

St Andrew's Episcopal Church

Parish Profile 2021



Since 1891
An Open and Affirming Congregation

Port Angeles, WA
510 E. Park Avenue - 98362

Greetings

Dear Prospective Candidate,

The people of St. Andrew's and St. Swithin's are filled with hope and confidence as we begin our search for a new rector. We welcome your interest in us and pray that, with the Holy Spirit as our guide, we will meet you soon.

The profile process is an important time in the life of the church. We are preparing ourselves for the transition from one ordained leader to the next. In our eagerness to move on, we took time to pause and reflect on what matters to us. A blessing of the necessity to withdraw from normal routines was an opportunity to step away from those, and to imagine a future of new possibilities.

We followed a process that invited parishioners to share with us their deepest spiritual yearnings – what attracts them and keeps them at St. Andrew's, the practices and rituals that bring them peace and the hopes they have for growing into an even stronger community of belonging.

With gracious and open hearts, many shared their experiences, visions and hopes for this church. In return for this covenant of trust, we have done our best to portray those thoughts with the authenticity and clarity with which they were shared. There may be gaps or omissions, but the overarching story is here. As best we can tell it, this profile is a picture of who we are, complete in all our wholeness.

We are at a different place than where we started. We have learned to gather in different ways and to reach out more effectively to others. We have experienced "church" in our homes, in zoom rooms, in parking lots and in gestures of distance greetings. We have found strength in each other's presence and in sitting together-apart. Church has become a verb for us.

We have deep love and gratitude for each other and for our church – enough to seek changes where we need to and to connect more meaningfully with our community in all our diversity. We do see a path ahead, one that can be transformative for us and for others. This is not a commercial for our church; this is **our calling**, and that makes all the difference. The call we are making now is different than the one we would have made over a year ago. We are listening.

We have faith that the rector we are seeking, is also seeking us. This Profile Report will tell part of the story. Together, we will be the rest.

Here we are, Lord. Hear our Call.

St. Andrew's Profile Team

Cheryl Young, Ph.D. Convener

David Mattern

Sally Bays

Mary Reynolds

Anna Magner



A Prayer for Our Calling

Holy Creator,

You walk with us in times of “not yet” —
between pandemic and health,
between pollution and restoration,
between injustice and righteousness.

You walked in the desert with the Hebrews
between slavery and promise;
with Jesus between temptation and fortitude;
with the apostles between doubt and belief.

You walk now with St. Andrew’s and St. Swithin’s
between past and future,
between old and new.

Provision us with wisdom, discernment, patience, and expectation.

You have prepared a land for us overflowing with goodness.

Lift up our hearts, strengthen our bones, and lead us on with joy!

In Jesus’ name we pray, Amen.

*--Sr. Renee Francis
Chaplain for the Profile Team
2021*

Welcome to St. Andrew's Episcopal Church

Church in the Olympics

Nestled in the foothills of Olympic National Park on the remote Olympic Peninsula, we are surrounded by deep forest. From our sanctuary we look South to the Olympic Mountain range and North to the Salish Sea and the San Juan Islands. Our nearest big city is Victoria, B.C. a 90 minute ferry ride. We are approximately two and a half hours from Seattle depending on ferry schedules and weather and one hour from the rugged Pacific Coast. We are remote, but also a destination; we often host the traveler, youth pilgrimages and service project crews. It is the **place of our belonging** where you are welcome and invited to join us.



A Table in the Wilderness

Known for our hospitality, we grow, gather and serve food to the community and happily share our Eucharistic Table with everyone. Our table is big: there is room for everyone. We welcome the stranger. St. Andrews is an open and affirming congregation that prides itself in a diversity of opinions and intellectual inquiry accepting people where they are on their spiritual journey.

Many of our members have been here for years, their parents are buried here and their children grew up here. We come from many faith heritages, from Buddhist and Quaker and other liturgical and non-liturgical traditions. We are theologically progressive and known for our beautiful traditional worship services and seasonal masses.



We **Believe out Loud**: that each of us is made in God's image — beautiful and beloved, unique and whole. We work for the day when all are treated as equals in our families and communities.





Mission

To Know Christ and Make Him Known

Our Vision for the Future

We envision:

- More awareness of and opportunities for reaching the unchurched and non-church goers with low threshold entries into worship and folding them into our church family.
- Creativity and support for introducing variety and changes in our worship services, musical programs and church activities to appeal to children, youth and families.
- Deepening our spiritual formation through sermons, Bible studies and forums that expand on the Episcopalian three-legged stool: Scripture. Tradition. Reason.
- Opportunities for giving our resources, talents and time to serve our community and to serve alongside our community.
- Setting a big table that offers hospitality, inclusion, warm welcome and nourishment for all comers.
- A rich intellectual and spiritual environment for investigating the role of the church in contributing to and alleviating the racial, social, economic and differences that separate us; for developing awareness and appreciation that we are all members of the beloved community and loved by God.
- Using our space creatively to support recovery groups, children and youth programs, feeding the multitudes, and gatherings for concerts, art displays and community forums.

Going Forward

We are changed by the period of separation behind us. We hear the call to step up to and into the role of the church in today's world. We are ready to listen with our ears and our hearts to what our community needs and to live into our mission.

In her annual report to the congregation before retiring, Rev. Gail Wheatley pointed to the challenge ahead:

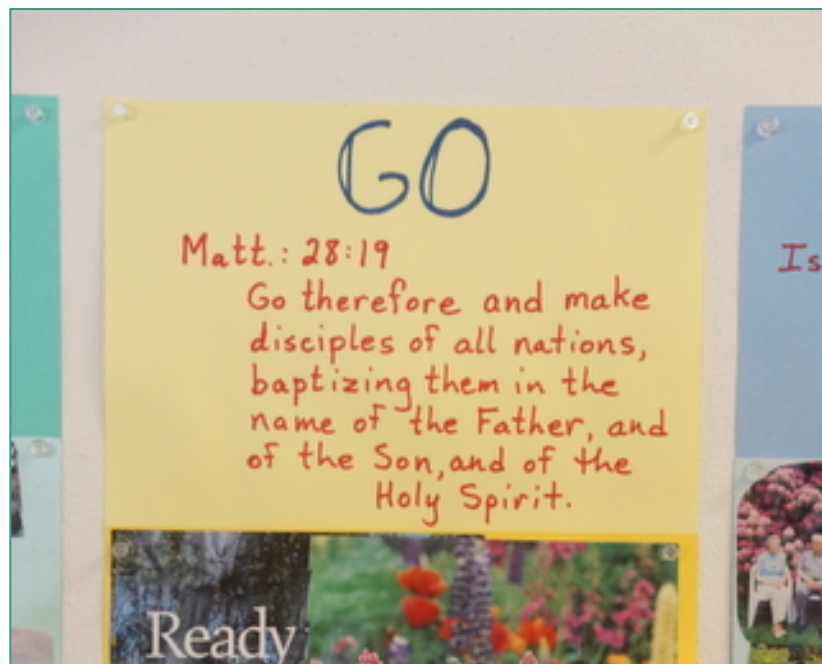
"If we strive for justice and peace and dignity then we are going to have to be public about what we believe about race, desecration of the environment, public policy regarding violence including gun violence, standing with the oppressed including our native/indigenous peoples and working to improve the lives of all people with education, health care and housing. This is what we promise when we say, "We will, with God's help." (The Rev. Gail Wheatley, 2020)

One thing is certain: church remains an important and integral part of our lives. While our strengths and opportunities far outweigh our weaknesses and threats, the key factor will be leadership that is willing to address the full spectrum of what we have to offer in a way that involves the congregation in working together to develop their full potential. We have decisions ahead of us to make, but decisions are not the change. The change is in us – *"To know Christ."* We look for leadership in our continued spiritual journey of discovery and renewal as we *"Make Christ known."*

Are we Ready?

What we have to offer is our devotion for doing the work of Christ, our spirit of hospitality and welcome and our readiness to explore the unknown. When asked if she thought we all were really ready for this task ahead of us, a church elder responded, *"Yes we are ready! Let us be the ones to lead the way!"*

With God's help.



Our Call

St. Andrew's Episcopal Church is looking for a full-time rector who will serve our parish in Port Angeles and also the parochial mission of St. Swithin's in Forks, WA. Our former rector retired May 2020 after 11 ½ years of fruitful ministry - and - on the cusp of CoVid sequestering. We are eager for a full-time rector to accept our call and to begin the next stage of our ministry.

We offer two Eucharistic services on Sunday morning (8:00 and 10:00 a.m.) and one on Wednesday at 11:00 a.m. St. Swithin's offers two Eucharistic services a month at 5:00 p.m. in Forks followed by a fellowship dinner. On other Sundays they have home worship.

During CoVid, our services on Sunday and Wednesday have been recorded and available through our website page and Facebook followed by a zoom coffee hour after the main service on Sunday. We have a talented crew of technicians and lay leaders who participate in planning and assisting in services filmed in our sanctuary. We are gradually resuming in-person worship following health safety guidelines.

St. Andrew's is a 2021 Congregational Category D parish in the Diocese of Olympia. (See Appendix). We plan an attractive compensation package, negotiable within diocesan parameters. We budgeted for salary and housing 90% mid-grade with midpoint family health and dental plans and the potential for a rectory. Leaves for vacation, illness and professional development follow diocesan parameters.

Church demographics, trends and self-study reports are in the Appendix (See Appendix)

Administrative Team

Deacon (non-stipend) – Supervised by the Bishop of Olympia and reports to the Rector regarding worship; assists at liturgies in both locations; helps design worship services and volunteer opportunities in the community, including local hospitals, hospices, food and health agencies.

Musical Director – With the Rector, plans music for each liturgical season; provides a rotation schedule for organists and other musicians who play in the service; provides music most Sundays of the year with the exception of three months in the summer; directs the choir and soloists for worship services and special events.

Office Manager (3/4 time) – Communication: production of all newsletters, worship bulletins along with in-person phone and front desk presence; Coordination: scheduling volunteers for worship and maintaining the church calendar; financial: tasks as assigned.

Sexton – Weekly cleaning of all areas of the building used during the week; seasonal deep-cleaning projects such as ovens, stoves, refrigerators.

Property Manager (non-stipend) – In coordination with the Vestry and Rector, oversight of all property maintenance and special projects, including Harper House Rectory.

The Rector We Seek Will –

Enhance our Congregational Strengths (From Self Studies)

Service to the community is central to our identity and our mission. We want to more fully demonstrate our value for diversity – in lifestyle, in opinions, world views and ways of being in the community. We strive to be open and affirming and we are ready and open to hearing ways we could do that better. We are exceptional in pastoral care that lends itself to a theological inbreaking of compassion that extends beyond our parish. Coming together to worship in our Episcopal tradition, where creativity and art are embedded in our services, feeds us so we can feed others. We love our place on the Olympic Peninsula where our building provides a place for us and the community and reflects the beauty we live in. This is worth preserving.

We seek a rector inspired as a servant leader who will recognize our strengths and empower us to grow even stronger and more certain in the values we hold; who will imagine a future with us, motivating changes to be of even greater service to our community.

Embrace our Growing Edges (From Self Studies)

We are all at different places on our walk of faith, so we experience life in our church differently. Often these differences point to ways we can grow – or do better. Through the “grace of CoVid” we have become more tuned to where we could use a reset button. In both our CAT survey and intensive interviews (46 parishioners) people were honest and candid, trusting their experiences would enlighten our call and attract the leadership we need. We learned a lot – most of which we already knew. Bear with us.

- We avoid conflict and disagreements, feeling it will distract from our sense of unity. We value consensus over exposing differences or exploring other points of view. We have learned where to tread lightly and what to avoid. As we seek for connection with each other, we must strengthen our capacity to not ignore our differences, but to work through them.

We seek a rector to lead us in developing communication skills that will cross divides and to demonstrate the will and vigilance it takes to do the work of co-creating a healthy and safe environment. We will need to be challenged in this. We look for an atmosphere of exploration and respect of differences grounded in our common desire to be in relationship with each other.

- We have had painful experiences of silence and unresolved issues. In our survey, people expressed times of speaking without being heard or being unseen in their distress. We have had periods where unspoken grievances or disappointment left us feeling uncertain about where we might have erred, yet we don’t know what to do about it.

We look for a rector to be attentive and responsive when aggression or dismissal is brought to their attention; one who will help us address difficult issues with confidence and compassion. We look for awareness of undiscussables that undermine our sense of community. Our goal is to co-create an environment where trust in ourselves and each other supports us in speaking our truth and seeking reconciliation.

- We experience power imbalances and commingling of roles that go hand-in-hand with a dynamic in which fewer people increasingly pick up the larger share of the work, reflected in: “Only a few people make all the decisions.” In this dynamic, the corollary is withdrawal and retreat from taking on leadership roles because the expectations are too demanding – the cycle continues as, “No one else is doing it.”

We seek a rector with organizational savvy and people skills who understands power balancing as a structural strategy; who can see where clarity in roles and boundaries are needed; who looks for transparency in communications and nurtures inclusive participation. We want to create an environment that is rich with opportunities to participate and to be fully seen and appreciated.

- We see ourselves as theologically progressive but we are of two minds when it comes to being flexible and open to change. We are not a church divided so much as a church coming up to the line – the *via media* - wondering how we navigate change – and realizing we could easily become divided if we don’t find a way to talk about the changes we must make to be relevant in today’s world.

We look to deepen our understanding of “the Good News” in terms that are applicable to our personal lives and to our Christian role in our community, our nation and the world. We seek a rector who will lead us in faith formation – grounded in the “three-legged stool”: Scripture, Tradition and Reason.

- We have fears being an older congregation of becoming more of a social club who enjoy our traditions more than we embrace change. Do we really welcome the cacophony of children in our traditional and dignified worship (drop the eye roll) because their presence brings us closer the kingdom of heaven? Are we ready to listen and respond to our youth and their yearning for a world motivated by love and justice? We cannot step aside from our responsibility to elder and prepare Christian leaders of tomorrow.

We are looking for a rector with spiritual and organizational grounding to lead us in seeing and embracing changes necessary to attract a demographically diverse congregation, helping us to reshape the culture of the church so it speaks to others not often included and incorporates them into the life of the church.

- We avoid talking about money, especially shortfalls - and asking for what we need. We are challenged to live within our budget. Our conversations center around finances and less often around mission and the discipleship of giving.

We look for leadership clarifying the decisions we need to make to be good stewards of our resources. In addition to addressing financial viability, we seek a conversation around a theology of giving that is grounded in discipleship and led by the mission of our church.

- We see strength in being inclusive, welcoming, missional, compassionate. We are all those things – and sometimes we need encouragement for putting those into action. It takes newcomers and outsiders time to feel they belong and we can find ways to make that easier. We look for ways to serve our community and thereby bring more of our community into our fellowship.

Our next rector will help us connect the dots between our innermost desires and our acts; who will open our eyes to ways we can extend hospitality to those we know and also the stranger; who will bring the Gospel alive in us in such a way that Christ can be known through our actions.

- We have kept our distance from studying and confronting the role of Christianity in colonial conquest and in the usurpation of native cultures and property in our country and its impact on all people of color to this day. While not unanimous, there are strong voices here who believe the viability of the Christian message rests in this witness. In this commitment, we join with Episcopal churches across the nation and in our Diocese to begin this journey toward reconciliation.

We seek a leader who with preparation and cultural awareness will lead us in understanding the colonial heritage that has been the source of so much suffering and uncovering the many ways we can reduce hostility, violence and separation with our fellow human beings of all faiths and nations.

Our courage to name these challenges springs from our deep desire for connection and for our longing to belong to each other in spiritual communion. For that to be complete, we must be whole. We come to the table just as we are, bringing our strengths and our “growing edges,” with great faith that when we do this work together we are participating in “beloved community.”

We don't expect someone to walk on water – but someone who is fearless when it comes to diving in.



Harper House Rectory

A generous legacy from Jean Harper, Harper House Rectory is located on a hill overlooking Port Angeles and the harbor, the Olympic range at its back. It is a 1550 sq. single family home, split level with 3 bedrooms and 2.5 baths. The kitchen and dining areas are “open concept.” The garage is either for 3 cars or 2 cars and a workshop. It has a fireplace and a partially finished basement. (See link [Harper House](#))

With housing scarcity in our community, this Rectory offers a beautiful home option for our new rector.



Our Community

The North Olympic Peninsula is the furthest western part of the conterminous United States. Our environs span rocky seashores to expansive glaciers; rain forests to deserts; and broad prairies to jagged mountains.

Port Angeles rests in midst of all this, built around a deep water harbor, originally called “Safe Harbor” by the local indigenous **Elwha and S’Klallam** tribes who have lived here for thousands of years and who are still here today.

Today it is a harbor for large commercial logging and container ships stopping for repairs or fueling on their way to Seattle or overseas shipping.



Canada lies to our north across the Strait of Juan de Fuca. To our south, less than ten miles from the downtown waterfront, **Klahanie Ridge** rises more than a mile in the sky. To our east, **Sequim** is in the rain shadow of the **Olympic Mountains** and usually gets less than ten inches of rain a year, while the town of **Forks** on the west side of the peninsula receives well over a hundred inches.

We are approximately two and a half hours from **Seattle**. We are the port city for the Black Ball ferry which goes to **Victoria, BC on Vancouver Island**, a 90 minute ride away. It is our favorite get-away for shopping, eating, museum outings and seasonal visits to **Butchart Gardens**.

This medium-sized town has a lot to offer. Because we are “a distance” from Seattle, we have tended to “grow our own” here. We have our own symphony, chamber orchestra, jazz ensemble, three full-season live theatre companies, and numerous art events. We are soon opening **Field Arts and Events Hall** on the waterfront, a home for conferences, galleries and performing arts. We are situated at the center of the **Olympic Discovery Trail** which stretches across 130 miles of lowlands from Puget Sound to the Pacific coast.



Peninsula College serves our community with extensions in Forks and Port Townsend and offers direct transfer undergraduate degree programs and some BA/BS programs. Its nursing program has produced qualified graduates who find work locally. The **school district** has five elementary schools, a middle school, a high school and an alternative high school for grades 9-12. Medically, we’ve got you covered with our **Olympic Medical Center**, a variety of hospital, specialty clinics and networks of providers.

Our temperate weather encourages year-round access to outdoor sports. People here really do roast salmon on cedar planks and pluck clams and mussels right off the beach. A growing network of independent farmers supply our numerous farmer’s markets and locally grown produce. We treasure our quality of life here. (See website for more)

Our Founding



Our church was one of the early churches to be established in our area beginning as a small mission. Services were first held in the Baptist Church. Presiding at the initial service, held **November 22, 1891**, was the Rev. George Watson of Trinity, Seattle. In **1905**, under the guidance of the Rev. James Cheal, St. Andrew's moved into a new church edifice which was consecrated. In **1908**, a parish hall was dedicated for the use of the church and the wider community, beginning a long tradition of serving the *community*.

During the depression, in 1930, much-needed free community meals were prepared and served in the parish hall in a program called the Good Ship Good Cheer under the direction of the Rev. Maclean Goldie, **1927 - 1934**. The parish hall was used by the whole community and enabled St. Andrew's, along with other local churches, to supply food, clothing, fuel and other assistance to the needy during the Great Depression of the 1930s. This generosity is part of our legacy today.

In the following years, St. Andrew's developed outreach services at Neah Bay; St. Swithin's, Forks and summer vespers at Elwha Camp Circle, Olympic National Park. In **2021** St. Swithin's was officially added to our registry as a Mission Church.

1966 we marked our 75th anniversary with the purchase of a four-acre tract on Park Avenue as a site for a new church building. The new building was completed in **1971** and dedicated to the glory of God and in honor of St. Andrew, the apostle on November 30, 1971.

In 1972, the Rev. David A. Storm was installed as rector and the church flourished and grew during his long (22 years) tenure.

The Rev. Michael Carr served as rector from **1994 to 2007** and we added the new Parish Hall for fellowship, Sunday School areas and a nursery.



In **December of 2008, the Rev. Gail Wheatley** was called to be the sixth rector of St. Andrew's. Pastor Gail led with new worship services that have become tradition, including Creation Season, Blue Christmas, Taizé worship and Jazz Mass. During her tenure All Saints Hall was renovated, we installed energy efficient heating, a new sound system and ductless heat pumps in the Sanctuary. Generous legacy gifts led to renovating David Storm Community Meeting space which hosts various recovery groups and the installation of the beautiful coffee bar in All Saints Hall.

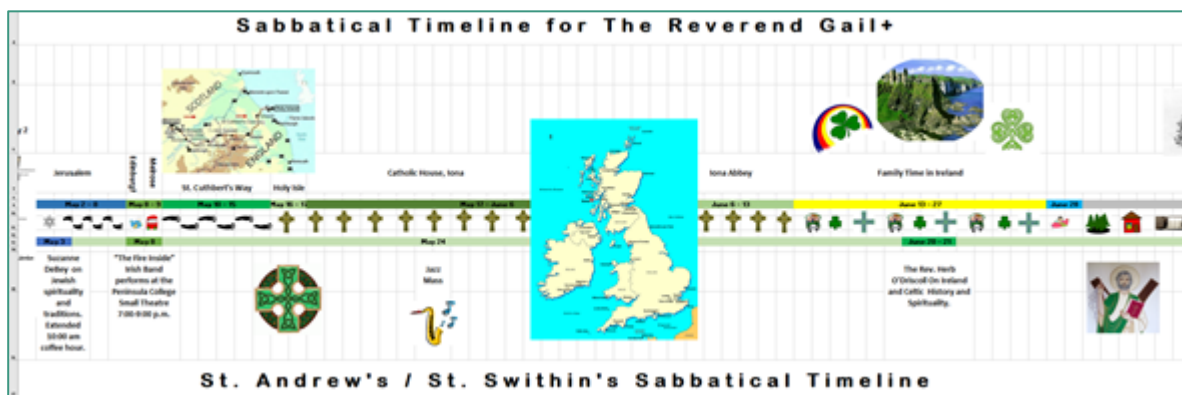
Recent Milestones

Parish Sabbatical 2015 - The Way is Made by Walking

The year 2015 brought our first clergy/congregation sabbatical. With the help of a grant from the Lilly Foundation, Pastor Gail went on a pilgrimage to the Holy Land, England, Scotland, Iona, and Ireland. The congregation followed her journey with our own sabbatical events: special liturgies, music, guest priests, and speakers reflecting each of the places she visited.

Our "Walk with Gail+" included book readings, spiritual studies and numerous seminars on the history of our diocese and St. Andrew's, an exploration of Jewish spirituality and a series on Celtic spirituality with the Rev. Herbert O'Driscoll from Canada. Activities included planting our own meditational walks around the grounds: the youth group blazed the Sanctuary Trail, and a group of women refurbished the back patio with a Celtic cross and meditational walking spirals.

Many parishioners recall these months as a highlight of their church experience, some citing it in our survey as the response to "Now that's what I call church."



The Sesquicentennial (125th) Anniversary - 2016

Celebrating our 125th year anniversary was a year-long affair. St. Agnes Guild (since disbanded) curated documentation and memorabilia into a beautifully organized set of archives. We started a very big piggy bank to collect 125 lbs. in coins to give the Boys and Girls Club; coffee hours highlighted church organizations and stories; the Youth Group created a Time Capsule; we had a St. Andrew Christmas Ornament Sale; and many parishioners told us stories of highlights over the years The Salvation Army, which inhabits our original church building, graciously opened their building to us for worship two days in September.

The single largest celebration of the year was the gala Anniversary Dinner and Pageant on August 31st with members dressed in period garb. Bishop Rickel arrived by horse drawn wagon to the delight of party goers, accompanied by a young priest, who turned out to be Gail+ our Rector dressed in period clerical garb lent by the Diocese. The meal was followed by a pageant in the Sanctuary spanning the years 1891 to the present.



St. Swithin's Parochial Mission

St. Swithin's began in 1964 as a house worshipping community and then moved into Prince of Peace Lutheran Church where they currently worship.

At the 2021 Annual Meeting, St. Swithin's was officially put into the Bylaws of St. Andrews parish. In cooperation with and support from our diocesan Bishop, an addendum to the Bylaws stating St. Swithin's is a parochial mission of the church was approved. The rector serves both St. Andrews and St. Swithin's as a part of their ministry and call. Currently, St. Swithin's has Holy Eucharist the first and third Sundays of the month. During the pandemic when all in person worship was cancelled, the Interim priest was in attendance via Zoom each Sunday at 5:00 pm for evening prayer and offered a sermon.



Ministries to the Forks community has included sponsoring the main fundraising event for the Caring Place, a local Pregnancy Resource Center, World Day of Prayer event, and bringing worship to the Long-Term Care facility in Forks. During the pandemic the congregation worked with the Activities Director to help support those in lock down.

The Forks community that St. Swithin's serves has more diversity than one would expect in a small blue-collar working town, with an 18% Hispanic population. In addition, Forks recently held its first annual Pride celebration in the community park. It was very well attended with our Interim Priest offering opening prayer along with our Deacon who organized members of our congregation to be in attendance.

We are a worshipping community of both families and singles, with teachers, business personnel, medical workers, retirees, trades and craftspeople, artists and homemakers.

We eat meals together, pray together and celebrate life together. Every year we hold an Ascension Day Picnic and Kite Flying service at Rialto Beach, with members of St. Andrews joining us.



Families come and go, and children grow and leave for college and careers, but this small band of faithful parishioners are mission and worship driven and have stayed together with a strong Episcopal Identity. The energy for the future of this ministry is still strong and the congregation has hopes and dreams for the future.

"St. Swithin's is keeping on with our 'building up of the body' here in Forks. We are blessed!"

"Our hope and prayer for the future is always to grow in faith and in numbers."

**"What do we dream?
A crafters guild, maker
space, a homeless shelter;
a retreat house;
a Spanish ministry;
a service that matches our
cultural population".**

Worship

Traditional Services

Entering our beautiful sanctuary, the music, the altar flowers and lit candles convey that many hands have prepared a place for you to come and worship in beauty. This is the Lord's table; you are invited.

Our ancient rites include communal prayers, call and response, readings and listening to the Word, bring God into focus and prepare us to share the Peace and break bread together. **The Book of Common Prayer** is our bedrock for Sunday morning worship.

The early service uses the traditional, poetic language of **Rite 1**. This small but faithful group of "8:00'ers" look forward each week to a quiet service that turns their thoughts and hearts to God in a reflective way.

The principal service is a livelier time of worship. **Rite 2** is the anchor for this service, and we incorporate music – choral, instrumental, and hymns. Lay ministers and acolytes, youth participation and the murmuring of small children bring an energy to the celebration of Holy Eucharist.

On Wednesday, Holy Eucharist is celebrated at 11:00 a.m. Lay people share the responsibility of providing the homily commemorating the saint of the day. Here we use alternative liturgies such as A Celtic Eucharist, A Thanksgiving for Creation and Redemption (New Zealand), Enriching our Worship, the 1928 Prayer Book Holy Eucharist, and even the 1549 Book of Common Prayer.

Alternative Services

During our two month Creation Season we use Eucharistic Prayer C adding a thematic proclamation at the beginning of the service and other additions related to the theme. Occasionally a sermon is replaced with art, poetry, or a meditational reading. Other services we have offered from time to time include Taizé, Compline and Evensong. In sum, we appreciate meaningful worship experiences in which to explore our faith, find inspiration and connect with our innermost yearning.

New Saturday Evening Services

This fall, we are introducing Saturday evening zoom services, An Order of Worship for the Evening titled "Pray for the World" at 5:00 p.m. While all parishioners are welcome, this service is especially for younger people with no formal religious affiliation. The service focuses on individual spirituality and features quiet times, discussion and community, a rich use of media, lay leadership participation, engagement with contemporary events and a love of liturgy that is one of our strengths. St. Andrew's is open to exploring "low threshold" and virtual services such as this that are easily accessible to a diverse audience.

Contemplative Prayer

Over the years, we have had a small group that meets weekly for contemplative prayer. This began over 25 years ago and continues to this day. We are fortunate to have a highly qualified practitioner in our parish, who leads us each week in contemplative prayer based on the teachings of Fr. Thomas Keating.



Music

Our music ministry looks for ways to increase participation, more contemporary integration, more inclusivity with composers and more gender-inclusive language, and to promote the magnificence and mystery of God. We are blessed with a pipe organ whose sound draws people from all over to hear it. Jim Couture, Music Director, rehearses the choir weekly and works with the Worship Team to weave a musical tapestry that supports themes in the liturgy over the course of a year. We are hoping to revive the Bell Choir when we can gather for rehearsals again.

Tradition and Variety

Hymns and songs for worship are primarily selected from the Hymnal, *Gather* and other sources, with final review by the rector. Service music is rotated yearly and seasonally. We maintain a subscription to *One License* to cover certain music copies.

For variety, the music ministry looks for ways to highlight both contemporary and minor composers' work and also to craft themes that draw from the Episcopal Black church hymnal, *Lift Every Voice*, Episcopal women composers' hymnal, *Voices Found*, and Celtic spiritual selections. The *Mass of Life* mass settings, and instrumentalists add depth and variety to the program.



Worship Leaders

Planning and preparing for the worship service is teamwork and the contribution of many hands. Leading this effort is the Rector, who creates an environment that makes worship work for a congregation of diverse liturgical and theological views.. Together, this team produces a full-spectrum celebration every week, unifying the involvement of many into a seamless experience and promoting a deep sense of community.

Deacon

Our Deacon participates in worship proclaiming the Gospel, interceding for the those in need and sending the people into the world.



Music Director and Choir Director

Each week the Music Director selects music, choral arrangements and hymns in consultation with the rector. The Music Director organizes a rotation of organists in addition to rehearsing and directing the choir. Many musicians contribute original music and text for Creation Season and special services throughout the year.

Verger

Tending to the details of the service so Holy Eucharist is orderly and conducive to worship is the Verger's role. Our Verger has served since 2010. She is vested in the procession on special days and big services, as directed by the Rector.



Acolytes

Under the guidance our acolyte director, young acolytes learn reverence and responsibility. They are part of the procession and assist the priest throughout the service. The cross-bearer, servers, and torchbearers are role models for younger children, leading by example with dignity and reverence

Lectors

Lectors read the first and second lessons during Sunday service and may also be called upon to ready the Psalms and Prayers of the People. With the priest, they open the service, serve as acolyte if needed and assist with the Eucharist by serving the common cup



Web Ministry Support

The webministry has skilled technicians who are on call to procure equipment, work with and around constraints in our Sanctuary and coach the worship team in how to produce a smoothly run livestream or recorded service of worship. With their help, we have greatly enhanced our distance worship with beautiful images, recorded music and remote participation.

Ushers and Greeters

Every Sunday a group of volunteer ushers and greeters welcome people into our worship with a friendly hello and assistance if needed. They provide a helping arm for getting to the Eucharistic rail and monitor the Narthex for late arrivals. Ushers are prepared to tend to the safety needs on congregants if needed – they are trained to facilitate exiting the building and in using the AED equipment.

Altar Guild



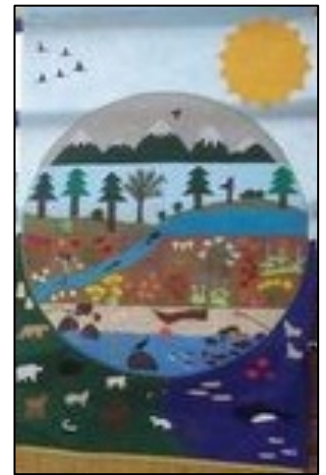
Women, men and youth compose the Altar Guild who all share a dedication to making the experience of worship beautiful and joyful.

We have beautiful hangings designed by our resident artist of many years, Dorothea Morgan; and we treasure the handiwork of many others who painstakingly hemmed and embroidered the linens. There's a long tradition of making the church as beautiful as possible on every occasion, while still allowing for creativity and innovation. When the church is closed and the services filmed, the flower arrangements become particularly spectacular.

Liturgical Year Highlights

Creation Season

As with most Episcopal churches, we have a rich and varied liturgical year filled with special services, feast days and events that mark the passing of seasons. Many people devote creative energy to making this happen, and never is that more evident than with our **Creation Season** which we have celebrated every year since 2007. Each year has had its own theme— all celebrated with special music, art and poetry. It is a team effort to produce a full-spectrum celebration and the involvement of many people in this season unites the congregation and promotes a deep sense of community.

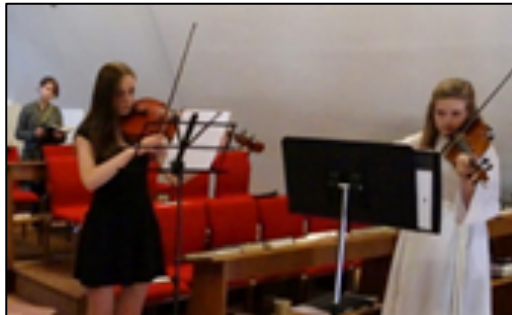


Special Worship Services



Blue Christmas. This special service was inaugurated by the Rev. Gail Wheatley as an ecumenical healing service for those whose experience of the holidays is tinged with sadness or grief. It is a lovely musical and candle-lit service, with prayers and poetry, and very popular with many community members.

Jazz Mass. This special service began several years ago as part of the Juan de Fuca Festival of the Arts on Memorial Day weekend as a community worship experience. The Peninsula College Jazz Band led by David Jones performed New Orleans' style gospel jazz music which has us all tapping our feet and singing harmonically. We are eager to continue this as a community event as funding becomes available.



Rite 13 and Youth Service. Late spring, we honor our youth, graduates and those who have completed Rite 13 with an all-youth led service. All parts of the service are filled with youth from toddlers to teenagers. A recent highlight in was six youth playing Ode to Joy with bass, cello, violin, viola, flute and organ. Breathtaking!

All Saints and All Souls Day. A table in the Narthex display photos and mementoes of those who have died during the year and previously. On All Saint's Eve we gather around the table in a candlelit service of Evening Prayer and special prayers for the deceased.



Christian Education and Formation

We have gone through seasons in the size and activities in both adult and youth formation, much of that dependent on our age demographics. For some years we have had enough youth to have a very active program, fund raisers, sending youth to camps and conferences. Rite 13 has been very popular. Along with the Diocese, we support these activities with scholarship and special assistance when needed.



Godly Play

Sunday School is formed around "Godly Play," We are in "holding pattern" as we discern the need and availability of volunteers to re-envision this program.

Vacation Bible School

We share responsibility of planning and hosting children with other local churches. Our recent curriculum, *Renew: The Green VBS*, was organized around environmental awareness and involved many hands-on activities outdoors and in our neighborhoods.

Adult Forum and Discussion Groups

Adult Forum held between services on Sunday mornings (pre-CoVid) includes Bible studies, Education for Ministry, book studies, author studies, films, and special events. For many years we have had an ecumenical lay-led Monday Evening Discussion Group, which studies Christian theology and faith formation. These discussions conclude with a short Compline service.



Book Study –Recent Reads

In our “pandemic season,” we gathered on zoom for a lively season of reading and discussion. The center of our Lenten study was *America’s Original Sin* by Jim Wallis, followed by Bishop Michael Curry’s book *The Way of Love* which took us through Easter. This summer over 4 months we studied Acts using *Acts for Everyone* Parts I and II by N.T. Wright and *ACTS*, by Willie James Jennings. That Jennings is a Black theologian was part of the appeal for us, as we are looking to be challenged by conventional white European Biblical perspectives. The focus on Acts seemed particularly apt given we are a church community at a crossroads for where we go next and in the process of selecting a rector.

Ministries

Pastoral Care Team

Our Pastoral Care Team is exceptional. They are trained through the Community of Hope which equips lay people to serve in all forms of pastoral care. They provide a ministry of hope, caring and prayer support so that no member of the congregation need suffer or struggle alone through life’s hard times.

The Prayer Chain works in conjunction with Pastoral Care to enfold all who are in need in our prayers.

Lay Eucharist Visitors

Our LEVs are licensed to take communion to the homebound or those in local care facilities following Sunday services. Bringing communion from the church service to those unable to attend, and praying with those in need are important parts of our ministry.

Earth Stewardship Ministry

We have a very active and proactive group of people that extends beyond our parish committed to raising awareness and changing habits to reverse climate change. Our parish began this journey toward sustainability in the early 1990s and has celebrated some notable successes: developing an eight-week Creation Season liturgy, becoming a Green Faith congregation, participating in a greenhouse gas offset program, composting food and paper waste, worm bins and reducing energy use in our facility.



Fellowship Committee

This group of dedicated parishioners host after-church coffee hours, a favorite gathering time for fellowship with each other (pre-CoVid). In addition, this hard-working crew hosts the 5th Sunday Potlucks, the Annual Picnic, the Thanksgiving Family Dinner, Shrove Tuesday Pancake Supper, Easter Brunch, and celebrations of life services. During our isolation, they delivered prayer cards, candles and hospitality bags to our homes.

Prayer Shawl Knitters

This group has a ministry of making prayer shawls for people in need of comfort. They have also created hundreds of ditty bags at Christmas for Seafarer's, knit warm outer wear for the children at the Boys and Girls Club and conducted knitting tutorials for new knitters.

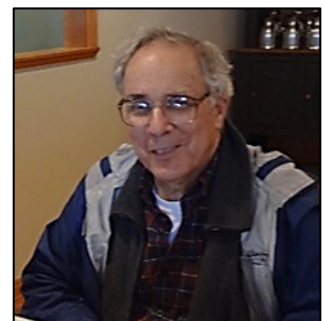


Library

We have a complete library of books that are open for church members to read and check out. Over the years volunteers have maintained our collection of books to be sure the titles are current, and we can easily find a resource.

Church Photographer

At church events, both near and distance, our church photographer creates a visual narrative of our life over the years. He is there for formal services, special events, impromptu photo shoots and doing his best to capture us at our best. He is responsible for most of the photos in this Profile. Every year, with some technical assistance, these photos are folded into a video "story of the year" accompanied by music from our choir. Years of photos can be seen in the gallery on our website.



Reaching Out

Outreach is at the very core of the mission of St. Andrew's: **To know Christ and to make him known**. This mission is the underlying challenge of the deacon's dismissal each week to go in peace to love and serve the Lord. Our history has shining examples of making Christ known through meeting the needs of those in our community and in the world.

Food Ministries

Throughout the year, we collect food for the Port Angeles and Forks Food Banks. Last year we blessed the Good News Garden of a parishioner who grows an abundance of produce to donate to the community. In partnership with other local churches we prepare a Fellowship Meal several times a year for the homeless

and hungry. We host Pilgrimages and JYC/HYC; our hospitality ministry extends to the young adults of Bike and Build who bike across the nation to raise awareness for affordable housing. It is this face-to-face work that most fulfills our mission to make Christ known.

Service

We welcome six different AA and NA groups to our building for meeting space. We continue to support MANNA (Ministries Assisting Neighbors in Need with Agape), the Heifer Project and Fair Trade coffee and chocolate. We were the first home for VIMO (Volunteers in Medicine in the Olympics), a free clinic for health and dental care until it moved to new facilities. Today it is the Olympic Peninsula Community Clinic.

New Ministries



We are organizing **Outreach Teams** under lay leadership who are already doing or wish to be doing ministry via a given project or ministry to the wider community to meet a particular need.

These groups will seek ways to work with other organizations and with local government to alleviate, with both systematic and systemic approach, issues that negatively impact our community,

This summer St. Andrew's church was a visible presence at the first **Annual Pride** event in Forks and is developing an ongoing relationship of support for this community.

We are looking for opportunities to work with inter-denominational youth activities, homeless outreach, and support for the **LGBTQIA community**. These are a few of the additional areas in which we feel we could make a difference in in our community. And, as we learn more about what it means to work *with* not just *for*, experience the difference in ourselves.

ST. ANDREW'S OUTREACH

Loving our Neighbors

Serenity House
Toys for Tots
Peninsula Housing Authority
Equal Exchange Coffee, Tea and Chocolate
MANNA (Ministry Assisting Neighbors in Need with Agape)
Presiding Bishop's Fund for World Relief
Chaplains on the Harbor

Clothe the Naked

Serenity House
Boys & Girls' Club
Mission to Seafarers

Heal the Sick

Prayer Shawl Ministry
Prayer Circle
Olympic Peninsula Community Clinic (OPCC)

Feed the Hungry

Port Angeles Food Bank
Forks Community Food Bank
Friday night Friendship Dinners
Boys & Girls' Club Summer Lunches

Welcome the Stranger

Bike & Build
Bishop Schori's Youth Pilgrimage
12 Step Recovery Programs
Clallam Mosaic

Visit the Lonely

Crestwood Convalescent Center
St. Andrew's Assisted Living
Parkview Villa
Long Term Care, Forks
Golden Years Residential Care
Dungeness Memory Care

Our Building



The building we inhabit today was dedicated in 1971. Today we understand the importance of saving energy and protecting the environment, therefore we are continually evaluating the building for ways to upgrade the existing structure for energy efficiency. In recent years, we have installed insulation, ductless heat pumps, window seals, and energy-saving lighting. We recently conducted an energy audit and expect to continue making improvements based on the results.



In 1997, after a successful Capital Campaign, a new education wing and Parish Hall were built on the south side of the building.

Subsequently, the lower-level parish hall, All Saints Hall, underwent extensive renovations making a welcoming place for congregational potlucks and hosting groups. A renovation of the larger Sunday School room was made possible by a legacy gift from the Rev. David Storm. This room has been renamed the David Storm Community Room and is dedicated meeting space for AA and NA groups.

With a generous gift from a parishioner, a beautiful hardwood coffee bar and service area were installed. A fully equipped kitchen allows us to use All Saints Hall for potlucks, Thanksgiving dinners, Easter bunches, and annual meetings.



Sacred Grounds



Located on 4 acres of land, we are surrounded by forest, mountain and water views. Our Earth Ministry has included environmental upgrades including adding water sheds, creating trails, environmentally sensitive landscaping and conserving water. We vision using the area off our nursery for a community garden or creating outdoor meditation space.

The first tree to be planted in 1996 on our

newly purchased lot was a Cedars of Lebanon tree, planted by Bishop Curtis. Parishioner Dr. Earl Milled had specifically sought a tree of that species to be dedicated and planted at the new building site. The tree, a native of the Mediterranean area, is a rare item in the Pacific Northwest. Seven years later a flagpole was planted in the same garden and dedicated to the Glory of God and in Loving memory of Lt. Gary Simkins.



Memorial Garden



The south windows of the nave look out over the enclosed memorial garden where we continue the age-old tradition of setting aside a peaceful place for the safekeeping of loved ones cremated remains on the grounds of the church.

The prominent feature of the garden is the bell tower/gazebo that draws one to quiet reflection, meditation, recollection & prayer in honor of those whose ashes are kept there. We welcome the cremated remains of parishioners and their family members. A record of those who are buried here is kept on a nearby plaque.

Meditation Patio

A Celtic cross and walking spirals invite people to sit in our patio to meditate or walk. This space was envisioned and developed during the parish sabbatical as a place for both pausing and re-entering the world that awaits us.

Beating the Bounds

In 2019 the Vestry began exploring how we might better utilize our property. That year we undertook the first “Beating the Bounds” venture, typically associated with Rogation Sunday to walk the boundaries of the parish property. We found a couple of watershed areas, a location to the West where we have potential egress from Peabody Street, a wild tangle of shrubs, trees and plants, many of which were identified and placed in a “walkabout” guide through the Sanctuary Trail. The grounds to the SW of St. Andrew’s Place are not amenable for development and they form part of a watershed that is best left intact.





Wildlife Sanctuary

Among our parishioners are native plant specialists with whose help we identified a long list of native plants, birds and trees on the trail that had been blazed several years before as part of our Sabbatical – We Make the Walk. At the initiation of a Vestry member, we applied to have the trail designated as a Wildlife Sanctuary by the State of Washington and the National Wildlife Federation. With a few suggested improvements, both agencies certified our trail as a Wildlife Sanctuary and we installed appropriate signage. This trail and the natural habitat were incorporated into the Vacation Bible School in 2019. It is often used as a place for meditational walks or just a place to sit and enjoy the company of nature’s companions.

Financial Profile

We are sound and sustainable. The last two pandemic years have been challenging to all parishes and that includes St. Andrew’s and St. Swithin’s. A Payroll Protection Program loan (and subsequent forgiveness) for 2020 and bequests have helped to maintain financial stability.

Pledges

The parish has suffered the loss of pledging units in the last five years but notes an increase in average pledges for the last two years with balanced budgets in those years. It has become easier to make donations and pledges through the Diocese of Olympia recommended VANCO Services, a web-based system linked to our parish web page. Even with the impacts of the COVID-19 pandemic we have continued to maintain our current staff. The budget is built with a complement of staff including a full-time rector, part-time parish office manager, music director, and sexton. Staffing costs consistently run about 65% of our annual budget.

For 2021, we budgeted for a full-time rector to demonstrate to the parish the financial commitment needed a full-time rector, with an expected budget deficit. Into the third quarter of 2021 we remain in the black, despite a reduction of non-pledge and plate receipts due to remote worship, and a reduction in other income including donations by other parties utilizing our facilities.

Pledging 5 Year Pledge Trends

	Pledging Units	Total Yearly Pledge	Pledge/Plate Actual	Average Pledge
2020 -21	69	158,202	140,188 (7/31/21)	2293
2019 -20	72	158,784	211,321	2935
2018 -19	85	179,530	245,023	2882
2017 –18	110	186,667	198,999	1809
2016 - 17	94	184,796	192,465	2048

Finance Committee

The parish is served by an active Finance Committee that includes the institutional memory of two past treasurers and three past senior wardens. The Finance Committee meets monthly, and the Treasurer reports to the Vestry at their monthly business meeting. The parish engages a local accounting firm for bookkeeping and payroll services. Prior deficit budgets over the last two years have been resolved because of generous unrestricted giving by the congregation.

Annual Budget

		Actual	Budget	Budget
		To 7/31/21	To 7/31/21	2021
	Income			
40101	Pledge/Plate	137,702.00	117,667.00	202,000.00
40310	General/Other Income	2,406.	1,167	2,000
40200	Investment earnings	6,618	3,500	6,000
40100	Total Income	146,726.00	122,334	210,000
-----	Expenses			
-----	Personnel			
60101	Clergy			
60111	Rector Salary	21,000.00	32,262.00	55,306.20
60112	Rector Housing Allowance	14,000.00	14,000.00	24,000.00
60113	Clergy Travel/Exp	100.80	583.31	1,000.00
60114	Clergy Health Insurance	7,301.00	9,996.00	17,136
60115	Clergy Pension	6,335.00	7,583.00	13,000.00
60116	Continuing Education	42.00	292.00	500.00
60118	Supply Clergy	570.77	1,283.00	2,200.00
60130	Lay Staff	34,797.00	29,353	50,320
60228	Payroll Taxes	3,567.00	2975	5100
66193	Ministries	3,918.00	4579	7850
60415	Diocese Assessment	20,020.00	20,417	35,000.00
60502	Administration	9448	8,983	15400
60607	Building/Property	19561	18,258	31300
60704	Total Expense	140,660.57	150,564.31	258,112.20
	Net Income	6,065.43	(28,230.31)	(48,112.20)

St Andrew's 5 Year Budgets

Year	Budget	Actual Income	Actual Expenses
2020	257,500	257,540	237,470
2019	207,000	259,300	254,400
2018	198,000	211,100	256,200
2017	211,000	204,000	233,000
2016	198,950	214,400	225,800

Building Maintenance Program

We have an active building maintenance program that has included recent upgrades in the video recording and sound systems, interior painting, HVAC renovations with ductless heating, window upgrades, remodeling a community room (for use by community groups including 12 Step programs), rector’s office and library, new baptismal font, coffee bar addition, new carpeting and flooring, restroom renovations and major roof repairs.

Investment Funds

The parish is blessed in having three different investment funds. The **St. Andy’s Operational Income Fund** created in 2018 is comprised of legacy gifts with income dedicated to operational expenses. The **St. Andrew’s Endowment Fund** was started and maintained with restricted gifts with distribution dedicated to outreach. Both funds are invested with Diocese of Olympia James F Hodges Diocesan Investment Fund. The parish has a **Vanguard Brokerage Endowment fund.**, begun and maintained with donor restricted endowment gifts. Income from this fund can be used for any operating expenses. The Vanguard Endowment Fund distributions can fund operations. The St. Andrew’s Endowment Fund distributions are used for outreach.

St. Andrew’s and St. Swithin’s has paid its full diocesan assessment during the tenure of the last rector (10 years) and has no outstanding debts.

Fund	Balance
Vanguard Endowment	146,131
St. Andy’s Operating Income	596, 870
St. Andy’s Endowment	188,688
Total Investments as of 8.31.21	931,689

Stewardship

Stewardship has been a function of the finance committee the last few years; it is our plan to rejuvenate Stewardship Committee and set it apart—we traditionally have had a month-long Stewardship program culminating in a “Stew Fest” potluck gathering, something we haven’t been able to do in CoVid times. This year we will inaugurate our pledge season with a commissioned video which highlights our beautiful setting and includes testimonials of parishioners for what St. Andrew’s means to them.



Vestry

Church business is conducted by a vestry of nine to ten members including a representative from St. Swithin's and a youth representative. They serve three-year terms. The Rector appoints a Senior Warden, and the Vestry elects a People's Warden and a Clerk. The vestry establishes sub-committees as needed: a Finance Committee, a Scholarship Committee, and a Legacy Committee. For the transition, the vestry appointed a Profile Committee, a Call Committee, and a Welcoming Committee. All sub-committees report to Vestry.

Based on feedback from the congregation, the Senior Warden, People's Warden and Interim Rector are hoping to strengthen communication with church members by appointing a "People's Warden" whose focus is listening, encouraging involvement in church life and bringing concerns to the Vestry. The business of the church—budgets, policies, and procedures—continues to be the vestry's focus but with an added emphasis on transparency, connectedness, and innovation.

The Vestry Team:

Steve Deutermann (2021) Senior Warden

Terry Breen (2023) People's Warden

Gretchen Van Blair (2021)

Rose Alexander (2021)

John Mitchell (2022)

Chris Tuttle (2022)

David Mattern (2022)

Sue Pichotta (2023)

Philip Young (2023)

Von Markley (Clerk)



Senior Warden
Steve Deutermann



People's Warden
Terry Breen

To apply as a candidate for rector at St. Andrew's & St. Swithin's' churches contact:

The Rev. Canon Arienne Davison
Canon To the Ordinary | Diocese of Olympia

adavison@ecww.org | <http://ecww.org>

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