

One hundred and thirty-first Annual Meeting of
ST. ANDREW'S EPISCOPAL CHURCH
Wellesley, Massachusetts



Photo: Peter Lull

2023 Annual Reports

ST. ANDREW'S EPISCOPAL CHURCH

Wellesley, Massachusetts

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D.D. Alexander, Rob Brandt, Jane Givens, Caren Parker, Sandra Rigney, Jenny Sawyer, Harriet Thompson, Michael Vanin, and Sandy Warren

Contents

Agenda	1
The Hymn “Sing of Andrew,” <i>Wellesley’s Kelton</i>	2
Staff Reports	
Report of the Rector	3
Report of the Associate Rector for Adult Formation and Membership	4
Report of the Assistant Rector for Youth and Family	6
Report of the Music Minister	8
Wardens’ Reports	
Wardens’ Letter	9
Montessori School Report	11
Parish Register	11
Nominating Committee Report	12
Vestry Committee Reports	
Adult Formation Report	15
Communications Report	16
Fellowship Report	17
Financial Report and Budget (see insert)	
Human Resources Report	18
Membership Report	20
Outreach Report	21
Property Report	23
Stewardship Report	24
Worship Report	24
Memorial Rose Garden Report	25
Youth Formation Report	26

131st Annual Meeting

January 28, 2024

11am to 12:10pm

Agenda

1. Singing of the hymn (page 2) 11:00am
2. Call to order and opening prayer 11:05am
3. Reading of the warrant
4. Quorum and election of parliamentarian
5. Filing of annual reports by title 11:10am
6. Report from the nominating committee,
Nominations from the floor and election 11:15am
Dan Dent, chair
7. Financial reports. 11:25am
Finance chair remarks Justin Wahls
Treasurer's report Harry Condon
Investment committee report Justin Wahls
Stewardship report Madison Riley
Presentation of 2024 operating budget Justin Wahls
8. Rector's comments. 11:45pm
9. New business 11:55pm
10. Closing prayer and blessing 12:05pm
11. Adjournment. 12:10pm

Commissioned in celebration of the 25th anniversary of R. Harrison Kelton as Organist and Choirmaster
of St. Andrew's Episcopal Church, Wellesley, Massachusetts

for the Feast of St. Andrew

Descant

3. Sing of An-drew, bold a - pos - tle, who made the gos - pel known,

1. Sing of An-drew, John's dis - ci - ple, led by faith through ways un - trod,
2. Sing of An-drew, called by Je - sus, from the shores of Gal - i - lee,
3. Sing of An-drew, bold a - pos - tle, sent to make the gos - pel known,

faith - - ful to his Lord's ex - am - ple, made a cross his own.

till the Bap - tist cried at Jor - dan, "There be - hold the Lamb - of God."
leav - ing boats and nets and kin - dred, trust - ing in that "Fol - - low me."
faith - ful to his Lord's ex - am - ple, called to make a cross his own.

So may we who prize his mem - ory hon - or Christ in our own day,

Stirred by hear - ing this new teach - er, An - drew, freed from doubt and fear,
When a lad's small meal fed thou - sands, when in - quir - ing Greeks found care,
So may we who prize his mem - ory hon - or Christ in our own day,

bear - ing wit - ness to our neigh - bors, liv - ing what we sing and pray.

ran to tell his bro - ther Si - mon, "God's A - noint - - ed One is here!"
when the Spi - rit came in bless - ing, An - drew faith - - ful - ly was there.
bear - ing wit - ness to our neigh - bors, liv - ing what we sing and pray.

Words: Carl P. Daw, Jr.

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Music: Wellesley's Kelton, James Woodman (b. 1957)

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Staff Reports

Report of the Rector



Rev. Adrian Robbins-Cole

IT HAS FELT LIKE we have entered a new chapter in the life of our parish in 2023. The pandemic which dominated the life of this parish for the last three years seems to be behind us. In 2019, just before the pandemic, St. Andrew's celebrated the 125th anniversary of the parish with a gala party at the Wellesley Country Club. In October of this year, almost four years later we held another gala party at the Wellesley Country Club—this time to celebrate that our parish has survived the pandemic and is now looking to the future that God has for us.

Indeed, there has been much to celebrate this year. 2023 has been marked by a continued increase throughout the year in our in-person Sunday service attendance. It was particularly noticeable to see much higher in person attendance since the beginning of the new program year in September 2023 compared to the same time in the previous year. Almost every Sunday, we see new people checking out the parish, and although not all of them choose to make St. Andrew's their church home, a good percentage do. The strength of the church ministries, which this report celebrates, is key to retaining new members who feel fed by the spiritual and communal life of St. Andrew's.

An intentional focus on the spiritual life of the parish has also been a feature of this past year. At the annual meeting in January, our RenewalWorks Task Force presented the findings of the RenewalWorks survey which had been undertaken in late 2022. The purpose of the survey was to help identify the spiritual growing edge of the congregation so that the ministries and programs of the parish could be more effectively directed to support parishioners in their spiritual lives. By spirituality, we mean developing a loving relationship with God, with our neighbor, with the world, and with ourselves as Christ taught us. This is what the mission and purpose of our church is about. The results of the survey showed that there

was a desire to understand the Bible more intimately, to learn more about foundational elements of the Episcopal faith and to know more about spiritual practices that can help deepen faith and bring faith into everyday life. Another important bit of feedback was about the need to communicate more effectively about all the ministries that are already taking place in the parish. There was a realization that many of the things that people were looking for to strengthen their spiritual lives were already on offer at St. Andrew's, but parishioners were simply unaware of this. To some extent the purpose of this annual report is to inform parishioners about the wide range of activities that take place in the parish to help parishioners in their Christian discipleship.

Several new initiatives have been started in 2023 to address the main findings of the RenewalWorks Survey. These have included an Inquirer's class, a new weekly online Bible Study, and the orientation of sermons and Christian learning offerings to address the desire to learn more about the Bible, Christian basics, and spiritual practices. In addition, we have asked all our ministry groups to begin their meetings with prayer or Bible study to help remind us that everything we do has a spiritual purpose and is dedicated to Christ. The clergy also attended a conference in the summer on making one's parish a "center of life-long Christian learning." While we have not used this tagline much publicly, it has become a guiding principle for the St. Andrew's clergy as we consider our ministries in the parish. One particular focus has been on making sure that we are offering Christian learning opportunities across the age range and all stages of life in the parish.

We also continue to invest in our online ministries which have become a significant aspect of the life of the parish. Our daily online Morning Prayer services have become an integral part of our ongoing ministry and the broadcasting of our 10am Sunday service has a healthy following. This year we invested in a second camera in the church sanctuary. This camera is at the back of the church and allows viewers to have a panoramic view of the nave, in addition to the first

camera which is focused on the altar area (the chancel). It is difficult to know how many people on average watch the Sunday services online. While we can count the raw data of the number of “views,” there is much debate in the wider church of how this raw data should be treated. For example, does each view represent a single person or a whole household? Another big question is whether each view really represents someone watching the whole service or just a few minutes or even seconds. If we just counted the raw views, our average Sunday in person attendance plus our online attendance would far exceed pre-pandemic in person attendance levels. But even if we only count one-third of the views as “real participants,” our attendance levels are not far off pre-pandemic levels. This has made the investment of money and of volunteer time in our online ministries seem very worthwhile. And this is a good place to acknowledge and thank a new volunteer ministry area in the life of our parish—the Sunday service broadcasting technicians. Many thanks to Rob Brandt and his team of volunteer technicians who oversee the broadcasting of the Sunday services. And this leads me to want to thank all the many, many volunteers who help our parish to flourish and whose work is celebrated in this report.

Before ending, I would like to thank all the clergy and staff at St. Andrew’s who have worked so hard

to help keep our parish alive and well during these changing times. I would like to extend a thanks to Warden Mannix for her much-loved music ministry, to Kate Clark who has so ably managed our office and technology, to Susan Jackson for her work with the children, to Steve Killeen and Bill Clover for overseeing our church building, and to Joanne Butler for handling the church accounts. I would also very much like to thank my clergy colleagues, Rev. Karen Vickers Budney, Rev. Sarah Robbins-Cole, and Rev. Margaret Schwarzer for their outstanding ministry as priests in this parish.

Finally, I would like to thank our vestry and our two church wardens, Will Nystrom and Megan Burns, for their work in helping to lead the parish. I would particularly like to thank Will Nystrom, who completes his term as warden at the annual meeting, for his dedication and hard work over the last three years. Will has brought to us his leadership role at St. Andrew’s, his charisma, his lawyer’s ability to analysis and understand situations, and his deep commitment to following Christ.

Yours in Christ,



Rev. Adrian Robbins-Cole

Report of the Associate Rector for Adult Formation and Membership



Rev. Margaret Schwarzer

2023 FINDS ST. ANDREW’S thriving amidst an abundance of curiosity, engagement, and hospitality. Both our adult formation committee and our membership committee have been working hard to ensure everyone is welcomed and everyone

has an opportunity to “. . . grow in the grace and knowledge of our Lord and Savior Jesus Christ” (2 Peter 3:18). I’m thankful for our opportunities to deepen our faith, try on new spiritual practices, and share the love of Christ with one another.

Adult Formation Advisory Committee

Our adult formation advisory committee and I share in the mission of Christian education for adults at St. Andrew’s. Your feedback and interests guide the topics and programs we choose, so please share your interests and questions with me or a member of our committee. I am thankful for the service and creativity of our members who served in 2023: Pam Alexander, Laura Brown MacKinnon, David Guydan, Carrie Hawley, Ansley Martin, Will Nystrom, Paul Shellito, and Sandy Warren. I’m especially thankful for the leadership of our chair, Carrie Hawley, who has brought her enthusiasm, creativity, and love of teaching to our work.

Adult Formation and Learning

This year, we took the feedback our congregation gave us during our RenewalWorks surveys seriously and expanded our offerings. This year's classes include monthly Open Bible Studies, with an average of 15 members per month (studying Mark), a monthly Men's Bible Study, which averages ten members per month, and Adrian's new weekly Beginners' Bible Study (studying Matthew), which averages 15 members per month. Our offerings include weekly 9am Christian learning classes, new Inquirer's classes (which study the Episcopal identity of Christianity), Faith & Practice classes, and a special three-part series offered by a member of Temple Beth Elohim, *Antisemitism from a Jewish Perspective*. These classes are in online, in person, or hybrid mode. Our fall Inquirer's class had 17 participants and eight people are already on the waiting list for our spring class. *Antisemitism from a Jewish Perspective*, taught by Eric Rosen, had 41 participants. We also returned to pilgrimages; Adrian and I were co-leaders of our 26 member pilgrimage to England this July. Our November field trip was an opportunity to participate in a Zoom class taught by retired Archbishop of Canterbury Dr. Rowan Williams.

Our Bible studies have had a collective average of 40 parishioners studying scripture monthly. Our 9am Christian learning series, which meets approximately 28 times per year, has averaged 27 members per class, and we have had over 65 people attending at least one 9am Christian learning series class this past year. We paid special attention to the study of prayer this year and offered several classes on "the basics" of Eucharist, the church year, Bible study, and vocational discernment.

We held our Lenten program in person and online this past year. We returned to the "potluck" part of our Lenten Potluck & Program for the five Wednesday nights of Lent for the first time since the COVID pandemic. The program roared back to life with an average attendance of 40 people each week. Our topic in 2023 was *Growing in Christ; Claiming Resilience*.

This year, our Holy Monday Taizé-style service was held in person and broadcast, with 35 participants, and our Advent Taizé-style service was held in the sanctuary and broadcast live with 45 parish members in person and over 90 viewers online. I want to offer particular thanks to the members of our Advent Taizé-

style meditative working group: D.D. Alexander, Laura Brown MacKinnon, Erica Gelser, Liz Parsons, Jenny Sawyer, and Barbara Shellito.

Our 2023 Blue Christmas Service continued to offer space and support for people who are facing significant loss or challenges during the Christmas season.

"Ashes-To-Go" came back on Ash Wednesday, 2023, with Paul Shellito and I going to the train station and a neighborhood corner, offering ashes to commuters.

It was a true pleasure to serve as the facilitator and editor for the seventh Lenten Meditation Guide written by St. Andrew's parishioners. In 2023, we printed over 460 copies, mailing a copy to every household in our active parishioner list and sending a daily email to 126 people who asked to get emails of the guide online.

In November, the Wellesley Turkey Trot was held again. This year our participation grew to 70 participants between the ages of four and 81, up by 61% from last year's 45 runners. We won the "Biggest Team" award this year! St. Andrew's also staffed a water table for the race at the one-mile mark.

Faith & Practice classes, offered as forums for parishioners to share and reflect upon the practice of our daily faith, continue to be vital and engaging; participation ranged from seven to 30 members per class. Three classes were held in person this year. St. Andrew's also went on a pilgrimage to England this summer. Twenty-six members explored our ancient Anglican roots, traveling to Canterbury, London, and York, and day tripping to a ruined Abbey, Durham cathedral, and Whitby.

Please turn to our adult formation committee report for more details about our offerings this year. In October, we had over 50 people participating in adult formation each Sunday, and on one memorable week, the first week in November, 98 St. Andrew's members participated in one of four adult formation offerings.

Membership Committee

Once again, we have had a record number of newcomers join us. In 2023, over 40 new families have come to us as seekers or newcomers. Our membership committee members have been welcoming them and helping them to learn about our parish. We ensure each newcomer receives an email or phone call from a clergy person (me) and a lay member of our member-

ship committee within the first few weeks of their arrival. We then follow up with other opportunities, including Kids' Place coffees and Newcomer brunches, held in the fall and the spring. Each Sunday, we greet people at the start of each 10am service and several members stand in the narthex after the service to help register newcomers for our membership, Realm, and Constant Contact systems. We also encourage newcomers to attend coffee hour and answer their questions about St. Andrew's. Our membership committee also gives each newly baptized child a beautiful picture book celebrating their baptism at St. Andrew's.

Please join us in welcoming all the newcomers in our midst. If you see someone standing alone at coffee hour, please introduce yourself and help them to feel welcome. Please turn to our membership committee report for more details about our work this year.

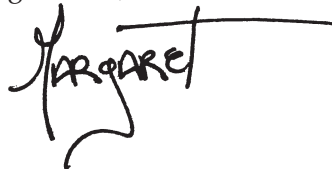
I enjoy being the clergy liaison for the vital work of our membership committee. My main responsibilities lie in welcoming newcomers by email or phone so that they have an immediate clergy welcome. I also meet with newcomers who would like to discuss their spiritual journey and I help newcomers learn more about our parish. This year, I'm especially thankful for Elizabeth Clarke, chair of our committee. For the past three years, Elizabeth has ensured that we all practice the ministry of hospitality with kindness, thoughtfulness, and a fun-loving attitude. It is a joy to work with her and our faithful membership committee.

Wellesley College Ministry

In 2023, Wellesley College students have continued to worship with us at our 8am and 10am services and some have joined us online. Wellesley students also wrote for our Lenten Meditation Guide and will do so again in this coming year. Several students have sung in our adult choir this year, and several gung-ho students helped out in our 2023 Bargain Haul preparations. We have stronger numbers of students coming on a regular basis this year, and I hope that in the coming year that both Wellesley College students and some Babson students will feel at home. At the writing of this report, we have ten students who are active members of our parish. Please welcome them when you see them at our 8am or 10am service and help them feel at home.

Like all of us, I'm thankful for a year where we can feel the vitality in our sanctuary growing on Sunday mornings. I'm prayerful that our lives will continue to move towards more normal times as we continue "St. Andrew's Strong" in our worship, learning, and fellowship. As always, I'm thankful to our rector, Rev. Adrian Robbins-Cole, for his excellent leadership and advice and I'm thankful for all my wonderful colleagues who make up our office staff.

In gratitude,



Rev. Margaret K. Schwarzer

Report of the Associate Rector for Youth and Family



Rev. Sarah Robbins-Cole

IN MY 2022 REPORT, I wrote about how encouraging the year had been with the restoration of in person events and classes. If I had to characterize this year, I would say 2023 has been inspiring. I am inspired by our church school children, their parents, church school teachers and members of the church school committee, our teachers, and indeed our congregation.

Before moving into a description of the year gone by, I would like to thank the church school teachers.

They are D.D. Alexander, Matthew Benfer, Bianka Eichelberger, Catherine Falcetti, Caleb Farny, DeeDee Griffin, Francesca Grossetti, Pamela Grossetti, Tad Heuer, Ntonhle Kekana, Tawanda Masiwa, Elizabeth Svedland, Lia Tron, Roberto Tron, Carolyn Urban, Coryell Urban, Anna Lee Wahls, and Ellen Wahls.

There are several changes that were made this year to our curriculum and programming which were the result of what we learned from the RenewalWorks survey and what the clergy learned at the Life-Long Learning training. From Renewal-

Works we learned that members of our congregation wanted to learn more about both the Bible and the Episcopal tradition. To meet that need, we created a second Godly Play classroom for children in second and third grade. Last year, Godly Play ended in second grade. Our hope is that by children spending one more year in Godly Play, it will help them build mastery over both important stories in the Bible and Christian practice.

In upper school, our classroom for fourth and fifth graders, we changed the curriculum to “The Way of Love.” The Way of Love is an Episcopal framework for the Christian life including prayer, worship, rest, go, bless, learn, and turn. I create and write each lesson with our St. Andrew’s children in mind. The goal is to equip them with knowledge and Episcopal spiritual practices which will serve them both now and in the future. Our Upper School teachers take the lesson plans and draw from their own creativity and knowledge to teach the classes. We also have guests from the congregation attend from time to time to talk about their ministry.

In Rite-13 we decided to slow down the pace of the curriculum. Instead of trying to get through as much material as possible, our dedicated teachers help our sixth and seventh graders spend time with new material and to consider it deeply. Our hope is that what they are learning is useful to them now and builds a strong base of knowledge that will prepare them for confirmation classes when they reach eighth grade.

Another change we have made over the year and will continue is offering combined classes on traditionally “low attendance Sundays” which are Sundays that are at the beginning of a school vacation week or long weekend. We have had about a dozen children who come to those classes, and we generally dedicate the class to a service project. This way, children experience and learn that hands-on service is a part of our Christian vocation.

In the spring, we had nine youth who were confirmed and one adult. This fall, we welcomed eight new confirmation candidates. Again, I changed the curriculum to fall into line with our RenewalWorks findings. Our confirmation curriculum is based on Biblical knowledge and literacy and Episcopal practice. Our hope is that confirmands are equipped with the basics like what is going on in a Eucharist service,

what are the different seasons of the Christian year, what is in the Bible, how to pray, etc., In addition to classes, they also have been taking part in worship like our All Hallows’ Eve service and attending Advent Lessons & Carols. Thank you to our leaders, Steve Mahoney and Adrian Robbins-Cole.

This year, our youth group has met regularly, roughly every other Sunday. We have met for both fellowship and service projects including putting together the college care packages and sending cards and Advent devotionals to some of the members of our congregation who do not regularly get to church. Thank you to Rob Brandt, Marie Dunnell, Susan Jackson, Ansley Martin, and Adrian Robbins-Cole for helping this fall. Also, twice our youth group traveled to Good Sports in Braintree for service events.

In addition to what is happening in our classrooms, our youth have been involved in our worship services. Last spring, we held a youth service where youth took part in ushering, greeting, reading, singing, and even preaching. Francesca Grossitti and Caroline Condon delivered an inspiring sermon on the role of faith and trust in our lives. We held a second youth service in fall which had the theme of Harvest during which we collected non-perishable food for three of our outreach partners. In December, Jane Money returned to lead our Christmas Pageant. Our cast included some of the littlest, and indeed some of the tallest members of our congregation!

I would like to conclude this report with a word of gratitude to our dedicated and inspiring church school committee members which includes D.D. Alexander, Pamela Grossetti, Stephanie Mitchell, Heather Schaefer, Elizabeth Svedland, Coryell Urban, and Anna Lee Wahls. Their dedication, talent, and time are immense, and our church school benefits greatly from all their gifts. And finally, thank you to Susan Jackson without whom I could not do this job. Her institutional knowledge is invaluable as are her insights, wisdom, humor, and passion for this work. I am honored to have her as a colleague.

Respectfully Submitted,



Rev. Sarah Robbins-Cole

Report of the Music Minister



Helen Ward Mannix

IN 2023 WE WERE BACK as a choir! We sang our first Lenten Choral Evensong since March 2020 on February 26, highlighting Ola Gjeilo's piece entitled, *Northern Lights*. We had 27 choral members and Thomas Handel on the organ. Youth

Music Sunday was March 26, directed by Ciara Cheli, our youth music director. Their presentation was based around the story of Mary and Martha. Easter was Sunday, April 29. James Mosher and his brass quartet accompanied the *Hallelujah Chorus* and played along with our hymns as well as preludes and postludes. We had 32 singers in our choir. The senior choir sang for Sally Merry's memorial service on June 3 with Miranda Loud accompanying on the organ. Paul Merry is a longtime choir member and it was our privilege to sing for this service. Our last choir Sunday was June 4 and, on that day, we said good-bye to our alto section leader, Stella Fitzgerald. In June, I completed my sixteenth year as music minister at St. Andrew's.

The choir reconvened on Thursday, September 7. Our first choir Sunday was September 10. I hired, Rebekah Daley, a first-year student at the Boston University Opera Institute as our second alto section leader, joining Mirah Johnston. I also hired Colin Miller, a senior at New England Conservatory of Music, as our second tenor section leader, joining Thai Johnson. We continue to have Laura Cervinsky and Ciara Cheli as our soprano section leaders and Benedict Hensley as our baritone section leader who is often joined on Sundays by Rozime Lindsey, a recent graduate of Boston University's Music School. Our congregational choir numbers have continued to grow slowly but in important ways. Frederica Phillips is a new soprano and Nathaniel Meyer, a new bass. Some more parishioners will be joining the choir after January 1. The choir numbers around 28 singers.

We celebrated All Saints' Day on Sunday, November 5, with a special offertory anthem arranged by

James L. Stevens on the familiar hymn, *Nearer my God to Thee*. On St. Andrew's Day, Sunday, November 19, Iain Massie returned to play the pipes. On December 10, we held our Advent Lessons & Carols Service with a choir of 32 singers and Thomas Handel on the organ. The children's Christmas pageant, directed by Jane Money, was presented on Sunday, December 17. The Christmas Eve Service at 10pm welcomed 30 singers, many of whom were returning. We had all three Scotts: Laura, Sam, and James, as well as Edie Dolnikowski, Francesca Howe, Christine Hunt, and Elizabeth Robbins-Cole. It was our biggest choir yet. A string quartet played sections of Corelli's *Concerto for Christmas* before the service as well as accompanied our anthems.

We continue to have Wellesley College chamber music ensembles under the direction of Jenny Tang play for preludes and postludes at various services. We also had a section leader concert organized by Liz Dean on Friday evening, March 31, which was well attended. And on Sunday afternoon, December 3, Wellesley College MUS 344 Advanced Performance Seminar had their class recital in St. Andrew's sanctuary. I want to foster this relationship with Wellesley College. Presently, one organ student practices at St. Andrew's on a regular basis.

Jonathan Ambrosino takes care of our Juget-Sinclair organ. Denis Juget and Stephen Sinclair came down from Montreal for a week to continue to service the organ in January 2023. This work started the week before Thanksgiving 2022 but due to an emergency back home they left after only two days of work. Our organ is in excellent condition and should serve us for many years to come. Anthony McKenna tunes our pianos.

Respectfully submitted,

A handwritten signature in black ink that reads "H Wardie".

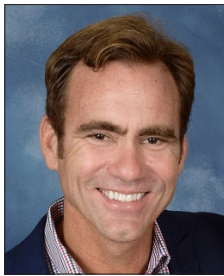
Helen Ward Mannix

Wardens' Reports

Wardens' Letter



Megan Burns



Will Nystrom

I'm convinced that nothing can separate us from God's love in Christ Jesus our Lord: not death or life, not angels or rulers, not present things or future things, not powers or height or depth, or any other thing that is created. —Romans 8:38-39

SO TRUE. And we can now add COVID to the list of what won't separate us from God's love. 2023 was the year St. Andrew's roared back to life. In many ways we haven't returned to pre-COVID levels, we have surpassed them. We have more newcomers experiencing our rich services, more participants in our Christian learning programs, and more volunteers to help power all the good works. Our church school program has been filled. Our "next gen" parishioners are stepping up into leadership roles. We had a pilgrimage with 26 friends touring Canterbury, London, and York. And we danced the night away with 200+ parishioners at our sold-out celebration. And to top it off, we now have streaming services and events that brings St. Andrew's alive for scores more people that cannot attend in person.

We have been blessed by so many gifts. And it starts with Adrian, Margaret, Sarah, Wardie, Karen, Kate, Joanne, Susan, Steve, and Bill. The commonality I observed throughout 2023 has been that the status quo is not an option. Our church team shows a commitment to improvement and growth, making St. Andrew's ever more vibrant and relevant in our modern world.

A prime example is the clergy's dedication to RenewalWorks, with a team of 14 volunteers, and a detailed survey taken by 240 parishioners, where we engaged in discernment to help us understand our

spirituality, and our relationship with God. From that work, in 2023 we identified new practices to help with our spiritual growth, like providing basic teaching and reinforcing key Episcopal beliefs, expanding our Bible study offerings, and enhancements in our communications.

Thank you, Margaret, especially for the strength of the 9am Christian learning series, and the expanded offerings such as the Inquirer's class, with a waiting list for the next session! We had a recent week where over 100 parishioners participated in our Christian learning offerings. We are blessed so much by Margaret's commitment and passion in teaching us lessons of Christ's love.

Thank you, Sarah, for reinvigorating our church school program, and for personally re-writing the curriculum for the upper school, which has led to greater engagement by our children and deep appreciation by our parents. Sarah is a trained certified teacher with a gift of listening deeply to people and turning words into actions. We also get the benefit of her engaging sermons while she writes her doctrinal dissertation on happiness. Bonus!

Thank you, Wardie, for your talent in choosing music, and your ability to recruit section leaders and inspire our choir to greatness. Wardie is a "pastor" and a mentor as well to all those she connects with through their shared love of music.

Thank you, Karen, our uber volunteer who brings years of wisdom, compassion, and experience to our clergy team, and whose deft skills at pastoral care are a blessing to so many.

Thank you, Kate, for doing a million jobs that makes our church run so smoothly. I'm especially grateful for Kate's ability to bring new technology and new thinking to many of our "old way" including her central role in the launch of Realm which allows us all to connect better and be part of the St. Andrew's digital community.

Thank you, Joanne, for running our finances with skill, and grace, and toughness. Joanne is the woman

behind the scenes who is our accounting wizard and ensures every penny is well tracked and well spent.

Thank you, Susan, for getting all safe church trained this year, and making sure the church school runs smoothly. Susan is the master coordinator of schedules, fills in when needed at church school, and constantly is moving among the classes to ensure our children have a vibrant and loving experience.

Thank you, Steve, for your tireless work to make St. Andrew's sparkle and run smoothly. I'm especially grateful for your knowledge of every inch of our church and I am always so comforted that when something inevitably fails (queue our ancient sewer pipe for example) Steve has the expertise and wisdom to solve the issue with minimal disruption. And always with patience and grace.

Thank you, Bill, for your reliability, hard work, and responsiveness. Your responsibilities as sexton on Sunday are a crucial part of the success of our Sunday worship.

And last but not least, thank you Adrian. Always teaching. Always inspiring. Always bringing Christ's love for us into real, everyday terms and events we can understand. And always with your wry British sense of humor and an innate gift of saying what we need to hear most. You have brightened my Sunday (and weekdays) countless times with your deep and inspirational thinking about God and our place in this world He created.

Thank you, vestry. You inspire me each month with your dedication to your ministry. And I want to offer

special gratitude to those vestrypersons whose terms expire in January: Peter Lull, clerk; Joanna Horobin, outreach; Laura Brown McKinnon, worship; Lisa Howe, human resources; and Elizabeth Clarke, membership. Your impact on our beautiful church community will not be forgotten.

Thank you to Megan, my warden buddy and an all-around solid, thoughtful partner. Megan, I am especially grateful for your insight into the pulse of the parish and your innate ability to problem-solve, always with a sense of humor. I will very much miss our weekly meetings and our time together.

Looking ahead to 2024, we have assembled an amazing committee to study the design and installation of a beautiful new stained-glass window at the back of the sanctuary facing Washington Street, known now as the Porter window. While still in its early stages, we intend to make the Porter window a crown jewel for St. Andrew's, a beacon for those passing on the street to enter, and a warm embrace for those inside. This is a journey that we will take together, with input from all, as we celebrate modern saints and our world community. I can promise you that the new memorial window will reflect our traditions and will be complementary to our stunning window above the altar.

I am wishing for 2024 to be a year we grow together in our spiritual journey and experience joy in our shared celebration of God's love. Thank you for the opportunity to serve as your warden.

—Will Nystrom, warden

Montessori School Report

THE WELLESLEY MONTESSORI SCHOOL is heading into its 50th year and is delighted to continue its long-standing relationship with St. Andrew's. We are grateful for the continued support of St. Andrew's, which has allowed us to continue to offer our community a high-quality program for children. Beginning in the fall of 2024, the school will be expanding our program offerings and serving children as young as three months of age through kindergarten.

Access to a community-based program is more important now than ever, as families look for a safe and nurturing place for their child's development to be

fostered. As we strive to meet the needs of our community, our teachers and staff are implementing new and innovative ways to offer an authentic Montessori curriculum. We would like all St. Andrew's parishioners to know that a scholarship fund is available to members of the church. On behalf of the entire Wellesley Montessori School, I would like to give a special thanks to the clergy, vestry, Katharine Clark, Joanne Butler, Susan Jackson, Wardie Mannix, Steve Killeen, and Bill Clover for their continued support.

—Vanessa Larkin, M.Ed.,
Wellesley Montessori School director.

Parish Register

Baptisms Brooks Boghosian, Sydel Boghosian, John Francis Brennan IV, Thea Camio Dearing Civetta, Finley Hunnewell Donohue, John Frederick Foltz, Gwyneth Mae Gaede, Henry James Jennings, Beau Charles Kornack, Sophia Aerin Lavinia Morris, Charlotte Lee Richards, Sloan Hazel Ross, Melissa Eve Surgenor, and Mackenzie Elizabeth Swift

Burials John Bezanson, Ted Bowers, Peter Henry Dodson, Janet Stewart Ellis, Shirley Emerson, Dona Kemp, Richard A. MacKinnon, Virginia (Bobby) Murray, David Powell, Helen L. Robertson, Diana Mary Steel (née Donahoe), Ursula R. Turano, Terry Tuytschaevers, Mary (Mimi) Dodge Anthony West, and Ruth Boardman Wilson

Confirmations Emily Elizabeth Bacon, Beatrice Jennifer McKay Cole, Caroline Grace Condon, Johannaes Henk Eikeboom, Kate Farella, Francesca Forrester Grossetti, Elizabeth Coco Hudson, John Barbin Hudson, Christina Lowe, Jason Lowe, and Sophia Lowe

Marriages Sabine Adamson and Nathaniel Meyer

Nominating Committee Report

2024 St. Andrew's Slate of Nominees

Tad Heuer, Clerk (2-year term)



Tad Heuer

TAD AND HIS FAMILY live around the corner from St. Andrew's on Abbott Street in Wellesley and have been members since 2012. Tad has sung in the choir, served on the membership committee, and taught church school, and his daughter Imogen (8) was baptized at St. Andrew's. Tad is a partner and the chair of the appellate practice at Foley Hoag LLP, where he practices land use and administrative law. He is a Wellesley town meeting member and was previously the chair of the Wellesley Historical Commission.

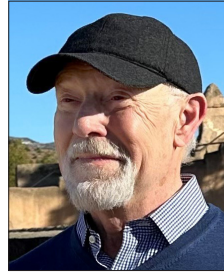
Laurin Baldwin, Human Resources (3-year term)



Laurin Baldwin

LAURIN BALDWIN started attending St. Andrew's in the fall of 2021 (Veterans Day celebration with the poppies) after being an active member of Episcopal churches in Southborough and Westborough. She is a "cradle-born" Episcopalian. Her uncle, father, and brother were all Episcopal priests. After her first Sunday, she attended adult formation classes until she joined the choir in September 2022. She has been part of an Inquirer's class, Sacred Ground, Coventry suppers, a contributor to the Lenten Meditation Guide and, more recently, the 2023 Turkey Trot. Laurin is a middle school English teacher at Worcester Academy, cross country coach, mother of four children (26, 28, 30, 32) and lives in Westborough. She received her undergraduate and graduate degrees in education from Rollins College in Winter Park, FL. Laurin started teaching in 1986 in Florida and moved to Massachusetts in 1989. She is originally from Tennessee. During her free time, she likes to be active and visit her family, friends and four children who live in Arizona, Texas, Florida, and Washington, DC.

Joe Hamilton, Treasurer (2-year term)



Joe Hamilton

JOE AND FAMILY have been members of St. Andrew's since 1995. While a member, Joe has served as church school teacher, adult chaperone for overseas missions, and lay Eucharistic minister (LEM). Since 2017, he has coordinated all LEMs and readers. More recently, Joe has served on the stewardship committee, and participated in a mission trip to El Hogar. Joe had experience as a vestryperson before moving to Wellesley. The Hamilton children, Lydia and Ted, were both confirmed at St. Andrew's and grandchildren are now beginning to attend when in Wellesley.

Joe has been a board member and chair of corporate boards and advisory councils, and for 15 years the treasurer, director, and chair of Oxfam America, the international aid and relief organization. He retired in 2016 after a career in international insurance and reinsurance, working and living in the US, Europe, Latin America, and Asia. When he and Luisa are not in Wellesley, Joe looks forward to time spent with his children and grandchildren in Washington, DC and Pennsylvania, friends overseas, and international travel. He is actively pursuing long held interests in ancient American cultures, especially the Maya.

Amanda Curtis, Membership (3-year term)



Amanda Curtis

AMANDA grew up attending The Church of the Redeemer in Bryn Mawr, PA with her parents and brother, where she was baptized, confirmed, active in youth group, the acolyte program, and married. She joined St. Andrew's in 1998 after moving to Wellesley and having her first child. She and husband, Charlie, brought up Charlie Jr. (25) and Lily (23) at St. Andrew's. She taught Lily's church school class for six years. Both children were confirmed, mem-

bers of youth group, and acolytes. Amanda and her family served monthly meals for the Salvation Army in Framingham and volunteered together to serve at Family Promise Metrowest on many host weeks. She enjoyed chaperoning the youth mission trip in 2015 to Navajoland UT with her children. Amanda has been on the membership committee for many years and enjoys welcoming new members. Prior to raising a family, she was in the blood services industry at the American Red Cross. She enjoys competitive sports, playing on her tennis and paddle tennis teams. She also loves working with her four-year-old lab, Luna, in the Caring Canines program of MA.

Herb Manning, Outreach (3-year term)



Herb Manning

HERB AND HIS WIFE PAIGE have been active members of St. Andrew's since moving from Wakefield to Wellesley in 1995. Their adult children, Margot and Drew, grew up in St. Andrew's, from baptism to confirmation and youth groups. Paige recently completed a term as warden at St. Andrew's.

Herb has served on outreach for several years, and for the past five years he has coordinated our gift of Thanksgiving dinners for families affiliated with St. Stephen's, our sister parish in Boston. He has also served for many years on stewardship (including two stints as vestryperson for stewardship). He has been an usher for many years and was on the search committee for one of our assistant rectors. He has been a delegate to Diocesan Conventions a few times. He has taught church school and was one of the adult chaperones on the 2012 youth mission trip to Navajoland UT.

A native of North Carolina, and a proud UNC Tarheel, Herb has retired from a career that began in physics research (fusion energy, imaging systems, and X-ray astronomy) and later shifted to a consulting role involving analysis and financial forecasts for energy firms. He and Paige still live in Wellesley with two large and noisy dogs, with periodic visits to a lake house in Maine.

Erica Gelser, Worship (3-year term)

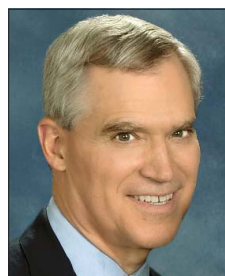


Erica Gelser

ERICA GELSER is a long-time member of St. Andrew's. Most recently, she serves as director of the altar guild where she enjoys helping behind the scenes and working with a wonderful group of people. Erica has previously been vestry clerk and taught Rite-

13. Erica and her husband, Stephen Mahoney, run around after their three boys Peter, Ben, and Thomas. In December the family celebrated the wedding of Steve's eldest son Alex to Angie, a truly festive family occasion. Erica also volunteers with the Eastern Mass Cross Country Ski Youth Club where she is the communications lead.

Tom Faust, Warden (3-year term)



Tom Faust

TOM AND HIS WIFE WINNIE have attended St. Andrew's since moving to Wellesley in 1987. Their adult children Travis, Luke, Ethan, and Diana were each confirmed at St. Andrew's. Tom has served St. Andrew's as a member of the rector search committee,

2012-2013; vestryperson for finance from 1995 to 1998; and as chair of the investment committee from 1992 to 1995. Tom has worked in the investment management business since 1985. Over his 36-year career at Eaton Vance Corp., Tom was an equity investment professional and member of senior management, serving as Chairman and CEO from 2007 until the company's sale to Morgan Stanley in 2021. Tom was Chairman of Morgan Stanley Investment Management until September 2023 and is now a Morgan Stanley Senior Advisor. Tom holds undergraduate degrees in mechanical engineering and economics from MIT, and an MBA from Harvard Business School. Tom serves as a trustee of the Boston Symphony Orchestra and was formerly vice chair and a trustee of Wellesley College. In his free time, Tom enjoys the outdoors and spending time with his three grandchildren. He is a native of Helena, Arkansas, where he was raised in the Presbyterian church.

Vestry Committee Reports

Report of the Vestryperson for Adult Formation

2023 HAS BEEN A YEAR FILLED WITH MOMENTUM, enthusiasm, and new growth opportunities developed and offered by Rev. Margaret Schwarzer and the adult formation committee. I am delighted and honored to have taken over as vestryperson for adult formation from Ansley Martin, and I am so thankful for the amazing work that Ansley and Margaret led in prior years. It has been easy to step into Ansley's shoes and continue to build from the firm foundation that was previously established. We continue to be blessed with an incredible committee that brings passion, energy, curiosity, intellect, and a diversity of rich ideas to help us formulate wonderful programming for our parish. Our offerings have been gaining momentum throughout the year, and attendance has been growing consistently, reinforcing how important Christian learning and our committee's offerings are to ongoing spiritual growth at St. Andrew's.

The 2023 year was influenced by some exciting new planning stemming from reflections obtained from the St. Andrew's RenewalWorks survey. We learned that there was a strong desire from our church community to have more opportunities to learn the basics about being an Episcopalian and how we practice our faith, more accessible ways to read and study the Bible, and more paths to develop a closer personal relationship with God as an adult at St. Andrew's. Our committee worked closely with Rev. Margaret Schwarzer and Rev. Adrian Robbins-Cole to expand adult formation programming, which resulted in some new offerings that began to roll out this fall and were highlighted at our Ministry Fair in September. These new offerings include an Inquirer's class for those wishing to learn more about what it means to be an Episcopalian over a four-part series; three separate Bible studies: Open Bible Study on the first Tuesday and Wednesday of each month (formerly Bible Circle), Men's Bible Study on Saturday mornings, and Beginner's Bible Study every Thursday at noon; plus a Preacher's Corner table at coffee hour to allow priests to discuss their sermons and answer any questions to those wishing to learn

more. Our fall Inquirer's class was readily embraced by the parish and registrations filled within a few weeks, so we have maintained a waiting list for those who wish to participate in a spring Inquirer's class offering. The feedback has been tremendously positive, and attendees have requested ongoing programming in the future to help them further grow. The new Beginner's Bible Study has been very popular, typically drawing an average of 20 attendees online each week. We're thrilled to see our church community responding so positively to these extra offerings.

Our spring adult formation offerings included the 2023 Lenten Meditation Guide, distributed both in books mailed to parishioners' homes and by email through an opt-in program, our very popular Lenten Program & Potluck, and our Easter week Taizé-style service. The Lenten Program & Potluck theme *Growing in Christ: Claiming Resilience* featured *God's Gym*, *Six Steps to a Compassionate Life*, *Tikkun Olam—Repairing the World* with special guest Rabbi Rachel Saphire from Temple Beth Elohim, *Trauma and Resilience*, and *Happiness and the Christian Life*. The Lenten Program & Potluck roared back in popularity, with attendance growing each week and reaching 60 attendees during the last week. The 9am Christian learning series continued to grow in in-person attendance, with a consistent group also attending online. Spring classes included *Healing Prayer*, a three-part series on *The Trinity: Who is God? Who is Christ? Who is the Holy Spirit?*, a five-part series discussing our Lenten book *How the Irish Saved Civilization*, followed by *Visio Divina: Images of Crucifixion*, *Prayer in Motion: the Labyrinth*, *Vatican II's 60th Anniversary: What it Really Means* with guest teacher Rev. Dr. Jim Weiss, *Science as a Window of Wonder to the Divine*, *Visio Divina: Images of Resurrection*, *the 1979 Book of Common Prayer* again with guest teacher Dr. Jim Weiss, and *Images of Heaven*.

In July we were blessed to have 26 St. Andrew's parishioners join Adrian Robbins-Cole and Margaret Schwarzer on a glorious and spiritual 13-day pilgrimage through England. The group toured with the

Very Rev. Dominic Barrington, Dean of York, focusing on spiritual stops based in and around Canterbury, London, and York. Highlights included breathtaking Evensong and Sunday services featuring expert choirs in Canterbury Cathedral, Westminster Abbey, and York Minster: tours of Coventry Cathedral, Whitby Abbey, and Rievaulx Abbey: and great fellowship as a group while enjoying the tastes of English pub food and warm beer.

Fall adult formation offerings included a “field trip” to our parish hall to join a Zoom broadcast delivered by former Archbishop of Canterbury Dr. Rowan Williams; the first of a three-part forum series on Antisemitism offered by a member of the Temple Beth Elohim congregation, Eric Rosen; our annual Wellesley Turkey Trot; and our December Taizé-style service. The fall 9am Christian learning series classes included *Church Fathers’ Ancient Wisdom: The Church is a School for Love*; *How did You Find the Church: Born into it, Found it, Invited?*; *Numbers in Scripture and Their Meaning*; *Spirituality in the Marketplace: Adam Smith and Capitalism*; *Boston Healthcare of the Homeless*; our fall book discussion on

“Rough Sleepers;” *An English Pilgrimage Experience: Our Anglican Roots*; followed by a three-part series on learning the basics and inspired by the book *Walk in Love: Episcopal Beliefs & Practices featuring Written for our Learning: the Bible, All Times are your Seasons: The Church Calendar, and The Work You Give Us to Do: Vacation*. The semester ended with *Spirituality in the Second Half of Life*; *The End of Times in Advent*; *Visio Divina: The Creche Interpreted in Art*; and *Giving and Receiving Gifts*. It has been heartwarming seeing the Christian learning audience continue to grow and attract newcomers, and we look forward to continuing to create meaningful offerings for our parish.

I would like to thank our enthusiastic and supportive committee who helps to ensure that adult formation offerings are a success: Pam Alexander, Laura Brown MacKinnon, David Guydan, Ansley Martin, Will Nystrom, Paul Shellito, and Sandy Warren. And most importantly, we would like to express our tremendous gratitude to Margaret Schwarzer, who teaches and inspires us all each day.

—Carrie Hawley

Report of the Vestryperson for Communication

Realm

A PRIMARY FOCUS of the communications committee in 2023 was using our new online database Realm for event sign-ups and for the church directory. So far, we have updated active members’ contact information, helped with email signups and logins, started organizing ministry groups, and used the site for registering children for church school, including Kids’ Place, Godly Play, upper school, Rite-13, youth group, and acolytes, with the help of Susan Jackson, Sarah Robbins-Cole, and Coryell Urban. We have begun to add photos to parishioners’ profiles, in hopes that we can soon print photo directories for members who still prefer printed materials.

Social media

We have increased the weekly number of Instagram posts, which themselves link to Facebook, which in turn, has increased the number of followers. We have

been focusing on church happenings, including outreach projects, upcoming events, upcoming sermon “sneak peaks,” and family and children’s events. We continue to post photo albums of events on the church’s Facebook page, thanks to our church photographer, Peter Lull. We continue to check in with the diocese to align our social media guidelines.

Streaming services

We have continued to stream our Sunday services on Facebook, the website, and YouTube. We have committed online parishioners tuning in every week from around the country and even some from across the globe. A special thanks to Rob Brandt for his continued commitment to helping St. Andrew’s stream.

Other Communications

Work in addition to these areas of focus, the year also included ongoing activities:

The Call

We continue to produce The Call featuring columns from each of the clergy and the wardens, as well as articles on people and issues of interest to the parish. We thank Dan Dent for his great work in producing this important communication tool. Dan generates ideas, writes copy, edits, and guides production of The Call.

Ads/Signs

New Christmas banners were produced for the 2023 holiday season, featuring our icon campaign.

e-Pistle

This email goes out every Friday as an electronic version of the weekly Sunday bulletin. The communications committee met monthly in 2023, with frequent attendees including our three clergy members, Kate Clark, and parishioners Rob Brandt, Dan Dent, Peter Lull, Betsy Millane, Sandra Rigney, and Terri Rawson-Wakefield.

—Holly Anza

Report of the Vestryperson for Fellowship

WE HAD A GREAT START TO THE NEAR YEAR.

In January, the Epiphany Fireside Supper was a wonderful gathering of about 45 to 50 parishioners and clergy who enjoyed an intimate service and a lovely potluck dinner. Jenny Sawyer and Jen Martin made soup, we ordered Roche Bros sandwiches and all brought something to share. Zebby & Al Dubé were there from start to finish, Ntonhle Kekana was a wonderful help and Linda Lull is amazing. Sarah Robbins-Cole had us all consider and share where we see God's light in our lives and where we see his light when times are difficult. It was a lovely gathering, a nice dinner, and great to have this evening connection among all.

In February, Shrove Tuesday was enjoyed on February 21 and Terri Rawson-Wakefield lead the charge with helpers from youth group, Coryell Urban, and Elizabeth Svedland as well as Rite-13 helpers. Terri has led this effort for years and does a fantastic job coordinating the gathering.

March was highlighted with Evensong hosted by Margaret Zusky and Wendy Haering. Parishioners enjoyed the beautiful service, followed by a lovely dinner.

For Easter, eggs were hidden, and many parishioners came to the in-person service. In May, we had a wonderful Spring Tea, hosted by Ginny Snow, Heather Schaefer, and Coryell Urban. There were over 20 attendees and the Wellesley High School all-female

a Capella group entertained the guests. All enjoyed the company and music.

May also brought back the first full Bargain Haul since 2019! Becky Hamlin and Wendy Barry were our leaders, and they did an excellent job. Parishioners enjoyed a wonderful Parish Night on Friday night, and the halls were full of shoppers on Saturday morning. It was a great success that benefitted many of our outreach partners and brought our St. Andrew's community together.

In September, the parish picnic landed on one of the most perfect weather days. As always, Jenny Sawyer orchestrated the event and seamlessly pulled everything together. She is wonderful and is amazing coordinating this event—she's probably been doing it for the past ten years!

In October, we enjoyed the St. Andrew's Gala, Celebrating Clergy, Staff & Community. It was a great celebration held at the Wellesley Country Club including dinner, drinks, and a world premier band. We had over 200 attendees and the band made sure that the dance floor was full. It was a terrific night had by all and a wonderful way to celebrate the clergy and staff. We are so lucky.

November brought out many St. Andrew's runners for the annual Turkey Trot. Margaret was our fearless leader again and gathered the largest Turkey Trot team in town with over 70 runners. Ainsley Martin ensured that all had wonderful, red fleece hats with

our logo and we offered a great water table for all runners at about the one-mile mark. Wonderful spirit on Thanksgiving morning.

December 1 was the Gathering of the Greens which Linda Lull oversaw, and Becky Hamlin graciously offered her expertise on Sunday morning to anyone who needed assistance in advent wreath making. We had loads of greens and wonderful creativity in the wreath making. In December, the Advent Lessons & Carols reception was hosted by Margaret Zusky and Joanna Horobin.

I am thankful for the wonderful St. Andrew's community and also for the support of the fellowship committee and all others involved, both volunteers

and participants: Wendy Barry, Barbara Bergstrom, Rob Brandt, Catherine Condon, Sarah Dent, Al Dubé, Zebby Dubé, Wendy Haering, Becky Hamlin, Emily Hunnewell, Frank Hunnewell, Luisa Hunnewell, Ntonhle Kekana, Peter Lull, Hillary Madge, Ansley Martin, Lakey McArthur, Jennifer Olivetti, Terri O'Toole, Tim Raeke, Terri Rawson-Wakefield, Dot Reed, Sandy Rigney, Jenny & Mark Sawyer, Heather Schaefer, Lynda Sperry, Kris Vanin, Michael Vanin, Sandy Warren, and Margaret Zusky. And special nods of gratitude to Steve Killeen and Bill Clover for all their work to support us behind the scenes.

—Ginny Snow

Financial Report and Budget (see insert)

Report of the Vestryperson for Human Resources

THE HUMAN RESOURCES (HR) COMMITTEE advises the rector and wardens on matters concerning paid staff of the church. The committee prepares and maintains job descriptions and an employee handbook, recommends salary levels and adjustments, investigates benefit options, and assists in the hiring of staff members. Indeed, this role may seem more secular in nature than other vestry ministries. However, there are several scripture passages which remind us that what we do as professionals, craftsmen, volunteers and laborers, should be done to bring glory to God. If we completely depend on God in our work, He will “establish” our plans. Committing ourselves to God means taking a step back from what we think we want and honestly contemplating what God wants us to do. It requires us to take our successes, failures, plans and questions to God in prayer every single day.

Commit thy works unto the Lord, and thy thoughts shall be established —Proverbs 16:3

Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God. Give none offence, neither to the Jews, nor to the Gentiles, nor to the church of God. Even as I please all men in all things, not seeking mine own profit, but the profit of many, that they may be saved. —1 Corinthians 10:31-33

St. Andrew's is truly blessed with dedicated, skillful, creative, and hard-working clergy and staff. Our rector, Adrian Robbins-Cole, would like to acknowledge all their contributions over the past year:

Margaret Schwarzer

Margaret helped Adrian organize a memorable 2023 pilgrimage to England with visits to ancient sites in Canterbury, London, and northern England.

Along with the adult formation committee, Margaret planned a robust Lenten Program & Potluck for 2023. Five different speakers offered programs for our theme: *Growing in Christ: Claiming Resilience*. The adult formation's new Inquirer's classes, focusing on the core elements of our Episcopal Christian identity, have been well attended and popular among parishioners. And at Thanksgiving, under Margaret's leadership, St. Andrew's won the Wellesley Turkey Trot's prize for biggest team again.

Margaret also coordinated the Lenten Meditation Guide and orchestrated the traditional candlelight Taizé-style services and Blue Christmas service which supports those facing challenges.

Sarah Robbins-Cole

This was Sarah's first full year as associate rector for youth and family. She has a strong focus on establishing relationships with young people, which is critical for keeping them engaged. Sarah has managed the successful growth of church school with a new classroom and teachers added. She rewrote the upper school curriculum based on the findings of RenewalWorks, lifelong formation and input from parents. Church school teachers have expressed their appreciation for the new curriculum. Additionally, Sarah introduced successful youth services.

As part of her doctoral work, Sarah undertook a happiness study with youth. This involved them in a month of spiritual practices from which they reported a 20% increase in subjective happiness. Sarah also led confirmation class and re-established youth group.

Karen Budney

Karen continues to generously share her time and talent by providing pastoral care. She is valued as a key member of the clergy team, sharing her wisdom and insight from her many years of experience as an ordained clergyperson serving in different ministry areas and in different parts of the country. This year, she has played an important role in helping the clergy team to plan new programs in the response to the findings of the RenewalWorks survey and from what the clergy team learned at the conference on making our parish a center of life long spiritual learning.

Helen Ward Mannix

Our congregation is very blessed by Wardie's extraordinary talent as a choirmaster. Music is a critical element of the life of the parish.

A big gift that Wardie brings to the parish is her connections with the music schools in Boston which enables her to recruit the very talented professional section leaders who do so much to enhance our music on Sundays. We are also grateful to Wardie for recruiting Jane Money, artistic director of the Boston City Singers, to help organize our Christmas Pageant.

Katharine Clark

As the parish administrator, Kate continues to play a vital role in coordinating the life of the parish. Kate's

specialized skills keep daily operations on schedule, as well as up to date with technology and communications. This year she oversaw the installation of a second camera in the sanctuary for our Sunday service online broadcasts allowing viewers to have a wider view of the church from the back of the sanctuary. Kate continues to manage and integrate use of the Realm database.

Once the new wall between the finance office and the historian's office was added, and the room was repainted, Kate purchased new cabinets for the historian's office. It is a much more usable and pleasant office for our volunteer historian.

Susan Jackson

Susan's contributions to the smooth running of the church school programs make a tremendous impact on the growth of our parish as they are pivotal to attracting new families. This year, Susan has led the way in implementing the use of the Realm platform in registration, organization, and advertising church school programs.

She also helped work on rewriting the church school curriculum with Sarah and organized all the safe church training for church school teachers.

Joanne Butler

Joanne has continued to be a great blessing in her role as financial administrator ensuring the smooth daily financial operations of the parish. We receive a lot of positive feedback from parishioners about their good experiences of interacting with Joanne about their questions and requests on financial matters.

Joanne has worked to help implement the financial elements of the Realm system and with the new online giving options.

Steve Killeen

Our church home has benefitted from the continued care provided by our much-loved sexton, Steve. This year, Steve has worked with the vestryperson for property, Sam Schaefer, to undertake an extensive "needs assessment" survey of our church properties. This endeavor will enable us to draw up a ten-year maintenance plan for sustaining our precious building.

—Lisa Howe

Report of the Vestryperson for Membership

THIS YEAR, ST. ANDREW'S HAS BEEN BLESSED with many new people attending our services each Sunday. In 2023, we had 45 seekers and newcomer families explore St. Andrew's, and so far, a significant number are continuing to worship with us or have joined the church. Please make a point of introducing yourself to some of the many new faces among you.

Our committee hosts various events to bring newcomers together and we line up welcome greeters and serve as exit greeters to meet and greet visitors after the 10am service. Our goal is to welcome visitors, see if they would like to be on our mailing list or receive permanent name tags, and answer any questions that they may have. Once we can collect information, Margaret reaches out directly to make a personal connection oftentimes followed by a member from our committee. To further capture new visitors, we reinstated welcome cards, updated with a QR code, in the pews. In addition, we created cards with a calendar of events that can be handed out to newcomers when they visit. The cards are in the narthex for anyone who would like one.

We are grateful to those of you who have participated in the welcome greeting before the 10am service as it sets such a warm tone for all members entering our church. If you are interested in being a greeter, please reach out to the membership committee—we would love to have your involvement!

2023 marked the return of our Newcomer's Brunch for adults in early March and in late October. Given that we had to put this event on hold the past few years coupled with the influx of new members, we are still playing catch-up on our list of invitees. It remains a wonderful opportunity for new members to socialize with our clergy, wardens, and members from our committee in an informal setting while childcare and kids' food is provided in the Kids' Place.

We were pleased to return to hosting the adult Pimm's party at the rectory in early June for newer active members who have been part of St. Andrew's for a couple of years. We thank Adrian and Sarah for opening their home for this event.

We enjoyed a vibrant Homecoming Sunday at St. Andrew's this year followed by a well-attended parish picnic the following weekend. Membership hosted a table with sign-ups for: permanent name tags, welcome greeters, Coventry suppers, and coffee hour hosts. We also hosted a table at the vestry ministry fair on September 24.

In addition, we held a Kids' Place coffee in early October on the playground which was well attended by several new young families with infants and toddlers. Later that month, our committee hosted a regular coffee hour in the parish hall.

Another fun tradition is Coventry suppers with groups of eight to ten members in each group. This is a wonderful way to stay connected with one another and to get to know other parishioners of multiple generations better. This year, we have 99 parishioners participating—a record number!

In addition, our committee provides each newly baptized child with a picture book commemorating their baptism at St. Andrew's and serving as a special keepsake.

A sincere thank you to the membership committee for their enthusiasm and support during 2023. The committee includes Travis Anza, Connie Barnes, Pam Byron, Ciara Cheli, Amanda Curtis, Becky Hamlin, Carrie Hawley, Ntonhle Kekana, Suzanne Nystrom, and Betsy Veidenheimer. Will Nystrom is our warden representative. Heartfelt gratitude to Margaret Schwarzer, our clergy representative, who is a warm presence to all new seekers and a wonderful sounding board to our committee.

It has been my pleasure serving as membership representative on vestry for the past three years and I happily pass the baton to Amanda Curtis, who will continue to lead the parish in our mission to welcome and integrate newcomers of all ages, races, and faith backgrounds into our friendly, active, and growing parish.

—Elizabeth Clarke

Report of the Vestryperson for Outreach

Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me. —Matthew 25:40

THE PRIMARY OBJECTIVE of the St. Andrew's outreach ministry is to help our congregation put our Christian faith into action. In 2023, our congregation was blessed with many new families and parishioners. The outreach team have focused on communicating about our partners and the work they do by increasing our types of communication. In addition to the regular announcements in the weekly service bulletin and e-Pistle, Al Dubé created a beautiful Tree of Outreach which is displayed in the office corridor, and we participated in the Ministry Fair. Here are our highlights for 2023

Morning of Service/Family Meal-packing Event

On Saturday, September 23, more than 75 parishioners, old and young, gathered in the parish hall and worked together to pack 10,000 nutritious meals. These dried high protein macaroni cheese dinners were gratefully received by the food pantry at the Pearl Street Cupboard & Café in Framingham. Many thanks to Cam McCormick for her leadership and to members of the planning committee: Al Dubé, Zebby Dubé, Greg Hunter, Nancy Jones, and Doug Mizzi. The meals were funded \$3,500 by generous donations from parishioners.

Alternative Giving Fair (AGF)

The AGF was held on December 10 and provides parishioners the opportunity to support our outreach partners and grant recipients by making donations in lieu of actual Christmas gifts. The team provides cards that parishioners can give to their loved ones to inform them of the donation and organization.

Metrowest/Local partners and activities

1. *Family Promise Metrowest*

Our relationship with Family Promise Metrowest (FPM), a cooperative interfaith partnership helping families with housing insecurity through safe transitional shelter, meals, and case management, continues to be a positive opportunity to live our

faith. While there are limited opportunities for volunteers, we continue to support FPM financially and through gifts in kind. Our outreach budget gave \$2,800 this year to Family Promise Metrowest. FPM will also benefit from the 2023 Alternative Giving Fair (AGF).

2. *Salvation Army*

The outreach budget gave \$3,000 to Salvation Army Framingham.

3. *Wellesley Food Pantry*

St. Andrew's outreach continues to support the efforts of the pantry in helping our neighbors who are experiencing food insecurity. We held the annual Souper Bowl food drive to support WFP in February and collected a (literally) carload of food to donate. The Wellesley Food Pantry received financial support from St. Andrew's in the sum of \$1,500 from the budget and will also benefit from the 2023 AGF.

Urban/Boston partners and activities

1. *St. Stephen's Episcopal Church*

St. Stephen's Church in Boston's South End is our sister parish.

- Cam McCormick and Karen Pekowitz organized our volunteering for the B-SAFE summer enrichment program. We hosted youth at St. Andrew's on July 7 and our volunteers organized several different activities including a corn-hole tournament, various arts and crafts activities, and karaoke. After making themselves bag lunches from a generous spread laid out in the parish hall, the youth departed for a fun outing. We also provided bags of non-perishable groceries for delivery to St. Stephen's Youth Programs (SSYP).
- In November, parishioners donated over \$3,000 to supply holiday dinners, and gifts for seniors, at St. Stephen's. Herb Manning shopped for the turkeys/chickens and food and was delighted by the enthusiastic volunteer corps that helped organize the bags for 100 holiday dinners on Sunday, November 19 and helped with delivery to St. Stephen's. Jack & Jill Whiting prepared Christmas bags to be given to seniors at St. Stephen's, including beautifully knit-

ted items provided by the St. Andrew's stitchers and Christmas cookies baked by parishioners.

- During Advent parishioners donated gifts of toys, sporting equipment, and clothes requested by St. Stephen's Youth Program families to place under the Giving Tree.
- St. Stephen's received additional financial support from St. Andrew's in the sum of \$13,000 from the budget and the food pantry of families in St. Stephen's Youth Programs will also benefit from the 2023 AGF.

2. *Bridges to Moms initiative at the Brigham and Women's Hospital*

This program, founded by Dr. Roseanna Means, brings ante-natal and post-natal medical care to homeless pregnant women and new mothers, and early childhood development oversight to their children. St. Andrew's volunteers assisted at the annual "Day of Beauty" for these moms just before Mother's Day, organized a "Pampers diaper drive" as part of the Giving Tree and parishioners provided financial support through the 2023 AGF.

3. *common cathedral*

An outreach ministry of Ecclesia Ministries to underhoused/homeless people in the Boston area, *common cathedral* is a weekly worship service held by Brewer's fountain on Boston Common. Under Cam McCormick's leadership, St. Andrew's parishioners join members of the community in worship and provide lunch several times a year. Parishioners provided financial support through the 2023 AGF. We provide sustenance in the form of food, but the constancy of this congregation fuels our faith.

4. *The Sox Box*

Parishioners donate large white athletic socks (which people living on the streets need for health reasons) and this is supplemented by an annual grant of \$700 from the outreach budget. The socks are distributed periodically to homeless shelters, *common cathedral* and Health Care Without Walls (HCWW).

5. *St. Andrew's Stitchers*

Donna Kell coordinates the St. Andrew's stitchers who work at home to make beautiful knitted and crocheted goods such as shawls, hats, scarves, blankets, cotton washcloths, and baby clothes. Since

this ministry began in 2006, thousands of items have been lovingly crafted. The shawls are gifted to parishioners in need by the pastoral team and other items are distributed to many of our outreach partners such as the clients of Bridges to Mom's, including baby items in "Welcome Home Baby" baskets, and members of the *common cathedral* congregation. These hand-knitted items are also eagerly anticipated items in the Christmas baskets for the elderly of St. Stephen's. In 2023, two shipments were sent to the Ukraine, including sweaters, hats and blankets for infants and toddlers, and hats and neck-warmers for soldiers. The St. Andrew's stitchers are generously funded through parishioner donations through the AGF.

International partner and activities

1. *El Hogar, Honduras*

- For more than 40 years, El Hogar has been transforming the lives of children from vulnerable situations by providing access to quality education and technical training. Bianka Eichelberger, who serves on the board of El Hogar, acts as St. Andrew's liaison to El Hogar. During 2023 El Hogar continued to offer their school programs to over 200 children, both those residing with their families in the community as well as at the residential schools. In 2024 interested St. Andrew's parishioners can participate in a week-long trip to El Hogar to see and learn about the work of El Hogar first-hand.
- St. Andrew's provided \$5,000 in financial support from the budget and El Hogar will also benefit from the 2023 AGF.

2. *Emergency relief/Episcopal relief and development*

We provide a grant of \$4,350.

2023 Outreach Grants

In 2023 grants totaling \$30,000 were distributed to the following organizations. Each grant application was sponsored by a parishioner, noted in parenthesis. In 2023, we were again pleased to receive an application from the 2023 confirmand class.

- \$5,000 to Massachusetts Bay Community College "Tuition Gap Fund" (Toby Kell), for students at risk of dropping out due to lack of funds to pay tuition
- \$2,500 to Easter Seals (2023 Confirmation Class)

- \$2,500 to Human Relations Service (2023 Confirmation Class) to ensure access to mental health support for teens in need without insurance / funds to pay for counselling
- \$5,000 to Esperanza Academy, Lawrence, MA (Randy Parker) to support the expansion of the Music Therapy program
- \$5,000 to St. Francis House, Boston (Katherine Jackson) to support new sneaker purchase program
- \$5,000 to Rise Up with Restorative Justice, Norfolk Prison (Charlene Smith) to sponsor additional volunteer training by Victim Offender Education Group (VOEG)
- \$5,000 to beheard.world, Chelsea (Margaret Zusky) to support a youth performing arts project over several months culminating in a performance at Boston's Franklin Field "Unity Day" in June 2024. The participants will be teens who have had negative interactions with police and are therefore considered at risk

Parishioners are strongly encouraged to sponsor an outreach grant application. Materials are available on

the St. Andrew's website, or speak to any member of the outreach committee for more information.

The many and varied opportunities to put our faith into action are what make St. Andrew's such a vibrant and caring community. 2023 continued to be an economically challenging year for our outreach partners but I am grateful for the generous response of our parish and thank the outreach committee members for their coordination of our efforts: Joy Denomme, Al Dubé, Zebby Dubé, Bianka Eichelberger, Jennifer Hanley, Joanna Horobin, Ann Johnson, Donna Kell, Peter Lull, Anne Manners, Herb Manning, Paige Manning, Cam McCormick, Debbie Osborn, Madison Riley, Mary Scanlon, Jack Whiting, Jill Whiting, Margaret Zusky (communication liaison), Megan Burns (warden representative), and Adrian Robbins-Cole (clergy representative).

We continue to strive to put our faith into action and trust in God's unwavering love for our strength and perseverance in the year ahead.

—Joanna Horobin

Report of the Vestryperson for Property

THE PROPERTY COMMITTEE oversees the upkeep and repair of both the building and grounds of St. Andrew's. This includes the church building, the rectory, the residential building at 7 Denton Road, as well as the parking lot. We are fortunate to have such a capable and dedicated sexton, Steve Kileen, who steadfastly manages the execution of this work, engaging vendors as needed. Although Steve often works independently, the property vestryperson plays a consultative role for major projects and is in regular conversation with him.

We are reaching the conclusion of a thoughtfully planned, and well executed, ten-year capital improvement program. In January of 2024, we will be

performing a "property conditions assessment" to provide a basis to establish a comprehensive ten-year plan for St. Andrew's going forward. Additionally, in 2024 we will be replacing components of the fire and life safety system.

A great deal of property management is preventative in nature, managing projects, and maintaining systems with the goal of preventing problems. We appreciate the opportunity to listen to, and collaborate thoughtfully with fellow members of this committee, as well as other interested parishioners, to ensure our role is executed well.

—Sam Schaefer

Report of the Vestryperson for Stewardship

THE 2024 STEWARDSHIP COMMITTEE came together in the spring of 2023 to begin planning for the 2024 campaign. Our 2024 campaign theme, Supporting our Spiritual Community, speaks to the renewed strength of St. Andrew's after the pandemic. We are back to our sanctuary once again filled with both long-standing, and many new, members. We see substantially increased volunteer numbers across all the parish's ministries and the church school and adult learning classes full. It is wonderful to experience worship, spiritual learning/growth, and fellowship as we all know it.

Our goals for the campaign were to raise \$1,200,000 and have participation by 280 households.

This year the committee decided to take on updating the Give pages of our website. Much work was done to improve the ease with which members, and visitors to the website, can understand and donate to not only our annual stewardship campaign, but also other important parish campaigns. The committee thanks both Kate Clark and Joanne Butler for their critical support in this effort.

The committee decided to have a four-week campaign with each week having a different theme: new members, outreach, youth members, and members

critical to our many ministries. Each week, we heard written, video, and in person testimony from parishioners reflecting that week's theme.

Late in the campaign, we continued publishing an alphabetical listing of those supporting 2024 "St. Andrew's Cheerful Givers."

As we wind down the campaign, I am pleased to report that we have raised well over \$1.0 million, about 87% of our goal. We expect we will continue to get pledges throughout the winter.

I wish to thank all of St. Andrew's for their continued generosity and support of the parish. We are a blessed community with so many committed members and an exceptional clergy. I am grateful to be a part of this wonderful group. I also thank each member of the stewardship committee for their time, talent, and energy in making the 2024 campaign a success. Members are Connie Barnes, Joe Hamilton, Eliot Heher, Ann Johnson, Allen Jones, Lou Madge, Will Nystrom, and Michael Vanin.

I also thank Adrian for his support and counsel throughout the process. As a new vestryperson for stewardship, it was quite the learning curve and Adrian was invaluable.

—Madison Riley

Report of the Vestryperson for Worship

QUARTERLY MEETINGS FOR OUR COMMITTEE provide a chance for the leadership of St. Andrew's creative ministries to meet with clergy to plan every service on our busy church calendar: baptisms and funerals, Christmas eve and Easter, and everything in between. This committee includes the ministry heads for acolytes, altar guild, flower guild, lay Eucharistic ministers and readers, music, ushers, video, and church wardens. Together we explore all our options to elevate the beauty and majesty of our faith inside our sanctuary. Our committee's focus is on how to support the clergy during the service and how to inspire the congregation in all that they see and hear. Each of

these separate ministries offer opportunities for anyone in our congregation to use their creative talents to take an active role in our worship services.

St. Andrew's is blessed with a strong base of volunteers for the many facets of our worship but there is always room for someone new. Those of us who can serve in these ministries enjoy a deep understanding of faith and community. Training is a joyous endeavor offered with aplomb by long-serving members. There is nothing like being in the church before the congregation arrives. Sometimes there is stillness and peace and a chance for a quiet prayer or two. Sometimes there is the wonderful hubbub of activity in prepara-

tion and excitement for the gathering of the parish. Each person involved in the worship ministries gets to experience this.

Our program year is led by our exceptional clergy team of Rev. Adrian Robbins-Cole, Rev. Margaret Schwarzer, and Rev. Sarah Robbins-Cole. It was exciting to see strong attendance numbers at Homecoming Sunday on September 10, 2023. Our beautiful services and robust community have returned with the consistent attendance of our 50 to 75 online parishioners each week. It is wonderful to feel we're back on our feet as a congregation worshipping together.

From the pews, our services are so beautiful and inspiring. I want to celebrate everyone who makes it happen from behind the scenes. It truly takes a village to get us to 10am every Sunday morning. Our worship services depend on the many talents of the following:

- Adrian, Margaret, Sarah, and Karen
- Katharine Clark, Steve Killeen, Bill Clover, and Susan Jackson

Memorial Rose Garden Report

SINCE ITS CONSECRATION on June 14, 1998, there have been 62 burials in the memorial rose garden. We are very grateful to Wardie Mannix, who has been caring for the roses in the garden with the help of our sexton, Steve Killeen. In addition to thanking Wardie for her skillful and faithful care of the roses, the administrators thank everyone in the congregation who have contributed to the creation and maintenance of this beautiful garden. We welcome all members of the congregation to learn more about it. I offer my thanks

- Wendy Barry and her 15 teenage acolytes, plus returning alumni
- Erica Gelser and her 37 altar guild members (including three trainees)
- Wardie Mannix and her seven paid section leaders and 28 stalwart senior choir members as well as several guest musicians
- Jane Money and her roughly 20 youth pageant participants (and their parents!)
- Katie Barrack, Debbie Lorenz, and their seven flower guild members
- Joe Hamilton and his 33 lay readers and chalice bearers
- Terri Rawson-Wakefield and her 24 ushers
- Rob Brandt and his team of six audio visual operators

for a grand total of 195 joyful servants (at least) and there's always room for more!

—*Laura Brown MacKinnon*

to the memorial rose garden administrators: Megan Burns and Will Nystrom, wardens; Harry Condon, treasurer; Sam Schaefer, vestryperson for property; and Katharine Clark, parish administrator.

—*Adrian Robbins-Cole*

Burials in 2023 Wade Blackman, Lavonne A. Del Col, Dona Kemp, Richard A. MacKinnon, Richard Dean Sperry, and Terry Tuytschaevers

Report of the Vestryperson for Youth Formation

2023 WAS A YEAR FULL OF EXCITEMENT and re-engagement in youth formation. We have had the privilege of leadership from Sarah Robbins-Cole as our full-time associate rector for youth and family. We have been blessed to have Sarah's energy, wisdom, and extensive experience guide our youth this year. Susan Jackson continued to support the church school and youth programs in her role as Christian learning coordinator. Finally, our passionate committee of D.D. Alexander, Stephanie Mitchell, Heather Schaefer, Elizabeth Svedlund, Coryell Urban, and Anna Lee Wahls have dedicated many hours, for which we are most grateful.

Over the course of the year, we have happily seen the number of children in our educational programs grow substantially, including many new families. Post-pandemic, we are seeing increased participation in our programs and events and a renewed sense of community and engagement. Our beloved St. Andrew's traditions, such as Celebrating the Passover Story, All Hallow's Eve, and Cookies & Carols have been joyful, packed events. Also, we have begun what we hope are new traditions, such as the Harvest Festival Youth Sunday.

The committee has continued to assess a variety of topics pertaining to youth ministry. We reviewed the RenewalWorks survey findings to identify practices and programs that might help us deepen the spiritual life and education of St. Andrew's youth. Our committee spent significant time reviewing the goals and

objectives of our mission while assessing and evaluating our educational program and events during our monthly meetings. We continued to improve our communication with parents, supplementing online communications with occasional flyers and post-cards highlighting significant events. We partnered with outreach and membership multiple times and had continued success with our parent circle events. We have analyzed attendance at church school and sponsored activities, recruited new members, and provided a peaceful and welcoming community.

One significant improvement has been the expansion of the Godly Play program with the addition of a new Godly Play classroom. We have also refined the upper school and Rite-13 curricula to create more meaningful learning experiences and transformed the use of the classroom space to create warm and spiritual classrooms. As the number of children and youth participating in our programs has grown over the past year, we have added new teachers and revived youth group meetings and activities.

A detailed report of the specific programming has been submitted by Rev. Sarah Robbins-Cole.

St. Andrew's youth are an essential part of our parish. We depend upon the many who volunteer every week to teach and mentor our St. Andrew's youth. Thank you to all who give their time to this important ministry. We look forward to 2024!

—*Pamela Grossetti*



Photo: Peter Lull



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