



ST. THOMAS

EPISCOPAL CHURCH



2024 St. Thomas Church Annual Parish Meeting
& St. Thomas Legacy Foundation Annual Meeting

February 18, 2024

2024 Annual Meeting of the Parish Corporation

Agenda – Parish Corporation

Call to Order.....	Tim Diller, Senior Warden
Opening Prayer and Moment of Silence for the Departed.....	Mother Liz, Rector
Rector’s Address.....	Mother Liz
Senior Warden’s Address	Tim
Housekeeping Items.....	Tim
Approval of the 2023 Parish Annual Meeting Minutes.....	Tim
Building and Grounds Report.....	Tera Soelter, Junior Warden
Parish Financial Review.....	Anne Bentley, Treasurer
Q&A.....	Tim
Elections.....	Tim

2027 Vestry Slate

- Megan Miller (3-year term)
- Peter Pitarys (3-year term)
- Eric Dalquist (3-year term)
- Barbara Feldon (3-year term)

- Theron Eichenberger (1-year term)

2024 Diocesan Convention Delegates

- Ann Bentley
- Shirley Allert
- Mike Allert
- Tim Diller
- Kim Malcomb
- Mary Pneuman
- Nancy Rabel
- Karl Rabel

Recognitions & Announcements	Mother Liz
Close the Parish Meeting	Tim Diller

Minutes of the 2023 Parish Annual Meeting

Ebsworth Life Center
February 26, 2023

Welcome & Call to Order	Mary Waldmann, Sr. Warden
Opening Prayer & Rector's Address	Mother Liz Costello
Senior Warden's Comments	Mary Waldmann
Housekeeping Items	Mary Waldmann

Quorum confirmed at over 15 participants.
Unanimous consent utilized.

Approval of the Minutes of the 2022 Annual Meeting	Mary Waldmann
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Question: Any objections to approval of 2022 Annual Meeting minutes.
Reported: No comments or objections.
Minutes are approved.

Parish Financial Review	Anne Bentley, Treasurer
Call to Action	Dave Katri
Q&A	Mary Waldmann
Elections	Mary Waldmann

- 2023 Vestry Candidates Proposed:
- Mike Eggenberger (3-year term)
 - Kim Malcolm (3-year term)
 - Kristen McSherry (3-year term)
 - Fred Williams (3-year term)
 - Jackie Livingston (1-year term)

Call for additional nominations from the floor.
Hearing no additional nominations, vestry candidates are elected.

- 2023 Diocesan Convention Delegates Proposed:
- Shirley Allert
 - Mike Allert
 - Anne Bentley
 - Tim Diller
 - Bill McSherry

- Mary Pneuman
- Nancy Rabel
- Karl Rabel

Call for additional nominations from the floor.

Hearing no additional nominations, delegates are elected.

Recognitions & Announcements

Mother Liz Costello

Mother Liz thanked the outgoing chairs for Congregations for the Homeless - Beth Zobel and Trish Evison, and the outgoing Vestry Class members - Mary Waldmann, Jerry Angelo, Bea Covington and Jonathan Burks. Mary Waldmann was recognized for her service as Senior Warden and Tim Diller welcomed as the incoming Senior Warden. Junior Wardens were also recognized - Jerry Angelo, Bea Covington Bobby Inshetski. Mother Liz ended her remarks by thanking the Search Committee for all their work and thanking the Parish members of St. Thomas for their support.

Close of the Parish Meeting

Mary Waldmann



Consolidated Statement of Financial Position
St. Thomas Episcopal Church & St. Thomas Legacy Foundation
For the Year Ended December 31, 2023
(With Comparative Totals for 2022)

Modified Cash Basis

		At December 31,	
Assets		2023	2022
Cash & Cash Equivalents	\$	595,812	\$ 1,194,832
Investments	\$	701,408	\$ -
Property, Buildings & Fixtures	\$	14,873,903	\$ 14,879,970
Total Assets	\$	16,171,123	\$ 16,074,802
Liabilities & Net Assets			
Liabilities			
Refundable Advances*	\$	133,674	\$ 89,602
Accounts Payable	\$	710	\$ 7,185
Agency Funds**	\$	51,628	\$ 12,711
Total Liabilities	\$	186,012	\$ 109,498
Net Assets	\$	15,985,111	\$ 15,965,304
Total Net Assets	\$	15,985,111	\$ 15,965,304
Total Liabilities & Net Assets	\$	16,171,123	\$ 16,074,802

* includes \$103,000 prepaid 2024 pledges and \$31,000 prepayments for stained glass windows

** includes \$30,000 payable to the Foundation

Statement of Activities & Changes in Net Assets
St. Thomas Episcopal Church
For the Year Ended December 31, 2023
(With Comparative Totals for 2022 & 2023 Financial Plan for Mission)

Modified Cash Basis

Operating Revenue	2023 Total	2022 Total	2023 FPM (Rev'd Apr 2023)	FPM Diff
Pledge Contributions	\$ 803,942	\$ 1,214,178	\$ 780,196	\$ 23,746
ATBB Pledge Fulfilment Contributions	\$ -	\$ 3,000	\$ -	\$ -
Non-Pledge Contributions	\$ 347,828	\$ 154,097	\$ 223,050	\$ 124,778
Lease & Other Revenue	\$ 237,118	\$ 250,158	\$ 234,946	\$ 2,172
Investment Income	\$ 26,556	\$ 605	\$ 5,000	\$ 21,556
Total Operating Fund Revenue	\$ 1,415,444	\$ 1,622,038	\$ 1,243,192	\$ 172,252
			2023 FPM (Rev'd Apr 2023)	FPM Diff
Operating Expenses	2023 Total	2022 Total		
Wages & Benefits	\$ 736,145	\$ 783,064	\$ 821,179	\$ 85,034
Buildings & Grounds	\$ 210,812	\$ 172,271	\$ 200,612	\$ (10,200)
Diocesan Assessment	\$ 204,304	\$ 180,057	\$ 176,530	\$ (27,774)
Utilities	\$ 69,947	\$ 64,020	\$ 71,500	\$ 1,553
Professional Services	\$ 38,826	\$ 36,534	\$ 34,127	\$ (4,699)
Equipment Lease	\$ 34,698 #	\$ 36,108	\$ 36,380	\$ 1,682
Technology	\$ 22,813	\$ 21,745	\$ 19,600	\$ (3,213)
Insurance	\$ 21,147	\$ 20,076	\$ 23,880	\$ 2,733
Supplies	\$ 19,742	\$ 15,552	\$ 23,150	\$ 3,408
Banking	\$ 8,943	\$ 6,316	\$ 12,000	\$ 3,057
Honorariums	\$ 8,732	\$ 8,627	\$ 25,050	\$ 16,318
Food & Beverage	\$ 5,638	\$ 9,741	\$ 11,000	\$ 5,362
Books & Curriculum Materials	\$ 4,969	\$ 858	\$ 3,800	\$ (1,169)
Advertising & Promotions	\$ 4,454	\$ 246	\$ 10,000	\$ 5,546
Postage	\$ 747	\$ 2,063	\$ 4,435	\$ 3,688
Meetings & Events	\$ 733	\$ 3,676	\$ 6,000	\$ 5,267
Printing & Copying	\$ 62	\$ 2,673	\$ 1,500	\$ 1,438
Charitable Outreach	\$ -	\$ 23,685	\$ 750	\$ 750
Travel	\$ -	\$ 1,627	\$ -	\$ -
Total Operating Expenses	\$ 1,392,712	\$ 1,388,939	\$ 1,481,493	\$ 88,781
Change in Nets Assets from Operating Activities	\$ 22,732	\$ 233,099	\$ (238,301)	\$ 261,033
Other Nonoperating Revenue	\$ 18,234	\$ 10,518	\$ 4,000	\$ 14,234
Net Insurance (Payments) Proceeds	\$ (21,159)	\$ 18,892	\$ (21,159)	\$ -
Contribution to St. Thomas Legacy Foundation Sustaining Fund	\$ -	\$ (110,000)	\$ -	\$ -
Total Change in Nets Assets	\$ 19,807	\$ 152,509	\$ (255,460)	\$ 275,267

Parish Operating Expenses by Category

Expenses*	2021	2022	2023
Administration	\$ 464,449	\$ 454,209	\$ 412,609
Formation	\$ 234,542	\$ 219,463	\$ 253,424
Worship	\$ 203,087	\$ 187,375	\$ 225,810
Diocesan Assessment	\$ 194,596	\$ 180,057	\$ 204,304
Music	\$ 155,913	\$ 143,941	\$ 157,612
Community Life	\$ 103,608	\$ 90,193	\$ 59,076
Pastoral Care	\$ 67,368	\$ 61,598	\$ 50,329
**Outreach	\$ 48,574	\$ 52,103	\$ 29,548
Total Expenses	\$ 1,472,137	\$ 1,388,939	\$ 1,392,712

* Expenses reflect direct, indirect and allocated costs

Parish Pledge History

	2020	2021	2022	2023	2024
No of Pledging Units	210	217	197	167	153
Total Pledged	\$ 1,026,599	\$ 1,091,500	\$ 938,096	\$ 794,735	\$ 839,400
Average Pledge	\$ 4,889	\$ 5,030	\$ 4,762	\$ 4,759	\$ 5,486
Median Pledge	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,060	\$ 3,000

Parish Pledge Fulfilment History

	2020	2021	2022	2023
Operating Fund Pledge Fulfilment	\$ 1,123,037	\$ 1,044,481	\$ 889,179	\$ 803,943
Ladd Gift	\$ 325,000	\$ 325,000	\$ 325,000	\$ -
Capital Fund Pledge Fulfilment	\$ 818,613	\$ 244,739	\$ 3,000	\$ -
	\$ 2,266,650	\$ 1,614,220	\$ 1,217,179	\$ 803,943
Total Pledged to Operating Fund	\$ 1,026,599	\$ 1,091,500	\$ 938,096	\$ 794,735
Operating Fund Pledge Fulfilment	\$ 1,123,037	\$ 1,044,481	\$ 889,179	\$ 803,943
Difference	\$ 96,439	\$ (47,019)	\$ (48,918)	\$ 9,208
Percentage of Fulfilment	109.4%	95.7%	94.8%	101.2%

St. Thomas Episcopal Church 2024 Financial Plan for Mission

		2024 FPM	Actual as of December 31, 2023
Revenues			
Operating Fund Pledge Revenues	\$	799,500	\$ 803,942
Non-Pledge Contributions	\$	179,900	\$ 347,828
Other Revenue	\$	255,659	\$ 237,118
Investment Returns	\$	15,000	\$ 26,556
Total Revenues	\$	1,250,059	\$ 1,415,444
		2024 FPM	Actual as of December 31, 2023
Expenses			
Advertising & Promotions	\$	37,000	\$ 4,454
Banking	\$	12,000	\$ 8,943
Books & Curriculum Materials	\$	3,000	\$ 4,969
Buildings & Grounds	\$	199,115	\$ 210,812
Diocesan Assessment	\$	181,259	\$ 204,304
Donations/Outreach	\$	1,800	\$ -
Equipment Lease	\$	31,200	\$ 34,698
Food & Beverage	\$	11,000	\$ 5,638
Honorariums	\$	26,250	\$ 8,732
Insurance	\$	32,487	\$ 21,147
Meeting	\$	7,500	\$ 733
Postage	\$	4,435	\$ 747
Printing & Copying	\$	1,500	\$ 62
Services	\$	41,155	\$ 38,826
Supplies	\$	26,950	\$ 19,742
Technology	\$	34,600	\$ 22,813
Utilities	\$	74,865	\$ 69,947
Wages & Benefits	\$	850,679	\$ 736,145
Total Expenses	\$	1,576,795	\$ 1,392,712
Net Ordinary (Loss) Income	\$	(326,736)	\$ 22,732
Other (Loss) Income Total	\$	(31,000)	\$ (2,925)
Adjusted Net (Loss) Income	\$	(357,736)	\$ 19,807
Per Day Operating Costs	\$	4,320	\$ 3,816

2024 St. Thomas Legacy Foundation Annual Meeting

Call to Order	Fred Barkman, Foundation President
Housekeeping Items: Approval by Unanimous Consent	Fred
Approval of the Minutes of the 2023 Meeting	Fred
St. Thomas Legacy Foundation Report & Financial Review	Fred
Q&A	Fred
Elections: Board Nominee, Fred Barkman	Anne Bentley
Close of the Foundation Meeting	Fred
Closing Prayer	Mother Liz Costello

Minutes of the 2023 St. Thomas Legacy Foundation Annual Meeting

Ebsworth Life Center

February 26, 2023

Call to Order Fred Barkman

Housekeeping Items Fred Barkman

Unanimous consent utilized.

Approval of the Minutes of the 2022 Meeting Fred Barkman

Question: Any objections to approval of 2022 Meeting minutes.

Reported: No comments or objections.

Minutes are approved.

St. Thomas Fund – Legacy Giving Curt Young

St. Thomas Legacy Foundation Report & Financial Review Fred Barkman

Q&A Fred Barkman

Elections Fred Barkman

Candidate proposed for 2023 Foundation Board Class:

- Jonathan Burks

Call for additional nominations from the floor.

Hearing no additional nominations, Jonathan is elected for a 3-year term.

Close of the Foundation Meeting Fred
Barkman

Closing Prayer Mother Liz

Costello

Statement of Activities & Changes in Net Assets
St. Thomas Legacy Foundation
For the Year Ended December 31, 2023
(With Comparative Totals for 2022)

Modified Cash Basis

Revenue	2023 Total	2022 Total
Donations	\$ 65,150	\$ 115,100
Investment Returns	\$ 80,017	\$ (84,236)
Total Revenue	\$ 145,167	\$ 30,864
Expenses		
Distributions to Parish	\$ 53,834	\$ 45,163
Professional Services	\$ 5,895	\$ 2,395
Total Expenses	\$ 59,729	\$ 47,558
Net Income/(Loss)	\$ 85,438	\$ (16,694)

St. Thomas Legacy Foundation Cash & Investments

	Balance at December 31,		
	2021	2022	2023
Cash on Hand			
Operating Fund	\$ 25,229	\$ 22,834	\$ 19,418
Total Cash	\$ 25,229	\$ 22,834	\$ 19,418
Special Purpose & Reserve Funds			
Perpetual Memorial Reserve Fund	\$ 8,133	\$ 9,417	\$ 11,462
Liturgical Supply Fund (*DIF)	\$ 19,948	\$ 17,683	\$ 19,823
Outreach Reserve Fund (DIF)	\$ 45,546	\$ 40,113	\$ 50,178
Sabbatical Reserve Fund (DIF)	\$ 2,007	\$ 1,767	\$ 12,784
Music Reserve Fund	\$ 20,324	\$ 20,336	\$ 458
Total Special Purpose & Reserve Funds	\$ 95,958	\$ 89,316	\$ 94,705
Endowments			
Buildings & Grounds Endowment (DIF)	\$ 58,091	\$ 49,194	\$ 53,303
Columbarium Endowment (DIF)	\$ 157,151	\$ 127,733	\$ 142,104
**Sustaining Fund (DIF)	\$ 199,397	\$ 253,393	\$ 277,357
Behnke Music Fund (DIF)	\$ 103,323	\$ 86,790	\$ 84,167
Music Endowment (DIF)	\$ -	\$ -	\$ 5,500
Perpetual Memorial Endowment Fund(DIF)	\$ 58,555	\$ 51,750	\$ 62,728
Total Endowments	\$ 576,517	\$ 568,860	\$ 625,159
Total Cash & Investments	\$ 697,704	\$ 681,010	\$ 739,282

*Diocesan Investment Fund

** Sustaining Fund received \$110,000 in 2022 in fulfillment of the ATBB Campaign

Distributions to the Parish

	2023	2022
Behnke Music Fund	\$ 12,811	\$ 4,287
Building & Grounds Endowment	\$ 2,033	\$ 2,001
Columbarium Endowment	\$ 10,121	\$ 12,699
St. Thomas Fund (PMREF)	\$ 1,970	\$ 1,818
Sustaining Fund	\$ 7,899	\$ 24,359
Total Endowment Distributions to Parish	\$ 34,834	\$ 45,163
Music Reserve	\$ 19,000	\$ -
Total Distributions to Parish	\$ 53,834	\$ 45,163

Ministry Reports

Newcomers Welcome Ministry

The Newcomers Welcome Committee's mission is to identify new visitors to the church, greet them, introduce them to parishioners, and bring them into the community. Mother Liz extends to each newcomer an opportunity to meet with her. The Welcome Committee follows up with an additional communication to acquaint them further with St Thomas.



At coffee hour, there is a welcome table with information and the committee introduces them to parishioners as well as answers questions. Part of the Newcomer program is a series of events which include a newcomer recognition at coffee hour, Newcomer Party with Church Leadership and staff, and member recognition or reading of the names in church. An Episcopal 101 class will help those interested to learn more about the church.



exceptionally supportive of these efforts.

This past year has been one of exceptional growth and vitality with newcomers in large part because of parishioners openly welcoming and taking the opportunity to share their experiences and enthusiasm about St Thomas. It appears our second year this growth is continuing. The entire leadership of St Thomas has been

Members: Peter and Nancy Pitarys, Co-chairs; Judy Katri, Head of Greeters; Janice Cornforth & Nancy McEacheran, Cultural Conversations Group Organizers; Mary Ruark, Yvonne Lamey, Marlena Love, Julie Barrett, Betsy Leschner, Judy Albers, Lisa Viereck, Molly McConkey, Claude Rogers

Staff Liaison: Mother Liz

Vestry Liaison: Nancy McEacheran

Liturgical Guild

We have over 128 active volunteers who come together every Sunday to support our worship services at 8 and 10 a.m. They also provide assistance at special services during Advent, Lent and, Holy Week, and support families and visitors attending Celebrations of Life services.



Our **greeters** (led by Nancy and Peter Pitarys) welcome everyone as they enter our Sanctuary – keeping a special eye out for newcomers. Our **ushers** (led by Jerry Livingston) help coordinate traffic flow during the service, *and are our first point of direction should there be an emergency.* **Youth acolytes** (led by Bill McSherry) lead the procession into and out of the church carrying the cross and the torches. Our



intercessors and lectors (led by Kim Malcom) read the lessons and lead us in intercessory prayers. At the Altar, our **MC's** (led by Mark Nelson) assist the Clergy with preparation for the Eucharist and our **Lay Eucharistic Ministers- LEMs** (led by Valerie Wang) assist with the distribution of the bread and the wine during Communion. Our **Coffee Hour** hosts provide wonderful refreshments for us every Sunday. Behind the scenes we also have **Godly Play** volunteers who run concurrent programming during the service, giving younger children a chance to interact with Scripture in a more tactile way.

The Liturgical Ministry team (led by Tera Soelter and Bea Covington) supports these volunteers by providing scheduling and coordinating annual training. We also have instruction manuals (also known as Customaries) that serve as handy references for each ministry.

We are grateful for the time and dedication of all these volunteers and welcome new members! We are also looking for new Leaders to help with coordinating these teams. If you are interested in one of these ministries, have questions, or are

interested in being a Leader, please contact Bea or Tera and we will do our best to help you.

Members: Bea Covington & Tera Soelter, Co-Chairs; Kim Malcolm, Lectors & Intercessors; Valerie Wang, Lay Eucharistic Ministers; Jerry Livingston, Ushers; Nancy & Peter Pitarys, Greeters; Bonnie Grant, Coffee Hour Hosts; Bill McSherry, Youth Acolytes; Vicki Young, Altar Guild; Mark Nelson, MC's; Bonnie Grant, Coffee Hour Host.

Staff Liaison: Mother Liz
Vestry Liaison: Tera Soelter



Fellowship & Hospitality

Our dedicated fellowship and hospitality team worked hard this year to plan events that helped us come together as a community as we continue to regroup and rebuild in this new season at St. Thomas. Highlights included our Maundy Thursday Agape meal, celebrations for departing staff as well as new staff, our harvest (stewardship kick off) supper, and our annual St. Nicholas breakfast during Advent to mention a few events. They also provided delicious meals for our staff on Easter as well as Christmas Eve.

Members: Kimbra Ong, Chair; Beth Zobel, Judy Katri, Trish Evison, Libby Nielsen

Staff Liaison: Mother Liz

Evangelism & Communication

Our volunteer committee got up and running last June with a commission to take on the tasks of communicating with the parish, as well as the larger community. Fr Edmund works on communications for a quarter of his time. We are blessed with energetic and committed volunteers, and are always ready to welcome more!

Our main objectives:

- To spread the word of our active, open, and welcoming Episcopal parish to the greater community, including newcomers who may be different from the majority of people who have attended in the past
- To link, connect, and celebrate our own parishioners, rooted in our shared life in Christ.
- Maintain a center aisle approach in messaging our theology



Milestones:

- Postcard mailing to West Bellevue/Clyde Hill/Medina neighborhoods in advance of Christmas services, Lessons and Carols and Christmas Eve children's pageant
- Banner displaying service times in lead up to Christmas
- New sandwich boards to advertise upcoming events, concerts, services
- Refreshed design of The Wrapper, welcoming newcomers and listing social events, concerts, adult formation, youth events, etc.
- Longer weekly email "Ministry Minute" including parish events (I.e. All Saints Day, St Nicolas Breakfast, Advent programming, Lessons and Carols), news updates, and notices
- Renewed posting on Instagram & Facebook
- 8 x 11 "Welcome to St Thomas!" brochure to welcome newcomers
- Updated photos of services and events for website & social media, including acolytes, choristers, youth group, adult choir, multiple lay committees, clergy, members of the parish
- Updated bulletin board in Ebsworth Life Center
- Tasked by Vestry to review inclusive messaging and update it with signage to welcome newcomers
- Created yard signs, i.e. Blessing of the Animals
- Commissioned a filmmaker to create a profile video of St Thomas for website & social media

Ongoing and future projects:

- Consistent signage for service times visible from the road
- Highlighting and incorporating the Episcopal shield into our branding
- Inclusive messaging
- Seasonal yard signs
- Holy Week/Easter postcard mailing to neighborhoods
- Inviting families around the Eastside and beyond to check us out
- Internal communications audit and demographic study of Seattle/Eastside



Interested? Join us! Contact Fr Edmund or Kim Malcolm with questions or for more info.

Members: Kim Malcolm, Chair; Andi Moss, Mary Waldmann, Jen Winter

Staff Liaison: Father Edmund

Vestry Liaison: Kim Malcolm

St. Thomas School Committee

St. Thomas Church seeks to renew our relationship with St. Thomas School. We are actively trying to renew our relationship through increasing clergy participation in school chapel and on the planning committee, strengthening our relationship with the STS board, and imagining ways to continue to partner in our shared mission.

Members: Bill McSherry, Chair; Leslie Brewer, Dave Katri, Kathy Smith, Andrea Sato-Bormann

Staff Liaison: Mother Liz

Vestry Liaison: Fred Williams

Adult Formation Committee

We offered a variety of adult formation offerings in 2023. Most of the formation opportunities were offered on Sunday morning following the 8am and 10am service or on Wednesday evening. Offerings ranged from topic-based series on Science and Religion, Social Engagement Models, The Liturgy of Holy Week, The State of the Church in England, and more. During Lent we read the book, “Hanging by a Thread: Questions of the Cross,” and brought in guest speaker, Grace Hamman who also led the Women’s Retreat for Lent. The Legacy Society hosted a series, “Getting Your Ducks in a Row” that included one session on the theology of death and dying, led by Mother Liz.

For the 2023-2024 program year we are focusing on the Bible. To support this goal, we are reading *The Path* which goes over the biblical narrative over the course of the program year and brought in the St. John’s Bible for Lent 2024.

A challenge we faced is growing our adult formation committee. If you would like to join, email Mother Liz! We also faced the challenge of discerning the best time to hold adult forums. In 2022-2023 we held adult forums at 9am. They were not consistently well attended. In 2023-2023 we made a change and decided to have a small group meet at 9am to read *The Path* and then host Adult Forums following the 10am service, at 11:15 am.

Members: Mary Rawson Rorrer, Barbara Feldon, Margaret Maxwell

Staff Liaison: Mother Liz

Vestry Liaison: Mary Rawson Rorrer



Music Guild

The mission of the St Thomas Music Guild is to enable the continuation of the great heritage of Anglican music including Anglican Evensong worship, and congregational worship music, along with programs of sacred music to the greater Eastside community. The goal is to serve

music lovers of all ages by providing a wide variety of musical styles, both vocal and instrumental that reflect the diversity of the community of which we are a part.

The Music Guild steering committee is in the strategic planning stage, establishing an organizational structure and specific, measurable goals that will move our mission forward. These goals will be both financial and artistic.

Paul Klemme, the Director of music ministries at St Paul's Episcopal Church in Salem Oregon, has met with the committee and offered valuable advice. St. Paul's has provided a very successful yearly community Evensong/concert series for over 20 years. It is a program that is supported by parishioners and non-parishioners alike.

Recent offerings like the Piano for Eight Hands, and Amahl and the Night Visitors demonstrate the potential to reach out beyond the walls of the church to offer the spiritual gift of music. We hope to pattern a music ministry that reflects the needs of St. Thomas as well as offer a music program that reaches out to the greater Eastside community.



Members: Jon Smith & Marilyn Pederson, Co-chairs; Judy Gowdy, Natalie Ingrisano; Consultant Member, Alyce Rogers, Sally Hayman, Karl Rabel, Nancy Rabel, Charles Stephens, Consultant Member; Christine Carlson, Jacki Sullivan, Consultant Member; Milton Peter Barrett, Jane Barrett, Kathy Smith

Staff Liaisons: Doug Cleveland, Mother Liz

Vestry Liaison: Jon Smith

Pastoral Care Ministries

Over the past year, the Pastoral Care Committee has been working with the clergy and staff to develop a continuum of pastoral care for St. Thomas Church, and four new lay-led ministries have been launched.

Lay Eucharistic Visitors (LEV's)

Lay Eucharistic visitors are lay persons authorized to take the Eucharist to parishioners, who because of infirmity or immobility, are unable to be present at

church. Ideally, a LEV is sent by the congregation after Sunday morning worship to take communion to the residence, but scheduling also considers the needs of the communicant. LEV's are trained and led by clergy; presently, six volunteers are licensed to serve in this ministry.

Touchpoints

Touchpoints volunteers keep in touch with parishioners unable to attend church because of temporary or long-term health or transportation issues. Offering a caring presence at a time of loneliness, illness or isolation through visits, phone calls and greeting cards, volunteers help maintain caring connections with the St. Thomas community. In-service support for volunteers is offered at monthly meetings. Currently, eight volunteers are serving in the Touchpoints ministry.



Stephen Ministry

The Stephen Ministry equips us *for building up the body of Christ*. Stephen Ministers are trained to offer confidential, one-on-one Christian care to people experiencing debilitating illness, bereavement, family crises or other life challenges. Although they are not counselors, Stephen Ministers are taught to recognize the need for referral for professional care. Training for a class of 10 begins this month and will be completed by June. Three former Stephen Ministry leaders are available to serve until training is concluded.

Prayer Ministry

Through the Prayer Ministry, Prayers of the People are regularly reviewed and updated so that prayers are offered on a timely basis. Calls at regular intervals to those on any of our four prayer lists are enabling St. Thomas to be responsive to those needing our prayers and pastoral care.

Grief and Loss and Caregivers support groups are being considered for later in the spring if needs are indicated.

If you feel called to serve in any of our Pastoral Care ministries or would like more information about our program or how referrals are made, please contact Mary Pneuman, chair, at fmpneuman@outlook.com.

Members: Mary Pneuman, Chair; Jon and Judy Sielh, Heather Smith, Stephen Ministry; Beth Zobel, Touchpoints; The Rev. Shane Carlson, Eucharistic Ministers; Nancy Pitarys, Newcomers; Laura Scheyer, Prayer Ministry; Nancy Lund

Staff Liaison: Father Shane



Outreach

The Outreach at St. Thomas did a lot to help our brothers and sisters in need locally and around the globe in 2023. It only happens because many in our parish pitch in and help!

1) **Re-establishing a committee:** Under the leadership of Laurie Angelo and clergy liaison, Fr. Shane Carlson, we resumed regular meetings.

2) **Lenten Food Drive for Renewal Food Bank:**

Molly McConkey again ran this and as in years past it was a huge success as we watch the food accumulate under the altar. We donated many pounds of non-perishable food as well as hygiene items. Also, sorting food and checking for expiration dates made for a fun intergenerational activity on Palm Sunday!

3) **Neighbor in Need Bags:** Under the leadership of Larry Loranger this ministry. Ziplock bags of toiletries, water bottle, handwarmers, clean cotton socks, and information about accessing Eastside services are assembled about every 4-5 months.

4) **Cooking Lunch for Congregations for the Homeless (now PorchLight) Emergency Shelter:** In April a Breaking Bread group gathered to cook a spaghetti lunch for 100



men at the old shelter on 116th St. in Bellevue. We had a lot of fun and the management and the men loved that we stayed and served. In May another

Breaking Bread group got together to make dinner for 21 people at the Sophia Way shelter. In December St. Thomas parishioners partnered with congregants from Temple de Hirsch Sinai-Bellevue to cook and serve another spaghetti lunch.



5) **July Rotating Shelter:** Under new leadership the congregation once again successfully carried out our July Rotating Shelter. Financial donations helped supply breakfast and lunch foods, toiletries, and cleaning and paper supplies. Dinners were lovingly prepared and donated by the congregation. We served on average 25 people per night for 32 nights, *a total of 800 dinners!* More importantly was the

hospitality and respect the men felt while they were here. Time and again they said the fact that so many people would come to eat and talk with them was healing since homelessness can degrade one's self-respect. Using previous years' donation targets we easily hit our goal of \$7,400 in June, but inventory and shopping volunteers did such a wonderful job we ended with a surplus that was returned to PorchLight. Also, the Men's Ministry participated by helping with evening setup, serving, and sharing meals with the men and a cadre of people made phone calls to our cooks which streamlined the entire effort.

6) **Peace Fellowship (Formerly Friends of Palestine):** The parish had a warm welcome for Fr. Fadi Diab, Rector of St. Andrew's Episcopal Church in Ramallah, his wife Ruba, and their son Andrew on Sunday 7/23. The diocesan Bishop's Committee for Justice and Peace in the Holy Land, Outreach Committee member Mary Pneuman has been a longtime member of this committee, sponsored their 2-week visitation. Fr. Fadi is a well-respected theologian in the Palestinian community and a prophetic voice for justice and peace and spoke on these topics when he was here.

7) **Vacation Bible Camp:** Kids can do awesome outreach projects!!! The camp kids made 40 no-sew fleece blankets for =^..^= awaiting adoption at the Seattle

Area Feline Rescue in shoreline. They also made 200 cookies and sandwiches for the men at the new Eastgate PorchLight (formerly CfH) Emergency Shelter. They also assembled 100 Neighbor in Need bags so quickly that the project has now been handed over to them to do in the future!



8) **The Literacy Project:** St. Thomas hosted a visit by Anne Thomas on Sunday 9/23. Anne is a Literacy Trainer in Southeast Asia and has devoted her life to this work. The Literacy Project has been the recipient of ongoing support from the parish for many years.

9) **Fall Food for Renewal Food Bank and Cold Weather Coat Drive for the PorchLight Emergency Shelter:** Once again St. Thomas stepped up to help our community by donating a lot of food just prior to Thanksgiving and warm coats as the temperatures started to dip. Youth on a Sunday evening gathering checked all the food for expiration dates and sorted the food, so Renewal did not have to do this.

10) **The Christmas Giving Tree:** Under the leadership of Trish Evison St. Thomas donated many wonderful children's gifts to KidVantage and gift cards for Bellevue LifeSpring to donate to needy families.

Members: Laurie Angelo, Chair; Jerry Angelo, Christine Carlson, Trish Evison, Haynes Lund, Molly McConkey, Mary Pneuman, Kathy Smith

Staff Liaison: Father Shane

Buildings & Grounds

Description of Ministry:

The Building & Grounds Committee is tasked with assisting the Rector, Jr. Warden, Facilities



Manager/Sexton and the staff in providing analysis and recommendation for the ongoing maintenance, repairs and upgrades to keep our facility in working order to provide safety and meet the functional needs of the church buildings and grounds in supporting the overall ministry of the church community. It is made up of parishioners with interest, desire and/or expertise in the building and landscape fields.

Recent Accomplishments:

We are a fairly new committee recently created to fill in the role of Greg Murray in the oversight of the building and grounds. In 2023, we completed over 25 projects to address maintenance issues ranging from fixing a leaking coffee maker, to stabilizing the pews in the sanctuary, to restoring and improving landscaping of our facility. Some key accomplishments include:

1. Replacement and repair of the multiple electrical problems created by the ELC flood,
2. Improving the audio system in the Sanctuary,
3. Running a successful stained-glass window campaign with installment planned for early 2024,
4. And currently, we are in the middle of repairing the non-functioning boiler for the heating system of the Sanctuary and Chapel and analyzing the possible source of water leaks and needed repairs in the basement of the ELC.



Challenges During this Season of Rebuilding:

There are other projects targeted for 2024 to maintain our campus, which all required funding. Our biggest challenge is balancing the funding we have available against the cost of the backlog of projects. In some cases, we may need to delay projects to a future date when additional funding is available.

Members: Mark Nelson, Chair; Tera Soelter, Junior Warden; Kevin Chrisinger, Sexton; Lisalynn Reed, Parish Administrator; Mike Allert, Jerry Angelo, Lisa Viereck Breckenridge, Sheila Justus, Jerry Livingston, Haynes Lund, Fred McConkey

Staff Liaisons: Lisalynn Reed, Kevin Chrisinger
Vestry Liaison: Tera Soelter

Stewardship Committee

The Stewardship Committee oversaw a successful Stewardship Campaign that resulted in increased participation and giving. Our congregation continues to give generously—thank you! This year’s theme, *deepening our roots and expanding our branches*, described the season that we are in. We will continue to deepen our roots in faith, so we can expand our branches out into the world! This year we thanked our pledgers by hosting a successful thank you party, entitled, “A Toast to You!” If you were not able to pick up your tote bag, please ask Lisalynn for one!



Members: David Paranchych & Molly McConkey, Co-chairs; Mary Waldmann, Gwen Ellison, Peter Justus, Fred McConkey, Kim Malcolm

Staff Liaison: Mother Liz
Vestry Liaison: Kim Malcolm

St. Thomas Legacy Foundation

Description of Ministry:

The Legacy Foundation Committee is tasked with creating a marketing/information campaign to inform the parishioners about the Legacy Foundation, and to build the fund balance, which produces investment income that is used to finance church expenses.

The current balance is \$750,000, and we hope to grow the fund to \$2,500,000 within five years. This is accomplished by having parishioners place St. Thomas Church in their Will through other Estate Planning methods. Members can also give funds to the Church during their lifetime, which often creates a tax deductible.

Recent Accomplishments:

The committee was formed before COVID and was making progress to launch the Legacy program at that time. When COVID hit, all activities were put on hold.

The committee reformed in early 2023 and began producing marketing materials. The committee prepared a very professional brochure that will be emailed and mailed to the members in Spring 2024.



The committee also scheduled and held a “Get Your Ducks in a Row” (end of life planning) seminar, which met for two hours on five consecutive Tuesday evenings. The seminar was well attended and filled the library. The Legacy Foundation program was introduced at the last seminar session.

We are planning a marketing program to introduce and inform our members about the Legacy foundation. We are also preparing a list of parishioners for Mother Liz to call and visit to encourage donations and pledges to the Foundation.

A larger endowment balance would certainly help church finances and 2024 is the year to introduce and promote the Legacy Foundation.

Challenges During this Season of Rebuilding:



The most major challenge was to sift through enormous amounts of Legacy information, and present a concise, high level, professional brochure to introduce and describe the program. All the committee members worked hard on this project and Natalie Ingrisano did an outstanding job in producing the brochure in desktop publishing.

The next challenge will be forming a list of members for Mother Liz to visit, scheduling those visits, and securing donations and pledges to the Foundation. We

have been told by other churches that this is the most effective method of building the endowment balance.

Members: Fred McConkey, Chair; Kathy Smith, Mike Alert, Curt Young, Fred Barkman (Consultant Member)

Staff Liaison: Mother Liz

Vestry Liaison: Fred McConkey

People Resources Committee

The PRC is tasked with ensuring that policies, procedures and processes are in place to support church employees, clergy and volunteers. This team keeps the Employee Handbook up to date and relevant, and makes recommendations to the Vestry regarding employee policies, training, vacation accrual, compensation strategy, rewards/ recognition and performance management.

Accomplishments last year

- The church is fully staffed!
- Worked with Finance and Vestry after Stewardship Campaign to review wage/benefit budget and made recommendations for coming year.



Challenges

- Turnover in staff was challenging- re working job descriptions for new staff positions was necessary

We are looking forward to concentrating on staff wellness and appreciation in the coming year- ensuring that staff feel heard and appreciated during the many transitions and busy liturgical season!

Finance Committee

The Finance Committee is a standing committee of the Parish that is charged by the Vestry to provide oversight of the parish's financial plans, investments, an annual

financial review and other financial functions. Working with the Treasurer, the Finance Committee assists the Vestry in carrying out its fiduciary responsibilities by ensuring that good stewardship of all parish assets is practiced and that the financial resources are necessary to support the accomplishment of the Parish's mission and goals, both for the short and long-term are being actively built and preserved.



2) Sharing the Good, the Bad and the Ugly (Accomplishments & Challenges):

At the commencement of last year, the Finance Committee considered the 2023 Finance Plan of Missions (FPM) that we were recommending for approval to the Vestry, that at that time was labeled as a bold “faith budget” with the objective to propel the Parish and our mission forward in a positive manner during a time of transition and change. This plan projected a \$358,607 operating deficit that revealed a monthly operating cost of \$122,353. The Finance Committee acknowledged that to take such a bold step will require us in faith, to prudently use a portion of our Operating Reserves to offset this proposed deficit. The Finance Committee that included five parishioners recommended that the Operating Reserves not be allowed to reduce below \$500,000 without a stringent review and careful regular planning.

Of interest and note, the Finance Committee and Vestry agreed to be prudent and thoughtful stewards with an eye towards growth and sustainability as we subsequently develop the FPM for 2024. At that time, the Finance Committee recommended that every effort be made to achieve a break-even budget by 2025.

With careful planning and a regular monthly review of our finances, we miraculously generated a small profit for 2023 with no reduction in our Operating Reserves.

During this time, we agreed to share our financial status to our parishioners in a transparent manner at the end of each quarter.

We engaged in a transition of clergy and staff that gradually meshed successfully with a great deal of support of common objectives from our parishioners. I would

like to pay specific homage to Anne Bentley who spent countless hours with our new Parish Accountant, Jean Waite.

Members: Brian Evison, Chair; Tim Diller, Anne Bentley, David Katri, Steve Pedersen

Staff Liaisons: Mother Liz, Jean Waite

Vestry Liaisons: Tim Diller and Anne Bentley

Children, Youth, and Family Ministry



St. Thomas is blessed with a strong, vibrant ministry for children, youth and families. As with so many ministries at church right now, this past year marked a time of rebuilding, growth, and transition.

There were many wonderful highlights of the past year in our children's ministry. For example, on Ash Wednesday and Good Friday, Mother Liz and Lisalynn Reed initiated new family-friendly services designed to engage children more fully in these liturgies. As part of our Godly Play program, we were able to purchase new stories featuring saints of color from the Communion of Saints. In August, we hosted a very successful Vacation Bible camp for the first time since the pandemic, with many members of all ages volunteering. In the fall, Godly Play kicked off, backpacks were blessed, children baked dog cookies for our St. Francis Day pet blessing, participated in making our All Saints' Sunday altar, and enjoyed a fun and spooky Halloween Party. In December, there was Advent wreath making, the St. Nicholas breakfast, as well as our "Advent at home" Advent wreath lighting evenings on Zoom. The Christmas Pageant, shepherded by Allison Carlson and Fr. Edmund, was teaming with children, both those who had lines, and those who showed up on the day of the pageant.



Youth group highlights included our bimonthly youth group gathering at church, sending care packages to St. Thomas young adults in college, our Christmas party, the Christmas pageant, in which many youth participated, ice skating, and our first church lock-in in many years. In the fall, Fr. Edmund initiated a Sunday school class for middle schoolers that meets on Sundays at 9 a.m. to read and discuss *The Path*.

The past twelve months have also been a time of significant transition. In June, we said goodbye to Beret Ollestad, who served as our Associate for Youth since 2019. At the end of August, Lisalynn Reed, who faithfully served as our Associate for Children since 2016, transitioned fully into her new role as Parish Administrator (temporarily juggling both positions!) Also in August, Father Edmund started as our new Associate Rector for Evangelism and Family Ministry, and began shepherding our ministry for children, youth and families. He is very excited to be at St. Thomas during this season of change and possibility, and eager to continue supporting and growing our strong programs.

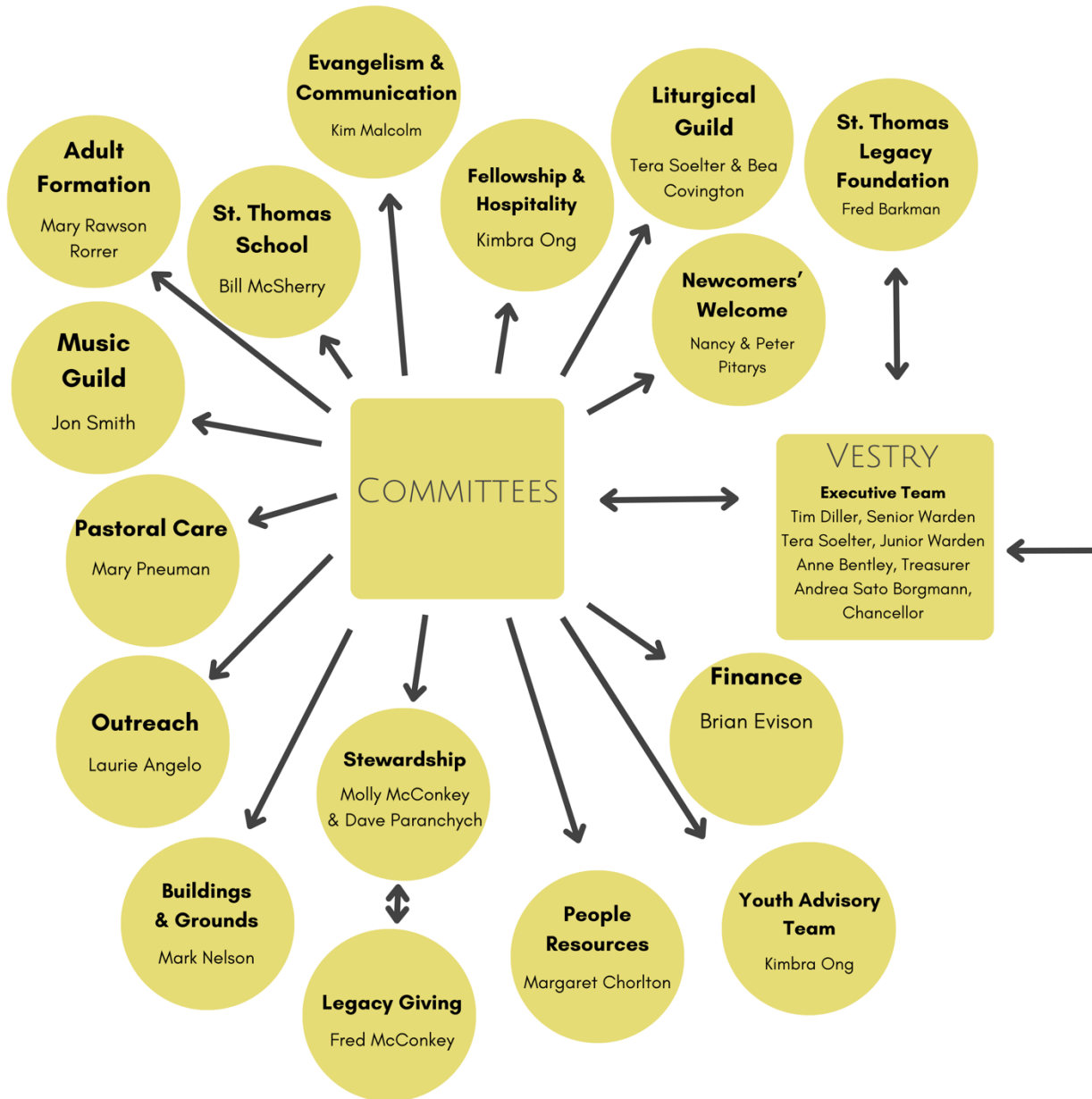


Members: Kimbra Ong, Kristen McSherry, Stephanie Waddle, Gretchen Dalquist, Theron Eichenberger (Youth Advisory Team); Thomas Eggenberger & Ellie McConkey (Youth Ministers); Margaret Chorlton, Trish Evison, Kristen McSherry, Anne Rosnow, Edmund Harris, Megan Miller, Mary Williams (Godly Play Storytellers & Shepherds)

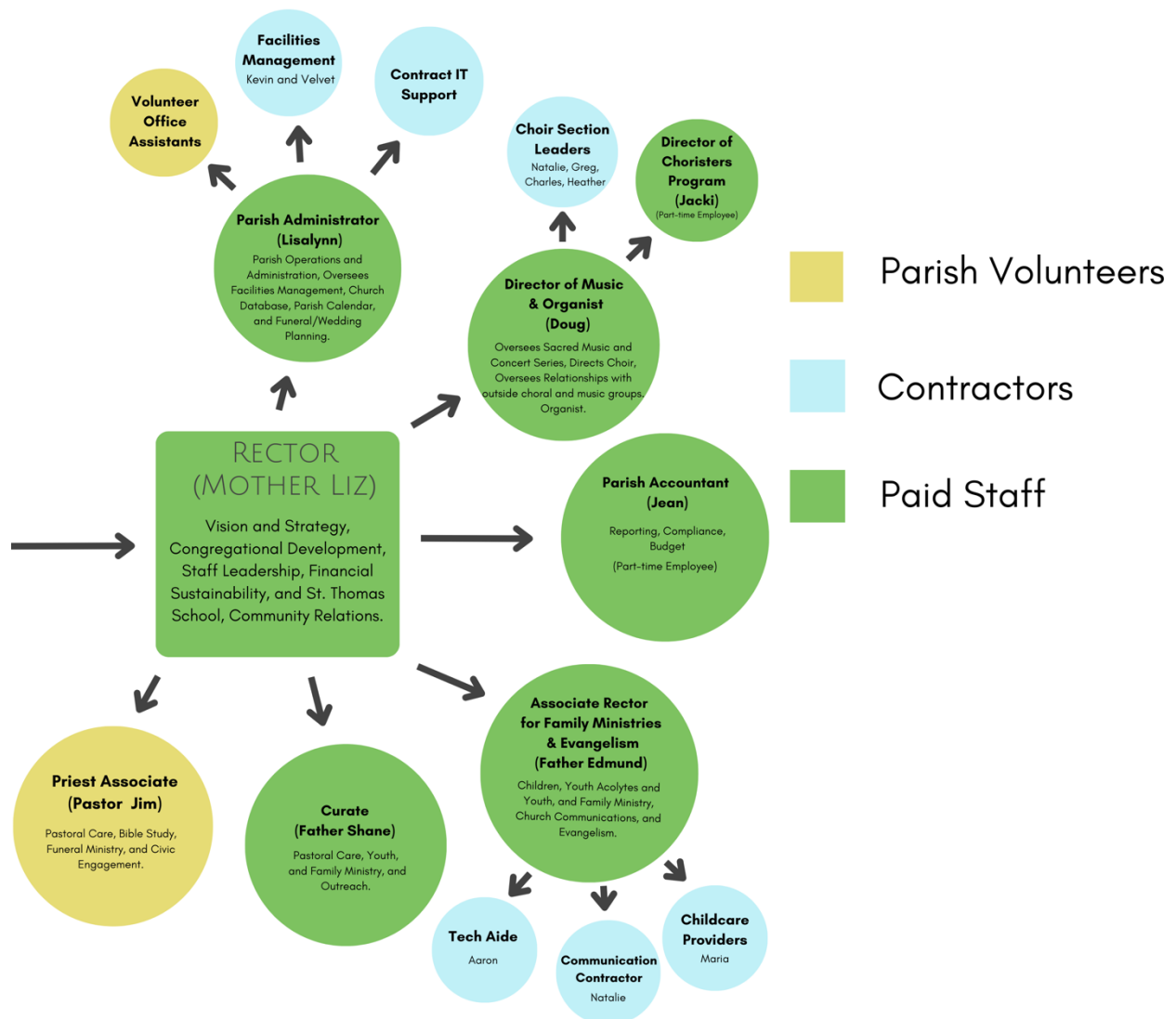
Staff Liaison: Father Edmund

Vestry Liaison: Kristen McSherry

Organization Chart



of St. Thomas Church



ST. THOMAS CHURCH STAFF



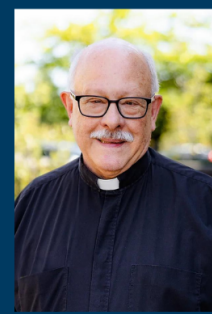
The Rev. Liz Costello
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Liz@stthomasmedina.org



The Rev. Edmund Harris
Associate Rector for Family
Ministries & Evangelism
Edmund@stthomasmedina.org



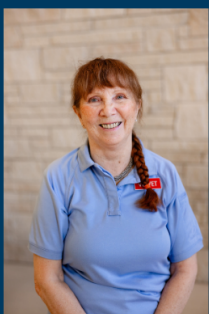
The Rev. Shane Carlson
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Kevin Chrisinger
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Velvet Chrisinger
Sexton



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Lisalynn Reed
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Jacki Sullivan
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Program
jacki.sullivan@stthomasschool.org



Jean Waite
Parish Accountant
Jean@stthomasmedina.org

**Not pictured is our Nursery
Coordinator Maria Piñeda.*