

# CROSSROADS

## ANNUAL MEETING EDITION

*St. Andrew's Episcopal Church*

### 2020 Annual Meeting

November 15th, 2020 | 10:15am

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This year's Annual Meeting will be held over Zoom as we are not able to gather in person. For those who are nervous about using this new platform for the Annual Meeting, we hope that you will find comfort in knowing that the 2020 Diocesan Convention was held over Zoom with over 200 participants. For many of the participants this was their first time using Zoom and online ballots.

We can do this!

In this Annual Meeting Edition of the Crossroads you will find everything you need to prepare for our Zoom Annual Meeting: procedural information, the slate of candidates with biographical information and a variety of reports from the parish. You can also access this information on our website: <https://www.standrews-madison.org/annual-meeting.html>

We look forward to seeing you at the Annual Meeting!

Andy+ and Melesa+

## Annual Meeting Procedures

What follows are instructions for using Zoom and procedures for how we will conduct the Annual Meeting.

If you would like to practice using Zoom and online voting, please join us for coffee hour on November 1st or November 8th, following Morning Prayer.

PLEASE NOTE: A detailed overview of our Zoom procedures for the Annual Meeting can be found at <https://www.standrews-madison.org/annual-meeting.html>. This overview includes screenshots from Zoom and an opportunity to test the voting platform.

### Accessing Zoom

For information about creating a Zoom account, please visit <https://zoom.us/signup>.

### Logging onto the Annual Meeting

You will be able to log onto the Zoom meeting with the information below. The link to the meeting will also be posted on our website and included in the eNews.

Zoom Meeting URL: <https://us02web.zoom.us/j/83936432354>

Meeting ID: 839 3643 2354

Passcode: 1833

Your microphone will be muted when you enter the meeting.

Please keep your microphone muted unless called upon to speak.

Please make sure to use your first and last name as your participant name.

### Speaking

We will be using the CHAT feature in Zoom to hear voices that would like to speak, raise a question, or make a motion.

To speak, please type in "RISE" to the chat.

Once recognized, please *unmute* and *reactivate cameras* as needed.

Please *mute again* once finished.

### Voting

As in past elections at St. Andrew's, absentee ballots will be available upon request (email [general@standrews-madison.org](mailto:general@standrews-madison.org)). Individuals who do not have access to Zoom will be mailed an absentee ballot.

The vote to approve last year's meeting minutes will be taken with Zoom's polling feature.

This year we will have Electronic Ballots via Google Forms.

When it is time to vote a link will be placed in the chat box.

Click on the link to go to the electronic ballot.

Couples using the same device will be given time to submit two separate ballot responses.

If you have any questions, please plan to attend one of the training sessions mentioned above.

# ST. ANDREW'S ANNUAL MEETING AGENDA

NOVEMBER 15, 2020

10:15 – 11:30 A.M.

HELD VIA ZOOM

*Growing together as the Body of Christ through worship, fellowship, learning and service.*

10:15	<b>Opening Prayer and Welcome</b> Identification of the Parliamentarian	Father Andy	5 minutes
10:20	<b>Approval of 2019 Annual Meeting Minutes</b>	Mother Melesa	5 minutes
10:25	<b>Nominating Committee/Election</b> First Ballot	Sara Siegmann	15 minutes
10:40	<b>Presentation of the State of the Parish Report</b>	Fr. Andy Mthr. Melesa	10 minutes
10:50	<b>Election Results</b> Second Ballot	Sara Siegmann	10 minutes
11:00	<b>Reports</b> Annual Stewardship Campaign Update Endowment Committee Columbarium Trustees Outreach update since last Annual Meeting		5 minutes by report by report by report
	Questions		10 minutes
10:05	<b>Financial Reports</b> 2019 Projected End-of-Year Budget 2020 Year To Date Highlights of the 2021 Draft Budget	Mark Koch	5 minutes
	Questions		10 minutes
11:30	<b>Closing Prayer</b>	Mother Melesa	

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# SLATE OF 2021 CANDIDATES

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**Senior Warden**

Sara Siegmann

**Junior Warden**

Julia Stanley

**Vestry (Three and a backup will be chosen)**

Erin Gasser

Elizabeth Lentz

David Polet

Leanne Puglielli

Casey Reiser

**Diocesan Convention Deputation (Four will be chosen)**

Stephanie Elkins

JoAnne Lehman

Bob Manion

Becky Otte-Ford

Sara Siegmann

Larry Bechler

**Endowment Committee (One will be chosen)**

Donna McDowell

Heidi Ropa

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# POSITION DESCRIPTIONS

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**Senior Warden** - The Senior Warden works closely with the clergy to identify issues, concerns, and opportunities for the parish. The Senior Warden attends the monthly Executive Committee meeting (currently a sixty-minute meeting held via Zoom) to help develop the agenda for the monthly Vestry meeting and assists the clergy in gathering information and documentation for the Vestry. The Senior Warden also serves as an important resource, offering perspective and thoughtful advice to the clergy and serves on various committees as a liaison and resource. In addition to the monthly Executive Committee meeting the Senior Warden attends the monthly Vestry meeting (currently a ninety-minute meeting held via Zoom), a 1 ½ day Vestry Retreat (timing and format during the pandemic to be decided), and, when we are able to gather, closes the church on Sundays one month of the year. The Senior Warden serves a 1-year term and is eligible to serve three consecutive terms if elected.

**Junior Warden** – The Junior Warden works closely with the clergy to identify issues, concerns and opportunities for the parish. The Junior Warden attends the monthly Executive Committee meeting to help develop the agenda for the monthly Vestry meeting and assists the clergy in gathering information and documentation for the Vestry. The Junior Warden is responsible for the maintenance and upkeep of the building and campus, identifying and evaluating maintenance and repair needs and the resources needed to address them. The Junior Warden does not need to be the person who does the work. They can be the person who calls the parishioner or the outside contractor with the skills to address and rectify the concerns. In addition to the monthly Executive Committee meeting the Senior Warden attends the monthly Vestry meeting (currently a ninety-minute meeting held via Zoom), a 1 ½ day Vestry Retreat (timing and format during the pandemic to be decided), and, when we are able to gather, closes the church on Sundays one month of the year. The Junior Warden serves a 1 year term and is eligible to serve three consecutive terms if elected.

**The Vestry** – St. Andrew's Vestry serves as the governing body of the parish. Our primary function is to develop strategies for fulfilling our mission – to grow together as the body of Christ. We also establish and monitor the budget, have robust and healthy discussions, laugh a lot, support each other and celebrate our accomplishments. The commitment to the Vestry includes a monthly meeting (currently a ninety-minute meeting held via Zoom), an annual 1 ½ day retreat and, when we are able to gather closes the church on Sundays one month of the year. Members of the Vestry serve three-year terms.

**Endowment Committee** – Members of the Endowment Committee are responsible for establishing an application process and making recommendations to the Vestry for the distribution of funds from our permanent endowments. The first grant was awarded last year to strengthen our community of families with children. The Committee is also responsible for assessing the impact of endowment grants and designing a program of planned giving. Meetings are held as needed. Members of the Endowment Committee serve a three year term.

**Diocesan Convention Deputies** – The Convention Delegate attends the annual convention of the Diocesan of Milwaukee, scheduled to be online in 2020. As such, s/he reviews and votes on Diocesan resolutions and the budget. The representative seeks input from other parish members and reports on Convention outcomes during a Sunday forum. The time commitment is 3-5 days per year. The Convention Deputies serve a 1 year term.

## Candidate for Senior Warden

**Name:** *Sara Siegmann*



**For which position are you running?** Senior Warden; Diocesan Convention

**How and when did you become a member of St. Andrew's?**

I moved back to Madison in 2009 after five years away. After attending a few services in various churches around Madison, I found St. Andrew's and immediately felt at home. I was confirmed here in May of 2010.

**Briefly describe your background and history with the Episcopal Church.**

I grew up in the Lutheran Church, Missouri Synod, but when I moved away from Wisconsin for school I found Lutheran churches harder to come by. I began attending services at an Episcopal church during college and fell deeply in love with the Anglican liturgy while living abroad. By the time I moved back in 2009, the church where I grew up wasn't home. Attending confirmation classes at St. Andrew's convinced me the Episcopal Church, and the openness and willingness to ask as many questions as we answer, was the right place for me.

**What strengths, talents and experiences will you bring to this position?**

I have served on the Vestry as a voting member, clerk, and now as Senior Warden through a variety of transitions in our financial situation and immediate priorities. I like to hear a variety of perspectives before I make up my mind on issues, and I'm willing to change my opinion based on new information. I'm willing to have hard conversations, and I hope I bring an open, compassionate, and practical mind to finding solutions.

**What issues do you think are a priority for St. Andrew's?**

At St. Andrew's, we're in the position of having extraordinary resources and facing key challenges at the same time. In the next year, we need to find new ways to meet our congregation's spiritual and emotional needs as we all continue to adjust to life during COVID, as well as ways to reach out to the wider Madison community.

We also need to support the Madison community as it grapples with longstanding harm caused by racial and economic injustice by lifting up people and organizations already doing that work and helping to meet the needs they've defined.

## Candidate for Junior Warden

**Name:** *Julia Stanley*



**For which position are you running?** Junior Warden

**How and when did you become a member of St. Andrew's?**

Our family became members of St. Andrew's in 2004 when we joined the church upon the baptism of our third child, Eve. I had participated in the Women's Bible study prior to officially joining St. Andrew's.

**Briefly describe your background and history with the Episcopal Church.**

In the past 16 years, I have served in many capacities and enjoyed each commitment as a time of learning and community with fellow parishioners. I have served as a church school teacher, Pageant Director, member of the search committee that brought Fr. Andy to Madison, a member of the Healing Prayer team and the Casserole Brigade. I have also served on the Vestry.

**What strengths, talents and experiences will you bring to this position?**

I have a great love and respect for the people of this parish and for the actual space in which we gather. Our family owns an old home with a big garden – so the care of such spaces is a commitment of my interest and energy (and time!). I have professional experience convening and organizing people and projects.

**What issues do you think are a priority for St. Andrew's?**

Many of us have struggled with finding the same spark that ignites our Sunday worship through a computer screen. The smiling faces, Ken's music, and our Liturgy have held us together for the last six months. Creativity and perseverance will enable us to maintain our contact with one another and to continue to discover innovative, and perhaps surprising ways to share our faith. These are the challenges we will face together in the coming year.

**Candidates for Vestry****Name:** *Erin Gasser***For which position are you running?** Vestry**How and when did you become a member of St. Andrew's?**

We've been members of St. Andrews for around 5 years. We moved to Madison and after not having had a consistent church home for a few years, we came to a service our first weekend in Madison and haven't looked back. We appreciated the smiling facings and amazing sermons, and we felt at home.

**Briefly describe your background and history with the Episcopal Church.**

We went to an Episcopal Church back when we first got married and lived in SLC. We loved how welcoming they were of all people. We involved ourselves in bible studies and truly embraced their community, as they embraced us.

**What strengths, talents and experiences will you bring to this position?**

Having moved a lot over the years, we've experienced a variety of viewpoints and I strive to hear all sides of a story from all different points of view to understand where all parties are coming from before making my own informed decision.

**What issues do you think are a priority for St. Andrew's?**

We are in strange times, and I think staying/getting people connected during our time apart is imperative. It is difficult with not having in person sermons, but we need to figure out how to reach others out in the community. We need to continue supporting our clergy and staff as they have had to work harder to keep all of us connected. Music is an important piece of my church upbringing, and I've wondered if there was some way to incorporate worship music into our weeks.

**Name:** *Elizabeth "Liz" Jane Lentz***For which position are you running?** Vestry**How and when did you become a member of St. Andrew's?**

I became a member in 2009. I visited all local Episcopalian churches, and found a church family in St. Andrew's. Father Andy married Adam and me at St. Andrew's on 10/10/2010, even though it was a Sunday.

**Briefly describe your background and history with the Episcopal Church.**

I was baptized, had my first communion, and was confirmed at St. Paul's Episcopal Cathedral in Fond du Lac, Wisconsin. Here in Madison, I went to St. Francis House and now St. Andrew's. I've participated in various roles (mainly acolyting at St. Paul's, and mainly counting and Coolios at St. Andrew's).

**What strengths, talents, and experiences will you bring to the vestry?**

I'll contribute my listening skills, and my attention to detail. I have experience in looking for things undone, and completing them; I've hosted more Coffee Hours this way than by planning. When I attend the early service, have time afterward, and no one signed up to host it, I'll spend the late service preparing Coffee Hour. I bring my humility, with a history of apologizing and striving to make right when I am in the wrong.

**What issues do you think are a priority for St. Andrew's?**

**Inside our walls:** Providing services in a safe manner for those who have trouble connecting digitally. I'm guessing that we have about a year and a half more of mainly connecting digitally.

**Inside our church:** Growing our reach; recruiting more parishioners. Welcoming people into relationships with God, the Episcopal Church, and our church community.

**Outside our church:** Continuing our missions to provide food (Cherokee Heights food pantry), necessities (the Haiti Project), and shelter (Appalachian Service Project). Perhaps pursuing more opportunities for serving others.

**Name:** David Polet

**For which position are you running?** Vestry

**How and when did you become a member of St. Andrew's?**

Our family became members roughly 4 years ago. My wife grew up in the Episcopal church and was eager to return to it (we were members of an ELCA in Verona at the time). Being familiar with St. Andrews because of friends who had been members, we came to a couple of services and felt the time and the place was right for us to return to her roots.

**Briefly describe your background and history with the Episcopal Church.**

I only became a member of the Episcopal Church when we became members of St. Andrews.

I have had a long history of being active and deeply interested in the church, worship, and theology in general. I grew up in the Christian Reformed Church and, upon moving to Madison, became a member of a Lutheran Church-Missouri Synod and then transferred to an ELCA in Verona.

**What strengths, talents and experiences will you bring to this position?**

I served on the church council at St James ELCA in Verona for 6 years, 5 years of which I served as the president of the council. I am also serving on two boards of non-profit organizations in Madison, one of which I serve as the treasurer. My professional career has been centered in project management and the project management discipline, so I do bring a lot of organization and structure experience to this role. But I also have a deep interest in theology and liturgy and believe that helps to round me out as a person.

**What issues do you think are a priority for St. Andrew's?**

Clearly the most pressing issue for us is how to maintain a strong community while not being able to worship together in person. And as we move through the pandemic, how do we take the best aspects of what we are doing now as a community and integrate them into our traditional community activities. Finally, because St. Andrews is an open and welcoming community to various people and viewpoints, we must continue to focus on how to create that openness in our worship and community service while still remaining true to who we are in the essence of our faith.

**Name:** Leanne Puglielli

**For which position are you running?** Vestry

**How and when did you become a member of St. Andrew's?**

We became members of St. Andrew's when we moved to Madison from Worthington, Ohio in February 2007. Prior To our move to Madison, we were members of St. John's, Worthington, Ohio, All Saints, New Albany, Ohio and St. John's, King George County, Virginia.

**Briefly describe your background and history with the Episcopal Church.**

I have served as Outreach Chair, Endowment Committee, Justice Reflection Team Leader, Lay reader, Adult Ed Leader, Sunday School Teacher/ Youth leader, Christian Ed Director, Parish Life

Facilitator, Vestry, and Organist for my local parishes. I have served as Delegate, Chair of Episcopal Community Services Foundation, Total Ministry Facilitator, Chair of Commission on Ministry, Trustees of Funds and Endowments, Board member of St Francis House Student Center, and Standing Committee at the Diocesan Level. I was a trainer for Convivencia for the National Church.

**What strengths, talents and experiences will you bring to this position?**

**Strengths** - I see patterns and relationships and look for root causes in all situations. I am future oriented. I am mission driven. I focus on creative solutions to opportunities rather than problems.

**Talents** - Strategic thinking and Planning, including scenario planning

**Experiences** – in addition to a large variety of experience at all levels of the Episcopal Church, I bring my teaching of the justice tradition of scripture from the JustFaith curriculum, Living Our Baptism Series on Racial Justice, “Conversations on Being White” series, and the weekly justice reflections on the Gospel. In addition, I bring what is now six years of experience being deeply engaged in a Black church, Christ the Solid Rock.

**What issues do you think are a priority for St. Andrew’s?**

To figure out how to creatively embrace the constraints imposed on us by the pandemic

How do we see the opportunities for gathering our community beyond Sunday Morning Worship using technology

How do we see the opportunities for Christian formation at all ages using technology

How do we see the opportunities to “Be the Church,” to be “The Beloved Community” using technology

How do we use our voice and our resources to work to end the racial disparities in education, health care, food security, housing security, incarceration, and employment in Madison?

**Name:** Catherine Reiser



**For which position are you running? Vestry**

**How and when did you become a member of St. Andrew’s?**

I became a member of St. Andrews a year or so after the birth of our first daughter (b. 1980) as I felt a need for a supportive faith community to help raise our children. I had been raised Catholic but that was not an option for me moving forward. I visited St. Andrews and it resonated with me-I’m still here almost 33 years later.

**Briefly describe your background and history with the Episcopal Church.**

I attended mass at St. Andrews and participated in an Episcopal 101 (the class name escapes me) primarily to learn more about the church. I wanted to be sure that the principles that drove me away from the Catholic church were not also in the Episcopal teachings. When I felt comfortable with what I knew I was formally received into the church.

**What strengths, talents and experiences will you bring to this position?**

Capitalizing on my strengths has resulted in several relevant experiences. I am a director of the Master of Genetic Counselor Studies program at the UW School of Medicine and Public Health. This has required organizational and management skills to keep track rules and requirements in multiple systems (hospital systems, national accrediting bodies, school requirements etc.). In addition, as a student mentor and clinical genetic counselor I have honed my listening skills which has enhanced my ability to bring together individuals and lead them to achieve a common goal.

**What issues do you think are a priority for St. Andrew’s?**

Since I have not had conversations with relevant stake holders these are my thoughts and not necessarily a reflection of what the congregation or the vestry leadership know. Recent experiences working with the campus community and paying attention to local and national affairs suggest that two issues are a likely priority 1-the isolation individuals are feeling due to COVID-19 and 2) the social justice issues our society faces. One of the reasons I was attracted to St. Andrews was that social justice issues mattered beyond the pulpit. Its one of the reasons I stay. Also, we cannot forget our children; ensuring our children feel welcome and safe at St. Andrews would be another priority.

## **Candidates for Diocesan Convention Deputy**

**Name:** *Stephanie Elkins*

**For which position are you running?** Diocesan Convention Deputy

**How and when did you become a member of St. Andrew's?**

I had to work on Sundays for years and was unable to attend church regularly until the summer of 2016. At that time my Sundays became free, and I decided to explore Episcopal churches in the area. I settled on St. Andrew's immediately – I was drawn in by the sense of welcome, by the palpable love and mutual care permeating the congregation and leadership, by the powerful, meaningful sermons that often move me to tears, and by the music ministry. I became a member right away and I've been singing with the choir since September of 2016 and up until COVID restrictions put a temporary end to our in-person services.



**Briefly describe your background and history with the Episcopal Church.**

I was born to two Episcopalians, but my father was in the military so we were always moving and attending a different church. Finally, when I was 11, we settled in Arlington, VA and stayed for almost five years. I had my first experience with a real home church there, at St. Michael's. It was magical, and I still recall that time with a strong sense of well-being, belonging, safety and love. It was a small stone church with a red door, and I sang in the choir with my brother and sister. My parents often played brass instruments for special services there. When my father died suddenly when I was 14, the congregation was incredibly generous with food and other comfort and support, further reinforcing the sense of being cared for in the name of Christ.

I was confirmed at St. Michael's at age 12 and in 2017, I decided to go through confirmation classes again here at St. Andrew's, some 40+ years later. I wanted to get to know the Episcopal Church better as an adult, and I wanted to commit to it with all my heart and soul and of my own volition. I found the classes informative and deeply inspirational. I was re-confirmed by Bishop Steven A. Miller on June 3, 2017.

**What strengths, talents and experiences will you bring to this position?**

- My strengths include deep curiosity and open-mindedness; independent and critical thinking skills; interest in other people and the ability to listen; honesty, patience and vulnerability. I'm also pretty analytical.
- My talents include public and extemporaneous speaking, especially advocating for causes I believe in. (I've been a public radio host and fundraiser for over 20 years.) I'm a skilled writer – I worked as a journalist and also as a writer/editor focusing primarily on grant-writing for nonprofits. At heart I am a clarifier, able to convey complicated ideas and processes in a simple and straightforward manner.
- As far as experience goes, my undergraduate degree was a double major in political science and French, and I studied economics in graduate school. Other experience:
  - \* sales and marketing for a Fortune 10 company and two other large companies
  - \* director of development (fundraiser) for a nonprofit
  - \* trained facilitator with a focus on eliciting and incorporating input and feedback from multiple points of view
  - \* co-founded and helped run a web-based corporation that serves musicians around the globe
  - \* established the first Smart Growth Committee in my rural WI township
  - \* served on the boards of Madison Opera and the Madison Early Music Festival; currently serve as a Trustee for the Wisconsin Foundation for School Music
  - \* regular pledge talent for Wisconsin Public Television
  - \* Leadership Greater Madison alumna

**What issues do you think are a priority for St. Andrew's?**

- Maintaining/regaining stable financial health during and after the pandemic; building on the excellent work already accomplished in this area
- continuing to focus on diversity, inclusion, equality and access:
  - \* in the congregation's make-up
  - \* in member education
  - \* with opportunities for members to engage in social justice activity
  - \* by building on the excellent work already being done in this area
- care and feeding of clergy and leadership
- fostering a sense of welcome and belonging for new and potential new members, especially during the pandemic; continuing the excellent work already being done in this area

**Name:** JoAnne Lehman

**For which position are you running?** Diocesan Convention Deputy

**How and when did you become a member of St. Andrew's?**

When I moved to Madison's near-west side in 2009, I noticed St. Andrew's and liked the idea of a neighborhood church I could walk to. One of the first people I met at St. A's was the Venerable Susan Mueller, arch-deacon for the diocese, who was serving part-time here and whose irrepressibly welcoming spirit drew me in and kept drawing me back. At first I mostly attended the intimate Wednesday morning Eucharist, which would always be followed by what I liked to call Holy Bagel Hour, with free-ranging discussion. I got to know Father Andy there and appreciated the atmosphere of openness and welcome I found in that group. Over the next few years, I felt supported by Susan, Andy, and the St. Andrew's community as I struggled through my parents' declining years and deaths. Another experience that strengthened my bond with this community was serving on the discernment committee for a member of the parish considering a call to ministry. And in the last few years it's been hugely encouraging to see and become part of this community's commitment to social justice.

**Briefly describe your background and history with the Episcopal Church.**

A descendant of Mennonites, I was a baby Baptist, a high-school Jesus Freak, and a leader in my campus InterVarsity chapter. My first post-college roommate introduced me to an Episcopal Church in Ann Arbor, Michigan (which also happened to be a St. Andrew's). The EC seemed radical and daring to me as the daughter of a conservative fundamentalist minister. I was drawn to the liturgy as well as what seemed a more open-minded atmosphere that could hold space for my searching and questioning as I moved away from some of the ideology of my heritage. I was confirmed in Michigan in the late 1980s. In the early 1990s I lived in Seattle, WA, where I was a member of St. Mark's Cathedral and also visited my first Friends meetings. I also came out in Seattle, and met my future spouse; I followed her to Wisconsin, where we both felt connected to Quakerism (our non-legal 1998 wedding was "in the manner of Friends") and were active for a few years in a small Unitarian Universalist congregation. Martha and I were both unsure about staying involved in religious organizations and drifted away from the UU, experiencing our spirituality as more personal but always centered in the Quaker notion that there is "that of God in everyone." We described ourselves as "Quakertarian Episcopagans." By the time I found St. Andrew's/Madison in 2009, I was yearning for both community and liturgy again and was moved by the journeys of some Episcopalian writers, in particular Sara Myles, whose book *Take This Bread* reawakened in me a desire to experience the mystery of the Eucharist in a progressive liturgical community. I'm pretty sure I'm here to stay.

**What strengths, talents and experiences will you bring to this position?**

I tend to think slowly, deeply, and critically about issues, and seek to make decisions informed by reliable information and rooted in values of compassion, justice, and community. I have some oral and written communication skills that might be helpful. I have been both an insider and an outsider in relation to churches and other organizations and think I can understand multiple perspectives.

**What issues do you think are a priority for St. Andrew's?**

I want St. Andrew's to be a strong spiritual/moral center from which we seek to live out justice and grace in society. I think we need to focus even more on understanding and dismantling racism, personally and corporately, in ways that engage the whole parish and go beyond friendships with Black churches and donating to causes and projects (important as those things are). I also hope St. Andrew's will have a strong voice in selecting a new bishop and influencing the future direction of the diocese.

**Name:** Bob Manion**For which position are you running?** Diocesan Convention Deputy**How and when did you become a member of St. Andrew's?**

I became a member at St. Andrews' in 1994. I began actively participating in its mission since 1997.

**Briefly describe your background and history with the Episcopal Church.**

I was involved with St. Francis House in the late 1970s and into the 80s. The Episcopal church's liturgy and its welcoming spirit appealed to me.

**What strengths, talents and experiences will you bring to this position?**

I think that I can bring a knowledge of the history of this diocese and can relate with the other parishes and their issues.

**What issues do you think are a priority for St. Andrew's?**

Being more involved in combating systemic racism in our community. Also, to continue to reach out to members of our church family who are isolated and alone during this pandemic.

**Name:** Becky Otte-Ford**For which position are you running?** Diocesan Convention Deputy**How and when did you become a member of St. Andrew's?**

I joined St. Andrews a few years ago. I live not too far away, and knew the former associate pastor. I appreciated the small parish size, the simple but prayerful liturgy, and having women at the altar and pulpit.

**Briefly describe your background and history with the Episcopal Church.**

I'm a former Catholic, and St. Andrew's is the only Episcopal church I've been a part of. I enjoyed being part of the Episcopal 101 class and learning more about the denomination.

**What strengths, talents and experiences will you bring to this position?**

I have experience in attending district church conferences. I listen, think, and pray about the decisions to be made. And I have a passion for social, economic, and environmental justice and how the church can be a part of change for the good.

**What issues do you think are a priority for St. Andrew's?**

I think we need to acknowledge our privilege as a mostly white, mostly affluent congregation and examine how we as a parish and as part of a wider church community can become anti-racist. We need to look at how Covid-19 has affected how we worship together and what our worship will look like in the future. We have so many resources but so much work to do.

**Name:** *Sara Siegmann***For which position are you running?** Diocesan Convention Deputy

See page 6 for questionnaire answers

**Name:** *Lawrence E. Bechler***For which position are you running?** Diocesan Convention Deputy**How and when did you become a member of St. Andrew's?**

My late wife, Patty Struck and I joined in 1983 while awaiting the birth of our first son, Tom. We'd been investigating several Madison Episcopal parishes since moving to Madison from Oconomowoc in 1982, deciding on the parish closest to home – St. Andrew's.

**Briefly describe your background and history with the Episcopal Church.**

I'm a cradle Episcopalian, baptized and confirmed at St. Mark's, Milwaukee. I've been active at St. Andrew's as well, serving on the vestry for three terms in the 1980s, 1990s and currently, as well as a Diocesan Convention Deputy once in the 1990s and currently. I chaired the committee that wrote the first Parish By-Laws. I've been active in Foyers since the program started, and have long been a member of the "Dawn Patrol" Wednesday morning Bible Study group now convening via Zoom.

**What strengths, talents and experiences will you bring to this position?**

As a municipal lawyer, I'm very familiar with how meetings go, having attending a huge number of them, including this year's Diocesan Convention. I'm rather familiar with the church's constitutional structure, first created by some of the same people who attended the US Constitutional Convention. My Facebook page says my political views are pragmatic, and that's because I like to listen carefully to debates before forming my own conclusions.

**What issues do you think are a priority for St. Andrew's?**

A huge priority to St. Andrew's, the Diocese of Milwaukee and the Episcopal Church USA is COVID-19. All of our long-standing excellent programs, especially including formation programs and incorporation of new members are threatened by this. Finances are one part of it, but I fear the full impact won't be known for 5 – 10 years from now. Given the excellent leadership from Father Andy and Mother Melesa, we're doing OK, but our future as a parish is threatened by this overwhelming problem.

**Candidates for Endowment Committee****Name:** *Donna McDowell***For which position are you running?** Endowment Committee**How and when did you become a member of St. Andrew's?**

1989 when our adopted children were ready to participate.



**Briefly describe your background and history with the Episcopal Church.** I was raised in the Catholic Church and attended Catholic Schools through university.

I left the rigid doctrine of the church of my childhood when I learned more about the Episcopal Church. I was delighted to discover shared liturgy and tradition combined with an open intellectual attitude and study of scripture.

**What strengths, talents and experiences will you bring to this position?** I had a successful career in administration in the state Dept. Of Health and Social Services developing community based programs for older persons and people with disabilities, securing long term support from the legislature and seven governors, and promoting our vision at the national and international level. I served as senior warden during the sabbatical of our prior rector and during the search for our current wonderful rector; I served two terms on the vestry.

**What issues do you think are a priority for St. Andrew's?** It is important that we use our human and material resources to activate our faith within our congregation, in the community and in the nation and the world. At this difficult time in history, we are called to reach out to communities of color with love and respect; to learn about justice and our responsibilities to those who are denied the benefit, and to walk together into the future that has been reshaped by a pandemic, a recession, a climate collapse and an intense divisiveness in society. Our leadership is small in the scheme of things, but important to us as we live out our faith. Our endowments are one important resource in this effort.

**Name:** Heidi Ropa



**For which position are you running?** Endowment Committee

**How and when did you become a member of St. Andrew's?**

My family arrived at St. Andrew's in February of 2000 after we moved to Madison from Chicago. We found a welcoming community of young families and quickly became part of playgroups. Christmas pageants, Vacation Bible School, Walking Through Holy Week, Worship Center and Followers of Jesus were important in my kid's sense of belonging. The Women's Bible Study was a source spiritual support and growth while we prayed for Darshana during the adoption process.

**Briefly describe your background and history with the Episcopal Church.**

I was baptized at St. Thomas Episcopal Church in Hamilton, NY as a toddler after my parents returned with me from India. From age 3 to 18, I attended Grace Episcopal Church in Holland, Michigan. In the 1990's I attended the Washington Cathedral Folk Eucharist, preferring the conversational and down to earth feel of the service. Later, while living in Chicago, I attended St. James Cathedral Church where Ben was baptized.

**What strengths, talents and experiences will you bring to this position?**

I am process oriented, collaborative by nature and value listening. I bring skills of networking, facilitating, and writing to this work. The Jesse Crane Endowment is personally very meaningful to me as I remain in relationship with one of the families, she brought to St. Andrew's over 30 years ago. I understand the depth of her commitment to journeying with people.

**What issues do you think are a priority for St. Andrew's?**

I believe the fundamental call of faith is how we live into the fullness of embodying God's love. This takes many forms and requires different gifts. Jesus came to comfort the afflicted and afflict the comfortable. I would prioritize anti-racism work that seeks to uproot structural racism across all areas of our society: economic opportunity, education, legal, housing and health systems. The depth of our commitment will translate to a felt sense of belonging among all who arrive at St. Andrew's to journey with us in walking our faith. From a personal perspective, to build capacity to remain in this work, a contemplative practice is necessary.

# THE STATE OF THE PARISH REPORT

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Dear people of St. Andrew's, what a year it has been.

What we thought would be weeks has turned into months and will likely turn into a year, as we walk through this pandemic together. We have all been stretched thin as we learn new ways of doing even the most routine tasks and carry the weight of uncertainty and grief without a clear end in sight. And still in the midst of the stretching and breaking, this community has found countless ways to remain knit together in this time. In a time where so many are hurting and experiencing loss and injustice, this community has sought to speak and enact the good news of the gospel we have been given.

As we look over this past year and set our eyes on the next, we do not want to shy away from naming the challenges of this moment while still holding onto the many signs of life and hope within and beyond St. Andrew's. While this past year has taken a drastically different shape than any of us could have expected, there is still much to celebrate.

## A New Way of Being Church

So much has changed, and yet some things remain the same. People are still getting married, people we love pass into the nearer presence of God, and members of our community suffer grief, incertantiny, pain and loss. In the midst of these ongoing needs we have learned to hold small, intimate gatherings in the Prayer Garden on the Roby Road side of the church to celebrate weddings and mark the passing of loved ones. We have the power of connection that is possible through Zoom, phone calls, and hand written notes. We have come together as a community to care for one another celebrating our joys and naming our sorrows.

As we moved through the summer months gathering for Sunday Morning Prayer via Zoom, we realized that streaming our services is something that we should have begun a long time ago. We have members of our parish who wisely avoid the snow and ice each winter. We have members of our community who, for a variety of reasons, have not been able to attend our Sunday services for quite some time. We know that families sometimes get up and dressed on Sunday morning, with every intention of coming to church, only to have one of the kids get sick on the way out the door.

When we regather for public worship it will not happen in one glorious moment when we all return at once. It will be a slow trickle as the limits on gathering are eased, little by little. Many of us who are at high risk, have been warned by our doctors to stay away from public gatherings until there is a safe and effective vaccine. We have heard from people in all of these circumstances that they hope St. Andrew's will continue to live stream even beyond the life of this pandemic. Live streaming our services during the pandemic has been an adaptation to a specific moment that will serve us well into the future. That is why the Vestry voted to commit significant resources to the purchase of the equipment that is now allowing us to live stream from the church. Even better news is that St. Andrew's applied for, and received, a grant from the Diocese of Milwaukee, significantly offsetting the cost of that investment, such that the equipment itself is paid for and our only expense is the upgraded internet service!

Adaptation has been a key concept this year. The St. Andrew's staff has had to rethink the ways in which we exercise our vocations, pursue our mission, and serve the community together. We collaboratively reworked the position descriptions of each staff member to reflect the ways in which we are currently working and to explore new goals and possibilities in this season. We all know we may be reworking these job descriptions again in the spring as the context in which we work continues to change, but we are all committed to working together as a team to serve and nurture our community. Please take the time to read the reports from Ruth Kearley, our Children's Ministries Coordinator, and from Ken Stancer, our Music Director, that reflect the ways in which they have adapted their ministry. They are doing creative and important work!

The staff at St. Andrew's aren't the only ones who are learning new ways of being church. This past month, members of the four of the Madison Episcopal Churches gathered around St. Andrew's parishioner, Heidi Ropa, as she organized a discussion of the powerful documentary, *13th*, which provides an in-depth look at the prison system in the United States and how it is connected to racial inequality. This initiative and other conversations have generated significant interest in discerning St. Andrew's role in promoting racial justice here in Madison. Another St. Andrew's parishioner, Ryan Pierce, is facilitating a Contemplative Prayer Group on Monday nights. They meet to pray and to discuss Martin Laird's book, *Into the Silent Land: A Guide to the Christian Practice of Contemplation*.

It is clear that we are all adapting to life online. The Men's Group is engaging in an online book study and are already picking their next book. Members of the Choir are gathering weekly for fellowship and conversation. The Tuesday Morning Women's Bible Study was meeting via zoom last spring and will continue using that medium this fall. Over 30 people participated in our summer study of Philippians! This fall we have people signed up for Grief and Grace small groups, and St. Andrew's has purchased a Zoom Account for members of the community's use in hosting online gatherings.

Our contact with one another isn't just virtual! We often hear stories about people who have taken it upon themselves to write cards to other members of this community. The Casserole Brigade is still delivering meals, and we have had parishioners step up to rake each other's leaves when life has become overwhelming.

Newcomers to St. Andrew's often remark on the quality and depth of our community, "I could tell as soon as I walked in the door that people here care about one another." Not even the pandemic can change that. We continue to adapt, to grow, to learn; and most importantly, to be the Body of Christ.

### **NAMING THE CHALLENGES**

This season has presented us with many challenges; many of which have been already felt and others that will impact us moving forward. In September Resurrection Presbyterian Church ended their contract with St. Andrew's as a result of our reopening guidelines from our Diocese that would prevent them from regathering in our building at this time. Our partnership with Resurrection Presbyterian has enriched our community over the past three years, and we grieve that they can no longer worship in our space. In addition to the loss of an ecumenical partner, their departure means we will lose the \$16,690 in rental income for 2021, and fall short of \$7,390 that was budgeted for 2020.

A second financial challenge comes in the form of congregational turn over. Historically St. Andrew's experiences a significant turnover of parishioners as a result of the transient culture of a university town. In a standard year, we would also see a similar number of individuals join St. Andrew's as new members. With Sunday worship not occurring in our building, we have not seen the same number of new individuals come to St. Andrew's as we have in the past. This loss of foot traffic signifies a decline in membership, which can lead to financial decline. As we look to 2021, it will be important for us to determine what it looks like to reach out to our broader community and incorporate newcomers into the life of the church.

### **LOOKING AHEAD**

While we begin to reimagine how we reach beyond the new virtual walls of St. Andrew's, we also want to discern how we as a gathered people will continue to be gathered together and sustained in the midst of uncertainty, loss and change. At the Annual Meeting, we will be sharing a parish-wide survey that will not center around re-opening, but rather what our common and shared life might look like in the interim. As this pandemic has gone on much longer than anticipated, we want to take a pulse of the parish to help shape how we operate moving forward. This survey will be emailed to the full parish eNews list after the Annual Meeting.

In the early months of the pandemic we heard from many who indicated that they were going to "opt out" for the time being until we are able to re-gather in person. Friends, if you find yourself with that thought, we strongly encourage you to reconsider and explore ways to connect with your parish community. While it has taken a radically new form, there have been so many life-giving expressions of community and grace in this season. Please do plan to join us in this new space.

### **WITH GRATITUDE**

There have been so many of you who have been a part in making this season a place of grace and community, and we would like to say thank you to some individuals who have guided us in remarkable ways.

Thank you to the members of the St. Andrew's Reopening Task Force, who spent numerous hours creating a reopening plan for St. Andrew's that was adopted by the Vestry. Task Force members include: Jeff Bowen, Carolyn Chadderton, Mary Hastings, Janet Hyde, and Sara Siegmann.

Thank you to all members of the St. Andrew's Vestry who have wrestled with difficult questions and provided leadership for our parish in this challenging moment. Vestry members and officers include: Sara Siegmann, Doug Rahn, Mark Koch, Becky Otte-Ford, D'Arcy Becker, Ben Blagogee, Jeff Bowen, Larry Bechler, Manjula Hettiarachchi, Christie McConnell, Daniel Cross, Erin Gasser, Helyn Luisi-Mills, and Judy Mills.

We also want to extend our thanks to all those who have agreed to stand for election at this year's Annual Meeting. It is always a gift when people are willing to offer their gifts and their time by serving the community in these very intentional ways. That gift feels even more profound in this time of uncertainty, change, and ongoing adaptation.

As you recall, St. Andrew's was successful in securing funds from the federal Payroll Protection Program totalling \$49,000. Our success in getting these funds would not have been possible without the quick response and expertise of Doug Rahn and Mark Koch. Doug has continued to keep a close eye on the loan status, ensuring that St. Andrew's will be able to achieve loan forgiveness in the months ahead. Thank you Doug and Mark!

We also want to extend a double helping of gratitude to Doug Rahn as this year marks his final as Junior Warden. Doug has provided exceptional care for our facility over the past three years, and has given so much of his strengths and experience to this role. Thank you, Doug!

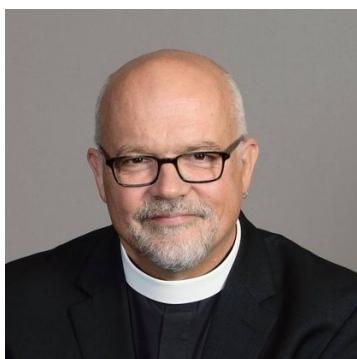
We cannot express enough gratitude for our Senior Warden, Sara Seigmann, at this moment. Her wisdom, courage and leadership have been a gift and guide in a strange and challenging season.

We also want to say thank you to the St. Andrew's staff - Ken, Ruth and Dorie - who have adapted their work to a new landscape and worked to gain many new skills along the way.

Finally, we want to thank all of you, the people of St. Andrew's, for all of the ways in which you have adapted to our new context and circumstances; for the ways in which you have held one another up; and for the ways in which you have held us in your hearts and prayers. These have been difficult times, filled with new challenges, new tasks, and new learnings. It is the community gathered, in whatever form that may be, that offers the rewards and gifts that make this work and this ministry such a blessing to us and to all who encounter us.

As we look to the future, let us be quick to remember that we do so with hope. As Christ-followers hope is a central part of our identity as we can be confident of God's faithfulness. It is this hope that gives us the strength to face our challenges with courage and recognize the gifts of grace scattered along the path.

*Andy+ and Melesa+*



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## CHILDREN'S MINISTRIES

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### *Re-envisioning Children's Ministries*

With the Saint Andrew's campus closed since mid-March, we have had the opportunity to try some new approaches to children's faith formation. By the end of March we had shifted from providing church school to supporting formation at home. For ten Sundays we offered a pre-recorded video of a church school teacher, parent or clergy member reading the gospel lesson from children's bibles. We delivered activity packages to each child based on Holy Week, the Easter season, and Pentecost. The all-parish study of the letter of Paul to the Philippians over the summer offered another chance to experiment. Kids could create a Philippians lap-book at home through a weekly download of Bible verses to color, cut, fold, and paste into a folder. Families also hosted "Flat Paul" (a stand-in for the apostle himself) in his Coronatide journey with us.

As the reality of a lengthy shut-down became clear, we reconsidered what children's faith formation could look like in the fall when we would normally resume Grace Notes, Church School, and Sunday Snack. Instead of attempting to replicate church school online, we prioritized staying in community, finding God in the everyday, experiencing the rhythms of the liturgical year at home, and keeping it simple. By the time you read this, Fr. Andy, Mtr. Melesa and I will have delivered our first semi-monthly no muss-no fuss formation package to families. This package is focused on Saint Francis of Assisi. Each child will receive a personalized letter, a prayer card featuring our own Saint Francis wall sculpture, age-appropriate coloring and puzzle pages about Saint Francis, and a bag of animal crackers with suggestions for praising God through creation. Parents will receive a supportive letter from the clergy. These in-person deliveries afford personal connection through a (physically distanced and masked) chat at the car or even just a quick wave. Future themes are All Saints, Thanksgiving, Advent, Christmas, and Epiphany. Deep gratitude goes to Carolyn Chadderdon and Pat Size for their support of this ministry.

Another modification in Children's Ministries can be found in the Friday eNews. In support of our weekly Sunday service of Morning Prayer, links to children's activity bulletins for pre- to early readers and for older elementary kids are now in every Friday eNews. These bulletins had been supplied every Sunday in the children's worship bags. Two or three coloring pages in the themes of the day's lessons are also provided as links. In addition, we have started a ministry of birthday cards to the kids from all of us, their Saint Andrew's family.

Thank you for your support of children and families at Saint Andrew's!

*Ruth Kearley  
Children' and Family Ministries Coordinator*

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## MUSIC MINISTRIES

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Dear Parishioners,

The year 2020 began as all others before it. Weekly worship and all the preparations that took place which support and enhance that worship were taking place regularly: selecting hymns, pointing psalms, rehearsing handbell ringers and chancel choir singers, providing music for the Grace notes families on Sunday mornings, and practicing organ to name most. We enjoyed a beautiful season following the Epiphany and then began our Lenten journey until mid-March when what we do together as the church suddenly had to change. Faced with the task of now offering worship in a virtual format meant sound checks, using devices for meetings, recordings and accepting that our in person gatherings would have to be suspended. My thanks to you all for your patience during a time of learning new things took place. We are still learning, but thankfully have been able to stay connected in various ways.

The ZOOM platform has allowed volunteer musicians and myself to stay connected with weekly meetings which began in May and continue to the present time. We can still email each other and some have engaged in phone calls to check in with each other. In late summer the acquisition of cameras and other equipment allowed us to live stream worship from the church starting mid-September.

This fall continued time and effort will be put into learning more about virtual platforms. I invite you to consider taking part in one or more of the formation programs that will be offered in this program year. Specific to music I am offering 4 week units on psalm singing, hymns, drumming and rhythm, and ukuleles. Additional units may be offered on church music composers, anthems for young people, or repeating sessions offered in the fall with different content.

This year we are marking the 20<sup>th</sup> anniversary of the installation of our fine pipe organ. I produced, with the recording assistance of Mother Melesa, a video series about our instrument and pipe organs in general. The recordings are resting on the church website and I invite you to check them out, if you haven't already. Weekly, five organists practice on the instrument. I am grateful that we can still safely provide this to our organist friends. We will continue to post mini organ performances throughout the program year for your enjoyment.

In October I began in person rehearsals for our volunteer musicians who wish to ring chimes or bells. At this time, there are two groups; we have 4 ringers in each group and they meet at different times. We are observing all safety protocols for hygiene and physical distancing, and wearing masks. For those involved, it feels wonderful to be able to make music together in person.

Also in October 3 singers from the choir recorded several hymns that we are using in the fall worship services. The recording, "Hymns of the Season" will be on the website; available for parishioners to listen so that Sunday morning participation is made easier.

My heart is longing for the time when we can return to a fuller expression of worship and life together. Until then, we move forward using the means we have to remain connected, and to minister to each other and to the world. I remain open to the possibilities for ministry that will come out of this time. I welcome your messages and invite you to join us for online worship and participation in a formation event during this program year.

*Sincerely,  
Ken Stancer, Music Director and Organist*

# FINANCIAL REPORT

## 2021 PROPOSED BUDGET

	Projected				
	2019	2020 Budget	2020 9 mo.	2020	2021 Budget
<b>INCOME</b>					
<b>CONTRIBUTIONS</b>					
Current Year Pledges	\$ 412,903.62	\$ 435,219.00	\$ 326,710.52	\$ 400,516.51	\$ 412,532.01
Matching Pledge Income	\$ -	\$ 10,000.00	\$ 9,630.00	\$ 10,000.00	\$ 10,000.00
Open Offering	\$ 39,095.54	\$ 37,000.00	\$ 20,175.75	\$ 37,922.67	\$ 39,060.35
Prior Year Pledges	\$ -	\$ 200.00	\$ 3,651.54	\$ 3,651.00	\$ 500.00
Easter/Christmas Offering	\$ 4,555.75	\$ 5,000.00	\$ 4,260.00	\$ 5,000.00	\$ 4,000.00
Flowers	\$ 795.00	\$ 800.00	\$ 160.00	\$ 160.00	\$ 400.00
Gain/Loss on Stock Sales	\$ -	\$ -	\$ -	\$ -	\$ -
Subtotal Contributions	\$ 457,349.91	\$ 488,219.00	\$ 364,587.81	\$ 457,250.19	\$ 466,492.36
					2.02%
<b>OTHER OPERATING INCOME</b>					
Rent - Building Use	\$ 16,690.00	\$ 16,880.00	\$ 9,300.00	\$ 9,300.00	\$ - Loss of Rental Income
Wedding Income	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -
Dollar a Day Fundraising			\$ -		
Subtotal Other Operating Income	\$ 16,690.00	\$ 17,880.00	\$ 9,300.00	\$ 9,300.00	\$ -
<b>EARNED INCOME</b>					
CD Interest Earned	\$ 550.00	\$ 550.00	\$ 109.19	\$ 550.00	\$ 550.00
Other Interest Earned	\$ 441.64	\$ 441.00	\$ 183.90	\$ 441.00	\$ 441.00
Subtotal Earned Income	\$ 991.64	\$ 991.00	\$ 293.09	\$ 991.00	\$ 991.00
<b>VESTRY INCOME</b>					
Vestry Income	\$ 0.10		\$ -	\$ -	
<b>TOTAL INCOME</b>	<b>\$ 475,031.65</b>	<b>\$ 507,090.00</b>	<b>\$ 374,180.90</b>	<b>\$ 467,541.19</b>	<b>\$ 467,483.36</b>
					-0.01%
<b>EXPENSES</b>					
<b>HUMAN RESOURCES</b>					
<b>SALARY</b>					
Subtotal Salary	\$ 197,249.39	\$ 224,155.40	\$ 167,047.17	\$ 224,155.40	\$ 231,155.40
					3% increase for
<b>BENEFITS</b>					
Subtotal Benefits	\$ 90,871.62	\$ 111,354.12	\$ 83,460.84	\$ 115,925.24	\$ 118,388.58
Other Human Resources Expense	\$ 9,398.73	\$ 11,958.00	\$ 8,464.55	\$ 11,758.00	\$ 11,858.00
Subtotal Human Resources	\$ 297,519.74	\$ 347,467.52	\$ 258,972.56	\$ 351,838.64	\$ 361,401.98
					2.72%
<b>ADMINISTRATIVE EXPENSE</b>					
<b>BLDG. &amp; GROUNDS EXPENSE</b>					
Office Expense	\$ 64,286.65	\$ 62,346.71	\$ 35,281.66	\$ 47,695.83	\$ 55,605.64 Less Cleaning
	\$ 11,626.54	\$ 10,648.24	\$ 9,075.51	\$ 11,017.00	\$ 11,048.24
Subtotal Administrative Expense	\$ 75,913.19	\$ 72,994.95	\$ 44,357.17	\$ 58,712.83	\$ 66,653.89
Worship Expense	\$ 5,481.01	\$ 5,572.73	\$ 1,434.52	\$ 1,861.00	\$ 4,913.73
Fellowship	\$ 2,274.11	\$ 2,423.33	\$ 470.58	\$ 596.00	\$ 1,823.33
Learning Program	\$ 3,716.87	\$ 4,900.46	\$ 2,076.12	\$ 1,680.00	\$ 3,354.46
<b>SERVICE</b>					
<b>OUTSIDE THE PARISH</b>					
Committees	\$ 5,005.48	\$ 5,561.04	\$ 4,483.49	\$ 5,771.00	\$ 6,861.04 Diocesan Support
Other Service	\$ 817.18	\$ 830.00	\$ 549.02	\$ 656.00	\$ 830.00 Vanco Fees, Bank Charges
Subtotal Service	\$ 87,266.66	\$ 91,683.04	\$ 69,001.54	\$ 91,719.00	\$ 92,983.04
<b>TOTAL EXPENSES</b>	<b>\$ 472,171.58</b>	<b>\$ 525,042.03</b>	<b>\$ 376,312.49</b>	<b>\$ 506,407.47</b>	<b>\$ 531,130.42</b>
<b>Surplus/Deficit</b>	<b>\$ 2,860.07</b>	<b>\$ (17,952.03)</b>	<b>\$ (2,131.59)</b>	<b>\$ (38,866.28)</b>	<b>\$ (63,647.06)</b>

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# ENDOWMENTS

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## Report of the Endowment Committee November 2020

The Endowment Committee report for 2020 is quiet but good news. Both funds, Jesse Crane and JW Peterson, have made steady growth allowing the parish to use the monies for approved projects. The endowments are healthy and stable.

The Peterson Fund, for internal parish requests that fall outside the approved budget, has available funds of \$6763.06 at the end of September 2020.

This year, we have been able to support two requests from this internal fund. We have provided Livestream equipment, essential for the parish to stream services during the church closure due to the pandemic, in the amount of \$6000. The request was made by Father Andy Jones and was clearly merited.

The second request for Peterson funds came from Mother Melesa Skoglund. The amount of \$450 was approved as a portion of the cost to sponsor an anti-racism education and discussion program led by a skilled facilitator in October. The funds provided for 8-15 parish members to participate in the work of learning how we can face our own racism and support people of color.

The Jesse Crane fund, for creative ministries outside the parish, has available funds of \$3875.18 as of September 2020.

This year, we have been able to continue the grant requested last year to provide ongoing support of \$200 per month to the Cherokee Middle School Food Pantry. We anticipate continuing to fund the food pantry next year.

We need to publish the endowment funds, making sure that parish members realize the resources at hand. Having money to spend is a rare blessing. We are a parish of imagination and energy, and we can be allies to groups or projects outside our parish. We can also support our growth and learning within our parish home. More ideas to use these funds for service will be welcome. I would like to suggest that a quarterly reminder to the parish of the two funds be added to our online announcements and to The Crossroads. We do not have unlimited funds, but we can do much if we're imaginative with the funds we have at hand.

*Respectfully submitted,  
Anne Keller*

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# COLUMBARIUM

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## St. Andrew's 2020 Columbarium Trust Fund Annual Report

The Columbarium continues to fulfill its mission as the final resting place for "cremains" of parishioners and their immediate families. It is organized as a separate non-profit Trust, consistent with Chapter 701 of the 'Wisconsin Statutes. Its existing written by-laws require annual reports and meetings of the Columbarium Trust Board of Trustees.

Columbaria are also regulated by Chapter 157 of the 'Wisconsin Statutes, and the Columbarium has met the legal requirements for its existence.

While the Columbarium was purchased and the Trust organized in the late 1990s, it became more regularly operated in 2002 with Parish appointment of the 5 member Board of Trustees. Currently the positions of Vestry Designee and one Parish Trustee are vacant. Parishioners have actively engaged in the purchases of niches in the Columbarium, and there are well established policies in place for niche space purchases. The purchase price for niches is \$750 for one and

\$1,000 for two, making the Columbarium an economical choice for placement of remains. When niches are purchased, 25% of the net purchase price is placed in a separate savings account for the St. Andrew's Church Columbarium Trust Fund. The current balance of this Trust Fund, located at Associated Bank, is \$3,034, up a whopping \$4 from last year! 75% of the net purchase price is managed as the Parish capital fund known as the Parish Worship Space Fund. The balance of that fund is currently \$6,328, the same figure we reported at last year's annual meeting.

There are currently twelve sets of remains in the Columbarium. No inurnments have occurred in the last year. The Columbarium is in no danger of becoming filled in the near future. Certainly parishioners ought to consider the Columbarium as an option for final disposition of their earthly remains.

Our documentation calls for five trustees. Recently, Ginny Wolfe, Chair of the Board of Trustees, had been the only person serving in that capacity. Ginny, after serving several years in that role retired at the end of last year. We will be actively recruiting Trustees for the St Andrew's Columbarium Trust and someone to serve as Chair of that Board in the coming months. If you feel called to this ministry please contact Fr. Andy.

*Fr. Andy  
Rector*

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