

ANNUAL REPORT: 2016

Overview:

It has been a busy year! There have been baptisms, sermon series, the launch of a new St. Andrew campus and the start of a new worshipping congregation (our STĀ campus and congregation), the redesign of our confirmation program, the launch of a redesigned website and an exciting new app, a couple of trips to East Africa, and countless meals that have been served, countless people who have been prayed with, cared for, and walked beside as they face the joys and challenges of life. There have been “highs” and there have been “lows” as we have lived another year together as the family of God here at St. Andrew. It has been a busy year!

In this report, we wanted to share some of the exciting things that have been happening. But before we do that, we also want to take a minute and share some of the “Big Picture” things that have guided our staff and congregational decision-making over the past year.



- **Home/Family-Based Discipleship.** We have tried to redesign and rethink many of our ministries so that they empower families and parents. From redesigning our confirmation process, to our Vocation sermon series, to the creation of online video courses, we want to empower the people of St. Andrew to have meaningful spiritual conversations at home, at work, or wherever they are, whomever they are with, and whatever they are doing.

Study after study shows that if faith is not meaningfully talked about at home then following generations (our kids and our grandkids) will likely drift away from the Church and from the Christian faith in general. In other words, it does not matter what programs, activities, or studies are done “at church”. What matters is that parents and grandparents teach the faith to their children and grandchildren. Thus, Martin Luther begins many sections of his Small Catechism by saying, “As the head of the family should teach it in a simple way to his household”. We want to reinforce the home as the center of discipleship.

- **Improving Communication.** This one is pretty simple. We are trying to improve our communication effectiveness. From announcements to the new LGLOMD app, from newsletters to updates from our Board of Directors, we want to continue to evaluate and improve our modes of communication.
- **Multi-Site Strategy.** This one is a bit more challenging. Since our congregation decided to launch a new campus (our STĀ campus), we have been working on developing an overall strategy for how a multi-site approach effects staff, leadership (does the STĀ campus get designated elders?), finances, and the ability of St. Andrew to reach people with a different style and a different approach. Oh yeah, and we have also had to design a new space and figure out how the congregation works with our business partner to make the new campus a success for us, our partner, and for the community as a whole. In other words, we have been busy!

So, there are the three goals that have led many of the decisions and plans we have made recently. And now...here is the additional one we are committed to in 2017: Are you ready for it? We are committed to dramatically improving the sound quality in our sanctuary this year. We know it is a problem. We know it needs to be addressed. And while we do not yet have a comprehensive plan for funding the improvements (at this point we are not sure if it will be a \$1,000, a \$10,000, or a \$100,000+ project). But we are committed to developing and executing an improvement plan before the end of 2017. In fact, we have already started working on the plan.

The St. Andrew Board of Directors is the elected leaders of our congregation. They are empowered to think, plan, and act on behalf of the congregation in most matters. **In other words, the Board of Directors acts as stewards or trustees of the congregation.** Collectively, their job is to connect to the congregation, to listen and to lead, and to ensure that the congregation (led in the day-to-day “ministry” by the staff) is accomplishing what God has for us to accomplish at this point in our life together.



To this end, the St. Andrew Board of Directors has been working diligently to reevaluate how it works, what it is focused on and how they are to serve as the functional, “big picture” leaders of the congregation. Specifically, they have undergone extensive training and have had many, many conversations about the Carver model of organizational/board governance.

Here are the Board’s specific functions:

1. Our Board of Directors exists to prayerfully lead our congregation in collectively accomplishing its God-given mission of living out our baptismal identities by loving God, loving others, and making disciples.
2. The Board of Directors exists as the trustee of God and of the congregation.

3. The Board of Directors are to:

- focus on the larger, leadership issues facing the congregation and our community;
- delegate the day-to-day “ministry” of the congregation with clarity to the staff and the larger congregation; and
- rigorously evaluate the accomplishment of the congregation in loving God, loving others, and making disciples.

Coaching

What is “coaching”? Coaching can be a challenging thing to understand. However, quite simply, coaching is what we call our efforts to help people walk daily with Jesus. Yes, it is really that simple. It is our attempt to train, model, and remind people that their new baptismal identity in Christ is to be experienced daily. It is to be alive and active. It is to help shape our everyday vocational roles...no matter where we are, what we are doing, or whomever we are with.

Vocation

A disciple is a person who, claimed by Him in the waters of baptism, now seeks to follow Jesus in the course of daily life. Being a disciple is not just about attending classes and learning the right doctrine, but living our life so that God gets all the glory and credit. Jesus left the church with these words; “Therefore go and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to obey everything I have commanded you.”

The staff is wrestling with how this process of discipleship happens in our ever changing culture and global climate. We are excited to offer things like “DIVE”, where Lutheran theology is discussed in depth. A study of Church and State was a timely discussion in an election year. We are thrilled to be developing the “Through the Bible” series, where Christians and non-believers alike can have honest discussion of what Scripture says about Jesus Christ and how that applies to our everyday life. We continue to explore new ways that God’s Church can disciple each other and the world.

Confirmation

St. Andrew is committed to raising up families who disciple one another...and center discipleship in the home...in an ever changing world. St. Andrew takes the challenges seriously and is passionate and creative of how we train and equip families. To accomplish this, significant changes have taken place this past year in our confirmation instruction.

Each week our parents and/or grandparents of 6th-7th graders download a video and questions taught by Pastor John and spend time having faith conversations at home. Wednesday night, families gather to have dinner at church, and meet in small family groups to continue that conversation as well as to uplift and be uplifted in their faith walks.



We are overwhelmed with the responses from our families. Phrases like, “We never thought to have that faith conversation!” or “Wow, we spent 30 minutes discussing one question, and it was time needed to be spent with our family.”

While this process is far from being perfected, we are excited about the fruit of the changes so far. We are committed to continually improving the process of encouraging parents and grandparents to pass on the faith to the upcoming generations.



Inter-generational Ministry

Rainer Research estimates that 70 percent of young people leave the church by age 22. Barna Group argues that the figure increases to 80 percent by age 30. One way St. Andrew is responding to this challenge is with an inter-generational approach to ministry. Simply put, it is adults (in addition to parents) sharing life with and caring for the lives of children and teenagers...collectively.

2017 will feature an Inter-generational Mission Trip. Members young and old come together and work side-by-side serving God's people. Our commitment is to deepen our relationship to the Lord, to each other, and to serve God side-by-side.

Pop up Communities:

This fall we formed pop-up communities. Pop-up communities are short-term groups where people come together to be the people of God. More than 70 people met over 6 weeks to share life around God's Word. The communities were very well received. Group members felt a strong sense of connection to each other and a renewed

sense of connection with our church as a whole. The staff is looking for the most opportune time to repeat this “pop up community” experience in 2017.



Member Care

Hospital Visitation

The hospital visitation ministry began in 2015. Its purpose is that any hospitalized member is visited each day that they are in the hospital. Those are short visits consisting of a brief scripture reading and prayer. Currently, seven people are serving on the Hospital Visitation Team.

The biggest challenge for this ministry continues to be knowing who is in the hospital at any given time. As a reminder, unless the church staff is called, emailed, etc. directly, we have no way of knowing when someone is in the hospital. Please remember to let us know so we can make sure you are visited!

Continuing Care

Continuing Care ministry began late in 2016. It enables St. Andrew to get a much better grasp and provide coordinated care to our shut ins/homebound. This is something that St. Andrew has not done well in the past. Pastor Loren Boettcher, St. Andrew’s visitation pastor, represents Pastor John in bringing communion to those on the Continuing Care list. He has served in this role for many years. In 2016, we added two more layers of care for

these specific members. Jim Hicks also makes visits and brings a devotion (taken from our Sunday sermon), prayer and words of encouragement from Scripture.

Additionally in 2016, we have added lay visitors to the Continuing Care process. Volunteers from the congregation are trained and assigned a specific individual. They visit the person twice a month providing feedback to the staff after the visit. Currently we have nine people serving in this capacity.

Stephen Ministry

Stephen Ministry began in 1974 in St. Louis, Missouri as a way for Pastor Kenneth Haugk to bring God's care to those dealing with the difficulties and "junk" of life. Pastor Laundhart brought Stephen Ministry to St. Andrew in 1985 and



it has been a vital part of the care of members since then.

Currently we have 12 members serving as Stephen Ministers. Additionally a new training class began in January 2017 and another five members will undergo the 50 hours of training before serving as a Stephen Minister.

Grief/End of Life

Just recently St. Andrew was hosting a meal for the family of a member who died. There were several ladies in the kitchen preparing to serve the meal. One of the daughters came in to the kitchen with tears in her eyes profusely thanking the ladies in the kitchen for their serving, for the meal, and for their care. She went on to say that the meal was a seemingly small thing but that it was so very important for the family. That is why we do funeral meals.

For many years a small group of ladies carried a majority of the load in preparing, serving, and cleaning up for the funeral meals. We thank them and especially the ladies of the Lutheran Women's Missionary League for their years of tireless service. Currently we are in the process of working out new procedures, easing the workload on those involved and enabling more members to serve in the funeral meal ministry. We are in the "trial" stage of this process and the ministry will continue to evolve through 2017. We continue to work on this because the meal is not about food, it is about loving people in their time of grief.



Board of Elders

The Board of Elders have undergone significant internal changes in 2016. Most significantly the board continues to study their roles as Elders.

Scripture defines that role not as a complaint department for disgruntled members but as an extension of the office of the pastor for the care of the congregation's members. The Elders continue to study what that means practically...and are developing better systems to assist in spiritually caring for the St. Andrew membership.

Carrying out that Biblically assigned role has caused us to shift our thoughts about “elder zones”. The old method of assigning Elders to geographic



zones has been changed, and now Elders are assigned to zones that are based on our four worship times (worship “congregations”). Elders are now responsible to assist with care for the people in the worship service they normally attend. Why the shift? We believe that they can better care for those they see weekly, notice when they are absent, and share the experience of worship together with them.

Elders, with the help of the staff, are also making contact with members whose attendance pattern have recently slipped. The Elders have also begun studying the concept of membership and how it relates to the care of the congregation’s members. While seemingly simple on the surface it gets incredibly complicated when one realizes that currently St. Andrew has 29 different classifications of participation, 22 different membership codes, and 17 different ways to join the congregation.

This complexity of membership and participation impacts not only the Elders’ ability to care for members, but also how information is communicated, to whom it is communicated and for what purpose. The sheer number of people who are on our membership roster (1,300 baptized members), and the varied interests and demographics of this population, complicate any communication methods and efforts.

In 2016, our Elders also began offering prayer after each of our worship services. Though not excessively utilized, this is another example of our Elders faithfully serving as the spiritual fathers of our congregation.



Operations

STĀ

2016 was a big year for St. Andrew Lutheran Church. We opened our first multisite location at 820 N. Sprigg Street. STĀ's purpose is to be a community of Jesus to an area of the city that has largely been forgotten by other congregations. Many thanks to everyone involved with the renovation project to transform that property into the café/ coffee shop and place of worship it is today. Numerous members and friends of St. Andrew helped in the project, either through hands-on construction or by supplying materials, design, or by lining up workers, permits, and supplies.

Technology & Communication

The St Andrew Web page (www.lglomd.org) underwent a major redesign. Web pages have become the first point of contact for many looking for a church home, a simple place to worship, or simply to know more about Jesus. Web pages have moved past being a fashionable trend to become an incredibly important communication tool for a congregation.

Communication tools have gone mobile. An ever increasing number of people get news and information solely from their smart phones. In order to leverage this shift, St. Andrew has developed its own app. Available through the App Store of any smart phone (search for LGLOMD), it focuses on member communication and equipping our congregation with media and other resources.

Our world is a visual world. The transmission of information has morphed from the written word to visual images. To address this shift, St. Andrew is increasingly producing its own visual resources. From sermon videos, confirmation lessons, worship service announcements to time-lapsed images of Advent paintings, St. Andrew is seeking to capitalize on our ability to learn visually while presenting the timeless truth and good news of the Bible.

Adjacent Properties

We added an additional property in 2016, purchasing 814 N. Cape Rock Dr. Currently all three of St. Andrew's adjacent properties: 814 N. Cape Rock, 815 Jurie St, and 2404 Kingsway Dr. (Castle House) are occupied with tenants. The castle house remains full on a month to month lease, 815 Jurie is leased through April 30, 2017 with a month to month option for May and June, and 814 Cape Rock is currently leased through October 31, 2017. The Board of Directors is creating a master plan that will address the potential usage of each of the adjacent properties as to how they can best be used for the future ministry of St. Andrew Lutheran Church.



Main Campus

We began 2016 sharing our space with Cape Girardeau Public School's preschool as they finished the last half of the 2015-16 school year. Through that partnership, the Public School made improvements to the Launhardt Activity Center (LAC) by fixing leaks in the roof, repairing water damage inside, and adding internet and phone capability. They also relined our parking lot, painted several rooms, and had all carpets cleaned after their time shared with us.

A few other notable projects and changes in 2016 included:

- Replacing the HVAC system for half of our sanctuary.
- Repairing water leakage through the foundation and windows of the Preschool.
- Rerouting of the fellowship hall sink drains to vacate old lines causing backups.
- Installation of a new phone system replacing the outdated system that dropped calls and did not have a functional voicemail system. The new system enables more efficient communication with our staff all hours of the day.
- Campus wide clean-up week. Several members helped sort, clean, discard, and reorganize during the week. We will continue the clean-up week/day on an annual basis.
- Purchase of 25 new 8' white tables for the LAC through donated funds to replace broke and worn tables.
- Replacement of Sanctuary lights from 250 watt bulbs to high efficiency LED with usage of grant money through Ameren. (Thanks Chris Jauch for the help on that)

Looking ahead

We continue to look for areas of improvement for our building and property along with ways to create cost savings on ongoing operations. A few of the areas that top our current list of future improvements are:

- Developing an improvement plan for sanctuary sound and media presentation capabilities.
- Developing a properties team that can help identify issues proactively and perform basic maintenance tasks.
- Replacing 2 more ovens in the Fellowship hall along with potential updates to the space.



- Maintenance on or replacing several exterior emergency exit doors.
- Review LAC usage and focus on utilizing space for more ministry use.

What are membership numbers from 2016?

Transfers in:	Adults – 26 Children – 4
Transfers out:	Adults – 15 Children - 5
Births:	13
Baptisms:	Adult – 1 Children – 16
Confirmands:	13
Deaths:	8

Finances:

For 2016, we saw an increase in both receipts and disbursements. Receipts began very strong then slowed as Sunday plate offerings dropped in May and remained down until rebounding the final months of the year. An increase in rental receipts helped cover disbursements and for the first year we tracked other operating receipts rather than offsetting expense accounts as done in previous years.

Disbursements were spread across all departments as a direct result of the full year. Teaching included an increase in adult classes, new materials and supplies for worship and music, and a renewed focus on care. Coaching saw a refreshed confirmation curriculum, new pop-up communities, continued growth of new communities, and a successful trip to the National Youth

Gathering. We did manage a small decrease in Operations even with an unplanned \$16,300 expense to replace an HVAC system in the sanctuary. This expense was covered by a transfer in from our Reserve fund as an unplanned capital expense.

The other major expense coming out of operations is tuition assistance. St. Andrew contributed \$192,784 in 2016 to our families' Lutheran school tuition costs.

Much of our cost savings were found by bidding out several of the large ongoing operational expenses. We will continue to monitor large expense items regularly bidding services. Other cost savings came from donated items, closely watching utility usage, and staff self-monitoring all purchases.

Personnel:

In 2016 we carried a full staff for the first time since 2013 when our former DCE Emily resigned and moved back home to Chicago. For half of this past year, we actually carried one extra full-time staff member as we transitioned and prepared for Mr. Jim's retirement. We currently have 9 full-time staff and an additional 15 part-time staff who work in the areas of preschool, nursery, gym monitor, and member care.

Average Giving:

This mirrors the Statement of Operations. Overall receipts were up in 2016 including all mid-week services, special services, rental, and other receipts. The amount of people choosing to E-tithe also increased this past year. However, our average Sunday plate offering did drop from 2015.



Year End Totals:

Overall, we had a \$61,605 excess in receipts over disbursements in 2016. We saw our assets grow with the purchase of an additional adjacent property, our total cash in bank topped one million dollars, and unrestricted funds topped half a million dollars.

Total Receipts were down from 2015; however 2015 included large gifts for the purchase of the Jurie property and the gift designated towards the build out and ministry operations for the first 3 years of our STĀ location.

The designated account took the largest hit; 90% of which was spent to build out and launch our new STĀ campus. Our multi-site ministry there now receives regular weekly offerings from our 6:30 p.m. service and monthly tithes from the business.

Worship and Music

2016 was a busy and vibrant year for our worship services and music ministry. We led the year off with the sermon series “Crimson Thread”; telling the story of the Bible from Genesis through

Revelation. Lent saw the building of Resurrection Gardens. In August we celebrated the great things God has done through St Andrew with “Jubilee”. During the Fall, we dove into vocation with the series “Vocatio: God at Work”. We ended the year with the quiet reflective “Candles” advent series

Those series had a variety of styles and approaches but one overall message: God’s love for us reflected in how we Love God, Love Others, Make Disciples.



STĀ

On October 2nd, with an excited group of 200 ready to impact our community and further the message of the saving love of Christ, we officially launched our fourth worship service at our STĀ_campus. A growing community of believers, we continue to have approximately 50 people gathering weekly, and prayerfully welcome its further growth in the coming year.

We are currently in a word-by-word, section-by-section reading of the gospel of John and are extremely excited about the response we have received about the different approach to worship and the sharing of God's Word.

804 and STĀ campuses

We are currently blessed with four official ensembles that consist of dedicated singers and musicians, all serving God and sharing their gifts and time regularly in our worship services.

Advent brought special elements in worship as we found ways of weaving music, art and special themes into our Midweek services that continued in our Sunday morning worship.

Finally, in December, our groups came together for our Christmas Concert themed "Let Us Adore", which featured beautiful sacred music of the season paired with selected scripture readings telling and celebrating the story of the Birth of Christ.

Music Ministry Highlights:

Choir sings several times a month in our traditional services during their "season" which runs from September through May. *(And made a special appearance for Advent at the contemporary service.)* They provided music for the Southeast Hospice service in November hosted annually at St. Andrew.

Mission Bells play monthly at our traditional services from September to May. *(They also made a special appearance at our contemporary service during Advent).* In December, Mission Bells were featured and filmed playing the prelude for the KFVS 12 “Sounds of the Season” concert benefiting the Southeast Health Foundation.

The “Praise & Worship Team” lead every Sunday at our contemporary service, and welcomed some new singers and players this past year. In October, they led opening worship for the Celebrate Recovery annual picnic.

The STĀ praise team is forming and developing nicely and currently has a small group of musicians leading at our Sunday evening services.

Worship Attendance Data

2016 total attendance was up 596 people from last year. The addition of STĀ aided to improve overall attendance. A total of 15 services were held at STĀ in 2016 with an average of 63 in attendance per service.

Overall worship was up 12 on average each Sunday and 11 on average for our weekly total including mid-week services and special services. Two of our services, 8 and 10:35, saw a small decline on average. While all other services saw an increase.