caregiving Committee Moderator

**Congregational Caregiving Memorial Service Hospitality and Food** - Members of three separate teams provided either a luncheon before or a reception after a memorial service. In 2024, one luncheon and 7 receptions served 560 people. These activities supported the St. Andrew core values of nurture, compassion and hospitality. (submitted by Mary Smith)

**Home Ministry Cards** - Monthly, the 21 diaconate members signed greeting cards for the 15 Home Ministry members. They including: birthday, get-well, condolence, and seasonal cards. Each member received 5 or more cards throughout the year to help them feel the love of Christ through their church family. This year 75 cards signed by 21 diaconate members were sent. (submitted by Jamie Adams)

**Home Ministry Christmas Gifts** - A useful unisex Christmas gift was sent to the 15 members on the Home Ministry list to help them remember the love of Christ, their St. Andrew family, & to assist them in their daily lives. Each one received a 32 oz. Hydro Flask Tumbler with a handle and flexible straw to encourage hydration. (submitted by Jamie Adams)

**Meal Train** – The Meal Train to serve to people in need or in recovery was activated seven times. Each time 1 – 4 people were served and approximately 12 participated to help. Overall this year 16 people were served and 43 people participated to help. (submitted by Marc Brown)

DIACONATE - OUTREACH COMMITTEE – Alex Lindberg, 2024 Outreach Committee Moderator

**American Red Cross Blood Drive** – St. Andrew partnered with The American Red Cross to host six donation events during 2024 to collect 198 units of blood from approximately 33 donors each time to help supply people in need of blood as the result of health issues caused by disasters, epidemics, surgeries, and routine health issues. We also reached out to local churches to promote the donations of blood suitable for patients with sickle cell anemia. (submitted by Bob Stewart)

**Apple Tree Project** – St. Andrew members provided 92 backpacks and \$725.00 donation toward backpacks was giving to Interfaith Ministries in early July 2024. This supported the Core Value of Outreach to the Community and Beyond. (submitted by Alex Lindberg)

**Free Flu Vaccination Clinic** - The Free Flu Clinic held in the Fellowship Hall served many young people, their parents, and a few older church members/nonmembers as a place to come and



get their free flu shots without having to make appointments or extra trips to get them during or after school or work. This provided an opportunity to get a much-needed vaccination to provide protection during flu season. 41 people participated in this event this year. (submitted by Alex Lindberg)

**Denton Christian Preschool Supply Drive** - The teachers and students of Denton Christian Preschool received two boxes of tissues, five containers of paint, nine glue sticks, four AA batteries, three tubes of toothpaste, six rolls of paper towels, two rolls of toilet paper, two bottles of hand soap, and five boxes of crayons.. With this activity, we were able engage in our community and help out to the students and teachers at the Denton Christian preschool who needed the most supplies. (submitted by Alex Lindberg)

**Interfaith Ministries Diaper Drive** – During the months of September and October diapers were collected and provided to Interfaith Ministries (IFM) in support of their mission. A total of 3,184 diapers (24 boxes), a diaper bag and \$105 donated on Realm was collected. Diapers are a necessity. IFM can help a family with diapers up to six times per year. It is one small thing that can really help a family to have extra funds to put towards daycare, rent or groceries. (submitted by Alex Lindberg)

**Give-A-Meal-A-Month** – This year the Give-A-Meal-A-Month project collected \$8,294.57. At \$2.29 per meal, St Andrew donations provided approximately 3622 meals in 2024 through the Denton Food Bank. Among the numerous donations given through the year, several church members are regular and generous donors to this program. This supports the Core Values of Nurture and Compassion and Outreach to the Community and Beyond. (submitted by Scott Campbell)

**Holiday Tree Lighting and Luminaries and Wassail** – Unfortunately, this year this event was canceled due to bad weather. This is a program worthy our continued support. A number of our congregants participated in advance discussions, though the program was cancelled. Keith Green leads a team of boy scouts that work as a team to prepare and place the luminarias. The church maintenance team does an outstanding job of making our church look welcoming, both inside and out. The activity pairs with St Andrew 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. The only additional suggestion is that we serve wassail for an extended hour. Little cash outlay for the effective way to reach the community. In 2023, this event had 200+ participants at a cost of \$200 and took about 8 human hours of preparation time. (submitted by Scott Campbell)

**Mother's Day Gift Bags** – A total of 45 bages were made to donate to Denton County Friends of the Family on May 10th. The bags contained health and beauty items including specialized products for ethnic hair and skin, as requested by Friends of the Family. A total of \$613.75 was spent at two different dollar tree stores. Amy Whiting led the effort but was aided by Amy Fair and Lindsey Smith in filling the bags. (submitted by Amy Whiting)

**Our Daily Bread Support** – This diaconate committee picked up & delivered donations 25 times throughout the year, obtained and delivered bike racks to ODB, obtained and delivered eight bicycles and locks to ODB for the annual ODB client Christmas Party. (submitted by Larry Wilson)

**MISSION** – Russ Tillman, 2024 Mission Committee Moderator

**Contribution to Church-Related Activities** - A variety of St. Andrew related activities were financially supported including the Youth Mission Trip, Tree House, and Children’s Place. This continued support is provided on an annual basis. Approximately 75 people were served by this and the Core Outcome of Quality Education and Programming for All was supported. (submitted by Russ Tillman)

**Contribution to Local Area Agencies** - Annual contributions on behalf of St. Andrew Presbyterian Church were made to 18 local area agencies involved in a variety of community support endeavors. This annual contribution follows a long-standing tradition of annual local-area agency giving and contact by St. Andrew Presbyterian Church. This giving also allows St. Andrew to remain situationally aware of local-area needs and to remain a part of addressing their continual challenges. Approximately 5,000 people were served by this and the Core Outcome of Outreach to the Community and Beyond was supported. (submitted by Russ Tillman)

**Kids Against Hunger** - The annual assembly of meals for Kids Against Hunger was held in early February. Over 14,000 meals were assembled by 150 participants that provide rapid and easily prepared nourishment at disaster sites. Active participation allowed congregation members to better know one-another in a teamwork atmosphere. This supported the Core Values of Outreach to the Community and Beyond and Hospitality. (submitted by Russ Tillman)

**Market for Mission** - The annual Market for Missions was held in Fellowship Hall in December. At this event, local-area agencies provide information about their various missions. There are also goods for sale by church groups, local artists, and SERRVE. Approximately 200 people participated in this event. (submitted by Russ Tillman)

**Mission Disaster Emergency Support Response** - In 2024, the Congregation provided rapid financial support to the following three Emergency Disasters: Maui Wildfires, Texas Panhandle Fires, and Hurricane Helene and Melton recovery responses. During the collection of financial donations, the Ruth Anderson Fund matched congregation member’s contributions dollar-for-dollar up to \$2,500. This supported the Core Value of Outreach to the Community and Beyond. (submitted by Russ Tillman)

**Mission Fifth Sunday Events** - A Fifth Sunday Event was held in June where Congregation members assembled via teamwork over 500 hygiene kits for use by Presbyterian Disaster Assistance. Financially sponsored by The Ruth Anderson Fund, the Fifth Sunday Event concept

attempts interact with local agencies by providing in-kind assistance on a needed requirement. The Event allow the Congregation an opportunity to learn about a local agency while the local agency becomes aware of St. Andrew's capabilities. Approximately 110 people participated in the event which supported the Core Value of Outreach to the Community and Beyond. (submitted by Russ Tillman)

**Mission Mixer** - The annual St. Andrew Mission Mixer was held in October. Twenty-two participants attended the event where local-area agency capabilities, challenges, and issues were exchanged and discussed. The interaction at this meeting both allows local area agencies and the St. Andrew congregation to better know each other's needs and capabilities for on-going or future coordination. This supported the Core Value of Outreach to the Community and Beyond. (submitted by Russ Tillman)

**Emergency Relief Fund** - In 2024, twenty-one applications were funded by The Emergency Relief Fund. In order for a recipient to receive funding, a congregation member must complete, submit, and endorse the application. Upon receipt of the application, the Mission Committee reviews the application and awards funding if it matches the fund requirements. 63 people in total were served by this activity. (submitted by Russ Tillman)

**PERSONNEL** – Joe Allen and Terry Widmer, 2024 Personnel Committee Co-Moderators

In 2024, the Personnel Committee held meetings as required, honored staff with appreciation, paid a Christmas bonus, assisted in aspects of Dr Culp's sabbatical, and said farewell to several treasured staff members. The committee was also able to recommend an increase in salary for all staff, and musicians, to the Session to assist with changes in our cost of living. In addition, the committee assisted with staff changes at The Children's Place and The Treehouse and recommended to the Session That St Andrew accept the offer from Austin Presbyterian Seminary to host a 2025 Seminary graduate as a two-year staff member with salary paid by the Seminary's Post-Graduate Residency Program. St. Andrew has a strong, helpful, and dedicated staff that works closely together for the congregation. This activity supported all five of the St. Andrew Core Values. (submitted by Joe Allen and Terry Widmer)

**PRESBYTERIAN WOMEN** – Felecia Wynn, 2024 Presbyterian Women Moderator

Presbyterian Women, a dedicated group of 48 women, gather for Presbyterian Women and Circle meetings. Felecia Wynn, the 2024 Moderator, provided very thorough agendas and minutes to keep everyone informed. Many phone calls, texts, emails, and cards, continue to reinforce the solid foundation here at St. Andrew Presbyterian Church. Presbyterian Women contributed to the Community this year by supporting Our Daily Bread, the Tree House 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. The Market for Mission at St. Andrew was well supported by the PW and the funds go to 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, 2025 Presbyterian Women Moderator)

**PROPERTY** – David Hines, 2024 Property Committee Moderator

**Insurance** - Maintained insurance policies for the church and its programs and staff, paid premiums for same. Replaced Property & Liability Insurance coverage with a new Company in March of 2024. This benefitted all members of the church and the users of its facilities. This supported all Mission Study Action Items. (submitted by David Hines)

**Utilities** - Paid utility bills for all church buildings and grounds for the year. This benefitted all members of the church and the users of its facilities. This supported all Mission Study Action Items. (submitted by David Hines)

**Kitchen Expense** - Purchased, repaired, replaced kitchen tools for use by church members for a variety of activities. This benefitted all members of the church and the users of its facilities. This supported 3 Mission Study Action Items. (submitted by David Hines)

**Plant Maintenance and Supplies** - Maintained, repaired, and renovated building and grounds. Some major projects in 2024 included: Repair and replacement of multiple HVAC units & Sanctuary Chillers, Sanctuary Pipe Organ Repairs, updated alarm system, replaced lighting & fixtures in chancel, updated Fellowship Hall bathroom ceilings, renovated Entry Room to Fellowship Hall, Replaced most of the wood flooring in Church & Rec Center classrooms and hallways, Voluntary Work Day to clean up outdoor grounds, complete Gutter cleaning & repairs, contracted Carpet Cleaning for high traffic areas, Sump Pump in the Den replaced, Den concrete floor repaired & painted, Sacristy outside door replaced, major Sprinkler System replaced & repaired, multiple trees removed and trimmed, Rec Center Gym Lighting replaced & repaired, completed a major Deep Clean of most of the Church, purchased a wide variety of supplies and equipment required by the church. This benefitted all members of the church and the users of its facilities. This supported all Mission Study Action Items. (submitted by David Hines)

**Vehicle Maintenance** - Maintained and licensed church vehicles for use for children's programs and special events. This benefitted all the users of church vehicles. This supported 4 Mission Study Action Items. (submitted by David Hines)

**Women's Retreat Transportation** - Transportation was not required in 2024 but remains in budget for 2025. (submitted by David Hines)

**Accessibility Needs** - Funds were used to complete Bridge Automatic Doors installation, Motion Sensor Lighting installed for upstairs hallway near Library and in stairwell on east side of building, painting the steps from parking lot traffic yellow, and adding the logos for the handicap parking spaces. This benefitted all the users of the church facilities and supported 5 Mission Study Action Items. (submitted by David Hines)

**RUTH ANDERSON ENDOWMENT FUND AND BIRTHDAY FUND** (Administered by the Ruth Anderson Committee) - Darcy Loveless Rentz, 2024 Ruth Anderson Committee Moderator

Funding from the Ruth I. Anderson endowment supported the following projects in 2024.

- Funding for a pilot program for a new model and curriculum for the confirmation and youth Sunday school program
- March 2024 Women's Retreat, for speaker honorarium and scholarships for members to attend
- Lenten materials for the congregation (\$2.5K)
- Spring and Fall Super Wednesday - \$5k for speaker honoraria
- Funding for Fifth Sunday mission projects; in 2025 this funding will come from the Birthday fund
- Matching the funds raised by the congregation for Panhandle Wildfire relief
- Funding for music and musicians for the Pentecost worship service
- Youth Summer Mission Trip
- VBS - t-shirts, matching funding for mission project
- Funding for summer preaching supply and events while Dr. Culp was on sabbatical
- Scholarships for The Children's Place
- Funding for Fall Festival of Faith with Dr. Lance Pape, professor of homiletics at Brite Divinity School
- Recording costs for online devotionals sent to the congregation members during Advent and Christmas
- Dues, conference expenses for Nursery director to attend NAYEC
- Approved funding for staff members to attend 2025 APCE in January

(submitted by Linda Steger)

**STEPHEN MINISTRY** - Karen Dower, 2024 Stephen Ministry Moderator

St. Andrew continues to be blessed with 20 lay-trained people who provide one-to-one caring relationships for anyone experiencing loss. In 2024, St. Andrew's Stephen Ministers provided nurture and support through at least 26 caring relationships that occurred throughout the year. The Stephen Ministers supported the St. Andrew congregation and community during these difficult times. As Stephen Ministers, we also support the sending of Grief Books to families that lose a loved one and 48 were sent this year by Caia and David McCullar. 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** – Andy Trachsel and Gayle Strange, 2024 Stewardship and Interpretation Committee Co-Moderators

**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 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's recommendation from 2023 helped create and see a return of significant interest income return through utilizing Short-Term CD's and other interest-bearing 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 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)

**Financial Audit** – In 2024, the Stewardship and Interpretation Committee formally requested that an outside firm conduct a thorough review of all Financial Accounting and Tracking processes of St. Andrew Presbyterian Church. The last External Review was conducted several years ago, and the Committee felt it was time to conduct this exercise again. At the Session's approval, this review was conducted in the Fall of 2024, during a time of transition between St Andrew's outgoing Financial Secretary to the Interim Financial Secretary. Notable and important findings from the External Review detailed financial practices that needed fine-tuning, updating and/or corrections after the Review's lengthy investigation. While they found no wrong-doing or malfeasance within St. Andrews previous Financial and Accounting Management, the firm noted multiple items to address, in order to bring St. Andrew's processes in line with current regulations and technology-based accounting. This review and subsequent recommendations were submitted to the S&I Committee, and a corrective course of action was planned by the Interim Financial Secretary, along with S&I Committee Members. The original report and corrective actions were reported to the Session with their implementation beginning in December 2024. Once a new Financial Secretary is identified and brought onto the St Andrew Staff, that individual will work with the S&I Committee's oversight to ensure all External Review recommendations are fully met in Calendar Year 2025. (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 2024. 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 2024, St. Andrew offered three weeks of Sermons and Weekly Devotionals dedicated to the Stewardship theme of "Wrestling with Resources". Several key components centered around the ideas/questions of:

1. What is our relationship with God and who God is and how does that impact our own acts of Stewardship?
2. How do we shape and tell the story about God's Saving Grace in today's world and incorporate that message through our Giving and Acts of Stewardship within the Church?
3. Stewardship does not come with a script because no script can contain the God we serve and how he calls us to new places and new ways to give and use our resources.

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 2025 Budget year. As St. Andrew (and the community) came through this past year, the 2025 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** – Dan Kyzer and Karen Jones, 2024 Worship and Music Committee Co-Moderators

**Piano Maintenance** - Pianos are used at St. Andrew in Sunday Worship services each week, special services including Maundy Thursday, and Christmas Eve services, Super Wednesday, recitals, and other occasions throughout the year. Five pianos require tuning/maintenance one to two times per year. (submitted by Dan Kyzer and Karen Jones)

**Handbell Choir** - The Handbell Choir at St. Andrew is recognized as one of the premier handbell ensembles in the area. It provides excellent worship music to congregants six times per year, and members rehearse every week during the school year. (submitted by Dan Kyzer and Karen Jones)

**Chancel Choir** - The Chancel Choir is an integral part of our realization of reformed liturgy, thus providing the congregation with exceptional music in worship. They perform multiple times per

service, leading the congregation in hymns as well as singing anthems and offertories throughout the year. (submitted by Dan Kyzer and Karen Jones)

**Children and Youth Choirs** - Not only do the children's and youth choirs perform in worship services throughout the year, including the 5:00pm Christmas Eve service, they also rehearse 30+ weeks per year. This represents an educating and nurturing of our youth both to the youth and an exceptional service to our congregation. (submitted by Dan Kyzer and Karen Jones)

**Acolytes** - Acolytes serve in worship services by processing ahead of the pastors and lighting the candles in the chancel. They extinguish the candles at the end of service. This is done as part of the reformed tradition of worship and is performed each week. This gives our youth an opportunity to serve in worship. (submitted by Dan Kyzer and Karen Jones)



# CORE VALUES

---



*Working Together in Support of Our Core Values*

## **Appendix B**

### **Goals and Outcomes by Core Value**

The Session of St. Andrew Presbyterian Church has identified specific Goals and desired Outcomes that directly support the Core Values of the church. These Goals and Outcomes are intended to guide and inform the development of program and budget priorities for the church. These designated Goals and Outcomes are a significant part of the larger St. Andrew Presbyterian Church Strategic Vision and Action Plan (2025).

### **Exceptional Worship and Music (Core Value)**

1. Continue to stretch capacity for worship and creativity (Goal)
  - a. Accept and admire various ways God speaks to us (Outcome)
  - b. Expand breadth of worship elements (Outcome)
  - c. Ensure exceptional worship and music for both onsite and online congregation (Outcome)
  - d. Expand worship setting and audio-visual capabilities beyond traditional organ and piano music elements (Outcome)
  - e. Evaluate how sanctuary can support attendance growth (Outcome)
2. Affirm Our Reformed Heritage (Goal)
  - a. Renewed intentionality and understanding on why we do things in worship (Outcome)
  - b. Value our identity by celebrating the reformed and reforming nature of our church (Outcome)

### **Quality Education and Programming for All Ages (Core Value)**

1. Facilitate Connectedness Within the Congregation (Goal)
  - a. Develop targeted Bible study and book study groups (Outcome)
  - b. Develop social justice and issue discussion groups (Outcome)
  - c. Develop ecumenical discussion groups (Outcome)
  - d. Increase connectivity with and in just-out-of-college demographic groups; i.e. young professional pre-family groups (Outcome)
  - e. Increase connectivity with elderly demographic groups with specific focus on intergenerational events (Outcome)
  - f. Continued heavy investment in children and youth education efforts with specific focus on opportunities for intergenerational mentorship and expanding the Children's Chapel pool of teachers (Outcome)
2. Enable Each to Explore Their Call (Goal)
  - a. Encourage open and honest exploration and discussion of divergent political, ideological and doctrinal issues and opinions (Outcome)
  - b. Affirm and support people wherever they are in their faith journey (Outcome)
3. Equip Each to Pursue Their Call (Goal)

- a. Leverage inspired teachers within and outside our membership (Outcome)
  - b. Affirm the continued use of the Presbyterian Sunday School curriculum (Outcome)
4. Celebrate the Joy of Our Faith (Goal)
- a. Affirm the need to “play-while-we-learn” (Outcome)
  - b. Affirm the continued use of the Godly Play curriculum (Outcome)
  - c. Celebrate our faith through the arts and through social gatherings (Outcome)
  - d. Celebrate our faith through individual creativity (Outcome)

### **Hospitality (Acceptance and Inclusion) (Core Value)**

1. Provide a hospitable environment for all to come Christ (Goal)
- a. Ensure access is available to all by providing
    - i. Streaming access for remote worshipers (Outcome)
    - ii. Physical access for those with disabilities (Outcome)
    - iii. Visual access for those throughout the church (Outcome)
  - b. Equip staff and the congregation to facilitate open and honest discussion to seek understanding and acceptance of divergent viewpoints (Outcome)
  - c. Strive to find ways to that might inspire our congregation to become more Christ-like in welcoming and serving the stranger (Outcome)

### **Nurture and Compassion (Core Value)**

1. Nurture Our Neighbor (Goal)
- a. Affirm the importance of ministry that tends to the needs of our neighbor (Outcome)
  - b. Celebrate the joys and care for the sadness that come across all stages of life (Outcome)
  - c. Expand lay pastoral care programs; i.e. Stephen Ministry, Diaconate Ministries, prayer group ministries, etc. (Outcome)
2. Nurture of Organization (Goal)
- a. Encourage programs to inspire generosity of time, talents and treasure (Outcome)
  - b. Communicate the benefit of planned gifts and how members can support the church (Outcome)
  - c. Plan for and implement pastoral and congregational sabbatical programming (Outcome)
  - d. Develop robust processes and procedures that ensure fiscal accountability and responsibility (Outcome)
  - e. Implement staff and program performance reviews that inspire creativity and effectiveness (Outcome)

### **Outreach to the Community and Beyond (Core Value)**

1. Engage the Community More Actively (Goal)
- a. Celebrate and continue to actively support the Treehouse after-school activity and the Children’s Place pre-school (Outcome)

- b. Seek opportunities to more directly connect with the broader Denton area community; i.e. TWU, UNT (Outcome)
  - c. Define and develop new strategic community outreach initiative now that Our Daily Bread has left our campus (Outcome)
2. Enhance the Marketing of St. Andrew's Offerings (Goal)
- a. Develop and implement a robust marketing strategy (Outcome)
  - b. Develop and implement a robust and updated media presence (Outcome)
  - c. Provide connectivity for homebound members and others who wish to remotely participate in worship (Outcome)
  - d. Actively participate in and support Denton-area festivals, events and community gatherings (Outcome)