

Section 2

Staff Reports

Senior Pastor's Report by Pastor Andy Taylor

St. Andrew's Mission Statement is "to be disciples and to make disciples." We strive to be disciples by following our Lord into our neighborhoods and community in order to share God's love and care. We strive to make disciples by providing ministries and training that support our families and people in their walk in faith. Many times the ministries we provide come not through the ideas and work of staff members but through discussions that arise among church members. A new ministry, *Got Kids*, began as Michelle Steuber, Christine Dobbins, Erica Nauta, Teri Potts and Katie Kozlik engaged in conversations as to how to get families together. They began with a picnic at church that was attended by many families with young children, and continued to meet throughout the summer for fellowship and mutual support. These activities led to meeting with Pastor Manuel and Meri Jo Petrivelli to revise Sunday School for the 2015-2016 year. I am grateful to these women and their families for the thought and care they put into *Got Kids*, which helps meet the needs of young families in our congregation, and I encourage all congregation members to share their hopes and dreams for ministries here in St. Andrew's. The staff is here to support the congregation in engaging in any ministry that helps us fulfill our mission.

2015 also saw the congregation move forward in the long-term goal of constructing a new Sanctuary and new office space. A Master Plan committee, composed of Anna Techentin, Art Nieman, Russ Mohedano, John Potter, Mary Agnes Smith and me, met to lay the groundwork for hiring an architect. The architect would produce a Master Plan for St. Andrew's campus, helping us figure out what we need for the new facilities and what the city of San Diego would require in terms of parking and other upgrades. The committee conducted open forums of staff and congregation members, then utilized the findings from that work to interview three architectural firms. We recommended hiring Lord Architecture, and working with architect Bennett Lord, and the council forwarded that recommendation to the congregation. The congregation voted in favor, and Lord Architecture is contracted to produce a Master Plan. The same team continues to work with the architect, with the exception of John Potter who has moved out of the area.

Council also looked to be more environmentally responsible, as well as to control the congregation's utility costs, by interviewing companies to install solar panels on our campus. Jason Sinford, Craig Waters and I contacted several companies and interviewed two. The company we recommended to council is Baker Electric, as they proposed building a carport with solar panels that would cover most of our electricity needs. The other company recommended that we put panels on the roofs of both the Community Center and the Education/Office building as the Community Center does not have the space for all the panels we need. At the end of 2015, Council was still examining financing options and discussing the need to receive another bid from a different energy company that would build a carport with panels as Baker proposed. Council also wanted to see what the Public Utilities Commission would charge for solar, as "net-zero" pricing (which means the church would be credited for power we generated but did not use) was due to expire at the end of 2016. As soon as these questions are addressed, Council hopes to bring a solar project to the congregation sometime in 2016.

I've continued my graduate work at Luther Seminary in pursuit of a Doctorate of Ministry degree in Congregational Leadership and Mission. In April, I began the two year process of writing a doctoral dissertation on the lasting effects of youth ministry, and should be finished with the program May 2017. Helping me sort through the issues I'm studying and the ways in which they relate to the work here at St. Andrew's are Nancy Engle, Tracy Fox, Gordon Gidlund, Lorraine Martin, and Monica Muldoon. They meet with me about once a quarter, and I am grateful for their feedback, insights and support.

I am also grateful to work with talented people on our Church Council. Thanks to all our Council (the subcommittee they serve on is in parentheses after each name): President Marion Vomhof (Finance), Vice President Craig Waters (Finance), Secretary Leslie Snow (Personnel), Treasurer Roy Gash (Finance), and the following Liaisons - Building and Maintenance: Jason Sinford (Personnel), Church in Society: Ryan McElvain (Personnel), Education: Michael Muldoon (Policy), Finance: Tracy Fox (Finance), Hospitality: Kristin Timmons (Personnel), Membership: Tim Dobbins (Policy), Worship: Mimi Porter (Policy) and Youth: Lori Herman (Policy). Thanks also to those whose Council terms ended in 2014: Mona Nesheim, Lisa Clement, and Darlene Elwin.

Also, thanks to our staff. Two staff members left their positions in 2015. I am grateful for the work of Kristin Naour, who served as our Office Secretary from May 2011 through March 2015, and to Valerie Macias, who taught in our Preschool for many years and ended her time with us in June. In April, we hired Paula McDonald as our Office Administrator and Jennifer Mohedano joined our preschool staff this fall. I am indebted to them, as well as to Pastor Manuel, Director of Parish Administration Meri Jo Petrivelli, Bookkeeper Carmen Berry, Music Director Scott Skinner, Lay Ministries Coordinator Sara Zimmerly, Preschool Director Stephanie Alexander, and Preschool Teacher Teri Potts. They all provide excellent care and service to the people and ministries with which we are engaged.

Thanks finally to all of you. I feel blessed and fortunate to be one of your pastors.

Statistically, here's what we did in 2015:

BAPTISMS:

Kellen Levi Holland
Donnell Journey Belton
Ella Cambria Shaffer

Finley Walter Carter
Angelica Lyn Miller
Elizabeth Ashley Parr

CONFIRMED:

Ruben Allen
Donnell Belton
Kyle Bona
Catherine Dobbs
Angelina Garcia
Kayla Gunter
Cambria Koenig
Cade Marchand
Katherine Ng
Marisa Northcutt
Jack Schlotman

Dion Anderson
Cole Bertsche
Cameron Jones
Rachell Mena
Kendall Newton
Hannah Pennoyer
Marisa Sedlund
Colleen Shawkey
Emily Teaze
Alejandro Valdez
Maggie Zimmerly

COMMITTED TO GOD'S EVERLASTING CARE (Funeral/Memorials):

Buernice Hoberg
Charlotte Deines
Joseph Mark Hamilton
Shirley Kellison
Paul Hoffman
Elsie Marie Thompson
Orlie Baird
Kim Nicklow

Iola Hartung
Deborah Wrieden Mundt
John (Jack) Lester
William Cederberg
Jacqueline Miller
Marilyn Scott
Dann Perry

Baptized Membership 12/31/2014	716
Baptized Members received in 2015	
Child Baptism	7
Adult Baptism	0
Affirmation of Faith	19
Transfer	7
Other	0
Total Received in 2015	33
Baptized Members removed in 2015	
Death	13
Transfer	12
Other	0
Total Removed in 2015	25
Baptized Membership 12/31/2015	724
Baptized Youth Confirmed	22
Confirmed Membership 12/31/2015	624
Average weekly worship attendance	390
Number of people actively participating in the life of the congregation:	845

Youth and Family Pastor's Report by Pastor Manuel Retamoza

Our youth group continues to develop and grow. Along with the consistent SALT events on Sunday evening from 6-8:30, we also had two youth trips. The first, which is annually scheduled the first week of July, was to Miracle Ranch Orphanage in Valle de la Palmas, 10 miles south of Tecate, BC. This year 12 youth and young adults, along with adult sponsors Cindy Page, Christine Dobbins, and Saige Walding, participated in this trip. We spent much of the time just being with the children, especially caring for the 8 babies all under the age of one year. These mission trips are an essential part of the youth understanding their own faith and their part in the ministry of St. Andrew's and the world. We also made four one-day family trips to Miracle Ranch to bring food and volunteer time at the ranch throughout the year.

In July our youth group flew into Chicago and headed to Detroit to the ELCA National Youth Gathering. Ryan Handlin, Kyle Tweet, Steve O'Leary, Erica Alexander and Sara Zimmerly were the adult sponsors on this trip. We had 2 youth participate in Definitely Abled Youth Leadership Event, and our own Ryan Frisella was one of the featured speakers. We had four days in Detroit at the youth gathering and spent four additional days in Chicago, where we stayed at the Lutheran School of Theology Chicago.

There were many fundraisers for our youth trips but the three most successful ones, both in money raised and in involvement of youth, parents and church members were the Golf Tournament in May, the Formal Dinner in August and the Haunted House in October. We had several other youth activities such as our winter retreat at Luther Glen in January. There was also a Kidnapping trip in April where the high school youth welcomed in the 14 8th grade students that were confirmed in May.

Adult guides for the youth group this past year have been Kyle Tweet, Lori Herman, Cindy Page, Erica Alexander, Ryan Handlin and Pastor Laurie Line. Middle school and confirmation continues to progress. One of the retreats in which our middle school group is involved is the November Middle School Youth Gathering in Woodland Hills. All but a handful of our Confirmation students attend. The other retreats for middle school age are our two camps, Winter Camp and Summer Confirmation camp, both at Luther Glen.

I continue to teach two sessions of first Communion class each year. Teaching this class of 4-6 kids, one session in the spring and one in the fall, is a rewarding time for me, and one of the few times that I get to know some of our younger children and their parents. Pastor Andy and I alternated leadership of a Tuesday Morning Bible Study group. I have also continued to take part in our Friday morning men's group Bible Study. This group has seen some growth in numbers and the average age has begun to drop slightly over the past year. It is a very supportive and accepting group of men sharing faith stories, life experiences and asking some very difficult questions.

I continued to serve on the Board for our Lutheran Retreats Camps and Conferences (LRCC). LRCC is our Southern California camping ministry for the Lutheran churches.

They have two sites for camping and retreats: El Camino Pines in Frazier Park CA and Lutheran Glen in Yucaipa, CA. They also run Day Camps, Beach Camp, outdoor school and a Connections program throughout the year. I have continued to assist in planning our Confirmation camp at Luther Glen the last week in June but most of my work with LRCC has been with the Connections program. The program has been directed by Nathan Maxwell-Doherty. It is a cross cultural and educational experience some of which takes place in Los Angeles. My involvement has been along our southern border with Mexico. I have led several groups on tours of Chicano Park, Border Field state park and Friendship Park on the US side. Occasionally I take groups across the border for a tour of Tijuana, through Tecate and finally to Miracle Ranch Children's Home. The connections program attracts groups of high school age, college age and adults from all over the country and it has been very rewarding to me to share the Mexican/Latino experience, culture and history along our Southwest Border.

This year marked my 8th year serving on the Hospitality team for our Youth Workers Extravaganza. In January I attended and worked at the Youth Workers Extravaganza in Detroit, MI. Erica Alexander and Ryan Handlin were two of our adult sponsors who attended the Extravaganza. They took part in the workshops and gained a lot of knowledge about youth ministry, the 2015 Youth Gathering and the city of Detroit in preparation for our July youth trip.

One of the great highlights and challenges was joining the leadership team for the 2015 Youth Gathering in Detroit. I served as Co-Lead for the Tech and Talent team with Tom Hoegel (Bethel Lutheran Youth worker and Big Dog Sound). This meant I had 3 midweek trips to Detroit to plan and recruit talent for our stage at the gathering. Tom Hoegel handled the major portion of the Tech work; handling contracts for our sound equipment and our 7 stages along with the Teamsters. I took the lead on our contracts, travel and lodging for our Talent. It was an incredible opportunity to learn and a great challenge for me as well. I met some incredibly humble and talented people, some of whom became friends. I spent 10 days of July in Detroit and during the gathering worked incredibly long hours, often not eating dinner until 11pm and getting up to do it all over again around 6am, but it was incredibly rewarding work. The greatest challenge was not the long hours but that I was not able to be with our youth group when they were in Detroit. I checked in with them more than once a day but I believe this was a great learning and place of growth for our sponsors and our youth. I did join our group their first full day in Chicago following their time in Detroit.

In October we had our Gathering team review. I received nothing but affirming reports from my colleagues on the team. At the end of my individual review I was asked to join the team for the 2018 Gathering in Houston TX. I have since agreed to take my place on the team for our next Youth Gathering once again working with Tom Hoegel.

As part of my Youth Ministry responsibilities, I also take part in a youth networkers group for our two conferences that meet once a month for lunch to discuss the challenges and successes of youth ministry.

I continue to manage maintenance of our facilities. Brickman continues to be our landscape company and they have done a remarkable job of keeping our grounds maintained throughout the year.

The year of 2015 has seen growth and great changes in my areas of ministry. I continue in prayer for God's leading in my life, and I have hope for the future in my part of the ministry here at St Andrew's Lutheran Church in 2016. I look forward to where God leads me in these areas of ministry, and where God leads the congregation in ministry to our community and in the world.

Pastor Manuel Retamoza

Council President's Report by Marion Vomhof

Council began 2015 with the appointment of a Master Plan Team, which includes Anna Techentin, Art Neiman, Mary Agnes Smith and Russ Mohedano. In June the Team hosted several open forums to give members an opportunity to provide input as to our long range plans. The Team compiled the data received and recommended Bennett Lord Architects to develop a plan based on these ideas. Council accepted and the congregation approved the Team's recommendation. We thank the Master Plan Team for their willingness to lead us through this on-going project.

Linda LaNeve, Carol Sherry, and Roy Gash graciously agreed to review our financials and Council approved them as our in-house auditors. We thank them for the many hours they have given to this project and for their continued assistance.

The Pacifica Synod Assembly was held May 25-28, 2015, in Riverside CA. St. Andrew's was represented by Ryan and Melissa McElvain, Frank Herman and Joe Zimmerly, along with Meri Jo Petrivelli, Pastor Andy and Pastor Manuel. A Congregational Meeting was held on June 14, 2015, and new council and committee members were elected for the 2015-2016 year.

In August we held a training and leadership retreat and welcomed our new council members Kristin Timmons, Mimi Porter and Roy Gash. We reviewed our mission statement, our visions and values, and discussed our roles as members of Council.

Craig Waters, our VP, gathered information on solar options for our property. A representative from Baker Electric made a presentation to Council regarding installation, cost, and explained a power purchase agreement as a financing option. A congregational forum was held in early December, with Baker Electric and a finance company representatives in attendance to explain the process and answer questions. We will continue to gather information, review financing options, and plan to present this project to the congregation for a final decision in early 2016.

Our Finance Committee worked diligently during October and November 2015 to prepare our annual budget. As our proposed budget included a deficit, we decided to hold a congregational forum to discuss the various options. Based on feedback received, a budget was presented to and approved by the congregation on Sunday, December 6, 2015.

We thank God for His blessings to us in 2015, and pray for His continued guidance in the year ahead.

In His love and service,

Marion Vomhof

Staff Reports

Meri Jo Petrivelli, Director of Parish Administration

2015 had some major changes in your church office! Early in the year our office administrator Kristin Naour resigned her paid position (never fear -- she continues as a volunteer in our music ministry and in other areas!). The position was vacant during March and April, and at the end of April Paula McDonald joined our staff. Paula is a great addition to the office – she is kind, compassionate, smart, witty, and quickly picked up the rhythms of our office and our sometimes-quirky work habits and schedules. We are grateful for her presence!

In the midst of the personnel changes in the office, it became apparent that my job was changing, including my title. Even though St. Andrew's is a church, we are also a corporation that is required to follow the state and federal wage/hour laws and other HR regulations and policies. I have been spending time on payroll, insurance, benefits, budgets, and other necessary administrative work. In addition, Jan Shawkey has helped us design a new website, with much of the responsibility for content update being mine. As I learned about content updates, we determined that I should be the main source of our digital and social media presence. Currently we have Facebook and Twitter accounts and in 2016 we will be adding other platforms, yet to be determined. I have been learning “on the job” and it has taken quite a while! I have also teamed with Pastor Manuel and our outside vendor (Pontius Malmberg of WideWorks, Inc.) on hardware and software technology issues.

While we did have some major changes, we also had some things remain the same, such as Vacation Bible School. Cindy Page and I co-chaired the annual program at the end of July. The Day Camp staff from LRCC had a great week of programming, and the 85+ children who attended had a wonderful time singing, playing, doing crafts, and learning about the God who loves them unconditionally. This is one of the busiest and best weeks of the year!

One of my personal highlights of the year was following “The Trail of Martin Luther” in September. A group of nine people traveled to Germany with Pastor Manuel, touring Luther sites (including Wartburg Castle, Luther's places of birth and death, and the monastery and cathedral in Erfurt) as well as other historical and cultural locales. I was able to post daily photos and reflections on the St. Andrew's Facebook page, so if you have not seen them yet you can still find them. Following the official tour, three of us spent an additional 10 days of personal time touring other areas of Germany and Austria. It was a wonderful trip! If we ever do a group tour again, sign me up!

I continue my position on the ELCA Churchwide Council, which requires a minimum of two trips to the Churchwide office in Chicago each year, plus attending Pacifica Synod Council meetings and assemblies and other meetings. My perspective on the breadth and depth of our church is now much different because of this, and it makes me proud and humbled to be part of a church that works in so many ways and places in our world. St.

Andrew's is a strong partner to our synod and church, and I thank you for your generosity and faithfulness.

In looking ahead to 2016, I predict there will be big changes in our midst. Fortunately we have a congregation filled with talented, faithful, energetic, creative, confident people and whatever changes and challenges are coming, we will meet them knowing that God is with us, guiding and leading us to the future God has in store for us. Thanks be to God!

Meri Jo Petrivelli
Director of Parish Administration

Scott Skinner, Music Director

--The **St. Andrew's Chancel Choir** has the responsibility of providing an anthem or anthems for and leading the musical worship at the 8:00 a.m. service every Sunday, with the exception of the third Sunday of each month, which is the 8:00 a.m. Gospel or Folk Service.

--The **St. Andrew's Folk Group/Gospel Singers** supply musical leadership at two services a month: each second Sunday at the 11:00 a.m. service and each third Sunday at the 8:00 a.m. service. We start our Gospel Service liturgy during the summer and return to the Chicago Folk Service liturgy at the beginning of Advent.

--Members of the **St. Andrew's Celebrate Singers** lead the congregational singing at the 9:30 a.m. service the first and third Sundays of most months. This group also provides music for the Prelude, Communion Distribution and Postlude.

--The **St. Andrew's Taizé Singers** lead the Taizé Service which is offered at the 11:00 a.m. service on the fourth Sunday of most months. Meditation and silence play an important role in this unique worship experience. Much of the music is contemplative and repetitive, so the worshippers can concentrate more on the message rather than the technicalities of the music.

--**Joyful Noise** is our St. Andrew's Lutheran Children's Choir, under the direction of Carmen Berry and accompanist Mona Nesheim. We are truly blest with the happy sounds of these children as they sing their praises to God.

--The **First Saturday Singers** and the recently formed **3L** (Lee Eddy, Lynn Nesheim & Pastor Laurie Line) are music groups that lead worship on the first and third Saturdays of each month, respectively.

--The **Second Saturday Band** is a group of musicians who play for the second Saturdays of the month. Lee Eddy (& now, in 2016, Rob Stabley) provides leadership for this organization and other members include Anna Techentin, Dee Elwin, Dan Johnson, Doug Lester and Scott Skinner.

--The **Peacemakers**, our fourth Saturday music group, consists of leader Dan Johnson and the following members: Mary Ruddock, Pastor Laurie Line, Rob Stabley, Tyler Duval, Kristin Naour & Lee Eddy.

Our Saturday night schedule of musical groups in 2015 was as follows:

First Saturday:	First Saturday Singers
Second Saturday:	Second Saturday Band
Third Saturday:	Lee Eddy and Friends (now dubbed 3L)
Fourth Saturday:	The Peacemakers
Fifth Saturday:	Pastor Laurie Line & Rachel (early 2015) and others

Additionally, I would like to thank Lynn Nickel who often provided an inspired organ prelude for many of the 11:00 a.m. services throughout the year. And we welcomed Suzie and Jim Ehrlichmann into our music program as choir members, assisting ministers and soloists. Special thanks are also due Joanne Beets, Lee Eddy, Dee Elwin and so many others who volunteered for music events throughout the year.

In conclusion, I would certainly like to offer my heartfelt appreciation to all of our music ministry volunteers, our sound techs, the congregation and pastors who have helped make our St. Andrew's Lutheran music program a resounding success in 2015.

Scott Skinner

Music Director @ St. Andrew's Lutheran Church

Sara Zimmerly, Director of Lay Ministries

In 2015 we held only two new member classes and had 29 new members join St. Andrew's! We are so happy to have these newest members join the St. Andrew's family! I hope you have taken the time to greet them and help them feel welcome!

I have had the opportunity to work with some really great volunteers this past year. The Wednesday Intergenerational Night (WIN) Dinner crews are amazing. Along with our regular schedule of meals we provide each Wednesday, we took on the World Hunger Challenge with the ELCA to provide meals during Lent that would focus on a place that encounters hunger every day. The places we focused on were Ethiopia, Mexico, and the United States. We were even able to lower the price for these meals during the Lenten season. The volunteers were so hard working and extremely flexible and such great people to work with. I am so thankful for them all!

The Emergency Action Teams were called on several times to provide meals and help to those who are in need. Everyone who is a regular attender of St. Andrew's is asked to be on a team. We currently have 19 teams with approximately 14 members on each team. Marilyn Duba is a great asset to this ministry. She helps coordinate the teams to provide meals, and hostesses whenever there is a need. We had 18 memorial/funeral services and served several hundred people throughout the year. Most funeral/memorials have been for members of St. Andrew's but we have held services for people from the community who are grieving the sudden loss of a loved one. They reached out to us as the local community church and we are so thankful to be able to help in their time of need. All of these families have expressed great appreciation for what the volunteers have done and the kindness shown to them in this difficult time. Thank you to all who have said "yes" when called on to provide a meal, food for a memorial, serve as a reception host, or serve on a cleanup team or chair crew, usher, or sound tech.

In the last few years I have added being a weekly offering counter to my duties. There is a group of volunteers led by Jane Nesvig that meets to organize and count the offering given each week. They are a hard working group and I thank them profusely for their time.

This year we welcomed a newcomer to the office, Paula McDonald. She is our office administrator and filled in where Kristin Naour left off. We miss seeing Kristin every day but glad we still get to see her at worship. Paula is a great asset to our staff and great to work with! The rest of the staff Carmen, Meri Jo, Stephanie, Scott, Pastor Manuel and Pastor Andy are a talented group of people and I am truly grateful that I get to work with them.

As I have for the last 15 years I am forever thankful for the help and support that Aileen DeLeuran gives me with the database entry. She has been coming in faithfully every Monday since I have been doing this job and I am quite sure even before that! I am so very appreciative!!! Thank you Aileen!

Stephanie Alexander, Preschool Director

Happy Birthday to us! 2015 marked St. Andrew's Lutheran Preschool's 15 years of serving our community and congregation. It's hard to imagine how many families have come through our doors. I do know that they have all left handprints on our hearts.

Miss Valerie left us in June of 2015 to follow her career in helping children with special needs. We were fortunate to have her with us for nine years. In losing Valerie, we gained Jennifer Mohedano. Jennifer was working as a substitute for us so the transition to full time teaching was an easy one. Jennifer has brought her loving, caring personality and wonderful ideas to our team. Teri Potts continues to bring her excitement and caring to the children. Teri has been with us since the school opened. We are blessed with such an amazing group of teachers for our children. I often say that "we are here for the love of the children, not the pay". Our hearts are dedicated to the children and families we serve.

The congregation of St. Andrew's Lutheran church is very important to our ministry. You continue to be generous with donations at the beginning of the school year with snacks, juice and paper supplies. And your "just dropping off" supplies because you are thinking of us. This year you were generous in helping out families with tuition assistance, we were able to provide three families with much needed help.

Every Wednesday Pastor Andy and Pastor Manuel take turns leading the children at "Chapel Time". They teach the children Bible songs, Bible stories and the importance of prayer. The children are very excited on Wednesday to go to chapel.

My job here at St. Andrew's continues to fill me with joy and great pride. I love opening the door every day to children excited to be here. I know I will get a hug, a smile and sometimes a high five from the beautiful children we serve. Every day is an adventure here and I look forward to many more adventures during my time here.

May God Bless you all,

Stephanie Alexander