

St. Stephen's Episcopal Church
2007 Annual Report
February 3, 2008

Annual Meeting Agenda

Call to Order	Senior Warden Mark Schedler
Hymn #513 <i>(all rise as able)</i>	
Opening Prayer	Interim Rector Janet Campbell

Order of Business

Approval of Minutes of the 2007 Annual Meeting

Elections Chair of the Nominating Committee Monty McGovern

- Vestry, Diocesan Convention Delegate, Cloud 9 Board Representative
- The nominating process
- Voter eligibility
- Nominations from the Nominating Committee
- Nominations from the floor
- Voting Instructions *(if a ballot vote is necessary)*

Introduction of Staff

Reports

Written reports received from Strategic Plan Action Groups, Ministry Teams, and Staff can be found in the pink and green sections of this booklet.

Contemplative Wisdom Community	Darlene Franz
Call Committee	Co-chair Rick Nauman
Endowment Board	Chair Terry Gudger
House Remodel	Project Manager Jim Kearnes
Stewardship	Chair of the Stewardship Committee Monty McGovern
Budget	Treasurer Marc Malone
Report on Elections <i>(if a ballot vote was necessary)</i>	Monty McGovern
Senior Warden's Report	Mark Schedler
Closing Remarks	Janet Campbell
Adjournment	

The new Vestry will be commissioned at the 10:30 Service Sunday, February 17.

Parish Statistics

In 2007, according to our Parish Records:

Genevieve Nancy Minard
Charles Reynold Thompson
Peter Daniel Wallace
Charles Henry Fish
...were **Baptized**

Thomas Faber Witt
Michael Omar Harrington
Julia Anne Richman
... were **Confirmed**

Paul Tyler Allen & Iva Stavrov
... were **Married**

Burial Office was performed for

Barbara Purdue
Tom Robbins
Beth Myers
Sally Ann Palmer
Bob Norwalk

As of January 29, 2008
we have 832 active members
in 375 households.
We have 129 children and youth, age 18 or younger.

Our Time and Talent Survey produced the following numbers:

- 400..... Highest number of hours given annually to St. Stephen's by an individual.
- 76.....Areas of participation parishioners identified.
- 87.....Percentage of survey respondents who give to more than one ministry.
- 50.....Percentage who would like to deepen involvement with more time or into more areas.
- 25.....People who contribute 10 or more (much more) hours a week.
- 18.....Outreach ministries in which we are involved.
- 5.....Estimated average number of hours per week contributed by St. Stephen's parishioners.
- 3.....Number of people who have lost count of their hours worked
- 1.....Phenomenal congregation doing God's work in the world.

The Staff of St. Stephen's

Interim Rector The Rev. Janet Campbell
 Assisting Priest..... The Rev. David Storm
 Assisting Priest..... The Rev. Edie Weller
 Deacon..... The Rev. Earl Grout
 Director of Music..... Leslie Martin
 Youth Minister..... Michael Harrington
 Parish Administrator..... Alice Marshall
 Communications Coordinator..... Rosemary Schmidt
 Accountant..... Pam Hallmark
 Sexton..... Manuel Acevedo
 Nursery Care..... Carlotta Smith

The Vestry of St. Stephen's

Term Expires 2008

Monty McGovern
 Ann McCurdy
 Mark Schedler
 Teresa Canady

Term Expires 2009

Jennifer Gary
 Sara Mockett
 John Plimpton
 (vacant position)

Term Expires 2010

Marc Malone
 Rick Nauman
 Jenna Pollock
 Tracy Romoser

Senior Warden..... Mark Schedler
 Junior Warden..... Rick Nauman
 Treasurer..... Marc Malone
 Clerk..... Jenna Pollock
 Staff Liaison..... Teresa Canady
 Communications..... Ann McCurdy, Sara Mockett, Tracy Romoser
 Annual Campaign..... Monty McGovern
 Volunteer Inventory..... Jennifer Gary
 Budget..... John Plimpton
 Youth Representative..... Bennett Snyder
 Treasurer..... Marc Malone

Chancellor..... Howard Todd
 Interim Rector..... The Rev. Janet Campbell

Delegates to the 2007 Diocesan Convention

Tom Boyns	Nancy McIntosh
Kathy Graunke	Bill Montgomery
Peggy Habegger*	Gene Webb*
Evette Hackman*	Ron Wendling

(Those marked with an asterisk * were alternates asked to fill vacancies in the delegate roster. They serve as delegates in 2008 as well.)

Letter from the Interim Rector

“Like a skilled master builder I laid a foundation, and someone else is building on it. Each builder must choose with care how to build on it. For no one can lay any foundation other than the one that has been laid; that foundation is Jesus Christ. (1 Corinthians 3:10-11)

Dear sisters and brothers in Christ,

In the last 6 months of 2007, as we began our transition journey together, we have been building on a foundation laid by the generations who came before us. From the earliest days of St. Stephen’s until now, this community has a rich history marked by faithfulness, generosity, determination, imagination and service. As we grow toward what God is calling us to be, we are building on the foundation of that history.

The nature of church community is fluidity. Congregation, vestry, wardens, rector, staff, ministry leaders and doers, and ministries themselves – all change over time. In a sense, we are always in transition. What we build on the foundation handed down to us will in turn become the foundation we have laid for our children and the next generations of St. Stephen-ites. Let us be both careful and daring as we build, good stewards of what has been entrusted to us and adventurous in imagining what we can be in the future.

2007 was a year of great change for St. Stephen’s with the departure of your Rector Patricia and your call to me to serve as Interim Rector. As we, the members, staff and vestry of St. Stephen’s, work together to prepare the parish for the coming of a new Rector, we can be grateful for the solid foundation laid during Patricia’s ten years of ministry here. I am honored to follow her in sharing ministry with you.

When I joined you in June, I was already aware that Patricia, the wardens and the vestry had taken great care in planning the transition from Rector to Interim Rector. The intentionality of their transition planning helped us move smoothly forward in ministry after Patricia left. As did the energy and commitment of everyone engaged in the many ministries of St. Stephen’s. You are an amazing and faithful community.


I have benefited greatly in my first experience as rector by the wisdom, counsel, insight, dedication, guidance and untold hours of work of our retiring Senior Warden Mark Schedler. We have all benefited from those qualities, as well as his faithfulness to the added responsibilities a warden carries when there is no permanent rector in place.

Teresa Canady, the vestry staff liaison, brought grace, intelligence, persistence and hours of hard work to her ministry as we experienced several unexpected staff transitions in 2007. Teresa handled those transitions and our search and hiring process for replacements with great aplomb. In every way, the staff has been built up and strengthened by her work, and we now have at St. Stephen’s one of the finest church staff teams I’ve experienced in my years as a priest. Manuel, Les, Pam, Michael, Rosemary, Alice, Earl, Carlotta and Dave are a joy to share ministry with – and a significant part of the strong foundation we are laying for St. Stephen’s future.

2008 will be a wonderful year of continuing to lay the foundation upon which you and your new rector will build: supporting and encouraging our staff, organizing and clarifying office and administrative procedures, working on the St. Stephen's History Project, broadening our lay leadership base, helping some ministries such as Adult Formation and Buildings and Grounds find a new lease on life, broadening our stewardship conversation and growing both our pledge base and our pledging - and, of course, most important of all, continuing in what underlies all this activity: "the apostles' teaching and fellowship, the breaking of bread and the prayers."

Everything we do here flows into and out of our worship. As we both build on and lay foundations, let us remember that we do all this only, as the baptismal covenant says, "with God's help." For, in the end, "no one can lay any foundation other than the one that has been laid; that foundation is Jesus Christ."

With love for you in Christ,

A handwritten signature in cursive script, appearing to read "Janet", followed by a small cross symbol.

Minutes of the 2007 Annual Meeting

February 4, 2007

Note: These minutes have not yet been approved. They will be presented for approval at this 2007 Annual Meeting.

1. Minutes of the 2006 Annual Meeting were approved.
2. Rector Patricia Robertson addressed the meeting. She officially announced her retirement from St. Stephen's, to be effective June 30th (with her final Sunday with us to be June 3rd.) She presented a number of challenges for us:
 - Renew our faith – by worshiping (coming to church) more often; reading scripture daily and finding silence with God; and taking advantage of the many classes within St. Stephen's and the diocese.
 - Give – your time and money help the Vestry and the church focus on mission, not budget.
 - Trying something new – consider volunteering in something you've tried before.
 - Monitor your attitude in the community.
3. Marc Malone, Rick Nauman, Jenna Pollock, and Tracy Romoser were elected to full terms on the Vestry, as the class of 2010. Teresa Canady returned after a year in India and will finish her final year on the Vestry, as a member of the class of 2008.
4. Bennett Snyder was elect to fill the Youth Vestry Position. This position is for one school year, and begins in September.
5. The following parishioners were elected as Alternates to the Diocesan Convention: Darlene Franz, Peggy Habegger, Evette Hackman, Michael Harrington, Phyllis Nauman, Peter Snyder, Eugene Vince, and Gene Webb.
6. Bill Baker was elected as Cloud 9 Board Representative of the Parish.
7. Treasurer Ron Wendling reported on the 2006 Financial Statement. Highlights included good balances in the General Fund, the Bequest Fund, the Creighton Fund, creation of a new Parsons' Fund, and pledges at an all-time high.
8. John Plimpton presented the 2007 Operating Budget, with Monty McGovern and Hal Beals encouraging parishioners to increase pledges. Hal Beals, Tom Boyns, and Tim Feetham all made large pledges on the spot.
9. Senior Warden Linda Chapman gave a report on the future of the church, and discussed some the expected time frame in the search for a new pastor.
10. Rector Patricia Robertson acknowledged and thanked the staff, and officially announced Mark Schedler as the next Senior Warden. Awards were given to the following people:
 - Mildred Jesse, for her eight years coordinating Alter Guild
 - Ron Wendling, for his ten years as TreasurerMark Schedler and Linda Chapman also received Plaques of Appreciation for their hard work.
11. The new Vestry was commissioned by the Rector.

Vestry Reports

VESTRY & OTHER NOMINATIONS FINANCIAL STATEMENTS 2008 BUDGET ENDOWMENTS

Vestry Nominations



Nancy Ellison

I've been attending St. Stephen's for a little over three years. I was drawn to the parish by the thoughtful preaching and the warm welcome of community members. Through St. Stephen's I began volunteering with the Mount Zion street feeding team, which has become an important source of learning and grace for me. Professionally, I'm a manager at a non-profit health plan. Previously I was in state government in Washington and Oregon, in environmental management, public health and insurance regulation. I hold graduate degrees in law and public health and am a member of the bar in Washington and California. I'm a friend of animals and the environment, and an admirer of the music of Bach. Thank you for the honor of being considered for the vestry. St. Stephen's mission statement-- to seek to know and love Christ, the stranger and each other-- has resonated for me every day since I first read it. I look forward to learning more from all of you in service, worship and fellowship.



Tom Faber

I'm originally from New York State, and moved to Seattle in 1992. I was raised Jewish Agnostic but felt drawn to a more spiritual life and spent my young adulthood exploring different spiritual traditions. I married my wife Laura in 1994. We started attending St. Stephen's in 2004, I was baptized in 2006 and confirmed in 2007. My faith in God is tied up closely in my passion for music - I found through the past five years that I grew as a Christian as I grew as a musician and vice versa. I play the didgeridoo (an Australian wind instrument) and play it in church as much as Les will let me. The perspectives and talents I can bring to the vestry are not unique in this congregation, but will hopefully be useful: I'm an active member of the music program, a computer geek (I've been testing software at Microsoft for 13 years), and a parent of three young children.



Carolyn Keating

My family and I have been attending St. Stephens since 1972. I've worked on the altar guild, the hospitality committee, Easter basket projects, office work... whatever needed to be done at the time. One year I was a penguin for Noyes Fludde. I'm encouraged by the direction the church is progressing; I look forward to working with some very fine people at this interesting time in our parish history.



Diane Stipp

I am a life-long member of St. Stephen's. This faith community nurtured and formed me. I bring to the vestry 30 years of active ministry and leadership. I have served this parish as a delegate to Diocesan Convention multiple times. I have been Convener and Assistant Convener of Be-Attitudes Regional Ministry. I have served on and chaired a number of Diocesan Committees. I am on the faculty of the Diocesan School of Ministry and Theology teaching the Eucharistic Visitor course. In addition to my involvement at St. Stephen's and the Diocese, I have been actively involved in ministry at St. Mark's Cathedral, living out the concept that the Cathedral belongs to all of us.

At St. Stephen's I am a Eucharistic Minister and Eucharistic Visitor. I am also active in the music program as a member of the choir; St. Stephen's Strings and the Parish Orchestra. I currently serve on the Worship and Music Action Group and have previously served on the Worship, Stewardship and Adult Education committees and been involved with Youth Ministry.

I bring a deep love for St. Stephen's and a sense of perspective. St. Stephen's history is my history. The Episcopal Church has changed much over the last 30 years. It's hard to believe I was one of the first female acolytes and Eucharistic Ministers. My hope is to guide St. Stephen's into the future as we build on the foundation we have been given from generation to generation.



Nancy Weinstein

In a world that thinks it can feed our spiritual hunger with affluence, make us wise through sound bytes, fix our inequities with money, St. Stephen's parish has a calling to manifest God's light. Uplifting worship, a caring community and a strong education program, built on the Anglican "three-legged stool" of tradition, Scripture and reason, all empower us to reach out to communities down the street, across the country and beyond. It would be an honor and a privilege for me to nurture these ministries as a member of your vestry.

Raised a Presbyterian by a Southern Baptist, I came to the Episcopal Church when I was 17. Since then I have been at home in parishes in Palo Alto, CA, Durham, NC and Buffalo, NY--- and with Roman Catholic and Protestant congregations in Germany, where I lived for seven years in my 30s. Advent 1999 brought me to St. Stephen's. My first worship service with you was followed by and invitation I accepted to stay after and help "green the church." Involvements since then have included outreach to Sand Point Community Housing and University Churches Emergency Fund. Retired from a series of careers as a librarian, journalist, soldier and receptionist, I reside in Ballard, serve on the board of Columbia Lutheran Ministries, belong to Flexcar, All Aboard Washington, and the Family Wanderers Volkssport Club. My secular sources of spiritual renewal include travel, photography and haiku.

Other Nominations

For Youth Seat on the Vestry: (to be assumed in September)

Blair Plimpton

For Cloud 9 Board Representative:

Bill Baker

For Diocesan Convention Delegates and Alternates:

Those elected serve for two years, the first year as an Alternate and the second as a Delegate.

The slate below consists of already-serving Delegates, nominations for Alternate received by press time, and nominee positions still to be filled. These can be filled today by nominations from the floor. If not filled today, the final full slates will need to be approved at a special parish meeting held at a date yet to be determined.

2008 Delegates - 8 NEEDED

*(*elected Alternate in 2007)*

Darlene Franz*
 Peggy Habegger*
 Evette Hackman*
 Michael Harrington*
 Phyllis Nauman*
 Gene Webb*

(2 Delegates to be nominated [must be male])

2008 Alternates Nominees - 8 NEEDED

[4 male, 4 female]

Monty McGovern
 Bill Montgomery
 Jenna Pollack

(5 Alternates to be nominated [2 male; 3 female])

Financial Statements

St. Stephen's Episcopal Church Income Statement for Operations

For the Years Ending December 31,	<u>2007</u>	<u>2006</u>
Operating Income		
1 Pledge Income	\$ 512,514	\$ 519,289
2 Plate Offerings	27,457	23,961
3 Adult Education Fees	-	846
4 Interest	14,256	12,168
5 Building Use	18,253	18,788
6 Property Rent 4833	2,655	12,894
7 Property Rent Imputed 4841	10,800	10,800
8 Flood Damage Contributions		650
9 Endowment Fund Distribution	67,825	63,718
10 Youth Ministry Fund Raising	23,640	16,679
11 Diocese Transition Grant	4,400	-
12 Total Operating Income	681,800	679,793
Operating Expense		
13 Clergy Salaries	136,274	125,264
14 Staff Salaries	220,128	185,073
15 Total	356,402	310,337
16 Pension	33,717	31,978
17 Health Insurance	32,068	38,139
18 Total	65,785	70,117
19 Continuing Education	425	2,085
20 Clergy Business	1,394	2,041
21 Total	1,819	4,126
22 Payroll Taxes	16,963	11,759
23 Rector Transition Expense	3,183	-
24 Total Employment Expense	444,152	396,339
Operating Expense		
25 Telephone	2,877	3,165
26 Office Supplies	7,931	6,617
27 Postage	4,492	5,183
28 Copier Lease	9,386	9,003
29 Computer Software Support	4,910	2,401
30 Equipment Maintenance	163	667
31 Equipment Supplies	2,333	793
32 Internet Connection	895	770
33 Total Office Expense	32,987	28,599

	2007	2006
34 Vestry Insurance	300	300
35 Vestry	936	1,478
36 Stewardship	649	412
37 Legacy Society	-	1,164
38 Diocesan Delegation	135	210
39 Diocesan Assessment	104,608	112,823
40 Total Administrative Expense	106,628	116,387
41 Imputed Rent Allowance-Sexton	10,800	10,800
42 Utilities	24,114	22,368
43 Property Insurance	11,253	11,311
44 Church Maintenance & Property Taxes	5,880	17,546
45 Church Grounds	4,735	3,325
46 House Expenses	6,136	13,426
47 Provision for Equipment Depreciation	20,500	20,415
48 Total Property Expense	83,418	99,191
49 Worship Ministry	531	1,348
50 Instrumentalists	4,089	2,502
51 Sheet Music	2,025	3,767
52 Altar Guild	1,110	1,215
53 Total Worship Ministry	7,755	8,832
54 Youth Ministry	6,438	7,785
55 Sunday School Ministry	1,761	1,906
56 Family Ministry	1,086	394
57 Total Youth and Family Ministry	9,285	10,085
58 Adult Education and Spiritual Formation	1,922	4,621
59 Outreach Ministry	6,800	6,800
60 Youth Mission Trip	26,613	21,784
61 Youth Service Projects	569	-
62 Innkeepers	-	674
63 Seminary Support	5,000	4,000
64 Rector's Discretionary Fund	1,900	4,000
65 Total Outreach Ministry	40,882	37,258
66 Pastoral Care Ministry	55	55
67 Parish Life Ministry	3,971	1,396
68 Newcomer Ministry	69	-
69 Total Church Programs Expense	63,939	62,247
70 Total Operating Expense	731,124	702,763
71 Net Operating Deficit	\$ (49,325)	\$ (22,970)

**St. Stephen's Episcopal Church
Balance Sheet**

	December 31, 2007	December 31, 2006
Assets		
1 Bank Checking Accounts	\$ 62,645	\$ 69,059
2 Bank Certificates and Money Market Accounts	295,861	143,042
3 Total Cash and Cash Equivalents	358,506	212,101
4 Endowment Fund Investments at Market Value	1,261,860	1,545,284
5 Other Investments at Market Value	330,391	301,081
6 Real Estate Cost	1,897,214	1,833,315
7 Equipment Cost less Accumulated Depreciation	294,142	314,559
8 Total Assets	\$ 4,142,113	\$ 4,206,340
Liabilities and Fund Balances		
9 Prepaid Pledges	\$ 101,459	\$ 87,709
Fund Balances		
10 General Fund	10,000	10,000
11 Bequests Fund		37,060
12 Parsons Gift Fund	249,887	258,186
13 Total Unrestricted Funds	259,887	305,246
14 Creighton Endowment Fund	1,361,860	1,545,284
15 Real Estate and Equipment Fund	2,311,600	2,160,737
16 Other Restricted Funds	107,307	107,364
17 Total Restricted Funds	3,780,767	3,813,385
18 Total Fund Balances	4,040,654	4,118,631
19 Total Liabilities and Fund Balances	\$ 4,142,113	\$ 4,206,340

Note to Balance Sheet:

In 2007, the Creighton Endowment Fund Board authorized a loan to the Real Estate and Equipment Fund for \$100,000 in order to remodel the home of the Sexton. For financial reporting purposes, as required by generally accepted accounting principles, this inter-fund loan has been eliminated upon consolidation.

St. Stephen's Episcopal Church Funds Changes

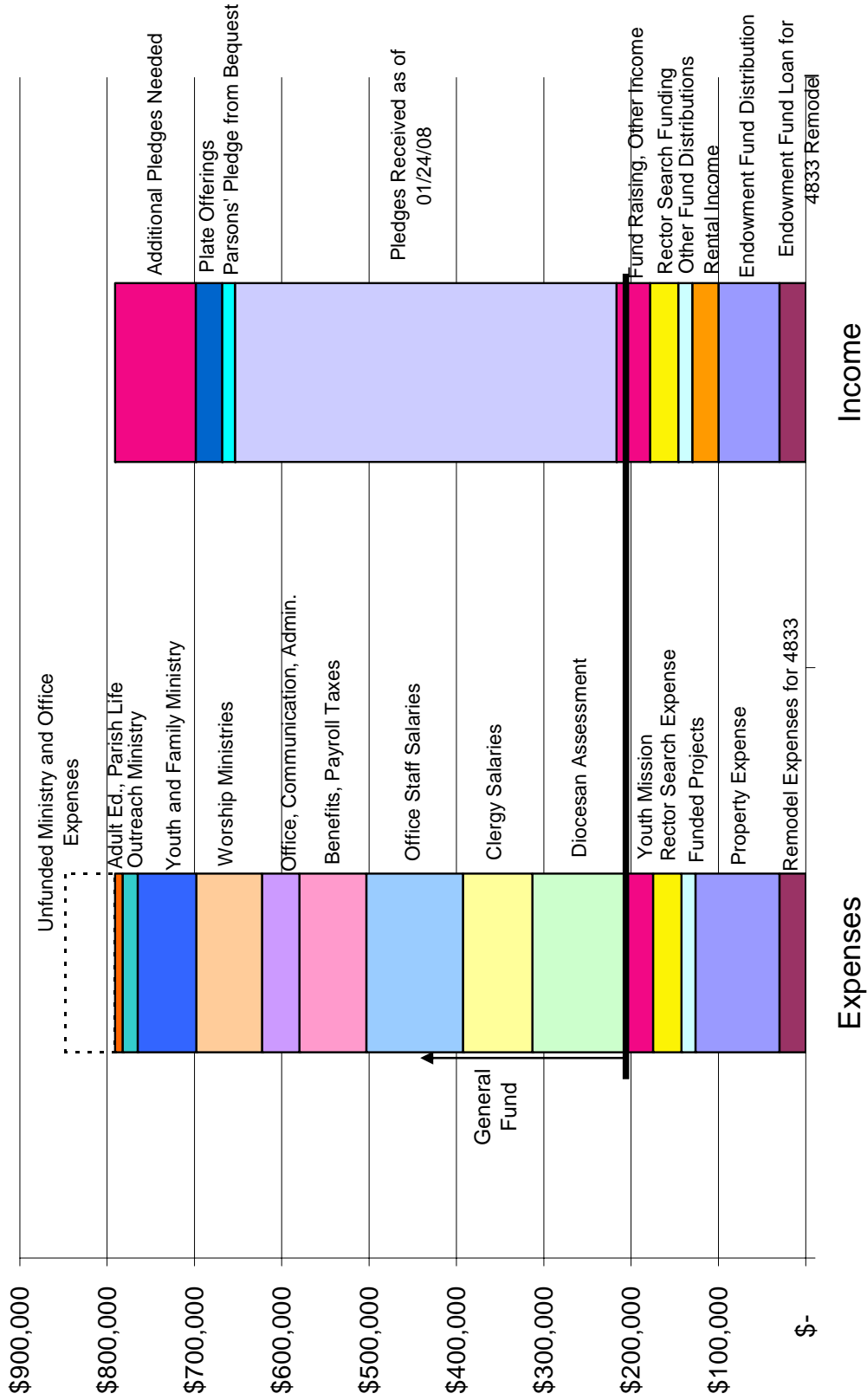
	<u>2007</u>	<u>2006</u>
General Fund		
Balance January 1	\$ 10,000	\$ 10,000
1 Net Operating Deficit	(35,193)	(1,821)
2 Net Charge Past Periods		(12,542)
3 Transfer from Bequest Fund	37,060	6,131
4 Transfer to Youth Mission Fund	(2,198)	(2,598)
5 Transfers from Other Funds		10,830
6 Transfer from Parsons Gift Fund	331	
7 Balance December 31	\$ 10,000	\$ 10,000
 Real Estate and Equipment Fund		
8 Balance January 1	\$ 2,160,737	\$ 2,176,781
9 Net Operating Deficit	(11,158)	(16,044)
10 Flood Damage Expense	(43,250)	
11 Flood Damage Insurance Payment	154,271	
12 Transfer from Creighton Endowment Fund for Flood Damage	51,000	
13 Balance December 31	2,311,600	2,160,737
14 Less: Real Estate and Equipment Assets	2,191,356	2,147,874
15 Cash Balance December 31	\$ 120,244	\$ 12,863
 Bequest Fund		
16 Balance January 1	\$ 37,060	\$ 6,677
17 Contributions		317,514
18 Transfer to Parsons Gift Fund		(250,000)
19 Transfer to General Fund	(37,060)	(6,131)
20 Outreach Donation		(31,000)
21 Balance December 31	\$ -	\$ 37,060
 Parsons Gift Fund		
22 Balance January 1	\$ 258,186	\$ -
23 Transfer from Bequest Fund		250,000
24 Pledge Contribution to General Fund	(15,000)	
25 Transfer to General Fund	(331)	
26 Net Income	7,032	8,186
27 Balance December 31	\$ 249,887	\$ 258,186
 Youth Mission Fund		
28 Balance January 1	\$ 775	\$ 3,282
29 Net Operating Deficit	(2,973)	(5,105)
30 Transfer from General Fund	2,198	2,598
31 Balance December 31	\$ -	\$ 775

**St. Stephen's Episcopal Church
Other Restricted Funds**

	December 31, <u>2007</u>	December 31, <u>2006</u>
1 Rector's Discretionary	\$100	\$1,650
2 Deacon's Discretionary	1,000	
3 Vestry Discretionary	126	126
4 Altar Guild		184
5 Innkeeper's	3,435	3,435
6 Memorial Receptions	610	610
7 Clergy Sabbatical	710	710
8 Youth Mission-2007		775
9 Youth Mission-2008	2,575	
10 Concert Series	4,976	6,305
11 Music	8,415	7,315
12 Knapp	21,149	21,149
13 Memorial	3,987	3,927
14 Wright Endowment	12,920	12,920
15 Koon	24,673	24,860
16 Strategic Planning	7,272	7,433
17 Sunday School Commission	349	34
18 Parish Retreat	1,322	1,322
19 Women's Retreat	2,525	1,850
20 Churchwomen of Seattle	1,850	1,612
21 Contemplative Wisdom Reserve	3,764	3,211
22 Flower Fund	1,742	3,985
23 Outreach Transfer Payments	3,766	3,835
24 Congregation Transfer Payments	41	116
25 Total Other Restricted Funds	<u>\$107,307</u>	<u>\$107,364</u>

2008 Budget

2008 St. Stephen's Budget / Cash



**St. Stephens Episcopal Church
2008 Budget Plan / Cash**

		<u>2008</u> <u>Budget</u> <u>Plan</u>	<u>2007</u> <u>Actual</u>	<u>Change</u>	<u>Percentage</u> <u>Change</u>
Operating Income					
Pledge Income		\$ 529,000	\$ 497,514	\$ 1,486	6%
Received as of 01/24/08	436,699				
Additional Pledges Needed	92,301				
Plate Offerings		30,000	27,457	2,543	9%
Parsons' Pledge from Bequest		15,000	15,000	-	0%
Interest		8,000	14,256	(6,256)	-44%
Church Building Rent - Pre-school		11,000	18,253	747	4%
Church Building Rent - Other		5,000	incl above		
Staff Services Revenue from users of Church		3,000	incl above		
Property Rent		-	2,655	(2,655)	-100%
Property Imputed Rent Sexton House		11,000	10,800	200	2%
Endowment Fund Distribution		70,000	67,825	2,175	3%
Endowment Fund Loan for 4833 Remodel		30,000	70,000	(40,000)	-57%
Adult Education Fees		1,000	-	1,000	
Family Ministry Donations		250		250	
Youth Ministry Fund Raising		29,200	23,640	5,560	24%
Rector Search Funding		32,320		32,320	
Strategic Plan Fund Distribution		1,000		1,000	
Facilities Review Funding Requirement		15,000		15,000	
Diocese Transition Grant		-	4,400	(4,400)	-100%
Total Operating Income		\$ 790,770	\$ 751,800	\$ 38,970	5%

St. Stephens Episcopal Church 2008 Budget Plan / Cash

	<u>2008</u> <u>Budget</u> <u>Plan</u>	<u>2007</u> <u>Actual</u>	<u>Change</u>	<u>Percentage</u> <u>Change</u>
Operating Expenses				
Clergy				
Rector and other clergy	\$ 79,713	\$ 136,274	\$ (56,562)	-42%
Staff Salaries				
Music Director	44,481	42,770	1,711	4%
Youth Minister	48,600	36,453	12,147	33%
Parish Administrator	28,743	26,791	1,952	7%
Bookkeeper	43,225	38,534	4,691	12%
Communications Coordinator	38,563	30,431	8,132	27%
Sexton	26,000	25,000	1,000	4%
Overtime (Music Dir. & Sexton)	3,000	3,000	-	0%
Choir Compensation	18,200	7,715	10,485	136%
Intern Clergy	-	6,000		-100%
Youth Ministry Intern Stipend	800	-	800	
Nursery Staff	4,000	3,434	566	16%
Total	255,612	220,128	35,484	16%
Pension	23,001	33,717	(10,716)	-32%
Health Insurance	29,000	32,068	(3,068)	-10%
Total	52,001	65,785	(13,784)	-21%
Continuing Education Rector	1,600	425	1,175	276%
Continuing Education Staff	1,500	-	1,500	
Clergy Business	1,600	1,394	206	15%
Total	4,700	1,819	2,881	158%
Payroll Taxes	18,407	16,963	1,444	9%
Choir FICA (incl Nursery staff)	1,483	-	1,483	
Rector Search / Transition Expense	32,320	3,183	29,137	915%
	52,210	20,146	32,064	159%
Total Staff Employment Expense	\$ 444,235	\$ 444,152	\$ 83	0%

St. Stephens Episcopal Church 2008 Budget Plan / Cash

	<u>2008</u> <u>Budget</u> <u>Plan</u>	<u>2007</u> <u>Actual</u>	<u>Change</u>	<u>Percentage</u> <u>Change</u>
Operating Expenses (continued)				
Office Expenses				
Telephone	\$ 3,300	\$ 2,877	\$ 423	15%
Office Supplies	6,430	7,931	(1,501)	-19%
Postage	5,500	4,492	1,008	22%
Copier Lease	9,200	9,386	(186)	-2%
Computer Software Support	4,500	4,910	(410)	-8%
Equipment Maintenance	2,600	163	2,437	1495%
Equipment Supplies	2,650	2,333	317	14%
Internet Connection	1,030	895	135	15%
Total Office Expense	35,210	32,987	2,223	7%
Communications Expenses				
Print Communications	2,334		2,334	
Online, Ads, Other	2,820		2,820	
Color Printer (large format)	-		-	
Total Communications Expense	5,154	-	5,154	
Administrative Expenses				
Vestry Insurance	300	300	-	0%
Vestry	500	936	(436)	-47%
Stewardship	700	649	51	8%
Legacy Society	800	-	800	
Diocesan Delegation (registration)	225	135	90	67%
Diocesan Assessment	107,976	104,608	3,368	3%
Audit	-	-	-	
Strategic Planning Project	1,000	-	1,000	
Facilities Review Project	15,000	-	15,000	
Total Administrative Expense	126,501	106,628	19,873	19%
Property Expense				
Imputed Rent Allowance - Sexton	11,000	10,800	200	2%
Utilities	23,373	24,114	(741)	-3%
Property Insurance	13,770	11,253	2,517	22%
Church Maintenance	11,100	5,880	5,220	89%
Church Grounds	4,079	4,735	(656)	-14%
Expense for 4833	4,090	6,136	(2,046)	-33%
Expense for 4841	-	-	-	
Remodel Expenses for 4833	30,000	70,000	(40,000)	-57%
Total Property Expense	\$ 97,413	\$ 132,918	\$ (35,505)	-27%

**St. Stephens Episcopal Church
2008 Budget Plan / Cash**

	<u>2008</u> <u>Budget</u> <u>Plan</u>	<u>2007</u> <u>Actual</u>	<u>Change</u>	<u>Percentage</u> <u>Change</u>
Operating Expenses (continued)				
Worship Ministries				
Worship Ministry	\$ 1,000	\$ 531	\$ 469	88%
Instrumentalists	5,350	4,089	1,261	31%
Sheet Music & Misc	-	2,025	(2,025)	-100%
Boys and Girls Choir Stipend	450		450	
Instrument Maintenance	4,270		4,270	
Altar Guild	1,500	1,110	390	35%
Total Worship Ministries	12,570	7,755	4,815	62%
Youth and Family Ministry				
Youth Ministries				
Senior High Youth Program	2,678			
Middle School Youth Program	900			
Youth Confirmation Class	900			
Administrative	2,250			
Total	6,728	6,438	290	4%
Vacation Bible School	1,200		1,200	
Sunday School Ministry	3,550	1,761	1,789	102%
Family Ministry	2,250	1,086	1,164	107%
Total Youth and Family Ministry	13,728	9,285	4,443	48%
Adult Education and Spiritual Formation	4,500	1,922	2,578	134%
Outreach Ministries				
Outreach Ministry	7,200	6,800	400	6%
Youth Mission Trip (Senior High)	27,300	26,613	687	3%
Youth Mission Trip (Middle School)	2,900		2,900	
Youth Service Projects	-	569	(569)	-100%
Innkeepers	-		-	
Seminary Support	5,000	5,000	-	0%
Rector's Discretionary Fund	5,000	1,900	3,100	163%
Total Outreach Ministries	47,400	40,882	6,518	16%
Pastoral Care Ministry	-	55	(55)	-100%
Parish Life Ministry (incl. Hospitality)	3,500	3,971	(471)	-12%
Newcomer Ministry	560	69	491	712%
Total Church Programs Expense	82,258	63,939	18,319	29%
Total Operating Expense	\$ 790,770	\$ 780,624	\$ 10,146	1%
Net Cash Surplus / (Deficit)	\$ (0)	\$(28,824)	\$ 28,824	

Endowments

Terry Gudger, Chair

Members of Endowment Committee:

Mark Schedler	2007
Terry Gudger (Chair)	2008
Linda Collier	2009
Kai Andrews	2010
Sophie Hume	2011

Ex Officio (non-voting):

The Rev. Janet Campbell

Account Summary	Creighton Endowment	Parson's Fund
Value at 1/1/06	\$1,545,284	\$258,186
Contributions	175	34,069*
Income (Interest & Dividends)	44,871	10,137
Capital Gain Distributions	14,813	3,079
Realized losses	(6,016)	(1,862)
Unrealized losses	(6,752)	(2,489)
Investment Expenses		
State Street and	(7,328)	(1,356)
Episcopal Church Foundation	(4,362)	(808)
Disbursements to St. Stephen's:		
Quarterly disbursements	(67,825)	
Flood damage	(51,000)	
House Remodel	<u>(100,000)</u>	
Operating Fund		<u>(15,000)</u>
Value 12/31/07	<u>\$1,361,860</u>	<u>\$283,956</u>

2008 Disbursement to St. Stephen's: \$72,400

Allocation at 12/31/07:

Large Cap Equities	39.8%
Small/Mid Cap Equities	10.0%
International Equities	17.0%
REIT	3.2%
Fixed Income	26.4%
Cash Equivalents	3.5%

* Balance of several old Ministry Funds not currently being used

Strategic Plan Action Groups

CHRISTIAN FORMATION
COMMUNITY OUTREACH
HOSPITALITY
STEWARDSHIP
WORSHIP & MUSIC

Christian Formation

A report was not available at press time.

Community Outreach

Earl Grout and Frank Lawler

Community involvement at St. Stephen's offered a great deal of variety in 2007, and this range of opportunities continues into the new year.

Primary ministries

- **Teen Feed:** Prepares and serves a nourishing garlic baked chicken dinner to upwards of 60 homeless teens the first Monday of every month. *Opportunities: cooking and serving teams.*
- **AIDS Care Team:** Nine members serve a woman and her two grandchildren under the oversight of Multifaith Works. *Opportunities for up to 3 new members.*
- **Circle of Hope:** A new ministry in 2007, this care team supports a child and family at Children's Hospital. *Opportunities exist for new members.*
- **University Churches Emergency Fund:** Open mid-day three days a week plus Saturday to interview and assist the poor. *Opportunities exist for new volunteers.*
- **Ronald MacDonald House:** Two teams of 3 - 5 people cook and serve a meal once a month. *Opportunities available for new members of existing teams and a new team.*
- **Seasonal ministries:** Support Sand Point Community Housing through welcome, Thanksgiving and Easter baskets and a Christmas giving tree. The giving tree also supports other service agencies such as Teen Feed, Youth Care, and Elizabeth Gregory House. Several members assisted Mt. Zion Baptist in serving and delivering their Thanksgiving dinner.

New ministries

- **Circle of Hope**, described above, includes members from St. Mark's and St. Andrews and may be expanded to include UW students. Children's Hospital provides training and supervision. *Contact: Karen Knudson*
- **Elizabeth Gregory House**: We are starting to organize small groups ("guilds") for interacting with and supporting the homeless women who are residents. *Contact: Antonia Bennett*

Special events:

- **Give to the Troops**: A Valentine's Day theme attracted generous donations of items that were requested by troops in Afghanistan and Iraq. State volunteers for Give to the Troops collected and shipped off the items in late Feb.
- **Warm for Winter**: parishioners knitted or donated a sizable number of scarves, hats and gloves that were distributed to the homeless through Warm for Winter.

Financial support was provided to Teen Feed, Elizabeth Gregory House, Church Council of Greater Seattle, and University Churches Emergency Fund.

Other notes:

- **Inn at St. Stephen's**: With the house that hosted the Inn for more than 20 years having been sold, the Innkeepers entered their first rest break. They investigated various options for continuing the inn in another form, but no conclusions have been reached.
- **Other activities**: Volunteers serve at the Noel House women's shelter at St. Mark's and assist the Mt. Zion downtown feeding program.
- **Ministry advocates**: Members of the outreach team have taken on specific ministries to champion: Teen Feed (Frank Lawler); Elizabeth Gregory House (Antonia Bennett); Sand Point Housing and UCEF (Nancy Weinstein); Seasonal (Mary Ellen Sandberg); Noel House (Marge Baylor); Circle of Hope and Innkeepers (Jack Irby); AIDS care team (Earl Grout); Ronald MacDonald House (Deane Kimerer).

Outreach Team: Jane Stevens, Marge Baylor, Antonia Bennett, Jack Irby, Deane Kimerer, Mary Ellen Sandberg, Nancy Weinstein, Earl Grout & Frank Lawler (co-chairs).

Hospitality

Cindy Glad, Champion

2045 Goals:

We are a welcoming, loving and open parish in the community. The diversity of Our membership reflects the geographic community. Our members show their connection to the St. Stephen's community through attendance, pledging and volunteering.

2008 Outcomes:

Welcoming people is integrated into all aspects of our activities and programs.

*Parishioners understand that hospitality is a priority for us and participate actively in making all people feel welcome.
Laughter and camaraderie are a common part of the culture of the community.
Annual events welcome the neighborhood into our community.
There is a multitude of opportunities to connect with a small group.
People with pastoral or physical care needs find support from other members.*

The Hospitality Action Group is composed of 4 members. They are Marge Baylor, Dave Easton, Tom Faber and Cindy Glad. We have met several times during the year to discuss how St. Stephen's is currently providing hospitality and research how other congregations provide hospitality. We have also done some reading. We have not yet communicated our findings to the parish.

Our Goals for 2007:

Continue to develop our skills and processes for welcoming newcomers. Identify and implement ways to help new members become integrated into the parish.

Janet is asking new people to identify themselves at the 10:30 service. Tom Faber is planning a church tour and brief orientation once a month. We hope to have a larger more important looking guest book in the future. The newcomer bulletin board is kept up to date so we can familiarize ourselves with new faces. We are also including a form for joining a Fellowship Group in the newcomer packet. We hope to find a better place for nametags. K. Robinson and helpers held a wonderful Newcomers Brunch in October. It was well attended. There will be another one in the spring.

Assess how hospitality works with the various programs that we provide as well as with outside groups who use our buildings.

We continue to provide greeters for the musical events. We also have a reception after each Evensong. The one in December was very well attended and beautifully done by Sandy Evenson. We had a reception in the Spring after the last performance of Noye's Fludde for the audience and the cast. We went through two sheet cakes and many home made animal cookies. Many parishioners helped with this.

Provide a few social events in which parishioners can gather together to play and get to know each other.

We have a new large Reception Committee, headed by Sharon Sack.. That committee has put on two receptions between services this past Fall. We have formed new Fellowship Groups for 2008 with space for newcomers to join. We have 7 new groups with 42 members, not including children. We had a Spring and Christmas luncheon for the Staff. Many parishioners have helped with these events.

In 2008 we will continue to focus on these goals and find ways to make St. Stephen's a more welcoming and loving parish.

Stewardship

We began to broaden and deepen the Stewardship Conversation in 2007, with a newly revised and designed brochure, focusing on how our stewardship of resources and time is the critical element in accomplishing what we desire for our future. The booklet also explored the baptismal theology that underlies our care of this community. Preaching included the Chair's Stewardship Sermon, and attention to stewardship in the Interim Rector's sermons. The stewardship form provided room for financial pledges and pledges of time, as well as a survey of the time we are already committing to St. Stephen's. That information is being collated as the forms come in, and will be made available in the weeks to come. With more pledges still to be received, we are so far in a good financial position for 2008's operating budget. But the remainder of pledges need to come in. Also, we hope that some who have already pledged may realize they may be able to pledge at a higher level and decide to raise their pledge. Our pledging for 2008 indicates our confidence and hope that this interim period is a necessary and important time to continue our growth. We expect pledging to be complete by the end of February.

Some Pledging Statistics from our 2008 Stewardship Campaign

	2008 (as of 1/29/08)	2007 (as of 12/31/07)
Total Pledged	\$ 436,679	\$ 500,443
Number of Pledges	171	227
Average Pledge	\$ 2,554	\$ 2,205
Number of Increased Pledges	73	85
<i>Percentage of Total Number of Pledges</i>	43%	37%
Number of Unchanged Pledges	59	67
<i>Percentage of Total Number of Pledges</i>	35%	30%

Worship & Music

John Vice, Champion

Report of accomplishments against 2007 Goals.

Recording equipment. Console is installed in its permanent position in the Nave. Electronic components are installed and operating. Electric wiring needs to be permanently provided, rather than extension cords. A contract is imminent for the installation of suspended microphones at several locations in the nave. With the installation of the microphones and the electrical wiring this major system will be complete, enabling very high quality recordings to be made of services and concerts.

Large scale music/worship event in 2008-2010. Several exciting possibilities are being discussed, but no specific event is proposed at this time.

Neighborhood Christmas Carol Sing. Our first annual Neighborhood Carol Sing brought 75 neighbors and 20 parishioners to our church Sunday afternoon, December 16, for singing followed by hot cocoa and cookies. We will build on this very successful beginning in 2008.

All Parish Worship and Celebration. This event is intended to be held in the Fall of this year, 2007. We will evolve a proposal in the near future.

Increase Opportunities for learning about Episcopal Worship and Music. The Rector has presented, in Adult Education Hour, a series of discussions on the Eucharist. We plan to implement during 2007 some aspect of an Instructive Eucharist on a series of Sunday services.

Conduct two services during 2007 with music and worship different from our accustomed style. Evensong has provided one opportunity this year to feature the Sacred Flute Circle musicians. Other possibilities include a repeat appearance of the Gospel Choir from SPU.

Youth input and Involvement. Our services already include a substantial involvement of the Youth, as Lectors, Chalice bearers, Acolytes, Choir members and Greeters. Les Martin's invitation to the Women and Girls on the parish to form a choir is an excellent example of this involvement.

Evensong Series. The Worship and Music Group are most enthusiastic in support of the Evensong Series, and intend to expand the musical component of the series to include at least five significant works during the course of the year.

Other Ministry Reports

ADULT EDUCATION
CALL COMMITTEE
CHURCHWOMEN OF ST. STEPHEN'S
CLOUD 9
EYC YOUTH MINISTRY
FAMILY MINISTRY
MUSIC MINISTRY

Adult Education

Opportunities for learning and conversation abounded in 2007; our offerings are listed below.

SPRING 2007

Three part Special Sunday Class "All about St. Stephen's"

Adult Forums

The Rev. Tony Robinson, lecturer and author, series on "The Book of Acts for a New Day"

Cris Blair, St. Stephen's member, "Up Close and Personal: Life in the Ukraine"

Tom Trzyna, Professor of Comparative Literature at SPU, series on "Knowing God, Knowing Ourselves"

Rector Patricia Robertson and Assisting Priest Dave Storm, series on "The Last Week"

Various Presenters from the parish, series on "Seeking a Shepherd, Leadership in the Church"

The Rt. Rev. Nedi Rivera, Conversation

Wednesdays in Lent

Via Media course on the Episcopal and Anglican Churches

Contemplative Wisdom Community Presentations

Gospel of Thomas Group, 3rd Thursdays

Mary Magdalene: Apostle and disciple, weekend workshop

Wisdom School: "Poet and Prophet: The Wisdom of Poetic Vision," weeklong retreat

FALL 2007

Adult Forums:

Introducing our Interim Rector Janet Campbell

The Rev. Tony Robinson, lecturer and author, on "Transitions"

The Rev. Frank Spina, professor of Old Testament and Biblical Theology at SPU, series on
“Myths and Realities Concerning Jesus, Setting the Story Straight.”
Vestry Forum and brunch
Interim Rector Janet Campbell series on The Liturgy
James W. Greene, Senior Lecturer of Anthropology at UW, “The Cultural Origins of Christmas”

Guest Preachers

The Rev. Tony Robinson
Ms. Carla Robinson
The Rev. Edie Weller

Tuesday Bible Study continued to meet each week at 10:30 a.m. in the parish hall.

Contemplative Wisdom Community

Rami Shapiro, poet and essayist, workshop on “The Divine Feminine”

Thanks to Peter Snyder, Chair of Adult Education and Spiritual Formation

In the fall of 2007, Peter accepted a job in Washington D.C. and now travels back and forth from there to be with his family who continue to live here in Seattle. This new chapter in his life necessitated his resignation as our Chair. Under his leadership, the adult education and formation programs have prospered, bringing excellent opportunities for us to broaden our understanding of our faith and how we live it in the world. Thank you, Peter!

Call Committee

Linda Chapman and Rick Nauman, Co-chairs

To assist the parish in calling a new rector, the Vestry appointed a ten member Call Committee in August of 2007. The vestry’s charge to this committee includes reviewing the vision, mission and goals of the parish as set out in the Strategic Plan, gathering information from parishioners on how they perceive the congregation and the rector working together in ministry, and asking parishioners about their perceptions of the kind of rector we need to help us address our mission.

The Call Committee plans to address this charge by surveying the parish on their attitudes toward various aspects of our community life and on the attributes seen as important in choosing a rector. Information from this step will be refined by the use of focus group sessions designed to clarify information and to hear concerns that were not covered in the survey. The parish has already been asked to help the committee define four key terms so that we can accurately represent this community when talking with candidates. Those terms are: spirituality, pastoral presence, leadership and Christian formation. We feel it is very important that we have a shared understanding of what we are talking about.

When the information we seek from the congregation is gathered, it will be included in a Parish Profile along with factual data such as pledge strength, annual budgets, attendance, and membership demographics. The profile will describe who we are, where we have been and where we are headed. The Church Deployment Office will send us the names of clergy who

are interested in moving and whose strengths match out requests. We will use other means of recruiting to cast as wide a net as possible.

When applications have been reviewed, interviews and on-site visits will follow with the most promising candidates. After reference checking and approval by the Bishop for our candidate(s) to become canonically resident in this diocese, the Call Committee will make a recommendation to the Vestry. The Vestry will make the final selection.

Members of the Call Committee are: Betty Feetham, Patty Turnberg, Evette Hackman, Dave Easton, Gene Webb, Danny Kim, Mark Ippolito, Michael Romoser, Rick Nauman and Linda Chapman. Our consultants provided by the diocese are Lucy Brand and the Reverend Curt Zimmerman.

ChurchWomen of St. Stephen's

Barbara Hampson & Sharon Sack, Co-Presidents

The Episcopal Churchwomen St. Stephen's meet monthly on the second Thursday, September through May. Holy Eucharist is celebrated at 10:30 in the Chapel, followed by a short meeting at 11:00 and an interesting and topical program and a delicious complimentary luncheon. All members of the parish are very welcome.

We are proud to continue to be an integral part of the ministry team of St. Stephen's as one of the last Churchwomen groups in the Diocese. During this year we have had the opportunity to offer fellowship and programs such as Michael Harrington's Youth Pictures from New Orleans and Jo Gustafson speaking on the University Churches Emergency Fund.

As always April and November meetings are dedicated to the approval of twice yearly grants. The disbursement of the profits from our consignment shop **Cloud 9** located in the Roosevelt district is the important work of the members of the Grants Committee. Each one of the grant requests is researched and presented for approval. These funds are distributed as nearly as possible one third to the parish one third to the community and one third to the world.

The Annual Christmas Tea in December was, as always, a festive and memorable occasion. There was a great turnout to partake of the bountiful array of sandwiches and holiday treats. The afternoon was complete with a program by the Handbell Choir led by Les Martin and audience participation of Ring and Sing

We welcome all members of the St. Stephen's to join us for a great morning of fellowship.

Cloud 9

FINANCIAL

Regular consignment sales increased by approximately 11% to \$193,768.00, however, donations sales were down to \$20,367.00 from 2006 \$31,948.00. It is always our hope that donations from the public will increase as those sales are pure profit for the store.

The expenses for 2007 were down slightly (7%) from 2006. We did not experience any unexpected store repairs, or unusual expenses. We continue to maintain a reserve for future emergencies.

Total Grants approved for 2007 was \$49,000.00, the last grant approved in 2007 of \$28,000.00 will be available for distribution in the spring of 2008.

OPERATIONS

AMFAR continues to be a significant contract consignor, with the income they receive donated to the Foundation for Aids Research.. AMFAR is a national service organization with local affiliates made up of vendors of interior design and gift items. Hearthstone Retirement Center has been active this year as well, with consignment of furniture and household goods and the proceeds dedicated to their uncompensated care fund.

GRANTS

<u>Church</u>		<u>Community</u>		<u>World</u>	
ECW Budget	\$2,500.	Matthew House	\$1,500	El Porvenir	\$1,950
Parish Hall Reserve	3,000	Opening Blind Eyes	1,722	ERD	2,000
Property Reserve	7,000	Salvation Army	1,000	Hogar de Ninos	3,000
EYC/Youth	3,500	St Andrews House	2,225	Smile Train	3,000
Desk Sexton	300	Transitional Resources	1,800	World Vision	2,000
		Louie Educ.. Center	3,000		
		Episcopal Elder Home	2,000		
		Elder/ Adult Day Care	1,200		
		Faith Homes	2,000		
		Innkeepers	3,000		
		Montesano Mediations	1,000		
		Sailing Heritage Society	1,500		

Cloud 9 will be celebrating 50 Years of operations in May of 2009, during 2008 we will be gathering pictures, mementos and stories to assemble a book for everyone to enjoy. Cloud 9 has been a significant part of St. Stephen's outreach program for all these years. and we are grateful for the support and hard work of everyone at St. Stephen's, it could not have been done without all of you.

EYC Youth Ministry

Michael Harrington, Youth Minister

In many ways 2007 was a breakthrough year for the **St. Stephen's Youth Group**. The *Youth Ministry Team* celebrated its 4th year together under the leadership of an awesome collection of people. **The Youth Group** doubled its size averaging 20 folks for the *Sunday Evening Gatherings*. But most significantly they decided upon a shared vision of **Mission**.

- The EYC produced 4 major *Fundraiser Events* highlighted by the **Fat Tuesday Pancake Supper and Mardi Gras** blowout in the spring, and the **Veteran's Day Swing Dance** in the fall.
- The EYC met all but 3 Sunday Evenings during the year, and we added the **Middle School EYC** meetings on Sunday mornings under the excellent direction of *Danny Kim*.
- The EYC continued their proud tradition of visits to places like **Whirly-Ball** and **Wild Waves** and the patented **EYC LOCK-IN** throughout the year.
- After many years of absence **Vacation Bible School** returned to St. Stephen's. Under the direction of *Liz Easton* and with the help of over **20 EYC** members it was a rousing success.
- In the fall we began a **Confirmation Class** with **15 confirmands**. I am so blessed.
- And the **2nd Annual Mission Trip to New Orleans** welcomed the participation of **34 High School Students and Adults**.
- The EYC celebrated another great *Halloween Party* for the Parish kids, and facilitated the annual *Christmas Pageant*.
- And what **St. Stephen's EYC Youth Group** year would be complete without the much anticipated *Monty Claus 3* Christmas Party and Talent Show.

My love and gratitude for all my Youth Ministry Team Partners, the Parents of our kids, this awesome and supportive Parish for their generosity, the ECW for their bountiful assistance, our loving Vestry, this great long-suffering staff, Janet and her wonderful enthusiasm, and the *Most Excellent Youth Group I've ever worked with in 35 years*.

It's a Team Effort .. Y'ALL...

Peace-Michael

Family Ministry

Susan Pollard, Convener

The Family Ministry Team continues to support families with young children and communicate the wonders of the Sunday School program. We continue our mission in supporting the terrific teachers and Sunday School coordinator, to increase Sunday School participation and grow the program through events and other community opportunities. Looking back, it appears that we are meeting our goals and continue to look ahead to an exciting future full of possibility.

Thanks to Andrew Bruce's energy and enthusiasm, we have enjoyed a wonderful kick off to the Sunday School year. Just one look at the number of kids bursting out of the classrooms tells you that the population of new families with young children has grown substantially at St. Stephen's. A huge amount of thanks to Andrew for his innovative ideas (library corner in the parish hall, rotating FMT members as Sunday School helpers, etc.) and organization (the year has been planned out meticulously). As Andrew leaves on sabbatical, we look towards our office staff and volunteers to help us continue the level of excellent coordination.

The FMT continues to coordinate various events throughout the year. We recently enjoyed our annual Advent wreath making party and luncheon and the children made Christmas cards for the kids of St. Paul's parish in New Orleans. Rosemary Schmidt has been extremely supportive of our group and took care of a neighborhood flyer among many other tasks that she handles without fail. The FMT looks forward to planning and teaching a stewardship-based combined Sunday School class in April as well as host a spring brunch with teachers, parents and children to celebrate our program and also solicit feedback on how to better build the program in the coming years. At the end of the Sunday School year, we will again have the opportunity to plan a day of teacher appreciation and conclude the year with an ice cream social. St. Stephen's has indeed been blessed with the number of Sunday School teachers that continue to teach, year after year. Their dedication and commitment are outstanding and we were lucky enough to have several new teachers join the ranks this year.

The FMT has had success in summer's past with Children's Chapel. It is our hope that we can continue this program in the coming summer with a rotation of FMT members leading the classes.

The money that the children contributed through their Moonjar donations last spring has helped us move forward with the nursery renovation. The final painting should be completed shortly and FMT member commitment to this project should be noted. Jen Yerkes and her mother have had the creative vision that will result in a transformed nursery. Along the lines of classroom improvements, a big thank you goes to Sharon Sack and the ECW. With Sharon's help and the generosity of the ECW, we were able to have new windowed doors installed to all the classrooms. Things are really spruced up!

We look forward to another year of opportunity, growth and fellowship!

Music Ministry

Les Martin, Director of Music

"The experience of music in worship draws us closer to God and to each other:

Music sets the tone in worship, facilitating a deeper understanding of the Word and liturgy

Music expands our awareness of our spiritual selves, creating personal openness to grace, mystery, and transformation

Music enhances participation in and connection to Christian community, drawing us into a fuller, more immediate awareness and experience of God"

Highlights from the Music Program in 2007 include:

Music offered by members of our parish, our community and beyond enriched our worship experience, including:

- Music offered by many parish musicians of all ages, and special guests from as far away as Boston
- Noye's Fludde (March)
- The fabulous SPU Gospel Choir, under the direction of Dr. Stephen Newby (April)
- A Television broadcast of our choir singing one of Bach's greatest cantatas (December)

St. Stephen's Parish Choir

- Our choir continues to grow, including several members from the UW student community.
- December – our choir presented Bach's Cantata, "Wachet auf, ruft uns die Stimme" (Awake! The voice calls to us) BWV 140 at Evensong, accompanied by chamber orchestra. This performance was filmed and televised on the arts program "Crescendo!" over cable networks here and in New York.
- A CD featuring all the musical ensembles of our parish is in the editing phase.

Boys and Girls Choir

- Sang monthly and at principal services including Easter Vigil, Easter Day, Pentecost and Christmas Eve.
- We held our 8th Annual Boys and Girls Choir Reunion, singing five anthems on Mothers' Day, May 13th .

Evensong

- This service of musical beauty continues to gain a solid following. Highlights include:
 - Evensong led by the Boys and Girls Choir
 - Bach Cantata 140 "Wachet auf, ruft uns die Stimme" with orchestra and soloists
 - Music by St. Stephen's Recorder Consort
 - Music by St. Stephen's English Handbell Choir
 - Music by the Sacred Fire Flute Circle
 - John Tavener's "Svyati" (Trisagion) for SSSAATTTBBBB choir, with Andrea Chandler, cello

English Handbell Choir

- Performed once per month in at Ronald McDonald House in February.

Sacred Fire Flute Circle – led by Tim Feetham and David Baylor. This exciting ensemble performed for our services several times last year, providing the inspiring and transporting sounds of Native American Flute, Didgeridoo, and percussion. New members are always welcome.

St. Stephen's Recorder Consort – led by Darlene Franz, performed at Evensong and at several Sunday Morning services. We thank the members of the recorder consort for the beautiful music they make to adorn our worship services. New members are always welcome.

St. Stephen's Strings – led by Laura Martin, provided beautiful music to welcome worshippers to our Christmas and Easter services. This group is made up of people of all ages and abilities

from within the parish and from as far away as British Columbia, who enjoy making music together. New members are always welcome.

The Orchestra of "St. Stephen's-in-the-Suburbs" – our newly named parish orchestra, has plans to play later this year.

Recording Ministry – A console that houses our recording equipment has been placed at the back of the church near the flower room. Plans are underway to "fly" our recording microphones in the chancel so we can record musical offerings and worship services to share with those visited by our Lay Eucharistic Visitors each week, and with others who are homebound. Those interested in being trained as a recording technician for this important ministry should speak with Les Martin or Tim Feetham.

The December Flood – 25% of our choral library was lost in this flood, as were the pianos in the Great Hall and Choir Room, and ironically, many of the costumes for Noye's Fludde. Fortunately, our valuable animal heads were spared! Using proceeds from our insurance claim, we are currently in the process of replacing the music and instruments that were lost in the flood. Our insurance company has graciously allowed us to replace the two pianos lost in the flood with other keyboard instruments – a harpsichord and a continuo organ. These new instruments will greatly enhance the possibilities of our music program.

We remain grateful to the many members of the parish and the community who volunteered their time and shared their musical gifts to enhance our worship services in 2006. I would like also to acknowledge our dedicated choir section leaders, Emily Riesser, Diane Radabaugh, and Michael Dunlap (who has now moved on), for their musical support and their caring ways. Their presence in the choir makes it possible for us to grow and reach new artistic peaks, which in turn allow us to present musical works that inspire our worship together.

Music at St. Stephen's – *"Sharing excellence in the musical arts with the community."*

Our concert series was instituted in 1994 to share our abundance of quality musical instruments and our beautiful worship space with the community around us. Our sole event in 2007 was Benjamin Britten's **Noye's Fludde**.

- Planning got underway in mid-2006 for our fourth production of "Noye's Fludde", and three performances of this fully staged Medieval Miracle Play we held in the main church on March 17-18, 2007.
- A community-wide intergenerational event, Noye's Fludde was supported by 160 people, including an orchestra of 50, a production crew of 53, and a cast of 57 animals, principals and dancers representing 17 area schools.
- There were a total of 34 rehearsal events – for orchestra, animals, dancers, principals, and full-cast dress rehearsals – leading up to these three performances.
- A total of 300 people attended these highly successful performances, with gate receipts of \$3,965.00, and expenses of \$6,601.27 for a net financial loss of \$2,636.27.
- Special thanks go to Linda Erickson, stage director; Kathleen McCormick, choreographer; Rick Nauman, producer; Cris Blair, costumer; Laura Martin, concertmaster. Leslie Martin was the musical director.

Community Musical Organizations that perform at St. Stephen's:

- **Philharmonia Northwest** – Roupén Shakarian, conductor
- **Gallery Concerts** – Jillon Dupree and George Bozarth, artistic directors

Les Martin's musical performances outside of St. Stephen's in 2007 included:

- Harpsichordist for "La Poésie Musicale" sponsored by Seattle Early Music Guild (January)
- Organ soloist with Thalia Symphony Orchestra: Camille Saint-Saëns – "Symphony No. 3" (February)
- Harpsichordist with Seattle Philharmonic Orchestra (May)
- Organist with Seattle Trumpet Consort (July)
- Sion, Switzerland, Basilique du Château de Valère, XXXVIII Festival International de l'Orgue Ancien (July)
- Sirolo, Italy, Chiesa S. Nicola di Bari, 12a edizione "Le ore dell'Organo" (August)
- SPU's "Sacred Sounds of Christmas" at Benaroya Hall (December)
- Organist for Seattle Symphony Orchestra, Benaroya Hall (December)

On a personal note, working with our community of committed and caring musicians is a great pleasure both professionally and personally. My work as St. Stephen's Music Director is a .75 FTE position (since 1994). I am also an adjunct faculty member at Seattle Pacific University where I teach organ, harpsichord and keyboard harmony. I find that my work at SPU is constantly creating collaborative bridges between St. Stephen's, Seattle Pacific University, and the wider community – all of which helps us live out our mission statement to know and love each other.

Staff Reports

ACCOUNTANT
COMMUNICATIONS COORDINATOR
PARISH ADMINISTRATOR
SEXTON

Accountant

Pam Hallmark

Being hired for the Accountant position at St. Stephens Episcopal Church has been a blessing and an answer to prayer for me. I am amazed at the love and devotion exhibited by this congregation and my co-workers in terms of time, talents and financial support. I am honored to be serving as your church accountant.

My primary objectives for 2008 are to 1) streamline the financial reporting process, 2) provide regular budget reports to not only the Treasurer, but also to appropriate ministry leaders and staff, and to 3) review, refine and document appropriate financial policy and procedures for the church office and staff. I am blessed to have Ron Wendling at my side through March of this year as he continues to impart his many years of wisdom and experience to me. God is good...all the time. All the time...God is good!

Communications Coordinator

Rosemary Schmidt

In keeping with the Vestry's commitment to communications, in July 2007, the Communications staff position was increased from half-time to full-time. This has allowed me to create an overall communications strategy for our church and take charge of implementing that strategy.

One great success in St. Stephen's communications has been the roll-out of our **new website** in spring 2007. Its new design is more welcoming, professional, and user-friendly, and it does justice to the thriving community that we have here at St. Stephen's. While we have not been able to formally track it, we often hear anecdotally about people who came to St. Stephen's after first finding our website online. We are proud to know that the website is representing us well as our electronic brochure to the world. And I continue to look for ways to improve it.

Within our physical walls, I have focused on creating a friendly, welcoming space in our church entryways: two accomplishments have been the **new bulletin boards & brochure rack** in the

church entryway and the new, full-color design of our **brochures**. I also redesigned our **Sunday bulletins** to be more user-friendly and to greatly cut down our paper use.

In support of our ministries, I have attended planning meetings for many of our teams, through which I have met more of our church leaders and come to better understand your needs. The Vestry Communications Team (Tracy Romoser, Ann McCurdy, and Sara Mockett) has been invaluable to me in this respect. I've assisted several of our ministry teams in creating their communications: two examples are the **Stewardship brochure** and the Family Ministry Team's **Advent/Christmas mailer**. I've focused on advertising events to our greater community. The **Carol Sing** was a great example of our success in this. We had a banner outside our building, listed our event on online calendars, such as the North Seattle Herald-Outlook and the Seattle Times. And thanks to Tamara Kincaid, we posted flyers in local coffee shops and community centers. Plus we had the word of mouth of St. Stephen's parishioners. This outreach campaign brought in an exciting 75 new faces from the community to the Carol Sing, and it provided us with a fabulous blueprint of relatively inexpensive ways to advertise events in the future.

Looking ahead to 2008, we will continue our work to improve the church entryways, making the name tags more accessible and adding a bulletin board for community service opportunities. We will increase our local advertising a la the Carol Sing in order to spread the word about events here at St. Stephen's. And I look forward to attending more action group & ministry team meetings and finding new ways to support you all in your ministries.

Parish Administrator

Alice Marshall

I am pleased to return to the community of St. Stephen's, to reconnect with old friends, and meet new ones. There have been some excellent administrators in my chair, and I'm working hard to learn from the systems and procedures they established, and to bring my own skills and passions to the job. I am particularly interested in using my job to facilitate the ministry of the church, in groups, among parishioners, and between individuals.

Sexton

Manuel Acevedo

The biggest event of 2007 was the flood. It was a wonderful thing to see everybody sharing time and effort and contributing to the clean up and repair efforts. What a great community. The next few years are going to be difficult for maintenance, because our buildings are getting older, and our equipment is harder to maintain.

I enjoy my job, especially being able to give my skills and gifts to this community, and to share my work with so many great brothers and sisters.

Thank you!

- To Sharon Sack and all her helpers for the food and cake for Dave Storm's party and our meeting.
- To our Youth Ministry for providing children's activities during today's liturgy and meeting.
- To Carlotta and Allison Smith for providing nursery care.
- To Manuel Acevedo for meeting set-up and take-down.
- To Rosemary Schmidt, Alice Marshall, and Pam Hallmark for gathering and producing the Annual Report.