



2025 ANNUAL REPORT

sapctucson.org

St. Andrew's Presbyterian Church

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PASTOR REPORT

Rev. Dr. John Tittle, Pastor/Head of Staff

It feels appropriate to summarize 2025 with a quote from Charles Dickens from *A Tale of Two Cities*:

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going direct to Heaven, we were all going direct the other way—"

Our faith community was again visited by tragedy with the passing of Pastor Mat on February 24, 2025 while we were enroute to Uganda on a World Vision trip. Our hearts shattered that day, as we grieved for Mat and mourned the unimaginable loss the Grover family has endured. In the midst of the tears, Mat's memorial service in March was a moving testament to the countless ways Mat's kindness impacted us and all who knew him. On behalf of St. Andrew's, the Mission Committee later in the year worked with World Vision to fund a clean water well in honor of Mat Grover for the community in Uganda we have sponsored. What a perfect way to remember Mat with something he was so passionate about. We continue along the road of healing and loss, through all the ups and downs and twists and turns that come with it. And God was with us through it all.

By the grace of God, our season of darkness has also been a season of light. The music, singing, prayers, Scripture, and worship services of Lent, Holy Week, Easter, Advent, Blue Christmas, Christmas Eve services, and our two music ministries concerts were a comfort in the valley of the shadow and renewed our hope in and witness to the resurrection. Our two Discover SAPC gatherings at my home were special times of fellowship, learning, and welcoming new friends into the St. Andrew's community of faith. The summer was a wonderful season of spiritual growth for our young people and students with VBS and camp. Our Baptism Service on July 20 was a profoundly moving and joyful experience that none of us will ever forget: not only for the seventeen young men and women who were baptized or renewed their baptismal vows, but for all present.



We were blessed to have Rev. Dr. Mike Eickhoff serve as our Gap Interim and help us process our loss through prayer services, preaching, and workshops. We continue to pray for our APNC in the search for our next Associate Pastor. We celebrated RuthAnn Smithrud after over ten years of faithful service at SAPC as our local outreach director. I'm filled with gratitude for our staff who are such a talented, dedicated, and fun group of people. They have been through much this year and faced hardship with grace. We have had some wonderful times of prayer and sharing together, but also the all-important times of laughter, with periodic Trivia Tuesdays, potlucks, white elephant exchanges, secret santas, and our team building event at Playformance downtown.

I'm grateful for our Session and their leadership. We tackled a wide array of topics with discernment, grace, and maturity. Our Trustees and Deacons are doing quality and caring ministry and leadership. We also have an impressive cadre of volunteers vitally serving in so many capacities.

I cherish being your pastor here: the joy of worshipping the living God with you every Sunday and at Memorial Services, the annual Mexico Mission trip to Rocky Point, outreach continued in the midst of transitions and vacancies, the vibrant energy of our Preschool and Kindergarten, 600+ at Trunk or Treat, and concluding the year with a balanced budget, with some to spare. Thank you for your manifold generosity expressed in so many inspiring ways!

With Gratitude,
Pastor John



CHURCH OFFICERS

ELDERS

Class of 2025
Tori Carlson
Laurie Grabill
Jennifer Jacobson
Mike Thompson

Class of 2026
Lisa Behr
Jan Foran
Sandy Kreamer
Stephen McCommon
Matt North

Class of 2027
Vicky Johnson
Susie Oxnam
Vickie Palmer
Bruce Stevenson
Freeman Taber

TRUSTEES

Class of 2025
Michael Lokale
Rick Mason

Class of 2026
Annette Bartlett
Greg Jester

Class of 2027
Scott Fiore
Will Kreamer
Clark Lantz
Don Spiece
David Vellenga

DEACONS

Class of 2025
Liz Boltz
Judy Clement
Gail Marthaler
Kristi Mejias
Charlotte Smith
Liz Soflin
Katie Strumpf

Class of 2026
Bill Boltz
Denise Derouen
Judith Elango
Nancy Schmidt
Mary Beth Spiece
Kelley Tilly
Ryan Waggoner

Class of 2027
Joanne Braun
Kimi Cole
Emily Gary
Foster Knutson
Sandy Kovacs
Kris Lantz
Becky Nuckolls



NOMINATING COMMITTEE

The Nominating Committee met from April to September 2025, working thoughtfully and prayerfully to identify SAPC members to fill open positions for two Trustees, four Elders, and seven Deacons to begin service in January 2026. In addition, the committee was tasked with identifying seven SAPC members to serve on the Associate Pastor Nominating Committee. The following members were presented for approval at the Congregational Meeting held on October 12, 2025:

TRUSTEES

Kevin Oxnam
Jackie Harms

ELDERS

Robert Holden
Adelle Korn
Jo Kramer
Todd Autenreith

DEACONS

Sue Peterson
James Barbarino
Amy Barbarino
Katy Hubka
Julie Pentacoff
Chandler Wingfield
Margarette Loiseau

ASSOCIATE PASTOR

NOMINATING COMMITTEE

Carl Dahlen
Dorothy Terrazas
Don Parce
Melanie Thompson
Lee Ann Hamilton
Charles Farber
Karin Fiore

MEMBERS OF THE 2025

NOMINATING COMMITTEE

Sandy Kreamer (Elder)
David Vellenga (Trustee)
Liz Soflin (Deacon)
Mark Stratton (At Large)
Suzanne Graun (At Large)
Fran Wachsmann (At Large)
Moderator, Jan Foran (Elder)

ELDER UPDATES

Vickie Palmer, Elder from Class of 2027 resigned with 2 years remaining on this call. Tori Carlson accepted the call to complete this term and was also presented at the October 12 congregational meeting.

Steve McCommon, Elder from Class of 2025 resigned with 1 year remaining on this call. Ed George was nominated by the committee to complete this term and will be presented and confirmed in the January 2026 congregational meeting.

PERSONNEL COMMITTEE ANNUAL REPORT



The Personnel Committee works in collaboration with the Head of Staff and the Director of Business Operations to provide oversight and guidance on matters related to church staffing. This includes supporting staff well-being, addressing personnel needs, and ensuring that staffing structures continue to serve the mission and ministry of the church effectively. Through this work, the committee seeks to promote a healthy, sustainable staff culture that enables ministry to flourish.

The following individuals served on the Personnel Committee during the past year: Laurie Grabill, Daniel Harms, Bruce Stevenson, and Cara Frank.

2025 FOCUS & PRIORITIES

The year 2025 presented a number of significant transitions and challenges for the Church's Staff. During this time, the Personnel Committee worked closely with the Head of Staff and other church leaders to provide stability, care, and thoughtful planning amid change.

STAFF TRANSITIONS & POSITION UPDATES

- **Loss of the Associate Pastor** - The unexpected loss of our Associate Pastor had a profound impact on the Staff and congregation. The Personnel Committee partnered with church leadership to support staff members through this period and assist with business operations decisions.
- **Retirement of Local Outreach Director** - After many years of faithful service, Ruthann Smithrud retired from her role as Local Outreach Director. The committee extends deep gratitude for her dedication and leadership in connecting the church with the wider community.
- **Gap Interim Associate Pastor** - To provide coverage during the summer months and allow Rev. Dr. John Tittle time for rest, healing, and family care, the church engaged a Gap Interim Associate Pastor. This position helped maintain pastoral presence and additional support for staff.
- **Director of Adult Discipleship** - Recognizing the importance of adult faith formation, the decision was made to expand the Director of Adult Discipleship role to a full-time position. This change is intended to attract a broader pool of qualified candidates for a ministry that supports a large population of our congregation.
- **Assistant Youth Director** - The Assistant Youth Director position remains open. In the interim, the youth ministry continues to be supported by a dedicated and generous team of volunteers. The committee remains committed to a thoughtful search process as we seek the right individual to join this ministry.
- **Bell Choir Director Transition** - Bell Choir Director, Arlene Strum, retired from her role this year. We are grateful for her years of service and leadership. The committee is pleased to welcome Karen Dahlen as the permanent replacement.

COMMITTEE NOTES

- **2026 Personnel Budget** - The Personnel Committee reviewed and approved the proposed 2026 personnel budget, working in coordination with church leadership to ensure alignment with staffing needs, financial sustainability, and the church's strategic priorities.
- **Outgoing Committee Member** - The Personnel Committee extends sincere thanks to Laurie Grabill as she concludes her service on the committee. Her steady presence, thoughtful leadership, and commitment during a period marked by significant staff and leadership transitions provided essential continuity and stability. We are deeply grateful for her dedication and faithful service.

Personnel Committee Ongoing Work

In addition to responding to immediate staffing needs, the Personnel Committee continues to focus on long-term systems and practices that support staff effectiveness and growth.

Performance Evaluation Process

The committee remains committed to maintaining a consistent and meaningful performance evaluation process. These evaluations are designed not only to reflect on job performance but also to encourage professional development, goal setting, and ongoing dialogue between staff and supervisors. Incremental improvements to the process are made each year to better support staff in their roles.

Job Description Review

A continued review of job descriptions remains an important area of work. Regular updates help ensure that roles accurately reflect current responsibilities, clarify expectations, and align with the evolving needs of the church's ministries. This work also helps identify areas where responsibilities may need adjustment or clarification.

Recruitment Process Improvements

To better support hiring managers and ensure clarity and fairness for candidates, the committee is working on improving recruitment practices. This includes developing updated job posting templates, increasing consistency in how positions are posted, and standardizing key elements of the hiring process. These improvements are intended to create a clear, transparent, and welcoming experience for all involved.



MEMORIAL GIFTS

RECEIVED IN 2025 IN MEMORY OF:

Charles 'Skip' Chase
Mat Grover
Sally Kley
Tom & Judy McLean
Carol Stephenson

TRUSTEES REPORT

The Trustees consist of nine members elected by the congregation serving three year terms. Trustees are responsible for oversight of the church's finances and assets, including buildings and grounds. Additional responsibilities include the Investments, Endowments, Memorials and Gifts Committee, facility use through the External Events Review Team, Physical and Technical Resources, and Safety and Security. They also provide representatives to the Preschool and Kindergarten Governing Board, Stewardship and Nominating Committees.

The Board met monthly throughout the year. One of the key agenda functions of the Board is to review current financial performance and to recommend changes as necessary. The financial performance in 2025 continues an upward trend in the financial health of St. Andrew's. Our net position remained favorable to our budget due to unplanned revenue and numerous staff vacancies. In addition to budget concerns, the Board updated its Standing Rules as well as

establishing a Memorial policy for St. Andrew's, outlining policies and procedures for sponsoring memorials for deceased members and staff.

The Investments, Endowment, Memorials and Gifts Committee oversees the funds given to the church outside of the operating budget, primarily specified gifts and bequests, according to investment policies approved by the Trustees.

The External Events Review Team authorizes the use of SAPC's facilities by public groups. Part of the challenge of this team is balancing internal ministry demand with external demand. This team does this while keeping priority to our internal space users. External users this year have included Young Life Capernaum, Fruit of Grace Deaf Fellowship, and Southern Arizona Symphony Orchestra, to name a few.

The Physical and Technical Resources Committee oversees the repair and maintenance of the church's buildings and



grounds. The PTRC will oversee a resurfacing of the parking lots on both campuses in the spring of 2026. The Committee also works with staff to ensure the computer and communications system are adequate to support sound, lighting and AV systems for the Sanctuary and online worship experiences. The committee also maintains the Columbarium and the beautiful rose garden and conducts church work days for trimming/weeding and minor maintenance.

The Safety and Security Planning Committee kept the security cameras and keypad locks working and managed the Security Team. The Security Team continues to provide security for worship services, special events, and the Preschool and Kindergarten. The Security Team is always looking for a few more volunteers to help, especially during VBS.

LOCAL OUTREACH

It has been a challenging year for St. Andrew's Outreach as our Outreach Coordinator, RuthAnn Smithrud, retired in May. We did complete one Service Worship in the Spring, before she left.

But, God has plans and a group came together in August to make back to school appreciation bags for 300 teachers, including our St. Andrew's Preschool and Staff, as well as reach out to two different Assisted Living facilities where our congregation has ties. Approximately 100 people participated.

In October - December, participants kept the outreach going by stepping up to fill the gap.

- Bringing in donations for some of our Mission partners and household goods for Hope for Christmas.
- Lynn Guyot organized a pumpkin bread drive, to deliver a loaf of pumpkin bread to over 200 teachers.
- Sponsoring 44 families, to include almost 100 children for Hope for Christmas/Adopt A Family. We were able to provide \$150 food gift cards and at least 4 gifts for each child.

This has been a challenging year for outreach and we are hopeful the position is filled soon, so St. Andrew's can continue to serve the community with Jesus's love.



MISSIONS REPORT

The St. Andrew's Missions Committee is committed to supporting mission opportunities that align with our church's mission and vision, specifically reaching outward to journey beyond our walls and show the love of Jesus Christ to our community and to the world. We select mission partners and look for opportunities to be the hands and feet of Jesus.

THE MISSIONS COMMITTEE

- Communicates mission opportunities to the congregation
- Prioritizes and distributes available funds to these projects
- Carefully evaluates each mission partner annually to be sure they are operating successfully and in a fiscally responsible way
- Encourages new mission requests which support areas we are not currently reaching



FINANCIAL STEWARDS

This committee is the financial steward for St. Andrew's mission outreach.

- For 2025, Session set a Mission budget based on a percentage of the church pledge funds, non-pledges, and loose offerings. This totaled \$109,664, which the committee allocated in planned annual funding to our mission partners.
- For 2025, the Missions Committee allocated \$125,000 of a designated fund known as the Tompkins Fund, which is designated to benefit families in need in Pima County.
- In addition, the committee allocated approximately \$41,000 in funding from miscellaneous funds for various mission partners.
- This means that our total disbursement for 2025 was about \$275,000.



MISSION PARTNERS

Our church financially supports 42 mission partners. We have divided these mission partners into 7 groups to represent where our annual support goes.

- Foreign Individual Missionaries: 18%
- Foreign Missions: 13%
- Local Church Plants: 6%
- Local Children and Youth: 6%
- Hands On Opportunities: 6%
- Local Individual Missionaries: 3%
- Local Poor and in Need: 48%

SPECIAL OFFERINGS

Throughout the year, the Missions Committee also supports a couple of special offerings.

- The 2024 Christmas Offering Project supported Good Samaritan Ministries, which ministers to displaced peoples in Syria and Lebanon, and raised over \$10,000.
- The spring Change for Children drive brought in nearly \$10,000 for Alliance for Children Everywhere for a program that empowers families out of extreme poverty in Zambia.
- The 2025 Christmas Offering Project will support Tucson Refugee Ministry as they launch Good Samaritan Coffee, a coffee truck business that will provide life-changing job training for refugees as well as create a sustainable funding stream for TRM.

2025 MISSION COMMITTEE MEMBERS

Danielle Oxnam (Chair)
Vicky Johnson (Session Elder)
Stewart Cooper
Suzanne Graun
Marianne Hadden
Larry Norrid
Becky Nuckolls
Steve Nuckolls
Don Parce
Jim Seymour
Sandy Seymour
Karen Sweet
Dorothy Terrazas



CHILDREN'S CHOIR

WORSHIP & MUSIC

Members of the Worship and Music Committee represent all three worship services, Contemporary Worship Team, Chancel Choir, Wittman Ringers Bell Choir, SAPC Orchestra, Gallery Committee, Welcome Table, Sanctuary Decorators, Flower Team, Ushers, and include leadership team members Pastor John Tittle, SAPC Worship Staff Mark Gary, Ben Constantinides, Carolyn Smith, and Karen Dahlen. The committee met ten times in 2025 using a hybrid virtual/in-person format.

In addition to holding three different worship services each week (7:30 am Communion Worship Service, 9:00 am Contemporary Worship Service, 10:45 am Traditional Worship Service), worship activities of the church this year included:



CAROLYN SMITH
& CAROLYN RAPP
ORGAN & PIANO

- *Lenten services on Ash Wednesday, Maundy Thursday, Good Friday, and Palm Sunday*
- *Palm Sunday Concert*
- *Thanksgiving Eve Service*
- *The 17th Annual Christmas Concert*
- *Blue Christmas Service: A time to be honest about all the emotions that Christmastime may provoke*
- *The Christmas Eve Family Service*
- *The Christmas Eve Contemporary Service*
- *The Christmas Eve Traditional Service*
- *The St. Andrew's Sisters brought holiday cheer by visiting multiple care centers during 2025*

Arlene Sturm has retired after 38 years of service to St. Andrew's as director of the Wittman Ringers Bell Choir. The Worship and Music committee thanks Arlene for her many years leading the Bell Choir and wishes her the best in all her future endeavors.

Special thanks to our dedicated staff, ensembles, solo musicians, special groups, and all the volunteers who enhance our worship services every week. All is done in praise to God and to His glory!



PALM SUNDAY CONCERT



WITTMAN RINGERS



CHOIR REHEARSAL



CONTEMPORARY WORSHIP

PRESCHOOL & KINDERGARTEN



St. Andrew's Preschool and Kindergarten Ministry is a vibrant and supportive community of families, early childhood educators, and Governing Board, committed to fostering children's growth and development through play and faith formation.



Enrollment & Classes

- **94%** current enrollment as of December 2025
- **189** students enrolled
- **15 classes** offered
- Serving children ages **1 to 6**
- **10 month** school year, in session from August to May

Staff & Governance

- **36** part-time teachers and staff
- **8** voting Governing Board members

Scholarships & Financial Support

- **\$17,247.20** in Preschool & Kindergarten scholarships awarded (funded through budgeted and donated funds)
- **\$104,118.50** in Kindergarten tax credit scholarship awarded
- Donations removed financial obstacles for families, ensuring access to high-quality education. Your contributions make a lasting impact on the lives of children and their families



PROGRAM HIGHLIGHTS

Spring Fling

- Over **300** school students and families attended, complete with live entertainment, face painting, games, obstacle course, bounce house and food trucks for family fellowship

Community Playgroup

- **Free**, weekly playgroup for children of all ages and their caregivers

Speech, Language, and Hearing Screening

- Provided by the University of Arizona Speech and Hearing Lab

Trunk or Treat

- Partnering with CDM and YDM, over **600** people turned out for this fun family event

Summer School

- **Two weeks** of Storybook Adventure Summer School programming following Vacation Bible School (VBS)

Campus Improvements

- Turf added to the STEAM outdoor learning space
- Sandbox relocation and turf added to our 1s/2s playground

FAITH IN ACTION

Chapel Theme: "God Is Always With Us"

Verse for the School Year: "This is the day the Lord has made; let us rejoice and be glad in it." - Psalm 118:24

Service Projects

- PSK Families and students supported the ICS Food Bank with 687 pounds of food and essential items
- Over 100 stockings filled with over 1800 items for Adopt a Family, benefitting local families in need

Security Team

- Greeting families at drop off and pick up while supporting campus safety



LOOKING AHEAD

Continued prayer and support for staff, students, families, and leadership as we discern ways to serve God and the community. Thank you for your generous prayerful and financial support! To learn more about our school ministry, please visit sapcschool.org.

CHILDREN'S MINISTRY

The Children's Discipleship Ministry at St. Andrew's continues to grow as a vibrant, welcoming place where children discover God's love and take meaningful steps in their faith journeys. Our ministry serves children from birth through fifth grade and is blessed with a faithful team of teachers, volunteers, and staff. This year, our leadership team included Director Heather Brannock, Assistant Director Ronnie Crider, and Childcare Supervisor Suzanne Graun. We remain deeply grateful for every adult and youth who shares their time, gifts, and faith with our children.

SUNDAY SCHOOL

- Children's Sunday School continues to meet during the 9:00 am worship service.
- We offered **four Sunday School classes**, supported by **eight dedicated teachers and four youth assistants**.
- **Average weekly attendance for 2025 was 19 children.**
- All classes used the **Simply Loved** curriculum, which continues to provide engaging, Bible-centered lessons.

SPIRITUAL MILESTONES

Celebrating spiritual growth remains a highlight of our ministry year.

- **Prayer Partners:** On February 16, three kindergarten students were paired with adult prayer partners for a year of shared prayer and encouragement.
- **Promotion to Youth Ministry:** On May 12, nine fifth graders were joyfully promoted to the Youth Ministry.
- **Third Grade Bibles:** On August 24, three third graders received their Bibles during worship, marking an important step in their faith development.

VACATION BIBLE SCHOOL

Vacation Bible School remains one of our largest outreach and discipleship events of the year.

- Our 2025 theme was **"True North,"** held June 9–13.
- We welcomed **127 children** for a week of worship, learning, and fun.
- A remarkable **98 adults and youth** volunteered, offering incredible energy and hospitality.



OTHER PROGRAMS

- **Holy Molies:** Our monthly fellowship group for 4th and 5th graders met throughout the school year. The 2025–2026 theme is the **Armor of God**, with an average attendance of three.
- **Easter Egg Hunt:** Held April 13, this year's hunt featured **over 1,200 eggs**, all enthusiastically found by our children.
- **Palm Sunday Processional:** Children participated in the 9:00 am service, joyfully leading the congregation in worship.
- **Trunk or Treat:** This year's event featured **34 decorated trunks** and expanded through our partnership with St. Andrew's Preschool and Kindergarten. New additions included food trucks, a petting zoo, an obstacle course, bounce houses, and carnival-style games. With the help of **90 volunteers**, the event welcomed **over 630 people** from our church, preschool, and the wider community.
- **Christmas Eve Play:** Twelve children and three youth presented The Good News Flash during the 5:00 pm Christmas Eve service, sharing the story of Christ's birth through music and drama.

CHILDREN'S CHOIR

Under the leadership of Amy Grover and Jane Grover, **15 children and youth** participated in the Children's Choir and sang beautifully in our Annual Christmas Concert. We are grateful for the joy and worship they bring to our congregation.

SPECIAL NEEDS MINISTRY

We continue to support families and children with special needs through our **Super Friends** ministry.

- Our Super Friends Sunday School class and our parent support group meet on the **first Sunday of each month at 10:30 am.**
- This year's Super Friends theme was **Courage**, while the parent support group focused on sharing resources, care, and faith-based strategies for supporting children with special needs.

CHILDCARE

In June, we warmly welcomed **Suzanne Graun** as our new Childcare Supervisor. She has already been a blessing to our families and our youngest members.

The Children's Discipleship Ministry continues to be a place where faith is nurtured, friendships are formed, and God's love is shared. We are grateful for all who have served, prayed, volunteered, and participated throughout the year. With God's guidance, we look forward to another year of growing together in faith.





YOUTH MINISTRY

St. Andrew's Youth Discipleship Ministry is a community of Students grade 6th-12th, various leaders, and staff, all striving to know God and to make God known through lives transformed by Christ. Students are invited to join weekly in attending Youth Group, Sunday School, and special events. We are committed to creating a community of fun, fellowship, service, and growth. Kids are encouraged to play hard, care for each other deeply, serve with intentionality, and ask difficult questions about faith. Here are a few highlights from this year:

30 HOUR FAMINE

February 9-10 we had 60 total leaders, students, and families take part in our 30 Hour Famine. This year, we packed 13,000 meals with Rise Against Hunger, learned about multiple organizations and communities impacting the local Tucson area, and raised just over \$2800 to split between Tucson Family Food project and World Vision. We also packaged 200 hygiene bags and also spent time in prayer at prayer stations and at our evening gathering where students discussed what it was like to serve and where they saw God working in the City of Tucson.

MOONLIGHT DINNER AND AUCTION

This year's Moonlight Dinner and Auction was a success with over 100 attendees and over 45 youth and parent volunteers. We switched the meal service to be catered by JTED and it was amazing! The Youth Ministry was blessed by the fun and support we had from the congregation. We were able to raise almost \$33,000 to help support Youth, Scholarships, and Internship Programs. Thank you, St. Andrew's!

YOUTH MINISTRY INTERNS

We had another incredible experience this summer with our Intern Program. We had four paid interns, an interim Assistant Director, and three volunteer interns supporting our programs. They learned about theology, ministry, and how ministry applies to more areas in life than just working in the church.

FOREST HOME CHRISTIAN CAMP

We had an amazing week at Forest Home Camp with 80 students and leaders! We swam, hiked, blobbed, mud pitted, and competed in crazy team games. Our gathering times included a dynamic speaker and an incredible worship team that engaged our students and brought them closer in their relationships with Christ. A number of our students came to Christ for the first time or recommitted their lives to Him through teachings, worship devotion times, and cabin conversations. The ministry has been so blessed by this incredible opportunity to grow in our relationships with each other and our relationship with Christ!

LOOKING FORWARD TO 2026

In the next year, we are looking forward to leaning into where God is sending us alongside the Family Ministries Team. We are excited to continue partnering with students and their families as we grow together in faith and life.

Our Youth Ministry is blessed to have amazing, dedicated, and consistent leaders that are on fire for God and wanting students to grow in their relationship with Him. These leaders are the cornerstone to our ministry and what God is doing in the lives of young students at St. Andrew's. The church is blessed to have them and the ministry could not happen without them! Being a leader for these students is an adventure and a joy, and we are always welcoming more people to come join the excitement!

We are so looking forward to what God has for us in this upcoming year. Our vision and hope is that students would continue to be amazed by the character of God and the way that He loves us and would be encouraged and mobilized to take part in building His Kingdom here on Earth. The Youth Ministry is a very exciting and busy place to be. Learn more about the ministry at sapcyouth.com. We are so thankful for this past year and look forward to God's continuing guidance and provisions in the year to come!



FELLOWSHIP & ADULT DISCIPLESHIP

ADULT DISCIPLESHIP MINISTRY

Adult Discipleship Ministry at St. Andrew's is currently served by a small team of staff and amazing volunteers. This ministry is vital to the ministry of St. Andrew's and its desire is to grow adults' faith and connection with the church. We do that through Bible studies, small groups, fellowship opportunities, and faith-centered events. A couple of recent examples of this are the Women's Christmas Brunch, which was held December 13, and a new small group led by Kevin and Suzie Oxnam at their home doing a book study called 'Unafraid.' Of course we continue to offer Men's and Women's weekly Bible studies at church on Thursday and Friday mornings respectively, and we are blessed to offer a MOMS group Thursdays and an engaging seniors group, HUGS, every Wednesday for a meal and fellowship. Faith on Tap is back, so watch for upcoming dates.

We are currently looking for new members on the committee and are also still in the search process to fill the role of Director of Adult Discipleship Ministry. Please pray about becoming part of our committee and that our committee will find the candidate that God is preparing for us soon! To learn more about getting connected with groups, classes, and ministries, visit sapctucson.org/adm.



YOUNG ADULTS

Throughout 2025, our Young Adults group has met consistently each week, with a few planned breaks, and we are grateful for the steady growth and community that has formed. It has been encouraging to see young adults intentionally gathering to deepen their faith and build meaningful relationships.

This student-driven group has continued to thrive, creating a space where young adults feel ownership, connection, and support. Our gatherings include shared meals, Scripture discussion, and honest conversations as we walk together through life's challenges and celebrations.

Shared meals have been an important part of our time together, and if you are interested in contributing to dinners or snacks, we would love to coordinate that with you.

We are also deeply thankful for our partnership with Trinity Presbyterian Church for hosting our gatherings and providing a welcoming space that offers proximity and accessibility for students as they explore their faith.

As we look ahead, we remain excited about what God is doing through this ministry. If you know a young adult between the ages of 18–26, or someone seeking faith, community, or answers, we would love to welcome them into our Young Adults group.

PIECEMAKERS

The Piecemakers have set a fantastic new record in 2025 with 514 quilts donated to Project Linus. Our primary goal is to support the Tucson chapter of Project Linus which gives quilts to children who are sick, traumatized, or otherwise in need. St. Andrew's supplies more quilts to Project Linus than any other group in Tucson.

In addition we provided pillowcases for the mission trips to Mexico and tag blankets for newborns being baptized. Our big project is the beautiful Christmas quilt that hung in the narthex.

We work hard on our projects while having fun and sharing our knowledge and support for one another. The church provides a wonderful workplace and storage facility for us which is gratefully acknowledged. More quilters are always welcome.



LIBRARY

The SAPC Library added more than 60 new books to our collection in 2025. Over the summer a complete inventory was made of the adult books in the collection. In December, we bid farewell to our committee chair, Jean Badeau as she and her husband retired to Texas. Jean spent 15 years of faithful service to our congregation as the library chair. The 2026 committee will focus on updates to the Children's section and begin the process of evaluating the best avenues for e-books and other modernization ideas for the library.



DEACON REPORT

21 Deacons
served in 2025

BLOOD DRIVE



6

Blood Drives held

150

Goal of **150**
Donors

139

139 Actual Donors
(Did not include those who were
denied for various reasons.)



BAPTISM



1

Baby Baptized

MEMORIAL SERVICES

Deacons served at **13** memorial services

FRIENDSHIP CARDS

187 Total cards written
and sent out.

BIRTHDAY CALL MINISTRY



875

people were called
by phone or
contacted.

MEAL TRAIN MINISTRY



15 families served, with

107 meals provided **107**

HOME COMMUNION MINISTRY

58

58 people were served by

67 Deacons and Pastors at

33

33 locations in our
community.



COMMUNION MINISTRY

15

There have been
15 Communion services
held by year-end.

337

337 slots to serve
Communion were filled by

45

Deacons and Elders.



FAITH COMMUNITY NURSES

Faith Community Nursing (FCN) is a healthcare ministry designed to identify and address the health needs of the congregation through education, counseling and advocacy. Through the integration of health and faith, this ministry strengthens the church community by focusing on each individual's physical, emotional, spiritual, and social wellbeing. The goal of FCN is to work, in partnership with the other care ministries, toward establishing the church as a vital resource for health and healing. There are nine non-paid Registered Professional Nurses whose duties are guided by a Health Committee.

THE FIVE ROLES OF THE FAITH COMMUNITY NURSE:

- **Health Education**
 - CPR – 15 certified
 - First Aid – 15 certified
 - Blood Pressure Screens
 - HUGS -183 – Suzi Anderson
 - Blood Pressure Screens
 - Second Sunday – 114
Suzi Anderson, Lisa Best, Louise Doran, Jo Kramer, Julie Pentacoff, Catherine Stevenson
 - First Aid boxes replenished
 - Suzi Anderson
 - Cross Current health articles – 10
 - Louise Doran
- **Personal Health Counselor**
 - 4 individual counseling – Louise Doran
 - All contacts are confidential
- **Liaison to Community Resources**
 - – 3 – Louise Doran
 - Medical Equipment Lending Ministry – Lisa Best
 - Equipment loaned – 15 received, 15 donations, 10 returned
 - Medical equipment is lent free of charge to anyone in need.
 - We Care – excess Medical equipment / supplies donated
 - Interfaith Community Services – supplies donated
 - Emerge Domestic Violence pamphlets installed in every toilet stall on campus – Julie Pentacoff
- **Organizer / Coordinator of volunteers** – Requires matching the individual's need with the nurse who has that expertise.
- **Interpreter of the relationship between Faith and Health**
 - It's important to strengthen your spiritual self in order to meet the challenge to your physical self. All contacts include not only a discussion of the illness but if desired prayer and healing Scripture.

PRAYER & CARE

PRAYER & CARE

St. Andrew's Care Team has been active in reaching out to people in hospitals, at home, and at different assisted living and care facilities. We strive to provide support, comfort, love, and prayer to those in need. Our team, which is comprised of over 25 members from different ministries, meets monthly to discuss, on average 15-20 friends (each month) and members experiencing hospitalizations, health concerns, death of a family member or going through cancer treatments, as well as ways to reach out and make sure there are not people who are falling through the cracks of needed spiritual and physical attention.

In 2025, we have been active in visitation, writing cards, delivering flowers, and participating with the Deacons in providing Communion for those who are homebound. Members include people from the Deacons, Stephen Ministers, Faith Community Nurses, Session, Staff and members at large. We are always looking at ways to connect and reach out to those who are in need of the Love of Christ.

We have over 75 people on our Prayer Team; they are active each week providing prayer after Worship Services and are recipients of our Prayerlink email list. In 2025, we averaged 15-20 prayer requests each week.



STEPHEN MINISTRY

Stephen Ministry began at St. Andrew's in 1982 and since that time has continually provided high quality, one on one Christ centered listening and prayer support to members in our congregation and community who are experiencing a challenging time in their lives. Our Program is led by a team of seven of our Stephen Ministers who have received an additional week of advanced training. This Leadership Team (SMLT) meets monthly and oversees, evaluates, and guides our program. All Stephen Ministers attend a monthly peer supervision meeting, planned and led by the SMLT to include continuing education and individual support of the ministers in their caring relationships.

Over the past year, 30 Stephen Ministers provided loving support to 41 Care Receivers. We also had 4 Stephen Ministers retire over this past year and are currently training 8 who will be commissioned next April when their training is complete. We currently have 26 active Stephen Ministers. This program could not thrive without the support, the continued referrals and willing acceptance of help when needed by each member of the St. Andrew's congregation and our ministerial staff. We look forward to continuing this invaluable program and serving even more friends in need in 2025!



2025 Monthly Attendance

2025	Online Average	In Person Average	Total Average
January	240	399	639
February	213	416	629
March	286	399	343
April	233	527	760
May	221	395	616
June	210	354	564
July	248	334	582
August	201	366	567
September	191	372	563
October	212	370	582
November	198	429	627
December	204	429	633

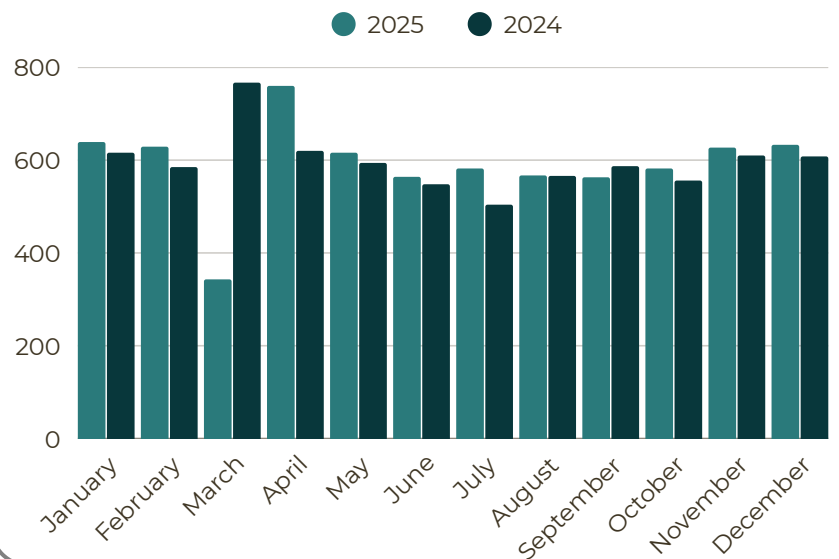
Administrative Volunteers

As we know, church doesn't just happen on Sundays, it lasts all week long! We have volunteers that come in each day to accomplish different tasks: file, count, type, proofread bulletins, answer phones, water office plants, greet our guests, answer questions, or whatever the day calls for! In total, our office volunteer gave over 1300 hours in 2025. A huge thank you to these beloved co-workers

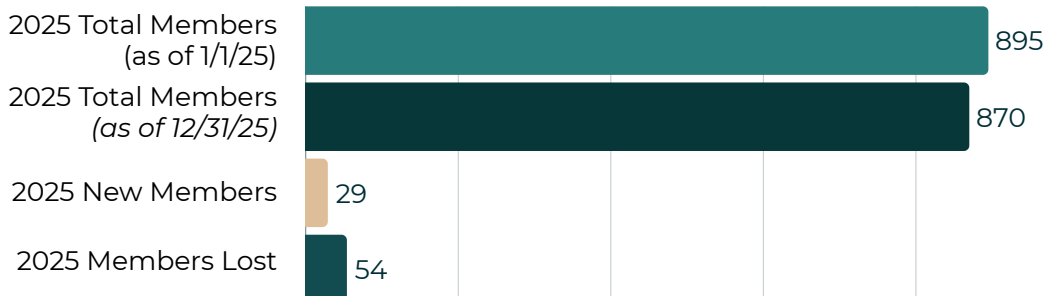
Session Meetings in 2025

Stated Session Meetings	11
Called Session Meetings	1
Congregational Meetings	2

ATTENDANCE TRENDS



MEMBERSHIP





2024 & 2025 DESIGNATED FUND DISTRIBUTIONS

	2024	2025
Adopt-A-Family	\$8,636	\$8,980
Preschool	\$17,562	\$8,048
Children's Mission	\$3,266	\$956
Interfaith Community Serv.	\$0	\$1,509
Tompkins Fund	\$126,422	\$123,104
Miscellaneous Missions	\$47,660	\$57,592
Just Coffee	\$3,849	\$4,484
Service Worship	\$11,192	\$6,329
Faith Community Nurses	\$170	\$0
Physical Resource Endowment	\$0	\$678
Education Scholarships	\$10,500	\$0
Mission Endowment	\$2,294	\$2,667
General Purpose Endowment	\$0	\$209
Deacons' Benevolence	\$1,623	\$1,823
Deacon's Blessing Bags	\$3,493	\$3,791
Stephens Ministry	\$3,945	\$728
Music Fund	\$24,555	\$2,955
Flower Fund	\$1,349	\$1,438
HUGS -NWSF	\$13,387	\$6,137
Youth C/E Mission	\$2,300	\$1,852
Youth C/E Scholarships	\$29,466	\$68,562
Library Fund	\$82	\$0
Men's Ministry	\$900	\$1,310
Women's Ministry	\$975	\$330
Columbarium	\$9,780	\$3,096
Memorial Fund	\$400	\$1,501
Maintenance Reserves	\$93,506	\$48,628
	\$ 429,917	\$367,327

PRELIMINARY VARIANCE ANALYSIS AS OF DECEMBER 31, 2025 YEAR TO DATE

	Actual	Budget	Over(Under)
REVENUE:			
Gen. Fund Contribut.	\$1,677,500	\$1,693,487	(\$15,987)
Loose Offering	\$27,150	\$25,000	\$2,150
Preschool	\$973,281	\$888,083	\$85,198
Misc/Int/Facility Use	\$511,379	\$50,000	\$461,379
Total Revenue:	\$3,189,310	\$2,656,570	\$532,740
EXPENSES:			
Personnel	\$1,232,971	\$1,314,595	(\$81,624)
Music/Worship	\$14,665	\$14,250	\$415
Children D.M.	\$8,081	\$8,400	(\$319)
Preschool	\$819,668	\$793,267	\$26,401
Youth D.M.	\$18,003	\$13,100	\$4,903
Adult D.M.	\$714	\$4,900	(\$4,186)
Communications	\$10,536	\$11,000	(\$464)
Deacons	\$1,182	\$1,500	(\$318)
Membership	\$611	\$0	\$611
Evangelism/Outreach	\$1,356	\$1,500	(\$144)
Stewardship	\$786	\$0	\$786
Fellowship	(\$434)	\$2,375	(\$2,809)
Missions	\$110,687	\$109,664	\$1,023
Administration	\$97,588	\$83,032	\$14,556
Technical Resources	\$30,998	\$31,500	(\$502)
Bldg. & Grounds	\$259,982	\$267,595	(\$7,613)
Interest Expense	\$150,164	\$150,164	\$0
Total Expenses:	\$2,757,558	\$2,806,842	(\$49,284)
NET REVENUE:	\$431,752	(\$150,272)	\$582,024



PRELIMINARY STATEMENT OF FINANCIAL POSITION

PRELIMINARY STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31, 2025					
	General Operating Fund	Designated Fund	Endowment Fund	Properties Fund	Total All Funds
ASSETS					
Cash & Equivalents	\$336,394				\$411,192
KMS Financial - Endowment		\$174,038	\$634,951		\$808,988
KMS Financial - Investments	\$1,543,451				\$1,543,451
Tompkins Trust		\$264,423			\$264,423
Due from Other Funds	\$1,251,526	\$1,375,874		\$42,412	\$2,669,812
Prepaid Expense	\$26,896				\$26,896
Deposits and Other Assets	\$5,548				\$5,548
Note Receivable		\$1,459,505			\$1,459,505
<i>Property & Equipment:</i>					
Land				\$169,344	\$169,344
Buildings				\$11,014,465	\$11,014,465
Vehicles				\$46,412	\$46,412
Total Assets:	\$3,163,814	\$3,273,839	\$634,951	\$11,272,633	\$18,420,035
LIABILITIES & NET ASSETS					
Accounts Payable, Other Liabilities	\$262				\$262
Advance Pledge Liability	\$61,404				\$61,404
Note Payable				\$1,459,505	\$1,459,505
Due to Other Funds	\$1,333,462	\$42,412		\$1,293,938	\$2,669,812
Total Liabilities:	\$1,395,128	\$42,412	\$0	\$2,753,443	\$4,190,983
NET ASSETS					
Current YTD net income (loss)					\$0
Net Assets	\$1,843,484	\$3,231,427	\$634,951	\$8,519,190	\$14,229,052
Net Investment in Physical Properties					\$0
Total Net Assets:	\$1,843,484	\$3,231,427	\$634,951	\$8,519,190	\$14,229,052
Total Liabilities & Net Assets:	\$3,238,612	\$3,273,839	\$634,951	\$11,272,633	\$18,420,035



2025 ANNUAL MEETING

ANNUAL MEETING OF THE CONGREGATION AND THE CORPORATION ST. ANDREW'S PRESBYTERIAN CHURCH

- AGENDA -

- Opening Prayer *Pastor John Tittle*
- Necrology Report
- 2025 in Review *Tori Carlson, Clerk of Session*
- Pastor's Report
- Congregational Approval of Pastor's Call *Cara Frank, Personnel Chair*
- Election of Elder *Pastor John Tittle*
- Nominations from the Nominating Committee
Motion: to elect the following to the 2026 Nominating Committee
- Election of 2026 Nominating Committee *Pastor John Tittle*
- Nominations from the Nominating Committee
Motion: to elect the following to the 2026 Nominating Committee
- Jan Foran, *Moderator*
Jo Kramer, *Session Representative*
Kimi Cole, *Deacon Representative*
David Vallenga, *Trustee Representative*
Members at Large:
Fran Wachsman
Mark Stratton
Suzanne Graun
Rev. John Tittle – *ex officio*
- Adjournment (for Meeting of the Corporation)
- Meeting of the Corporation: *Will Kreamer, Trustee President*
- Report of the 2025 Memorials
Presentation of the 2026 Budget
- Adjournment
- Closing Prayer



St. Andrew's
PRESBYTERIAN CHURCH