

2022 ANNUAL REPORT

ST. ANDREW PRESBYTERIAN CHURCH

DENTON, TEXAS



St. Andrew Presbyterian Church continues to serve as a place of joy and a beacon of hope for ALL who wish to be amazed by Grace, surrounded by love and equipped to serve God's people. St. Andrew's location in the heart of Denton, along with our spiritual resolve and God's steadfast love, enables us to serve our whole community and the world around us.

2022 saw some of the challenges from COVID begin to ease with a greater expansion of our traditional programs and services and greater in-person attendance to all activities. Throughout the year, St. Andrew and its thoughtful and caring congregation continued to embody Christ's words from Matthew 25:40, "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me."

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

OVERVIEW

This report serves as an annual summary of the Strategic Initiative Activities completed by members of St. Andrew Presbyterian Church during 2022. These Strategic Initiative Activities and this report are consistent with the intent and direction of the St. Andrew Presbyterian Church Mission Study dated August 2015.

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

While this report is intended to summarize last year's accomplishments, it is also meant to serve as a springboard for 2023 and beyond. It serves as a means to review what was accomplished last year and to help determine priorities for the future. Most importantly, it is effectively offered as an acknowledgement of God's grace and love, and to give thanks for all that God has given us.

For 2022, all Committee Moderators were asked to provide a synopsis of activities and accomplishments for the year. They were also asked to provide any specific numbers for these activities and accomplishments, if available. In addition, where relevant, they were asked to address how the COVID-19 pandemic continued to impact their areas of responsibility and how those areas may be transformed by this in the future.

Based on the input from Committee Moderators, it is evident that St. Andrew continues to provide a consistent and substantial level of service to its members, the community, and the world beyond. In

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

In addition, based on a detailed analysis of expenditures and their related activities, it is estimated that St. Andrew continues to serve well over 300,000 people each year by providing over 1,500 opportunities for service, all in direct support of the St. Andrew Mission Study and Core Values. This year activities have begun to resume at their traditional level and pace while some new activities and services have been added and/or transformed.

In summary, all expenditures made, and activities accomplished during 2022 were completed in accordance with the priorities of the Session and in direct support of the St. Andrew Mission Study and Core Values.

ACTIVITY OUTCOMES BY COMMITTEE

The following reports were provided by the 2022 St. Andrew Committee Moderators or others as indicated. Each activity report represents a specific budget line item for the various committees. These reports are also intended to represent the specific outcomes of a particular activity conducted in 2022.

CHRISTIAN EDUCATION – Kirsten Brown, 2022 Christian Education Committee Moderator

CHRISTIAN EDUCATION - ADMINISTRATION

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

Curriculum - Church school curriculum supported efforts to provide quality Christian education to the congregation throughout 2022. These funds provided for all Sunday school curriculum, both online and in print. It also provided curricular materials for other groups meeting throughout the year. This budget item is the backbone of Christian Education and supports the St. Andrew Core Value of Quality Education and Programming for All Ages. (Submitted by Kirsten Brown)

Leadership Training - The Leadership Training fund provided funds to train Christian education leaders, including funding Sunday school teacher training and new officer training. This fund is important to the life and work of St. Andrew, training the leaders that facilitate all programs that benefit St. Andrew and the Denton-area community. This supports the St. Andrew Core Value of Quality Education and Programming for All Ages. (Submitted by Kirsten Brown)

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

CHRISTIAN EDUCATION - ADULT FAITH FORMATION

Advent Devotionals - Advent devotionals were purchased from Austin Theological Seminary, providing the congregation with a directed spiritual devotional during the Advent season. In addition to the printed

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

Advent devotionals, digital devotionals were emailed to the congregation three times each week during Advent. These devotionals included a piece of original art intended to provoke thought and reflection on the meaning of Advent. Each image was paired with a reflection question, a scripture, or a video reflection from a member(s) of the congregation. This fund supports the St. Andrew Core Value of Quality Education and Programming for All Ages. (Submitted by Kirsten Brown)

Congregational Field Trips - As a means of enriching our Super Wednesday programming, four field trips were planned during 2022. Our first field trip, at the end of August, was to the Patterson-Appleton Arts Center in Denton to view the Materials Hard + Soft exhibit. Ifeanyi Anene, first place winner of the exhibit, spoke at the October 26 Super Wednesday gathering. On October 20, we traveled to Holy Trinity Greek Orthodox Church in Dallas for a guided tour and presentation of the church's breathtaking Iconography project. Our final field trips were to Temple Emanu-El in Dallas, first on October 29 to attend the morning Shabbat service, and then again on November 1st for a tour of the facility and a presentation of its beautiful art. These trips supported the St. Andrew Core Value of Quality Education and Programming for All Ages. (Submitted by Kirsten Brown)

Congregational Learning Events - This fund was used to provide honorariums to speakers and supported learning opportunities for the congregation. In 2022, this fund supported the congregation's study of liturgical arts. This fund supports the St. Andrew Core Value of Quality Education and Programming for All Ages. (Submitted by Kirsten Brown)

Lenten Devotionals - The Adult Faith Formation Committee purchased Lenten devotionals for the congregation, hoping to provide a directed spiritual devotional during the Lenten season. This supports the St. Andrew Core Value of Quality Education and Programming for All Ages. (Submitted by Kirsten Brown)

Women's Winter Retreat - The Women's Winter Retreat has not resumed after it was first cancelled due to the pandemic. This fund, however, has been used to help support the many activities of Christian Education. It is hoped that a retreat will be scheduled in 2023. This supports the St. Andrew Core Value of Quality Education and Programming for All Ages. (Submitted by Kirsten Brown)

CHRISTIAN EDUCATION - CHILDREN'S MINISTRY

Children's Christian Education and Ministry in 2022 was manifested in activities such as Advent Adventure, the Christmas Pageant, and Mission Quest. Education was provided during Sunday School, in the Nursery, in Children's Chapel and during Vacation Bible School. These activities and events represent the Core Values of Quality Education and Programming for All Ages and Outreach to the Community and Beyond.

CHRISTIAN EDUCATION - FALL FESTIVAL OF FAITH

Fall Festival of Faith - Fall Festival of Faith was intentionally planned to explore new ideas for worship and spiritual engagement while intentionally focusing on Reformed theology. It involved a combination of worship and education and Super Wednesday was used as a way to prepare for this weekend of learning and exploring through its semester topic - Art and Religion. (Submitted by Lisa Patterson)

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

CHRISTIAN EDUCATION - SUPER WEDNESDAY

Super Wednesday - Super Wednesday experienced an up and down year. The Spring semester averaged 50 people each Wednesday night. St. Andrew has a long tradition of worshipping God through the life of the mind, and Super Wednesday not only encouraged this Reformed foundation for the congregation, but the ministry helped provide the platform for children's choirs and youth group to meet on that night and flourish. We were discouraged by the small numbers and interest for Spring so we decided to work to revitalize the ministry.

Fall 2022 was much more successful than Spring, but that was due to timing as we started to come out of Covid as well as to planning and preparation. We averaged 125 or more each week eating together and then learning, as well. The choirs and youth also benefitted from the success of the meal and program planning. (Submitted by Lisa Patterson)

CHRISTIAN EDUCATION - YOUTH

Confirmation Sunday - Nine students were confirmed in 2022 after completing the year long confirmation class. Each student was presented with a cross necklace to commemorate the occasion. (Submitted by Laurel Fritz)

Wednesday Nights - Wednesday night youth group meetings are the core of the youth group. Youth from 6th-12th grades meet most Wednesday nights throughout the year. These times provide a respite for youth from their daily stressors of school, grades, extracurricular activities, etc. During these Wednesday night gatherings, youth experience fellowship and build important relationships through games, Bible study, mission work, and topical discussions. (Submitted by Laurel Fritz)

Mission Trip - Twelve youth and three adults from St. Andrew joined with youth from 4 other Grace Presbytery congregations to travel to Albuquerque, NM, to spend a week working at the Menaul School. Youth provided much needed maintenance and help with updating the Menaul facilities. Additionally, youth had the opportunity for fellowship and to form relationships with youth from the other congregations during evening outside recreation, trips to the local swimming pool, and attendance at a minor league baseball game. (Submitted by Laurel Fritz)

Senior Recognition Sunday - Senior Recognition Sunday is a worship service that recognizes the year's high school seniors that will be graduating, with each senior presenting a homily. In 2022, St. Andrew recognized 6 graduating seniors. In addition to the worship service, seniors were presented with gifts from the church including a PCUSA symbol charm necklace, a St. Andrew yard sign, and a cake for each family. (Submitted by Laurel Fritz)

Synod Youth Workshop - Synod Youth Workshop is a gathering of youth from across the Synod of the Sun held annually for a week in July at the University of Tulsa. In 2022, one youth and one adult from St. Andrew attended and participated in small group activities, daily worship and keynote sessions, mission activities, and fellowship with people from around the Synod. The theme for 2022 was Don't Stop Believing. (Submitted by Laurel Fritz)

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

Youth Trip Scholarships - Trip scholarships were provided for youth attending both the mission trip to Albuquerque in June and Synod Youth Workshop in July. Scholarships are used to help families of youth who want to attend these trips but may have a difficult time paying the full costs of the trips. (Submitted by Laurel Fritz)

Youth Sunday - After 2 years of virtual Youth Sundays, we returned to a live service this year. Youth led the liturgy, music, and meditation centered on the theme of Hope: The Light at the End of the Tunnel. (Submitted by Laurel Fritz)

Youth Sunday School - Youth Sunday school classes consist of Middle School (6th-7th grades), Confirmation (8th grade), and High School (9th-12th grades). Middle school classes were led by volunteers and studied the Sparkhouse Connect curriculum focusing on the Old Testament. Confirmation class was led by Richard, Lisa, Stephanie, and Amy Fair. High school classes are also led by volunteers using the PCUSA Follow Me curriculum. All students are given the opportunity to learn more about the word of God and exchange thoughts and ideas about what they have learned. (Submitted by Laurel Fritz)

COMMUNICATION AND ADMINISTRATION - Alison McStravick, 2022 Communication and Administration Committee Moderator

Administrative Miscellaneous Expense - The Administrative Misc. Expense budget goes to supporting the cost to run background checks and supports occasional expenses like employee birthday celebrations. It supports the mission of St. Andrew by providing support to keep the congregation safe. (Submitted by Louis Korom)

Advertising and Promotion - The Advertising and Promotion line item supports the promotional efforts of St. Andrew to the community. The budget supported weekly classified ads in the Denton Record-Chronicle and online ad campaigns for Holy Week, Easter, and Christmas Worship Services on Facebook. (Submitted by Louis Korom)

Coffee and Water - This line item covers the costs of coffee and water for the facility throughout the year. (Submitted by Louis Korom)

Equipment Contracts and Repairs – The Equipment Contracts and Repairs line item goes to supporting St. Andrew by supporting the lease agreement on the photocopier, postage machine, church database, accounting software, and some other software that the church uses. The church office uses all of these items on a daily basis to do record keeping, share materials that support our programs, and do pastoral care. The congregation is able to use the church database to have some access to church information any time of day. (Submitted by Louis Korom)

Fees – This line item details the credit card processing fees that the church incurs by offering credit card transactions. (Submitted by Louis Korom)

Offering Envelopes - The Offering Envelopes line item goes toward buying offering envelopes that help members give to St. Andrew. These were used by some members again this year. Envelopes are no longer member specific, which prevents over ordering. (Submitted by Louis Korom)

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

Office Activities - The Office Activities budget goes to support the day-to-day needs of the church office. Things like pens, paper, and other miscellaneous expenses are attached to supporting day-to-day operations that fall in this category. This budget line supports the needs of the staff and the congregation to have essential materials to carry out programs and services. (Submitted by Louis Korom)

Online Communications and Website - This line item supports running the website and email campaigns. This supports the church by providing newsletter information to St. Andrew, providing generalized St. Andrew information to the community via its website presence, and providing St. Andrew branded email to staff members. It also includes fees for video streaming. (Submitted by Louis Korom)

Payroll Related Charges - St. Andrew Presbyterian Church uses Quickbooks Payroll for payroll-related processing charges for full-time and part-time employees. (Submitted by Louis Korom)

Postage - The postage line item supports sending church mail via USPS and other postal carriers. Notes sent to visitors to worship services, pastoral notes sent to people that need pastoral care, Shield mailings to those members ministered to by Home Ministries, and the Stewardship campaign are all supported by this line item (among other mailings, as well). (Submitted by Louis Korom)

Telephone - The telephone line item supports cell phone use for a number of staff members, internet connectivity for the church, phone lines, fax lines, and phone lines for the elevator and security alarm systems. Each of these services is essential to supporting the work of the church through the services of staff members and church facilities. (Submitted by Louis Korom)

DIACONATE – Arminta Jacobson, 2022 Diaconate Moderator

DIACONATE - HOSPITALITY AND MEMBERSHIP -Margo Bean and Ann Merritt, 2022
Hospitality and-Membership Committee Co-Moderators

After-Worship Fellowship - After Worship Fellowship helps provide a warm friendly atmosphere to encourage worshipers to stay to meet visitors; visit with one another after worship. The program is currently struggling to get at least 4 participants to use SignUpGenius to bring finger foods each Sunday. 21 different providers participated, half of whom provided 2-6 times for the 14 events during 2022. Previously a periodic invitation to participate was sent. Now a link is currently embedded in The Shield to promote congregational access. Having a link also present on the website will be pursued. (Submitted by Leigh Kitchens)

Annual Meeting and Congregational Luncheon – The annual Congregational Meeting took place on January 30, 2022 following the Sunday worship service. This activity supports the St. Andrew Core Value of Hospitality.

Bereavement – Three separate teams provided either a lunch or reception to 12 church families in 2022. These activities supported the St. Andrew core values of nurture, compassion and hospitality. (Submitted by Mary Smith)

Chancel Flower Delivery - The chancel flowers that are given each Sunday are delivered by two deacons. These deliveries are made to those who are ill, grieving, homebound, or anyone else that might enjoy the

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

flowers. This ministry is supported by the core value of Nurture and Compassion. (Submitted by Beth Whipple)

Cradle Crosses - Cradle Crosses were given to families after the birth or baptism of a child or grandchild. With these crosses, we convey the love, support, and inclusion of these children into the St. Andrew family. (Submitted by Christopher Fair)

Christmas Pageant Dinner - This activity was a casual dinner following the Christmas Pageant performed by the children and youth of the church. Parents and guests attended the pageant and then came to Fellowship Hall for dinner. We served salad, pizza and pasta with dessert of cookies and brownies. Everyone enjoyed the time of fellowship and the beginning of the Christmas season. We think this activity was well received and look forward to next year. (Submitted by Ann Merritt)

Home Ministries - Home ministry is vital to St. Andrew's overall mission. The committee's programs: Home communion, member to member correspondence (letters, telephone calls, e-mails or texts), personal visits or gifts provide a bit of normalcy for those dealing with life circumstances (medical conditions, transit challenges, for instance) which prevent them from participating in routine St. Andrew membership activities. (Submitted by Steve Pickett)

Homebound Communion – Two ordained members of St. Andrew take communion to those members who are unable to attend church. We were able to start this activity again after having to suspend it due to COVID. Up to 30 people participate in and are served by this activity each time. This activity supports the Core Values of Exceptional Worship and Music, Quality Education and Programming and Nurture and Compassion. (Submitted by Debby Ishee)

Liaison for Pastoral Care - The Liaison for Pastoral Care assists the pastors by ensuring members have care when needed. The Liaison makes contacts by email and phone to members and others on the St. Andrew prayer list as printed in the church bulletin. The Liaison informs the pastors with updates received to the prayer list. Here is a list of monthly contacts: January – 40; February – 40; March – 46; April – 41; May – 36; June – 28; July – 18; August – 18; September – 21; October – 14; November – 15; December – 15 - For a total of 332 contacts (Submitted by Sherry Van Atta)

Maundy Thursday Dinner - This was a simple dinner prior to the Maundy Thursday service. We served approximately 40 people. This was an opportunity for members to gather and visit. Those in attendance enjoyed the time together and were happy to participate in this activity again. We assume that more of the congregation will attend next year as we continue to get back to normal. (Submitted by Ann Merritt)

Meal Train - The Meal Train volunteers prepared and delivered food to families in need during 2022. The Meal Train also operated online providing food gift cards and Door Dash meals when appropriate. This activity supported the Core Values of Hospitality and Nurture and Compassion.

Name Tags - The providing of nametags to St. Andrew members resumed this year. This allows members to get to know each other better and to be able to better identify visitors attending worship. This activity supported the Core Value of Hospitality.

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

Prayer Ministry - Current Prayer Teams take a turn each week to pray for individuals and families who are suffering, grieving or struggling with life's challenges. Members of the Stephen Ministry also participate in the monthly rotation. The activity embodies the Core Values of Hospitality and Nurture and Compassion.

Presbyterian 101 Classes - This activity is important to support and encourage people to join the life of the church as members. Membership is one of the ways to live in community with one another, as Jesus and the disciples lived in community. The time and expense is worthwhile to welcome those who are new and unfamiliar with the church. (Submitted by Maria Baylock)

Prime Timers – Prime Timers have had no activities for the past few years due to COVID concerns. The program will resume in 2023.

Rally Day Breakfast -The Christian Education Committee and the Diaconate shared the duties of planning, setting up, facilitating and tearing down this annual event which occurs in September. The event was well-attended. This activity supported the Core Values of Outreach to the Community and Beyond, Nurture and Compassion and Hospitality.

DIACONATE - OUTREACH - Gay Campbell, 2022 Outreach Committee Moderator

American Red Cross Blood Drive - Saint Andrew hosts the American Red Cross Blood Drive in the gym six times a year. (Submitted by Gay Campbell)

Apple Tree Project - Saint Andrew partners with Interfaith Ministries of Denton to collect gift cards and money to supply low-income children with school clothes. (Submitted by Gay Campbell)

Day of the Dead Festival - St Andrew participates in the Day of the Dead soap box derby coffin race. We also provide a Day of the Dead Children's booth. This allows us to interact with our neighbors and promote Saint Andrew to a wider audience. (Submitted by Gay Campbell)

Free Flu Vaccination Clinic - St Andrew partners with TX Health Presbyterian to host a free flu vaccination clinic in October. (Submitted by Gay Campbell)

Denton Christian Preschool Supply Drive - The congregation is asked to donate school supplies for approximately 40 underprivileged children who attend Denton Christian Preschool. An article about this is placed in The Shield. (Submitted by Gay Campbell)

Interfaith Ministries Diaper Drive - The Diaper Drive promoted the Core Values of Saint Andrew by encouraging nurturing our neighbor, seeking an opportunity to connect with the broader Denton-area community and equipping the congregation to pursue their call. The church donated 3,000 diapers to Interfaith Ministries and made a substantial difference to families in need. (Submitted by Donna Barnhill)

Give-A-Meal-A-Month - Each month, the congregation is asked to donate food and money to the Denton Community Food Bank. The church sends a monthly check to DCFB for the amount collected and takes any collected food to DCFB. Each month, the bulletin lists the amount collected. (Submitted by Gay Campbell)

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

Holiday Home Tours of Historic Denton Homes - Saint Andrew provides docents for the Holiday Historic Home Tour. Income from ticket sales helps support the preservation of Denton's unique historic area. (Submitted by Gay Campbell)

Holiday Tree Lighting and Luminaries - 8 deacons and 4 congregation members shopped, prepared, set up/took down, served wassail to over 200 community and congregation members on the front lawn during the Denton on the Square Tree Lighting Festival. The new wassail recipe, "Westminster Wassail", was very well received. Many members requested the recipe, so it was printed in The Shield. It was a very enjoyable and successful event.. (Submitted by Leigh Kitchens) Luminaries were set up as a part of the Christmas Tree Lighting and Wassail-Fest for the church and Denton Community. It is a part of the tradition done on the grounds of the church along with the live Nativity and carols. The luminaries highlight the holiday decor during these celebrations. (Submitted by Christopher Fair)

Mother's Day Gift Bags - The outcome of our annual activity of Mother's Day gift bags is such a positive one and definitely worthwhile! It's so important and purposeful to distribute these nice gift bags that have been packed with loving, caring hands of St. Andrew members to homeless mothers in our community. To receive a pretty package filled with beauty products, needed toiletries, snacks and goodies makes one feel special and loved. This certainly supports and reflects our core values of St. Andrew. What a meaningful mission project to be a part of, as it provides hope and comfort to mothers in need. Yes, this activity makes a difference for all who are involved. It spreads love, lifts spirits, shows St. Andrew's heart for mission and brightens the day for many people who are in need of feeling God's love the most! (Submitted by Tara Brindle)

Our Daily Bread Christmas Gift Bags - Money and gifts are collected for ODB clients. A deacon then uses the collected funds to shop for needed items including toiletries, warm clothing and blankets. The gifts are delivered to ODB to be dispersed to clients during their annual ODB Christmas party. (Submitted by Gay Campbell)

MISSION – David McRae, 2022 Mission Committee Moderator

Ann's Haven - Financial support to Ann's Haven VNA, a nonprofit organization in Texas that helps our elderly neighbors and loved ones maintain their independence by providing the services that allow them to age where they are happiest and most comfortable at home. VNA Hospice Care is the oldest, most experienced and trusted hospice provider in Texas. (Submitted by David McRae)

Cumberland Children's Home - Financial support to Cumberland Children's Home, providing residential and non-residential care to children and single families. (Submitted by David McRae)

Court Appointed Special Advocates - Financial support for Court Appointed Special Advocates (CASA), whose volunteers are appointed by judges to advocate for the best interests of children who have been abused or neglected, in court and other settings. (Submitted by David McRae)

Denton Christian Preschool - Financial support to Denton Christian Pre-School, a nonprofit preschool serving the Denton community since 1970. (Submitted by David McRae)

2022 ANNUAL REPORT
 ST. ANDREW PRESBYTERIAN CHURCH
 DENTON, TEXAS

Denton City-County Day Nursery - Financial support of the Denton City-County Day Nursery, which is Pre- Kindergarten affordable childcare for ages 2-5 for families in Denton County. DCCDS is partners with the United Way and City of Denton. (Submitted by David McRae)

Faith Presbyterian Hospice - Financial support to Faith Presbyterian Hospice. (Submitted by David McRae)

Fred Moore Childcare Center - Financial support of the Fred Moore Child Care Center which serves low income families in our community by offering a comprehensive, affordable and well- balance care for children 6 weeks old to 5 years old by delivering a positive and quality early childhood educational experience. (Submitted by David McRae)

Friends of the Family - Financial support to Denton County Friends of the Family, a resource dedicated to providing compassionate and supportive services to those impacted by relationship violence and sexual assault. (Submitted by David McRae)

Giving Hope - The Mission Committee provides financial support to Giving HOPE, Inc. (Submitted by David McRae)

Goodland Academy - Financial Support of Goodland Academy, a boarding school located 3 miles (4.8 km) southwest of Hugo in southeastern Oklahoma, USA. Founded in 1848 as a Presbyterian mission, it is the oldest private boarding school in Oklahoma still in operation. Goodland Academy has now closed. (Submitted by David McRae)

Grace Presbytery - Denominational support for Grace Presbytery. (Submitted by David McRae)

Hearts for Homes - Financial support for Hearts for Homes whose mission is to improve the living conditions of low-income senior homeowners in Denton County. (Submitted by David McRae)

Interfaith Ministries of Denton - Financial support to Interfaith Ministries of Denton, a non-sectarian, non- denominational agency that provides services without regard to race, gender, nationality, or creed. (Submitted by David McRae)

Kids Against Hunger - Money to purchase meal supplies for our Kids Against Hunger mission days; Worship Through Work. (Submitted by David McRae)

Market for Mission - Each year the Mission Committee sponsors the Market for Mission at St. Andrew. Sunday School classes and other church groups along with partner social service agencies are invited to have a table and sell items at the market. The funds are then used by the agency to support their programs. The Mission committee supplements each sponsored outside partner agency with \$50 for their participation in the event (Submitted by David McRae)

Lifeworks Community - This is a program that give instruction and guidance to help clients achieve a personal level of independence. The program also utilizes St. Andrew facilities for a significant portion of their educational activities. (Submitted by David McRae)

2022 ANNUAL REPORT
 ST. ANDREW PRESBYTERIAN CHURCH
 DENTON, TEXAS

New Revelations Collegiate Mission - Money to allow for support of two to four college students in a faith based community and home setting. (Submitted by David McRae)

Our Daily Bread - An agency that now supports both ODB and Monsignor King Shelter. The two have now formed a partnership that seeks to assist the homeless and hungry under one organization. (Submitted by David McRae)

Presbyterian Children's Home - Financial support of Presbyterian Children's Home services. (Submitted by David McRae)

The Children's Place Scholarship Fund - Financial support provided to qualified students for attendance in The Children's Place (Submitted by David McRae)

Denton Food Center - Financial support of the Denton Food Center which has as its mission to provide food from a central community storehouse to needy individuals and families in emergency. (Submitted by David McRae)

Theological Education Fund - This activity provides resources to qualified staff at St. Andrew who are pursuing God's call of service. (Submitted by David McRae)

Youth Mission at St. Andrew - The Mission Committee provides funding support for youth mission activities at St. Andrew. (Submitted by David McRae)

Treehouse Program - St. Andrew provides financial support to the Treehouse after school program that is located in the church and which provides affordable after school care to families in need. (Submitted by David McRae)

PERSONNEL - Karen Dower and Julie Tolle, 2022 Personnel Committee Co-Moderators

St. Andrew continues to be blessed with talented and committed staff. They are the church's backbone and support for this special community of worship. In 2022, the Personnel Committee held regular monthly meetings, honored staff with appreciation, paid a Christmas bonus and said farewell to Stephen Carey. The committee was also able to recommend an increase in salary for all staff to the Session along with leveling the hourly staff to assist with changes in our cost of living. St. Andrew has a strong and dedicated staff that work closely together for the congregation. This activity supported all five of the St. Andrew Core Values. (Submitted by Karen Dower)

PRESBYTERIAN WOMEN – Susan Ramsay, 2022 Presbyterian Women Moderator

Presbyterian Women, a dedicated group of 45 women, welcomed 2022 by returning to in-person meetings. From gathering for Presbyterian Women and Circle meetings, to the many phone calls, texts, emails and cards, this dedicated organization helped reinforce the solid foundation that is St. Andrew Presbyterian Church. This year Presbyterian Women contributed to the Community by supporting Our Daily Bread, Tree-House After School Program, Children's Place, Denton Christian Pre-School, Fred Moore Day Nursery, and the Denton Food Pantry. Some members also participated in and supported the Denton Association of Christian Women. Beyond our community, we supported the mission work of

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

Presbyterian Women denomination-wide, Presbyterian Children's Home, Presbyterian Pan American School, Mo Ranch, the Birthday Offering, Fellowship of the Least Coin and Thank Offerings through PCUSA. Our contributions to the Small Gifts, Big Impact giving program of PCUSA purchased five sewing machines for families in developing parts of the world. These sewing machines will provide a stable source of income for the recipient families. The Market for Mission at St. Andrew was well supported by the women. The money raised will be put towards our on-going mission projects. Proudly, Presbyterian Women exemplifies the core values of Outreach to Community and Beyond and Nurture and Compassion. As 2022 ends, our two Circles are combining into one. We believe our union will further strengthen the women's work at St. Andrew Presbyterian Church.

(Submitted by Susan Ramsay)

PROPERTY - DeLila Bergan, 2022 Property Committee Moderator

Insurance - Insurance coverage is essential for the church to operate and for all related church activities. This item provides vehicle insurance for the bus and van, multi-peril coverage and for all church buildings and contents, and an umbrella liability policy that provides greater limits of liability for general liability of auto, counseling, and employer's liability exposures. (Submitted by DeLila Bergan)

Kitchen Expense - All activities that require the use of the kitchen are included in this line item. This includes the monthly amount paid to Our Daily Bread in 2022 for the use of kitchen equipment they owned. It also includes the church's share of kitchen supplies and repair costs for kitchen equipment. The kitchen is used to support activities of the church such as Super Wednesday suppers and various other food service functions. (Submitted by DeLila Bergan)

Plant Maintenance and Supplies - This line item covers repair and maintenance of all church buildings and equipment and purchase of supplies for all areas of the church. This line item coverage ranges from basic items such as hand soap and light bulbs to the repair or replacement of kitchen and HVAC equipment. This line item also covers maintenance of church grounds. (Submitted by DeLila Bergan)

Special Projects - In 2022, the Property Committee completed the following projects that were done in addition to routine maintenance items:

- Multiple HVAC units for the Rec Center were repaired/replaced.
- Replaced several AC units for the church itself.
- Repaired/replaced broken windows.
- Replaced kitchen door.
- Replaced playground lighting and conduit
- Hired a Fort Worth engineering firm to assess our HVAC needs for the sanctuary and connected portions of the church and to prepare bid documents; sought bids from qualified contractors; accepted a bid from Entech to replace the pulpit side unit and the control system. We are awaiting an early 2023 installation.
- Assisted with ODB transition regarding what equipment will stay, determined what we need to replace, created signs to direct ODB clients to new location. Purchased replacement stove and ice machine for the kitchen.
- Refinished the Oak St doors

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

- Paid for a significant portion of the playground refurbishment (Ruth Anderson/Birthday Funds generously paid for the balance)
- Pruned/removed/replaced shrubs and trees damaged by the 2021 freeze, routine trimming of trees). (Submitted by DeLila Bergan)

Utilities - All events or activities at the church require the use of utilities. These costs include electricity, water, wastewater, and drainage, natural gas, and trash/recycling charges. (Submitted by DeLila Bergan)

Vehicle Maintenance - St. Andrew's vehicles are widely used to support the church's mission and functions, including all youth trips and local travel. This line item covers gasoline, vehicle repairs, vehicle licensing, inspections, and tolls for both the bus and the van. (Submitted by DeLila Bergan)

RUTH ANDERSON MEMORIAL FUND - Darcy Loveless, 2022 Ruth Anderson Committee Moderator

Playground Completion - Ruth Anderson supported the completion of the playground refurbishment, which is used both by children in our congregation and the Treehouse/Children's Place, which affirms our support for those programs and the need to play while we learn, helping us to provide quality education and programming for all ages. (Submitted by Darcy Loveless)

Music Support - Ruth Anderson provided the membership fee for Kirsten Traschel in an organization related to her professional expertise and development. Providing staff with the memberships related to their field assists the congregation by ensuring we have quality personnel that are up to date in the areas in which they work. In this case, it ultimately provides an avenue through which Kirsten can assist in providing exceptional worship and music as well as quality programming for all ages. (Submitted by Darcy Loveless)

Church Intern - Ruth Anderson continued its commitment to support the church's intern through the end of his intern year in May 2022. His presence assisted the congregation by providing support in multiple endeavors through the year and provided assistance to other staff with ongoing projects. Additionally, St. Andrew provided training and experience to Mr. Prater during a pivotal time in his educational journey, which will affect the larger Presbyterian community over the years of his service. (Submitted by Darcy Loveless)

Church-wide Support for Lent - This activity provided the congregation with materials with which to celebrate Lent, helping create congregation unity, increase connectivity among our members of all ages, and allowing our members to celebrate faith through individual creativity. (Submitted by Darcy Loveless)

Advent Assistance – Ruth Anderson assisted with Advent expenditures that resulted in direct outreach to the entire congregation during the Advent season. (Submitted by Darcy Loveless)

Holiday Tree Lighting – Ruth Anderson provided support for the congregation's participating in the City of Denton's tree lighting ceremony. This not only provided programming for our own members but also valuable outreach to the entire Denton community and touched upon the core value of hospitality. (Submitted by Darcy Loveless)

2022 ANNUAL REPORT
 ST. ANDREW PRESBYTERIAN CHURCH
 DENTON, TEXAS

Preschool Conference – Ruth Anderson supported Karen Raabe in attending a preschool conference that will assist her in providing quality education and programming both to the St. Andrew community and the larger community beyond through her involvement in the Treehouse and Children’s Place programs. (Submitted by Darcy Loveless)

Presbyterian Disaster Relief Fund – Ruth Anderson supported Presbyterian Disaster Relief by helping to provide hygiene kits for those affected by disaster. In doing so we extended outreach beyond our community and tended to the unique needs of our neighbors during that time. (Submitted by Darcy Loveless)

Summer Pool Party – Ruth Anderson helped support as we celebrated in a social gathering as a congregation at the end of summer pool party. These activities increase connectivity through all the groups within St. Andrew. (Submitted by Darcy Loveless)

Youth Synod – Ruth Anderson helped sponsor Sophia Cruz and Stephanie Raesz on their journey to Youth Synod this past summer. (Submitted by Darcy Loveless)

Vacation Bible School – Ruth Anderson provided monetary assistance for Vacation Bible School. Vacation Bible School provides quality education and programming to our children as well as provides us an opportunity for outreach to the community and beyond, as it is not limited to Saint Andrew children. It also provides an opportunity to nurture our organization through encouraging the generosity of the time/talent/treasure of our older children who assist that week. (Submitted by Darcy Loveless)

Caitlin Culp – Ruth Anderson responded to a request to assist Caitlin Culp in her seminary experience which included her Inquirer meeting and evaluation and help in the fall semester. This meets our goal of equipping each to pursue their call. (Submitted by Darcy Loveless)

APCE Conference – Ruth Anderson helped send staff to the APCE conference. This assists in providing quality education and programming for them and in turn, they provide that for our congregation through their contributions to our education and our worship. (Submitted by Darcy Loveless)

Kirsten Traschel Professional Membership – Ruth Anderson provided membership for Kirsten Traschel in an organization related to her expertise. This organization and the benefits it provides helps her obtain information about quality education and programming and continue to provide the congregation with exceptional worship and music. (Submitted by Darcy Loveless)

BIRTHDAY FUND (Administered by the Ruth Anderson Committee) - Darcy Loveless, 2022 Ruth Anderson Committee Moderator

Timpani – The Birthday fund purchased a set of timpani for the church. This supports our Core Value of Exceptional Worship and Music. (Submitted by Darcy Loveless)

Technology Upgrade – The Birthday Fund purchased a new computer for Lisa Patterson whose machine was past end of life. This machine will enable her to perform all her functions at St. Andrew. (Submitted by Darcy Loveless)

2022 ANNUAL REPORT
 ST. ANDREW PRESBYTERIAN CHURCH
 DENTON, TEXAS

STEPHEN MINISTRY - Karen Dower, 2022 Stephen Ministry Moderator

St. Andrew continues to be blessed with lay-trained people who provide one-to-one caring relationships for anyone experiencing loss. In 2022, St. Andrew's Stephen Ministers provided nurture and support through at least 22 caring relationships that occurred throughout the year. The Stephen Ministers supported the St. Andrew congregation and community during these difficult times. This activity supports the St. Andrew Core Values of Outreach to the Community and Beyond, Nurture and Compassion, and Hospitality. (Submitted by Karen Dower)

STEWARDSHIP AND INTERPRETATION – John Gibson, 2022 Stewardship and Interpretation Committee Moderator

Budget and Financial Oversight - The Stewardship and Interpretation Committee continued to provide transparency in all the church's financial records and reporting to the Session and congregation. The committee dutifully reviewed monthly statements and budget reports and submitted these monthly reports to the Session. The committee also continued to review and improve Financial and Accounting procedures and other related activities with a very good outcome. The Stewardship and Interpretation Committee actively engaged in the oversight of St. Andrew's Endowment Funds. In 2022, the committee established a specific sub-committee to review these various funds, and the investments within, to oversee this important area. This Sub-Committee helped provide a recommendation to the Session to utilize non-interest bearing funds and placing into a Short-Term CD for investment growth. These activities directly support all five of St. Andrew's Core Values, with particular emphasis on Nurture and Compassion - Nurturing the Organization. (Submitted by John Gibson)

Strategic Initiative Review Process - The Stewardship and Interpretation Committee is responsible for conducting the annual Strategic Initiative Review Process to ensure fiscal and program accountability at St. Andrew. This process includes the completion of two separate but related efforts, the Activity and Financial Request process and the Activity Outcome Process. The Activity and Financial Request Process ensures that Committee Moderators plan and budget in accordance with Saint Andrew's Core Values and Priorities and within the limits of available funds. The Activity Outcome Process ensures that the planned activities and expenditures were completed in accordance with St. Andrew's Core Values and Priorities. Based on the information from the Activity Outcome Process, the Stewardship and Interpretation Committee develops a proposed Annual Report for consideration by the Session and distribution at the annual Congregational Meeting. With the completion of a proposed budget, a thorough analysis of outcomes, and creation of the Annual Report for the Session and the congregation, the Strategic Initiative Review Process was completed for 2022. This activity supported all five of St. Andrew's Core Values, but specifically Nurture and Compassion - Nurture of the Organization. (Submitted by John Gibson)

Stewardship Campaign - In 2022, St. Andrew offered four weeks of Sermons devoted to the Stewardship message and how to "Get Ready, Get Set, and Go!". Richard and various Church Members shared how they prepare and then make their stewardship commitments. We also heard how the ministries of St. Andrew make a difference in people's lives and our community. This was followed with distribution of letters to church members and pledge cards for 2023. As St. Andrew (and the community) came through the pandemic, the 2023 Stewardship response from the congregation showed an increase in pledges, illustrating the commitment and faith of St. Andrew members toward the church's overall mission. This

2022 ANNUAL REPORT
 ST. ANDREW PRESBYTERIAN CHURCH
 DENTON, TEXAS

activity supported all five of St. Andrew's Core Values, but specifically Nurture and Compassion - Nurture of the Organization. (Submitted by John Gibson)

WORSHIP AND MUSIC - Wade Hatter, 2022 Worship and Music Committee Moderator

Acolytes - Each Sunday an elementary school age child leads the processional into the sanctuary and lights the candles in the chancel, bringing the light of Christ into worship. The child also extinguishes the candles at the end of the service and leads the recessional out, representing taking the light of Christ into the world. Acolytes receive training and are supported by an adult supervisor each Sunday. This activity provides an opportunity for our older children to actively participate in leading the congregation in worship throughout the year. Due to the pandemic, this activity was temporarily suspended and will resume soon. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Chancel Choir - The Chancel Choir sings at most Sunday morning worship services, as well as special services, including Good Friday and Christmas Eve. Quality music is essential to our worship experience and is strongly supported by the members of Saint Andrew. The music ministry also provides inspiration for visitors, either in-person or online. The choir has continued to rehearse and has performed numerous times in worship. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Children's and Youth Choirs - The Children's and Youth Choirs (Covenant, Noel, and Westminster Choirs) are vital parts of the music ministry. These choirs sing during several services during the year, including such important services as Christmas Eve, Palm Sunday, and Youth Sunday. Involving children and youth in worship is a key component in the continued growth and nurture of our youngest members. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Communion Coordinator - The communion coordinator schedules volunteers to serve in communion preparation each month, as well as for additional services during the year where communion is served. Those preparing the elements ensure that there are adequate supplies when communion is served, either in the pews or by intinction. As one of the church's sacraments, Holy Communion is a meaningful part of our worship service and plays a significant role in celebrating our Christian faith and heritage. Because of the pandemic and related safety concerns, early this year individual communion kits were used during times of in-person worship. Church members were also encouraged to participate in communion at home when worshipping virtually. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Communion Preparation - The role of communion preparer is one that involves being available to prepare the communion elements at prescribed times during the year. Communion preparation is vital for offering the sacrament of Holy Communion during worship to church members and visitors at designated times throughout the year. The communion preparers also provide kits to the Diaconate for serving communion to our home-bound members. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

2022 ANNUAL REPORT
 ST. ANDREW PRESBYTERIAN CHURCH
 DENTON, TEXAS

Handbell Choir - The adult Handbell Choir provides inspirational music throughout the church year. The members also assist with other service music, such as descants and anthems. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Liturgist Coordinator - The Liturgist coordinator invites members of the congregation to serve as liturgist throughout the year during worship. The coordinator provides the church office with names of those serving and the church office contacts them with expectations and details of their participation in the worship service. The liturgist serves as a leader in the reading of Scripture, corporately reciting the affirmation of faith, and voicing the prayer of dedication following the offering. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Musical Celebration - Scenes Spectacular is a musical theater program performed by an intergenerational group of singers, including choir members and members of the congregation. This offering is presented as a musical theater/opera performance and provided for the public and congregation at no cost, although donations are accepted to help offset production expenses. This experience provides personal creative opportunities for participants and enhances the choir-congregation relationships, as well as providing family friendly educational opportunities for all involved. This program offers an outreach opportunity for St Andrew's visibility in local civic and university communities. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Piano Maintenance - The church has six pianos, including the Sanctuary, Parlor, Fellowship Hall, Choir Room, Youth Choir Room, and Music Office. Typically, the Sanctuary piano is tuned quarterly, and the other pianos are tuned once or twice a year. However, pianos may be tuned any time throughout the year as needed. Routine maintenance, including tuning, is not only essential for good sound, but necessary for the longevity of the instruments. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Pulpit Supply - Pulpit supply funds are used to pay a visiting minister who is invited to fill the pulpit when one or both of our installed ministers are absent. Our members expect, enjoy, and benefit from intelligent, stimulating, and reformed preaching and teaching which can best be provided by an ordained minister. This fund provides the services of an ordained minister when St. Andrew's installed ministers must be absent due to illness and/or necessary travel. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

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

Service of Lessons and Carols - This is a traditional St. Andrew worship service that celebrates Advent and Christmas through lessons and carols. The musical portions of this service involve special musicians

2022 ANNUAL REPORT
ST. ANDREW PRESBYTERIAN CHURCH
DENTON, TEXAS

who lead the congregation in singing familiar carols interspersed with choral selections, vocal and instrumental solos, and Scripture readings. This is a well-attended, overwhelmingly popular, and inspirational worship service for the congregation. Members and visitors are spiritually enriched by the Christmas story experienced through Scripture and music. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Special Worship Services - St. Andrew offers several special worship services throughout the year, such as the Service of Wholeness and Healing and the ecumenical Taize Services hosted periodically by several area churches. St. Andrew participates as one of the host churches for the Taize Services as part of the rotation. These services are meditative and reflective in nature and provide spiritual nurture and support for those who attend. These special services offer an added dimension to the wide array of worship experiences offered to St. Andrew members and visitors. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Ushering for Church Services - Teams of ushers serve at each Sunday service and at other special services, such as Ash Wednesday, Good Friday, Easter, two Christmas Eve services, and funeral services. Ushers typically provide ambassadorial greeting, distribute service materials, assist with seating and other special needs, provide security during services and emergency situations, collect the offering, count attendance, and straighten the worship space following services. Ushering facilitates the orderly movement of people in and out of the Sanctuary with adequate seating and worship materials. This year, six rotation teams of five ushers each, have continued to be available for in-person worship services and funerals held at the church. Ushering provides all these services at no expense. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Jonny Ramsey)

Worship Services - The worship services at St. Andrew bring God's people together for praise, prayer, confession, and thanksgiving. Those attending, either in-person or virtually, experience the joy of hearing the Word proclaimed, celebrating the sacraments of Baptist and Holy Communion, and responding with opportunities to offer our time, talents, and resources to support the ongoing ministries of the church. As the congregation shares these experiences corporately, we are better equipped to carry the light of Christ into the world through both word and deed. St. Andrew Presbyterian Church is known for and widely respected both locally and beyond for its excellent musical offerings, inspirational preaching, and outstanding worship experiences which inspire members and visitors alike. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Youth Bellringers - During each worship service a youth bellringer welcomes the congregation and provides an aural transition leading to meditation and reflection during worship. A youth bellringer is available to serve in worship most weeks, and this service allows them to experience personal commitment to the faith community as they lead the congregation in worship. This experience allows our youth to grow through participation in worship and understanding the positive effect this has on the corporate worship experience. This activity was suspended during the pandemic, but will soon return. This activity supported the St. Andrew Core Value of Exceptional Worship and Music. (Submitted by Wade Hatter)

Appendix A. Core Values of St. Andrew Presbyterian Church

CORE VALUES



Working Together in Support of Our Core Values

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

Mission Study Action Items

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

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

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

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

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

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

D. Nurture and Compassion (Core Value/Vision)

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

E. Hospitality (Core Value/Vision)

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