

2022 PARISH PROFILE

St. Thomas Episcopal Church | Medina, Washington

www.stthomasmedina.org



ST. THOMAS
EPISCOPAL CHURCH





Greetings from the people of St. Thomas Episcopal Church in Medina, Washington. In this time of transition, we are excited to see where God is calling us next and who will hear God's call to serve as our rector. We are seeking a priest who can help us preserve what we love most about this parish, while also steering us toward a post-pandemic life in community that will be different both from what used to be, and from what is right now.

Are you an experienced spiritual leader? Do you have a vision for how established Episcopal parishes can navigate through this time of uncertainty to become more welcoming, relevant, and diverse? Do you lead with love?

If you answered yes to the above, and you can imagine yourself in the beautiful Seattle area, we have an opportunity for you!

We believe the right candidate is someone who:

- is an inspiring preacher and teacher who loves Jesus, is committed to strong Biblical and theological scholarship, and has a passion for beautiful worship and music (though being a great singer is not required!);
- has experienced growing, diversifying, and strengthening a parish through outreach and service, children, youth, and adult formation, and building connections and community engagement; and
- is warm and caring, leads with a sense of humor, and has a vision—along with the skill to communicate that vision—for how we chart our course through this period of extreme uncertainty.

If you feel St. Thomas might be a place for you to use your gifts fully and faithfully, please consider this an invitation to listen for God's call to walk with us as our next rector.

In the pages that follow and the accompanying video (www.stthomasmedina.org/rectorsearch), we will provide you with a deeper look at St. Thomas, sharing who we are as a community of faith, our challenges and hopes for the future, and the qualities we are seeking in our next rector.

Blessings and peace to you! Know that we are praying for you, and we ask that you pray for us.

The People of St. Thomas

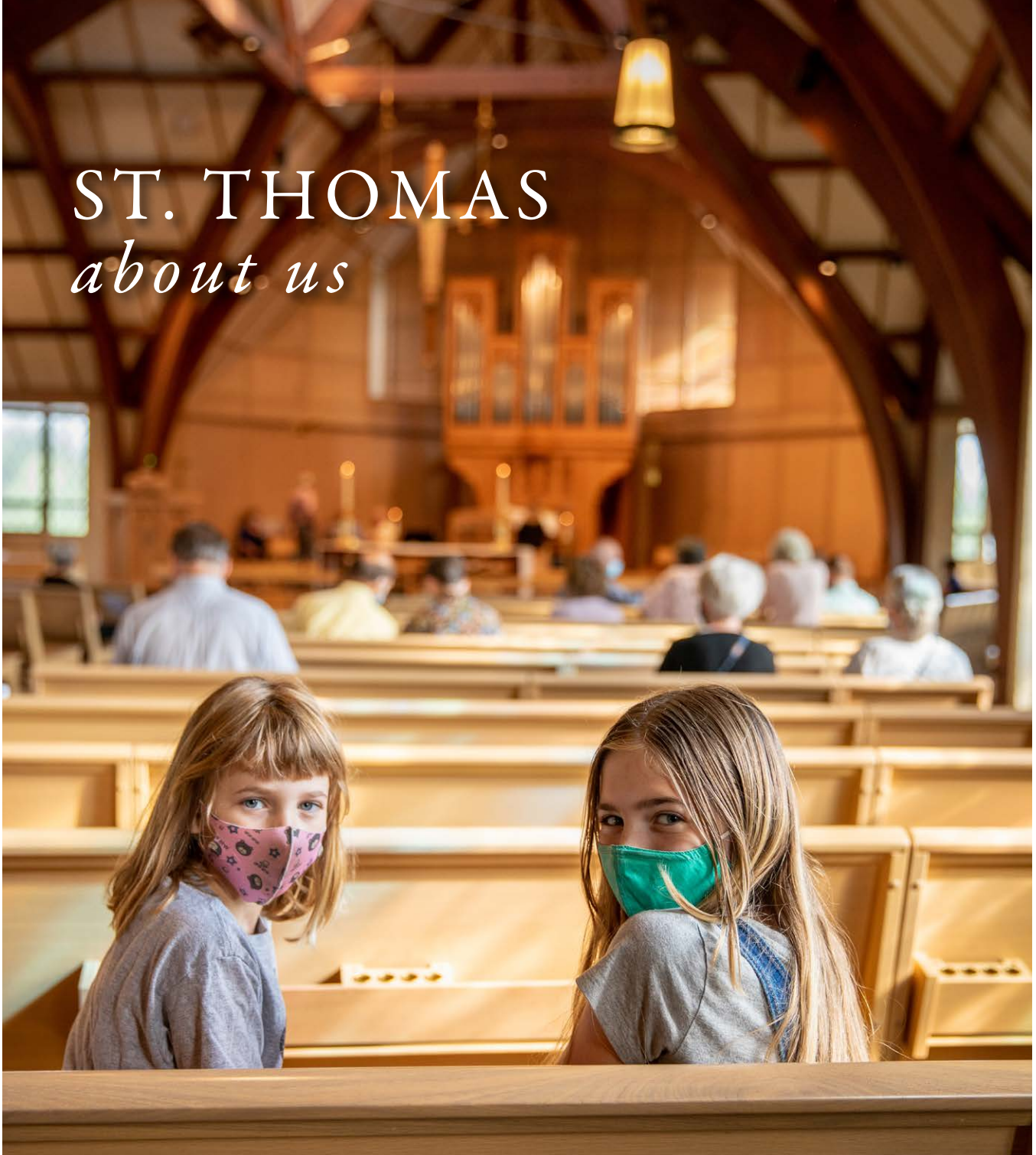


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ST. THOMAS

about us



who we are

St. Thomas was dedicated as the Medina Mission in 1944 and became a parish in 1948. We have over 1,100 active baptized members and an average Sunday attendance pre-pandemic of just under 300. Located in Medina, Washington, a beautiful suburban community just a short drive from downtown Bellevue and downtown Seattle, we are one of the largest parishes in the Diocese of Olympia.



Spiritually, We Are...

- Passionate about Jesus, our faith, and the Episcopal tradition.
- Compassionate people who are committed to caring for one another and our neighbors.
- Inquisitive seekers who are devoted to deepening our faith through life-long learning.
- Committed to inviting and welcoming all to experience Christ's transforming love no matter who they are and where they are on their faith journey.
- Walking the path of justice and inclusivity to encourage reconciliation and healing in our community and the world.

Organizationally, We Have...

- Talented, visionary lay leadership, standing committees, and Vestry that lead with faith and commitment, and bring a depth of skill and experience to their ministry.
- A history of dedicated lay volunteers who served joyfully and faithfully in all aspects of our parish life.
- Talented clergy and staff devoted to our people and mission.

Financially, We Are...

- Supported by parishioners with a spirit of generosity. Although we have experienced shrinkage in the number of pledgers and our overall pledge giving through the COVID pandemic, our parishioners have consistently given from a place of abundance, and we have had an operating surplus six out of the last seven years.





Through construction projects and COVID, we have had to learn to adapt and be flexible.





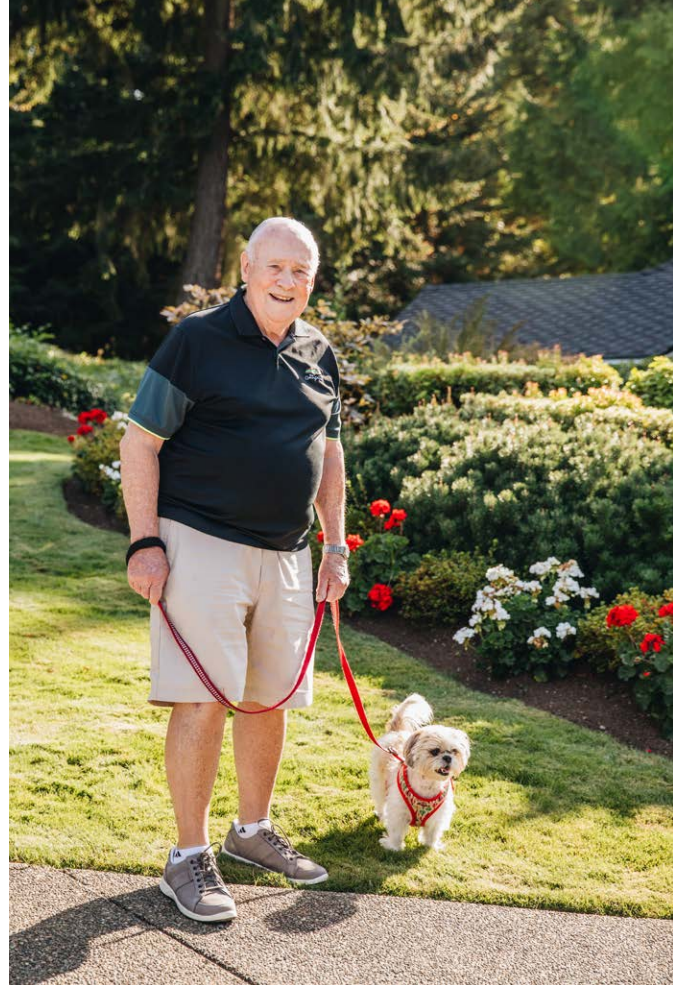
Buildings & Grounds, We Have...

A beautiful, well-maintained 5.5-acre campus that includes our church and chapel, the Ebsworth Life Center, and St. Thomas School, an independent, non-sectarian school originally founded by the parish in 1951.

Over the last 12 years, the people of St. Thomas have raised over \$13 million to construct the Ebsworth Life Center and renovate our beautiful church building. These projects were envisioned as gifts to future generations to sustain and promote the work and mission of the parish well into the future.

The Ebsworth Life Center, a beautiful 23,000 sq. ft. building, includes offices, a library, meeting spaces, commercial-grade kitchen, choir room, classrooms, All Souls Chapel and Columbarium, Oratory, Great Hall, Vesta Loyd Parlor, and the Hayes Youth Center. It serves as a basecamp and tool to support formation, fellowship, and outreach and justice ministries, and as a hub for community activity.

The renovation work on the church, which was originally built in 1953, was completed in 2020 and included abatement of hazardous materials, seismic bracing and structural work, installation of a new roof system, refurbishment of our stained-glass windows, expansion of the worship space, installation of a new heating system, installation of new audio/visual equipment for live streaming, and a complete refresh of the interior. This newly renovated space provides an inspiring setting for liturgical worship and provides the flexibility to accommodate a variety of worship and musical events.



And We Are...

- Blessed to be in the heart of the beautiful Pacific Northwest. Seeing Mount Rainier - the “Mountain” as it is called around here - from the 520 Bridge, or the Olympic Mountains framing the Seattle skyline, reminds us daily that we are surround by God’s creative glory. And just for the record, it does not rain all the time.



Many of us feel closest to God in the mountains so we hope to continue to find creative ways to bring our community, faith and recreation together.



Our DNA

When asked what attracted them to St. Thomas, our parishioners most often point to some combination of worship, adult formation, music, welcome, outreach, and our children's and youth programs. Each of these elements is deeply ingrained in our identity and parish DNA.

Worship

Worship at St. Thomas is a blend of tradition, innovation, and creativity. Pre-pandemic, we worshiped together on Sundays with a joyful, choral Eucharist at 10:30 and a quiet early morning Eucharist at 8:00. The liturgy for our 10:30 service regularly blended traditional elements with elements composed by staff musicians, and included music ranging from Anglican standards to classical, jazz and gospel.

In addition, on Wednesday evenings during the program year, we had a contemplative early evening service followed by a lively, well-attended community meal, fellowship, and formation programs. This service blended the feel of Compline with experiential installations, readings, poetry, and contemporary acoustic music. These three services allowed us to meet parishioners' desire for varied worship experiences and musical styles.

During the pandemic "stay-home" period, we held a single Eucharist at 9:30 on Sunday that was livestreamed on Facebook and available on our YouTube channel and a pre-recorded Wednesday evening contemplative service that was available on our YouTube channel. The Sunday service was based on the style of our pre-pandemic 10:30 service and included music of various styles and traditions performed by our talented organist, vocal soloists and our "Quarantine Quartet" as guidelines from the State and our Bishop allowed. Our Wednesday evening contemplative service continued in the style of our pre-pandemic Wednesdays and was available on YouTube.

As capacity restrictions eased and we began to gather for limited in-person worship, we continued with a single live service at 9:30 on Sundays, which has now moved to 10:00. This in-person choral Eucharist is livestreamed on Facebook and is available on our YouTube channel for our virtual community at their leisure. The service is preceded by children, youth, and adult formation hour and is followed by a lively, but socially distanced coffee hour. We have also recently added the quiet early morning Eucharist at 8:00 back into our Sunday morning offerings, and we are planning to begin a Zoom virtual coffee hour for our on-line congregation early in 2022.

Our in-person Wednesday evening worship services were restarted in Advent, and we hope to begin to add the supper and formation programs that were part of Wednesday at St. Thomas pre-pandemic back in 2022 as the pandemic allows. The liturgies and music for these beautiful, contemplative services are planned by our Associate for Music and Liturgy.

As our return to in-person worship continues, we are looking forward to adding back monthly choral evensongs and Compline services to our worship schedule in 2022, and we are looking forward to returning to our in-person celebrations and traditions around Holy Week and Easter.





Adult Formation

The people of St. Thomas are inquisitive seekers who are committed to deepening their faith through life-long learning. Pre-pandemic, clergy, staff, and lay facilitators regularly presented a variety of large and small group formation activities for adults.

Pre-pandemic, the Adult Forum provided a popular large group setting for parishioners to gather with the rector on Sunday morning to study the Bible, talk about faith in the context of everyday life and current events, and reflect on the assigned readings for the day. Sundays were also a time for Newcomer's classes and support groups.

Tuesday morning Bible Study with the rector was also a much loved and well attended program. This group filled the Del Bene Family Library and developed quite an enduring bond. During the week, there were also multiple opportunities to join a small group for Centering Prayer in our beautiful Chapel.



Wednesdays at St. Thomas also presented another opportunity for large and small group adult formation activities pre-pandemic. Programs such as Disciples of Christ in Community (DOCC) and Just Faith Ministries program, as well as lay and staff led small groups focused on sharing our stories, exploring life and faith, exercise and craft groups, and homework help for our kids and youth. Wednesdays at St. Thomas also included a light supper and a short worship service as described earlier.

During the early months of the pandemic, the clergy and staff pivoted quickly to bring a several of our most beloved programs online as well as adding some new opportunities. Tuesday morning Bible Study was prerecorded and available each week on our YouTube Channel. Wednesday evenings also continued virtually over Zoom with the Sacred Ground program of the Episcopal Church, as well as Gathered for God, a multi-week, multi-generational Confirmation program.

As we have begun to reopen, we are slowly bringing back in-person/hybrid opportunities such as the Adult Forum on Sundays, Bible Study, Centering Prayer, and other small group formation activities.

Music

St. Thomas has a rich history of musical leadership in the Episcopal Church, from Richard Proulx's service as choral director and organist in the 1970's, continuing through the tenures of David White, Dent Davidson and Charles Rus, and now under the guidance of our current Director of Music, Dr. Douglas Cleveland, an internationally recognized organist and a gifted choral director. St. Thomas has been blessed with a talented musical staff that enhances our worship and lifts our spirits with concerts and special performances throughout the year.

Pre-pandemic, the St. Thomas Choir met regularly throughout the program year and led our principal Sunday services. This talented group of singers was invited to be the choir-in-residence at Gloucester Cathedral in Great Britain in September of 2019. The members of the St. Thomas Choir see their choir membership as a musical ministry as well as an opportunity to care for one another and to learn and pray together. The choir includes paid professional section leaders. As we are beginning to come back to in-person worship, the choir is slowly building momentum as we deal with challenges of the variants and ever changing COVID infection rates.

The Choristers, our children's choir, which is led by our Children's Music Coordinator, met weekly during the program year pre-pandemic, and generally performed once a month at the 10:00 service. The Choristers are much loved and bring a special joy to our community. The Choristers are also building momentum slowly as more children are receiving vaccines and we anticipate this program to regain full strength in the future.

Our newly renovated church is a much sought-after venue for vocal and instrumental soloists and groups, and we regularly have concerts on our parish calendar. Our collection of instruments includes a world class Metzler organ and three Steinway grand pianos.







Welcome & Hospitality

While the pandemic has thinned in-person attendance and opportunities to welcome visitors in person, the joyful noise at the Peace and socializing at coffee hour reminds us of the sense of community and welcome people experience at St. Thomas.

Welcome is also extended through our hospitality and fellowship, including our feeding ministries and work with Congregations for the Homeless through whom the parish hosts approximately 40 men experiencing homelessness for the month of July. We love to celebrate together over food and share the Hospitality of God, and we're feeling the absence of our "before times" Wednesday night suppers, parish potlucks and luncheons, holiday celebrations, concerts, and parties.

Welcoming everyone is one of our core values and a part of our vision. We are committed to respecting the dignity of all people and to justice and equity for all, and we aspire to make everyone, no matter their ethnicity, sexual orientation, gender identification, or economic status, feel known, cared for, and loved. We acknowledge that we do not always get it right, but we know that God's grace is sustaining and guiding us in this important work of truly loving one another and our neighbors.





Outreach

Sharing Christ's love in our community and beyond through prayer, hands-on service, community action, and financial support is an important part of who we are. Many of our parishioners take pride in our legacy of service and are eager for us to emerge from the pandemic with a renewed commitment and even higher level of action and support for those outside our walls.

Feeding Programs

St. Thomas has always had a deep commitment to feeding the hungry. Providing meals and financial support for the Eastside Salvation Army Feeding Program, Bellevue Boys and Girls Club Teen Feed, Sophia Way Women's Shelter Feeding Program, and the Sandwich Makers Ministry are among the ways that we share God's love through food.

For many years, we worked with a local aid group, Hopelink, to prepare and deliver Thanksgiving meals. At our peak, we served over one thousand families with significant participation from the parish. However, six years ago, when our long-time volunteer leaders discerned it was time to transition out of their roles, we were unable to find new volunteers to take on this ambitious initiative. At that time Hopelink was also telling us that their needs were changing, and we determined not to continue the program. Parishioners often comment that they miss this program, and they have been saying that the parish needs a new "signature" service project.

Support for the Homeless

St. Thomas is helping to respond to the homelessness crisis in the Seattle area. We were one of the founding members and continue to be a sustaining partner of Congregations for the Homeless, an organization that provides both day and long-term shelter, case management and other social services to homeless men on the Eastside (Bellevue, Kirkland, Redmond, Issaquah, Sammamish, Newcastle, and the towns of Medina, Hunts Point, Clyde Hill, and Beaux Arts). We open our campus to the men of CFH for the entire month of July. The men are our guests. They stay overnight in the Ebsworth Life Center and are fed all meals by our parishioners. Before the pandemic, many parishioners prepared and attended nightly dinners in the Great Hall with the men.

St. Thomas's parishioners also make and distribute "Neighbors in Need" bags. These bags contain water, socks, snacks, and personal care items that we hope are a small help to those experiencing times of need.



Addiction Recovery

St. Thomas hosts two of the largest Alcoholic Anonymous groups on the Eastside, which have a decades long connection with the parish. Each Monday and Friday evening, the Ebsworth Life Center is filled with people working on their recovery, and we are committed to support this vital ministry.

Social Justice & Reconciliation

Although we aspire to be inclusive and diverse, St. Thomas is a predominantly White, upper middle-class parish. As we acknowledge our privilege, we are seeking active engagement in social justice and reconciliation initiatives in our community and the world. We are working to understand our impact on the marginalized members of our community. We have learned a lot through our participation in the Just Faith Ministries program, the Sacred Ground program of the Episcopal Church, and inter-faith gatherings. This work is ongoing, and we see it as vital as we strive to follow Jesus' example of how to live in this world.

Financial Support

Our parishioners generously support outreach ministries, projects, and disaster appeals. Over the last two years, St. Thomas provided over \$121,000 in financial support to local non-profit and local and international ministry partners and to Episcopal Relief and Development.







Children

St. Thomas has always been a place that welcomes children and youth. Over the years, we have redesigned our facilities and worked to provide rich programs, activities, and events to help our young people grow “into the full stature of Christ.” We have had and continue to have a core group of children and youth who love to be with their friends and church family and have grown to know the love of Jesus through their time with dedicated mentors and volunteers in our formation classes, service activities, outings, camps, and mission trips.

Our children’s formation for kids through 5th grade is based on Godly Play. Pre-pandemic, our children met for service and craft projects followed by Godly Play taught in two dedicated classrooms by well-trained volunteers. After Godly Play, the children were brought into the worship service at the Peace to be with their families during the Eucharist and the closing of the service. We also provided childcare and a carpeted activity area at the back of west transept for children who were not participating in Godly Play.

During the pandemic, we provided weekly Godly Play stories and activities through our YouTube channel. We’ve heard from some of our parents of young children that the absence of in-person opportunities has been disorienting and disruptive to their children’s feeling of connection and belonging. We are slowly beginning to provide in-person activities for our children as we reopen, and we are continuing to provide virtual activities. It is our hope that as more children are vaccinated, we will see a resurgence in in-person participation in Godly Play.

In 2021, we were thrilled to bring back our annual Christmas Pageant as a part of our Sunday service on the fourth Sunday in Advent. In August 2022, we hope to resurrect our historically well-attended Vacation Bible Camp. Our children’s programs are led by our Associate for Children & Families.





Sunday morning formation, Sunday evening youth group, service projects, social outings, a summer backpacking trip, and local and international summer mission trips are all favorites for Youth that we hope to continue or restart post pandemic.

Youth

Our youth program specializes in providing a variety of activities to appeal to different preferences, personalities, and schedules of our busy middle- and high-schoolers. Activities previously included Sunday morning formation, Sunday evening youth group dinners, service projects, social outings, a summer backpacking trip, and local and international summer mission trips pre-pandemic. Virtual formation and youth group continued, as well as some socially distanced tailgate gatherings, ice cream socials, and drive-in movie nights. As we have reopened, we have held a few in-person youth gatherings, but participation is down compared to pre-pandemic. Our youth programs are guided by our half-time Associate for Youth and our student Youth Council and parent Youth Committee.



...more youth





Our Challenges and Our Opportunities

As we continue to deal with the effects of the pandemic, we realize that many of the old familiar ways of doing things do not work anymore. Our community is going to feel and look different going forward. We are also realizing that our vision of ourselves and what we envisioned for the future of St. Thomas is changing and will continue to change for the foreseeable future.

While we have been nimble, creative, resilient, and hard-working during this time, we know that we have more work to do as we continue to address the challenges brought about by the pandemic and the changing face of society. We also acknowledge that, although we feel Christ's sustaining love and the presence of the Holy Spirit as we walk through these challenging times, the last 2 years have been hard, and we are tired.



Here are some of the challenges and opportunities that we are focused on as we look to the next 24 months.

- **Moving our mission forward and continuing to thrive during the pandemic and the rector transition.** Continuing to know Jesus Christ and make Christ's transforming love known to our community and beyond through our programs and ministries as we address the challenges brought on by the pandemic and planning for and working to call our next rector is a primary focus of the entire St. Thomas community. We are working hard to serve one another and our neighbors, build community, and celebrate God's abundant grace.
- **Inviting and welcoming parishioners back to in-person worship, formation, and fellowship activities.** Although we are well into our reopening after the pandemic lockdown, we are still working hard to reengage a cautious community to in-person worship, formation, and fellowship activities. During lockdown and the beginnings of the reopening, people's habits and patterns of daily life have changed. This, along with the spike of the COVID variants, has made it more difficult to gather sustained forward momentum. Efforts to rebuild relationships and engagement with all segments of our community, as well as engaging them in in-person worship, formation, fellowship, and service are significant priorities.
- **Nurturing and engaging our virtual community.** We have developed a committed online following for our online worship services and formation activities. Some of our virtual community is known to us and others are not. Continuing to develop our skills and technical capabilities and finding ways to better understand how to engage with people virtually, including ways to encourage their financial support for St. Thomas and our ministries, is going to play a major role in all of our future evangelism, formation, and worship activities.
- **Reimagining our outreach vision and service projects.** Because of the pandemic, the needs and service delivery methods have changed for many of the social service agencies with whom we partner. This is particularly true for many of the organizations for which we provide meals and for how we participate with Congregations for the Homeless. This is challenging us to create a new vision for how we can best understand and contribute to meeting the needs of our community through financial contributions, hands-on outreach service and social programs. In addition to creating a renewed vision for outreach, we also view this as a time to raise up new lay leadership and volunteers, as well as an opportunity to develop new mechanisms for connecting volunteers to service opportunities
- **Encouraging growth and diversity.** As mentioned earlier, St. Thomas is a predominantly white, upper middle-class parish, and like many parishes, we are aging. We want to grow our membership in a way that better reflects our community and attracts families and young adults. We want to authentically invite and welcome our all of neighbours to be a part of St. Thomas. Although we are starting to make inroads, we have much more work to do to encourage seekers to try us out and to lower the barriers to entry.

...more challenges and opportunities

- **Growing social justice and reconciliation ministries.** We recognize the need to address social justice and reconciliation in our community and culture. Many of us have participated in the Just Faith Ministries and Sacred Ground programs, which have laid the foundation for new social justice initiatives here at St. Thomas. We have established a Social Justice and Reconciliation Steering Committee to help guide these efforts. We want to continue this vital work and be an active voice in encouraging reconciliation, understanding, and healing in our community.
- **Caring for one another and building relationships.** Connecting with one another and caring for each other's needs has been challenging during this time. We are focusing significant energy to create care teams and raise up new lay leadership to help meet these needs with a blend of "touch and technology."
- **Growing new leaders, reengaging volunteers, and envisioning new roles.** Because of various restrictions and parishioner's hesitancy to engage in in-person activities during the pandemic, much of the work of the parish that was traditionally done by lay volunteers has fallen to the staff. As we begin to reengage volunteers, we are finding that many of our older faithful volunteers are hesitant to resume their previous roles. We are also finding it difficult to attract new lay leaders and volunteers. The Vestry, clergy, and staff are working hard to rebuild volunteer momentum and determine how to best use our precious volunteer resources.
- **Addressing cultural challenges.** The Pacific Northwest (and particularly the State of Washington) is the least-churched region of the country. Finding ways to be relevant and attractive to people that are "spiritual and not religious" is a growing challenge that we and other churches in the Pacific Northwest are facing.

This is complicated further because of the year-round opportunities for outdoor recreational activities and the very busy Northwest lifestyle. Many in the Northwest choose to "worship" in the mountains or on the water on Sunday morning, rather than come to church. There is also a tendency to prioritize everything else over church because of busy lifestyles. We believe we can reach some of this population through our varied online offerings, which can be viewed at any time and any place, and these attitudes are front and centre as we plan for the future.



- **Increasing the number of families and individuals making annual pledges to the Operating Fund.** Over the last several years we have seen a drop in the number of individuals and families making a pledge. The decline in pledging households is attributable to various factors, including the death of many of our faithful older members, the transient nature of Seattle area tech jobs, and the economic impact of the COVID pandemic. This trend is beginning to put stress on the parish's operating budget, and if it continues, it could negatively impact the long-term financial health of the parish.

The Vestry, Finance Committee, Stewardship Committee and Chief Operating Officer are carefully examining ways to grow our pledge base, while continuing to inspire those families who are already so generously committed to our mission. We are also looking at all of what we do to determine what is working and what is the best use of our resources.

- **Encouraging planned and endowment giving.** The income generated by our endowments helps to support our operating budget and provide funds for special projects. We know that growing our endowments is a sure way to help sustain our financial future. While we have approximately \$640,000 in endowments and special funds that are well managed by the St. Thomas Legacy Foundation, we can do a better job of growing our endowments with a more focused effort to encourage planned and endowment giving.
- **Supporting our staff and addressing staff succession issues.** Much has been asked of our staff during the pandemic and as we have begun to gather for in-person activities again. They are tired and, in some cases, burned out. The Vestry, Interim Rector and the other staff leaders are working hard to engage lay volunteers to resume many of the tasks and duties that the staff took over during the pandemic. We are also working to find other ways to support and encourage our staff in the near term.

In addition, our long serving Senior Associate Priest and Chief Operating Officer are nearing retirement. These two dedicated, talented individuals are an integral part of our leadership team and bring special gifts to their respective positions, the staff, and the parish. We are planning for their retirement and how to best to fill their roles upon their retirement.



What We Seek in Our Next Rector

As noted earlier, St. Thomas is seeking a priest with experience leading a large, complex parish who has the following qualities:

- An inspiring preacher and teacher who loves Jesus, is committed to strong Biblical and theological scholarship, and has a passion for beautiful worship and music (though being a great singer is not required!),
- Experience growing, diversifying, and strengthening a parish through outreach and service, children's, youth, and adult formation, and building connections and community engagement, and
- Warm and caring, leads with a sense of humor, and has a vision—along with the skill to communicate that vision—for how we chart our course through this period of extreme uncertainty.

Our next rector will be someone who believes that St. Thomas will be the place where they can fully use their gifts as we work together in faith and love and service to one another and our neighbors. As you view the list below, know that we acknowledge we are aiming high. Having said that, we hope that our next rector will be:

A gifted preacher

Inspiring preaching is vital to our community. We particularly resonate with preaching that is current, relevant to our daily lives, and Scripture-based, without being overtly partisan. Our community wants to be challenged and stretched with engaging, Biblically, and theologically grounded messages expressed in understandable language.

A visionary, servant leader

Our next rector will be someone who will work with us and lead us as we, together, develop a vision and plan for being the church in this changing world. We hope for someone who embodies servant leadership and is willing to lead from the middle, inviting all voices to be heard as we seek God's call. Leading and working in a non-hierarchical manner that supports, encourages, and empowers our laity and staff is very important to us.

At the same time, we hope for someone who is confident guiding accomplished business and professional leaders in our parish community, and who will encourage us to be forward thinking and action oriented. We also desire someone who is mission-focused, and who will walk with us and guide us as we journey through the unknown in this constantly changing world.

An effective communicator

We value openness and clear communication of ideas and concepts. We hope our next rector will be someone with a willingness to be in dialogue and who encourages active listening. We also desire someone who appreciates the importance of messaging, branding, and communication strategies in this digital age.

An able executive manager

Our next rector will be someone who partners with our Chief Operating Officer and Finance, Facilities, People Resources, and Stewardship Committees to effectively steward, manage, and administer the finances, personnel, and assets of the parish. We also desire someone who will lead from a place of gratefulness and abundance, who is not uncomfortable talking about money, and who is committed to helping us grow as stewards of God's gifts and blessings.

A caring pastor

We hope that our next rector will truly get to know us and love us, is nurturing and compassionate, and who will convey a strong pastoral presence; someone who will celebrate our joys, comfort our sorrows, and provide compassionate and wise counsel in times of distress.

A knowledgeable curator of faithful liturgy and beautiful music

Our next rector will be passionate about the liturgy and the traditions of the Episcopal Church. We hope that our new rector will be open to working with our Director of Music and Associate for Music & Liturgy to explore innovative approaches to worship and music.



A heart for social justice and outreach

Engagement with social justice and outreach initiatives is critical to our identity in this ever-changing world. We hope that our next rector will journey with us as we seek to know ourselves and love our neighbors. We are also hoping for someone who will help us prayerfully discern new paths for service and action as we seek to love our neighbor.

A talented teacher

Our next rector will be someone who loves to gather with groups, both large and small, and explore the Bible and other literature as we think about how we live our faith every day. We hope for someone who is committed to ensuring that every member of the St. Thomas community – from the youngest to the oldest - has the opportunity to learn and deepen their faith. We also desire someone who will relate to our children and youth and inspire their mentors and volunteers.

An evangelist

We hope that our next rector will encourage and help us extend a warm and welcoming invitation to those who are not part of the St. Thomas community so that they might experience the transforming love of Christ Jesus with us here at St. Thomas.



A balanced individual

Our next rector will be someone who is kind and joyful, with a sense of humor and healthy boundaries, who will care for themselves, and will strive to balance their work and personal life.

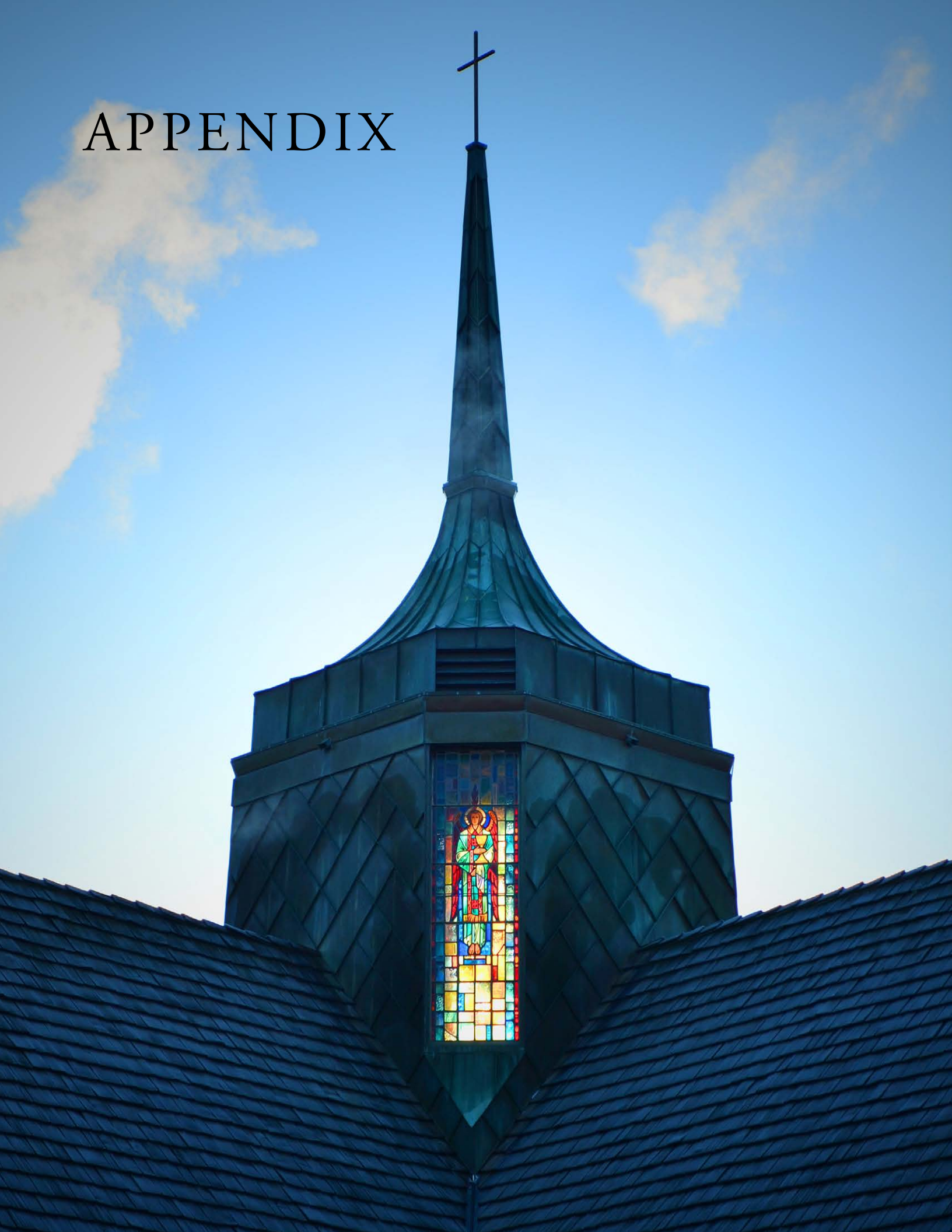


Thank you for taking the time to learn about us, our challenges and hopes for the future, and the qualities we are seeking in our next rector. We hope that, if you feel St. Thomas may be a place for you to use your gifts fully and faithfully, you will consider this an invitation to explore becoming our next rector.

Faithfully,

Kim Malcolm - Co-Chair, Patrick Bannon - Co-Chair, Jennifer Eichenberger, Katie Ford, & Greg Murray
St. Thomas Profile Committee

APPENDIX



Core Values, Mission & Vision

We believe that our core values, mission, vision, and spiritual goals are a Jesus-centered call to action and service and an invitation to share Jesus' transforming love with all.

Core Values

At St. Thomas, we...

- Welcome All - We respect the dignity of all people and welcome anyone wherever they are on their life and faith journey.
- Seek Christ - We are committed to seeking Jesus Christ, sharing Christ's love, and working for Christ's justice and peace in the world.
- Faithfully Serve - We faithfully and joyfully serve God, God's people, and all of creation.

Mission

Our mission is to know Jesus Christ and make Christ's transforming love known to our community and beyond.

Vision Statement

Our vision is for St. Thomas to be a thriving Christ-centered community where every person is...

- Welcomed, known, cared for, and loved
- Engaged in regular worship, formation, and service
- Sharing in Christ's love for the world

Spiritual Goals

- To Share the Good News of Christ Jesus
- To Love One Another & Our Neighbors
- To Practice Our Faith
- To Be Good Stewards

Parish Financial History

St. Thomas is in a place of both strength and vulnerability financially. We have no debt and we have had an operating surplus six out of the last seven years. We also have operating and capital reserves of more than \$1,200,000 and endowments and other special funds totaling more than \$640,000 as of 12/31/21.

As stated earlier, we have seen a drop in the number of individuals and families making a pledge over the last several years. Despite this decline, we have had positive financial results. It should also be noted that parishioners have also contributed over \$13 million toward capital projects between 2013 and 2021.

Over the last couple of years, we have received significant gifts from the estate of Barney Ebsworth to help with the maintenance and operating costs of the Ebsworth Life Center. We also received a PPP loan, which has been forgiven. These gifts and the PPP loan proceeds that have helped to bolster our operating budget, and they provided an offset against declining pledge revenue and have allowed us to grow our operating reserves.

We have received another gift from the Ebsworth estate this year, but this will be the last gift made to the parish from the estate. The Vestry, Finance Committee, Stewardship Committee, St. Thomas Legacy Foundation Board of Directors, and the Chief Operating Officer are working hard to grow our pledging base, maximize earned revenues, and increase endowment giving as we anticipate the loss of this important gift.

Our Treasurer, the chair and members of the Finance Committee and the Chief Operating Officer bring significant financial management skills to their roles and take their fiduciary responsibilities very seriously. The Treasurer and COO present monthly reviews of the parish's finance to the Vestry, and they share quarterly reports with the parish. The charts that follow provide a multi-year look at the parish's operating revenues and expenses, assets and liabilities, pledge history, operating reserve history, and proposed 2022 Financial Plan for Mission (budget).

Parish Operating Revenues & Expenses

Revenues

	2015	2016	2017	2018	2019	2020	2021
Operating Pledge Contributions \$	962,655	\$ 1,069,456	\$ 1,102,788	\$ 1,033,687	\$ 1,154,007	\$ 1,448,037	\$ 1,369,481
Non-Pledge Contributions \$	221,287	\$ 223,549	\$ 211,162	\$ 96,843	\$ 100,685	\$ 127,612	\$ 151,224
Other Revenue \$	188,850	\$ 222,789	\$ 228,755	\$ 232,739	\$ 161,592	\$ 192,045	\$ 214,175
Investment Returns \$	83	\$ 221	\$ 12,142	\$ (4,888)	\$ 3,256	\$ 346	\$ 900
Other Non-Operating \$	(1,685)	\$ 17,356	\$ 61,916	\$ 31,718	\$ 39,288	\$ 5,380	\$ 3,405
PPP Loan Forgiveness \$	-	\$ -	\$ -	\$ -	\$ -	\$ 187,600	\$ -
Total Revenues \$	1,371,190	\$ 1,533,371	\$ 1,616,763	\$ 1,390,099	\$ 1,458,828	\$ 1,961,020	\$ 1,739,185

Expenses

Worship \$	132,270	\$ 154,755	\$ 185,274	\$ 186,026	\$ 195,136	\$ 202,126	\$ 203,209
Music \$	133,022	\$ 154,686	\$ 169,467	\$ 169,168	\$ 190,499	\$ 180,659	\$ 155,913
Formation \$	153,373	\$ 171,258	\$ 249,372	\$ 259,313	\$ 247,198	\$ 242,867	\$ 234,543
Community Life \$	78,187	\$ 88,054	\$ 96,801	\$ 102,621	\$ 92,928	\$ 93,269	\$ 103,608
Pastoral Care \$	50,059	\$ 56,301	\$ 64,733	\$ 69,514	\$ 73,256	\$ 71,658	\$ 67,368
Administration \$	356,376	\$ 551,945	\$ 533,477	\$ 496,587	\$ 436,294	\$ 505,262	\$ 464,447
Outreach \$	95,629	\$ 53,771	\$ 88,586	\$ 44,071	\$ 40,135	\$ 82,562	\$ 35,198
Communications \$	128,123	\$ 131,530	\$ 64,821	\$ 74,031	\$ 70,878	\$ 72,206	\$ 67,971
Administration \$	228,253	\$ 420,415	\$ 348,344	\$ 386,120	\$ 328,034	\$ 395,793	\$ 361,792
Fundraising \$	-	\$ -	\$ 120,312	\$ 36,436	\$ 37,382	\$ 37,263	\$ 34,684
Diocesan Assessment \$	354,301	\$ 200,158	\$ 182,581	\$ 188,308	\$ 181,556	\$ 203,321	\$ 173,297
Total Expenses \$	1,353,217	\$ 1,430,928	\$ 1,570,291	\$ 1,515,608	\$ 1,457,002	\$ 1,581,724	\$ 1,437,583
Net Income \$	17,973	\$ 102,443	\$ 46,472	\$ (125,509)	\$ 1,826	\$ 379,296	\$ 301,602
Net Income with Capital Contributions \$	17,973	\$ 102,443	\$ 1,242,164	\$ 1,081,771	\$ 1,086,083	\$ 1,132,909	\$ 546,341
Capital Pledge Contributions \$	-	\$ -	\$ 1,195,692	\$ 1,207,280	\$ 1,084,257	\$ 753,613	\$ 244,739



Parish Assets, Liabilities & Net Assets

Assets

	2015	2016	2017	2018	2019	2020	2021
Cash & Equivalents	\$ 251,231	\$ 380,544	\$ 1,107,821	\$ 2,118,561	\$ 1,104,117	\$ 1,543,193	\$ 1,410,506
Investments	\$ 2,038	\$ -	\$ 66,897	\$ -	\$ 38,545	\$ -	\$ -
Fixed Assets	\$ 10,619,176	\$ 10,632,224	\$ 10,713,504	\$ 10,851,360	\$ 13,840,586	\$ 14,797,932	\$ 14,843,218
Total Assets	\$ 10,872,445	\$ 11,012,768	\$ 11,888,222	\$ 12,969,921	\$ 14,983,248	\$ 16,341,125	\$ 16,253,724

Liabilities & Net Assets

Current Liabilities	\$ 133,919	\$ 179,135	\$ 168,019	\$ 106,096	\$ 134,924	\$ 429,383	\$ 433,517
Long-Term Liabilities	\$ 455,000	\$ 389,657	\$ -	\$ -	\$ 840,000	\$ 604,422	\$ -
Net Assets	\$ 10,283,526	\$ 10,443,976	\$ 11,720,203	\$ 12,863,825	\$ 14,008,324	\$ 15,307,320	\$ 15,820,207
Total Liabilities	\$ 10,872,445	\$ 11,012,768	\$ 11,888,222	\$ 12,969,921	\$ 14,983,248	\$ 16,341,125	\$ 16,253,724

Parish Operating Reserve Fund History

	2015	2016	2017	2018	2019	*2020	*2021
Operating & Capital Reserves	\$ 26,657	\$ 1,666	\$ 156,720	\$ 169,305	\$ 324,386	\$ 604,774	\$ 1,127,464

*2020 and 2021 include capital reserves in the total.

Parish Pledge History

	2015	2016	2017	2018	2019	2020	2021	2022
No of Pledging Units	279	285	260	226	261	210	217	175
Total Pledged	\$ 962,623	\$ 1,064,359	\$ 1,110,161	\$ 1,030,318	\$ 1,126,323	\$ 1,026,599	\$ 1,091,500	\$ 898,979
Average Pledge	\$ 2,953	\$ 3,735	\$ 4,270	\$ 4,559	\$ 4,315	\$ 4,887	\$ 4,825	\$ 5,137
Median Pledge	\$ 1,500	\$ 2,100	\$ 2,550	\$ 2,830	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,400

Pledge Fulfilment History

	2015	2016	2017	2018	2019	2020	2021
Operating Fund Pledge Fulfilment	\$ 962,655	\$ 1,069,456	\$ 1,102,788	\$ 1,033,687	\$ 1,154,007	\$ 1,123,037	\$ 1,044,481
Ladd Gift	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 325,000	\$ 325,000
Capital Fund Pledge Fulfilment	\$ 121,774	\$ -	\$ 1,195,692	\$ 1,207,280	\$ 1,084,257	\$ 753,613	\$ 244,739
	\$ 1,084,429	\$ 1,069,456	\$ 2,298,480	\$ 2,240,967	\$ 2,238,264	\$ 2,201,650	\$ 1,614,220
Total Pledged	\$ 962,623	\$ 1,064,359	\$ 1,110,161	\$ 1,030,318	\$ 1,126,323	\$ 1,026,599	\$ 1,091,500
Operating Fund Pledge Fulfilment	\$ 962,655	\$ 1,069,456	\$ 1,102,788	\$ 1,033,687	\$ 1,154,007	\$ 1,123,037	\$ 1,044,481
Difference	\$ 32	\$ 5,097	\$ (7,373)	\$ 3,369	\$ 27,684	\$ 96,439	\$ (47,019)
Percentage of Fulfilment	100.0%	100.5%	99.3%	100.3%	102.5%	109.4%	95.7%

2022 Financial Plan for Mission (Budget)

		2022 FPM vs 2021 Actual			
		2022 FPM	2021 Actual	\$ Difference	% Difference
Operating Revenues					
	Operating Fund Pledge Contributions	\$ 1,151,500	\$ 1,369,481	\$ (217,981)	-16%
	Non-Pledge Contributions	\$ 88,700	\$ 134,936	\$ (46,236)	-34%
	Endowments & Bequests	\$ 71,000	\$ 70,838	\$ 162	0%
	Lease Revenue	\$ 145,764	\$ 143,291	\$ 2,473	2%
	Investment Income	\$ 400	\$ 900	\$ (500)	-56%
	Total Revenues	\$ 1,457,364	\$ 1,719,447	\$ (262,083)	-15%
Operating Expenses by Natural Expense Categories					
	Wages & Benefits	\$ 824,432	\$ 861,413	\$ (36,981)	-4%
	Diocesan Assessment	\$ 210,687	\$ 194,596	\$ 16,091	8%
	Buildings & Grounds	\$ 181,650	\$ 183,448	\$ (1,798)	-1%
	Utilities	\$ 68,500	\$ 46,687	\$ 21,813	47%
	Copier Lease	\$ 36,342	\$ 35,398	\$ 944	3%
	Meetings & Events	\$ 31,000	\$ 4,153	\$ 26,847	646%
	Professional Services	\$ 27,210	\$ 25,492	\$ 1,718	7%
	Supplies	\$ 26,700	\$ 24,364	\$ 2,336	10%
	Technology	\$ 21,300	\$ 15,686	\$ 5,614	36%
	Liability Insurance	\$ 21,000	\$ 19,415	\$ 1,585	8%
	Banking & Interest Expense	\$ 14,000	\$ 17,981	\$ (3,981)	-22%
	Honorariums	\$ 11,050	\$ 2,117	\$ 8,933	422%
	Food & Beverage	\$ 11,000	\$ 16,319	\$ (5,319)	-33%
	Postage	\$ 3,800	\$ 3,908	\$ (108)	-3%
	Books & Curriculum Materials	\$ 2,600	\$ 1,757	\$ 843	48%
	Printing & Copying	\$ 2,000	\$ 561	\$ 1,439	257%
	Advertising & Promotions	\$ 1,200	\$ 1,441	\$ (241)	-17%
	*Outreach Support	\$ 750	\$ 17,401	\$ (16,651)	-96%
	Total Expenses	\$ 1,495,221	\$ 1,472,137	\$ 23,084	2%
	Net Ordinary Income/Loss	\$ (37,857)	\$ 247,310	\$ (285,167)	-115%
	**Other Income/Expenses	\$ (16,000)	\$ 3,450	\$ (19,450)	-564%
	Net Income/Loss	\$ (53,857)	\$ 250,760	\$ (304,617)	-121%

*Outreach activities were funded in 2021 and will be funded in 2022 primarily from the Outreach Reserve Fund.

**Other Income/Expenses includes expenses related to the repair of the Ebsworth Life Center not covered by insurance and is not a normal expense item.

St. Thomas Legacy Foundation

The St. Thomas Legacy Foundation was established in 2005 and granted nonprofit status in 2007. The Foundation holds, manages, and safeguards the endowments and certain reserve funds of the parish and supports the parish through encouraging planned and endowment giving. The St. Thomas Legacy Foundation is a Type 1 supporting organization under section 509(a)(3) of the Internal Revenue Code. The rector is an ex-officio member of the Foundation's board.

St. Thomas Legacy Foundation Revenue & Expenses

Revenues

	2015	2016	2017	2018	2019	2020	2021
Cash Receipts	\$ 149,696	\$ 24,683	\$ 22,051	\$ 5,000	\$ 14,769	\$ 13,582	\$ 30,990
Investment Returns	\$ (27,961)	\$ 60,876	\$ 71,982	\$ (8,106)	\$ 119,481	\$ 48,019	\$ 86,091
Transfers of Endowments/Funds from Church	\$ 502,129	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$ 623,864	\$ 85,559	\$ 94,033	\$ (3,106)	\$ 134,250	\$ 61,601	\$ 117,081

Expenses

Fees & Service Charges	\$ 747	\$ (568)	\$ 1,016	\$ 1,025	\$ 1,003	\$ 974	\$ 68
Interest Expense	\$ 20,209	\$ 171	\$ -	\$ -	\$ -	\$ -	\$ -
Professional Services	\$ 4,423	\$ 4,975	\$ 2,103	\$ 4,560	\$ 2,348	\$ 2,660	\$ 2,395
Distributions to Church	\$ 39,247	\$ 57,998	\$ 34,063	\$ 61,851	\$ 58,416	\$ 166,087	\$ 20,839
Total Expenses	\$ 64,626	\$ 62,576	\$ 37,182	\$ 67,436	\$ 61,767	\$ 169,721	\$ 23,302
Net Income	\$ 559,238	\$ 22,983	\$ 56,851	\$ (70,542)	\$ 72,483	\$ (108,120)	\$ 93,779

St. Thomas Legacy Foundation Assets , Liabilities & Net Assets

Assets

	2015	2016	2017	2018	2019	2020	2021
Cash & Equivalents	\$ 11,834	\$ 10,477	\$ 29,978	\$ 31,374	\$ 36,475	\$ 45,411	\$ 54,749
Investments	\$ 618,436	\$ 642,776	\$ 680,126	\$ 608,188	\$ 675,570	\$ 558,514	\$ 642,955
Total Assets	\$ 630,270	\$ 653,253	\$ 710,104	\$ 639,562	\$ 712,045	\$ 603,925	\$ 697,704

Liabilities & Net Assets

Net Assets	\$ 630,270	\$ 653,253	\$ 710,104	\$ 639,562	\$ 712,045	\$ 603,925	\$ 697,704
Total Liabilities & Net Assets	\$ 630,270	\$ 653,253	\$ 710,104	\$ 639,562	\$ 712,045	\$ 603,925	\$ 697,704

St. Thomas Legacy Foundation Cash & Investments

Cash & Investments	2015	2016	2017	2018	2019	2020	2021
Operating Fund	\$ 3,094	\$ 11,768	\$ 13,916	\$ 13,169	\$ 15,066	\$ 14,723	\$ 25,229
Perpetual Memorial Reserve Fund	\$ -	\$ -	\$ 8,565	\$ 7,876	\$ 8,131	\$ 8,132	\$ 8,133
Liturgical Supply Fund (**DIF)	\$ 11,933	\$ 11,074	\$ 13,366	\$ 13,101	\$ 15,583	\$ 17,180	\$ 19,948
Outreach Reserve Fund (DIF)	\$ 89,233	\$ 92,576	\$ 92,425	\$ 85,972	\$ 98,551	\$ 39,409	\$ 45,546
Sabbatical Reserve Fund (DIF)	\$ 9,381	\$ 11,474	\$ 13,227	\$ 12,944	\$ 1,565	\$ 1,736	\$ 2,007
Music Reserve Fund	\$ 1,739	\$ 5,316	\$ 10,469	\$ 10,987	\$ 11,014	\$ 20,318	\$ 20,324
ELC Capital Contributions(DIF)	\$ 4,988						
Fowler Memorial Fund (DIF)	\$ 20,845						
Buildings & Grounds Endowment (DIF)	\$ 47,402	\$ 48,805	\$ 47,062	\$ 43,405	\$ 49,677	\$ 52,406	\$ 58,091
Columbarium Endowment (DIF)	\$ 129,549	\$ 141,394	\$ 160,739	\$ 153,759	\$ 186,954	\$ 125,988	\$ 157,151
Sustaining Fund (DIF)	\$ 149,755	\$ 149,113	\$ 158,777	\$ 148,160	\$ 170,167	\$ 179,855	\$ 199,397
Behnke Music Fund (DIF)	\$ 155,409	\$ 144,829	\$ 155,869	\$ 114,572	\$ 109,500	\$ 95,101	\$ 103,323
Perpetual Memorial Endowment Fund(DIF)	\$ 6,942	\$ 36,904	\$ 35,689	\$ 35,617	\$ 45,837	\$ 49,077	\$ 58,555
Total Cash & Investments	\$ 630,270	\$ 653,253	\$ 710,104	\$ 639,562	\$ 712,045	\$ 603,925	\$ 697,704

**Diocesan Investment Fund

Parish Statistics

The following membership and participation statistics are a compilation of the numbers reported in the parish's Annual Parochial Reports.

	2015	2016	2017	2018	2019	2020	2021
Members Reported Last Year	1207	1158	1225	1209	1207	1228	1213
Increase During Year	102	79	10	26	51	9	15
Decrease During Year	-151	-12	-26	-28	-30	-24	-96
Total Active Baptized Members	1,158	1,225	1,209	1,207	1,228	1,213	1,132
Adult Communicants	965	799	850	860	860	838	551
Youth Communicants	103	215	255	270	270	270	62
Total Communicants in Good Standing	1,068	1,014	1,105	1,130	1,130	1,108	613
Average Sunday Attendance	290	291	282	291	291	210	89
Easter Attendance	842	841	783	806	775	0	155
Total Sunday Eucharists	106	106	129	105	103	52	39
Total Weekday Eucharists	83	71	26	33	10	3	7
Private Eucharists	50	11	30	75	56	6	2
Daily Offices - Sunday	0	0	0	0	0	0	0
Daily Offices - Weekdays	17	0	0	0	25	37	5
Marriages	4	2	2	1	5	1	2
Burials	22	9	26	23	16	18	20
Baptisms 16 and older	0	0	0	3	3	0	2
Baptisms under 16	13	13	5	12	12	3	2
Confirmations 16 and older	1	0	1	0	10	0	6
Confirmation 16 and under	4	8	1	0	0	0	1
Received by a Bishop	0	0	0	0	10	0	3
Total Church School Students	103	111	115	125	156	134	75
Number of Adults Engaged in Religious Education	124	125	150	175	90	400	55





Parish Facilities

The 5.5-acre campus of St. Thomas Church is situated at a main intersection in Medina, across from the Medina City Park. A private golf and country club abuts the site on the north and west. The buildings, from east to west, include the church and chapel, the Ebsworth Life Center, and the St. Thomas School building (the school building is not owned by the church, although the land under it is).

The sandstone church building, originally built in 1953 and newly renovated in 2020, is of cruciform design, with the chancel located at the intersection of the nave and transepts. High vaulted and timbered ceilings support a steeply pitched roof, topped with a tower. The stained-glassed windows picture the biblical story in modern design and are transparent enough to ensure a bright interior. The sanctuary contains a world-class Metzler organ. The church seats 450. A small chapel with seating for 50 is attached to the sacristy at the north end of the building. Two outdoor columbaria with over 600 niches are set within low sandstone walls at the northeast and northwest corners of the church. A bell tower rises from the northeast columbarium.

Off-street parking for one hundred and fifty cars is immediately north, east, and south of the church buildings. The parking lot is shared with St. Thomas School.

The Ebsworth Life Center is a 23,000 sq. ft. building which was built 2014. It contains our offices, library, meeting rooms, kitchen, choir room, classrooms, All Souls Chapel and Columbarium, oratory, Great Hall, Vesta Loyd Parlor, and the Hayes Youth Center.

In October of 2021, a portion of the Ebsworth Life Center experienced serious water damage due to the failure of an on-demand water heater. We anticipate all repairs will be completed by the end of the first quarter of 2022 and will be paid for by insurance.



Staff

The St. Thomas staff is a group of talented professionals dedicated to serving our parishioners and advancing the mission of the church. The staff is much loved and appreciated by the members of the parish.

As stated earlier, lay volunteers have played a much smaller role in supporting the ministries and activities of the parish during the lock down and as we have begun to reopen. The staff has been asked to pick up the slack. This extra workload combined with the efforts to develop, sustain, and promote a virtual community and the work to safely restart in-person activities has put an extra load on an already very hardworking staff. This has resulted in feelings of burnout among the staff.

The staff is also dealing with their own grief over the retirement of a rector whom they loved and worked hard to support. The staff has expressed that they did not expect the amount of stress on the system that they have experienced. The burnout and the stress on the system led to the resignation of one senior staff member.

The current staff structure is shown in an organizational chart included later in the appendix. It includes a Chief Operating Officer (COO) position, which is not typical in the organizational structures of most Episcopal churches. The COO, working in partnership with the Rector, administers and oversees the finances, facilities, human resources, lease relationships, asset protection, regulatory compliance, and information technology functions of the parish. The COO also works with the Rector and Vestry to support strategic planning and visioning. This position was added in 2014, and it has been effective in allowing the Rector to devote more time and energy to serving the spiritual needs of the parish rather than administrative tasks.

Likewise, the non-clergy position of Associate for Communication & Evangelism performs functions that are often handled by clergy. This structure and the use of non-clergy staff in this role has also been very effective at St. Thomas.

The staff uses a team approach for most of its work. This collegial non-hierarchical approach values each staff members' gifts, expertise, training, and passions.

As stated in the earlier section on our challenges and our future, both our Chief Operating Officer and Senior Associate Priest are nearing retirement. The individuals in these positions both have long tenures, deeply care for the parish and our people, and have brought tremendous skill and expertise to their roles. Replacing them and capturing their institutional knowledge will be a challenge. We are planning for their retirement and how to best to fill their roles upon their retirement.



The Rev. Steve Best - Senior Associate Priest

Steve, a native of the Seattle area, joined the St. Thomas Staff in 2002 and has served in a variety of ministries. He is a graduate of Princeton Theological Seminary and Seattle Pacific University's professional counseling program. He has a special interest in the integration of spirituality and healing, pre-marital counseling, pastoral care, and adult formation. In addition to serving as a parish priest, Steve is also a licensed marriage and family therapist in private practice. He is married to Jannie, and they have a daughter, Rachel. In his free time, Steve enjoys Jannie's fabulous cooking, the live theater, movies, skiing, the great out-of-doors, all things Franciscan and spending time with friends and family.



Lacey Brown - Associate for Music & Liturgy

Lacey began curating contemplative worship at St. Thomas in Advent of 2018 and has been serving as the part-time Associate for Liturgy and Music since March of 2020. Lacey holds a Bachelor of Music from Seattle Pacific University as well as a Master of Music in Percussion Performance from the University of Washington. While her classical training is in percussion, Lacey has been playing guitar and singing from the young age of 8 and has gone on to be a composer, worship leader, liturgist, teacher, recording engineer, and producer. Passionate in the liturgical arts, Lacey has been working in ministry for over 20 years directing music and liturgy in congregations, the Episcopal Diocese of Olympia, and church wide conferences and events. As a composer in the church, she writes liturgical settings and songs for congregational singing and heads up a band called Poor Clare, performing original music and poetry inspired by the mysteries of God and life. Her music can be found here: <http://poorclaremusic.com>



Douglas Cleveland - Director of Music

Doug has been playing the organ since the age of 12, beginning with study at St. John's Episcopal Church in Olympia, Washington. He holds a Bachelor of Music from the Eastman School of Music, a Master of Music from Indiana University, and Doctor of Sacred Music from the Graduate Theological Foundation at Oxford University. Doug has held several organist positions in the Episcopal Church, including Church of St. Michael and St. George in St. Louis, MO; Christ Church Episcopal Cathedral, Indianapolis, IN; St. Matthew's Episcopal Church, Evanston, IL; and he most recently served Plymouth Congregational Church, Seattle. Doug is the recipient of first-place awards at the Ft. Wayne National Organ Competition and the American Guild of Organists National Youth Artists Competition. He was the John DeLo Faculty Fellow in Organ at the University Washington School of Music. As the Director of Music at St. Thomas, his responsibilities at St. Thomas include directing our choirs and helping design our liturgies. Doug enjoys hiking in the mountains, cross country skiing, and cooking. He is married to Catherine.



Ashley Boaeuf Lange - Associate for Communication & Evangelism

Ashley joined the St. Thomas staff to serve as the Associate for Youth in January of 2018. In Spring 2020, "and Communications" was added to her title after she had so much fun making videos and images for the website, campaigns, newsletters and more, that she thought she might as well make a day job of it! Ashley brings several years of experience in both youth and communications, the most formative being her time working as a Hiking Staff, and later Support Staff and Assistant Director at Wilderness Trail, a backpacking and adventure ministry in Virginia, for six summers. She lives in Bothell with her husband, Travis, and their fluffy pup, Juniper. Some of her favorite activities include drinking coffee, taking long, meandering walks along urban and woodsy trails with her family, snowboarding, baking, and friendly forcing all her favorite people to listen to all her favorite music.



The Rev. Dr. Jane Maynard – Interim Rector

Jane first served at St. Thomas in 2008-2009. In addition to her prior ministry with us, Jane has served in three other local congregations: Good Samaritan in Sammamish, Epiphany in Seattle, and Christ Church in Tacoma. Jane also served as the Dean of the Diocese of Olympia's School of Theology and Ministry. Besides her work in our diocese, Jane has a long and varied history in ministry. She served as a hospital chaplain in Boise and San Francisco, a pastoral counselor in Claremont, and a seminary professor at The Church Divinity School of the Pacific. While at CDSP, Jane taught courses in pastoral care and, as the Director of Field Education, placed and supported students preparing for ordination in parishes, chaplaincies, and agency ministries throughout the greater San Francisco Bay Area and beyond. Jane holds a B.A. in Psychology from the University of Pennsylvania, an M.A. in Developmental Psychology from the University of Illinois in Urbana, an M. Div. from The Church Divinity School of the Pacific, an M.T.S. in Pastoral Counseling and a Ph.D. in Religion and Personality from the Claremont School of Theology. Jane's dissertation research focused on the writings of Julian of Norwich as a resource for survivors of AIDS-related traumatic loss. Jane is married to Jim Treyens. They share a love of reading, traveling, and choral music. Together, they have three grown children: Dan, a river ranger and whitewater enthusiast; Beckie, a renewable energy and energy efficiency expert and Marc, a network administrator with a passion for community service. They share their home with Maddy, a sixteen-year-old tortie and Coco, a five-month-old Havanese.



Lisalynn Reed - Associate for Children & Families

Lisalynn joined the St. Thomas staff in August of 2016. Lisalynn served as a Children's Formation Director in Episcopal churches for nine years prior to coming to St. Thomas and has been involved with children's formation in churches and schools for more than 15 years. Lisalynn brings a deep love of Godly Play, great organization, and teaching skills, and lots of excitement about working with a committed team of volunteers and the families of St. Thomas.



Greg Murray - Chief Operating Officer

Greg joined the staff as Chief Operating Officer in 2014. He has been a member of the parish since 1992 and has served in many volunteer roles including Chairman of Project Outreach and Senior Warden, as well as serving as the Project Manager for the Ebsworth Life Center. Greg holds a Bachelor of Music Education degree from Baylor University and Master of Science degree in Music from Indiana State University. He was also a Fellow at the Stanford University Graduate School of Business in Non-Profit Leadership. Before joining the staff at St. Thomas, Greg's professional experience included more than 20 years leading non-profit community schools and an encore career as a residential general contractor. Born in Houston, Texas, Greg and his wife Debbie have 3 children and 6 grandchildren, Greg enjoys cooking, building furniture, skiing, hiking and fly fishing.



Marella Mylet - Parish Assistant

Marella joined St. Thomas in July of 2021 to serve as Parish Administrator, after several years of dabbling in Wednesday night dinners and Holy Days with her family, and watching the staff of St. Thomas live out the Gospel through Love in Action. Employing organizational skills and a mother's loving heart, Marella helps foster cooperation and connection between the clergy and parishioners by fielding important calls and emails, helping parishioners plan big life-events, keeping careful records, providing relevant information, and using lots and lots of Post-It notes. Marella is the mother of 6 incredible children, ages 7-18, whom she homeschooled for 12 years before returning to work outside of the home. She resides in cozy Finn Hill, where she likes taking forest walks, trail running, laughing nearly always, and snuggling up with her little people to read quietly next to or aloud. Marella spreads joy wherever she goes, as a courageous mother and fierce friend. Though new to the Episcopalian faith, she has believed since age 16 that Jesus is whom he says he is, and aims to live that out, with great hope of raising kiddos who do the same.



Beret Ollestad - Associate for Youth

Beret joined the St. Thomas staff in September of 2021 as the Associate for Youth. Starting her journey at St. Thomas as a youth, she has remained active in in various different roles including Summer Ministry Intern, and Youth Group Leader. Beret is excited to bring her 7 years of experiences working with youth and children as a camp counselor, outdoors for all couch, tutor, and preschool teacher, to the this team! Beret graduated from Western Washington University with B.S in Psychology. She is currently pursuing her Master's Degree in Clinical Mental Health Counseling at Seattle U, focusing her studies on adolescents and nature based group therapy. In her free time Beret enjoys being outside- rock climbing, hiking, skiing, backpacking, and taking plenty of coffee breaks.



Jackie Sullivan - Children's Music Coordinator

Jacki Sullivan has been the Director of the Choristers program since 2018 and has built a program that includes children of all ages and involves over thirty participants. Jacki has been a music educator for over twenty years and is the Director of Music and Theatre at St Thomas School. She also sings with the adult choir and directed them and her students at Benaroya Hall in Seattle with the Canadian ensemble "The Tenors". Jacki holds two undergraduate degrees in Music Education and Piano Accompanying from Shenandoah University and Conservatory of Music in Winchester, VA. She received her Master's in Music Education from the College of St. Rose in Albany, NY. She also is a certified Orff Schulwerk and Kodaly teacher. Jacki teaches private voice and piano and her students have performed at the Radio City Music Spectacular in NY, The American Girl Show in NY, "Mary Poppins" on Broadway, "13" the Musical on Broadway, the 30th National Tour of "Annie", and have been in numerous plays and television shows.

Parish Officers

Margaret Chorlton – Senior Warden

Margaret Chorlton is a cradle Episcopalian and has been a member of St Thomas since childhood. She has served in many capacities over the years, including Godly Play Storyteller, Youth Formation Team, Building Committee, Legacy Foundation, People Resources Committee, Jr Warden & most recently, Sr Warden. Her family is also active in the Church- all three of her children have been involved with Youth Group and have traveled to Guatemala on the Youth Mission Trip, as well as serving as acolytes and musicians. Her husband Erik has also served as an usher and choir member. Professionally, Margaret has been in hi-tech staffing for the past 25 years and is currently a Sr Recruiter for Legal/Government Affairs and Corporate Strategy at T-Mobile. She is also a member of the KC Howard Guild supporting Seattle Children's Hospital, as well as holding various board positions with the PTSA. She and Erik live in nearby Kirkland and have two (mostly) grown sons, a (almost) grown daughter, and two dogs.

Jonathan Burks – Junior Warden

Jonathan is a father of two boys (Oliver 9 and Phillip 6), husband to Gretchen, passionate about improving our community, and taking substantial steps in his spiritual journey. He truly loves getting more involved with St. Thomas through the Vestry and other roles. He is excited about what is to come for our parish! In his day job, he is a partner with PricewaterhouseCoopers (PwC) and co-lead of the Pacific Northwest private company practice. In this work, he listens to the owners and management of his clients about their business objectives and challenges, and then he works with them to succeed in their objectives. He is also on the board of directors for the United Way of King County, where he is chair, or the past chair, of key committees. This work provides him deep insights to the challenges the people of King County face, and it gives him a platform to make a positive difference. In his personal time, he is an avid tennis player, biker, skier, news junkie, new climber, and strives to be a North Star for his two boys.

Anne Bentley – Treasurer

Anne grew up in the Anglican Church in England. She and Mike moved to the Bay Area, California in 1990. They also spent several years in Munich, Germany before relocating to Bellevue in the summer of 2008 at which time the family joined St. Thomas. In addition to the warm welcome received, they were attracted by the vibrant youth programs that gave Stephanie and Katherine a place to find a home and grow independently within the church community. Anne has a BA Hons in Accountancy Studies from the University of Exeter and qualified as a Chartered Accountant in the UK and a CPA in California. She joined Ernst & Young in London, and subsequently moved to the Palo Alto office where she became an assurance partner. She retired from her professional responsibilities after the family moved to Germany, so that she could devote more time to the girls' school and other activities and has since kept busy volunteering with both PTA and Girl Scouts. Since joining the St. Thomas family, Anne has enjoyed being involved in many different areas including as an usher and greeter; serving diverse projects such as Congregations for the Homeless, Thanksgiving at St. Thomas and Project Outreach; and recently serving on the Vestry and on the Finance Committee from 2016 to 2019, including during the All Things Bright and Beautiful capital campaign and design discussions. Anne is honored to serve as Treasurer for St. Thomas since 2019, as an opportunity to use some of her professional training to give back to the community.

Tera Soelter – Clerk & Vestry Member

Tera has been part of the St. Thomas community since 2001 and has served as Eucharist Lay Minister, Lector, and Greeter. She joined the Vestry in 2021. Tera graduated from the University of Nebraska with a Business Administration degree. In her sales career she has worked with several large telecommunication companies selling solutions to enterprise and global accounts. For the past several years she has focused on selling professional services for technology companies. Tera and her husband Gregg enjoy snow skiing, traveling, and gardening. Tera also manages to get out on the golf course from time to time.

Andrea Sato Borgmann – Chancellor

Andrea Sato Borgmann has served as chancellor for St. Thomas for over 10 years. In addition to her role as chancellor, she has also served at St. Thomas as vestry member, junior and senior warden and lector. She is a shareholder with the law firm of Kantor Taylor PC in Seattle, WA. Her practice focuses on the representation of non-profit and public entities in financing and developing affordable multifamily housing. She represents clients through all stages of the real estate development process, including site acquisition, due diligence and project financing. She is also currently on the board of directors of the Housing Development Consortium of Seattle-King County. She lives in Bellevue with her husband Russ and two teenage children, both of whom grew up in the St. Thomas community.

Vestry Members

Roger Ahroon

Roger has been part of the St. Thomas community since 2004. Roger and late wife, Lutron Scott, were married by Father Lee at St. Thomas in 2005. He has sung in the choir, served two terms on the Vestry, attended men's retreats, and participated with the Sandwich Makers ministry. Roger has also participated in the Bible Study Fellowship (BSF), an international ministry, since 1985 and is currently involved as a group leader. He also served as a children's leader in Christian Service Brigade at Westminster Chapel. He also served as a member of the Christian Businessmen's Committee, an outreach to men in business. He praises God for the spiritual life he has experienced at St. Thomas.

Brigitte Ashley Bolerjack

Brigitte Ashley Bolerjack is a lifelong member of St. Thomas. Her parents, Janet and Milton Ashley, were married at St. Thomas by Fr. John Vruwink, who also baptized Brigitte and her sister, Amy. Brigitte grew up in the community, attending preschool, kindergarten and of course Sunday School at St. Thomas. She sang in choristers with Dent Davidson and later had the privilege to serve as a Eucharistic Minister. She now lives in Everett with her husband, Randy, and is a para educator in Everett Public Schools, working in the Achieve program at Jackson High School. It is a challenging and rewarding job. She is an artist and the art curator at Port Gardner Bay Winery Art Gallery in downtown Everett. She has been honored to serve on the Vestry for almost three years and is excited and full of hope and joy for what the future holds for St. Thomas, particularly the ways our community can practice service over self, support those who truly need it most, and practice the hospitality of God.

Bea Covington

Bea is a natural resource economist by training and has spent most of her career working on issues related to community development, natural resource use and planning, and conflict resolution. She and her husband have lived in the PNW for almost 10 years now and have been members of St. Thomas for 5 years. Growing up in a military family, and later through her own career in international development, Bea has had the opportunity to join and become part of Episcopal churches across the US and internationally. Through the years and in various places she has served as an acolyte, lay reader, LEM, member of the Community of Hope, flower guild, Sunday school teacher, women's group leader, member of the choir, youth department representative. In her professional capacity she has served on governing boards for nonprofits and served as an Executive Director. At St. Thomas Bea has served as a greeter, a member of the stewardship committee and co-coordinator of the coffee hour ministry.

Tim Diller

Tim and his wife, Lisa live in the North Rose Hill neighborhood of Kirkland (since 2001) with his two children, Alexander (18) and Ming (16). He is a lifelong church member and from an early age he was encouraged by both his parents to grow in faith. It was their hope that he would embrace Christianity for himself and live a faithful life. Accepting Christ and receiving baptism at the age of about 14, his personal faith blossomed through the commitment of youth leaders at his home church and in the broader community. Throughout adulthood, he has been involved in faith groups both large and small where he found friendship and community. After Lisa and he were married in 2001, they sought for a church that would connect with both of them: he was from a protestant tradition (Mennonite) and Lisa was from a Catholic tradition. In the Episcopal Church they found a love for music and community and a worship style steeped in liturgy and weekly sharing of the eucharist. Since 2001, they have worshipped at St. John's in Kirkland and then moved to St. Thomas in 2013. Through the years, their family has been involved in choir, youth programs, flower ministry, and the Vestry.

Katie Ford

Katie Ford grew up the oldest of two girls in Jacksonville, FL, raised by an occasional Methodist and an atheist who once considered becoming a Catholic priest. She joined The Episcopal Church in Boston after being won over by thought-provoking sermons and a culture that welcomed questions. Katie joined St. Thomas a couple years after moving to Bellevue on the recommendation of a rector from another local Episcopal church who thought it would be a better fit. Still grateful for the referral, Katie and her husband Matt have been thrilled with the nurturing environment for their family, especially for Madeleine (16) and William (13). From Will's baptism as an infant alongside his still-close friend Senet Borgmann, to Maddie's many youth group adventures, the St. Thomas community has been an important part of their family village. Katie works as Head of Communications for Bezos Academy, a non-profit, tuition-free preschool for low-income children. She holds a BA in French from Duke University and a Master's in Public Policy from Harvard University's John F. Kennedy School of Government.

David Franson

David has been part of the St. Thomas community since the mid-1990s when, with the help of the Rev. Fletcher Davis, his eventually-to-be wife Suzie (herself a St. Thomas kid in the 80s), and other faithful souls, he was able to build the lasting foundations of a mature faith journey. He says that St. Thomas is a spiritual home for he and his family, and they are glad to be here. While he has connections with older threads in the St. Thomas tapestry, his children (Garrett, Grace, and Giles) and their interests connect them to the newer as well. David participated in the Ushering, Eucharistic, and Stewardship ministries, back in the "good old days" when we could meet in person. His "day job" is as a market forecaster and data scientist at Boeing Commercial Airplanes. He and his family live in Fall City, with a dog and several chickens. His pandemic project, initially, was to build an electric guitar. So far, he has built two, and he is branching out into amplifiers and other circuitry. Musical skill may come with time, God willing.

Peter Justus

Peter grew up in the Seattle area and attended the University of Washington undergraduate and medical schools. He completed his medical training at the University of Florida in Gainesville, where he met his wife and where two of his sons were born. He moved back to this area in 1983 where he practiced medicine until September of this year when he retired. He has been a confirmed episcopalian for about 11 years and have served as an eucharistic minister and an usher. He is in the third and last year of his term as a Vestry Board member.

Charles Stevens

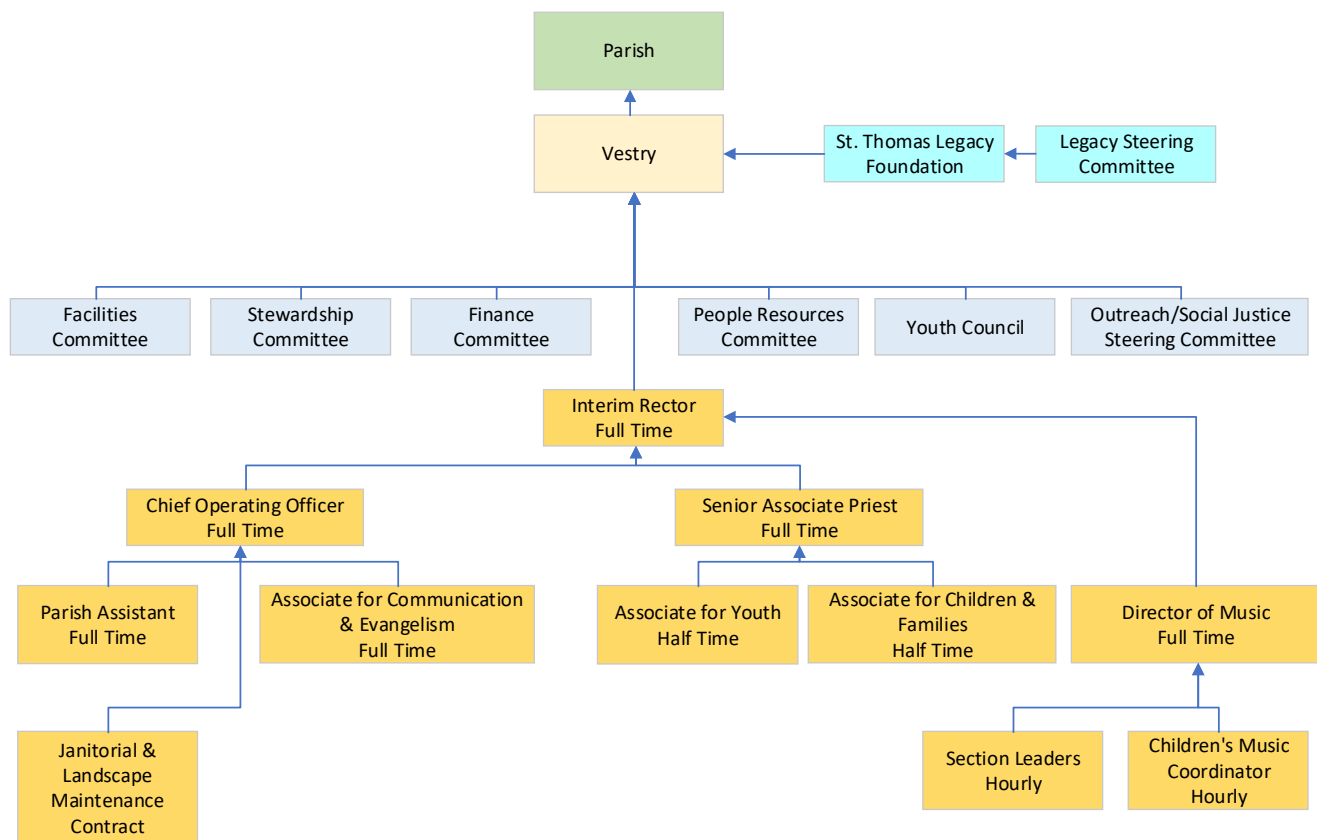
Charles and his wife, Delphine, were raised in England attending the Church of England. They immigrated to the United States in 1982 to attend graduate school in Boston and Charles then joined Microsoft in 1984 where he worked for 22 years in a variety of roles including VP, Far East based in Tokyo, Japan and Corporate VP of Enterprise Sales. Charles has served on the boards of WebMD, Lakeside School, United Way of King County, and Seattle Children's Hospital and is currently on the University of Washington School of Public Health advisory board.

After moving to Medina in 1990, Charles and Delphine began attending St. Thomas Church with their three children, and their son also attended St. Thomas School. Delphine chaired Project Outreach and served on the vestry. Their children are now married and live in Seattle, but St. Thomas continues to be their church home, along with 6 young grandchildren.

Mary Waldmann

Mary has been an active member of St. Thomas for over 6 years. She is a "cradle Catholic" who found herself increasingly troubled by some of the Catholic social/religious doctrine and liturgical practices, and she has found a home in the Episcopal church. She and her husband have 3 grown children and 4 grandchildren, all living in different states. Mary's professional career was primarily in public affairs and media relations, but she quit working entirely when her third child was born, and she has devoted her life to rearing her children well and being active in their school and church communities. At St. Thomas, she has participated in a variety of liturgical and outreach ministries. She leads the Monday centering prayer group and has been a member of the women's leadership team for a number of years. She is in her second year of serving on the Vestry.

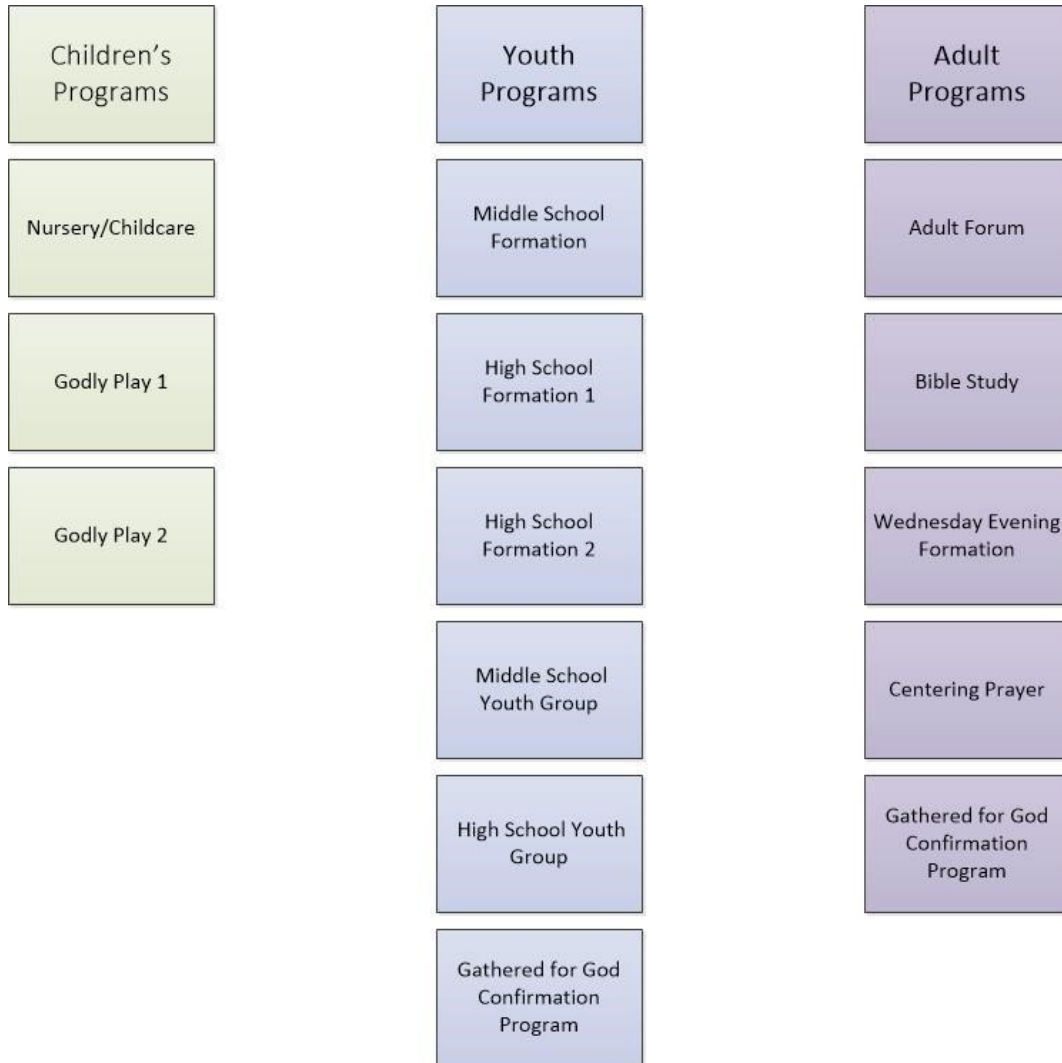
Organization Chart



Worship Guilds & Teams

Worship Guilds	Lay Ministries Team	Welcome Team	Hospitality Team	Formation
Altar Guild	Eucharistic Ministers	Greeters	Fellowship Breakfasts	Youth Committee
Flower Guild	Ministers of Ceremony	Ushers	Coffee Hour	Formation Volunteers & Mentors
Bread Bakers Guild	Eucharistic Vistors	Newcomers	Parish Lunches	
	Intercessors	Membership	Fellowship Events	
	Lectors			
	Healing Hands			

Formation Programs



History of St. Thomas

From its inauspicious beginning as an informal Sunday School in a boathouse on the shores of Lake Washington 78 years ago to its present vital center for worship and service, St. Thomas Church has ministered to its members, to all who enter, and to those beyond its doors. Through the years St. Thomas has been blessed with visionary leadership, a gifted and giving laity, a strong commitment to outreach and beautiful liturgy and music.

During World War II, with its gasoline rationing, a small number of young families living on the eastern side of Lake Washington felt the need for a church closer to home. From where they lived, they could see Seattle, but there was no bridge to Seattle or Mercer Island then, and a trip to these destinations for church services strained their limited gasoline allotments. On October 10, 1943, a few parents started a Sunday School in the boathouse for the children, and before long, whole families gathered together for worship. Under the direction of the Rev. Frederick J.G. Kepler, what became known as the Medina Mission was dedicated on December 10, 1944.

Outgrowing those cramped quarters, the mission moved to a former ferry terminal, which later became known as Medina City Hall. There, a collapsible billiard table, covered with a cloth, served as an altar. As the young congregation grew, it occupied an abandoned Civil Conservation Corps building, which was found in nearby woods and moved to a location across the street from where the church stands today. St. Thomas became a parish in the Diocese of Olympia on May 24, 1948. While overseeing all the emerging Episcopal congregations on the east side of Lake Washington, Father Kepler served St. Thomas from 1943 to 1949, setting the scene for a procession of fine priests.

A period of significant growth in our church was overseen by the Rev. Dr. Arthur Alan Vall Spinoso, who became rector in 1949 and served for 19 years. Under his leadership, membership increased from 100 to 600 families. To accommodate this growing congregation, 5.5 acres were donated by Mr. Norton Clapp, a prominent businessman in the region who gave the land for a church, a parish hall, and a day school. The nave of the church was dedicated in 1954, the Great Hall in 1955, and the transepts were added to the nave in 1961. Some years later a beautiful chapel was added to the north end of the nave. Father Vall's dream of a day school in close proximity to the church was realized by the completion of the St. Thomas Day School in 1951.

The Rev. John Henry Vruwink served as rector from 1969 to 1987, during which time new stained-glass windows were installed in the church and a world-class Metzler organ was built. The 25th anniversary of the parish in 1969 was celebrated and marked by the institution of an outreach program eventually named Project Outreach. Father Vruwink brought strong spiritual gifts to his ministry through feeding, healing prayer, reading, and research.

The Rev. Malcolm Fletcher Davis became St. Thomas's fourth rector in 1989, bringing with him boundless energy and a keen intellect. He was a gifted teacher, and his compelling sermons brought contemporary applicability to the scriptures. He was a strong advocate of lay leadership, pastoral care, and outreach at home and abroad. His previous work with migrant ministries and refugee issues underscored his ardent support of the disadvantaged and marginalized. Father Davis twice led pilgrimages to the Holy Land with a group of parishioners, which led to the eventual establishment of a companion parish to ours, St. Andrews in Ramallah.





During his tenure in the mid-nineties, St. Thomas experienced a period of conflict. There was division in the parish. Some vestry members and staff resigned, and some parishioners left. Reconciliation efforts were undertaken, and Father Davis continued his service as rector until he retired in 1999. While the wounds from that conflict have long since healed, it was an important chapter in the history of the parish.

The Rev. Jeffrey D. Lee was called to be rector of St. Thomas in 2000. His distinguished teaching and preaching, along with valuable experience in conflict resolution, infused new joy, energy, and hospitality into parish life. We lived out our parish guiding principle “Practicing the Hospitality of God” with an inclusive welcome to all. Many people joined or returned to St. Thomas during this time. It was with great appreciation for his ministry that St. Thomas celebrated Father Jeff’s election as Bishop of Chicago in 2007. In January 2008, we said goodbye to Father Jeff after seven years as our rector.

Following an interim period, the Rev. Alexander (Lex) N. Breckinridge was called to be rector of St. Thomas in 2009. Father Lex’s tenure began with a year-long “Get to Know You Tour” during which he met with small groups of parishioners in over 45 home visits around the community, eventually meeting in person almost every member of the parish. He listened to us, shared his faith and his journey with us and, like a true Southerner, charmed us all. Father Lex was a dynamic preacher, a gifted teacher and Biblical scholar, and a visionary leader. He empowered lay leadership and staff, always leading from the middle, and, as a former lawyer, brought his practical knowledge of business organizations to the table.

As Father Lex settled in and introduced regular small group ministry programs, such as Disciples of Christ in Community, the parish began to see more young families and new persons coming on Sunday and to our Wednesday evening formation offerings. The need to provide classrooms and space for meetings and children and youth formation activities became quite evident. And so, we determined to move forward with a capital campaign to support construction of a new parish life center.

We raised over \$9 million, including a significant lead gift from parishioner Barney Ebsworth in honor of his parents. The vestry decided that the project would be named in honor of Mr. Ebsworth’s parents, and the Ebsworth Life Center came into being. Construction on the Ebsworth Life Center began in 2013 and was completed in late July of 2014. An 80th birthday celebration for Mr. Ebsworth was the first event to be held in the building, and the official dedication of the building took place on Saturday, August 2, 2014. It was a beautiful liturgy and great celebration marking the opening of this new tool for ministry and the next chapter in the history of St. Thomas.

In June of 2015 with inspiration from Father Lex, the vestry and the Foundation board established the St. Thomas Perpetual Memorial Reserve and Endowment Fund to provide for the preservation and maintenance of the church’s physical plant and for support of our clergy, staff, and programs.



In 2016 an assessment was done on the church building to determine the scope of needed repairs and capital improvements. Following a seismic worthiness study and an acknowledgement of major deferred maintenance, we launched the All Things Bright & Beautiful Campaign to renovate, repair and renew the church building. After raising \$4.3 million, construction on the church began in April 2019. The work was completed in early March 2020, and our first service back in the church was held on March 8, 2020. The next week the Governor of Washington ordered “stay-home” restrictions due to the COVID pandemic.

As with most of everything else, 2020 in the life of St. Thomas was marked by the COVID pandemic. Our clergy and nimble staff turned on a dime and all services began to be live-streamed and recorded, initially with cell phones and hand-held microphones and eventually with advanced AV equipment. Not a single Sunday was missed. Tuesday Bible Study continued virtually. The Wednesday contemplative service was recorded every week, and Wednesday evening formation, including a year-long offering of the Sacred Ground series, continued via Zoom throughout the program year. The creativity, flexibility and dedication of the staff and clergy was remarkable. Following the Governor’s declaration, we were finally able to return to limited in-person worship in March 2021.

In June of 2021, Father Lex announced that he would retire on September 1, 2021, the 12th anniversary of his tenure as rector of St. Thomas. While we were all very sad to hear this, we had tremendous gratitude for the dedicated service to, and love for, all of us at St. Thomas that both Father Lex and his wife Zonnie so graciously extended to us. A Farewell Celebration was held on August 27th to say goodbye to Lex and Zonnie and to celebrate 12 years of faith-filled, transformational, and truly joyful ministry together.



St. Thomas School

St. Thomas School - originally known as St. Thomas Day School - first opened its doors as a parish school for St. Thomas Episcopal Church on September 11, 1951, holding class in a portable, wooden frame building across the street from the current campus for seventeen First and Second Grade students.

The Reverend Arthur Vall-Spinosa, rector of St. Thomas Church, founded the school as an alternative to the public school system, which was becoming overburdened with an influx of baby-boomer children in the rapidly growing eastside community.

In 1954 it became apparent that the portable building housing the school could no longer meet the needs of students, and construction began on the school's present site. In 1967 St. Thomas Church decided the school should be a separate entity from the church, and on August 13, 1968, the school's Board of Trustees was established, and St. Thomas School was incorporated. The new Trustees felt strongly that the reorganized school should maintain a mutually beneficial relationship with St. Thomas Church. Although fully independent, the school leases its current property from the church and both institutions continue to work together in a spirit of cooperation.

In 1990, the school embarked on a major building program that not only doubled the size of the school's physical plant but also refurbished and upgraded the existing facility.

In July of 2005, Dr. Kirk Wheeler became Head of School and continues in this role. Under his leadership, plans were laid for a new campus, and the community bid farewell to the old buildings in June 2007. In August 2008, after being located in temporary quarters for a year, the school moved back to its home in Medina to occupy a brand new, state-of-the-art 55,000 sq. ft. building. Another expansion of the school's campus, adding labs, performing arts spaces, classrooms, expanded gymnasium and a roof-top playing field, has just been completed.

The rector of St. Thomas supports the Chapel Programs of the St. Thomas School and advises the Head of School and the School Board on matters of religion as it relates to helping the school's students as they seek to understand and embrace their "spirituality." The rector also partners with the Head of School to help foster the relationship between the organizations and promote each other's identity and mission through implementation of the Joint Use Agreement and a spirit of cooperation between the parish and the school. The rector sits on the School's Board of Trustees.





Diocese of Olympia

Headquartered in Seattle, the Diocese of Olympia spans the length of western Washington, all 24,531 square miles between the Pacific Ocean to the west and the Cascade Mountains to the east. The diocese has over 34,000 people in more than 100 parishes and missions. There are about 300 clergy canonically resident in the diocese, 90 or so currently serving in a paid part- time or full-time position. St. Thomas is one of 10 Episcopal churches in the eastern half of King County (known as the “Eastside”) and is one of the largest parishes in the diocese.

In May 2007, we elected The Right Reverend Dr. Greg Rickel to be the eighth bishop of Olympia. Bishop Rickel has a passion for youth and young adults and believes the Episcopal Church must make itself appealing and relevant to that demographic. He often says that if the church fails to attract people under 35, “it will die.” Other priorities of his episcopate are congregational development, stewardship of resources, the environment, and improving communication and interconnectedness inside and outside the diocese.





The Seattle Region

Sometimes called a “destination church,” St. Thomas attracts many people from beyond the local neighborhood. Thus, when we talk about the larger St. Thomas community, it’s more accurate to speak in the plural. We are part of three nested communities -- the town of Medina, the city of Bellevue and the greater Eastside, and the metropolitan Seattle area. Each one has unique qualities that present the congregation of St. Thomas — and its next rector — with a rich set of possibilities for evangelism and outreach.

Medina

Blessed with natural beauty and a prime location, Medina is an affluent suburban community situated on a peninsula between two urban centers -- only a few miles from downtown Bellevue and a short drive across a floating bridge to downtown Seattle. It’s clustered with Hunts Point, Yarrow Point, and Clyde Hill, three lakefront communities adjacent to Bellevue.

Although it spans only 1.4 square miles, Medina has acres of parks. The Medina Beach Park offers views of the Seattle skyline, Lake Washington, and the Olympic Mountains. And Medina Park, just across the street from St. Thomas, is home to many heron families that each year raise their young in the trees surrounding the park’s large pond.

Settled by farmers and homesteaders in the late 19th and early 20th century, Medina later became a summer resort community for Seattleites. Today, our small town is home to more than 3,200 people, most of them are affluent, well-educated professionals. More than 80% of the adults have a college or graduate degree. In 2019, the median household income was \$212,337, and the current median house price is \$4,259,000.

Medina is not ethnically diverse. In the 2010 census 83% of its residents were Caucasian. The median age of a Medina resident is 47 years old, and the population as a whole is expected to age along with the region. In 2019, people aged 45-54 represented the largest age group.





Bellevue and the Greater Eastside

The city of Bellevue spans 34 square miles and sits a few miles due east of Seattle. It is the third-largest city in the Seattle-Tacoma-Bellevue metropolitan area and has variously been characterized as an edge city, a suburb, “boomburb”, or satellite city. Its population was 122,363 at the 2010 census and 151,854 in a 2020 census estimate. The city’s name is derived from the French term *belle vue* (“beautiful view”).

Bellevue and the greater Eastside, including the towns of Beaux Arts, Clyde Hill, Hunts Point, Yarrow Point, Kirkland, Redmond, Sammamish, Issaquah, and Newcastle, are home to some of the world’s largest technology, interactive media, and bio-tech companies. Bellevue has undergone rapid change over the last 20 years with many high-rise projects being constructed. Downtown Bellevue is currently the second-largest city center in Washington state, with 1,300 businesses, 55,000 employees, and 14,800 residents. In a 2018 estimate, the city’s median household income was among the top five cities in the state of Washington. Bellevue consistently ranks as one of the best places in the nation to live.

More than 145 companies have a significant presence on the Eastside. Companies currently headquartered there include Microsoft, Costco, PACCAR Inc, T-Mobile, Nintendo of America, and Valve. Technology company Amazon was founded in Bellevue by Jeff Bezos and has a significant corporate presence here, as does Google and Meta Platforms (formerly Facebook), with large campuses in Kirkland and Bellevue respectively. Amazon alone plans to grow its workforce to 25,000 in downtown Bellevue over the next five years.

50% of the Bellevue population identifies as White (Non-Hispanic), 36% Asian (Non-Hispanic), and 7% Hispanic. Like Medina, Bellevue is filled with professionals -- 63% of its residents work in white-collar occupations. In 2019, the median household income was \$120,456. Nearly 40% of Bellevue residents are foreign born.

Bellevue is home to Bellevue College. It is the largest of the 34 institutions that make up the Washington Community and Technical Colleges system and the third-largest institution of higher education overall in the state (behind the University of Washington and Washington State University). The Bellevue School District is also regarded as one of the best in the state.

The Eastside is a major center for leisure and entertainment as well as employment, with activities in music, the arts and theater that compare favorably with the neighboring arts community in Seattle. An abundance of parks and community centers provide many spaces for people to gather year-round.

Seattle Metropolitan Area

Seattle is the largest city in the Northwest, with more than 769,000 residents. The entire metropolitan area has an estimated 3.87 million residents. An international city flavored by many different global cultures, Seattle is the commercial, cultural, and advanced technology hub of the U.S. Pacific Northwest and a major port city for trans-Pacific and European travel and trade. The area is home to many internationally known companies including Microsoft, Boeing, Amazon, PACCAR, Nordstrom, and Starbucks.

The Seattle area includes many centers of higher education, including the University of Washington, Seattle University, and Seattle Pacific University, along with an extensive system of community colleges. Among major U.S. cities, Seattle has one of the highest percentages of college graduates.

Particularly well-endowed in the arts, Seattle has superb musical facilities, theater, opera, ballet, symphony, numerous arts, and historical museums, and one of the top zoos in the nation. Residents and visitors enjoy outdoor activities in the many parks, surrounding lakes, Puget Sound, and the Cascade and Olympic Mountain ranges.

In the greater Seattle-Eastside area, there are more than 1,000 of places of worship representing many different religious traditions. Like other westerners, many residents say they are not affiliated with any religion; in fact, Washington leads the nation in the percentage of unchurched residents. Attracting more young members in such a context is one of the biggest challenges facing our congregation and the diocese as a whole.





*Blessings and peace to you, and know that we are praying for you,
and we ask that you pray for us. - The People of St. Thomas*

