



“The Living Tree:
I am the vine,
you are the branches...
Bear Much Fruit.”

Journal of the Diocese of Olympia

94th Annual Convention

October 29–30, 2004

Seattle, Washington

Journal of Proceedings

2004 Annual Convention

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Section 1

Minutes of the 94th Annual Diocesan Convention of the Diocese of Olympia
Seattle, Washington
October 29–30, 2004

Thursday, October 28, 2004

- Hispanic Ministry presentation and reception
- Deacons meeting

Several small group meetings were held on Thursday evening. The Hispanic Ministry Committee hosted a presentation and reception for Bishop Victor Scantelbury.

Friday, October 29, 2004

1. Taiko Drummers

2. Call to Order

The 94th Convention of the Diocese of Olympia was resoundingly called to order by a group of Taiko Drummers, and then by the Rt. Rev. Vincent W. Warner, bishop.

3. Certification of Quorums

The Rev. John Schaeffer, Secretary of Convention, declared he had satisfactory evidence that a canonical quorum in both orders was present and **moved** that Convention dispense with the reading of all names. **Motion was seconded and PASSED.**

4. Convention Organized for Business

Bishop Warner declared the 94th Convention of the Diocese of Olympia organized for business.

5. Morning Liturgy

6. Intro. of the Head Table and Guests

Bishop Warner introduced the members sitting at the head table: Miller Adams, Dispatch of Business; Betsy Greenman, Canon to the Ordinary; Don Mullins, Chancellor and acting Parliamentarian; and John Schaeffer, Secretary of Convention. He also introduced staff sitting just off the platform: Duncan Bayne, Vice Chancellor; Bishop Assisting Sandy Hampton; Denny

Bacon, Treasurer; and Bishop Assisting Victor Scantelbury from the Diocese of Chicago.

7. Committee on Dispatch of Business

Bishop Warner recognized Mr. Miller Adams, chair, who **moved** Dispatch of Business document 04/A/20 for acceptance; **seconded and PASSED.** Documents 04/A/15 (parliamentary procedures from Robert's Rules of Order) and 04/A/3 (Convention Guide) were reviewed, including the rules for speaking from the convention floor and for submitting resolutions within the "six-hour" window at the convention.

8. Election of Secretary of Convention

Bishop Warner recognized the Rev. Katherine Sedwick, chair of the Nominations Committee, who placed the name of the Rev. John Schaeffer in nomination for Secretary of Convention. **Motion was made, seconded and PASSED.** The Rev. John Schaeffer was elected Secretary of Convention.

9. Appointment of Assistant Secretaries

Secretary John Schaeffer requested the approval of Convention of the appointment of Dede Moore as convention coordinator; Barbara Brower, Norah West, Heather Moore, Deb Walrath, and Diane Wells as

assistant secretaries serving the current convention. Appointments were *APPROVED* by a show of green cards.

10. Appointment of Parliamentarian

Bishop Warner appointed Don Mullins as the parliamentarian for the 94th Convention; *APPROVED* by a show of green cards.

11. Report of the Committee on Privilege

Bishop Warner recognized the Rev. Randal Gardner, chair, Committee on Privilege, to present the report on the granting of privilege of Convention (seat and voice). Randy referred to document 04/E/5, noting that although the 2003 convention granted “vote” to various persons in addition to seat and voice, this was not allowed under the current canons and a “quick fix” had been undertaken at the 2003 convention. The Committee on Constitution and Canons, after further review, planned to submit changes to both the constitution and canons to make the granting of “vote” possible at future conventions. Duncan Bayne, Vice Chancellor, explained the proposed changes. Gardner noted changes to document 04/E/5: delete Nedi Rivera as her canonical papers have been received; add under Presenting Reports, Barbara Larson, Personnel Commission; add under ELCA pastors serving Episcopal congregations, Terry Kylo, Komo Kulshan Cluster; add under Youth Presence, Miles Barn, St. James, Kent; add under canonically resident clergy not living in the diocese, John Allen. The report of the Committee on Privilege was **moved, seconded and PASSED** by a show of green cards.

12. Chancellor & Vice Chancellor

Bishop Warner appointed the Hon. Donald Mullins, Esq., chancellor of the Diocese of Olympia, noting that Don had served in this position for 14 years. Bishop Warner appointed the Hon. Duncan Bayne, Esq., vice chancellor of the Diocese of Olympia. Both appointments were *APPROVED* by the show of green cards.

13. Convention Committees

Bishop Warner appointed the Convention Committees and Commissions by reference to document 04/E/4, with the request that Convention approve the appointments as presented and in place. Convention *APPROVED*. [See pg. 54 for written report.]

Commission on Ministry

Bishop Warner appointed the following members to the Commission on Ministry. Convention *APPROVED*.

Mr. Kerry Fitzgibbons, St. Paul's, Seattle (reappointed three-year term)
Ms. Holly Roddam, St. Luke's, Seattle (reappointed three-year term)
The Rev. Peter DeVeau, St. John the Baptist, Seattle (three-year term)

Board of Directors

Bishop Warner appointed the following members to the Board of Directors. Convention *APPROVED*.

The Rev. Dorian Mulvey, Church of the Ascension, Seattle
Mr. Harry Strong (Board member emeritus)

Diocesan Council

Bishop Warner acknowledged the new or reappointed/elected members of the Diocesan Council from regional ministries and program commissions, adding that the Commission for Evangelism would elect a new representative on November 4.

Mrs. Carolyn Forbes, St. Philip's Church, Marysville (Congregations, reappointed)
The Rev. Kim Forman, Church of the Ascension, Seattle (Stewardship/Planned Giving)
The Rev. Anna Maria Korathu, St. George's Church, Seattle (Ethnic Ministries, reappointed)
The Rev. Ed Sterling, St. Andrew's Church, Tacoma (Rainier Regional Ministry)
Mr. Jim Campbell, St. Mark's Church, Montesano (Willapa Regional Ministry)

14. Election of the Trial Court

Bishop Warner nominated the following persons to be members of the Ecclesiastical Trial Court. Convention *APPROVED*.

The Rev. Joan Anthony, St. Paul's Church, Port Townsend
Ms. Kathryn Barron, St. Stephen's Church, Seattle
The Rev. William Burnett, rector emeritus, St. Augustine's in-the-Woods, Freeland
Mr. Mark Hutcheson, Church of the Epiphany, Seattle
The Rev. Richard Scott, St. Antony's of Egypt, Silverdale

15. Report – Committee on Nominations

16. Nominations for General Convention

Bishop Warner called on the Rev. Katherine Sedwick, chair, for the report. Katherine placed the following names in nomination [a written report on nominees can be found on pg. 41 of this Journal].

Nominations for Diocesan Council

Kevin Allen, St. Paul's Church, Bellingham
Jo Beecher, Komo Kulshan Cluster
Jerry Garman, Good Samaritan Church, Sammamish
Emmett Maloof, Emmanuel Church, Mercer Island
Jeff Sells, St. David of Wales Church, Shelton

Receiving no further nominations from the floor, Bishop Warner declared the nominations closed.

Nominations for the Standing Committee

Clerical Order

Steve Garratt, Christ Church, Seattle
David James, St. John's Church, Olympia

Dorian Mulvey, Church of the Ascension, Seattle
Jim Neal, St. Hugh of Lincoln Church, Allyn

Lay Order

Nancy Jacobs, St. Margaret's Church, Bellevue
Laura Strance Poston, Church of Our Saviour, Monroe
Mary Litchfield Tuel, Holy Spirit, Vashon Island

Receiving no further nominations from the floor,
Bishop Warner declared the nominations closed.

Nominations for Cathedral Vestry

Nominations were made from the floor as they were
not received prior to the canonical deadline for
nominations.

Connie Espe, St. Margaret's Church, Bellevue
Nancy McReynolds, Emmanuel Church, Mercer Island

Receiving no further nominations, Bishop Warner
declared the nominations closed.

Historiographer

Carle Griffin, St. George's Church, Seattle
Charles F. Schreiner, St. John's Church, Gig Harbor

Receiving no further nominations from the floor,
Bishop Warner declared the nominations closed.

Treasurer

Denny Bacon

Receiving no further nominations, Bishop Warner
declared the nominations closed. Mr. Denny Bacon
was *ELECTED* Treasurer by a show of green cards.

Archivist and Records Manager

Diane Wells

Receiving no further nominations, Bishop Warner
declared the nominations closed. Ms. Diane Wells was
ELECTED Archivist and Records Manager by a show of
green cards.

Nominations for General Convention Deputy

As defined in the canons, nominations were made
from the floor.

Clerical Order

Mary Allen, St. Philip's Church, Marysville
Richard Buhner, St. Paul's Church, Seattle
Peter DeVeau, St. John the Baptist Church, Seattle
Jeff Lee, St. Thomas' Church, Medina
Stephen Moore, All Saints' Church, Bellevue
Connie Moorehead, St. Clement's Church, Seattle
Richard Scott, St. Antony's of Egypt Church, Silverdale
Jeff Sells, St. David of Wales Church, Shelton
Andrea McMillin Stockburger, St. Paul's Church, Bellingham
Peter Strimer, St. Mark's Cathedral, Seattle
Nigel Taber-Hamilton, St. Augustine's Church, Freeland

Lay Order

Duncan Bayne, St. Mark's Cathedral, Seattle
Hisako Beasley, St. Mark's Cathedral, Seattle

Jim Church, St. John's Church, Snohomish
Becky Clark, St. Matthew's Church, Auburn
Sabeth Fitzgibbons, St. Mark's Cathedral, Seattle
Carolyn Forbes, St. Philip's Church, Marysville
Katrina Hamilton, St. Columba's Church, Kent
Paula Harris-White, St. Clement's Church, Seattle
Joan Oliver, Church of the Good Shepherd, Vancouver
David Paisley, St. James' Church, Kent
Linda Potter, St. Columba's Church, Kent
Dale Rammerman, Christ Church, Anacortes
Polly Shigaki, St. Peter's Church, Seattle
Ian Thompson, St. Paul's Church, Bellingham

Receiving no further nominations, Bishop Warner
declared the nominations closed.

17. Introduction to voting procedures

Bishop Warner recognized Josh Hosler, elections official,
to introduce the balloting system to be used in the 2004
elections. Josh reviewed the process.

18. First ballot

Bishop Warner declared the polls open and asked that
members of convention remain in their seats until after
pages had collected the ballots.

19. Announcements

Bishop Warner recognized Secretary John Schaeffer
for announcements. A break followed.

20. Bishop's Address

Bishop Warner delivered his address to the 94th
Convention of the Diocese of Olympia. [Text of the Bishop's
Address can be found on pgs. 32–38 of this Journal.]

21. Table conversation

22. Address wrap-up and Charge

Not used due to time constraints.

23. Report of the Committee on Resolutions

After two requests for personal privilege Bishop
Warner recognized Ms. Judy Andrews, chair, to begin
the report on resolutions. Judy placed on the floor
Resolution #2—Inclusion of Chief Seattle in Lesser Feasts &
Fasts, and **moved** its adoption.

Resolved, that the 94th Convention of the Diocese of
Olympia petition the Bishop to appoint a committee
to prepare appropriate documentation for submission
to the Standing Liturgical Commission of the National
Church for possible approval and consideration of the
General Convention 2006, to include Seattle, Chief of
the Suquamish, in future editions of the Church's
Lesser Feasts & Fasts. Explanation: The National

Church continually adds new names to the list of lesser feasts and initiates the process through the Standing Liturgical Commission. This process generally takes at least ten years until final approval. Seattle, Chief of the Suquamish (1786?-1866) is already widely recognized as a Christian whose life was exemplary and whose witness is closely linked to the history of our city and the Pacific Northwest. Epiphany Parish of Seattle has commemorated the life of Chief Seattle once a year for the past four years and would like to provide the opportunity, through Lesser Feasts & Fasts, for others to do the same. *Submitted by the Rev. Dan Conklin, Epiphany Parish of Seattle; endorsed by the vestry of Epiphany Parish of Seattle.* Resolutions Committee Recommendation: DO PASS. Rationale: the Resolutions Committee was supportive of this worthy effort. **Resolution #2 PASSED.**

Judy Andrews placed on the floor **Resolution #7—Recognizing the Diocesan School of Ministry and Theology (DSOMAT), and moved** its adoption.

Resolved, that the 94th Convention of the Diocese of Olympia recognize the 40th anniversary of the Diocesan School of Ministry and Theology (DSOMAT), **and be it further resolved**, in so much as the Diocesan School of Ministry and Theology has contributed substantially to: 1) the discernment of vocation and gifts for baptismal ministry, 2) the training of innumerable lay and ordained persons for ministries of leadership and service, and 3) the provision of opportunities for life long learning, that the Convention recognize the School's many contributions as a canonical institution of the Diocese. *Submitted by the faculty and board members of the Diocesan School of Ministry and Theology.* Resolutions Committee Recommendation: DO PASS. Rationale: All members of the Resolution Committee felt that they have benefited from the presence and work of DSOMAT. It is an important part of faith formation efforts in the Diocese and should be a priority. **Resolution #7 PASSED.**

Judy Andrews placed on the floor **Resolution #8—Liturgy and Arts Commission, and moved** its adoption.

Whereas the core of Anglican identity lies in liturgy, that ordered practice of Common Prayer in which our beliefs are manifest; and Whereas Common Prayer is experienced not only in the phrasing of our liturgy, but also in movement, music, and the visual and performing arts, all of which may engage God's

people in prayer; and Whereas the bishop diocesan, as chief liturgical officer of the diocese, is primarily responsible for upholding this godly practice by example and instruction; **Resolved**, that this 94th Convention of the Diocese of Olympia establish a Commission for Liturgy and the Arts for the purpose of providing advice and resources to the bishop diocesan in this ministry of liturgical leadership. **And be it further resolved**, that the Commission will work with the Office of the Bishop to develop the needed structures, procedures, and channels of communication to render its advice and resources accessible to all individuals and bodies who need them. Explanation: As a part of restructuring diocesan governance in 1998, several existing commissions were integrated by giving them voice and vote on Council. Other commissions continued on in canonically defined roles, reporting either to Council or to the Bishop. Through some oversight, the long-established Liturgy and Music Commission was accorded no official standing or reporting responsibility. As a result, the Commission's relationship to other diocesan leaders became increasingly unclear, and their purpose was left undefined. This resolution, written in collaboration with the Office of the Bishop, provides the needed clarity and definition. The change in title from Liturgy and Music to Liturgy and the Arts reflects a new and more inclusive vision of how this commission will serve the diocese. *Submitted by the diocesan Liturgy and Music Committee.* Resolutions Committee Recommendation: DO PASS. Rationale: The Resolutions Committee recommends adoption of this resolution as a useful housekeeping action. Discussion: The Rev. Pat Trytten noted that this is a housekeeping resolution in the same way that "breathing is housekeeping for your body," and added "it is liturgy and music that keeps us all together." She urged passage of the resolution. Jason Anderson commented on the resources and tools available through the Liturgy and Music Committee (soon, hopefully, Commission). **Resolution #8 PASSED.**

24. Announcements

25. Noonday prayers

26. Report of the first ballot

27. Second ballot

Bishop Warner called on Secretary John Schaeffer for announcements. It was reported that the first ballot had been declared invalid because many convention members tore the ballots at the perforation (which should have been

done only by the tellers) making it impossible to distinguish between lay and clergy ballots. The polls were declared open for the second ballot.

35. Report of the second ballot

Following a break, Bishop Warner recognized Secretary John Schaeffer for the report of the second ballot.

Diocesan Council

Simple majority (240) needed to elect.

Kevin Allen	119
Jo Beecher	140
Jerry Garman	35
Emmett Maloof	30
Jeff Sells	154

NO ELECTION

Standing Committee

Clerical Order—concurrence between orders (71 clergy/164 lay on this ballot) required to elect.

Steve Garratt	49 clergy	126 lay
David James	36 clergy	78 lay
Dorian Mulvey	32 clergy	80 lay
Jim Neal	23 clergy	42 lay

NO ELECTION

Standing Committee

Lay Order—concurrence between orders (63 clergy/164 lay on this ballot) required to elect.

Nancy Jacobs	56 clergy	146 lay
Laura Strance Poston	49 clergy	95 lay
Mary Litchfield Tuel	20 clergy	68 lay

NO ELECTION

Cathedral Vestry

Simple majority (214) needed to elect.

Connie Espe	226
Nancy McReynolds	200

ELECTED: Connie Espe

Historiographer

Simple majority (231) needed to elect.

Carle Griffin	297
Charles F. Schreiner	165

ELECTED: Carle Griffin

General Convention

Lay Order—concurrence between orders (69 clergy/165 lay on this ballot) required to elect.

Duncan Bayne	48 clergy	151 lay
Hisako Beasley	67 clergy	139 lay
Jim Church	52 clergy	113 lay
Becky Clark	44 clergy	71 lay
Sabeth Fitzgibbons	51 clergy	152 lay

Carolyn Forbes	30 clergy	92 lay
Katrina Hamilton	32 clergy	82 lay
Paula Harris-White	34 clergy	67 lay
Joan Oliver	31 clergy	83 lay
David Paisley	18 clergy	62 lay
Linda Potter	21 clergy	58 lay
Dale Rammerman	20 clergy	58 lay
Polly Shigaki	67 clergy	109 lay
Ian Thompson	35 clergy	80 lay

NO ELECTION

General Convention

Clerical Order—concurrence between orders (70 clergy/163 lay on this ballot) required to elect.

Mary Allen	22 clergy	64 lay
Richard Buhner	27 clergy	40 lay
Peter DeVeau	50 clergy	103 lay
Jeff Lee	82 clergy	145 lay
Stephen Moore	79 clergy	207 lay
Connie Moorehead	54 clergy	157 lay
Richard Scott	35 clergy	74 lay
Jeff Sells	51 clergy	136 lay
Andrea Stockburger	37 clergy	113 lay
Peter Strimer	77 clergy	167 lay
Nigel Taber-Hamilton	38 clergy	90 lay

ELECTED: Stephen Moore and Peter Strimer.

36. Third Ballot

Bishop Warner declared the polls open.

28. Introduction of Nedi Rivera

Bishop Warner introduced Nedi Rivera as Bishop Suffragan-elect for the Diocese of Olympia, noting “she’s a wonderful pastor, an energetic person...I’m just delighted to have her as a partner in ministry and I ask you to welcome her heartily as she has a chance to bring you her greetings.”

Rivera: I’m humbled by your welcome. ... I fell in love with the beauty of western Washington. I fell in love with the people who I have met and who have welcomed me and who have taught me so much already. I fell in love with your commitment to the servant values that I have held dear for a long, long time. And I fell in love with the possibility of doing ministry in all the things that I have been most passionate about for the last 25 years. ... I want to say, most of all, thank you. Thank you for inviting me to join you in this journey, to be on this great adventure with you here and now. ... And finally, I want to say that I am looking forward to many, many years of working together, of love and friendship and of ministry in ways that we can serve God and speak and preach and be the good news of Jesus Christ in this world.

29. Greetings from Church Divinity School of the Pacific (CDSP)

Bishop Warner recognized Sabeth Fitzgibbons to bring the greetings.

Fitzgibbons: I'm a member of St. Mark's Cathedral and a second-year student at the CDSP. I am enjoying the multi-cultural component of my seminary experience. I spent three weeks in Panama learning the history, culture and ministry of the Episcopal Church there. I spend Sundays at St. George's Church in Antioch, Calif., with a growing Liberian and Nigerian membership. Both of these experiences are possible because of being at CDSP. The Church Divinity School of the Pacific is the Episcopal seminary of the west. This year it has 122 students: 53% are women, 72% are master's students. While many students are preparing for ordained ministry, CDSP has a wealth of programs for all people who want to learn about scripture, theology and ministry. Please drop by the CDSP booth for more information. One of the main reasons I chose CDSP is because it offers training in a west-coast culture and environment, but it is not free. Seminary education averages about \$30,000 a year per student. And, that's for a single student. Like many students I receive financial aid – some from the school, some from the diocesan student scholarship fund – I thank you for your generous support of CDSP and of the student scholarship fund in the past and I ask you to continue to support students and future leaders of the church with your prayers at all times and with your financial contributions to seminarians, to seminaries and to the student scholarship fund.

30. The Living Tree

Bishop Warner called on Nancy Jacobs for the presentation.

Jacobs: I'm a member of St. Margaret's, Bellevue, have been a member of the diocesan Commission for Stewardship/Planned Giving for several years and have represented the commission on Diocesan Council the last three years. As I was leaving the house this morning, my husband wished me luck and said, "Knock 'em dead." I reminded him that perhaps that choice of words was not the best because my subject is planned giving. ... One of the best ways we can provide for the future well-being of our churches is through *The Living Tree* – a five-year campaign that kicks off today. It's the gift of one generation to the next. In partnership with congregations, *The Living Tree* puts the spotlight on planned gifts and building endowments to fund future mission and ministry at the congregation level. ... Many of you are already members of the Bishop's Society. It recognizes and honors people in our diocese who have made a planned gift to their congregation or other Episcopal ministry. It has more than tripled in the last seven years from 184 members in 1997 to 686, representing 75 congregations today. The first goal of *The Living Tree* campaign is to triple the current membership in the Bishop's Society to 2010 by the year 2010. How does *The Living Tree* work? Each household in the diocese will receive a brochure. It contains information about different ways to make a planned gift. ... The diocesan planned giving office is here to help and you can get an incredible amount of valuable advice by calling Carl Knirk. Many congregations have encouraged planned giving by establishing their own legacy societies recognizing members who have made planned gifts. ... So far, these include St. Mark's Cathedral; Good Shepherd, Vancouver; St. Antony, Silverdale; Good Shepherd, Federal Way; and Epiphany, Seattle. Two parishes celebrated new legacy societies this past May, Emmanuel, Mercer Island; and Ascension, Seattle. ... The second goal of *The Living Tree*

campaign is to have at least one-third of the congregations within our diocese establish their own legacy societies within the next five years.

Nancy concluded by noting that seedlings representing *The Living Tree* would be distributed following the Eucharist on Saturday. Bishop Warner asked convention to recognize Carl Knirk for his work as his Deputy for Planned Giving and Stewardship.

31. Diocesan Council presentation

Bishop Warner recognized Carolyn Forbes and Cleveland Riley for the presentation. Carolyn noted the written report from the Diocesan Council and highlighted a few important points.

Forbes: I'm Carolyn Forbes, co-convenor of Diocesan Council with Cleveland Riley. Council has one member from each of the ten regions of the diocese, one from each of the program commissions, three elected by convention and one non-voting member representing St. Mark's Cathedral. This year we enthusiastically supported the search for a bishop suffragan. Both search and transition committees had representatives from Council. The Joint Board had three members from Council. Working with the budget stretched our minds; we worked with the idea of abundance in the face of reality. We are creatively planning with a commission team. A summit was held with commission chairs and representatives to Council and a group was formed to work further on a team approach. We agonized with job and program cuts. Council struggled with how to deal with congregations that, for various reasons, are not paying assessment. We unanimously approved a resolution that supports the bishop in making a congregation an "aided parish." We met with congregations to help with financial obligations and access to diocesan resources. Pre-Convention feedback told us that the diocese continues to be a community that cares about, assists and supports its members.

32. Report from Personnel Commission

Bishop Warner recognized Barbara Larson, who noted that the Personnel Commission reports to the diocesan convention based on Canon 23. She recognized members of the commission and reported its work since the previous convention. [*The full report is document 4/E/2 on pg. 53 of this Journal.*] The Commission recommended a 3% COLA adjustment to salary ranges for 2005 (Resolution 14). Larson highlighted the revised Clergy Personnel Policy Manual, noting that the full document is on the diocesan web site. She noted that the Personnel Commission is recommending that the current unemployment policy be rescinded (Resolution 15) and added, "This was adopted in 1996, which congregations have, regrettably, proved unable to fund. The establishment of the unemployment policy, which mirrors the unemployment policy used by the State of Washington, was an effort to provide this

benefit for clergy and laity employed in church institutions. There was no source of funding attached to the policy, however. Over the years, the policy has been called in to use. In several cases, congregations have been unable to make the payment themselves, diocesan administrators have had to re-allocate funds set aside for other purposes or programs in order to meet these requests. The intention of the policy is laudable. The financial liability, however, for each congregation, as well as the Diocese of Olympia, is unfounded and unrealistic." In conclusion, Barbara Larson moved for acceptance of the report from the Personnel Commission (4/E/2); **seconded** and **passed**.

33. Report from the Insurance Committee

Bishop Warner recognized Steve Day, who talked about four items prior to presentation of the resolutions dealing with employee benefit plans. 1) Short-term disability group: A benefit for clergy and lay employees. In January 2004, the Church Pension Fund (CPF) unilaterally started a plan for clergy of the same nature, paid for by the CPF. The Committee therefore recommends restructuring the diocesan plan to cover lay employees only. 2) Dental plan – will be renewed with no rate increase. 3) Group medical plan – dealing with a crisis in this area due to the potential non-viability of our defined group. In order to maintain our group we need to cover a certain percentage of eligible members. A few larger congregations have opted out of the diocesan group to form their own groups. While this may make sense for the larger congregations, it may lead to the diocesan group no longer being viable, which would hurt the smaller congregations that are unable to negotiate separate medical plans due to size. The Committee has been actively seeking quotes to cover our group with only two viable carriers: Group Health and the National Church Medical Plan. Group Health provides lower rates and calls for us to cover 80% of all eligible participants; we are currently below 70%. 4) Group Health renewal rates: Options (about 90% of those on the group plan) will go up 14%, lower than the local average of 22%. Adjustments to coverage include introduction of a small annual deductible, some slightly larger out-of-pocket costs for out-of-network providers, and an two tier co-pay for prescription coverage. The regular Group Health plan benefits are staying the same.

34. Report of the Committee on Resolutions

Bishop Warner recognized Ms. Judy Andrews, chair, to continue the report on resolutions. Judy placed on the floor Resolution #15— Unemployment Policy, and **moved** its adoption.

Resolved, that this 94th Convention of the Diocese of Olympia vote to remove the policy on unemployment established at the 86th Diocesan Convention in 1996.

Explanation: The establishment of the unemployment policy, which mirrors the unemployment policy used by the State of Washington, was an effort to provide this benefit for clergy and laity employed in church institutions. However, there was no source of funding attached to the policy. Over the years, the policy has been called into use. In several cases, congregations have been unable to make the payment themselves. Diocesan administrators have had no other option than to use funds budgeted by Convention as compensation reserves for diocesan staff salaries, thereby limiting staff COLA and other raises. The intention of the policy is laudable. The financial liability for each congregation, as well as the Diocese of Olympia, is unfounded and unrealistic. The Personnel Commission recommends that this policy be removed. *Submitted by the diocesan Personnel Commission.* Resolutions Committee Recommendation: DO PASS. Rationale: The explanation of the Personnel Commission clearly expresses the reasons for adoption of this resolution.

Discussion: *The Rev. Jeff Sells, president of the Clergy Association for the Diocese of Olympia (CADO), spoke in opposition of the resolution "as a matter of principal of justice that to maintain unemployment insurance on all employees in the congregation seems to be standard and an important thing for us to be doing in our life in this place."* He added that later in the convention a resolution could be considered that is basically the opposite of Resolution 15. *Mr. Bill Kates, Epiphany Parish, Seattle, spoke in opposition to the resolution noting that it is a benefit on the books and should be planned for and anticipated.* **Resolution #15 FAILED.**

Judy Andrews placed on the floor Resolution #16—Short Term Disability Insurance, and **moved** its adoption.

Resolved, that the 94th Convention of the Diocese of Olympia terminate the diocesan short-term disability

insurance plan for clergy as of December 31, 2004, since the Church Pension Fund began offering similar coverage effective January 2004. *Submitted by the diocesan Insurance Committee. Resolutions Committee Recommendation: DO PASS. Rationale:* According to the Insurance Committee, there is no benefit to having two plans — a claimant would get the benefit of one plan because carriers will offset benefits. The pension fund is the better place for this benefit to reside for economic reasons. **Resolution #16 PASSED.**

Judy Andrews placed on the floor Resolution #17—Group Medical Insurance, and **moved** for its adoption.

41. Report of the third ballot

Prior to discussion on Resolution 17, the Convention moved to item 41, Report of the Third Ballot, a “time certain” item. Bishop Warner recognized Secretary John Schaeffer for the report of the third ballot.

Diocesan Council

Simple majority (232) needed to elect.

Kevin Allen	90
Jo Beecher	147
Jerry Garman	13
Emmett Maloof	8
Jeff Sells	205

NO ELECTION

Standing Committee

Clerical Order—concurrence between orders (70 clergy/158 lay on this ballot) required to elect.

Steve Garratt	72 clergy	190 lay
David James	28 clergy	54 lay
Dorian Mulvey	23 clergy	47 lay
Jim Neal	16 clergy	24 lay

ELECTED: Steve Garratt

Standing Committee

Lay Order—concurrence between orders (63 clergy/148 lay on this ballot) required to elect.

Nancy Jacobs	86 clergy	193 lay
Laura Strance Poston	13 clergy	68 lay
Mary Litchfield Tuel	9 clergy	33 lay

ELECTED: Nancy Jacobs

General Convention

Lay Order—concurrence between orders (67 clergy/152 lay on this ballot) required to elect.

Duncan Bayne	52 clergy	158 lay
Hisako Beasley	84 clergy	196 lay
Jim Church	53 clergy	121 lay
Becky Clark	37 clergy	49 lay
Sabeth Fitzgibbons	58 clergy	192 lay
Carolyn Forbes	25 clergy	51 lay

Katrina Hamilton	26 clergy	44 lay
Paula Harris-White	22 clergy	29 lay
Joan Oliver	18 clergy	57 lay
David Paisley	10 clergy	36 lay
Linda Potter	15 clergy	22 lay
Dale Rammerman	15 clergy	32 lay
Polly Shigaki	92 clergy	164 lay
Ian Thompson	25 clergy	56 lay

ELECTED: Hisako Beasley and Polly Shigaki.

General Convention

Clerical Order—concurrence between orders (71 clergy/162 lay on this ballot) required to elect.

Mary Allen	10 clergy	15 lay
Richard Buhner	16 clergy	10 lay
Peter DeVeau	30 clergy	66 lay
Jeff Lee	72 clergy	174 lay
Connie Moorehead	54 clergy	130 lay
Richard Scott	15 clergy	3 lay
Jeff Sells	42 clergy	116 lay
Andrea Stockburger	21 clergy	51 lay
Nigel Taber-Hamilton	15 clergy	37 lay

ELECTED: Jeff Lee.

42. Fourth Ballot

Josh Hosler reminded convention members of the number of votes to cast in each election. Bishop Warner declared the polls open and asked that members of convention remain in their seats until after pages had collected the ballots.

34. Committee on Resolutions, continued

Bishop Warner called the convention back to order and asked that discussion begin on Resolution #17—Group Medical Insurance.

Resolved, that this 94th Convention of the Diocese of Olympia amend its group medical rules so that participation in the medical group plan is mandatory for all clergy employed by a congregation for 20 hours a week or more. An exception to this mandate is if a clergy person has coverage through a spouse or partner’s group insurance plan. Explanation: This action is necessary in order to preserve the Diocese’s viability as a group for health insurance purposes. Medical Insurance is an issue of great concern throughout the entire nation. The Diocese faces a dilemma as it looks forward to renegotiating our contract with Group Health. Good underwriting is similar to good stewardship in that there is a commitment of “one for all and all for one.” Over the last two years a number of churches have opted out of the diocesan medical group. As a result, participants in the group plan as the percentage of those eligible to

participate in the pool has declined. This lower percentage of participants may render the group no longer viable, meaning that the Diocese will no longer be able to offer a group plan to employees of churches. *Submitted by the diocesan Insurance Committee.* **Resolutions Committee Recommendation:** DO PASS. **Rationale:** The make-up of the participants in the Diocese's group medical plan and high level of usage has put the Diocese in a difficult position with respect to its continued ability to offer a group medical plan. While there are concerns that mandatory participation will negatively impact participants in areas in which Group Health is not strong, the Committee was told that all licensed physicians in Washington State are covered by the plan, although the costs involved in using a non-network provider may be higher. However, the alternatives — National Church's Insurance Trust and individual insurance — do not appear to be viable.

Discussion: *The Rev. Jeff Sells, president of CADO,* spoke in favor of the resolution on behalf of the clergy association noting "we believe that the diocese is the fundamental part of our church and that we understand ourselves as an organic union, each congregation connected organically with the other, so our union is such that each congregation is dependent on each other and action taken by one congregation can have unintended consequences for others." He added that "not participating in the group plan adversely affects the whole diocese by jeopardizing our insurance standing." In response to a request for clarification on those exempt by virtue of geographical location, *Mr. Bill Meacham, member of the Insurance Committee,* noted that Kaiser and Group Health have a non-competing policy and where Kaiser is predominant, employees are exempt from participation in the diocesan group plan. Meacham also explained how the group is formed and what determines our group rates, including age of members and extent of utilization. *The Rev. Jeff Lee, St. Thomas Church, Medina,* noted that his vestry had voted unanimously to remain a part of the diocesan group, despite any advantage to be gained by leaving the group.

A **motion to amend** was offered by *the Rev. Mike Morrissey, St. Bede's Church, Port Orchard,* to change the second sentence to read: *An exception to this mandate is if a clergy person has coverage through a military medical plan, or a spouse or partner's group insurance plan.* Steve Day accepted the amended wording as a **friendly amendment.**

The Rev. Mark Miller, St. John's Church, Snohomish, spoke in favor of the resolution, even though his congregation was one that had previously pulled out of the diocesan group plan. He asked that further consideration be given to sharing the cost of insurance, as it continues to rise. In response to a question about pooling our group with the national church group, *Bill Meacham,* noted that a quote from the National Church Insurance Plan had just been received and was under consideration, but that it had previously not been competitive with Group Health.

A **motion to amend** was offered by *the Rev. John Ackermann, St. Stephen's Church, Longview,* to change the second sentence to read: *An exception to this mandate is if a clergy person has coverage through a military medical plan, Kaiser Permanente or a spouse or partner's group insurance plan.* **Seconded.** *Bill Meacham* explained that while this could be done it was not necessary as the full policy clearly states that there is a companion agreement between Kaiser and Group Health. The amendment was accepted as a **friendly amendment.**

The Rev. Kevin Smith, St. Andrew's Church, Seattle, along with *the Rev. Mary Gould, the Rev. Cynthia Espeseth, the Rev. Richard Buhner, and the Rev. Mark Miller,* called for a **vote by orders.** *The Rev. Pat Trytten, Christ Church, Tacoma,* called the previous question; **PASSED. Resolution #17 (as amended) PASSED in each order voting separately.**

37. Prayer and meditation

Following a break, Bishop Warner called on Bishop Scantlebury for a time of prayer and meditation.

Bishop Warner called on Miller Adams, Dispatch of Business. Miller Adams announced that Item 38 would be moved to Saturday morning and that Item 48, report of the Fourth Ballot, would be the next item, with a fifth ballot added immediately after. The afternoon agenda would then proceed as outlined.

48. Report of the fourth ballot

Bishop Warner recognized Secretary John Schaeffer for the report of the fourth ballot. John Schaeffer noted that under our diocesan canons, the election of deputies to General Convention on the third (this year, fourth) ballot is by highest number of votes received in both orders combined.

Diocesan Council

Simple majority (234) needed to elect.

Kevin Allen	58
Jo Beecher	150
Jerry Garman	7
Emmett Maloof	9
Jeff Sells	243

ELECTED: Jeff Sells

General Convention

Lay Order—highest total votes in both orders combined to elect.

Duncan Bayne	226
Jim Church	179
Becky Clark	47
Sabeth Fitzgibbons	279
Carolyn Forbes	28
Katrina Hamilton	30
Paula Harris-White	23
Joan Oliver	28
David Paisley	20
Linda Potter	14
Dale Rammerman	15
Ian Thompson	30

ELECTED: Sabeth Fitzgibbons and Duncan Bayne.

General Convention

Clerical Order— highest total votes in both orders combined to elect.

Mary Allen	4
Richard Buhner	5
Peter DeVeau	49
Connie Moorehead	206
Richard Scott	20
Jeff Sells	149
Andrea McMillian Stockburger	20
Nigel Taber-Hamilton	18

ELECTED: Connie Moorehead.

New. Fifth Ballot

Josh Hosler explained the process for the election of alternates to General Convention. Bishop Warner declared the polls open and asked that members of convention remain in their seats until after pages had collected the ballots.

39. Bishop's Society witness

Bishop Warner recognized Carl Knirk, who introduced the witness talk.

Bigelow: My name is Tom Bigelow, recently retired as rector from St. Luke's in Renton. During my last years there we had a blessed event ... that I want to tell you about. There was a man who lived down the street from the church. He wasn't a member and to my knowledge he never attended services, but he was a friend. He was an older man and blind. I would go to his house from time to

time just to talk to him. He was very interesting (since he had been raised and lived most of his life in Renton) and had many stories to tell. He seemed very poor to me. He lived in the kitchen of his house so as only to heat the one room. He appeared to have two pairs of pants, one on, the other hanging to dry. One day he died. When his will was made know, he had given to St. Luke's close to \$1 million dollars. At first we could hardly believe it. But it was true. We set up a trust fund for the money. To put it mildly, we were extremely blessed and forever grateful. In a smaller way I plan to do the same thing. I have made the church beneficiary of my life insurance policy. This costs me nothing in my lifetime, but gives me the satisfaction of knowing that I can continue to support the church I love for the rest of time. I hope you will pray about doing the same and join the Bishop's Society. I have received an inward blessing from this action and I believe you will too.

40. Committee on Constitution and Canons

Bishop Warner recognized Mr. Douglas Oles for "what has become a high point of our convention, the report from the Committee on Constitution and Canons."

Oles: One might have thought that as we neared the end of the day it was time to compose our thoughts, to have that moment of meditation that we had to skip because we were running behind schedule. It occurred to me that the faithful thing to do might be to simply donate my time to Bishop Scantlebury who I thought was very inspiring earlier today. But this is not that moment. ... It's difficult to be assigned the time slot following immediately after the talk about helping to raise money for the church and I enjoyed hearing that except the part about how if you do it right you can avoid having to use lawyers. We all have to remember that we have a difficulty in raising funds that we have to get past. One is an image problem, which came home to me the other day when one of my friends from New York came over and saw my little Diocese of Olympia newsletter on the island in my kitchen and said, "Oh, are you an Episcopalian?" I said, "Yes, why do you ask?" He said, "Well aren't they like a bunch of rich people hanging around in country clubs and beach resorts?" And I said, "Not all, why do you ask?" And he points down at my newsletter and right there is the headline and he says, "Look, there's the headline, it says, 'Celebrating the Hamptons'." ... It's hard these days, no matter how much we pretend, to avoid thinking about the national elections. The Canons Committee tried to think how we could fit in by maybe offering something that would make us more popular like free health care, a middle-class tax cut, plenary indulgences from the Archbishop of Canterbury, but we were troubled by our obvious inability to deliver on any of those promises, even though that didn't seem to be bothering anybody else this season. So finally, we decided to deliver the one thing that we actually had to offer, which was words. In order to respond to the remainder of this report, you will need your green card, except that this year, unusually enough, you will actually need your red card as well.

Doug Oles proceeded to move the committee recommendation on each of the following proposed changes.

Second vote on changes to Constitution:

Our diocesan Constitution provides (in Article XXI) that it may be amended by a majority vote of the two orders voting separately at two successive annual meetings of Convention. In a moment of enthusiasm during the 2003 Convention, the following amendment to Article VII of the Constitution was drafted on the floor and passed on first reading:

Article VII, Section 5

The Convention, once convened in session, may grant the right to vote, in that session, to any other person or persons, by a vote of not less than two-thirds of the members present.

Although this provision was intended to allow voting rights to (a) Lutheran pastors having charge of Episcopal congregations, and (b) young adults seated as members of a youth presence, it contained significant ambiguity. For example, it literally allowed lay members of Convention (comprising roughly 2/3 of the voting members) to inflate the clerical order with an unlimited number of extra delegates. Because the Committee has put forward two alternative amendments as discussed below, the sponsors of last year's amendment do not offer it for the second vote that would be required for Convention to adopt it.

First Vote on change to Constitution:

Article VII, Section 3:

To implement the Convention's wish to allow voting by Lutheran pastors who are licensed to exercise authority in Episcopal congregations, the Committee proposes that a new sentence be added at the end of Section 3, as follows:

Members of the clergy who are canonically resident within this Diocese, and who are either ecclesiastically employed within this Diocese or domiciled within this Diocese when the Convention meets shall be entitled to a seat and to a vote. Priests and pastors, licensed by the Bishop, who have charge of an Episcopal congregation in the Diocese when Convention convenes shall also be entitled to a seat and vote. **PASSED** in each order voting separately.

Vote on change to Canons:

Pursuant to Canons 28 and 29, canons may be enacted or amended by a "vote of a majority of each Order." These amendments "take effect upon the adjournment of the meeting of Convention at which they are enacted" unless the Convention votes unanimously for the changes to take immediate effect.

Canon 2:

To facilitate the Convention's wish to allow voting by a limited number of persons who assist the proceedings (without opening the door for unlimited additions to the numbers of delegates), the Committee proposes adding a Section 5 to Canon 2 as follows:

Section 5: The Convention, once convened in session, may grant the privileges of seat and vote, in that session, to a total of up to 10 adult Communicants in Good Standing, by a vote of not less than two-thirds of the members present (both orders voting together).

Discussion: *Jesse Barmun-Reese, All Saints Church, Bellevue, and a member of the youth presence*, expressed a concern that while the amendment allows for 10 adult communicants in good standing, it does not specify "youth presence," which is understood as the reason for this amendment. He also noted that the 2004 youth presence consisted of 11 youth. *Kris Niven, St. Mark's Cathedral, Seattle, and a member of the youth presence*, talked about frustration with the process and how the vote had been granted in 2003 and then "taken away" without discussion with those involved. She also noted that the youth of the church "deserve the right to vote" and "are the future of the church." She asked for clarification on the age covered by "adult communicant in good standing."

A motion to amend was offered by *Greg Walrath, All Saints Church, Bellevue*, to change the section to read: *The Convention, once convened in session, may grant the privileges of seat and vote, in that session, to a total of up to 10 ~~adult~~ Communicants in Good Standing between the ages of 16 and 18, by a vote of not less than two-thirds of the members present (both orders voting together).* He added that the youth are not the future of the church they "are the present of the church." Doug Oles clarified that the vote was not taken away from the youth presence it was an amendment to the constitution that was not technically effective until it had been adopted by two consecutive conventions. He added that in addition to the youth presence congregations were free to elect young persons over the age of 16 as delegates to the convention. The motion to amend was **seconded**.

A motion to table was seconded and FAILED. *Mike Akin, St. John's Church, Olympia*, suggested that the number be one youth from each parish and mission attending convention.

A **motion to amend the amendment** was offered by Karen Mulcahy, St. Elizabeth's Church, Burien, so that the age range would be 16 to 21; **Greg Walrath accepted this as a friendly amendment to his amendment.** David Paisley, St. Columba's Church, Kent, supported the amended amendment and urged congregations to consider electing youth as actual delegates to convention. Another attempt to change the age range to 15-21 was ruled out of order as two amendments are the maximum on a motion. George Eberle, Emmanuel Parish, Orcas Island, suggested that each region have one additional vote. Bishop Warner suggested that the Committee might reexamine the issue and present it for consideration on Saturday. Doug Oles preferred to move ahead with a vote on the amended amendment and suggested that he would suggest as a **friendly amendment** changing to 12 the number of people covered by the motion.

A question was asked about the definition of "communicant in good standing" and if confirmation should not be the vehicle by which persons are eligible to be convention members. Vice Chancellor Duncan Bayne clarified that the constitution states that all members of convention must be "adult communicants," which is defined as 16 years of age and over. The Rev. Steve Brill, St. Luke's Church, Elma, stated his feeling that this is a "question of power," and that those present had an opportunity to share the power with youth representatives. Hester Mallonnee, St. Columba's Church, Kent, and a member of the youth presence, noted the ratio of youth to adults and commented that even if the number were increased to 15 or 20 youth could still be out-voted by the adults. She asked that youth be allowed to fully participate in the convention.

Jason Anderson, St. Michael and All Angels, Issaquah, **called the question on the amendment; PASSED.** The **amended amendment, PASSED,** changing the age range to **16 to 21.** Doug Oles reiterated that the Committee would accept the **friendly amendment** to increase the number covered by this motion from **10 to 12.** The **question was called** on the motion; **PASSED.** The **motion as amended PASSED** in each order voting separately.

Bishop Warner called on Miller Adams, *Dispatch of Business*, who noted that due to the length of the previous discussion the remainder of the Constitution and Canons report would be presented on Saturday.

43. Transitions

Bishop Warner recognized new clergy and staff, as well as retired clergy, postulants and candidates. He also introduced Shen and Victor Warner to the assembly. [See document 04/A/16 in section three, pg. 40 of this Journal.]

44. Closing comments & announcements

45. Evening Prayer and Recognition of Bishop Hampton

Bishop Warner recognized Secretary John Schaeffer for announcements. Evening prayer included recognition of and thanks expressed to Bishop Sandy and Mari Hampton.

Bishop Hampton: Sixteen years ago this very day, I was elected the Bishop Suffragan of Minnesota. I sometimes refer to myself as the accidental bishop because my election followed by several weeks the election of Barbara Harris as the first woman bishop in the Episcopal Church and I've always suspected that had Barbara not been elected, the woman who was the other candidate for bishop of Minnesota might very well have been. ... That was underscored for me when I returned to my home diocese in Washington DC ... and one of my colleagues came up to me and looked me in the eye and said, "How did you do it?" He had a point. I was not the rector of a large or influential parish. I was not an author of note; angry letters to the editor were about my forte. ... All I could do was look him in the eye and use the well-worn phrase, "How odd of God." It has been a wonderful journey for Mari and me. Almost eight years of service in the Diocese of Minnesota as bishop and now longer than that here in the Diocese of Olympia. I shall always be grateful for the opportunity that Vincent gave me to serve with you in this diocese. We have been in every congregation many times and have always been received in the most gracious of manners. ... I thank you, and Mari thanks you, for your love, for the way that you have embraced us and I hope we have embraced you. I make no apologies when I say that I love the Episcopal Church. I make no apologies when I say to each and every one of you how grateful we are for who you are and I love each and every one of you. Thank you.

Bishop Warner declared the convention in recess until 8:30 AM Saturday morning.

Saturday, October 30, 2004

46. Call to Order

47. Opening Worship

New. Report of the Fifth Ballot

Bishop Warner called the Convention to order. Following morning prayers, Bishop Warner recognized Secretary John Schaeffer for the report of the fifth ballot.

General Convention

Lay Order—highest total votes in both orders combined to elect.

Jim Church	310
Becky Clark	232
Carolyn Forbes	155
Katrina Hamilton	187
Paula Harris-White	107
Joan Oliver	173
David Paisley	84
Linda Potter	76
Dale Rammerman	71
Ian Thompson	220

ELECTED: First alternate, Jim Church; second alternate, Becky Clark; third alternate, Ian Thompson; fourth alternate, Katrina Hamilton.

General Convention

Clerical Order—highest total votes in both orders combined to elect.

Mary Allen	148
Richard Buhner	102
Peter DeVeau	314
Richard Scott	215
Jeff Sells	287
Andrea McMillian Stockburger	274
Nigel Taber-Hamilton	228

ELECTED: First alternate, Peter DeVeau; second alternate, Jeff Sells; third alternate, Andrea McMillian Stockburger; fourth alternate, Nigel Taber-Hamilton.

Bishop Warner called on *Miller Adams, Dispatch of Business*, to outline the agenda for the morning, including the business not completed on Friday.

38. Report of the Committee on Resolutions

Bishop Warner recognized Judy Andrews to continue the report of the Resolutions Committee. Judy Andrews placed on the floor **Resolution #1, Establishment of Sea Sunday in the Diocese of Olympia, and moved** for its adoption.

Resolved, that the 94th Convention of the Diocese of Olympia designate the first Sunday of May of every year as “Sea Sunday” in recognition both of those who over the years have lost their lives at sea and of those who continue to lead their lives at sea in the protection of our nation and in the maintenance of commercial shipping and fishing, all of which contribute so greatly to the well being of those who live in western Washington. **And be it further resolved**, that on Sea Sunday, appropriate prayers and music be utilized in our church services and that the open plate offerings throughout the Diocese on that day may be designated for seafarers’ ministry in its various locations within the Diocese as part of this recognition. Explanation: The Mission to Seafarers, a worldwide organization started by the Church of England in 1856, with over 300 centers and chaplaincies for seafarers of all nationalities and faiths throughout the world, including Seattle, has for years observed Sea Sunday on the second Sunday of July. In expanding this tradition to other countries, they are very supportive of making the date for this observance flexible to suit the calendar of the area. In our state, the most appropriate time would appear to be early May, when there is held an annual Maritime Week celebration replete with many maritime-related activities. The Mission to Seafarers has available, and will supply at no charge, suitable materials and recommendations for appropriate music, prayers and activities in support of Sea Sunday. *Submitted by Richard H. Beuthel, Emmanuel Church, Mercer Island and president of the Mission to Seafarers, Seattle; and the Eastside Episcopal Churches regional ministry.* Resolutions Committee Recommendation: DO PASS. Rationale: The local Mission to Seafarers (created when Episcopal Maritime Ministries departed) proposes this resolution to obtain diocesan-wide recognition of a major, worldwide Anglican outreach ministry that has been carried out for over 150 years. The observation of Sea Sunday by congregations would be voluntary as would a designated plate offering.

Discussion: *Dick Buethel, Emmanuel Church, Mercer Island*, spoke in favor of the resolution stating 1) the purpose of the resolution is to widen the awareness of the importance of maritime ministry, 2) Sea Sunday has been celebrated in the Anglican church for the last 30 years and would be voluntary in our diocese, and

3) voluntary contributions resulting from the celebration of Sea Sunday would be used to support ministry in the local regions. *The Rev. Nigel Taber-Hamilton, St. Augustine's in-the-Woods Church, Freeland*, spoke against the resolution as presented stating that while he appreciated the sentiment of the committee the proposed Sunday falls within the Great 50 days of Easter, which by rubric excludes alternate feasts. He added that Dec. 6 is already designated as St. Nicholas Sunday, patron saint of seafarers.

The Rev. Walt Knowles, Church of the Redeemer, Kenmore, offered an **amendment** to change the designated Sunday to "the third Sunday in Pentecost," and to ask the new diocesan Commission for Liturgy and the Arts to recommend prayers, lessons and music for Sea Sunday. **Accepted as friendly amendments.** Following continued discussion the **question was called and debate was ended. Resolution #1, as amended, PASSED.**

Judy Andrews placed on the floor **Resolution #3, Engaging with the Earth Charter**, and **moved** for its adoption.

Resolved, that the Committee for the Environment and the Commission for the Church in the World offer ways for the Diocese and its congregations to engage with the Earth Charter as an inspiration for the church's work in the world. Explanation: In a world fragmented by politics, sects, nationalist emotions and greed, many are seeking a way forward. The Earth Charter finds a way, compounded out of the best of the world's scientific, religious and ethical/moral thinking. Uniquely, it sees that preserving the world's ecological integrity is fully bound up with achieving justice among people and among peoples. Peace and nonviolence are both the end and the means. The diocesan Committee for the Environment and the Commission for the Church in the World are attempting to engage the Diocese, its congregations and its congregants with the Earth Charter. Our belief is that the church could find few better guides for its work in the world than in the Earth Charter's broad principles. The Commission for the Church in the World and the Committee for the Environment will be studying how to embrace the Earth Charter and will offer opportunities to the rest of the diocese to learn more about it in the coming year. The first of these is the set of Lectionary Readings for the coming church year (Year A) that lend themselves to preaching and conversation about the Earth Charter. An urging to

aspiration rather than a set of rules, the Earth Charter's words will rarely be heard by hearts and minds unmoved. Opening Paragraph of the Earth Charter: We stand at a critical moment in Earth's history, a time when humanity must choose its future. As the world becomes increasingly interdependent and fragile, the future at once holds great peril and great promise. To move forward we must recognize that in the midst of a magnificent diversity of cultures and life forms we are one human family and one Earth community with a common destiny. We must join together to bring forth a sustainable global society founded on respect for nature, universal human rights, economic justice, and a culture of peace. Towards this end, it is imperative that we, the peoples of Earth, declare our responsibility to one another, to the greater community of life, and to future generations. *Submitted by the Commission for the Church in the World and the Committee for the Environment.* Resolutions Committee Recommendation: DO PASS. Rationale: The Earth Charter provides goals for us to live together on this planet, both now and in the future. The Resolutions Committee agreed that much could be gained by aspiring in our social and institutional behaviors to these goals. A broad-reaching and visionary document, it is, as the proponent states, a very good guide for the work of the Church in the wider world.

Discussion: *Chris Christensen, St. Mark's Cathedral, Diocesan Council, Commission for Church in the World, Committee for the Environment*, urged convention to pass the Earth Charter stating "1) it's reflective of all the major faith traditions, 2) it expresses some of the core values of Christian faith, and 3) implementation would go a long way toward assuring that our children and grandchildren will be able to enjoy the wonder of the same earth that we now inhabit." *Charles Grass, St. Margaret's Church, Bellevue*, expressed concern that engagement with the Earth Charter would be construed as an endorsement of a document that encompasses the world's most intensive and controversial developments.

A motion was made to **postpone consideration** until such time as the full document could be on the record and studied; **seconded.** *The Rev. Peter Strimer, St. Mark's Cathedral*, spoke against postponement noting that the word "embrace" had been carefully chosen to provide for a year of study in our congregations; the

resolution does not ask for an endorsement of the document. The motion to **postpone FAILED**.

Dan Niven, St. Mark's Cathedral, Seattle, spoke in favor of the resolution and encouraged convention members to visit the Earth Charter web site and to consider endorsing the Earth Charter as individuals. *Dean Robert Taylor, St. Mark's Cathedral, Seattle*, spoke in favor of the resolution stating "1) the Earth Charter embodies the biblical command to be stewards and caretakers of the good earth, and 2) it provides a path for social and economic justice and helps to address and engage concerns of the global south regarding exploitation of third-world resources." *Lucy Chambers, Christ Church, Blaine*, noted that the resolution was one of a number of political resolutions whose placement in an organization with the primary purpose of the salvation of souls should be questioned. *Karl Oles, Church of the Redeemer, Kenmore*, said that while he supported the aspirations of the Earth Charter he would vote against the resolution because 1) it is a controversial political document, and 2) it does not mention God.

Following a question from the floor it was clarified that the convention was voting on the resolved statement only, not the explanation, and that the resolution calls for congregations to engage with the Earth Charter, not to endorse it. *The Rev. John Roddam, St. Luke's Church, Seattle (Ballard)*, spoke against the resolution because he felt the dynamics in the Earth Charter go far beyond what we as a church really should embrace. A **friendly amendment was ACCEPTED** to change the words "engage with" to "explore." The **question was called and debate ended. Resolution #3, as amended, PASSED.**

Judy Andrews placed on the floor **Resolution #9, Call for Visit by Bishop Duncan**.

Resolved, that the 94th Convention of the Diocese of Olympia endorses strongly the efforts of its bishop to schedule a pastoral visit to our Diocese by the Rt. Rev. Robert Duncan, Bishop of Pittsburgh, for the purpose of discussing the current state of the Episcopal Church, and urges that the visit be scheduled as soon as is reasonably practical. Explanation Many traditional Episcopalians do not feel that their voices have been heard in recent years. Bishop Duncan is a noted leader and spokesperson for traditional members of the Episcopal Church. With the support of Bishop Warner and Diocesan Council, visits to a

number of gatherings in congregations throughout our Diocese by Bishop Duncan can provide a forum for diverse voices to be heard and to help bring reconciliation to our church. *Submitted by the rector and delegates of St. Luke's Church, Tacoma: the Rev. Paul D. Reitmann, Robert Ferguson, Betty Ann Patterson Pope, John Pope, and Pam Tinsley. Endorsed by the vestry of St. Luke's Memorial Church, Tacoma.* Resolutions Committee Recommendation: NO RECOMMENDATION (WITH ONE ABSTENTION). Rationale: The Resolutions Committee supports open communication which can lead to better understanding, foster empathy and result in more effective proclamation of the Gospel. However, there appears to be a possibility that Bishop Duncan's schedule will not enable him to visit this Diocese in the foreseeable future; several visit dates proposed thus far have run into scheduling problems. Accordingly, the resolution's specificity makes a positive recommendation inappropriate even though the concept of communication has merit. The Committee is appreciative of the proponents' cooperation in attempting to find the right wording for the resolution, but the deadline for printing for the convention did not provide time to take into consideration the scheduling difficulties that have occurred. The Resolutions Committee also had concerns regarding the appropriateness of a resolution legislating an issue that is essentially pastoral in nature.

Discussion: A **friendly amendment** was offered and accepted by *the Rev. Paul Reitmann, St. Luke's Church, Tacoma*, to change the name in the resolution from "the Rt. Rev. Robert Duncan, bishop of Pittsburgh" to "the Rt. Rev. Edward Little, bishop of Northern Indiana," and to replace the phrase "for the purpose of discussing the current state of the Episcopal Church" with "for the purpose of promoting reconciliation within our Diocese." *Reitmann* added that we "need to go out on a limb in pursuing the ministry of reconciliation with the leadership of the bishop of our diocese." *John Pope, St. Luke's Church, Tacoma*, spoke in favor of the resolution noting that it was motivated in large part by the increase in the shortfall between assessments and payments experienced since General Convention actions in 2003. *Cleveland Riley, St. Augustine's in-the-Woods Church, Freeland*, **called the question; debate ended. Resolution #9, as amended, PASSED.**

40. Constitution and Canons, continued

Bishop Warner recognized Mr. Duncan Bayne to continue the report from the Committee on Constitution and Canons. Duncan proceeded to move the committee recommendation on each of the following proposed changes.

First Vote on change to Constitution:

Article XVII, Section 2 (Assessments):

Upon motion by the Bishop and passed at the 2003 Annual Convention, the Committee was asked to “draft a canonical procedure to deny vote to congregations that do not fully pay the assessment.” Upon review, the Committee determined that such a power already exists in Article XVII, Section 2 of the Constitution. To clarify the scope of penalties that may be imposed, however, the Committee recommends an amendment to the above-referenced section as follows:

The Convention shall also have power to impose such penalty as it may deem proper within its lawful power for neglect to pay such assessment when imposed. Such penalty may include loss of the right to vote at Convention, but it may not include denial of the rights to seat or voice at Convention. A motion to deny voting authority at any Convention meeting must be made no later than the first report of the Committee on Privilege.

Discussion: An **amendment** was offered by *Allan Affleck, Emmanuel Church, Mercer Island*, to insert, after the second sentence, “If any parish or mission has not paid at least 75% of its diocesan assessment for two consecutive years, convention shall vote on whether to deny the rights of clergy and parishioners of such parish or mission to stand for an elective office within the Diocese of Olympia”; **seconded**. *Affleck* said that this amendment would strengthen the relationship between those who are funding the diocese and those who are making the decisions. *Tom Boyns, St. Stephen’s Church, Seattle, and Budget and Finance Committee of Diocesan Council*, spoke against the amendment and main motion stating that the action requested by Diocesan Council was not encompassed in the motion as presented, Council was looking for additional sanctions in the Canons to deal with congregations that withhold assessment payments as a form of protest. *The Rev. Paul Collins, Trinity Church, Everett*, noted that the amendment is an attempt to bring this issue to the table so that a response can be either pastoral or canonical. *Jay Groh, St. Andrew’s Church, Seattle*, commented that the spirit and tenor of the

amendment is aimed directly at congregations that have chosen to withhold assessments as protest but that denying vote as the first step was not appropriate. *The Rev. Joseph Hickey-Tiernan, Suquamish*, commented that the proposed amendment overreaches in that it “pretends to deprive clergy from their ordination vow to take their place in the council’s of the church, something that could only be done by ecclesiastical trial.” A **motion to refer back to committee**, both the amendment and the main motion, was **seconded** and **PASSED**.

Vote on change to Canons:

Canon 22, Section 1:

Lucy Brand pointed out that although the National Canons do not prescribe any specific size for the Commission on Ministry, our Canon 22 mandates that the commission have no more or less than 10 members. To provide flexibility, the Committee suggests the following edits to Section 1:

There shall be a Commission on Ministry consisting of at least ten members.

- a. One member of the Commission shall be a member of the Standing Committee, who shall be appointed for a one-year term by the Bishop at the Annual Convention. Such members may be re-appointed.
- b. Of the remaining nine members of the Commission, no fewer than ~~one third~~^{three}, ~~nor more than six~~, shall be clergy canonically resident in the Diocese and no fewer than ~~one third~~^{three}, ~~nor more than six~~, shall be lay adult Communicants in Good Standing in the Diocese. ...

Discussion: An **amendment** was offered by *the Rev. Peter Snow, St. Hilda’s-St. Patrick’s Church, Edmonds*, to include a sub-section “c” to read “there shall be equal male and female representation on the Commission”; **seconded**. *Snow* noted that equal representation on the commission is needed to address the very different issues and needs of men and women coming forward for ordination. A vote being too close to call, pages were asked to count red and green cards. The **amendment PASSED** (303 yes, 144 no). An **amendment** was offered by *the Rev. Sue Reid, St. Mark’s Cathedral, Seattle*, to add a sentence to the new sub-section “c” to read “Consideration shall also be given to include persons representing diverse ethnic groups.” **Seconded**. *Reid* stated that the proposed amendment follows through on the recommendation from the last General Convention, which encouraged commissions on ministry to include diverse representatives of the variety of ethnic groups represented in each diocese.

ACCEPTED as a friendly amendment. *The Rev. Patricia Robertson, St. Stephen's Church, Seattle, and Standing Committee,* noted that sub-section "a" is not the current practice of the Commission on Ministry. *Duncan Bayne* **AGREED** to a **friendly amendment** to change the words in sub-section "a" to read "One member of the Commission shall be a member of the Standing Committee, who shall be appointed by the Standing Committee for a one-year term."

An **amendment** was offered by *the Rev. Peter Snow, St. Hilda's-St. Patrick's Church, Edmonds,* to include a sub-section "d" to read "Clergy appointed to the commission shall have at least eight years experience as ordained persons and during that time have demonstrated successful congregational leadership." **Seconded.** *Snow* commented that, in his experience, the first three years clergy make mistakes, the next two years they come to terms with the twin identities of priest and individual, and the next three they begin to consolidate their understanding and assume the authority inherent in ordination. He asked that the clergy on the commission be those that "have at least progressed thus far in their involvement and understanding of their calling."

The Rev. Walt Knowles, Church of the Redeemer, Kenmore, made a **motion to refer back to committee** for additional clarification and writing; **seconded and PASSED.**

A **motion** was offered by *Deborah Laughlin, Church of the Redeemer, Kenmore,* to **amend the agenda** to consider all resolutions and the budget prior to any reports or presentations; **seconded and PASSED by the required two-thirds majority.**

49. Report of the Treasurer of the Diocese

Bishop Warner recognized Treasurer Denny Bacon for the report.

Bacon: Bishop Warner, Bishop Hampton, Bishop-elect Rivera, Bishop Scantlebury, Mr. Secretary, delegates, alternates and guests. This is when I report on the financial health and the state of the physical assets of our diocese. It's a privilege to talk with you and I view this time as one of my key responsibilities. ... The diocese completed our audit this summer and a group of people from the Board of Directors joined Chris Clark and myself in going over the management letter and we instituted the changes that were recommended for us to be consistent with GAAP and the national church standards. Having said that, I'll make my annual pitch for better compliance with the canon regarding audits. The deadline is Sept. 1, fully eight months after year-end and yet we have barely half of them as of last Friday. This really isn't acceptable, and I'll tell

you why. Chris Clark recently attended an administrator's workshop in New York on fraud and embezzlement and the statistical evidence is clear. Fully 5% of the churches in our national church have had recent experience with fraud or embezzlement. It seems to me that failure to conduct a timely audit is a breach of faith for those who contribute to support our budgets.

Budget and Finance and Council labor through the winter and the spring to develop a budget to bring to you for consideration and yet we really have no idea what income we're working with. So, I urge you, once again, to have better compliance with our standards for net disposable income [and parochial reports]. A key part of our financial structure is the Diocese of Olympia, Inc., not to be confused with the Diocese of Olympia (which is the program arm for which our budget is developed). That means that the Board of Directors, with Bishop Warner as president, has responsibility for mission congregations, about 40, as well as the properties: Diocesan House, Huston Center, St. Andrew's House, and how many of you knew that we had a chapel at the foot of the ski lift at Snoqualmie? In addition, the Board oversees the Mission Development Fund, the Building Loan Fund, the Diocesan Investment Fund, and the miscellaneous trusts that support 10% of the operating income of our budget.

The Diocesan Investment Fund was founded by the late Jim Hodges in 1951 as a balanced mutual fund for the churches and institutions of our diocese. It's been a mixed year, but it's now \$38 million in size. It is managed by a group of dedicated business and financial leaders who meet quarterly to make adjustments. We have 74 shareholders from within our churches and related institutions.

Our physical assets are in good shape. Huston Center, their committee chaired by Mr. Fix-it, Bill Goodenough, and our longtime director, Bill Tubbs, work very hard to maintain the campus at Huston Center, supported by the income from the Horn Fund. While that money is a blessing for them it is insufficient for the future as we plan for expanded staff housing and a new managers house. In addition, the two Bill's are busy on a plan to stabilize the bank of the Wallace River that has severely eroded camp property and if unchecked, will threaten the newly refurbished longhouse. ... Camp attendance was down this summer and the center recently lost a major contract on short notice, yet Bill expects to record another successful year and we're very lucky to have him. ... St. Andrew's House continues to thrive under the warm and energetic hospitality of Jeff and Jeanie Gruber. ... Bookings are up. The Bayne Cottage is heavily used. ... Although St. Andrew's was renovated and expanded a number of years ago, the normal demands of maintenance are piling up and there is no source of income to do the necessary work. The Board of Directors was able to provide some money this year for some pressing items – as in a 2000-pound cap to a chimney that was about six inches out of kilter from the earthquake. We need to build an endowment through *The Living Tree* ... not only to increase the Horn Fund, but also to build an endowment at St. Andrew's House so that these facilities will be available for us well into the future.

One of the things I love to talk about at this convention is the amount of building and remodeling activity that goes on in our diocese year after year. The projects range from small to very

large and are underway in about 20% of our congregations. ... St. John's, Kirkland, has emerged from its disastrous fire with a remodeled and updated sanctuary as well as a brand new fellowship and education wing. St. Joseph's-St. John's in Steilacoom has finished a remodel project and couldn't be happier with the outcome. Good Samaritan in Sammamish has completed a basement project and now has a finished building with classrooms and childcare facilities. Seaview has replaced the roof in time for the winter rains. St. Paul's, Bellingham, has purchased a building and is expanding its school with dreams of providing a K-12 curriculum. Christ Church in Blaine is planning to add a bathroom and more meeting space. St. James in Kent has installed an elevator to provide access to all parts of the building. Emmanuel, Mercer Island, is in the midst of an enormous project to update and expand the worship space. St. Mark's in Montesano is expanding its educational space because of an overwhelming response to an after school program that started two years ago. St. John the Baptist in West Seattle is nearing completion on an ambitious project to provide better access to all parts of its building and improve and update office and classroom space.

On the drawing board for projects large and small in the near future are St. Barnabas, Bainbridge Island; St. Aidan's on Camano Island; Good Shepherd, Federal Way; St. Augustine's on Whidbey Island; Church of the Redeemer in Kenmore; St. Benedict's, Lacey; St. Mary's in Lakewood; St. Francis, Mill Creek; Holy Cross, Redmond; St. Antony's in Silverdale; and as always, Good Shepherd, Vancouver. Trinity, Seattle, continues to plan and raise money for the eventually restoration of its sanctuary, damaged by the Nisqually earthquake four years ago, and I hope to have good news at this time next year. Trinity has received well over \$100,000 from those of you in the diocese who have responded to their call for help.

Over the years, we've shared the good news of prosperous times and the less positive of tougher times. This is one of those times and before I present the 2005 budget for your approval, I want to talk about our financial situation. In the 25 years before 2003, the churches of our diocese paid around 97% of the full assessment, or, put another way, the shortfall was only 3% of the total. But, in 2003, we began to see a sharp rise in uncollected assessments and by year-end the shortfall was 13%. By managing program budgets carefully in the fourth quarter, we ended the year about break even. In January of this year, I sent a letter asking each congregation to affirm their commitment to the assessment and to let us know if a problem was anticipated. ... The tally indicated that we could expect a shortfall of between 12-15%. We developed a plan to cut \$300,000 out of the budget, starting in April. By early summer, however, we knew the shortfall would be closer to 20% and Council made additional cuts at its meeting in June, including reducing two staff positions to half time for the balance of the year. The 20% shortfall is holding steady this fall, and we are hopeful that the steps we have taken to balance the budget will keep us from a deficit at year end. It's easy to blame the economy and unemployment for the plight of those churches that are unable to meet their obligation. Nearly all the statistical evidence shows that around the country we emerged from the recession two almost three years ago. Here in Washington, home of the nations second highest unemployment until recently, the rebound is hard to see in our daily lives and in our faith

communities. Only recently have businesses increased hiring in technology, healthcare, and manufacturing and lowered the unemployment rate below 6%, which is not too far above the national average. Logic would tell us that if we are finally experiencing an economic upturn we should see the assessment shortfall come down, as parishioners feel more secure about their giving. I don't believe it's that simple. When one-third of our congregations are unable to meet the assessment the reasons are many – the economy, people leaving the Episcopal Church because they disagree with the consecration of Gene Robinson, flat to declining membership, and young families coming in to our church and giving at pledge levels far below the level needed to stay even or even grow. A number of our churches have borrowed from the Building Loan Fund and find that they can't service the debt and pay the assessment and in a number of cases can't do either. Two pillars of our life together, low-cost loans for buildings and repair and the operating budget, are threatened by declining incomes. ... As our assessment income declines, so does our ability to provide resources and services to those who need it. Likewise, when one-third of the loans in the Building Loan Fund are non-performing, our ability to make future loans is diminished. ... For all of you who wonder what you get for your assessment dollars, believe me, the demand for diocesan services is real and growing. ... The ripple affect of fewer services because of budget cutbacks may separate us even further, reinforcing the congregational mentality that says, why pay an assessment to the diocese when we need all the money we have here at home. One of the great things about the Episcopal Church has been our willingness to contribute to the common good through the assessment, to support grants to missions and a wide range of services to our sisters and brothers.

On to the 2005 budget. As many of you know from your participation at the two sets of pre-convention meetings, Budget and Finance and Council wrestled with this budget for months, redesigning it to reflect the team approach to promote congregational vitality and trying to make the hard decisions about funding priorities. I think I speak for everyone involved [when I say] that no one is pleased with the outcome, but it's the best we could do. We prepared a balanced budget assuming a 15% shortfall, even though our current experience is closer to 20%. We have extended the 26% cuts in program funding that were put in place this year and we have reduced funding for both staff and senior leadership positions. Jerry Shigaki, Kathy Hamilton, Joan Anthony, Pete Strimer, and myself, will be reducing our hours by 20% or more. ... It is our hope that 2005 will reveal an upsurge in assessments, bringing the shortfall down to 10% or less and allow us to either restore funding in key areas as the year progresses or to begin replenishing reserves that have been depleted.

50. Report of the Committee on Resolutions

Bishop Warner recognized Judy Andrews to continue the report of the Resolutions Committee. Judy Andrews placed on the floor **Resolution #10, Amend the Proposed 2005 Budget**, and recommended, on behalf of the Committee, that it not be passed.

Resolved, that the 94th Convention of the Diocese of Olympia modify the preliminary 2005 budget,

presented at the August 28 pre-convention meeting, as follows: The following items unbalance the preliminary budget: 1. Base the budget planning on a 20% versus 15% revenue shortfall. In the absence of a strong remedial program or improvement in current trends, it is unrealistic to assume only a 15% shortfall. **Revenue decrease: \$188,000.** 2. Restore reductions in staff and benefits in lines 77, 78, 80, 81, 103, 104, 123, 127, 203, 204. The full time and attention of these key staff members responsible for diocese operations are considered essential. **Expense increase: \$94,000. Total budget unbalance: \$282,000.** The following items rebalance the preliminary budget: 1. Line 183: further defer the position of Bishop Suffragan. **Expense decrease: \$152,500.** 2. Eliminate items in lines 50, 71, 72, 83 (Washington Association of Churches, Yellow Page Ads, Demographic Data, Ministry Resource Day). **Expense decrease: \$49,500.** 3. Reduce line 130: reduce Voice to bimonthly and mail to congregations versus individual members. **Expense decrease: \$20,000.** 4. Reduce line 60 (Aid to Congregations) by 22% from 2004 budget. **Expense decrease: \$60,000. Total expense impact: \$282,000.** Submitted by the rector and delegates of St. Luke's Church, Tacoma: the Rev. Paul D. Rietmann, Robert Ferguson, Betty Ann Patterson Pope, John Pope, and Pam Tinsley. Endorsed by the vestry of St. Luke's Memorial Church, Tacoma. **Resolutions Committee Recommendation:** DO NOT PASS. **Rationale:** The budget approved by the Diocesan Council is now balanced and includes additional sources of revenue not in earlier drafts. Therefore, this proposal addresses an imbalance that no longer exists. Additionally, the Diocese has already offered the position of Bishop Suffragan to an individual who has accepted. In the Resolutions Committee's view, the legal commitment to this individual should be honored. Further, the Committee is not convinced that the rationale for choosing a 20% shortfall over a 15% shortfall is the stronger one.

Discussion: John Pope, St. Luke's Church, Tacoma, on behalf of those submitting the resolution, offered the following **amendment:** Delete #1 relating to the 20% shortfall. Re-label #2, restore reductions in staff, as #1. Add a new #2 to read "acknowledging that the assumed 15% shortfall used in budget planning is below current trends it may be necessary to adjust budget figures at the end of the first quarter." Delete #1, defer position of Bishop Suffragan, and renumber the remaining items. The amendment was **seconded.** Pope then spoke to the resolution as amended, noting

that members of St. Luke's delegation were particularly opposed to the salary reductions. *Duncan Bayne, vice chancellor,* noted that the resolution as amended would not maintain a balanced budget. *Denny Bacon, treasurer,* responded that he had worked with the members from St. Luke's on the resolution and that, although, it did not maintain a balanced budget, the main intent was to have the conversation on the floor of convention and have an opportunity to express feelings about the staff cuts. *Jason Anderson, St. Michael & All Angels Church, Issaquah,* **called the question** on the amendment and the main motion; **debate ended. The amendment failed. Resolution #10 FAILED.**

51. Action on the 2005 Budget

Bishop Warner called on Denny Bacon for action on the 2005 budget. Denny Bacon **moved** the proposed 2005 budget developed by Diocesan Council in partnership with the wider community for ratification; motion was **seconded.**

Discussion: *Denny Bacon* clarified that neither St. Charles Church, Poulsbo, or St. Stephen's Church, Oak Harbor, currently pay any assessment and were not part of the assessment calculation for 2005. He added that the disparity in salary to benefit ratios has to do with those staff that work less than full time but still work enough to receive full benefits. *The Rev. Michael Carr, St. Andrew's Church, Port Angeles,* requested that the assessment rate be reviewed and that consideration be given to more volunteer support of diocesan operations. *Collum Liska, St. Benedict's Church, Lacey,* asked for clarification on the "additional funding" referred to in the previous resolution rationale. *Chris Smith-Clark* explained that \$27,229 in prior years assessment had been added. Each January between \$20,000 and \$100,000 is received in prior year's assessment payments from congregations. *The Rev. Nigel Taber-Hamilton, St. Augustine's in-the-Woods, Freeland,* asked that consideration be given to eliminating the positions of IT person and graphic designer, rather than cutting senior staff salaries. *Denny Bacon* clarified that the line item for legal expenses increased from \$3,000 to \$27,000 because our chancellor, Don Mullins, has provided pro bono work at an extraordinary level for an extraordinary period of time. His partners, while being extremely supportive of Don's work for the bishop and the diocese, have respectfully asked that our diocesan budget provide some small

remuneration to the firm that Don works for. We have agreed to pay \$2,000 a month to his law firm for his services, which adds \$24,000 to what was a small minimal professional fees line. The **question was called** and debate ended. The 2005 Budget was **RATIFIED** by the convention as submitted.

52. Report of the Committee on Resolutions

Bishop Warner recognized Judy Andrews to continue the report of the Resolutions Committee. Judy Andrews placed on the floor **Resolution #4, Millennium Development Goals, and moved** for its adoption.

Resolved, that the 94th Convention of the Diocese of Olympia, in recognition of the passage by the 73rd and 74th General Conventions of the Episcopal Church of Resolutions D006 and D033 endorsing the achievement of the United Nations Millennium Development Goals using funds generated from 0.7% of annual budgets, begin a year of study of these goals, which include efforts to: 1) eradicate extreme poverty and hunger; 2) achieve universal primary education; 3) promote gender equality and empower women; 4) reduce child mortality; 5) improve maternal health; 6) combat HIV/AIDS, malaria and other diseases; 7) ensure environmental stability; and 8) develop a global partnership for development. **And be it further resolved**, that this study include an examination of our current level of giving on the personal, parochial, diocesan, and nation levels within the Episcopal Church. **And be it further resolved**, that we encourage by all means possible our elected officials to provide the leadership and resources needed so that the United States as one of 191 signatories to the UN Millennium Goals might fulfill its commitment to funding international development aid at 0.7% of the U.S. Gross National Product (GNP). Explanation: The Millennium Development Goals are an important strategy for addressing global poverty that many nations and groups across the globe are embracing. By engaging in study and action around these goals, our diocese can raise awareness and inspire individuals and congregations to take action. If every Episcopal diocese gave 0.7 percent of its income we would raise \$1.2 million per year. If every Episcopal congregation gave 0.7 percent of its income we would raise \$9.8 million per year. If every Episcopalian gave 0.7 percent of his or her income we would raise \$354 million per year. Within our own church, these funds could support Episcopal Relief and Development, the United Thank Offering, or

groups like the Alliance of Episcopal Parishes Taking Action on HIV/AIDS in Africa. The Commission for the Church in the World will provide study materials to be used by congregations and individuals to learn more about the Millennium Development Goals and issues of global development. *Submitted by the diocesan Commission for the Church in the World.* **Resolutions Committee Recommendation:** DO PASS. **Rationale:** This resolution calls for a year of study of the Millennium Development Goals which is to include an examination of what we give towards eliminating global poverty personally, as congregations and in the larger church. The Commission for the Church in the World plans to offer resources for study on the Development Goals. The resolution also urges us to express our support for the goals and their implementation to our elected representatives. This resolution has no budgetary impact, and the Commission submitting the resolution will provide the materials to implement it. Since these goals call us to respect the dignity of all human beings and to honor all of God's creation, the Resolutions Committee recommends passage.

Discussion: *Val Brustad, chair, Commission for the Church in the World*, referred to earlier expressions of discomfort with the United Nations (UN) and asked convention members to note that the resolution does not ask for payment to the UN but does ask people to look at the world around them and find areas in which they can serve human needs. An *unidentified female* spoke against the resolution noting that this was another political resolution and could have many unintended consequences. *Brian Sellers-Peterson, west coast representative for Episcopal Relief and Development*, spoke in favor of the resolution stating that it has already been passed by our General Convention and many other dioceses. He added that ERD is using these millennium development goals to benchmark its work and has committed to accomplishing the goals by 2015. **Resolution #4 PASSED.**

Judy Andrews placed on the floor **Resolution #5, Dividing Wall between Israel/Palestine, and moved** for its adoption.

Resolved, that the 94th Convention of the Diocese of Olympia supports the Diocese of Jerusalem in calling for the stopping of the construction and for the dismantling of the Wall isolating Palestinian areas within Israel. Explanation: This wall separates people

from their jobs, children from some schools, and splits families from each other thus violating human rights. The General Convention of the Episcopal Church of 2003 passed a resolution condemning the Wall. *Submitted by the Episcopal Peace Fellowship, Diocese of Olympia chapter, Tom Walker, Constance Trowbridge, and Diane Breslford, co-mentors.* **Resolutions Committee Recommendation:** DO PASS. **Rationale:** This diocese is a long-standing companion diocese to the Diocese of Jerusalem. Adoption of this resolution would be an expression of our ongoing solidarity with the suffering of all the peoples in the Holy Lands.

Discussion: *The Rev. Stan Fowler, recently retired, assisting at St. Mary's Church, Lakewood,* spoke in favor noting that it is an expression of our support to those who are always caught in the middle between the violence of the Palestinian terrorist and the violence of the Israeli occupation of the West Bank and Gaza. He added that the wall is an obstacle to peace. *The Rev. Mike Morrissey, St. Bede's Church, Port Orchard,* offered an **amendment** to add at the end of the resolved "We also call for the Palestinian leadership to take action to cause the cessation of suicide bombings, rocket attacks, and other terrorist acts originating from their lands against the innocents of Israel"; **seconded.** *Morrissey* spoke to the amendment saying, "I think that if we're going to ask for one side to tear down the walls we need to clearly say that we'd like to see something happen with the other side."

Bob Thorndike spoke in favor of the amendment because it balances attention on both sides of the problem. *Lucy Chambers, Christ Church, Blaine,* spoke in favor of the amended resolution noting that walls are used in many parts of the world, including between the US and Mexico. She asked that all Islam-fascist groups be covered by the resolution. An *unidentified male* spoke against the amendment, noting that while it provides for even-handed action it takes away from the intent of the resolution, which is to assure the Diocese of Jerusalem of our support. *Jay Groh, St. Andrew's Church, Seattle,* spoke against the amendment because it takes away from the focus of the resolution, which is on the wall and what that wall represents. *Steve Couch, St. Margaret's Church, Bellevue,* took exception to the phrase "the innocents of Israel" noting that there has been a great deal of violence on both sides. *Jan Hansen, St. Stephen's Church, Longview,* **called the question** and debate ended. The amendment **FAILED. Resolution #5 PASSED.**

Judy Andrews placed on the floor Resolution #6, Integrated Pest Management, and recommended, on behalf of the committee, that it be referred back to the Committee for the Environment.

Resolved, that the Diocese of Olympia move toward implementing a system of Integrated Pest Management in all diocesan properties and on all grounds, **and be it further resolved,** that the congregations of the Diocese take steps to adopt similar systems on their properties and grounds, **and be it further resolved,** that this 94th Convention of the Diocese of Olympia adopts as standard practice a system of public notification informing congregants and the public, at least 48 hours in advance, of the application of pesticides at all its facilities, **and be it further resolved,** that the Diocese notify the Episcopal Church's national office of this resolution as a step toward compliance with Resolution C026 of the 74th General Convention of the Episcopal Church (2003), which called the Church to reduce its use of toxic chemicals, and urge the national church to adopt Integrated Pest Management and a policy on warnings on its properties and grounds. **Explanation:** We are called in Genesis 2:15 to keep and tend the garden, i.e., to be good stewards of the land. In Matthew 25:31-46 and in many other passages we are called to care for the least among us (in this case, the infirm, the vulnerable, and the young). Pesticides (including herbicides, insecticides, and fungicides) are poisons. Some are carcinogens. Individuals taking some medications, pregnant women, infants, children, and individuals with respiratory or heart disease, chemical sensitivities, or weakened immune systems are particularly susceptible to adverse health effects caused by pesticide exposure even in minute quantities. To reduce the use of chemical pesticides, Integrated Pest Management (IPM) incorporates a wide array of practices including the use of natural predators, plants that are distasteful to pests, and traps. It uses poisonous synthetic pesticides, but only after investigating to find the least dangerous kind and only as a last resort. Adopting a plan to follow Integrated Pest Management means in the first instance finding out about the alternatives to a policy of spreading poisons. The Web will yield a cornucopia of information on the alternatives. If it were found that a particular alternative practice were more expensive (in money), then the group concerned would need to balance the extra financial cost against the dangers of continuing poisoning operations.

Washington State's Children's Pesticide Right-to-Know Act (SB 5533) of 2002 requires that Public Schools and licensed daycare facilities notify parents, students, teachers, staff members, and the public at least 48 hours in advance of the application of pesticides in school facilities and on school grounds. Many of our congregations house licensed daycare centers and are already required to follow the State's notification procedures. By adopting this resolution, our Diocese and congregations will be voluntarily complying with the standards set by the state for our public schools. For our congregations and facilities, notification of pesticide use could simply and easily be accomplished in writing (bulletins and newsletters) and by posting signs on church grounds and entrances to facilities. Adopting this resolution will be the Diocese of Olympia's first step toward compliance with Resolution C026 of the 74th General Convention of the Episcopal Church (2003), which called the Church to reduce its use of toxic chemicals. In adopting this resolution this Diocese will follow the lead of the Diocese of Massachusetts, which adopted a similar resolution in 2002, and of the Diocese of Newark (NJ) where a similar resolution is pending. This resolution balances facilities maintenance with care for our congregants and the public and encourages the minimized use of toxic pesticides and chemicals. In any event, members of congregations and the public would be warned if a church facility chooses to use poison to control weeds or pests and can avoid those premises if they wish to avoid any possible exposure to pesticides. In adopting this resolution, our church will be making a clear statement that the health of our parishioners and the health of the environment are integral components of our facilities management. *Submitted by the Committee for the Environment; endorsed by the Commission for the Church in the World.* **Resolutions Committee Recommendation:** REFER BACK TO COMMITTEE FOR THE ENVIRONMENT. **Rationale:** The Resolutions Committee felt that the action required by this resolution was not sufficiently clear and did not address concerns raised in the Resolutions Committee's discussions, such as potential liability issues and budgetary impact. The Resolutions Committee encourages the Committee for the Environment to develop information and resources for study on IPM, pesticides, effective alternatives to pesticides, as well as guidelines with suggested implementation steps. These resources would be critical to bringing about changes in current practices with respect to the use of pesticides.

Greg Peters, speaking on behalf of the Committee for the Environment, **withdrew the resolution**, noting that the Committee would work to educate members of the diocese on the issues before re-submitting the resolution for a vote at the 2005 Convention.

Judy Andrews placed on the floor **Resolution #11, 2006 Diocesan Assessment Rate**, and moved for its adoption.

Resolved, that this 94th Convention of the Diocese of Olympia approve the recommendation of the Diocesan Council that the 2006 diocesan assessment rate factor be set at 20% of the Net Disposable Income (NDI). **Explanation:** In accordance with Canon 7, Diocesan Convention determines the assessment rate for the second year of assessment following determination; thus the 2004 Convention sets the 2006 assessment rate. It is the recommendation of the Diocesan Council that the assessment rate remain at 20% of Net Disposable Income (NDI) for 2006. *Submitted by the Diocesan Council.* **Resolutions Committee Recommendation:** DO PASS. **Rationale:** The Resolutions Committee supports the recommendation to maintain the assessment rate factor at the current rate. In the face of diocesan and congregational budget constraints, the Resolutions Committee supports not increasing the rate of assessment to offset deficits. **Resolution #11 PASSED.**

59. Report of the Committee on Resolutions

Judy Andrews placed on the floor **Resolution #12, Reducing Membership of Convention**, and noted that after deliberation the Committee had no recommendation on this resolution.

Resolved, that the 94th Convention of the Diocese of Olympia authorize the following changes to the diocesan canons that would reduce the size and change the makeup of congregation delegations to the annual convention: Canon 2, Section 1 Being in union with the Convention, each Parish and each organized Mission shall be entitled to representatives based on adult Communicant in Good Standing strength in accordance with the following table. Any number not over ~~2300~~ - 2 delegates; ~~2301-4600~~ - 4 delegates; ~~401-600~~ - 6 delegates; ~~601-900~~ - 8 delegates; ~~901-1200~~ - 10 delegates; Over ~~600-1200~~ - ~~6~~12 delegates. Canon 2, Section 2 In each Parish and Mission, the adult Communicants in Good Standing of that Parish or Mission, shall select from among themselves, delegates and alternates to provide a full complement

of representatives according to the above table. ~~This representation shall be divided equally between men and women. Congregations may provide in their bylaws or organizing documents for their delegates and alternates to be comprised equally of men and women, but they are not required to do so under these Canons. Delegates and alternates shall each serve two-year terms, which shall be staggered so that at least half the positions in each category are open for election each year. An alternate may qualify to substitute for a delegate of the opposite sex. Commencing in 1972, one half of the delegates and alternates shall be elected for a one year term and the other half shall be elected for a two year term and thereafter, at each annual election, the delegates and alternates shall be elected to a two year term.~~ Delegates and alternates shall serve as such at each meeting of the Diocesan Convention, both annual and special, occurring during the term for which they are elected. Explanation: These changes were first presented to convention in 1996 through the report of the Restructuring Task Force. That report also restructured the Diocesan Council and changed the criteria defining which clergy have a vote at our conventions. The proposed change in lay membership of the convention was not approved in 1996. It is now 2004 and the time appears right to propose the change to lay membership once again. This change could provide positive cost savings to both diocesan and congregation budgets. Recent experience shows that even the larger congregations sometimes have trouble recruiting enough members to represent the congregation at convention. The change to section 2 is proposed to acknowledge recent experience that shows some, particularly smaller, congregations find it hard to recruit men and women in equal numbers. This change would reduce the overall size of the lay voting membership of convention by approximately 100 persons which, in turn, could open an exploration of new and different venues to host the conventions. Another positive outcome of the reduction in voting membership, as stated in the original Restructuring report would be "to provide increased opportunity for dialogue and discussion" among a smaller group of persons. *Proposed by Dede Moore, diocesan Convention & Governance Coordinator; supported and submitted by the Diocesan Council. The text of this resolution has been reviewed and approved by the Committee on Constitution and Canons at its meeting on August 20, 2004.*

Resolutions Committee Recommendation: NO RECOMMENDATION. **Rationale:** Given the importance

of this resolution, it was the Resolution Committee's view that it should be discussed fully by the whole body. The explanation points out some useful effects of a reduction in size. Ultimately, whether the adoption of this resolution would be wise depends on the function and purpose of convention and whether the change in representation, reductions in numbers and balance between lay and clergy will positively or negatively affect the function and purposes of convention. The Resolutions Committee would like to add that the Constitution and Canons Committee discussed this resolution at length. That committee proposed some changes to the draft resolution in the course of its discussion which were accepted.

Discussion: *The Rev. Pat Taylor, retired priest*, offered an **amendment** to add "*That the retired clergy of the diocese have voice but no vote in all conventions other than those to elect bishops*"; **seconded**. *Taylor* spoke to the amendment noting that the resolution as written imbalances the influence of clergy and lay members and the retired clergy giving up vote would redress the imbalance. *The Rev. Blaine Hammond, St. Peter's Church, Seaview*, spoke against the amendment noting that the clergy are charged at ordination to take their place in the councils of the church. *The Rev. Richard Younge, interim, St. Clement's Church, Seattle*, asked if retired clergy serving as interims would also not have a vote. *Pat Taylor* clarified that it was her intent that the resolution cover non-serving retired clergy only. *Bishop Warner* noted that this appeared to be a constitutional issue and was not appropriate at this time. *Pat Taylor* withdrew the amendment.

Sheila Witte, St. Paul's Church, Port Townsend, opposed the resolution and expressed an interest in seeing more members from rural congregations participating in the convention and her feeling that fewer delegates would limit exchange of information between rural and urban church communities. *Bob Thorndike, St. Paul's Church, Bellingham*, offered an **amendment** to change the distribution of delegates as follows: *Any number not over 200 – 1 delegate; 201-400 – 2 delegates; 401-600 – 3 delegates; 601-900 – 4 delegates; 901-1200 – 5 delegates; Over 1200 – 6 delegates*. *Thorndike* noted that this accomplished the same end while keeping the current balance between large and small congregations rather than shifting the balance toward small congregations, and that, with the elimination of the requirement of equal male/female representation, one delegate from a congregation was possible. *The*

Rev. Nigel Taber-Hamilton, St. Augustine's in-the-Woods Church, Freeland, spoke against the amendment because the resolution as submitted moves the balance of power out of the Seattle area to the rural congregations. The Rev. David James, St. John's Church, Olympia, spoke against the amendment because it puts us in a permanently Episcopalian split state of mind rather than being more inclusive. The Rev. Dale McQueen, St. Andrew's Church, Aberdeen, spoke against the amendment and against the resolution commenting on how excited members of his congregation were when they passed the 200 mark and earned four representatives to the convention. Laughlin, Church of the Redeemer, Kenmore, spoke against the amendment because she wanted to offer a different amendment that would change things in a different way. An unidentified male spoke against the amendment and against the resolution because it singled out a reduction only in the lay voting membership and there were other ways to contain costs besides reducing the size of the convention. The Rev. Mary Gould, St. Mark's Cathedral, Seattle, **called the question**; debate ended on the amendment. The **amendment FAILED**.

Discussion continued on the main motion: The Rev. Kathy Glenn, St. Andrew's Church, Tacoma, spoke against the resolution because of the importance of the voices of the laity in the church. Jesse Barnum-Reese, youth presence from All Saints Church, Bellevue, spoke against limiting the number of lay members of the convention as it could have an adverse affect on the youth. Carter Mears, St. Mark's Cathedral, Seattle, noted that it was more important to have more people gathered at a time when we have issues around communication. Lee Darrow, Church of the Redeemer, Kenmore, **moved** that the resolution be **referred to the Constitution and Canons Committee** for further review. David Paisley, St. James' Church, Kent, supported referring to committee and stated that the simplification proposed was a good thing and that reducing the number of delegates from the larger churches would help to provide a more senatorial balance of around six to eight delegates per church. The Rev. John Ackermann, St. Stephen's Church, Longview, **called for the question** on the referral; debate ended. The **motion to refer FAILED**. The **question was called** on the resolution; debate ended. **Resolution #12 FAILED**.

Judy Andrews placed on the floor **Resolution #13, Council meeting locations**, and moved for its adoption.

Resolved, that the 94th Convention of the Diocese of Olympia direct the Diocesan Council to establish the goals of: 1) involvement of all regions in the hosting of Council meetings with the intent of bringing the Council more into the forefront with the regions and congregations; 2) developing a program of holding meetings in the five areas – north, central, south, east, and west – with at least two each year to be outside the greater Seattle area; 3) recognizing that the additional costs involved should be borne by the congregations of the region or region hosting; and 4) developing program methods for direct interpersonal involvement of the congregations in the data accumulation processes of the Council with respect to history, cultural practices, facilities, outreach, and other programs and concerns of their community.

Explanation: This proposed practice is modeled after the Diocese of Newark (NJ) where it has been successfully in place for a number of years, and where the benefits of face-to-face contact with leaders of the more than 120 congregations with widely-varied history, challenges, concerns, and accomplishments have been noted. Implementation is by diocesan administrative staff who arrange and publish the meeting schedule well in advance with appropriate information to the host congregations. Council agendas will show as first order of business a short presentation by clergy and/or lay leader(s) of the host congregation. Overnight hosting, as needed, should be encouraged, rather than use of hotel-motel accommodations. *Submitted by the Willapa Regional Ministry.* **Resolutions Committee Recommendation**: DO PASS. **Rationale**: In its consideration of this resolution, the Resolutions Committee believed that something useful would be achieved by the goals and resulting activity. The knowledge to be gained by the members of Diocesan Council regarding the regions and congregations and by the regions and congregations regarding the Council could benefit all parties and make the workings of the Council more transparent. **Resolution #13 PASSED** with no discussion.

Judy Andrews placed on the floor **Resolution #14, Cost of Living adjustment**, and moved for its adoption.

Resolved, that this 94th Convention of the Diocese of Olympia authorize the setting of the Cost of Living

Adjustment for 2005 for diocesan congregation ranges at 3%. Explanation: As required by Canon 23, Sections 2 and 5, and Canon 12, Section 4, the Personnel Commission, at its June meeting, set the Cost of Living Adjustment (COLA) for 2005 for diocesan congregation ranges at 3%. This is based on the BLS (Bureau of Labor Statistics for West cities under 1,500,000 population) COLA information for the calendar year May to May. *Submitted by the diocesan Personnel Commission.* **Resolutions Committee Recommendation:** DO PASS. **Rationale:** The Personnel Commissions' recommendation for the cost of living adjustment is consistent with its recommendations of previous years. **Resolution #14 PASSED** with no discussion.

67. Report of the Committee on Resolutions

Judy Andrews introduced the first six-hour resolution, Resolution #18, Unemployment Policy, and requested a motion to consider from the floor. A **motion to consider** was **made, seconded** and **PASSED**.

Resolved, that this 94th Convention of the Diocese of Olympia retain its policy on unemployment established at the 86th Diocesan Convention in 1996. **And be it further resolved**, that the Personnel Commission prepare educational materials for, and make recommendations to, the congregations of the Diocese regarding funding said unemployment benefit. Explanation: The Clergy Association believes we should do more work to try and fund this just policy before we remove it, such as exploring funding methods through advanced payments, pooling or other mechanisms. *Submitted by the Clergy Association of the Diocese of Olympia (CADO) Board.* **Resolutions Committee Recommendation:** DO PASS. **Rationale:** The Resolutions Committee viewed this as a justice issue and agree that a broad policy such as the one proposed here should be in place. However, the means for funding such a policy needs to be found and disseminated to congregations.

Discussion: *The Rev. Jeff Sells, St. David of Wales Church, Shelton, and president, CADO, spoke in favor of the resolution noting that it is an attempt to focus on the issue in congregations, particularly regarding lay employees. The Rev. Ann Lukens, St. Michael & All Angels Church, Issaquah, proposed a friendly amendment to change the word "retain" in the first resolved to "suspend for one year."* ACCEPTED. *Lukens noted that the problem is one of exposure and that the*

current policy, which has been on the books for eight years, has remained unfunded. The Personnel Commission feels that the current policy is not serving the diocese well and by leaving it retained during the coming year we continue to expose our congregations and the diocesan budget to financial obligations that cannot be met. Suspending the policy for one year would provide time for the proposed study. *Bill Kates, Epiphany Parish, Seattle, spoke against the resolution and asked that the policy remain on the books and be funded. Barbara Swecker, St. Stephen's Church, Seattle, called the question and debate ended.* **Resolution #18 PASSED.**

A **motion to consider** Resolution #19 regarding relationships with the congregations in Poulsbo and Oak Harbor was **made, seconded** and **PASSED**.

Resolved, that this 94th Convention of the Diocese of Olympia acknowledges the pain felt by many, and especially by members of St. Charles, Poulsbo, and St. Stephen's, Oak Harbor; and stands ready at any time to reenter the unfinished conversation we began together at the Table of Our Lord, Jesus Christ.

Explanation: Taking the initiative in reconciliation is central to our work; we do not accept our separation as the last word; Eucharistic fellowship is nurture and healing. *Submitted by the Rev. Joseph Hickey-Tiernan, and the Rev. Michael Carr, St. Andrew's Church, Port Angeles.*

Resolutions Committee Recommendation: DO PASS. **Rationale:** It is important to affirm this intention and to support the bishop in extending the invitation to keep the dialogue open. **Resolution #19 PASSED.**

A **motion to consider** Resolution #20, Medical and Dental Coverage, was **made, seconded** and **PASSED**.

Resolved, that this 94th Convention of the Diocese of Olympia provide access to medical and dental coverage for domestic partners of all eligible employees. This coverage to be available to domestic partnerships of all sexual orientations. Explanation: Providing wellness and wholeness of body, mind and spirit for all of God's beloved is a justice issue of our times. Our brothers and sisters in the Diocese of Newark, the Diocese of Indianapolis and the National Church staff provide domestic partner coverage. The City of Seattle, King County and many other governments and entities, in their secular wisdom, also provide domestic partner benefits for employees. The Episcopal Church in Western Washington can follow the footsteps of Jesus by taking a stand and voting to include benefits equally for all persons in

committed relationships. *Submitted by consensus of the delegates of St. Mark's Cathedral, Seattle; Transfiguration, Darrington; St. Paul's, Mount Vernon; Christ Church, Anacortes; St. Mark's, Montesano; St. George's, Seattle; Epiphany, Seattle; John W. Ruder, Katherine Sedwick, Nancy Tiederman, Thomas A. Bigelow, Richard Buhrer, Nigel Taber-Hamilton, and the Reverend Patricia Trytten.*

Resolutions Committee Recommendation: DO PASS.

Rationale: The Resolutions Committee felt that the explanation given clearly expresses the reasons for adoption of this resolution.

Discussion: *Steve Day, Epiphany Parish of Seattle*, stated that the diocesan Insurance Committee had no objection to the resolution. *Joan Oliver, Church of the Good Shepherd, Vancouver*, asked if passage of this resolution would constitute official endorsement of sexual activity outside of marriage. *Mary Davies, St. Paul's Church, Port Townsend*, asked if passage of this resolution was an endorsement of sexual relationships outside of marriage for heterosexuals as well. *The Rev. Mary Gould, St. Mark's Cathedral, Seattle*, referred convention members back to Resolution 17, which exempted from coverage those with insurance through partners and commented that the policy should work both ways. *Sally Barnes, St. Andrew's Church, Seattle*, commented that a sexual relationship was not required to meet the federal requirements of partnership. *Herb Holeman, Church of the Holy Cross, Redmond*, agreed that every person needs insurance but that this issue was divisive at this time...[break in tape] ...*unidentified male from St. Columba's Church, Kent*, stated that the resolution was problematic, but urged passage of it as an issue of morality. *The Rev. Kathy Glenn, St. Andrew's Church, Tacoma*, commented as to whether passage of the resolution would be saying okay to same sex relationships and concluded that this was a moral resolution about providing healthcare, which could be done without approving sex between two men or two women. *Larry Blinn, St. Stephen's Church, Longview*, **called the question**; seconded and PASSED. **Resolution #20 PASSED.**

Judy Andrews **moved** for the adoption of the Courtesy Resolutions, **seconded** and PASSED.

Be it Resolved, that the 94th annual Convention of the Diocese of Olympia express its appreciation for the leadership and ministry of our Bishop Diocesan, Vincent Warner. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia welcome Shen, wife of Vincent Warner, Bishop Diocesan, and their son, Victor, to our diocesan family. **Be it Resolved**, that the 94th annual

Convention of the Diocese of Olympia give thanksgiving for the leadership and ministry of our Presiding Bishop, the Most Reverend Frank Griswold, and that of his wife, Phoebe. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia celebrate and give thanksgiving for the ministry of the Rt. Rev. Sandford "Sandy" Z.K. Hampton, and his wife, Mari. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia warmly welcome the Rev. Bavi Edna "Nedi" Rivera, Bishop Suffragan-elect, and her husband, the Rev. Robert "Bob" Moore, to the Diocese of Olympia and wish them a fruitful ministry in our diocese. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia express grateful appreciation to the Rt. Rev. Victor Scantlebury for his prayers and witness with us in our convention deliberations and for his energetic presence with our Hispanic ministries during his visit. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia express its thanks to all persons – lay and clergy – who have given freely of their time and talents to provide leadership for this Diocese over the past year, especially those who are completing their terms on Diocesan Council, Standing Committee, Board of Directors and various boards, commissions, committees and task forces. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia send its love and best wishes to our Bishop Retired, Robert Cochrane, and his wife, Terry, and to Lillian, beloved wife and widow of Ivol Curtis, Bishop Retired of Olympia. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia send its greetings to Mary, wife and widow of David Cochran, Bishop Retired of Alaska; and to the Rt. Rev. Cabell Tennis, Bishop Retired of Delaware, and his wife, Hyde, who make their home in our Diocese. **Be it Resolved**, that the 94th Convention of the Diocese of Olympia remember in their prayers all those in countries around the world where war, or the threat of war, is a daily reality, and for all in military service who risk life and personal safety on our behalf to bring about peace, especially the military chaplains in their rounds, duties and deployment. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia recognize and celebrate the 100th anniversary of St. Paul's, Bremerton, and Christ Church, Blaine. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia express its thanks and appreciation for the leadership of the Rev. Patricia Rome Robertson as President of the Standing Committee. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia express its thanks to the Secretary of Convention, the Rev. John G. Schaeffer, and to those who assisted him in preparing for this Convention. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia express its thanks for the ministry of all who gave their time and talents in this convention's planning: the Commission for Ethnic Ministries, our hosts; Liturgy and Music for creating the environment for prayerful deliberation and spirit-filled liturgies; for the Chair of Dispatch of Business, Mr. Miller Adams, and especially Ms. Dede Moore, Convention Coordinator, for their dedicated and effective work. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia express its thanks to those who served as pages, tellers and worked in other capacities behind the scenes, making it possible for this Convention to be together and conduct its business to the Glory of God. **Be it Resolved**, that the 94th annual Convention of the Diocese of Olympia express its thanks and appreciation to the diocesan staff who work faithfully on behalf of

the people and congregations of our Diocese and the wider Church each and every day in the spirit of Servant Leadership.

Special Presentation

Members from St. David of Wales Church, Shelton, presented to Bishop Warner, in recognition of his continuing work for peace in the Middle East, a replica of the peace candle that burns in the sanctuary of St. David's Church.

61. Announcements

62. Noonday prayers

Bishop Warner recognized Secretary John Schaeffer for announcements, followed by noonday prayers and a lunch break.

55. COTA (Church of the Apostles)

Bishop Warner recognized the Rev. Karen Ward for the presentation. Ward commented on this post-modern ministry in Seattle's Fremont neighborhood, "otherwise known as the center of the universe." The ministry is in the process of raising funds to purchase a church home. The presentation continued with a video.

57. Episcopal Relief and Development (ERD)

Bishop Warner called on Brian Sellers-Petersen for the presentation. Sellers-Petersen brought greetings from the ERD honorary chair, Frank Griswold; the ERD chair, Harry Bainbridge of Idaho; ERD president, Sandra Swan; and board member from the Diocese of Olympia, Kurt Delbene. He expressed appreciation for the support of ERD from across the diocese and noted that we are one of the top five per capita donor dioceses in the Episcopal Church. Peggy Cleary, St. Mark's Cathedral, Seattle, continued the presentation by talking about her experience working on mission through ERD in Namibia and South Africa, and her experience, first hand, of the devastation of HIV/AIDS with one of the lowest socio-economic groups, women and children. She concluded by saying, "Nobody can do everything, but everybody can do something."

58. Bishop's Society—Dick Blount

Bishop Warner recognized Carl Knirk to introduce Dick Blount from St. Mark's Cathedral, Seattle, for a witness talk.

Blount: If we've given a portion of what will be left behind when we die, it can become a non-issue. ... Six years ago, when I was facing a heart valve replacement, Carolyn and I finally got our affairs in order – up-to-date wills, health care directives, powers of attorney, and gifting a rental house to fund a charitable trust that

makes up a large portion of our gifting at our death. ... Carolyn and I receive a deposit into our checking account each month that equals the rent we used to receive. We also asked our three adult children how they would feel if we divided our estate into quarters, instead of thirds. Each child would receive a quarter and the fourth quarter would go to the church and other charities. We'd like to return to God a portion of what he has so blessed us with. ... My priorities will be reflected not only in my checkbook, while I am alive, but in my instructions prepared before my death. ... Do something lasting and worthwhile this election season – take steps to leave a gift to your church in your will or by some other means. Enjoy the pleasure of knowing your assets will be going where you want them to go – by joining the Bishops' Society now – and know the joy of having that worry become a non-issue.

65. Washington Association of Churches

Bishop Warner called on John Boonstra, Executive Director, for the presentation.

Boonstra: On behalf of the Washington Association of Churches, its ten member communions, and ten local and regional ecumenical partners across the State of Washington, I bring you greetings and best wishes. ... I have been the director of the WAC for 15 years and throughout that time Bishop Warner and a good long list of active ecumenists have shown the Episcopal Diocese of Olympia to be a valued member of the association. Bishop Vincent has been an inspirational leader who has given the ecumenical movement strong spiritual, emotional and capacity-building support at a time when critically needed ecumenical organizations experienced a vulnerability that comes with economic hard times. In recent days we have been blessed with leadership of Dick Blount, the Rev. Pete Strimer, the Rev. Dan Conklin, and your current board delegate, the Rev. Ray Sheldon, deacon/administrator from Faith Episcopal in Kingston. The WAC is an ecumenical table that brings together over 1600 congregations and religious organizations throughout the state. The association brings compassion and justice into the public life of our state. ... Rarely can we remember feeling such intensity as our state and our nation prepares to vote. The political choices before us have been great sources of division, conflict and fragmentation, but at the same time the political choices before us are tremendous opportunities to bring about social transformation and political democracy. ... The role of the ecumenical church must be to cultivate a religious vision and spirit of hope in a culture dominated by fear, war, occupation, infringement of human rights, and the disassembling of our social infrastructure. ... Our Christian faith tells us that behind every issue there is a relational opportunity to love the peoples of God. ... Disparity between the rich and poor in our state is unconscionable and it's growing. Washington is one of the top four states in the country with its unemployment rate. Washington is among the top five states in the US in rates of hunger. Seven hundred thousand people in the state of Washington have no health insurance. ... Washington state has the most regressive tax system in the United States. And our state budget is not adequate to meet the needs we have in human services, education, health care, and the protection of our natural resources. ... Your support of the WAC has impacted God's people ... Those at risk of homelessness now have better support. ... Hungry children have more access to food stamps. ... More people have access to school lunches. ... Immigrant farm workers have more access to

safe housing. ... Low wage workers in Washington have the highest minimum wage in the nation. ... We give thanks for the leadership, and moral and religious presence of the Episcopal Diocese of Olympia in our community. ... With you together, I pray that we will work to improve and strengthen our capacity to follow the mission of God as servant leaders.

66. ELCA, NW Washington Synod,

Bishop Warner called on Chris Berger, Bishop, Northwest Washington Synod, ELCA, to bring greetings.

Berger: I bring you greetings from the 54,000 baptized members of the Northwest Washington Synod of the Evangelical Lutheran Church in America, our 113 congregations – one in development by ourselves and one in development in partnership with you. I was one of the first bishops installed after *Called to Common Mission* was adopted so I am told by my colleagues that I am a “real” bishop – whatever that means. ... I want to thank you for the warm welcome that you provide to our people on a regular basis. I am pleased to see we have a presence in your midst. ... We serve in the mission field. Most of our friends and neighbors have no clue what we are about, and so we can no longer talk about being Lutheran or Episcopalian, we have the responsibility to say: “What does it mean to be a follower of Jesus Christ,” and how can we work together. ... Thank you for the model of your bishop.... Thank you for the way in which we work together.

64. St. Petersburg Hospice Project

Bishop Warner recognized the Rev. Nigel Taber-Hamilton for the presentation.

Taber-Hamilton: Thank you for giving us the opportunity to report back to you about the St. Petersburg program, which is a part of the Sister churches program of the Church Council of Greater Seattle. ... Last year part of the Convention Eucharist offering went to the Sister Churches program -- about \$3,000. ... [the St. Petersburg Hospice Project] was founded by Father Alexander Tschenko. ... St. Mark’s Cathedral and St. Augustine’s in-the-Woods are partners in a program with two St. Petersburg area churches, and Father Alexander wanted me to come here today and tell you how thankful he is for your wonderful gifts to him last year. Last year there were five young patients. ... And all of those five have of course died. That’s what hospice is about. Last year there were no real facilities. Now the decrepit space that was made available to the Hospice has been transformed. ... This is what your donations have done. Now there are not five, but 65 children in this Hospice program. Five more were admitted last week. There are doctors, nurses and a new car to drive around St. Petersburg. And your gifts have helped make all of this possible. ... If you want to continue helping the Hospice – and they certainly need that help – you can send a donation to St. Augustine’s and [designate] it to the Children’s Hospice program.

54. Anti-Racism Training Task Force

Bishop Warner recognized the Rev. Connie Moorehead and the Rev. Fred Jessett for the presentation. Moorehead and Jessett reported on the progress during the past year.

Moorehead: ARTTF began to bring people of color into diocesan activity and included a discernment process in 2001. We have five postulants and eight aspirants for holy orders and, after January 6, I think we’re going to double that. ... We are grateful for the development of five Hispanic missions in the diocese. Five other congregations are discerning a call for this ministry. In 2004, the diocese ordained the first known First Nations priest in the Diocese of Olympia, the Rev. Rachel Taber-Hamilton, and elected a woman of color as Bishop Suffragan, the Rev. Nedi Rivera. ARTTF and Ethnic Ministries have provided Christian education throughout this year. The Rev. Dr. Cartwright Davis provided training on *Serving with Power*, renewing African-American ministry and the Chinese presented a fabulous, fantastic fundraiser that was fun for everyone who attended. It’s been heartwarming to see the rich diversity of various races at diocesan events. Moreover, we’ve had 27 congregations and over 325 individuals completed anti-racism training. ... The Rev. Jerry Shigaki, Ethnic Missioner, and the Rev. Anna Maria Korathu, chair, Ethnic Ministries, are pleased and happy about the progress, and none of this would have happened without support from all of you. Anti racism training is a foundational step in developing a rich, diverse and inclusive diocese.

Jessett: ... My job is to motivate you to seek out the anti racism training that our task force offers. ... We’ve seen how our church is opening up to people of all racial, ethnic and language groups, to many people who have been moving to this area, and we want to prepare ourselves, those of us who are already in the church, to be welcoming. [We want] to recognize in ourselves -- because many of us need to become more aware – feelings or attitudes, even habits, that may cause us to say or do things that will not be welcoming to people who come from other ethnic or racial or language groups. ... We don’t want anything in our own lives to stand in the way of welcoming people and being able to share Christ with them. ARTTF is here to help us all become more open and loving and aware so that we can invite the whole world into the Church. ... Thank you for the opportunity to tell you about the work of ARTTF. [I] encourage you to ... join in our training sessions [to] learn ways to become more open and loving.

53. Bishop’s Society witness #2

56. Announcements

63. Greetings from St. Mark’s Cathedral

68. Charge to Convention

Items not completed

60. Recognition of volunteers, youth presence and staff

69. Final Announcements

70. Eucharist Preparation/Break

Bishop Warner announced that the offering from the Convention Eucharist would be divided between the St. Petersburg Children’s Hospice, AIDS ministry in the Sudan, and presents for 300+ children in the Skagit Valley. He recognized the work of the pages, youth presence, the volunteers, and the liturgists and musicians. Members of

the diocesan staff came forward to be recognized with applause. Bishop Warner thanked Dede Moore for her “genius at putting these things together.”

71. The Holy Eucharist

The Holy Eucharist concluded the convention. The Rt. Rev. Vincent Warner was the celebrant. The Rev. Nedi Rivera, Suffragan Bishop-elect, preached. Text of Rivera’s homily can be found in Section 2 of this Journal. The Eucharist included a commissioning of all those persons elected at this Convention to new positions in leadership in the Diocese. The Eucharist was offered “as a special thanksgiving for all who are gathered here, with those who are throughout the Diocese, for those who came before us whose names

we prayed earlier, and for the mission we share together, and in thanksgiving for Nedi’s arrival, for Sandy and Mari’s ministry, and for Bishop Victor’s presence in Lisbon and prayer in our midst.”

Adjournment

At the conclusion of the Eucharist, Bishop Warner declared the 94th Convention adjourned, saying, “In thanksgiving for all who participated, all who did the work of this Convention, and particularly Dede and those commissions who brought us together, in thanksgiving for all of you.”

Section 2

Addresses

Bishop's Address – the Rt. Rev. Vincent W. Warner
94th Diocesan Convention

Greetings to everyone gathered here, and on behalf of you, greetings to the Diocese of Olympia, the Episcopal Church in western Washington.

Our theme and our focus this year is on ethnic ministry and the Living Tree. The preparation for this Convention has been going on for at least two years by stewardship and planned giving, and by those who are part of the ethnic ministry commission. And I've been thinking about trees and the words we hear about them: "I am the vine, you are the branches" - you know where that's from - and the stories, remembrances, images and wisdom related to the theme of roots and branches. Living trees are many. Think of the connections that come to your mind. "I think that I shall never see, a poem as lovely as a tree"; "I talk to the trees, but they don't listen to me."; "I am the Lorax, I speak for the trees." Do you know where that comes from? Dr. Seuss. "A tree grows in Brooklyn." And there are a few perhaps less-familiar quotations. "One who plants a tree, plants hope!" I hope that is true for each of us as we take trees home at the end of this convention. "The true meaning of life is to plant trees, under whose shade you do not expect to sit."

As I thought about trees I suddenly remembered a particular tree. It was a tree I sat under on

several occasions. It is a tree that, I had been told, has been around for over 2000 years. A tree that even today blooms and has its leaves and fruit. It's an olive tree. It stands in a garden called Gethsemane, which is at the bottom of the hill after you go from the mount overlooking Jerusalem down through the valley and walk toward the entrance to the city. There is a garden and a church. I sat under that tree, being aware that tradition has it that Jesus sat there on a night when he struggled and wrestled with what he was called to do by God. And I think about how any of us might be moved by that space and that place in time. We don't have to go there. We can picture it. We can think of it. It's gnarled and extends out in all kind of different directions. There's a beauty about it that is hard to fathom. One of the things you know about that tree is that it has deep roots. The roots are deep as the foundations of our faith are deep. And yet the branches are still growing and sometimes have to be trimmed. Like all trees sometimes it grows straight and sometimes it bends over the church next to it. If a limb fell on the church or anybody else, it could become dangerous.

We start our faith journey in the biblical narrative in the Garden of Eden with the tree of knowledge

of good and evil. We heard that this morning. We continue with the roots of the tree of Jesse; and Moses is transfigured by the burning bush. At the back of St. Catherine's monastery, at the foot of Mt. Sinai is the burning bush. It is huge - I would call it a tree, not a bush - with bright red leaves. Moses was transfigured by that burning bush. How many times does Jesus use the imagery of "I am the vine," or the seeds that are tossed to the ground, or the branches?

Tree is community. It's another metaphor for the body of Christ that branches out into all the world. The harvesting of trees has built the economy of the State of Washington, and we are called to make them a renewable resource. At the end of Convention you will take trees back to your homes and churches to grow as a symbol of the living legacy you and the Christian faith are being called to give.

In these times I think about the storms that occurred in Florida, one after another, swirling around, pushing trees over, and tearing them down. I think that's an analogy for the fact that the trees that had deep roots survived, and those that didn't fell over. These are times of testing the foundations of our faith. Not just in the Diocese of Olympia, not just in the ELCA in the Northwest, but

throughout the Anglican Communion, throughout every part of Christianity, as well as other world religions. In these times, once more the Anglican Communion - the faith, the Episcopal Church - you and I - is being tested and our roots need to be deep enough to stand the test. The three-legged stool is solid, but I'd rather have at least four legs.

Two congregations have requested to leave the Diocese of Olympia to become part of the Anglican diocese of Recife in Brazil. When I thought I was having an appointment to hear about the Windsor Report. Windsor is the name of a castle and the name of a report. It's interesting how Anglicans, instead of naming something theologically have to name it after a castle in England. But at any rate it's a good report, and an important one. The rectors and wardens of St. Stephen, Oak Harbor, and St. Charles, Poulsbo, informed me of their intention. I have written to each congregation requesting that they do not follow through with their actions and that we remain together within the breadth of the Episcopal Church. I guess the analogy for me would be someone coming to me with their resignation and my asking them to please think about it. There are consequences. And there are actions. But there are ways that we need to deal with each other as respectful, caring Christians, no matter what our disagreements are.

I was told by the Presiding Bishop that some of the bishops have reacted precipitously and with lawsuits. I do not want to escalate. I want this to be a time to model how we can be together as a people of God. We don't do that very well sometimes in times of conflict.

Along with all that, our budget has been cut by adding a Bishop Suffragan and cutting staff incomes. I will take part of the responsibility - a lot of responsibility - for that because I am delighted with the person who has been elected. We had wonderful candidates. You voted three times for the election, but we didn't know the economics at the time and in my stubbornness we continued on, and in your stubbornness you ratified that. But there were many questions about how we would do it and as a result we have Nedi Rivera who I know is called to be a bishop of the church in this diocese.

Congregations have been impacted both by the economy, the actions of General Convention and by actions that I and others have taken for good or ill. The information in yesterday's paper reminds us that no one is able to move away from the impact of the financial realities which one person will interpret one way, and another interpret differently. The state's economy is not recovering as fast as we thought it would. Yesterday's paper said there were 350,000 people unemployed and that the comeback was not going quite as expected.

The Windsor Report, given to the bishops of the Anglican Communion from a committee established through Rowan Williams, the Archbishop of Canterbury, discourages all who intend to go to extremes to move out of relationship from taking actions without consultation. We are asked, on both sides, all sides, to act with regret and moderation in order to hold the Body together. We are called to move to a place of wisdom and concern for one another.

The new realities are conveying that just as we are a global economy, we are also a global church. For many centuries the Anglican Communion has been dominated by the northern hemisphere, by the Church of England, by the church in Europe, by the church in the United States. This decade has shown us something different. The church is growing radically in the Southern hemisphere - in Africa and in South America.

Our Convention is focused on ethnic ministry in the present and the future realities of that impact because our culture is changing. Although most of the faces here are white, we are starting to change. We are in the midst of it and we are in favor of it.

I grew up as what was called a WASP - an ancient term - white, Anglo-Saxon, protestant. It's out of date, folks. We are, in the present as well as into the future, multicultural, and we celebrate the election of our Bishop Suffragan, Nedi Rivera, a woman and person of Puerto Rican heritage whose father is a bishop of the church. She's the first woman of Puerto Rican heritage to be elected in the North American church.

When we look at all these new realities we look at the severe storms and we see the storm within the Anglican Communion and the Episcopal Church. Some see it as a fearful time. Will the church come apart? One of my close friends of over 35 years told me that I was a purveyor of optimism and sometimes not realistic. But, I see this as a time of opportunity. I see it as a time when God calls us to new possibilities. We must not rest on faith and hope alone. I must be realistic, as you must be, and follow the best fiduciary standards, for we

have this treasure not only in earthen vessels, but the treasure of the Gospel and the treasure of the assets and resources of the Diocese of Olympia, Inc., of which we are stewards.

And in the midst of that I keep seeing Jesus. I see Jesus in the back of this room, and in your faces and all around us saying, "What's going to happen here?" Are we going to get bogged down in 18 resolutions, or are we going to be called to a ministry that not only supports and loves each of us in his name, but also calls us out into the world? Are we going to be fearful, or are we going to act in faith? I see Jesus calming the waters of the storm on the Sea of Galilee when the disciples were terrified. I see Peter stepping off in faith, as many of us have, and then wondering whether he had taken the right step and then sinking. Jesus had to reach his hand out and pull him back up. I see people in our diocese worrying that we have too little when we have the largest resource budget out of 18 dioceses in Province 8. A lot of people would like to have what we have when we're cut by 20 percent. That's a reality.

I see people protecting the faith but unable to live out of the basis of our Christianity, which is grace, forgiveness, love, standing beside not over, holding accountable but not blaming, willing to compromise without controlling the outcome, trusting, validating each other, seeking the enhancement of the other and always holding the commandment to love one another and our neighbor as ourselves.

When I met with the people of St. Charles' and St. Stephen's we met in a spirit of love and friendship, and expressed that love and friendship. There was a bond

of peace and affection – and disagreement about what had happened nationally and internationally and some of the positions that I've taken – but a real commitment to respect the dignity of each other and we began and closed in prayer.

I see deep roots and a foundation of love of Christ inspiring us to deal with the brokenness we have by having a bishop, early next year, come in to be with us. His name is Bishop Ed Little. He's a member of the AAC and the Network. He has a different stance from some other bishops and yet comes to all of the House of Bishops' meetings. He is staying with the church and is a good friend. Bishop Little has been invited to come to be a pastoral presence with those congregations who have a conservative view and feel they are left out of the dialogue and their place in this diocese. He will be coming in early January and that will be one of a number of visits in the future. I hope you will welcome him and I ask that those of you who need to be with him and hear from him will let me know.

Now when I say he's a member of the AAC – I never know what some of these acronyms mean. There's the AAC, the ACC, there's the AARP (I know what that means) and there's triple A (I'm up to date on that) and AA, and WAC (which is Washington Athletic Club or Washington Association of Churches) and they will be here during this convention. And with ECUSA there is ERD which was PBF. There was the Presiding Bishop's Fund, which I thought was great, which is now ERD (Episcopal Relief and Development). But the AAC has

ARD which does the same sort of thing as ERD.

We are in a storm and at the same time we need to be aware that it will all come together in God's time. Let the conservative voice that is trying to hold deep roots to the faith be not only heard, but pastored and listened to. Let those of us who go out on limbs to the point of almost falling take the risk so that we can live in the tension that is the essence of the Episcopal Church in the Anglican Communion. Let those of us who are in the middle hold us together and be the glue. I'm a progressive, conservative, liberal, evangelical, Episcopal Christian. I know that all of us are many different things. I know that all of us are accepted and acceptable in the love of Christ. We are a complex, outspoken group of people who know how to love, laugh and argue. But at the end of the day let's hold hands, say our prayers and know we love one another in Christ. Those who go out on limbs, and those who seek to hold the faith all test the faith and are part of the Living Tree. We need each other! It seems to me that if we model that, if we live in that kind of faith and that kind of tension, that we provide something not only for the Anglican Communion but for our country and for our world, because the world is divided and our country is divided and there is chaos and war in many places. Even in our little corner of the world we are called to show that we can model Christ's love. General Convention action gave permission to ordain Bishop Gene Robinson. To some that was great news, to some it was not good news. The reality is that for some the Christology was wrong and for others it was exactly the

right thing. There are a lot of people who are still sorting it out and will be for some time. Do you know that we're still sorting out the ordination of women in some places? And some people, I bet, still have the 1928 Prayer Book.

The fact is, at one time women could not speak in church and they had to wear something on their heads. Now they not only speak in church, they are leaders and ministers in every order of ministry. At one time, all the priests faced the altar and the altar was facing the wall and the cross. And it wasn't too many centuries ago that priests illuminated manuscripts and had access to understanding and interpreting the scriptures that nobody else had. Now we have EFM and DSOMAT and opportunities for everybody to be a theologian because out of their baptism that is not only their right, but their responsibility. Now we are all teachers and students of God's action in history and in our lives. That empowers a lot of people.

Think of the things that have changed in your lifetime which have opened your heart, your mind, your spirit to new possibilities. Change is difficult for people. We grow, like shoots on branches, and in that comes new life and new testing.

Last year we were holding up and celebrating our roots of 150 years in western Washington and at the same time building the foundation for the future with the Living Tree and ethnic ministry, the shaping of staff and programs – building for the future. It was Nietzsche who said (and I don't often quote Nietzsche): "Out of uncertainty and chaos comes creation and new life." And out of certitude we limit ourselves and

stop the possibility of God's spirit entering in.

"Why confront reality? Whether change is abrupt or gradual, at some point it makes old beliefs and behaviors obsolete. Ignoring that reality is devastating...The fact is that wishful thinking, denial, use of filtered information, selective hearing, fear, emotional over-investment and unrealistic expectations as well as other forms of avoiding reality are deeply embedded in our culture. But what's been tolerated in the past can't be tolerated in this new environment. The price for the inability to confront reality is simply too high. Globalization is an old idea but we are only beginning to see what radical and pervasive changes it is bringing.

"The most widespread unrealistic behavior when the game changes drastically is to violate the First Law of Holes (when you are in one, stop digging). People redouble their efforts to do what they know best. They often achieve heroic results which are, alas, almost often pointless, because they fail to confront the new realities.

"Avoiding reality is a basic and ubiquitous human tendency. ...exercising the power of realism requires an open and inquisitive mind, intense curiosity, the intellectual ability to sort out complexity, the ability to persuade others and – under-girding it all – the courage of inner strength..."

This all comes from the president and chairman of the board of Honeywell International. It speaks right to us. And, of course, after making a decision to change, you must be tough enough to follow through. This means facing up to wrenching choices

about people, about resources, some of which will undoubtedly cause emotional pain. People will resist for all sorts of reasons, and it takes strength to stay the course. We live in that course. We live in that tension as well.

For clergy and laity, and particularly for those with round collars on, or who didn't bring them today, it's time to teach the faith. We are called to be teachers. We are called to teach not only about the Gospel and the love of Christ, but about the history and polity of our church, who we are as Episcopalians, who we are as Anglicans, how we came to be the way we are. If we don't have that foundation and understand it, when people are coming from a lot of different Christian or non-Christian traditions it's hard for them to have the foundation they need to make the decisions that need to be made. We are called to teach faith and to hold faith in change. After all, the 1789 constitution of our church was written by those who wrote the Constitution for the United States. If I remember correctly, that came after a revolution. We broke from England and now in the Windsor Report we're reuniting with primates. We didn't hear a lot about primates before 1998. Now the primates meet regularly and primates are bringing the whole global church together. On one hand we are building a different hierarchy which has some very good intentions. Clergy need to teach about basic polity and ways of being the Episcopal Church. The House of Bishops always has visitors and primates from other places, and in the midst of all of that, we focus on the fact that our ministry, each and every one of us, comes from our baptismal

covenant, not from our position which is not necessarily elevated, it simply has a different function.

It's time to teach. It's time for me to teach, it's time for you to teach. It's time for us to take that very, very seriously.

Every week I have started to look more deeply at the ordinal and the vows that I took at my ordination as a bishop. And every week I have the opportunity to go through the baptismal covenant. That's my accountability, along with Holy Scripture. One of my favorite poets, Rumi (I think he would have been a Christian if he had time) said, "Somewhere there is a field beyond right and wrong, beyond good and bad, somewhere there is a field, and I will meet you there." I hope that can happen for all of us.

Now, some final things. A mentor, a close friend, died recently. His name was Ancil Payne. Some of you may have known Ancil. He worked with Warren Magnuson, Scoop Jackson, he owned KING TV, he was in politics and a mentor and teacher to many of us. He said, "Let us take a close look at our own lives and institutions, and see if we cannot reintroduce better understanding, a renewed sense of compassion, and a genuine spirit of sharing and helping each other. In order to build a better society, we must personally pledge that compassion is not outdated, commitments are not outmoded and convictions are not outworn."

We say Yahweh, Allah, God, Jesus. We watch as Yasser Arafat goes for medical treatment after 40 years of being a leader for the Palestinians. We watch as the Prime Minister of Israel asks for withdrawal of people from the settlements in the Gaza, getting in

trouble with the very people who have been his supporters, but trying to do what is right for the whole and making a change. We watch as a huge wall is being built in Israel to separate the Palestinians from the Israelis. And we hope that the wall is not a wall that will be built around the church. We can't afford to not recognize each other, to build bridges, to have tree branches that reach from the Gaza Strip to Chinatown. Christ taught about the person at the gate, about those who are on the edge.

Council asked that congregations who couldn't or wouldn't pay their assessment become aided congregations. That's the last thing I wanted to see happen, but there are justice issues; there are also economic issues. I hope we can do everything we can with those aided parishes to help them and support them because many of them are trying very, very hard to carry on faithfully in ministry and should not be looked at as anything other than faithful members of our community. Those who are in protest are following a different route and we hold our hand out to them and let them know we need each other. Regardless, we agree on the Gospel summary of the law, loving God and our neighbor.

We live in chaos and tension. But as I think of that tree, we're grounded. And when I think of Christ under it willing to make a sacrifice for love of us I know we're grounded. We've not respected each other because we haven't listened carefully to each other's opinions. At times we've not responded to the invitation to be at the table, quickly judging where others were in their

decisions or simplifying it too much. I regret not spending time with each congregation, priest and group. I regret the lack of opportunity to sit down and express appreciation for what each and every one of you does for the church and our society. It's a sad thing that we don't stop and celebrate the gifts we have, but rather focus on the divisions. Part of respecting one another in God is that respect belongs to reverence and expresses a moral character that is neither too thick nor too thin. It's a feeling that's built into special relationships. We, by being a part of the Body have a special relationship to one another. That's what that water was being sprinkled for – understanding that respect is given because it's a gift.

In his poem "Birches," Robert Frost speaks of taking a break from the world and then starting over. My hope is that as we move out of this convention that we see it as a new beginning with new possibilities and with baby trees which were put in little bags in the diocesan house kitchen the other day. Robert Frost said, "I'd like to get away from earth awhile; And then come back to it and begin over. Earth's the right place for love: I don't know where it's likely to go better. I'd like to go by climbing a birch tree, And climb black branches up a snow-white trunk *Toward* heaven, till the tree could bear no more, But dipped its top and set me down again. That would be good both going and coming back. One could do worse than be a swinger of birches."

I want to close by talking about some action steps for 2005 and the values that under-gird them. Because I believe that we all need to be in relationship - that's the key to who we are - personally I will set

aside Tuesdays and Thursdays to be out of the office, visiting in congregations with clergy and lay leadership having lunch, having dinner, having quiet time, praying together. There are always meetings to go to, people will be upset with me for not being with one commission or board or another, but it's something I've wanted for 15 years. In my last years that's what I'm going to do. (When I was a archdeacon I could do what I want to, but when you become a bishop you get assigned.) That's the first action step.

I will call together a group of people, lay and ordained, from across the diocese to gather every other month. This group will provide insight and perspective to those of us in diocesan house who are in leadership. We need to know what's happening; where is the good news and where are the obstacles. This is a consultative, reality-testing group, not making decisions, but a group that will be able to tell the truth in love and help us know where we need to expand our ministry. A second action step.

A third action step: Aided parishes. I see this as an opportunity and visits will proceed following this convention on how we can provide support. We had a call from one of these parishes yesterday letting us know that their 2004 total assessment will be paid in full – the vestry has made it a priority.

A fourth action step: We must face the real-time objective of dealing with diocesan assessment. We deal with an assessment that's based on what was happening two years ago. I'm not calling for a whole evaluation, but there must be other ways to support where it's happening in the congregations

which are the primary mission frontier and I believe the congregations and the specialized ministries do heroic work and should be supported in that and that we should carry on a ministry in this diocese that provides resources for that ministry. That means we have to change the way we look at diocesan assessment.

A fifth action step: I am asking every Episcopalian to read, mark, learn and inwardly digest the Windsor Report – and it's written in British – which talks about regret for precipitous actions on either side, the values that undergird our relationships and looks carefully about the issues of justice and love for all of God's people. It's a very good report written by a group of people representing different views from different parts of the world. That's an action step I ask you to take part in.

Next action step: I am asking clergy, vestries and bishop's committees to work with the Office of the Bishop to find ways to keep our focus on the mission of evangelism, stewardship, ethnic ministries and the communication of the Gospel – not having our work dominated by differences.

My time as your diocesan bishop is limited. I am not giving you a date, but I promise you will not have me around as long as I've been here already. In the next several years, which is the time I will be here, I want us to really demonstrate the love of the body of Christ. We have a new opportunity to provide models for doing things that will lead to reconciliation and mission. Anybody that's been around as long as I have has lots of reconciliation to do, particularly since I'm hard-headed, but my work in the future is to be chief

pastor of this diocese and to help build bridges to all who are in different positions. I do want to say that though I will try not to stir the waters I will still have views that have to do with social justice and care for the whole world.

And an action step that I hope you take back home with you: I encourage each of us to be intentional about serving in some way, in some place, with our hearts and our hands. This is a way for us to carry out our discipleship to proclaim by word and action. Many of us are daily finding ways to share the love of Christ in the marketplace. Think about the opportunities and calling to serve that you have, but haven't found the time or place for it that would give you joy and you haven't been able to do it. Often we say we'll wait until we can get around to it. There's no better time than the present. Where are the places in your life that you serve beyond the vestry, or the search committee, or whatever committee you're on. Where are the places where nobody knows you're an Episcopalian. Just out of your heart in Christ you are doing work that matters to you. Take this intentional act of discipleship to your congregation and encourage each person to act in the name of Christ and find a place where, outside the church, they can be by a bedside, or help somebody who is dying, or do any number of things. Many of you are doing those things already, but those are the places that feed us. They are not institutional they are simply based on our life in Christ together.

The last action step: Get a spiritual partner, a prayer partner. I had Bishop Scantlebury come up because I need prayers and because I need another person in Christ to offer those prayers. People who are

ill in this diocese always receive prayers. They tell me over and over again that it makes a huge difference to them and they feel healed by them. Find someone to journey with. If you do not already have this relationship, or if you are

already in a Cursillo reunion group, or whatever it might be, that's great. But if you don't, we need to be grounded together in Christ and we need to have somebody to say our prayers with.

I will end with the values; it's a short list. These are unwritten business rules that are in the church as well vs. God's principles:

Business Rules

Achieve results
What can I get?
Success = dollars
Work is to please people
Fear of the unknown
Leadership is being first
Take charge; surrender means defeat
The end justifies the means; get to
The outcome regardless of how you
Slave to the urgent
You can never produce enough

God's Principles

Serve a purpose
How can I give?
Significance = people
Work is to please God
Living with hope
Leadership is being last
Let go; surrender means victory
The means justify the end; do the right thing
Regardless of the outcome accomplish it
Freedom of choice
Unconditional love

Now, I'm not speaking of the world of business. Many businesses do this better than the church. We need to recognize that whatever we do, sometimes we work on models of success and failure rather than models of forgiveness, grace and unconditional love. We live in the midst of this internal struggle, but with all of these things, the action steps, the charges, the tensions, think of the roots of the tree and think of the fact that the tree still blooms and that Christ still is there to hold your hand. Your actions will bear much fruit. In all that we do, remember to say and to pray – as I do every day – we will do this, but we will do it with God's help. Thank you.

Sermon by the Rev. Nedi Rivera 94th Diocesan Convention

May God's words be in me, and may you hear God, not me. Amen. We've been talking about trees, the Tree of Life, the Tree Conventions, to elect a leader, the shoot of Jesse, and now the mustard bush that becomes a tree.

All weekend I've thought about the liturgy and music committee, and how they were responding to this theme of The Living Tree, imagining the meeting where they all gathered together over a good meal and a good bottle of wine (liturgy committees seem to do it that way), but even more, over a really good Concordance. Do you suppose that they laughed out loud as we giggled yesterday over that passage from Judges. "You be king, no, you be the king." The olive tree, the vine, and the fig I'll add. And they all refused the honor. So it is given to the bramble, which may lead our imaginations to the Gospel we've just heard. Mostly, though, we have heard about the flowering of trees, the fruit and the produce, the beauty and the generosity that they provide

for all of creation. How these trees show us God's abundant love and grace, from the Garden of Eden, to the shoot of Jesse, to the Tree of Life producing the twelve kinds of fruit. You haven't heard that one yet, we'll hear about that at the end of this service.

All of these images are ones that have deep roots for us. The pun is intended. In our corporate memory and in our collective unconscious, the lush gardens, the bountiful fruits, and indeed the signs of God's abundance and graciousness, these are what we hold in our hearts as God's creation. They also say something to us about the way things are suppose to be, and about the heavenly city that we expect and anticipate. And so it is, we say to ourselves, the Kingdom of Heaven is where there is nothing lacking, where there is no poverty, no weeping and no sorrow. The Kingdom of Heaven is abundance, it is the healing of nations, it is God's Reign of Glory, the flexing of God's heavenly muscles so that

the image of the mustard bush is indeed of the greatest of shrubs, a tree so big the birds build their nests in the branches. The Kingdom of Heaven is all of that, and it is something else.

Now what I wanted to do at this point was to fold the t-shirt for you, but you can't see it. So I'll just tell you about it. After we folded the hundred t-shirts that we got for the multicultural ministry the other night, Matthew told us how to do it right. And the way you do a t-shirt right is you lay it out with the top up, not the bottom up like we mostly do, and you grab the to., about halfway you grab a piece here and a piece there just on the other side of the symbol you want to show, and then you fold it inside out, so that the fronts are folded together. And then, you pick it up, shake it out, and lay it on the table, and it is folded beautifully with the sign up.

As I saw that, I figured out what I wanted to do with this sermon, because what Jesus' saying in this parable is something different than what I've been talking about. Jesus put before them this parable, the Kingdom of Heaven is like a mustard seed that someone took and buried in the field. There's nothing about a tree there at all. Or not yet. The Kingdom of Heaven is like a seed, a seed buried. In the verses that follow this parable, there's another parable. You'll recognize this one too. The Kingdom of Heaven, Jesus says, is like a baker putting leaven in the bread dough. What's happening here? Jesus is taking our expectations and turning them inside out and then laying them neatly on the table so that we can see the truth that is before us.

Tom Bigelow told us the other day about how he faithfully visited a lonely old man who appeared to have nothing. He planted a seed in the ground. The man wasn't even a member of his congregation. It was in a field outside. I wonder what his vestry thought of him spending that time away that way.

And the seed grew into a great tree, but the seed is Tom's visiting. Where is that seed in our lives? Through an amazing vision, Peter discovered the seed of understanding in the understanding that God was present and God's creation in everything, even that which appeared to him to be outside of God's love. What was in God's eyes wasn't in God's circle. God's abundant spirit could be poured out on people who were planting a seed, and planting that seed in a place that seemed outside of our own field. The rest of the parable is just telling us what God will do with that seed once we have planted it. The Kingdom of Heaven is like the seed planted in the field, the Kingdom of Heaven is about

planting and burying the seed. And planting and burying seeds is about faith and trusting that God will do what God does.

We have great dreams in this Diocese. We dream of a garden with a multi-cultural beauty of fruits and flowers of every color and size and description. We want many generations in our Church, and so we plant seeds by inviting you to be full members of this Convention. We plant seeds in Fremont in an emerging church, tiny as it is now, and outside of our usual field. We want a church of many cultures, so I asked the Clergy of Color, when I had lunch with them the other day, to vision that for me, to tell me what would that look like in this Diocese?

We came up with a vision that if you walked into any Episcopal church in this Diocese, that you would see at least two cultures evident. We weren't envisioning one here and one there, but if you walked into any congregation you would see evidence that people of different cultures worshiped there. We could plant seeds by putting up icons of the Virgin of Guadalupe, or have your Tibetan bells that you use to mark the silence of sitting out ready in the prayer group. Or these beautiful cloths that are different than we used to use for worship. These seeds are planted so that a great garden will grow, but there is one more thing we need to know about planting seeds.

The Kingdom of Heaven is in the seed. We don't plant the seed so that we can have the Kingdom of Heaven, we have the Kingdom of Heaven as we plant the seed. I didn't have a chance, and I probably couldn't do it in this sea of faces, but I think that if I had asked Tom Bigelow why he visited that man in his little house, that he would have said, "It's because God's grace came to him in those visits."

All of you Stephen Ministers and people who visit know that. Peggy told us about the seeds that we can plant in Africa, but you could also read the Kingdom of Heaven in her face and in her voice as she talked about being there, ready to plant those seeds. The peace of mind that Dick Blount talked of came from planting the seed, not from the garden that he had grown.

My sisters and brothers, as we leave this Convention, we have dreams of a beautiful garden. We have the potential for huge trees in these Douglas firs, and we are invited to plant them. God has invited us to plant seeds in fields outside, to go and discover in those fields as we plant them the Kingdom of Heaven that is waiting there for us in the seed, in the planting, and in the possibilities.

Section 3

Reports to the 2004 Convention

Clergy & Staff Transitions since Convention 2003 (04/A/16)

Canonical clergy

Christine Demura, St. Margaret, Bellevue
Jane Maynard, Good Samaritan, Sammamish
Bridget Moore, St. Luke, Sequim
Kathryn Ballinger

Elizabeth Bloch
Peter Kalunian, Resurrection, Bellevue
Mary Allen, St. Philip, Marysville
M. Sue Reid, St. Mark's Cathedral, Seattle

Clergy who have retired from full-time ministry

Robert Christie, St. Paul, Bellingham
Stanley Fowler, St. Andrew, Seattle
Guy Sherman

Thomas Bigelow, St. Luke, Renton
Susan Crieghton
Joyce McConnell, Faith, Kingston

Clergy reinstated

Alan Mack

Clergy transferred to other dioceses

Tasha Vache Brubaker to Virginia
David Gunderson to Montana
Timothy Sexton to Hawaii
Michael Ramsey-Musolf to Los Angeles

Sonja Hudson to North Carolina
Dorsey McConnell to Massachusetts
Morrill (Woody) Peabody to Rio Grande

Renunciation of ordination vows

Robert S. Downs, Jr.

Clergy licensed

Don Miller
Robert Beveridge
Nancy Allaire

Charles Atcheson
Mary Anderson
Phillip Ayers

James Elliott
Kevin Pearson

Deacons ordained

Suzanne Strieff, St. Matthew, Castle Rock
Raymond Sheldon, Faith, Kingston
LeRoy Borders, St. Matthew, Castle Rock
Elizabeth (Janie) Cochran, St. Matthew, Castle Rock
Jeff Littlefield, St. Stephen, Orinda, California

Gerald Garman, Good Samaritan, Sammamish
Susan Stroup, St. Paul, Bremerton
Linda Santman, St. Matthew, Castle Rock
Shawn Carty, St. Michael & All Angels, Issaquah
Gary Lobdell, Holy Spirit, Missoula, Montana

Priests ordained

Tasha Vache Brubaker, Christ Church, Glenn Allen, Virginia
David Marshall, St. Stephen, Seattle
Edith Weller, Trinity, Everett

Patricia Baker, St. Clare, Snoqualmie
Katherine Sedwick, Trinity, Seattle
Rachel Taber-Hamilton, St. Augustine, Freeland

Candidates for ordination/sponsoring congregations (as of 10/22/04)

Marilyn Cornwell, Emmanuel, Mercer Island
Glen DeShaw, St. John, Olympia
Mary MacKenzie, Resurrection, Bellevue
Travis Smith, St. Alban, Edmonds

Harley Crain, St. Alban, Edmonds
Alan Gates, St. Peter, Seattle
Ann Saunderson, Christ Church, Puyallup

Postulants (as of 10/22/04)

Connie Carlson, St. Andrew, Seattle
Les Carpenter, St. Margaret, Bellevue
John Daniels, St. Thomas, Medina
Vicki Dogaru, Holy Spirit, Battle Ground
Elizabeth Forbes, St. Peter, Seaview
Paul Haggland, St. Elizabeth, Burien
Paula Harris-White, St. Clement, Seattle
Janis Johnson, St. Alban, Edmonds
William Larson, St. Luke Memorial, Tacoma
Philip Lewis, St. Aidan, Camano Island
Helen McKee, St. Stephen, Longview
Linda Potter, St. Columba, Kent
Elizabeth Rene, St. Mark's Cathedral, Seattle
Becky Scott, St. James, Kent
Jacque Smith, St. Joseph-St. John, Tacoma
Aune Strom, St. Thomas, Medina

Sally Carlson, Holy Spirit, Vashon Island
David Culp, Holy Spirit, Vashon Island
Dent Davidson, St. Mark's Cathedral, Seattle
D'Arcy Figuracion, St. Luke, Tacoma
Elisabeth Fitzgibbons, St. Mark's Cathedral, Seattle
Ron Harris-White, St. Clement, Seattle
Kay Kessel-Hanna, St. Thomas, Medina
June Johnson, St. Timothy, Chehalis
Andrew Leech, Christ Church, Anacortes
James Lofstrand, St. Hilda-St. Patrick, Edmonds
Anne Khin-Myatt Ni, St. Luke, Seattle
Shana Price, St. George, Seattle
Cyd Sanborn, St. Paul, Mt. Vernon
Brian Sellers-Petersen, St. Mark's Cathedral, Seattle
Kyle Stillings, Christ Church, Seattle

New to the Diocesan Staff

The Rev. Bavi Edna (Nedi) Rivera, Bishop Suffragan-elect

Nominations Committee Report to Convention (04/B/5)

Each candidate was asked to describe their congregation and/or diocesan positions held, pertinent experience, and goals or interests related to the office, in 100 words or less. Candidates were also asked to answer the following question in 50 words or less: A focus for our diocese is to "share our story and live our faith." How does your experience of God inform your daily life and ministry? Members of the Committee: *The Rev. Katherine Sedwick*, chair, Trinity Church, Seattle; *Mr. Tom Cashman*, St. Columba's Church, Kent; *Mrs. Carolyn Forbes*, St. Philip's Church, Marysville; *Mrs. Peggy Habegger*, St. Stephen's Church, Seattle; *Mrs. Jan Hanson*, St. Stephen's Church, Longview; *Mr. Andy Leech*, Christ Church, Anacortes; *Mr. Steve Tellari*, St. James' Church, Kent; *Mr. Liz White*; and *Ms. Dede Moore*, staff.

Nominees At-A-Glance

Diocesan Council: Kevin Allen, St. Paul, Bellingham; Jo Beecher, Komo Kulshan Cluster; Jerry Garman, Good Samaritan, Sammamish; Emmett Maloof, Emmanuel, Mercer Island; Jeff Sells, St. David of Wales, Shelton. *Standing Committee:* Clerical: Steve Garratt, Christ Church, Seattle; David James, St. John's, Olympia; Dorian Mulvey, Ascension, Seattle. Lay: Nancy Jacobs, St. Margaret's, Bellevue; Laura Strance Poston, Our Saviour, Monroe; Mary Litchfield Tuel, Holy Spirit, Vashon. *Secretary:* John Schaeffer. *Archivist & Records Manager:* Diane Wells. *Treasurer:* Denny Bacon. *Historiographer:* Carle Griffin, St. George's Church, Seattle; Charles F. Schreiner, St. John's Church, Gig Harbor. *General Convention Deputies:* Clerical: Mary Allen, St. Philip's Church, Marysville; Richard Buhner, St. Paul's Church, Seattle; Peter DeVeau, St. John the Baptist Church, Seattle; Jeff Lee, St. Thomas' Church, Medina; Stephen Moore, All Saints Church, Bellevue; Connie Moorehead, St. Clement's Church, Seattle; Richard Scott, St. Antony of Egypt Church, Silverdale; Jeff Sells, St. David of Wales Church, Shelton; Andrea McMillin Stockburger, St. Paul's Church, Bellingham; Peter Strimer, St. Mark's Cathedral, Seattle; Nigel Taber-Hamilton, St. Augustine's Church, Freeland. Lay: Duncan Bayne, St. Mark's Cathedral, Seattle; Hisako Beasley, St. Mark's Cathedral, Seattle; Jim Church, St. John's Church, Snohomish; Becky Clark, St. Matthew's Church, Auburn; Sabeth Fitzgibbons, St. Mark's Cathedral, Seattle; Carolyn Forbes, St. Philip's Church, Marysville; Katrina Hamilton, St. Columba's Church, Kent; Paula Harris-White, St. Clement's Church, Seattle; Joan C. Oliver, Church of the Good Shepherd, Vancouver; David Paisley, St. James' Church, Kent; Linda L. Potter, St. Columba's Church, Kent; Dale Ramerman, Christ Church, Anacortes; Polly Shigaki, St. Peter's Church, Seattle; Ian Thompson, St. Paul's Church, Bellingham.

Diocesan Council

Between Diocesan Conventions, the Council oversees the budget and program goals of the Diocese, carrying out priorities adopted by Convention. Council develops a proposed budget to be approved by the next Convention. Members accept assignments, work on task groups, and attend regional, committee and commission meetings as necessary. The Diocesan Council includes the bishop, bishop suffragan, ten (10) members (clergy or laypersons), which are elected from each of the ten regional ministries, up to six (6) members (clergy or laypersons) appointed by diocesan program commissions, and three (3) at-large members elected by Convention. *Members of the Diocesan Council who are either continuing or newly appointed/elected by program commissions and regional ministries include the*

following: Be-Attitudes Regional Ministry, *Mr. Tom Boyns*, St. Stephen's, Seattle, (2005); Columbia Regional Ministry, *Dr. Joan Oliver*, Good Shepherd, Vancouver, (2005); The Eastside Episcopal Churches, *Mr. Charlie Hubbard*, All Saints', Bellevue, (2006); Evergreen Regional Ministry, *Mr. Phil Helmer*, St. James', Kent, (2005); Holy "C" Regional Ministry, *to be elected fall 2004*; Mount Baker Regional Ministry, *Mr. Andy Leech*, Christ Church, Anacortes, (2006); Peninsula Regional Ministry, *Ms. Pat Churchley*, St. Andrew's, Port Angeles, (2006); Rainier Regional Ministry, ***the Rev. Ed Sterling*, St. Andrew's, Tacoma, (2007); Sno-Isle Regional Ministry, *Mr. Cleveland Riley*, St. Augustine's in-the-Woods, Freeland, (2006); Willapa Regional Ministry, ***Mr. Jim Campbell*, St. Mark's, Montesano, (2007); Commission for Church in the World, *Dr. Chris Christensen*, St. Mark's Cathedral, Seattle, (2006); Commission for Congregations, ***Mrs. Carolyn Forbes*, St. Philip's, Marysville, (2007); Commission for Ethnic Ministries, ***the Rev. Anna Maria Korathu*, St. George's, Seattle, (2007); Commission for Evangelism, *Mr. Tom Casey*, St. Thomas', Medina, (2005); Commission for Faith Formation, *Ms. Sally Young*, Epiphany Parish of Seattle, (2005); Commission for Stewardship/Planned Giving, ***The Rev. Kim Forman*, Ascension, Seattle, (2007); Convention At-large: *the Rev. Dorian McGlannan*, Good Shepherd, Federal Way, (2005); *the Rev. Connie Moorehead*, St. Clement's, Seattle (2006). ****Newly appointed/elected or reelected.**

The Rev. Kevin Allen, *St. Paul's Church, Bellingham*: Kevin is interested in developing resources to support our congregations' mission to share Christ's love and serve our communities. He has been a congregational lay and ordained minister, missionary, lay trainer, conference leader, diocesan committee leader and diocesan workshop leader (in evangelism, lay ministry, ethnic ministry, social action, youth, faith formation, clergy ethics, Anglicanism and long range planning) since 1974 in London's inner city, Cambridge, Bangladesh, Holy Family of Jesus Cambodian Church – Tacoma, Bellevue, Puyallup, a university resource size parish in Austin – Texas, and now Bellingham. He previously served on Diocesan Council in this diocese. *"Christ within me, Christ before me, and Christ in spite of me!" guides how I regard myself and reach out to others each day. This gives me the courage to offer my own gifts and the humility to listen to and prayerfully respect another's way."*

The Rev. Jo Beecher, *Komo Kulshan Cluster*: Jo is currently serving as priest in the five congregations of the Komo Kulshan Cluster with primary responsibility for the start-up of La Iglesia de la Resurrección. She has served as diocesan representative on the Province 8 Hispanic Ministry Network and in the Diocese on the Hispanic Ministry committee, the Ethnic Ministries Commission, and the Suffragan Search Committee. Jo coordinated a Christmas gift-giving event for low-income Hispanic children with participation from throughout the Diocese. All of her ministry is grounded in a deep sense of connectedness and community which would be the basis for her service on Diocesan Council. *"I am a cradle Episcopalian but I came to know Jesus as my companion in joy and adversity while I was a missionary in El Salvador. My sure knowledge of God's grace and love infects my daily life and ministry as I seek and serve Christ in all persons."*

The Rev. Gerald R. Garman, *Good Samaritan Church, Sammamish*: Jerry is the deacon at Good Samaritan and is a life-long Episcopalian. Before being ordained, Jerry spent over 45 years in the electric utility business with the last ten years as the president and chief executive officer of Power Resource Managers, L.L.P. Jerry has worked on a number of diocesan committees over the last 40 years and has also been both a senior warden and junior warden at St. Andrew's, Seattle. He is extremely concerned with the financial state of the Diocese at this time and his experience operating large businesses gives him an opportunity to help the Diocese in dealing with this problem. *"I presently work two days a week at the VA*

Hospital as a Chaplain in the Spinal Cord Injury Unit. My efforts here are to represent Christ's love for these men and women who suffer from major physical injuries."

Mr. Emmett E. Maloof, *Emmanuel, Mercer Island*: At Emmanuel Parish: Sr. Warden 2002-03, Jr. Warden 2001-02, plus committee work – finance, stewardship, capital campaign, building and newcomers. Confirmed by Bishop Bayne, 1957 and a 55 year PNW resident. Pertinent experience: president-elect, Mercer Island Chamber of Commerce, 2005. During a 37 year insurance career, nominee was Boeing's insurance broker, president PNW Chapter IBA West (insurance brokers in Alaska, Oregon and Washington), chairman of its Governmental Affairs Committee, and Board of Directors of its parent organization. Other activities: Executive Industry Board Fred Hutchinson Cancer Research Center, City of Mercer Island committee updating Island building regulations. BA Business graduate U of W 1967. Goals for this office: Helping where needed, with a special interest in congregational public relations. *"Spending my life in business, I noticed reluctance on the part of many business people to allow their Christian beliefs to govern the way they do business. There are always ways to conduct "win/win" Christian business relationships. Some of the senior executives I consider most successful, are also leaders in their churches."*

The Rev. Jeff Sells, *St. David of Wales, Shelton*: A resident of the Diocese of Olympia for two years, the Rev. Dr. Jeff Sells is currently rector of St. David of Wales Church in Shelton, a multicultural congregation. Fr. Sells has been a General Convention deputy in 1979 and 1982, has served on Standing Committees and Diocesan Council in the dioceses of Eastern Oregon and as a diocesan consultant in Eastern Oregon, Idaho and Wyoming. He was Communications Officer of the Diocese of Utah. In the Diocese of Olympia, Fr. Sells is a member of the Hispanic Ministry Committee, president of the Clergy Association of the Diocese of Olympia, and was a candidate for Bishop Suffragan for the Diocese. *"The presence of God in my life has always been evident in ever-deepening circles of acceptance and the challenge that the gift of freedom brings. I believe we are being called to plumb the depths of these gifts as we work to understand the dramatic changes our world is undergoing. I want to struggle with how we can "be" a multicultural community, welcoming and accepting of all who want to slake their thirst."*

Standing Committee

The Standing Committee serves as a council of advice for the bishop and becomes the diocesan "ecclesiastical authority" in the bishop's absence. It makes decisions about the sale, encumbrance, or disposal of the real property belonging to parishes of the Diocese. It interviews and makes recommendations to the bishop on candidates for Holy Orders, and it gives or withholds consent to the election of bishops throughout the church. Continuing members of the Standing Committee include: *Mr. Jim Church*, St. John's Church, Snohomish (2005); *the Rev. Patricia Rome Robertson*, St. Stephen's Church, Seattle (2005); *the Rev. Marilyn Brandenburg*, St. Barnabas' Church, Bainbridge

Island (2006); Ms. Dorothy Gibson, St. Andrew's Church, Seattle (2006); the Rev. Cris Amburgey, St. Andrew's Church, Tacoma (2007); and, Ms. Evelyn "Evie" Beard, Trinity Church, Everett (2007).

Steve Garratt, Christ Church, Seattle: Steve has been rector of Christ Church in Seattle's University District since 1995. In his work at Christ Church, he has encouraged the parish to engage in "Kingdom Work" that includes outreach to the homeless, ministry to university students, and a deeper understanding of prayer through the practice of contemplative disciplines such as centering prayer. If elected to the Standing Committee, he would not only hope to support the work of the diocese by serving on this important committee, but allow his experience on this committee to be a further reminder to his parish of the relationship shared with our Bishop and the congregations of this diocese. *"I subscribe to a maxim that we either contemplate or exploit the people or things of this life. To contemplate is to hold in reverence God's creation. To exploit is to manipulate for our own ends what God has given us as gift. I believe*

David James, St. John's, Olympia: As rector of St. John's in Olympia, David is honored to work with a varied group of people from the Diocese. Since St. John's sponsors so many diocesan wide training and fellowship events he is familiar with the streams of thought and life in this Diocese. He is a board member of CADO and was elected to the diocesan Personnel Commission for that group. He convenes the Spanish Ministry Team of Thurston County Episcopal Churches, and is occasional chaplain to the DSOMAT, spiritual director to clergy and laity of the Diocese, and working with the bishop to develop a new form of Cathedral ministry in the southern part of the Diocese. In previous dioceses he has served as the Secretary of Convention and been elected as a member of the diocesan clergy council. *"My experience of God as Love underlies all that I do in my ministry. Whether as rector, counselor, religious educator or working with diocesan staff, my goal is to help all understand the liberating power of the Gospel in their own lives and institutions. We are, yet again, at a crossroads in the Episcopal Church, and I believe that my vision of a loving and inclusive God who demands the highest standards of integrity for us will be a benefit to the Standing Committee."*

The Rev. Dorian Mulvey, Ascension, Seattle: Dorian serves as rector at Church of the Ascension in Seattle, a parish, like many others, struggling to offer a voice of faith in an increasingly secular world. Her experiences in ministry include work in a suburban parish in the Diocese of Chicago and service on the Budget and Finance Committee and Christian Formation Commission in that diocese. In addition to her seminary training she possesses an M.B.A. degree in finance and worked for a number of years in consumer products corporations. Her training and leadership skills in both the church and the corporate world have allowed her to work in collaborative ways to develop and strengthen programs for ministry. She believes she would bring an essential mix of practical skills and deep *spiritual faith to the work of the Standing Committee. "My own relationship with God grew out of the willingness of others to provide a window into their own spiritual lives by sharing their stories. When we tell our stories and listen to others we learn how to recognize God's presence and we learn how to listen to the many ways that God communicates and calls to us. I believe in the power of story and seek ways of incorporating it into my personal life and ministry by carving out those sacred spaces where our stories can be told."*

Mrs. Nancy Jacobs, St. Margaret's, Bellevue: Diocesan activities: Diocesan Council, Commission for Stewardship/Planned Giving, Budget and Finance Committee of Council, Episcopal Charities Appeal Committee (two years as chair). Parish activities: outreach, stewardship, senior high youth director, search committee. Previous parish: senior warden, search committee, vice-chair of Board of city's Episcopal Urban Mission. Since serving on the ECA Committee for the first time 12 years ago, Nancy's involvement with and deep appreciation for diocesan ministry has steadily grown. She continues to welcome the opportunity to work with others in our broader church and to expand an understanding of just how intertwined we all are. *"With God as my center, I look to the stewardship of His whole creation as my focus. That's a big order and includes not only environmental and financial stewardship, but also the lessons in Matthew 25:35-40. That has guided my work with ECA and with needy children in my community."*

Ms. Laura Strance Poston, Our Saviour, Monroe: Laura has been senior warden, on the bishop's committee, a lay reader, LEM, convention delegate/alternate, acolyte, member of the vicar Search Committee, mutual ministry review team, evangelism, Hispanic ministry group, and pastoral care. She has been on diocesan commissions for Stewardship/Planned Giving, Evangelism and Congregations. She was on the Cathedral Chapter, the search committee for the dean of St. Mark's Cathedral, and participated in Levels 1,2,3, of Leadership Skills Institute.

She attended Start Up! Start Over! Laura has a strong commitment to the work of reconciliation and has been a board member of the Community of the Cross of Nails USA, with training as a mediator completed in 1999 at the DRC, Snohomish County. Laura is a retired educational administrator, non-profit administrator and teacher. *"God the Creator is at the center of my life. I pray regularly and attend corporate worship as I seek to live the baptismal covenant. I engage in prayerful discernment regarding the use of my time and energy. Spiritual formation and practicing stewardship of my spiritual gifts is an ongoing process."*

Ms. Mary Litchfield Tuel, Holy Spirit, Vashon Island: Activities: member, Church of the Holy Spirit, Vashon Island (confirmed 1989), choir, interim choir director (twice), vestry (twice), junior warden, completed Foundation for Ministry course through the Diocesan School of Theology (1990-91), convention delegate, worship committee, pastoral care committee, discernment process her whole life. Mary's goal is to listen and to be faithful. She is currently doing a series of articles on families of teenagers they've lost in their community in the last four years. She writes a humor column Spiritual Smart Aleck for a local alternative newspaper. Mary is the church secretary at Vashon United Methodist, a writer, and a grandmother. *"What shall I say that God has given me? A life to live and a voice to sing about it. The wealth of family: husband, children and grandchild. The language to leave no love unspent. The key that unlocks laughter. A piercing sense of life. Gratitude for every atom of my existence."*

Cathedral Vestry

Under the new Cathedral governance model, adopted by Convention in 2002, the membership of the Cathedral Vestry will now be comprised of representatives of the Diocese and the community in addition to the St. Mark's parish. The Canons of the Diocese of Olympia state: "The vestry shall aid and support the rector to promote the spiritual welfare and the growth of the parish. The vestry shall transact the temporal affairs of the parish." [Canon 9, section 8] Behind this dry statement is the opportunity for service, spiritual growth, and ministry during a very dynamic time at the Cathedral. Continuing diocesan representative on the Cathedral Vestry: Mr. George Robertson, St. Stephen's Church, Seattle (2006). Candidates for the Cathedral Vestry will be nominated from the floor of Convention. Information will be included in the convention packets.

Secretary of the Diocese

The Secretary of the Diocese takes part in the planning, preparation and leadership of Convention. The secretary receives (through the assistant secretary) all resolutions, amendments, and official written business of Convention. The secretary is official signatory of Convention correspondence and is an officer of the Diocese. As an officer, the secretary serves on the Board of Directors. **The Rev. John G. Schaeffer:** John has served as Secretary of Convention since 1989 (a total of 16 conventions). He is a retired priest of the Diocese since 1994, but continues to serve as Secretary of Convention, secretary of the Board of Directors, and visitor on behalf of the bishop to retired clergy and spouses, as well as to clergy widows. He has recently been appointed by the Church Pension Fund to serve as coordinator of the chaplains to retired clergy for Province VIII. He also serves on the diocesan Constitution and Canons Committee. *"A major challenge to the Episcopal Church is to continue to grow in numbers and at the same time to be inclusive yet affirming our unique identity. Over the past several years, we have been divided over social and moral issues oftentimes resulting in a 'we' and 'they' attitude that fails to recognize our oneness in Christ. A unique quality of the Episcopal Church has been our ability to follow the Via Media, which allows us to live with tension while proclaiming our unity within the Body of Christ."*

Archivist and Records Manager

The archivist & records manager is the official custodian of diocesan records and is responsible for the direction and implementation of the archives and records management program of the Diocese of Olympia. **Ms. Diane T. Wells:** Diane Wells is completing her tenth full term as Archivist and Records Manager. The archives of the Diocese of Olympia is recognized as one of the best diocesan archives in the Episcopal Church and Diane's goal is to continually improve the physical care and usefulness of its collections. Diane was recently recognized for her contribution to archival work in the Episcopal Church by becoming this year's recipient of the John W. Davis Award presented by the National Episcopal Historians and Archivists. She also serves as chair of the Archivists of Religious Collections Section of the Society of American Archivists. She has a Masters degree in history and library science and a certificate in records management. *"God has given us His Word and the amazing capacity for memory that we may know His Word and learn from our reflections and those of others. The focus of my entire ministry is on preserving those memories—on keeping our stories so that they may be shared—thereby providing the foundation of history from which to draw insight and strength in the daily living of our faith."*

Treasurer

The treasurer of the Diocese has responsibility for the assets of the Diocese, including investments, cash, and real property. The treasurer advises the bishop on financial matters and serves as an officer of the diocesan corporation. The position is accountable to the bishop and Diocesan Convention. The treasurer also serves as a member of the Board of Directors, the James F. Hodges Diocesan Investment Fund, the Budget and Finance Committee of Diocesan Council, the ERT (Early Response Team), and the Commission on Church Architecture. **Mr. Denny Bacon,** *Church of the Ascension, Seattle:* Denny worships at Church of the Ascension, Seattle, where he has served on the vestry and as senior warden. As the volunteer treasurer of the Diocese since 1992, Denny sits on the Board of Directors, Diocesan Council, the Diocesan Investment Fund, Commission on Church Architecture, Budget and Finance Committee, Episcopal Retirement Communities board, Insurance Committee, and ERT (Early Response Team). In addition, Denny has responsibility for the physical assets of the Diocese, i.e. Huston Camp and Conference Center, St. Andrew's House, Diocesan House, and St. Bernard's Chapel, as well as the mission properties of the Diocese. *"As treasurer I will take all necessary steps to restore the financial stability of the diocese after several years of declining reserves. In addition to helping reduce our program budget to reflect the serious decline in assessment income, I will work closely with the board of directors to realign assets to balance liabilities we are responsible for."*

Historiographer

The historiographer is responsible for creating, maintaining, and continuing a history of the Diocese, including its significant leadership and events.

Br. Carle Griffin, OCP, St. George's Church, Seattle: Br. Carle is seeking re-election as historiographer so that he can continue the work of creating and maintaining our history. He has served in many parish positions, including lay eucharistic minister and stewardship chair. As a life-professed member of the Community of the Paraclete, he currently serves as treasurer and newsletter editor. He has deepened his knowledge of diocesan history by visiting several archives and historic churches and by studying the records. His objectives are to bring new sources into the archives and to write a comprehensive history of the diocese. His education includes B.A. and M.A. degrees in history from U.C. Berkeley, as well as an A.A.S. degree in culinary arts. *"I joined the Community of the Paraclete in 1988 to seek God. Through the disciplines of prayer, worship, study, and service, I have learned that our Lord Jesus Christ offers salvation to those who choose to follow his Way. I have seen my relationships grow stronger and my talents bear fruit in pursuing opportunities to serve. As historiographer I enjoy telling stories of the Episcopalians who created and sustain the Diocese of Olympia."*

The Rev. Charles F. Schreiner, Ph.D., St. John's Church, Gig Harbor: The Rev. Charles F. Schreiner, Ph.D., historian, emeritus rector, St. John's Parish, Gig Harbor, Wash., author of *History of Bishops, Diocese of Olympia*, *The Episcopal Church in Western Washington*, Valley Press, Puyallup, Wash., 1985; contributing historian in *More Than 100 Years of Ministry*, Diocese of Olympia, Seattle, Wash., 1988; *Christian Priesthood of the Anglican Communion and Apostolicae Curae*, New York, American Church Publications, 1974; desire to be elected historiographer of our Diocese again in order to write and publish the complete history of our Diocese and the Episcopates of Robert H. Cochrane and Vincent W. Warner because no history of our Diocese has been published since 1988. *"Share our ministry and live our faith" is the focus of our Diocese and by the grace of God I have been chaplain of the United States Marine Corps Support and Defense Group, Seattle, for past 27 years. I served our nation as a Marine during World War II. I am now in the 30th year of writing columns for the Peninsula Gateway newspaper, Gig Harbor, Wash., on the Christian faith, American and church history."*

General Convention

The General Convention is the governing body of the Episcopal Church, consisting of the House of Bishops and the House of Deputies meeting together every three years. The next meeting is scheduled for June, 2006, in Columbus, Ohio. Every diocese is entitled to seat eight representatives in the House of Deputies, four clergy and four lay. The General Convention acts together to enact legislation and frequently seems submerged in paperwork (though folks are working to reduce the load; in 1991 the Phoenix meeting had over 700 resolutions introduced—in 2003 in Minneapolis it was half that number). Much of its work is actually done in committees before the legislation hits the floor and committee assignments are avidly sought, for this is where legislation can best be influenced, amended or even cancelled. Most committee assignments are made on the basis of seniority, and as we have tended to have a stable representation of deputies our diocese has been blessed over the years with many such assignments. The down side to this system is that new faces tend to not get committee assignments. Although the deputies are free to and expected to vote independently when the time comes (and by rule of the House every deputy is required to be seated and voting), the group gets much out of caucusing and open discussion, both at the time of convention, and before.

Mary L. Allen, St. Philip's Church, Marysville: The Rev. Mary L. Allen has recently returned to the Diocese of Olympia having served in two congregations in the Diocese of Utah over the last thirteen years. She has also served at St. Stephen's Church, Longview, and in the Diocese of Oregon. She has been on a number of diocesan committees and commissions as well as the Diocesan Council in Oregon and Olympia and Standing Committee in Utah. She has served as alternate and deputy for three General Conventions. She currently serves on the national Standing Commission on Episcopal Church Communication newly formed at the 2003 General Convention. Mary will be nominated by Mr. Robert Tichbourne; the nomination will be seconded by Mr. Lawrence C. Wilson. *"I believe in a church where all are welcome at the Lord's table and would reflect that belief of God's inclusive and encompassing love in my discussions/decisions. I also feel we have a great history of a broadness of belief within the Episcopal/Anglican tradition which gives us room for ALL."*

Richard Buhrer, St. Paul's Church, Seattle: As a layman, Richard Buhrer served as vestry clerk and member, people's warden and diocesan convention delegate from St. Paul's Church. After ordination, he served a year as deacon at St. George's and more recently at St. Paul's Parish. He is part of the Deacon Formation Team and active in the Community of Deacons in the diocese. He is a member of the CADO board and president-elect of CADO. In 2003, he attended the first week of General Convention as an observer sent on behalf of the deacons of the diocese because of new ministry canons. In addition to being a deacon, Richard is a nurse practitioner. Richard will be nominated by the Rev. Wray MacKay; the nomination will be seconded by Deacon Mary Gould. *"I believe that the great unique characteristic of the Episcopal Church is to embrace diversity of belief under the Book of Common Prayer. I would seek to bring a diaconal perspective to the conversations representing the needs, hopes and concerns of the world and honoring the diversity of belief in the Church."*

Peter DeVeau, St. John the Baptist, Seattle: Peter has been rector of St. John the Baptist Episcopal Church, West Seattle, since 1997. Past diocesan experience includes serving on Cathedral Chapter, presidency of CADO (clergy association), co-convenor of Region C, membership on Resolutions Committee, and Camp Huston session chaplain. He currently serves on the Ecclesiastical Trial Court. Peter helped organize development of ten Habitat houses on the former St. Margaret's/Holy Apostles site. Community involvement includes membership on the boards of Habitat for Humanity and West Seattle High School Foundation. Peter participates in Lutheran-Anglican-Roman Catholic dialogue and an ecumenical Scripture study group. *"Experience in ministry has taught me the value of context. My relationship with Jesus Christ and theological understandings find nurture and growth in dialogue with Scripture, tradition, reason, prayer, and active listening. As deputy I will apply this wisdom joined with a deep love for Anglican Christianity to decision making."*

Jeff Lee, St. Thomas Church, Medina: Jeff has served as a diocesan deployment officer and a church planter. He has served as rector of St. Thomas since 2000. Jeff was a deputy to the 73rd General Convention in Denver. He is a member of the Council of Associated Parishes, serves on the board of Affirming Catholicism North America and for several years served on the board of the North American Association for the Diaconate. Jeff co-chaired the Bishop Suffragan Search Committee in the Diocese of Olympia. He is the author of *Opening the Prayer Book in The Church's New Teaching Series* and a contributing author to *The Rite Stuff* series. Jeff believes that the structures of the national church and the diocese exist to build healthy congregations through trusting relationships and a commitment to mission. *"For me, theology begins, ends and is renewed in the baptism of every new Christian. The discussion and decisions made in the General Convention must be rooted in the baptismal dignity of every deputy and bishop for the sake of the dignity of every member of the church. Respect and love are more important than being right."*

Stephen Moore, All Saints Church, Bellevue: Deputy to General Convention 2000, 2003; vice chair, House of Deputies Committee on the Constitution, 2003; member, General Board of Examining Chaplains, 2003-9; General Ordination Examination reader, 1996-2003; chaplain, Camp Huston (summer camping program), 1993-date; instructor, Diocesan School of Ministry and Theology, 1994-date; member, diocesan Committee on Constitution and Canons, 1993-date; member, Diocesan Council, 1994-96; author, *Church Words: Origins and Meanings* (Forward Movement, 1996); *Chef of the West*, *Sunset Magazine*, 1987. Stephen is the vicar of All Saints' Church, Bellevue; and a municipal court judge for the city of Lynnwood. He will be nominated by Mr. Duncan Bayne; the nomination will be seconded by Ms. Tanya Graham. *"I am absolutely certain that God is both one and three, that Jesus is both servant and Lord, that the Church is both holy and sinful. About the details, I'm more flexible, which allows me to have genuine conversation with others, including those with whom I don't immediately agree."*

Connie Moorehead, St. Clement's Church, Seattle: Connie has been a member of her congregation for 44 years and served as treasurer for many years prior to ordination in 1997. She is a deacon at St. Clements. She served as Sunday school director for five years, as a youth group leader, on the vestry, and sang in choir. Connie was a member of Diocesan Council during Robert Cochrane's time as bishop and is serving again. She has completed a three-year term on the Standing Committee and Commission on Ministry. She is currently fulfilling an appointment to the Commission on Ministry. She is a member of the Personnel Commission, Commission on Ethnic Ministries, Clergy of Color, African American Committee and chairperson of the Anti-Racism Training Task Force. She is a former chair of the Cultural and Racial Unity Committee. Connie will be nominated by Mr. Cleveland Riley; the nomination will be seconded by Mr. Steve Tellari. *"My theology of 'One God, One People of God' would be*

reflected in discussions and decisions in which I would be involved. I would ask: How is this going to affect the overall church and all its people? Who or what will benefit and how broad is the change? Can Christ be seen in this action?"

Richard Scott, St. Antony of Egypt, Silverdale: As priest and vicar Dick is called upon to serve in many capacities: liturgical, pastoral, teacher, and administrator. He was a member of Diocesan Council in the Diocese of Spokane, and here has served and been chair of the Committee for Congregations; served and been president of the Standing Committee; served on the Suffragan Bishop Search Committee, and is currently a member of the Board of Directors. He is committed to the life and well being of the Episcopal Church as reflected by his participation in diocesan organizations. Dick believes the deputies who are elected are called to serve the whole church, honoring the minorities as well as the majority. He will be nominated by the Rev. Marilyn Brandenburg; the nomination will be seconded by the Rev. Michael Carr. *"I believe that God in Jesus Christ came to redeem all people; and that we who believe in the risen Lord are to live our lives and make our decisions based upon this belief. I will hold Jesus first in all things and try to follow him as I enter into discussions and make decisions."*

Jeff Sells, St. David of Wales Church, Shelton: A resident of the Diocese of Olympia for two years, the Rev. Dr. Jeff Sells is currently rector of St. David of Wales Church in Shelton, a multicultural congregation. Fr. Sells has been a General Convention Deputy in 1979 and 1982, has served on Standing Committees and Diocesan Council in the dioceses of Eastern Oregon and as a diocesan consultant in Eastern Oregon, Idaho and Wyoming. He was Communications Officer of the Diocese of Utah. In the Diocese of Olympia, Fr. Sells is a member of the Hispanic Ministry Committee, president of the Clergy Association of the Diocese of Olympia, and was a candidate for Bishop Suffragan for the Diocese. Jeff will be nominated by Mr. Steve Tellari. *"In Christ there is no east or west... Paul reminds us. Such inclusiveness characterizes and informs my approach to decision-making and should also inform our deliberations and legislation. From formulation of mission strategies to liturgical changes, the work and mission of the Church must lead us into an inclusive future."*

Andrea McMillin Stockburger, St. Paul's Church, Bellingham: Andrea is assistant priest at St. Paul's, Bellingham (a part-time position) and is raising two small children with her husband, Scott. She served in Arkansas as director of diocesan camp, chaplain and curate at Trinity Cathedral, Executive Council, and Commission on Ministry, Campus Ministry Development, and Christian Formation. In the Diocese of Olympia, Andrea has participated in the Commission for Congregations. Believing that it is essential for clergy under age 40 to gain experience at diocesan and national levels, her goal is to step forward and serve in the church councils, bridging the gap between the generations, and strengthening the church for the future. *"The church's primary purpose is to bring people to Christ through scripture and sacrament and to pass our scripture, traditions and teachings to the next generation. In discussions and decisions at General Convention, and elsewhere, I seek to strengthen the legacy and evangelism of the church in our time."*

Peter Strimer, St. Mark's Cathedral, Seattle: Peter has served as General Convention deputy for the Diocese of Olympia in 2003 and for the Diocese of Southern Ohio in 1988. He has chaired the Commission for Church in the World and served as Jubilee Officer for the Diocese of Olympia. He is the current diocesan missionary for communication ministry. He has served on the National Hunger Committee, the Jubilee Steering Committee, and the Justice, Peace and Integrity of Creation Committee of the National Church. With 23 years of experience in ordained ministry, serving in small and large churches as well as on diocesan staff, Peter understands the dynamics of our church as it gathers to make decisions. Peter will be nominated by Mr. Brian Sellers-Petersen; the nomination will be seconded by Mrs. Marj Brustad. *"I believe that the Episcopal Church has a unique understanding of authority that honors human experience and reason and*

therefore our church deliberations are very dynamic. We are members of the body of Christ and are called to incarnate Christ's reconciling love in our common life including the church's General Convention."

Nigel Taber-Hamilton, St. Augustine's in-the-Woods, Freeland: Nigel's long-term involvement in national and international church issues (especially in the areas of baptismal ministry and the ordination process), his experience in institutional structures, and his commitment to inclusivity and consensus-building have prepared him exceptionally well for our next General Convention. He understands the Anglican Communion and the Episcopal Church and is committed to working for national and international reconciliation with integrity and generosity. Member of Diocesan Commissions on: ministry (chair), liturgy and music, mission strategy, stewardship; clergy association; member of Provincial Commission on Ministry; author of diocesan Permanent Diaconate Program; member of Associated Parishes for Liturgy and Mission. *"My commitment to the theological values expressed in the baptismal covenant – faithfulness to Christian identity, fortitude in times of challenge, service to and respect for all, and the struggle for justice and peace – make integrity, respect, reconciliation, and relationship central to my role as a delegate."*

Duncan A. Bayne, St. Mark's Cathedral, Seattle: Experience: Parish — vestry and most governance positions; currently chalice bearer, lector and intercessor. Diocese — Diocesan Council; chair of 1988 Episcopal Search Committee; member of Constitution and Canons and numerous other committees; vice chancellor since 1992. National — Deputy to five General Conventions; member of House of Deputies Canons Committee since 1994; chair of national Standing Committee on Constitution and Canons, 2003-2006; member of Task Force on Disciplinary Policy and Procedure, 2001-2006. Goals and Interests: To represent the whole church in a Christian fashion and continue our work toward a system of canonical discipline both fair and consistent with our beliefs and traditions. Duncan is a retired lawyer and trustee. He will be nominated by Mr. Donald Mullins; the nomination will be seconded by the Rev. Stephen E. Moore. *"I have always been a strong believer in the power of Jesus's second Commandment: my brand of Anglicanism believes the Gospel to be an open and inclusive one which accepts individual differences of thought and outlook in common worship before a common altar."*

Hisako Miyazaki Beasley, St. Mark's Cathedral, Seattle: Parish: vestry, junior warden (during rector's sabbatical), diocesan convention delegate, AIDS Care Team, lay eucharistic visitor coordinator. Diocesan: Commission for Church in the World, Cultural and Racial Unity Committee (co-chair) and diocesan Jubilee Officer (co-officer); organized Olympia Chapter of Episcopal Women's Caucus. National: General Convention deputy 2000 and 2003; both times appointed to legislative committee Urban and Social Affairs and served with our bishop-elect Nedi Rivera. Board of Trustee, Church Divinity School of the Pacific (5 years); board member, Episcopal Urban Caucus; steering committee, Episcopal Asia/Pacific National Consultation. Her goal is to continue work in the hope and spirit of an inclusive church. Hisako will be nominated by the Rev. Patricia Taylor; the nomination will be seconded by Ms. Constance Trowbridge. *"It is a theology of inclusion drawn from Micah 6:8, 'What does the Lord require of you but to do justice and to love kindness and to walk humbly with God' and the baptismal covenant, 'Will you strive for justice and peace among all people and respect the dignity of every human being?' BCP, p304. With God's help I strive to make the Episcopal church reflect the outside of church walls."*

Jim Church, St. John's Church, Snohomish: National Church: Five times General Convention deputy, once alternate. Member of Committee on Constitution (1994); Committee on Urban and Social Affairs – Human Sexuality subcommittee (1997, 2000, 2003). Diocese: Standing Committee, Commission on Ministry (former convenor), BACAM, St. Andrew's House Committee, Cursillo. Parish: Past senior warden, chair of Search Committee, many committee positions. Jim feels his experience acquired as a deputy and

alternate enable him to be immediately effective in representing the people of the Diocese of Olympia. The seniority acquired enables him to be assigned to a committee, where the groundwork of General Convention is done. Jim is a reverse mortgage consultant. He will be nominated by the Rev. Patricia Rome Robertson; the nomination will be seconded by the Rev. Paul Collins. *"I will approach all issues with prayer and meditation, seeking to be open to hearing, questioning, and understanding all sides of issues. Decisions made would attempt to include all in the solution."*

Becky Clark, St. Matthew's Church, Auburn: Becky has been a representative from St. Matthew's Church, Auburn, to diocesan convention as a delegate/alternate. She has served on the vestry, Diocesan Council, Anti-Racism Task Force, Commission for Church in the World, Commission for Ethnic Ministries, and the First Nations Committee. She is active in the Cursillo movement and is an associate of the Community of the Holy Spirit, St. Augustine Rule. Injury prevented her from attending the 2003 General Convention as the first lay alternate. She is on the boards of Episcopal Council on Indian Ministries and Province 8 Indian Ministries. Becky will be nominated by the Rev. Rachel Taber-Hamilton; the nomination will be seconded by the Rev. Jerry Shigaki. *"I strive to make my life reflective of my baptismal covenant, my vow to CHS, and the Native Ministries rule of life: ...In this Sacred Circle: we are all related; live a compassionate and generous life; respect all life, traditions and resources; commit to spiritual growth, discipleship, and consensus."*

Elisabeth (Sabeth) Fitzgibbons, St. Mark's Cathedral, Seattle: Sabeth is seeking a breadth of experiences to prepare her for ordained ministry in the world and in faith communities. She feels that General Convention will build her understanding of local concerns of our diocesan community, as well as the dynamics and importance of the institutional church. Sabeth is a postulant for ordination to the priesthood (08/2003-present) and currently an M.Div. student at CDSP. Activities: Diocesan Council representing the Commission for Church in the World (1999-2003); Com-mission for Church in the World (1998-2003); St. Mark's Church in the World ministry group (1997-2002); lay Eucharistic minister; diocesan youth ministry leader, including HYC, JYC, and Search (1988-1998). Sabeth will be nominated by Ms. Sally Young; the nomination will be seconded by the Rev. Dr. Peter Strimer. *"I believe that God's kingdom is here and now, and we individually and communally have a part in creating it; and that all people have equal value and deserve love and respect as parts of God's handiwork. The Holy Spirit challenges us to live our faith with boldness and courage."*

Carolyn F. Forbes, St. Philip's Church, Marysville: Carolyn has been a church-woman for 60 years, a wife, mother and grandmother. Parish: Sunday school teacher, altar guild, lay reader trainer, president of Women's Guild, adult Bible study leader, eucharistic visitor, and vestry clerk. Community: Hospice programs, Campfire Girls. Carolyn introduced Campfire to the country of Uruguay. Diocesan: Training and Consulting Services (various congregations), Cursillo (rectora), chair of the Committee for Support of Congregations, Commission for Congregations and Diocesan Council. Carolyn is currently the co-convenor of the Diocesan Council. National: National Cursillo Board, associate of the Community of the Trans-figuration, volunteered dental skills in the Dominican Republic. Carolyn's goal is to represent the "person in the pew" and to use her experiences in making decisions for the greater church. Carolyn will be nominated by the Rev. Charles Forbes; the nomination will be seconded by Mr. Cleveland Riley. *"My personal theology throughout my life has been centered on making life better for others. The group skills I have learned would enable me to hear others and reflect upon their view points before making decisions. Social justice also would sway my decisions."*

Katrina Hamilton, St. Columba's Church, Kent: Katrina has been coffee hour coordinator of her church for several years, and is currently serving on the Bishop's Committee and acting as liaison to the Children's Center. Throughout her junior and senior high school years, she attended every Junior High Youth Conference (JYC) and High School Youth Conference (HYC) offered, and served a year on the Youth Council that organizes the conferences. She has staffed three JYCs as well as co-convening an HYC

her senior year. Her sophomore year she attended EYE in Wyoming, and has acted as a page for several Diocesan Conventions. Katrina is currently a student at the University of Washington. *"I believe every decision in church leadership must be based on a balance between tradition, scripture, and reason, and that though most decisions must ultimately serve the greater good of the majority, every position and opinion deserves consideration."*

Paula Harris-White, St. Clement's Church, Seattle: Information from Paula Harris-White will be included in the Convention packets distributed at the Convention.

Joan C. Oliver, Church of the Good Shepherd, Vancouver: Joan has been an Episcopalian since 1962, and at Good Shepherd, Vancouver, since 1987. She has served on the Bishop Suffragan Search Committee, as convenor of the Columbia Regional Ministry, and on the GS Bishop's Committee. She is a member of Diocesan Council and the Communication Committee. She is on the faculty of DSOMAT, teaching both Early Church History and Ethics. All of these activities have led her to an awareness of the relationship between the local church, the diocese, and the larger Episcopal Church and Anglican Communion. She is a retired nurse and college instructor. Joan will be nominated by the Rev. Bob Rhodes; the nomination will be seconded by the Rev. Ann Hicks. *"While I tend to be conservative/traditional in my theology, I prayerfully center myself on Christ, the Gospel, and the Scriptures, praying that the Holy Spirit will lead me as I seek to do the work of the Church."*

David J. Paisley, St. James' Church, Kent: David moved to Washington and St James in 1990. Previously he was active in the dioceses of Pennsylvania and Montreal. He is in his third term on St James' vestry, with three years as senior warden. He has 20 years experience in parish and diocesan youth ministry, including around 40 HYC, JYC and 6-day conferences in the diocesan youth program. Other significant parish activities include Sunday school teacher, stewardship chair, lay eucharistic minister, and contemporary music leader. David served on the diocesan Faith Formation Task Force and Commission for Congregations. His primary focus in ministry is youth – building the next generations of leadership right now. David is an engineer. *"My experience of God undergoes continual revelation through scripture, service, music, reading, liturgy and the example of others. Experiencing a God who becomes more powerful, more loving and more compassionate each day helps me bring a sense of optimism and creativity to all that I do."*

Linda L. Potter, St. Columba's Church, Kent: Linda works at St. Columba's Episcopal Church in Kent as church administrator and ministry coordinator. Her experience includes work in the following areas: Diocesan School of Theology Search Committee 1995, Diocesan School of Theology Board member 1994, Personnel Committee, team member leading a workshop at Ministry Resource Day 2001, first alternate to General Convention 2000, deputy to General Convention 2003, page/ elections official at Diocese of Olympia Special Convention 2004. She is a postulant for Holy Orders to the diaconate. Linda has great enthusiasm and passion for the Episcopal Church and is interested in growing the church and its mission. Linda will be nominated by the Rev. Dale McQueen; the nomination will be seconded by the Rev. John Ruder. *"I have a passion for all God's people as we carry out the Great Commission and follow the Great Commandment. There is an abundance of Good News to spread. God's vision and will is revealed and clarified through debate, prayer and worship. Disagreements, questions and conversations are part of our world and when held in a spirit of harmony, faith and respectful listening can produce new agreements and forward movement. My baptismal promises continue to form and shape not only my theology, but also how I try to live my life. In decision-making I use my head and my heart when I listen with/to others as I hold the question, 'Where is the Gospel in this?'"*

Dale B. Ramerman, Christ Church, Anacortes & Komo Kulshan Cluster: Experience/goals: Vestry member; senior warden. Dale facilitates adult education; assists in a Cluster youth program; serves as Evening Prayer worship leader, reader, and licensed eucharistic minister; and

accompanies his spouse who is a eucharistic visitor. He is an usher; mows lawns; volunteers in the thrift shop, and served as 2004 stewardship chair. Dale is a third year EFM participant and trained EFM facilitator. His vision is that the five-church Komo Kulshan Cluster will become a mutual ministry community that calls out the gifts of all of the baptized, working for reconciliation and spreading the good news of the gospel in the Skagit Valley. Dale is a retired Superior Court Judge. He will be nominated by Ms. Carolyn Forbes; the nomination will be seconded by Mr. Andy Leech. *"Our challenge is to live lives of reconciliation, spreading the Gospel. That Good News, and our faith communities, are for everyone. In Christ there is neither Greek nor Jew, male nor female. We welcome each to participate fully in response to God's call to serve. These values would inform my discussions and votes."*

Pauline "Polly" Shigaki, St. Peter's Church, Seattle: Polly's faith journey as an Episcopalian and Christian began in 1966 at St. Peter's, Seattle, an historically Japanese-American multi-generational parish. Current parish ministries: altar guild, LEM, Labyrinth coordinator, Program-Family Outreach, discernment committee; past terms as vestry member, Jr. and Sr. warden. Member of the diocesan Commission for Ethnic Ministries. Served on Nominations Committee in 2002. Nationally, she has been involved with Episcopal Asiamerica Ministry Consultation. Also attended Women of Color (ABIL) conferences in 1992, 1994, 1996. Completed three-year "SALT" scripture course 1999-2002. Polly and husband John own J.A.E. Awards and have worked together since 1980. *"The Labyrinth*

embodies my continuing spiritual and life journey, its spiraling path drawing me closer to God, praying to discern gifts, and a call to ministry in the world. I strive to live my baptismal vows, promoting diversity and multiculturalism, and inviting folks to meet God through celebrating our liturgy."

Ian Thompson, St. Paul's Church, Bellingham: Ian has been a member of St Paul's Parish for 25 years, and this Diocese for 30 years. He has served as a member of Diocesan Council and has just completed a four-year term as a member of the Standing Committee, serving the past two years as secretary. He has had multiple positions of leadership at St. Paul's Church, Bellingham, including leading the stewardship, personnel, and worship committees. Ian is a eucharistic minister, and started the college group. He has been a rector of Cursillo. He believes that he can serve the church he loves as a General Convention deputy with some semblance of wisdom based on his experiences at parish and diocesan level. Ian will be nominated by the Rev. Katherine Sedwick; the nomination will be seconded by the Rev. Patricia Robertson. *"My theology is simple. I believe in a God of Love. One who accepts me, and all of us for who we are. One who forgives us before we ask. This is a core belief of my existence and, I believe, permeates my good decisions, conscious or not. When I recognize this great gift, the joy it brings me calls me to recognize my Stewardship of his gifts to all of us."*

Nominations From the Floor (04/B/6)

Cathedral Vestry

Nancy McReynolds, Emmanuel Church, Mercer Island: A life-long Episcopalian in this Diocese, Nancy has served as chair of the diocesan Nominating Committee & Pastoral Care Commission, treasurer of the Episcopal Church Women, board member of Episcopal Charities Appeal and delegate to convention. At Emmanuel, she has served as senior warden, member of the vestry, co-chair of the Rector Search Committee, chair of Women of Emmanuel, director of the Emmanuel Day School for 11 years, caregiver and member of the Stephen Ministry leadership team. She designed and implemented a comprehensive pastoral care program for the parish. Previously, at St. John's, Olympia, she was director of Christian education and a member of the altar guild. Community roles: chair, Board at Vision Services; board positions at United Way of King County, Seattle-King County Camp Fire, Friends of Youth, and Seattle Speech & Hearing Center. She is a retired accountant and educator. *"Life is full of choices. My relationship with God determines how I spend my time, talent and resources, & governs how I relate to my family, my friends, my employees and all the people with whom I come in contact. My life has been*

blessed. It is my God-given responsibility to give back. For example, when my children were educated, I made the choice not to continue to work but to use my time, skills and resources to benefit my church and community as a volunteer."

Connie Espe, St. Margaret's Church, Bellevue: Connie is a life-long Episcopalian and member of St. Margaret's Church in Bellevue since 1988. She served on the vestry from 1997-2000, including a year as senior warden. She has been a member of the choir since 1998, served as a teacher in Children's Ministry, and has been a delegate to diocesan convention. She believes in opportunities for faith development for all ages and sees that St. Mark's Cathedral serves the entire Diocese. She loved participating in a choir festival a few years ago and wants other opportunities for people throughout the Diocese to have a sense of participation in our cathedral. *"I grew up in the Church, and I have always felt God's presence. Faith calls me to action, to serve and to be involved, and to invite others to share in the love of Christ."*

Standing Committee – Clergy

The Rev. Jim Neal, St. Hugh of Lincoln Church, Allyn: Jim recently completed a five-year process of community-corporate formation for ministry in his congregation of St. Hugh, which led to his priestly ordination. He brings firsthand experience to address the recent changes in the Title III Canon on Ministry with emphasis on the ministry and gifts of all the baptized and the importance of discernment within the congregation. He and his wife, Wilma, moved to the Shelton/Allyn area after 35 years of living in Seattle where he worked for IBM. Jim previously

attended St. John's Church, Kirkland, serving in many positions: vestry, senior warden, stewardship chair, search committee chair, Stephen Minister, finance committee, lay reader and LEM. *"Walking with Christ since my Cursillo in 1973 and having experienced personal healing, I believe God has led me to this community ministry at St. Hugh and more recently to an outreach ministry with other neighboring churches. I tell my faith story to others through my sermons and in personal sharing."*

General Convention – Lay

Ms. Paula Harris-White, St. Clement's Church, Seattle: Paula has been active in St. Clement's and the Diocese in a number of ways. At St. Clement's Church she has served the needs of the parish as a morning forum series presenter, co-editor St. Clements RECORD, lector, licensed chalice bearer, Episcopal Church Women member, Vestry member, Outreach Commission chair, Christian Education and Formation Commission chair; and liturgical scheduler, working with ushers, acolytes, lectors and chalice bearers. At the diocesan level, Paula has served as the chair of the Nominations Committee 2002 & 2003, Minority Youth Conference presenter, Anti-Racism Training Task Force member and a

member of the African American Ministry. Currently a postulant for Holy Orders, Paula's goal is to help make the Diocese a more welcoming and inclusive body and to grow the church. Paula is an administrator for the King County Civil Rights Commission. She will be nominated by Ms. Joy Shigaki. The nomination will be seconded by the Rev. Fred Jessett. *"God has called me to work to be a unifying presence in the church, to be a part of its mission by 'proclaiming the Gospel, and promoting justice, peace and love.' To unify the church, we must bring all the people together, we must heal the rifts, knowing that we each are valued and loved, and that we each are a reflection of Christ."*

2005 Recommended Diocesan Budget (04/C/5)

Dear Sisters and Brothers in Christ, The members of the Budget and Finance Committee of the Diocesan Council present this balanced 2005 budget for your review. The process this year has been a challenge. We are grateful for every suggestion, discussion and all of the assistance incorporated in new levels of increased communication. Council has approved this budget and recommends its ratification at Convention.

The format of this budget has been radically changed. It reflects the focus of our mission in western Washington. Notable is that it is being presented at two levels, a summary description that provides sufficient detail for broad-based discussions and greater detail in the Level Two version that correlates with the 2003 actual expenses and the adjusted 2004 budget in progress.

Other changes include an unprecedented forecast of a 15% shortfall in assessment revenue [line 2]; an across the board 26% reduction in program funding that continues the emergency response taken by Diocesan Council this year; reductions in staff positions and many leadership positions to 80% of full time or less [lines 77, 78, 80, 103, 123, 203]; and, breaking out the benefit cost of these positions.

Grants to Congregations, [line 60] are being funded at the requested level of \$250,000. There will be a change, however, in the grants administration process. While traditional requests for funding will still be considered, Council hopes to retain a portion of this line item to allow

the new congregational support teams to make program grants that represent our new focus on congregational vitality.

We encourage everyone to prayerfully consider this budget. Please refer to the Program Description section of the budget for narrative descriptions of each area.

We ask your prayers for reconciliation, healing and guidance as we continue to work together through the coming years. Please join with us to ratify this 2005 Budget at Convention.

Yours in Christ,

Tom Boyns, chair, St. Stephen's, Seattle; Denny Bacon, treasurer, Diocese of Olympia; Chris Christensen, St. Mark's Cathedral, Seattle; Sam Fleshman, St. Andrew's, Tacoma; Nancy Jacobs, St. Margaret's, Bellevue; Candace McKenna, St. John's, Snohomish; Chris Smith-Clark, diocesan comptroller; Sally Young, All Saints', Seattle.

Summary of the 2005 Budget

1. <i>Supporting the Broader Church (Wider Church Covenants)</i>	\$ 688,599
Support for the National Church, Province VIII, the Washington Association of Churches, Ecumenical work, and St. Mark's Cathedral.	
2. <i>Empowering Congregations (Programs for Ministry)</i>	1,445,115
Focusing on Evangelism and Growth, Faith Formation, and Ethnic Ministry, under-girded by Stewardship, Planned Giving, and Communications.	
3. <i>Specialized Ministries</i>	47,810
Supporting education and assistance in the areas of Alcohol and Substance Abuse, the Episcopal Response to AIDS, Peace and Justice in Palestine/Israel, the Mission to Seafarers, Sts. Martha and Mary, St. James Family Center, Refugee Resettlement, the Committee for the Environment, the Jubilee Network, and Church in the World.	

4. Canonical and Corporate Expenses 1,335,510

Supporting the Bishop and his Office, the Bishop Suffragan, Canon to the Ordinary, the Treasurer's Office, all Governance functions (Convention, Diocesan Council, Standing Committee, and the Board of Directors), and the areas of Archives, Insurance and Benefits.

5. Our Trustee Commitments 917,469

Huston Center, St. Andrew's House, Diocesan House, and St. Bernard's Chapel. (Almost \$700,000 of this is supported by revenues generated by Huston Center and St. Andrew's. The balance is the annual cost of operating and staffing Diocesan House (receptionist and custodian).

Total of all revenues	\$4,434,503
Total of all categories	<u>\$4,434,503</u>
Credit or debit balance:	\$0

Summary of Income & Expenses

Income	2005	2004	2003 Actual
Net Assessments	\$3,222,829	\$3,111,068	\$3,084,198
Investment Income	377,168	492,973	449,558
Other Income, Fees & Reimbursements	<u>757,625</u>	<u>883,778</u>	<u>754,754</u>
Total Income	4,434,503	4,562,357	4,379,788

Expenses

Supporting the Broader Church (16% of total budget)			
Wider Church Covenants	688,599	692,586	685,608
Empowering Congregations (32% of total budget)			
Evangelism and Growth	473,409	532,820	560,672
Faith Formation	301,115	359,201	338,442
Ethnic Ministries	148,986	168,935	146,793
Stewardship & Planned Giving	132,818	134,643	142,019
Communications	<u>388,787</u>	<u>413,534</u>	<u>389,135</u>
Total	1,445,115	1,609,133	1,577,061
Specialized Ministries/Church in the World (1% of total budget)			
	47,810	76,800	76,041
Canonical & Corporate Expenses (30% of total budget)			
Office of the Bishop, Senior Staff, Governance Expenses, etc.	1,335,510	1,267,509	1,260,179
Trustee Obligated Commitments (21% of total budget)			
Huston Camp & Conf. Center, St. Andrew's House			
Diocesan House, Medicare Supplement, etc.	917,469	931,033	879,714
Total of all categories	<u>\$ 4,434,503</u>	<u>\$ 4,577,061</u>	<u>\$ 4,478,603</u>
Income less Expenses	0	(14,704)	(98,815)

2004 Budget Descriptions

Income

Assessments: Assessments are based on the net disposable income reported annually by congregations. The rate of assessment is set each year by the Diocesan Convention for the second succeeding year (i.e., the 2004 Convention will set the 2006 rate). Payment of the assessment is mandatory for

a congregation to stay in union with Convention (that is, to continue to function as a part of the Episcopal Church). Of the total, 15% in 2005 is budgeted as a reserve to allow for congregations that don't meet their obligation. Assessment relief is determined by Diocesan Council upon

recommendation by the Early Response Team of Council (ERT). Assessment relief for growth appears as an expense.

Unrestricted Income: Unrestricted income from endowment funds is available for general operating expenses.

Restricted Investment Income: Restricted income is designated for specific purposes as follows:
Christiansen—Educational and religious uses within the City of Seattle.
Clapp—Land Purchase reserve and Diocesan House plant services.
Clergy Emergency Office of the Bishop.
College Work—University of Washington Canterbury Ministry.

Episcopate Endowment #1 and #2—Support for the Office of the Bishop.
Horn—Capital improvements at Huston Camp and Conference Center
Mission Ministry—Supports Holy Spirit, Battle Ground (Office of the Bishop).
Phillips—Plant services for Diocesan House.
Pruden—Clergy residency program.
St. Bernard’s Chapel—Supports the Chapel on Snoqualmie Pass.

Theological Education—grants for clergy and lay leadership.

Fees and reimbursements: Income is received from camp and conference participants, print shop revenue and Cathedral use of print shop services. In addition, the Accounting Office generates fees for administration of grants, insurance and the Diocesan Investment Fund.

Expenses

Wider Church Covenants: Wider Church Covenants include support for shared ministry through the asking for the national church, support for Province VIII and the Washington Association of Churches, St. Mark’s Cathedral, and ecumenical work in western Washington.

Program for Ministry: Under the new heading of Empowering Congregations, Evangelism and Growth lead the way in the merger of five key components of our new congregational support ministry. It folds in numerous training and grant opportunities to promote local

growth. The other support areas include Faith Formation, Ethnic Ministries, Stewardship and Planned Giving and the office of Communication.

Church in the World: The specialized ministries of Church in the World are receiving reduced funding in this budget but the work of these ministries and committees maintains our commitment to the outreach, direct service, and advocacy efforts of the diocese and its congregations.

Canonical and Corporate Expenses: This important area of our budget supports the Office of the Bishop, Vincent Warner; the Bishop Suffranga, Nedi Rivera; the Canon to the Ordinary, Betsy Greenman; the Treasurer’s Office; the Archives; all aspects of diocesan governance, all support staff, and various insurance and benefits line items.

Trustee Commitments: This area supports the operations of Huston Center, St. Andrew’s House, St. Bernard’s Chapel, and the operation and maintenance of Diocesan House.

Resolutions Committee 2004 Report to Convention (04/D/2)

Members of the Resolutions Committee: *Ms. Judith Andrews*, St. Mark’s Cathedral, Seattle, chair; *the Rev. Patty Baker*, St. Clare’s Church, Snoqualmie; *the Rev. Jo Beecher*, Komo Kulshan Cluster, Mount Vernon; *Mr. Sam Fleshman*, St. Andrew’s Church, Tacoma; *the Rev. Richard Green*, St. Stephen’s Church, Longview; *Ms. Mary Maxon*, Emmanuel Church, Mercer Island; and *Mr. Ralph Provencal*, St. Benedict’s Church, Lacey.

Resolution One—Establishment of “Sea Sunday” in the Diocese of Olympia. Submitted by Richard H. Beuthel, Emmanuel Church, Mercer Island, and president of the Mission to Seafarers, Seattle; and the Eastside Episcopal Churches regional ministry. **Resolved**, that the 94th Convention of the Diocese of Olympia designate the first Sunday of May of every year as “Sea Sunday” in recognition both of those who over the years have lost their lives at sea and of those who continue to lead their lives at sea in the protection of our nation and in the maintenance of commercial shipping and fishing, all of which contribute so greatly to the well being of those who live in western Washington. **And be it further Resolved**, that on Sea Sunday, appropriate prayers and music be utilized in our church services and that the open plate offerings throughout the Diocese on that day may be designated for seafarers’ ministry in its various locations within the Diocese as part of this recognition. *(See pg. 15 for action on Resolution #1.)*

Resolution Two—Inclusion of Chief Seattle in *Lesser Feasts and Fasts*. Submitted by the Rev. Dan Conklin, Epiphany Parish of Seattle; endorsed by the vestry of Epiphany Parish of Seattle. **Resolved**, that the 94th Convention of the Diocese of Olympia petition the Bishop to appoint a committee to prepare appropriate documentation for submission to the Standing Liturgical Commission of the National Church for possible approval and consideration of the General Convention 2006, to include Seattle, Chief of the Suquamish, in future editions of the Church’s *Lesser Feasts & Fasts*. *(See pg. 5 for action on Resolution #2.)*

Resolution Three—Engaging with the Earth Charter. Submitted by the Commission for the Church in the World and the Committee for the Environment. **Resolved**, that the Committee for the Environment and the Commission for the Church in the World offer ways for the Diocese and its congregations to engage with the Earth Charter as an inspiration for the church’s work in the world. *(See pg. 16 for action on Resolution #3.)*

Resolution Four—Millennium Development Goals. Submitted by the diocesan Commission for the Church in the World. **Resolved**, that the 94th Convention of the Diocese of Olympia, in recognition of the passage by the 73rd and 74th General Conventions of the Episcopal Church of Resolutions D006 and D033 endorsing the achievement of the United Nations Millennium Development Goals using funds generated from 0.7% of annual budgets, begin a year of study of these goals, which include efforts to: 1) eradicate extreme poverty and hunger; 2) achieve universal primary education; 3) promote gender equality and empower women; 4) reduce child mortality; 5) improve maternal health; 6) combat HIV/AIDS, malaria and other diseases; 7) ensure environmental stability; and 8) develop a global partnership for development. **And be it further, Resolved**, that this study include an examination of our current level of giving on the personal, parochial, diocesan, and nation levels within the Episcopal Church. **And be it further, Resolved**, that we encourage by all means possible our elected officials to provide the leadership and resources needed so that the United States as one of 191 signatories to the UN Millennium Goals might fulfill its commitment to funding international

development aid at 0.7% of the U.S. Gross National Product (GNP). (See pg. 22 for action on Resolution #4.)

Resolution Five—Dividing wall between Israel/ Palestine. Submitted by the Episcopal Peace Fellowship, Diocese of Olympia chapter, Tom Walker, Constance Trowbridge, and Diane Brelsford, co-mentors. **Resolved**, that the 94th Convention of the Diocese of Olympia supports the Diocese of Jerusalem in calling for the stopping of the construction and for the dismantling of the Wall isolating Palestinian areas within Israel. (See pg. 22 for action on Resolution #5.)

Resolution Six—Integrated Pest Management & Notification of Pesticide Use. Submitted by the Committee for the Environment; endorsed by the Commission for the Church in the World. **Resolved**, that the Diocese of Olympia move toward implementing a system of Integrated Pest Management in all diocesan properties and on all grounds, **and be it further Resolved**, that the congregations of the Diocese take steps to adopt similar systems on their properties and grounds, **and be it further Resolved**, that this 94th Convention of the Diocese of Olympia adopts as standard practice a system of public notification informing congregants and the public, at least 48 hours in advance, of the application of pesticides at all its facilities, **and be it further Resolved**, that the Diocese notify the Episcopal Church's national office of this resolution as a step toward compliance with Resolution C026 of the 74th General Convention of the Episcopal Church (2003), which called the Church to reduce its use of toxic chemicals, and urge the national church to adopt Integrated Pest Management and a policy on warnings on its properties and grounds. (See pg. 23 for action on Resolution #6.)

Resolution Seven—Recognizing the Diocesan School of Ministry and Theology (DSOMAT). Submitted by the faculty and Board members of the Diocesan School of Ministry and Theology. **Resolved**, that the 94th Convention of the Diocese of Olympia recognize the 40th anniversary of the Diocesan School of Ministry and Theology (DSOMAT), **and be it further Resolved**, in so much as the Diocesan School of Ministry and Theology has contributed substantially to: the discernment of vocation and gifts for baptismal ministry; the training of innumerable lay and ordained persons for ministries of leadership and service, and the provision of opportunities for life long learning that the Convention recognize the School's many contributions as a canonical institution of the Diocese. (See pg. 6 for action on Resolution #7.)

Resolution Eight—Liturgy & Arts Commission. Submitted by the diocesan Liturgy and Music Committee. **Whereas** the core of Anglican identity lies in liturgy, that ordered practice of Common Prayer in which our beliefs are manifest; and **Whereas** Common Prayer is experienced not only in the phrasing of our liturgy, but also in movement, music, and the visual and performing arts, all of which may engage God's people in prayer; and **Whereas** the bishop diocesan, as chief liturgical officer of the diocese, is primarily responsible for upholding this godly practice by example and instruction; **Resolved**, that this 94th Convention of the Diocese of Olympia establish a Commission for Liturgy and the Arts for the purpose of providing advice and resources to the bishop diocesan in this ministry of liturgical leadership. **And be it further, Resolved**, that the Commission will work with the Office of the Bishop to develop the needed structures, procedures, and channels of communication to render its advice and resources accessible to all individuals and bodies who need them. (See pg. 6 for action on Resolution #8.)

Resolution Nine—Call for visit by Bishop Duncan. Submitted by the rector and delegates of St. Luke's Church, Tacoma: the Rev. Paul D. Reitmann, Robert Ferguson, Betty Ann Patterson Pope, John Pope, and Pam Tinsley. Endorsed by the vestry of St. Luke's Memorial Church, Tacoma. **Resolved**, that the 94th Convention of the Diocese of Olympia endorses strongly the efforts of its bishop to schedule a pastoral visit to our Diocese by the Rt. Rev. Robert Duncan, Bishop of Pittsburgh, for the purpose of discussing the current state of the Episcopal Church, and urges that the visit be scheduled as soon as is reasonably practical. (See pg. 17 for action on Resolution #9.)

Resolution Ten—Amend the proposed 2005 Budget. Submitted by the rector and delegates of St. Luke's Church, Tacoma: the Rev. Paul D. Reitmann, Robert Ferguson, Betty Ann Patterson Pope, John Pope, and Pam Tinsley. Endorsed by the vestry of St. Luke's Memorial Church, Tacoma. **Resolved**, that the 94th Convention of the Diocese of Olympia modify the preliminary 2005 budget, presented at the August 28 pre-convention meeting, as noted. (See pg. 20 for details & action on Resolution #10.)

Resolution Eleven—2006 Diocesan Assessment Rate. Submitted by the Diocesan Council. **Resolved**, that this 94th Convention of the Diocese of Olympia approve the recommendation of the Diocesan Council that the 2006 diocesan assessment rate factor be set at 20% of the Net Disposable Income (NDI). (See pg. 24 for action on Resolution #11.)

Resolution Twelve—Reducing the lay voting membership of Convention Proposed by Dede Moore, diocesan Convention & Governance Coordinator; supported and submitted by the Diocesan Council. **Resolved**, that the 94th Convention of the Diocese of Olympia authorize the [noted] changes to the diocesan canons that would reduce the size and change the makeup of congregation delegations to the annual convention. (See pg. 24 for details & action on Resolution #12.)

Resolution Thirteen—Council Meeting Locations. Submitted by the Willapa Regional Ministry. **Resolved**, that the 94th Convention of the Diocese of Olympia direct the Diocesan Council to establish the goals of: 1) involvement of all regions in the hosting of Council meetings with the intent of bringing the Council more into the forefront with the regions and congregations; 2) developing a program of holding meetings in the five areas – north, central, south, east, and west – with at least two each year to be outside the greater Seattle area; 3) recognizing that the additional costs involved should be borne by the congregations of the region or region hosting; and 4) developing program methods for direct interpersonal involvement of the congregations in the data accumulation processes of the Council with respect to history, cultural practices, facilities, outreach, and other programs and concerns of their community. (See pg. 26 for action on Resolution #13.)

Resolution Fourteen—Cost of Living Adjustment 2005. Submitted by the diocesan Personnel Commission. **Resolved**, that this 94th Convention of the Diocese of Olympia authorize the setting of the Cost of Living Adjustment for 2005 for diocesan congregation ranges at 3%. (See pg. 26 for action on Resolution #14.)

Resolution Fifteen—Unemployment Policy. Submitted by the diocesan Personnel Commission. **Resolved**, that this 94th Convention of the Diocese of Olympia vote to remove the policy on unemployment established at the 86th Diocesan Convention in 1996. (See pg. 9 for action on Resolution #15.)

Resolution Sixteen—Short-term Disability Insurance. Submitted by the diocesan Insurance Committee. **Resolved**, that the 94th Convention of the Diocese of Olympia terminate the diocesan short-term disability insurance plan for clergy as of December 31, 2004, since the Church Pension Fund began offering similar coverage effective January 2004. (See pg. 9 for action on Resolution #16.)

Resolution Seventeen—Group Medical Insurance. Submitted by the diocesan Insurance Committee. **Resolved**, that this 94th Convention of the Diocese of Olympia amend its group medical rules so that participation in the medical group plan is mandatory for all clergy employed by a congregation for 20 hours a week or more. An exception to this mandate is if a clergy person has coverage through a spouse or partner's group insurance plan. (See pg. 10 for action on Resolution #17.)

Commission on Personnel—Report to the 94th Convention (04/E/2)

The work of the Commission:

Items one and two are reports required by Canon to be provided to Convention from the Personnel Commission.

1) In accordance with Canon 23, Sections 2 and 5, and Canon 12, Section 4, of the Canons of the Diocese of Olympia, the Commission annually recommends adoption of the Resolution Authorizing Cost of Living Adjustment for the following year. The recommendation is a 3% increase to the salary ranges. Convention takes action on this when presented by the Committee on Resolutions. The salary ranges information sheet accompanies this report.

2) In accordance with Canon 23, Sections 2 and 5, and Canon 12, Sections 3 and 4, of the Canons of the Diocese of Olympia, the Commission has determined that: a. All clergy employed in the Diocese in clerical positions are compensated at a rate not less than the minimum established by the Diocese. (Basis for this information is the salary report by the Church Pension Fund.) b. Of 167 clergy employed in the diocese in clerical positions, 120 are covered by written agreements specifying terms as to compensation, including housing and utilities allowance, pension and insurance benefits, and business expense allowances, as provided for in Canon 12, Section 3. (Basis for this information comes from the clergy and congregation files at the Office of the Bishop. Some congregations may not yet have provided copies to the office. This report reflects the number in hand.)

Items three, four and five reflect the topic areas in which work was accomplished by the Personnel Commission since the 93rd diocesan Convention.

3) The Clergy Compensation Manual was last updated in 1995. Our work these past two years has been to review and incorporate information and policies from intervening conventions. The Compensation and Benefits Policy Manual for Parochial Clergy is the result of that

work. A recommended policy change is reflected in the resolution on unemployment. Other changes in the manual come as the result of prior year's resolutions or changes in state statutes.

4) The Commission on Personnel, at the request of the Clergy Association of the Diocese of Olympia (CADO) engaged in reviewing practices around mutual ministry reviews. The Episcopal Church, nationally, has published a resource growing out of the work of ten pilot diocese, of which the Diocese of Olympia was one. "Living into our Ministries, the Mutual Ministry Cycle" is available from the Episcopal Church Foundation.

5) The Commission on Personnel, several years ago, established the diocesan staff salary ranges by use of statistics from comparable positions in the public sector. Bishops' salary ranges were not part of that study. The Personnel Commission over the years has been trying to determine how to set this basis. Information from the national church Office of Pastoral Development provides some indexes for bishop salaries. This information shows that the Diocese of Olympia Bishop salary is below the normal appropriate for size, budget, and number of clergy, as well as the tenure of the diocesan bishop. Information from diocese about how salaries are determined and who makes those decisions is all over the map. The Personnel Commission continues to have this work on its agenda.

6) The Insurance Committee of the Diocese was established as a sub-committee of the Personnel Commission. However, because it is the members of the Insurance Committee who know the information they present to convention the Personnel Commission concluded that the material needs to come to convention directly from the Insurance Committee, rather than a pass-through of the Personnel Commission.

Respectfully submitted, The Commission on Personnel: *Barbara Larson*, chair, St. George, Seattle; *the Rev. George Ann Boyle*, CADO representative, St. Thomas, Medina; *Mary DeVeau*, St. John the Baptist, Seattle, Lay Professional representative; *Susan Carpenter*, St. Stephen, Seattle; *the Rev. David James*, St. John, Olympia; *Gayle Lee*, St. Thomas, Medina; *the Rev. Ann Lukens*, St. Michael and All Angels, Issaquah; *the Rev. Constance Moorehead*, St. Clement, Seattle; *the Rev. David Price*, St. Francis, Mill Creek; and, staff support, *Betsy Greenman*.

2005 Parochial Clergy Salary Scale

(includes the addition of the proposed 3% COLA)

Grade	Minimum	Mid-Point	Maximum
A	\$66,140	\$82,676	\$99,210
B	\$60,128	\$75,161	\$90,193
C	\$54,652	\$68,316	\$91,979
D	\$49,692	\$62,115	\$74,539
E	\$45,229	\$56,537	\$67,844

Applicable Policies:

Mandatory Policies (applies to rectors and vicars)

- 1) If church-owned housing is provided, the range is reduced by 20% plus the amount of any utilities provided, either in form of actual utility costs paid or in allowances provided.
- 2) Clergy must be paid at least the minimum of the applicable range.
- 3) Clergy with total experience in ordained ministry of ten years (10) or more regardless of grade, must be paid the mid-point of Grade E, which for 2005, will be \$56,537.
- 4) Clergy with five (5) or more years in the same grade of congregation must be paid at least 90% of the mid-point of the applicable range. NOTE: A clergy person with less than five (5) years should be given pay raises greater than the cost-of-living adjustment so the salary would reach the 90% of mid-point by the fifth year.
- 5) Clergy with ten (10) or more years in the same grade or congregation must be paid at least 100% of the mid-point of the applicable range. See note in number 4.
- 6) Exceptions to these policies require approval of the Bishop.
- 7) All financial agreements with clergy must be rewritten or amended in their Letter of Mutual Ministry Agreement (LOMMA) to reflect changes in Compensation or provisions and a copy forwarded to the Bishop.

Advisory Policies:

- 1) For assisting clergy, it is recommended that minimum compensation be established at two salary grades below that established for the parish or mission, depending upon qualifications and experience.
- 2) For interim clergy of a parish or mission, it is recommended that compensation shall be at the grade level of the parish or mission, prorated for the percentage of time committed.

Summary of Clergy Compensation Policy Revisions:

In November of 2002, the 92nd Convention of the Diocese of Olympia adopted a resolution to: "authorize the Personnel Commission of the Diocese to update and edit the Clergy Compensation Policy Manual consistent with policies adopted by diocesan conventions (a) for the purpose of

implementing changes to policies described in the Manual and (b) for the purpose of maintaining and updating the Manual as an effective instrument for the statement of diocesan policies.

During 2003 and 2004 the Commission has been undertaking this work, with a primary emphasis on making the Manual a more user-friendly and effective tool for use in congregations.

The complete draft document may be downloaded from www.ecww.org. Listed below are the significant proposed changes to the Manual that have been incorporated in this draft:

- 1) Focus exclusively on parish clergy, and subsequently publish two companion Manuals, one for lay professionals in congregations, and another for ordained and lay employees of the Diocese and related organizations. Publishing three separate manuals segregates the policies into documents immediately relevant to various users.
- 2) Present each policy in concise summary form, providing complete text as a printed appendix and/or as a download from the diocesan web site. The great advantage of the latter strategy is that the material is always kept current.
The summary form will be far more readable for clergy, wardens and vestries. It will provide an overview which orients everyone to all relevant policy, while also giving quick access to specific information that is needed.
- 3) Incorporate all policy changes made since the last printing in 1995, such as convention resolutions on Sick Leave Accrual, Compensation for Supply and Interim Clergy, and Compensation and Employment Guidelines for Associate Clergy; as well as revised legislative mandates regarding military and medical leave.
- 4) Submit a Resolution to the 94th Diocesan Convention this fall rescinding the Unemployment Benefit Plan adopted in 1996, which congregations have regrettably proved unable to fund.

Clergy Personnel Policy Manual-Diocese of Olympia (04/E/3)

Adopted by the 1995 Diocesan Convention. Amended 2002. Amended 2004. [The current Clergy Personnel Policy Manual is online at <http://www.ecww.org/onlinedocuments/index.cfm>.]

2004 Convention Committees (04/E/4)

CONSTITUTIONS & CANONS COMMITTEE

- Ms. Judith Andrews, St. Mark's Cathedral, Seattle
- Mr. Duncan Bayne, Diocesan Vice Chancellor,
- Ms. Betsy Greenman, Canon to the Ordinary
- * Mr. Douglas Oles, Church of the Redeemer, Kenmore
- Mr. Gregory A. Hicks, St. Clement's, Seattle
- The Rev. Stephen Moore, All Saints', Bellevue
- Mr. Donald Mullins, Diocesan Chancellor,
- The Rev. John G. Schaeffer

RESOLUTIONS COMMITTEE

- * Ms. Judith Andrews, St. Mark's Cathedral, Seattle
- The Rev. Patty Baker, St. Clare's, Snoqualmie
- The Rev. Jo Beecher, Komo Kulshan Cluster
- Mr. Sam Fleshman, St. Andrew's, Tacoma
- The Rev. Richard Green, St. Stephen's, Longview
- Ms. Mary Maxon, Emmanuel Church, Mercer Island
- Mr. Ralph Provencal, St. Benedict's, Lacey

COMMITTEE ON PRIVILEGE

- * The Rev. Randal Gardner, Emmanuel Church, Mercer Island

NOMINATIONS COMMITTEE

Mr. Tom Cashman, St. Columba's, Kent
Mrs. Carolyn Forbes, St. Philip's, Marysville
Mrs. Peggy Habegger, St. Stephen's, Seattle
Mrs. Jan Hanson, St. Stephen's, Longview
Mr. Andy Leech, Christ Church, Anacortes
Mrs. Dede Moore, Staff Liaison
* The Rev. Katherine Sedwick, Trinity Church, Seattle
Mr. Steve Tellari, St. James', Kent
Ms. Liz White

COMMISSION ON PERSONNEL

The Rev. George Ann Boyle, St. Thomas', Medina
(CADO representative)
Ms. Susan Carpenter, St. Stephen's, Seattle
Ms. Mary DeVeau, St. John the Baptist, Seattle
(Lay Professional representative)
Canon Betsy Greenman, Staff Support
The Rev. David James, St. John's, Olympia
* Mrs. Barbara Larson, St. George's, Seattle
Ms. Gayle Lee, St. Thomas', Medina
The Rev. Ann Lukens, St. Michael and All Angels,
Issaquah
The Rev. Constance Moorehead, St. Clement's, Seattle
The Rev. David Price, St. Francis', Mill Creek

COMMISSION ON CHURCH ARCHITECTURE

* Mr. Mark Anderson, Church of the Ascension, Seattle
Mr. Denny Bacon, Ex Officio, Diocesan Treasurer
The Rev. Robert Biever, All Saints', Tacoma
Mr. Guy Falskow, St. Stephen's, Seattle
Mr. Gary Gideon, St. Paul's, Bellingham
Mr. Don Glad, St. Stephen's, Seattle

Mr. Kenneth Large, Good Samaritan, Sammamish
Mrs. Jeannette Moore, St. Hugh of Lincoln Church, Allyn
Mr. Allen Moses, Church of the Redeemer, Kenmore
Mr. Frederick Pneuman, St. Thomas', Medina
Mr. Ralph Provencal, St. Benedict's, Lacey

COMMISSION ON MINISTRY

Ms. Lucy Brand, Ex-Officio, Secretary for Vocations
Ms. Barbara Brower, Ex-Officio, Recorder
Mr. Kerry Fitzgibbons, St. Paul's, Seattle
The Rev. Kathy Glenn, St. Andrew's, Tacoma
Canon Betsy Greenman, Ex-Officio
The Rev. Randy Lord-Wilkinson, St. Paul's, Bremerton
The Rev. Constance Moorehead, St. Clement's, Seattle
Ms. Holly Roddam, St. Luke's, Seattle
The Rev. Canon Timothy Sexton, Komo Kulshan Cluster
The Rev. Dr. Marda Steedman-Sanborn, St. James', Kent
Mrs. Karen Summerville, Epiphany Parish of Seattle
The Rt. Rev. Vincent W. Warner
* Mrs. Barbara Wilson, St. Mark's Cathedral, Seattle

INSURANCE COMMITTEE

Ms. Patricia Angell, Emmanuel Church, Mercer Island
Mr. Denny Bacon, Staff liaison
Mr. Gerald Coe, St. Mark's Cathedral, Seattle
* Mr. Stephen Day, Epiphany Parish of Seattle
Mr. Earl Fauser, St. Margaret's, Bellevue
Mr. Phillip Haas, St. Margaret's, Bellevue
Mr. William Meacham, St. John's, Kirkland
Mr. Raymond Sheldon, St. Barnabas', Bainbridge
Mrs. Chris Smith-Clark, Staff liaison
Ms. Kathy Wells, St. Mark's Cathedral, Seattle
Mr. David Williams, Church of the Good Shepherd, Vancouver

Report of the Committee on Privilege (04/E/5)

The Committee on Privilege recommends that the following persons be given the privilege of seat at the 94th Annual Convention of the Diocese of Olympia.

Retired Bishops now residing in the diocese, if present

The Rt. Rev. Cabell Tennis, Bishop Retired, Delaware

The Rt. Rev. William Choi, Bishop Retired

Officers of the Diocese/Convention who are not members of Convention

Mrs. Diane Wells, Archivist and Records Manager (voice only)

Diocesan Lay Staff members who are not members of Convention

Ms. Betsy Greenman, Canon to the Ordinary

The Rev. Nedi Rivera, Bishop Suffragan-elect

Ms. Dede Moore, Convention Coordinator

Mrs. Kathleen Hamilton, Director of Faith Formation (voice only)

Mr. Greg Hope, Coordinator, Refugee Resettlement Ministry (voice only)

Mr. Carl Knirk, Bishop's Deputy for Planned Giving/Stewardship

Lay members of the Board of Directors who are not members of Convention

Mr. William Bain, Emmanuel Church, Mercer Island

Mr. Ed Benschopf, Emmanuel Church, Eastsound/ Orcas Island

Mr. William Goodenough, Church of the Ascension, Seattle

Mr. Ron Harris-White, St. Clement's Church, Seattle

Mr. Harry Strong, Epiphany Parish of Seattle

Ms. Kathryn Truong, Church of the Holy Apostles', Bellevue

Ms. Judith Yeakel, St. Augustine's in-the-Woods Church, Freeland

Those making presentations to Convention who are not members of Convention (voice only, unless indicated)

Mr. Miller Adams, Chair, Dispatch of Business (seat and voice)

Bishop Victor Scangelbury, Assisting Bishop of Chicago (seat and voice)

Mr. Dent Davidson, Convention Musician

Mr. Josh Hosler, Elections

Ms. Judith Andrews, Chair, Resolutions Committee

Ms. Sabeth Fitzgibbons, Church Divinity School of the Pacific

Mr. Doug Oles, Chair, Constitution and Canons Committee

The Rev. John Boonstra, Executive Director, Washington Association of Churches

Mr. Brian Sellers-Peterson, Episcopal Relief and Development
Ms. Barbara Fox, Bishop Suffragan Transition Committee

Ms. Peggy Cleary, Episcopal Relief and Development

ELCA Pastors serving Episcopal Congregations

The Rev. Pamela Armstrong, St. Paul's, Pt. Townsend
The Rev. Karen Ward, Church of the Apostles & St. Thomas', Medina

The Rev. Sandra Kreis, St. Christopher's, Olympia

Developing Congregations, Specialized Ministries & Others

Mr. Charles Hubbard, St. Stephen's Church, Oak Harbor

Youth Presence:

Leonard Accos, St. Paul's, Bellingham
Kareen Black, St. Bede's, Pt. Orchard
Jeff Hiatt, Holy Cross, Redmond
Kris Niven, St. Mark's Cathedral, Seattle
Andrew Unbehau, St. John's, Olympia

Jesse Barnum-Reece, All Saints, Bellevue
Eliza Erskine, Good Shepherd, Vancouver
Hester Mallonee, St. Columba's, Kent/Des Moines
Sabra Senour, St. George's, Seattle

Clergy canonically resident, but not domiciled or ecclesiastically employed within the Diocese of Olympia, if present:

Adams, Richard	Kimball, Melodie	Snyder, Ken
Barrow, Gordon Hurst	Kolbet, Paul	Sonnesyn, Roger
Bell, John	Lobdell, Gary	Southwell, Robert
Berge, Clark	Lueckert, Diana	Stewart, Daniel
Bogel, Marianne	Maier, Andrea	Tomter, Patrick
Clark, Corbet	McCaw, Mary	Viggers, Jack
Cleveland-Stout, Jennifer	Miller, A. Scott	Walker-Sprague, Patricia
Dorn, Christy	Nelson, Pascal	Westpfahl, Carol
Elkins, Donald	Rozendaal, Jay	Wilton, G.W Paul
Ellis, Marshall	Skanse, Oliver	Wolfe, Eugene
Hawkins, Jodene	Smith, Don	Wyatt, Michael.
Keller, Patterson	Smith, Homer	

Clergy licensed in the Diocese of Olympia, if present:

Allaire, Nancy	Hakiel, Nick	Miller, Donald
Allen, Mary	Harlacher, Richard	Minter, Russell D.
Anderson, Herbert	Harris, Carl	Pearson, Kevin
Attcheson, Charles	Heathcock, Deborah	Powers, Robert
Ballinger, Kathryn	Helsel, Verle	Redding, Ann
Barnett, Webster	Hubbard, Winfield	Rouffy, Edward
Beveridge, Robert	Larive, Armand	Scannell, Alice
Bourne-Raiswell, Margaret	Larson, L. John	Smith, Robin
Chrisman, Robert	Lindusky, Eugene	Totman, Glenn
Dexter, Raymond	Maxwell, William	Tudor, William
Elliott, James	McLachlan, Devin	Van Eenwyk, John
Greenwood, Don	McMurtry, Herbert	Watson, Stennis

Submitted by, Committee on Privilege, The Rev. Randal Gardner, Chair

“The Ministry of Everyone” & Vision Statement (04/F/1)

Bishop Vincent Warner and Diocesan Council met in retreat over the first weekend in May to set the course for the mission and ministry of the Diocese of Olympia for the coming years. The group decided that its beginning point must be the vision and ministry that we are called to rather than a shortfall in a budget.

It confirmed its existing vision but recognized that the structures and approaches used in the past will no longer work. Across our culture there is a hunger for meaning and the bishop and Council decided that we need to find a way to connect to that hunger. **As the diocese moves this week toward the election of a suffragan bishop focused on evangelism, faith formation and ethnic ministry, the Council affirms that this**

will be the ministry of everyone, not just one person. It is our new mission strategy. The Council has committed itself to create a team working with the suffragan to launch what will become the signature ministry of the Episcopal Church in western Washington.

The team will be drawn from and work on all levels – congregational, regional, at the level of the commissions and

diocesan staff. A 2005 budget will be constructed to support this vision of teams that will work with and within congregations to assist in their growth and to reach and respond to the hunger in their communities. Congregational grants will be related directly to the work of evangelism, faith formation, and changing the face of our church. The Commissions for Ethnic Ministry, Faith Formation, Congregations and Evangelism will no longer be stand alone committees, but instead will be blended together and coordinated in this team approach. Teams will respond to and challenge individual congregation's opportunities for growth and a deepening of faith. All of this will result in a strategic approach to providing congregations resources for growth.

Though a shortfall in assessment payments precipitated these efforts, the result was a new and energized focus on mission. Council is moving on a number of fronts to build a budget that is realistic, fiscally responsible and tied to mission. The Council along with staff will engage congregations in addressing the assessment issue. The Council is committed to engaging the entire diocese in this new strategic effort. An important opportunity for everyone to engage in this visioning process will be at the two upcoming pre-convention meetings to be held June 12 at St. John's, Olympia, and June 19 at St. Margaret's, Bellevue.

If you have an immediate response to the course council is taking please send your comments to pstrimer@ecww.org.

The Council invites your prayers in the days ahead.

The Episcopal Church in Western Washington

WHO WE ARE: We are people of God who proclaim boldly by word and action the reconciling Gospel of Jesus Christ.

OUR VALUES ARE REFLECTED IN OUR PROGRAM AND STRUCTURE:

WE ARE INCLUSIVE (Commission for Ethnic Ministries) We know ourselves as one people of God in the Episcopal Church in Western Washington, gathered around our Bishop, celebrating our shared diversity.

WE ARE GROWING AND LEARNING (Commission for Faith Formation) We empower, equip and support the ministries of laity, deacons, priests, and bishops.

WE ARE STEWARDS (Commission for Planned Giving and Stewardship) We challenge one another to develop, share and responsibly use the resources entrusted to us by God.

WE ARE EVANGELISTS (Commission for

Evangelism) We prepare and encourage one another for the spreading of the Good News of Jesus Christ through invitation, witness and example.

WE ARE ON MISSION (Commission for Congregations) We build upon and extend the mission and ministry of the Episcopal Church in Western Washington by strengthening existing congregations and strategically establishing new congregations.

WE ARE THE CHURCH IN THE WORLD (Commission for Church in the World) We work together with people of all faiths to seek justice and peace, respecting the world we live in and the dignity of every human being.

Insurance Committee Report (04/F/2)

Background: Medical Insurance is an issue of great concern throughout the entire nation. The Diocese faces a dilemma as it looks forward to renegotiating our contract with Group Health in the fall.

Good underwriting is similar to good stewardship in that there is a commitment of "one for all and all for one." Over the last two years a number of churches have opted out of the diocesan medical group. As a result, participants in the group plan as the percentage of those eligible to participate in the pool has declined. This lower percentage of participants may render the group no longer viable, meaning that the Diocese will no longer be able to offer a group plan to employees of churches.

Discussion: Following is a resolution for your discussion and consideration. The Insurance Committee formulated this resolution at its May 20 meeting for input to the pre-convention

gatherings in order to insure that all delegates understand the situation and impact if a resolution is brought for a vote to Convention in October.

Resolve that the Diocese amend its group medical rules so that participation in the medical group plan is mandatory for all clergy employed by a congregation for 20 hours a week or more. An exception to this mandate is if a clergy person has coverage through a spouse or partner's group insurance plan. This action is necessary in order to preserve the Diocese's viability as a group for health insurance purposes.

Pre-Convention Evaluations (04/F/3)

St. John's Church, Olympia — Pre-Convention Evaluations – June 12, 2004

Total Number of Participants 81 Total Number of Evaluations 40

Sample ratings: 1.0=Poor, 2.0=Fair, 3.0=Average, 4.0=Good, 5.0=Excellent

Overall rating of this Gathering:	Poor: 0	Fair: 1	Average: 7	Good: 18	Excellent: 5	Rating: 3.87
Bishop Warner sets the Context:	Poor: 1	Fair: 2	Average: 8	Good: 15	Excellent: 11	Rating: 3.89
Table discussion: Nicodemus	Poor: 2	Fair: 2	Average: 8	Good: 16	Excellent: 9	Rating: 3.76
Table discussion: Wine Skins	Poor: 2	Fair: 3	Average: 12	Good: 12	Excellent: 6	Rating: 3.49
Council Focused Ministry	Poor: 0	Fair: 3	Average: 8	Good: 22	Excellent: 4	Rating: 3.73
Budget	Poor: 0	Fair: 0	Average: 5	Good: 23	Excellent: 9	Rating: 4.12
Stewardship/Living Tree	Poor: 1	Fair: 1	Average: 6	Good: 16	Excellent: 12	Rating: 4.03
Insurance/Personnel	Poor: 0	Fair: 3	Average: 3	Good: 15	Excellent: 15	Rating: 4.17
Mutual Support: Assessment	Poor: 1	Fair: 1	Average: 5	Good: 18	Excellent: 9	Rating: 3.97
Convention Preparation	Poor: 0	Fair: 0	Average: 6	Good: 14	Excellent: 13	Rating: 4.21

What was particularly good about this gathering? (*by number of mentions; "/" means new respondent*)

- 4 Getting to know others. / Discussions (disconnects, mutuality).
- 3 St. John's Church demonstrates a marvelous gift of hospitality.
- 2 Honesty about financial problems, frankness is best. / Well-timed and planned. / Staying on schedule. / New topics like informal parish-to-parish connections. / Open, accepting environment; good flow, good listening, good sharing. / Warm teaching and sharing time with Bishop Warner. / Spirit-filled business focused on our life in faith, & our vision of following Jesus.
- 1 Bible study and resulting conversation. / Lack of contentious ideas. / Information offered. / Table Discussion #1. / Concise printed handouts. / The professional-grade interaction. / Trying to focus on our future, not our past. / Discussion outside on the porch during lunch. / Flow of ideas about new ways to approach issues of doing God's work. / Size made participation good. / No windows to see outside. / Energy. / Speakers were to the point and brief. / Free sharing of concerns, ideas, hopes, and selves.

What was less positive about the day? (*by number of mentions; "/" means new respondent*)

- 2 It was not useful to listen to Denny Bacon read aloud a document which was included in our handouts. / Hard chairs.
- 1 Failure to start on time is disrespectful of the participants and leaves an impression of disorganization. / As a first-timer for the convention, it would have been helpful to focus more on the day of the convention, content, preparations, expectations, etc. / Ask for discussion topics from participants and allow time. / Disappointed by the noticeable lack of clergy. This should be mandatory for them (as should the installation of a new priest!). / Low

attendance. There was good stuff those absent needed to hear. / We didn't share the results of Table Discussion #1 with the large group. / Not sure we addressed the attendance decrease – point made and the subsequent dollars that we will miss. / I feel that this was an opportunity for us to have a dialogue with the diocese: to listen, to respond, to identify disconnects. But we didn't use this time to get into it. When will we? / People who stand to talk on the current topic and take off on a course that has little or nothing to do with the topic at hand. / At times it felt rushed. / Post-lunch discussion dragged (preaching to the choir) – the people here ARE the church participants. / A view of negativism by one who felt it was important to be dividing (over the controversy around homosexuality). / As a new delegate, the participants were not that friendly. Opportunity to build the church to church network and share our strengths. / I was concerned about the Bishop's health. Was happy to see him yet could see he was in discomfort. / Taking a whole Saturday. / Some minor confusion. / Some of these are hard conversations that are necessary. / Some of the presenters were not fully aware of what they needed to discuss.

Is there anything else that would be helpful to you as you continue to prepare for Convention?

Start on time! / Different priorities! / Prayer (perhaps even prayer vigils). / Keep maintaining the excellent communications and preparations that you do now. / More on the disconnect/alignment question. / I would like to share a room at convention for monetary reasons. Is there/could there be a general "call" for shared accommodations? / Just lots of reminders. Time lines help. / Updates. / Give more information to the people at regional meetings.

St. Margaret's Church, Bellevue — Pre-Convention Evaluations – June 19, 2004

Total Number of Participants 175 Total Number of Evaluations 105

Sample ratings: 1.0=Poor, 2.0=Fair, 3.0=Average, 4.0=Good, 5.0=Excellent

Overall rating of this Gathering:	Poor: 3	Fair: 6	Avg: 15	Good: 36	Excellent: 10	Rating: 3.63
Vision & Mission: Body of Christ	Poor: 2	Fair: 8	Avg: 21	Good: 43	Excellent: 23	Rating: 3.79
Insurance/Personnel presentations	Poor: 0	Fair: 8	Avg: 16	Good: 50	Excellent: 29	Rating: 3.97
Mutual Support presentation	Poor: 1	Fair: 6	Avg: 25	Good: 36	Excellent: 27	Rating: 3.86
Sharing our Resources: Budget pres.	Poor: 20	Fair: 16	Avg: 23	Good: 23	Excellent: 15	Rating: 2.97
Vision & Ministry Focus table	Poor: 5	Fair: 9	Avg: 21	Good: 41	Excellent: 22	Rating: 3.67
Council/Staff Focused Ministry	Poor: 14	Fair: 13	Avg: 33	Good: 21	Excellent: 8	Rating: 2.96
Stewardship/Planned Giving pres.	Poor: 0	Fair: 5	Avg: 16	Good: 54	Excellent: 21	Rating: 3.95
Convention Preparation	Poor: 1	Fair: 4	Avg: 12	Good: 41	Excellent: 31	Rating: 4.09

What was particularly good about this gathering? (*by number of mentions; "/" means new respondent*)

- 17 Location/facility.
- 10 What Marda Steedman Sanborn had to say! (clearly, passionately). / Table discussions.
- 8 Meeting other highly involved people from other parishes/people at my table. / Fellowship.
- 7 Music.
- 6 Hospitality of St. Margaret's.

5 To know other parish development and need. / Hear from other congregations. / Bishop's statements. / Setting the tone for a successful time together.

3 Information. / Kept to the schedule. / "Blackberry vine" image of church. / Sharing from other congregations. / To share input and discussion of issues and find mutual understanding, support and resolutions as a whole of the big family, Episcopal Church in western Washington. / Well planned. /

Lunch. / Food. / Tom Boyns did a good job and was sincere and underlined the points needing to be underlined/learning about the budget and what's needed to make it happen. / Letting attendees give input. / Group participation.

2 Heads-up on the serious insurance issues (both moral and financial). / Questions asked about insurance. / It's good to prepare for convention. / Good information for new delegates. / Well presented in timely manner. / Carolyn Forbes (and her graceful leadership). / Stewardship piece was good. / Time was budgeted well and well-organized. / Good communication. / Lots of sharing opportunities. / Presentation on Living Tree.

1 Paperwork organized well. / Vision and ministry – opportunity to share ideas – focus on vital few vs. trivial many. / Lunchtime outside conversations. / It was good to hear Tom Boyns repeat that we are a missionary diocese. / Tom Boyns pointing out that we are a diocese and that we make the decisions that effect all of us – nobody imposes anything on us! / Great atmosphere and attitudes; good exchange of ideas. / Exposure. / Hearing from Vincent and members of Council. / Prayer, readings. / Those presenters who prepared for their presentations were wonderful. / Bring-a-friend. / More communication between staff and parish. / Tom Casey. / Friendly spirit. / Discussion on insurance was lucid and well presented. / Met some nice people - very intelligent and insightful. / Time to share as congregations and between congregations. / Lots of positive feedback. / Some great ideas to take home! / Abundance talked about – not scarcity! / Discussion, sharing our pains and successes. / Council is finally saying in front of the delegates what really needs to be done with the diocesan structure and those churches who are holding us hostage. / When the Bishop took over for Tom Boyns. / Lunch facilities. / Good speakers. / Effective air-conditioning (so that the physical location did not supercede the content). / Humor. / Looking forward to convention. / Open interest in everyone's ideas and questions. / Diverse views on most topics. / Presentation on Diocesan finances was well-presented with honesty and candor.

What was less positive about the day? (*by number of mentions; “/” means new respondent*)

16 Tom Boyns spoke too long and rambled too much. If you are inviting discussion then you need to give others an opportunity to talk! Infatuated with his own voice/lecturing tone and undisciplined speaking style.

10 Too much noise. / Difficult to hear.

8 Couldn't figure out what Focused Ministry was about; presentation was very unfocused/wandered. Materials presented too nebulous to have meaning. How does this reflect what it means to be both a Christian and uniquely an Episcopalian? This is where we need shared vision and should have spent more time listening to everyone/ discussion felt fake, very “we/they” and confusing.

3 Need to help ID, introduce speakers – print names in agenda. / I am new. I am a bit lost. How about either training for new delegates, or printing a short overview of people, process, procedures, etc? I do not feel prepared for the convention. / No budget overview, what were the staff members trying to communicate to us? / No budget details. / Should have had preliminary copies of budget.

2 Table discussions difficult to hear. / Shortfall. / No real time given for input on focused ministry. / Was this gathering essential? It appears to me that the same information will be presented at Convention. / Did it need to be this long? If we don't have tangible information on the budget then MOVE ON.

1 One frequent speaker talking down to us, dripping with sarcasm. / I do not feel that any of the “Goals for the day” as listed on the agenda were accomplished, nor even approached successfully. / Diocese's position on those congregations that are withholding assessment. / Health insurance presentation (printed) does not give delegates crucial information: how many in plan, if mandated how much of increase (numbers). / Make the agenda suitable for the physical surroundings. / Tell presenters not to read their handouts to the delegates – we can read! / Insurance session poor. No resolution. No carrier if motion approved. Possible solution: direct that all congregations provide medical/dental for clergy – not optional – find a way! / Dragged in afternoon. Room too noisy, hard to hear each other speak; too many presentations, not enough time to talk. / The Council presentation: at a time we needed fire we got put to sleep! / Council presentation was vague – it

feels like Council met with the Alban Institute person but is asking us to respond in a vacuum without benefit of knowing more frame-work. How can we come up with anything meaningful? / That so few delegates know what is already being done by all of us (the diocese) for and with each other. / Budget discussion: no matters of substance were discussed or decided. No time was allotted for report regarding the building up of a new budget. What was the purpose? / Nedi will help us develop the new focused ministry structure. I'm so tired of the saying “it will...it will...” There are other ways to present a new paradigm that is more inviting. / Mostly one-way leadership, top-down presentation with little opportunity to talk about anything of substance. Advertised reasons for meeting of 1) review and give feedback on Council's new mission objectives and 2) speaking of how business and program of diocese is to be reconfigured to implement. / Should have begun with dramatic statement of the vision. / Felt like some denial of financial situation. Had trouble with constant use of “abundance.” / Having the budget chair lead discussion on Focused Ministry. As someone else commented, it only reinforced the idea it was all budget driven (as did doing this sort of reorganization before the Bishop Suffragan comes on board). / We needed more sharing time from folks on Vision and Mission. / I had expected more preliminary input opportunities for budget. / Several agenda items (Focused Ministry and budget) were not really addressed. These topics were glossed over without really talking about the listed agenda topic. / There seems to be a wanting to be connected, but at the same time the same old fragmentation and lack of willingness to share or that age old unwillingness to ask for help. / If the vision of the new diocese is to succeed, you must get someone to present it in a more organized, succinct manner! / Lack of time given to response that the meeting was called to elicit. / Seemed so unplanned. We had no idea what was to happen so we could prepare. Some presenters were preaching, not helpful. I felt like you all were winging it. / You can't have it both ways. You can't say “it's us, not us and them; we, not we and they,” when WE cannot see or feel the fruits of the diocesan mission. If it is US then us needs to be more visible where WE are. / Trying to find more money – a tree perhaps? / The fact that the two pre-convention gatherings were at churches who have not paid their assessment fully. / I had to get up at 530 AM. / Testimonial of St. James Kent – to make a negative situation into a positive one i.e. people who were objecting to send a pledge to the diocese, to send money to outreach in the community and reach out with their dollars. / Needed more “real dollar” information – not so much talk. It was hard to make budget suggestions when one does not have figures of expenses. / Lack of open interchange about the tensions between congregations and diocesan leaders – we are all in this together, and we missed a golden opportunity to talk together face to face as a family. / Without a common taxonomy or lexicon it was very difficult to track on what exactly we are discussing, i.e. what is meant by “faith formation,” or “evangelism education?” / What is “the mission” of the diocese? / Table discussion too short. / A serious financial problem and diversity of reaction to the election of Bishop Robinson is being glossed over with pious language and positive word use which closes off discussion or pain people feel. It seems we are to “stuff it” as it's best to avoid hard topics. / Proactive method of donation of assessment for those not contributing. / We lost a great opportunity for the people in the diocese to be in conversation with each other about many issues, including the budget. I did not need to hear Tom present the same information over and over. It was insulting and a waste of my time.

Is there anything else that would be helpful to you as you continue to prepare for Convention?

3 If you don't have budget presentation, at least provide previous budget so everyone understands what is being talked about. / Detailed Budget (and justification of expenditures).

1 More concrete information on budget and insurance issues. / Please make the presentations clear, to the point and with the necessary information and desired outcome clear. / The journey though the financial and leadership issue is short on accountability and specifics. The implied message (and sometimes veiled in a brief statement) is “trust us, we are on target about the what we are doing and it will work out.” The presentations were long, preachy, sprinkled with veiled threats and flip. There was little to no opportunity for constructive feedback. / Continue the visioning process, asking

what ministry is a special gift of each congregation that they would willingly share with their neighboring congregations. / One pre-convention gathering, not two. / Email reminders for deadlines. / To see more shortfall assessments come up to date and/or plans to do so – on a willing to be part of basis! It would allow Council to prepare a more positive budget presentation. / Continued communication from Diocesan Council. / Use the RESPECT guidelines – ask for agreement to use them at the beginning of the day. / Much of Tom Boyns' presentation seemed inspirational rather than informational. Surely Council has thoughts of possible directions we might go, good or bad? / We really don't know what is going on at DHouse. There are probably many good things, but it isn't being communicated in a way we understand. / A precise clear agenda of everything that is going to happen at

convention. / I would like to hear/see a presentation on the "non-presentation" subjects [defined by respondent as mutual support, sharing our resources, and focused ministry]. How can there be input when we have no idea what and who is available to work with? / Living Tree brochure has no ethnicity visible. We claim we are diverse, but it rarely comes out in our publications such as this. If it is a "sneak preview," I suggest a change in at least one picture to show someone who isn't so white! / In the fall pre-convention, provide opportunities for interchange among individuals interested in being a part of the teams mentioned in "our shared mission." / A clear synopsis of each of the points to be decided at convention, posted on the web. / What is needed of delegation from the parishes?

Table Discussion Feedback -- 2004 Spring Pre-Convention Discussion -- Saturday June 12 – St. John's Olympia

As you think of the ministries in your congregations being supported by ministries and resources in the wider diocese, which three of these ministries are essential to your congregation/ministry?

- 5 Stewardship / Ethnic ministries
 - 4 Education & Training / Evangelism / Youth Ministry
 - 3 DSOMAT
 - 2 Resource Center / Faith formation / Building specialized ministries (Outreach, Singles, Young adults, Elders) / Clergy salary / Consultation during times of transition and construction
- Ministry Resource Day
 Access to Diocesan facilities (Huston Center, St Andrew's House, Annie Wright)
 J2A/Godly Play/Life Cycles
 Financial Strategies
 Planned giving
 Congregational development (ministries)
 Building youth ministries (support to volunteers)
 Worship and liturgy (confirmations)
 Supply priests for churches in transition
 Presence of outside agencies from diocesan community
 Long term planning/vision
 Visiting committees (in house training for welcoming, stewardship, early warning, etc.)
 Program grants (e.g. empowerment of laity)
 Hospitality (advertising)

- Children's church ministry (growing, expanding space & energy needs)
- Architectural/Facilities
- Family Center support
- Mission support
- Camp Huston scholarships
- Congregational social work (facilitators)
- Assessment relief
- Newcomer ministry and integration
- Sending a message of hope and optimism
- Adult formation speakers
- Community building
- Church growth
- Ecumenism
- Social Justice
- Information on what help is available – smaller congregations feel isolated and don't know what is available. Congregations feel that diocese does not offer any support at all.
- Times of crisis are when the diocesan resources are extremely valuable.
- Try to get the resources more accessible through the congregation. More of a congregational communication issue.
- Training without having to drive so far to get it.

Table Discussion Feedback -- 2004 Spring Pre-Convention Discussion -- Saturday June 19 – St. Margaret's Bellevue

What is your area of greatest need for resources and support from outside your congregation?

Table 1: One member says there is not three essential – they are all essential. Whatever we choose to do in the name of Christ is essential. Also if essential for me, why won't it be essential for everyone? From a very small parish – a network of resources. Travel money for diocesan meetings/teleconferencing. Line items for the region – strengthen region and force them to meet & talk. Campus ministry support Personal presence (the Bishop) – we are all one family. Energizing the people, practicing the faith. **Table 2:** Pulpit supply/pastoral support for leaders of the church. Resources for vestry and leaders in church (i.e. training and support, consulting). Outside congregation: cultural diversity. Sister church? Define who we are. How do we grow? Retreat centers (we've used Camp Huston and St. Andrew's house and LOVE it). List of speakers/trainers (retreat leaders, spiritual directors). **Table 3:** Fund raising training. Deacon training. Regional youth ministry programs. Effective communication, cooperation and pooling of ministry resources with neighboring churches. Regional training to assist with pooling resources. Visionary training for planning where we are going. **Table 4:** Financial planning (planned giving, stewardship). Mutual Ministry Review. Assistance with organizing committees, guilds, etc. Affordable building loans. Faith formation – JYC, HYC, Resource Center, Ministry Resource Day (Cradle to Grave), Cathedral Day. Episcopal Oversight (confirmation, celebration of new ministry, ordinations, deaconate). Speakers/Special training/Workshop leaders. Camp Huston/St Andrew's House. Legal Advice. DSOMAT. Methods to grow congregation. Visibility/PR. Specialized Ministry – deaf. Local community summer youth

program multi-denominational resource. **Table 5:** Worship Outreach and Christian Community. Father Steve. Evangelism/Outreach – support for ESL, AIDS team, support of our center for homeless youth, young adult group, children's choir, college students, designate seasoned offerings to outreach ministry. Healthcare for team of church ministries (perhaps access to group insurance). Other churches: Assistance in planned giving, legal advice, Camp Huston, racism training. **Table 6:** Building, staff, special program. Expertise in liturgy, music, Christian formation. Help in identifying, supporting, and training leaders (clergy and lay). **Table 7:** Help make us understand what the ministry of the baptized is – people stepping up to do jobs because there is a need to do it rather than recognizing that is the role of the baptized. How are we formed in our faith? What's the basis for what we believe? Vision and direction. More understanding developing in church itself, more leadership within. We have a bottled up, opinionated church; need someone who can uncork us. Detailed account of diocesan spending so we know what is being cut. Not enough understanding of what diocese does with four million dollars. Money for staff/priest and social service worker. Cluster missionary. Resources for youth ministry. Vibrant youth leadership. **Table 8:** Help in selecting a new clergy. Communication on diocesan/other church issues and events (healing the disconnect). Access to different perspectives. Leverage – using clergy and lay leaders to solve problems, provide leadership, etc. Coordination of special events, speakers, etc. for clergy and laity. Support for our outreach in feeding the hungry is affirmed by the community and merchants in Lake City – also other churches

in neighborhood. Fellow clergy interacting and sharing and problem solving. **Table 9:** Support, guidance, counsel from bishop regarding the various points of view/conflicts within this congregation. Ways for various congregations to share resources, networks of support and training, mutual encouragement and forums that cross congregational lines. Knowledge of what the church is doing in its congregations in order to discover and appreciate its diversity and get to know each other, build fellowship. Publish and raise awareness of the work of western Washington Episcopal church – Resource Day. **Table 10:** Bigger building (money, advice to develop a plan). Evangelism – more people in church. Volunteers for ministry/outreach. Signage/advertising. More time in the day/week/month/year (we can dream, can't we?). Kyros vs. Kronos. Arabic (and other language) speakers – need to help develop multicultural church. **Table 11:** Total ministry oversight. Faith development. Congregation development to become self-sufficient. Communications – *Episcopal Voice*, web page, *FYI*. Things that don't hit individual congregations. Camps/conference centers. Maritime Center. Total Ministry has greatly facilitated the baptismal gifts of many in our congregation at St Hugh as well as the other Total Ministry missions. It is an equally effective way to strengthen a rector or vicar-led church by enabling "local deacons" or other members to join the ministry team. I hope the mission and mentoring functions are funded in the future. **Table 12:** More visible bishop in congregation. Nurture and growth of clergy. More diocesan "listening" to congregation members – not just leadership. Stewardship/planned giving training. Classes provided by the Diocese. **Table 13:** Methods and ways to build up our congregation. Assistance to call a priest. **Table 14 (Church of Our Saviour Monroe):** Evangelism training. Multi-ethnic ministries. Help with ways to address large Hispanic (and other ethnic) community in Sky Valley. Congregational development and growth. Leadership development and training (Mutual Ministry Review). Stewardship

consulting/ support. Godly Play teacher training. Communication – advertising, printing resources, getting our message out. Grants – continued financial support. **Table 15:** Visibility, PR. Ethnic ministries. Congregational development. Communication – dioceses and inter-congregational. Educational resources. Financial resources (grants, loans, investment). Latte bar, chocolate, and garbage pickup. **Table 16:** Youth: HYC, JYC, 6-Day, Camp Huston. Office of the Bishop. Consultation. DSOMAT. \$\$\$ - need to build/ acquire. **Table 17:** Incorporation/outreach support. Hispanic Ministry funds. Funds for a youth minister. **Table 18:** Listening. Training. Youth. Visible support from the Diocese – diocesan staff presence other than confirmations (such as teaching classes like youth leadership training or planned giving, meeting with vestry, etc.). **Table 19:** Money. People as members (with money). Sunday school teachers. Curriculum for Sunday school with training. Support and sharing with other congregations on projects, etc. Share equipment and expertise. Support from other congregations with attending concerts, dinners, fund raisings, etc. Support to students attending college/universities away from home (ours and theirs). **Table 20 (St Stephen Seattle and Trinity Seattle):** Stewardship (financial, time, talent). Planned giving. Capital Campaign. Pastoral Care. Train volunteer trainer. Growth/evangelism. Newcomers. Arrest exodus. Sunday School – education. Training tapes. **Table 21:** Integrated national youth activities. PR – greater public awareness of the Episcopal church. Educational offerings – EFM mentor training, for example. Israel-Palestine Information. Inter-Faith dialogue and actions. **Table 22:** Anti-racism training. Primate of Mexico, Carlos Touche-Porter). Continued and greater support for Hispanic Ministry. Gifts Inventory/small group ministry. Help congregations respond to the neediest people in the community (training, resources).

Report of the Commission for Congregations (04/F/4)

Purpose and Vision

The Commission for Congregations is responsible to the Bishop and Diocesan Council to promote the health and development of congregations. This is done by focusing on three main tasks.

- Develop strategy, policies, and tools for supporting growth (in Spirit, Faith, and membership) in the Diocese, both with new starts (planted congregations) and redevelopment within existing congregations.
- Oversee diocesan financial support to congregations, in collaboration with the Committee for Support of Congregations.
- Develop partnerships with other commissions, regional ministries, and congregations to ensure that diocesan growth strategy is implemented.

C4C is a commission of the Diocese of Olympia charged with helping to fulfill the mission of being people of God who proclaim boldly by word and action the reconciling love of Jesus through the strengthening of existing congregations and strategically establishing new congregations.

Commission work during 2004

Our work is currently focused in three primary areas:

- Resource management – monitoring the accountability and health of congregations and recommending the distribution of grant monies.
- Redevelopment/New Development – working with New Starts and Education Formation; connecting with other Commissions and ministries to deliver helpful programs.
- Demographic Information – using the PERCEPT information to help congregations understand their communities better and plan for more effective ministry in them.

In 2004 the Commission:

- Provided in-depth demographic material to five congregations;
- Distributed the grants-to-congregation monies through the grant application process to 3 parishes, 13 missions and 4 ethnic congregations;
- Responded to three congregations working on managing redevelopment;

- Explored possible shared ministry among missions in the Clark county regional ministry area;
- Engaged with the Rev. Jerry Shigaki regarding ethnic congregation starting and how to support the development in ways that take advantage of the knowledge about church planting;
- Explored the value of baptismal ministry based congregation development with the Rev. Joan Anthony.

The diocesan demographic information for congregations is constantly available and members of the Commission provide assistance to congregations regarding use of this material. The Link2Lead demographic information is available to anyone who registers. This is part of the contract the Commission has with the Percept organization. The link appears on the diocesan website: www.ecww.org.

Members of the Commission for Congregations: *The Rev. Joan Anthony*, Missioner for Congregation Based Formation, priest-in-charge, St. Paul, Port Townsend; *The Rev. Canon Timothy Sexton*, chair (until Sept. 2004), missioner, Komo Kulshan Cluster; *the Rev. Geoffrey Ethelston*, Redeemer, Kenmore; *Mrs. Carolyn Forbes*, Council representative, St. Philip's, Marysville; *the Rev. Kim Forman*, Ascension, Seattle, & St. Hugh, Allyn; *the Rev. Deborah Heathcock*; *the Rev. Ann Hicks*, vicar, All Saints, Vancouver; *Mr. James McKenzie*, Good Samaritan, Sammamish; *Ms. Laura Poston*, Church of Our Saviour, Monroe; *Mr. George Robertson*, St. Stephen, Seattle; and *the Rev. Andrea McMillan Stockburger*, St. Paul's, Bellingham. Staff: Canon *Betsy Greenman*.

Report of the Historiographer, Br. Carle Griffin, OCP (04/F/5)

Since the last Convention I have taken further steps to create and maintain the history of the diocese.

Projects I have completed: Index to amendments to diocesan Constitution and Canons, 1993-2002; Catalog of historical documents archived at St. Luke's, Vancouver; List of early records archived at the offices of the Diocese of Oregon. I also visited the Oregon Historical Society Museum and toured Oregon City, the site of the first Episcopal Convocation in the Northwest.

I began research on the history of St. Andrew's House, attending the retreat center's 50th anniversary, researching titles to the property, and visiting the Mason County Historical Museum for background information. The

product of this research will be a short history of the House which can be offered to visitors and used in brochures.

Research continues for a comprehensive history of the diocese in its national context. To create new sources for historians, I have started an Oral History Team, which will begin this year to record interviews with diocesan leaders.

In October I will visit General Theological Seminary in New York to identify documents relevant to our history. Plans for the coming year include visits to parish archives and research in diocesan newspapers. I will also present the illustrated talk "Prayer Book Apostles of the Northwest," free of charge to any interested group.

Report of the Archivist and Records Manager (04/F/6)

The Archivist and Records Manager is the official custodian of diocesan records and is responsible for the direction and implementation of the archives and records management program of the Diocese.

The Rev. W.B. Turrill, Registrar, closed his 1929 report to Diocesan Convention with the following words: "*The Registrar stands ready at all times to furnish such material and information as may be needed by any person requiring it and authorized to so obtain it.*"

If one substitutes Archivist/Records Manager for Registrar, that statement holds just as true today and neatly sums up the purpose of the Archives and Records Management program. As I look through our 150 years of convocation and convention journals, I'm struck by the ongoing concern for maintaining church and diocesan records and I'm grateful – as we all should be – to those that held that concern and set the precedent for preserving records that we rely on today.

Records Management Manual: Managing diocesan records is a continual process – but 2004 has been a particularly busy year. Staff changes and office reconfigurations – along with the usual requirements for record updates, have

necessitated the revision of records retention schedules and a review of records policies and procedures. Consequently, a revised edition of the Records Management Manual is being prepared and will soon be completed.

Microfilm Projects: Microfilming our most valuable documents is one way to assure their protection. This year's project has been to film the Diocesan Council minutes. This project is well underway and will be followed by the minutes of the Board of Directors and other records as funds allow.

Collections: Our collections are broad and varied. They include the Bishop's Office records and records of all other diocesan offices, diocesan convention, commissions, committees, and ministries, as well as parish and mission records and records of diocesan and affiliated institutions and organizations. Record formats vary from paper to electronic, photographs and slides to architectural drawings and audiotapes. Processing these collections is time

consuming but it is what renders them accessible to the members of our diocesan community.

This year processing has continued to concentrate on our parish and mission records with emphasis on vital records including legal and tax documentation. Photo processing continues and we have recently begun a book collection survey.

Reference: As always, I am pleased by the number of requests for information and other archival and records management services received from diocesan staff, congregations, affiliated ministries, institutions and individuals. In addition, the Internet has increased the number of requests for information from outside the Diocese. While diocesan requests have priority, responding to outside requests presents an opportunity to interact with the larger community and such inquiries are welcomed. Reference services are available by mail, telephone and email. The Archives also has a web page that can be accessed at www.ecww.org/archives/index.cfm or by clicking on DIRECTORY on the diocesan website.

Outreach: I continue to work with congregations in their efforts to protect and maintain their records and am

happy to respond to any request for consultation. On a national level, I continue as a member of the National Episcopal Historians and Archivists and am currently Chair of the Archivists of Religious Collections section of the Society of American Archivists.

150th Anniversary Quilt: After its display at 150th anniversary events, it was intended that the 150th Anniversary Quilt be made available for display in diocesan congregations. During 2004, the quilt was exhibited in several congregations including St. Mark's Cathedral, Seattle; Emmanuel, Orcas Island; Good Shepherd, Vancouver; St. James, Cathlamet; and St. Stephen's, Longview.

Volunteers: Again, I would like to thank Catherine Reid who continues to work on photograph collections and 'other duties as assigned,' and the members of the History, Archives and Records Committee who continue to provide counsel and support.

History, Archives and Records Committee: *Barbara Benson, Richard Gould, Jane Hershman, and ex-officio member, Br. Carle Griffin, OCP, historiographer. Respectfully, Diane Wells, Archivist and Records Manager.*

Diocesan Council Report to Convention (04/F/7)

Council began the year in Dec. 2003 at Huston Center. Make-up of the Council includes three at-large members chosen by Convention, representatives from each commission and each of the ten regions of the Diocese. Staff members regularly attend. Bishop Warner is chair and two Council members act as co-conveners.

The focus for Diocesan Council remains on Mission. "We are a mission diocese" was a statement repeated several times during the year.

Financial realities continue to be a large part of discussions at Council meetings. Early Response Team (ERT) meetings have been held with several congregations. Reasons for non-payment of assessment are varied. Council approved cuts necessary to the 2004 operating budget. These included a 26% reduction to most programs. Council also approved a resolution that supports the Bishop in making a congregation an "aided Parish," denying vote at convention, when canonical responsibilities have not been met for the past three years.

Council provided leadership for the spring Pre-Convention Gatherings and attended the fall Gatherings, which were chaired by staff. It was noted that 32 congregations were not represented at any of the gatherings, and that clergy

attendance is low as well, with 28 congregations having no clergy present.

At the May retreat held at Diocesan House, Consultant John Janka from the Alban Institute was with us. The end result for Council members has been positive although it has taken some time and effort to communicate to commissions and congregations the approach being taken by Council in looking at or working with the budget. The priorities that surfaced are: Evangelism, Faith Formation, Ethnic Ministries and Congregations. It is Council's goal to have the budget reflect these priorities.

Council supported the efforts of the Search Committee for a Bishop Suffragan. The Rev. Nedi Rivera was elected at a special convention in May and will be consecrated January 22, 2005. The Joint Board, which oversees the process, has three members from the Council. The Transition Committee, which has oversight of

the consecration, has two Council representatives, as did the Search Committee.

Visitations to congregations by Council members, in conjunction with the Bishop's visitations, were fewer this year. This was partly due to being asked to attend when it would be appropriate for us to be there. It is hoped these visitations can be resumed in the coming year.

With some members reappointed to second terms there will be some holdover in the Council's make-up, which will give greater continuity for the new work being undertaken in the diocese and the new way of looking at and working with the budget in the year ahead.

It has been an extremely busy year with lots of discussion and give and take among the members of Council. Each one is to be commended for their efforts.

Submitted by: Carolyn Forbes & Cleveland Riley, co-conveners.

Commission for Faith Formation (04/F/8)

A life-long journey in faith—spiritual as well as developmental—Formational! The Commission for Faith Formation continues to examine, develop, and evaluate the needs and programs of Christian Formation for people of all ages. The Commission serves as the advisory board of the Office for Faith Formation. The office provided the following opportunities and events around the Diocese this past year.

Children's Ministry: This committee of children's ministry leaders offers resource support, networking and training to those working with children in their churches throughout the Diocese. In 2004-2005 the group is sponsoring third Tuesday gatherings for *Colleagues in Children's Ministry*, in the Council Room at Diocesan House at 11 AM. Program for these gatherings range from "Safeguarding God's Children" to "Storytelling and More." The committee provides input for workshops and events including diocesan Ministry Resource Day. The *Children's Charter for the Church* guides this work, focusing on "Nurture of the Child, Ministry to the Children and Ministry of the Child."

Cathedral Day: Cathedral Day 2004 was cancelled due to budgetary cuts and dwindling participation. The Children's Committee, folks at St. Mark's Cathedral and the Cathedral Day Planning Committee will re-evaluate this event and hope to bring it back in a new form that will be inviting and worthwhile for the members of our congregations to gather, celebrate and worship with the Bishop and the Dean at their diocesan Cathedral.

High School Youth Conference (HYC): Three weekend conferences were provided for youth in grades 9-12 in three different congregations within our Diocese. The theme for each of the weekends was supported through speakers, films, worship, music, and both large and small-group activities. The HYCs are dependent upon the support of clergy and laity within the hosting churches and the volunteer staff.

Junior High Youth Conference (JYC): Two of these weekend conferences were held serving grades 6-9. These events are similar in design to the HYC program, taking place in

our churches, with more emphasis on active learning situations.

6-Day: 6-Day was held in June at Huston Camp and Conference Center. The group of 100 youth and youth leaders lived in Christian community and experienced music, worship, speakers, workshops, prayer, games, and small- and large-group activities. Visiting clergy from our Diocese lend support each day.

Christian Education / Youth Leader Training: A wide variety of classes were provided for the diocesan Ministry Resource Day held last March. Multiple tracks included information for Sunday school teachers, Christian education directors, youth leaders and diocesan youth conference staff. Our Commission and the Resource Center provided a display of resources for ministry at Ministry Resource Day. Child abuse awareness training with instructors Jan and Mike Akin was offered in several locations. Conference staff training days also precede each of the youth conferences.

Church and Regional Support: The Commission has also provided assistance to children, youth, teachers, and youth leaders by helping to supply or locate resources. Youth leader meetings and regional gatherings were attended by Commission members. Our Ministry Resource Coordinator has consulted on-site or in the resource center with most congregations, assisting with program development and resource selection in such areas as faith formation for all ages, prayer groups, bible studies, church growth, and leadership training.

Diocesan Convention: Twelve young people from around the Diocese were given seat and voice as a "youth presence" on the floor of the 1st and 2nd Sitting of Convention 2003.

They participated in table discussions and brought a younger viewpoint to critical issues. Youth and youth leaders also served as pages and tellers for all three sittings of Convention as well as providing a special presentation of music and stories focused on youth ministry in our Diocese at the dinner of the 2nd sitting. Our Commission and the Resource Center also provided a display of resources for ministry.

Provincial Network: An adult and a youth represented the Diocese of Olympia at the Provincial Youth Council meeting held in Portland, OR. PYC is the decision-making program group of Province VIII Youth Ministries. It has the responsibility for planning and implementing all provincial youth events and programs, while overseeing the youth budget for the province. It also provides the most direct communication channel between diocesan and national youth networks. One youth and one adult were also on the Provincial Youth Event Design Team. Youth and their adult chaperones from our Diocese attended the PYE event in July in Portland, OR. Our Diocese also hosts the annual fall meeting of the Western Episcopal Educators, the Province VIII program group for Christian Education.

Canterbury & Young Adult Ministry: Canterbury Campus Ministry provides weekly Holy Eucharist, designed for students as well as offering fellowship, service opportunities, spiritual support and an alternative spring break trip. Canterbury, in partnership with the Office of Faith Formation, provides retreat opportunities for post-grad young adults. Training at Ministry Resource Day is offered for congregations wishing to develop

young adult ministries. The Commission continues to look for and develop ministry support for these programs.

Diocesan School of Ministry and Theology continues to offer core programs and an expanded selection of classes and trainings as well. The two-year Cycle of Studies, offered at Seattle and Lacey campuses, features fundamental courses and bursting enrollment. The new life-long learning classes encourage others to become or remain part of this learning community. Training for *Eucharistic Visitors* is offered twice a year and training for *Worship Leaders* is offered annually, held in various locations around the diocese. The School website (www.dsomat.org) offers a complete

listing of classes and programs, provides an on-line registration option, and includes links to various continuing education opportunities in the area.

Diocesan Resources for Ministry: Opportunities for consultations, program development and resource selection in the center and on-site in congregations has resulted in increased circulation of materials to congregations and individuals. New and updated materials are continually being added to the wealth of resources available for ministries among the 7700 books and 900 videotapes in the center's collection. Especially helpful is the collection of samples of curriculum for all ages, assisting both small and

large congregations in selecting materials to fit their needs. The Center continues to provide information and resources for both the Diocesan School of Ministry and Theology and Earth Ministry. Information about the Resource Center is now on our diocesan website. Bibliographies of both written and video resources, by subject, can be emailed to individuals to assist in their selection.

Commission for Faith Formation members: *Ms. Jan Akin, the Rev. Whitney Devine, the Rev. Jack Erskine, Mr. Robert Graham, Ms. Kathleen Hamilton, Ms. Tovi Harris, Ms. Debbie Hiatt, Ms. Janice Higby, Ms. Shannon Jergenson, the Rev. Dr. Jane Maynard, the Rev. Mary Shehane, Ms. Sue Tait, and Ms. Sally Young.*

The Diocesan School of Ministry and Theology is 40 (04/F/9)

If you:

- are currently taking or have taken a course offered by the school.
- have been a faculty member.
- have presided and preached at a school Eucharist.
- have attended the Huston School of Theology, Diocesan School of Theology or Diocesan School of Ministry and Theology.

Please help us celebrate four decades of enrichment.

- Stop by our display booth for information on visiting our hospitality suite.
- Show your support by wearing your school participant button – it may be picked up at the booth.
- Join the alumni association.

Commission for Ethnic Ministries (04/F/10)

The Commission for Ethnic Ministries works to promote and to develop a culturally and ethnically diverse diocese. It is dedicated to identifying and giving voice to ethnic congregations and people of color. The Commission supports lay and ordained leadership of individuals of color. It strives to build bridges of trust and understanding between the Anglo and Ethnic Minority communities throughout the diocese. The following are highlights of the past year.

Ministries of the Commission for Ethnic Ministries:

Circle of Color Support Group—aspirants and postulants of color met with the Missioner on a quarterly basis for prayer, mutual support and group discernment. Currently there are five postulants and six aspirants. The Missioner coordinated visitations to the Vancouver School of Theology, Seattle University School of Theology, and CDSP.

Clergy of Color Support Group—Quarterly gatherings were held to provide personal support and fellowship.

Linkages with other groups—The Commission supported the Canterbury Club in sponsoring the following

events: King Kamehameha, Chinese New Year, and Martin Luther King.

Linkages with Province 8 and the National Church—The Missioner is a board member of the Province 8 Intercultural Ministry Development Committee, vice-chairperson of the executive board of the National Episcopal Asian-American Ministry and a member of the National Design Team of Cultural Diversity in the Ordination Process. These linkages are important in the development of financial and other resources.

Multi-Cultural Clergy Support Group—The Missioner met with a group of supportive Anglo clergy on a bi-monthly basis to discuss and to implement strategies regarding the development of a multi-cultural diocese.

Supporting congregations—The Commission and Missioner provided the following support to congregations: Christian education, Christmas gifts for Hispanic youth, cultural awareness workshops, fund raising assistance, group discernment, stewardship education, and supply clergy.

African American Committee—The committee sponsored an all-day seminar, "Serving with Power: Renewing African American Ministry." The principal speaker was the Rev. Dr. Kortright Davis. It was the initial step in bringing African Americans together to share their cultural heritage.

Anti-Racism Training Task Force (ARTTF)— Since February 2003, members of ARTTF facilitated a foundational anti-racism seminar with 27 congregations and more than 325 individuals. The curriculum for the second stage is being developed. Diocesan funds were used for staff training and general operations.

Cambodian Ministry—During the past year the youth program has become a vibrant ministry as 40-50 youth attend Friday evening activities. The Commission supported Holy Family of Jesus through the following activities: preparing a meal for the youth, providing supply clergy, sharing technical assistance as needed and developing linkages with other congregations in the diocese.

Chinese Ministry—In the past three years, the congregation at Holy Apostles' has grown by more than 100%. Ministries include: Chinese school for youth, a summer youth program, an elderly program, and support to the Mission to Seafarers. The Commission supports this ministry by providing supply clergy, teaching about stewardship, being a consultant for pastoral care issues, and encouraging congregations to attend the Holy Apostles' annual fund raising dinner. Diocesan funds were used to hire an administrative assistant on a part-time basis.

First Nations Committee—In living out their mission, to encourage an appreciation of the presence of Peoples of the First Nations, their spirituality and their ministry within the Diocese of Olympia, ministries include: sponsoring a table at the diocesan convention, having a diocesan-wide celebration of Enmegahbowh, celebrating David Pendleton Oakerhater, and providing outreach to reservations in western Washington. The first known Native American priest in our diocese was ordained this past February.

Hispanic Ministry—There are five active congregations: Church of the Resurrection, Mount Vernon; St. Luke's, Vancouver; St. David's, Shelton; San Mateo, Auburn; and St. John's, Olympia. Members of these congregations are becoming actively involved in the life of the church. Ministries include: celebrating special feast days, sponsoring a summer program, coordinating after school programs, and addressing individual needs. Five congregations have expressed an interest in starting a Hispanic Ministry. Diocesan funds are used primarily for congregational development.

Sudanese Ministry—Much time and energy was spent developing a contract with staff at St. Mark's Cathedral for a worship space. Unfortunately, transportation difficulties limited the use of this facility. Diocesan funds were used to purchase hymnbooks in Dinka and a drum.

Staff members: Missioner for Ethnic Ministries, *the Rev. Jerry Shigaki*; Commission representative to Diocesan Council, *the Rev. Anna Maria Korathu*.

Commission for Ethnic Ministries members: *The Rev. Anna Maria Korathu (chairperson), Sister Dianne Aid, the Rev. Josephine Beecher, the Rev. George Anne Boyle, Mr. Rong By, Mr. Lee-Tin Cheung, the Rev. William Deng Deng, the Rev. Cynthia Espeseth, the Rev. Constance Moorehead, Mr. Frank Prohaska V, Ms. Marilyn Senour, the Rev. Mary Shehane, Ms. Pauline Shigaki, Mr. Jim Sloan, the Rev. Dennis Taylor, Mr. Steve Tellari, Ms. Norah West, and the Rev. Philip Wong.*

If you would like to get involved with the Commission for Ethnic Ministries or any of the ministries please call the Diocesan House at 206-325-4200.

Communications (04/F/11)

The Communications Committee of Council and the Office of Communications since last convention have offered a number of programs and services to the Diocese of Olympia to help spread the Good News.

Church Communicators Conference: The first annual conference was a huge success with over 90 communicators meeting to hear Bishop Warner's vision and to take part in workshops in web-based communication, newsletters, public relations, and community strategies. The next conference is set for January 29, 2005, at St. Mary's, Lakewood. It will feature Mr. Robert Williams, acting Director of Communications for the national church, and Ms. Carol Barnwell, Communications Director for the Diocese of Texas, which has one of the most comprehensive

communication ministries in our church. Six workshops will be offered: Advertising, Free and Otherwise; Newsletter Critique Seminar; Website Critique Seminar; Communications Strategies; Digital Photography: Worth a 1000 Words; and Distribution Lists and E-groups.

Communicators Network: In October, The Church Communicators Network was launched linking the clergy, secretaries, newsletter editors, and webmasters of our congregations. An e-Letter, the Net, offers links to news reports, resources, information about upcoming trainings

and events and much more. A new listserve Yahoo Group has also been formed where creative ideas and best practices can be shared. The network has 300 members.

Design Workshop: Presently, most church newsletters are laid out in either PageMaker or Publisher. The Communications Office will offer a one-day training seminar in both of these programs to all church and ministry newsletter editors on November 13, 2004. Space is still available.

Electronic Communication Consulting: A team from the Communications Committee is planning to work proactively with congregations on new and improved electronic communication tools. Congregations who at present do not have websites will be helped to create one. The use of listserves and other notification tools will be encouraged and protocols for their development and maintenance created. Regional websites such as those now used by the Columbia and Evergreen regions will be supported.

Share Your Story Consultations: In the past months, the Communications Office has consulted with over 25 congregations and ministries on how to spread the Good News. This has led to specific projects in congregations such as St. Michael's, Issaquah (Advent Lessons and Carols promotion), Our Savior, Monroe, and Christ Church, Seattle

(door hanger projects), St. Catherine's, Enumclaw, and St. Francis, Mill Creek (DSL-based web communications), St. Philip's, Marysville (advertising and participation in the Strawberry Festival), First Nations Committee, Hispanic Committee, and the Evangelism Commission (retreat facilitation), the Liturgy and Music Committee and the Evergreen region (website development), and much more. These consultations continue to be the central service offered the wider diocese by the Communications Office.

Easter Banner Project: 58 congregations took advantage of the offer from the Communications Office to provide an Easter Banner listing service times and a message of welcome. The offer was made and requests submitted by email. This project was a good indication of the possibility of moving more and more to email rather than regular mail in communicating with congregations.

Changes for 2005: Budget cutbacks will have a major impact on the work of communications in the coming year. Peter Strimer, Missioner for Communication Ministry, will be working one less day a week, the *Voice* will be published eight times instead of 11 during the year, and funding for consultation and other communication tools will also be cut. The office and the committee will strive to continue to offer excellent services in the face of these major cutbacks.

Commission for Church in the World (04/F/12)

Mission statement: It is the mission of the Commission for the Church in the World of the Diocese of Olympia to assist God's people in western Washington to fulfill their baptismal commitment to seek and serve Christ in all persons, loving our neighbors as ourselves and to strive for justice and peace among all people, respecting the dignity of every human being and, indeed, of all God's creation.

Church in the World Ministries: *Chapel of Sts. Martha & Mary in the Public Market, Committee for the Environment, Bishop's Committee on Justice & Peace in Israel/Palestine, Cultural & Racial Unity Committee, Mission to Seafarers, Refugee Resettlement Ministry, Sanctuary Art Center, Episcopal Peace Fellowship, Episcopal Women's Caucus, Integrity/Puget Sound, Multifaith Works, Episcopal Church Responds to AIDS, Hospital Ministry, Jubilee Ministry, KAIROS (Prison Ministry), Committee on Alcohol & Substance Abuse.*

The Commission for the Church in the World (CITW) connects a number of the ministries that represent the ways in which our diocesan community lives out its baptismal covenant in service to the

world. It does its work through three sub-committees: Communications, Issues, and Funding. The Communications group is working on the publication of the Directory of Outreach and Direct Services that was last issued in 1998. The Issues committee has identified health care as a primary new focus with a particular interest in people with dementing diseases and their families.

The Funding committee is in the final stages of its work in screening applicants for the CiTW Human Need grants program. Sadly, due to budget cuts, 2004 will be the last time these grants are awarded. Last year's recipients included: Holy Family, Tacoma, for its Southeast Asian Foodbank; the

Episcopal Peace Fellowship for its monthly Vigil for Peace program; St. Christopher's, Olympia, for youth outreach; Resurreccion, Mt. Vernon, for a revolving loan fund; the Mission to Seafarers for emergency assistance; Multifaith Works for the Shanti and Care Team programs; the Interfaith Taskforce on Homelessness for homelessness organizing in the Greater Seattle area; Sanctuary Art Center for work with street-involved youth; the Jackson Street Food Bank for hunger relief; Canterbury Ministry for ethnic outreach efforts; San Mateo, Auburn, for its afterschool and loan program; St. James' Outreach Program for emergency assistance efforts in Kent; and St. Luke's, Seattle, for homelessness efforts.

Commission Summit Report (04/F/13)

On Sept. 23, 2004, 18 people representing four of the standing commissions of the Diocese of Olympia met for an evening of critical reflection on their experience in preparation for a new team approach to ministry in the areas of evangelism, ethnic ministry, faith formation and congregational vitality.

The session was a first step in fulfillment of the charge from Diocesan Council committing itself to create a team working with Nedi Rivera, the bishop suffragan-elect, to launch what will become the signature ministry of the diocese. The next step will be the appointment by Bishop Warner in consultation with Bishop-elect Rivera, the leadership team and council leadership of a planning group to move the process forward. The commissions shared what work is already underway that will need to be continued through the end of 2005. This included:

- Evangelism: Bring A Friend Sunday, Start Up/Start Over, COTA, TV Eucharist, networking with other groups.
- Ethnic Ministry: Anti-racism training, celebration of ethnic saints (e.g. Absalom Jones), minority discernment days, support for postulants.
- Faith Formation: Education for Ministry support, Cycle of Studies at DSOMAT, full Youth Calendar through 2005 (youth events have 100-200 participants with 40-50 staff), Children's Committee working as a network.
- Congregations: Grant cycle, Percept data, regional strategies.

The group also offered insight into what will be important to maintain as elements of a coordinated effort among all the commissions. These included:

- There needs to be focus and accessibility.
- A need for continuity (gather wisdom).

- Willingness to look at new models (thinking outside the box).
- A focus on education, down to the individual member of each congregation.
- Maintain cultural identity, not a melting pot.
- Opening the right doors – church planting to be strategic with an identified focus.
- We have the opportunity to change how people perceive the diocese and what it means to truly be a resource diocese.
- The need to connect to what congregations really need not what we think they need.
- Match gifts/resources to the local setting.
- The need of the team to have a coordinator.
- Hang on to the enthusiasm/energy around Nedi's election.
- Don't lose our Anglican tradition.
- Build in a process of critical reflection.
- Stick to our value base – Servant Leadership.

Participants in the Summit: **Commission for Congregations:** *George Robertson, Geoff Ethelston, Carolyn Forbes, Betsy Greenman, Joan Anthony.* **Commission for Faith Formation:** *Sally Young, Robert Graham, Mary Shehane, Sue Tait, Tovi Harris.* **Commission for Ethnic Ministry:** *Anna Maria Korathu, Connie Moorehead, Jerry Shigaki.* **Commission for Evangelism:** *Betsy Seeger, Tom Casey, Carl Knirk, Karen Ward.* **Facilitator:** *Peter Strimer.*

Commission for Evangelism (04/F/14)

The purpose of the Commission for Evangelism is to equip the congregations of the Diocese of Olympia to share the good news of Jesus Christ with others, and to remain accountable to God and the Diocese.

Staff members include: Carl Knirk, Bishop's Deputy for Planned Giving/Stewardship; Annette Stephens, Administrative Assistant; the Rev. Betsy Seeger, St. Peter's, Seattle, Commission Chair; and Tom Casey, St. Thomas', Medina, Representative to Diocesan Council.

Bring A Friend to Church Sunday is now in its third year, recommended for October 17 or any Sunday in October in 2004. Many congregations are doing Bring A Friend Sunday at other times during the year. It appears to be becoming part of the culture. This year email invitations are available at the diocesan website: www.ecww.org. Two workshops were held over the summer to help congregations prepare for Bring A Friend. Led by Laura Faley, Congregation Consultant, 90 people attended and learned valuable ways on how to set up greeters programs,

welcome people, and follow up to incorporate them into the congregation.

The Television Eucharist, on KONG TV, cable, airs Sunday mornings at 5 a.m. KING-TV donates airtime and production costs. The Rev. Mike Jackson organizes and staffs the services, and the Commission for Evangelism underwrites them. An estimated 5000 viewers tune in every Sunday, making it, by far, the largest congregation on any given Sunday in our diocese.

The Rev. Karen Ward, ELCA, missionary for Church of the Apostles (COTA), an "emerging church" and outreach ministry to unchurched post-moderns in the Fremont area of Seattle, has taken root at 43rd and Fremont. The "Living Room" is open daily in a storefront, with a tea bar and internet access. Worship happens Saturdays at 5 p.m. with multi-media and music, yet one can recognize the tradition

of the Episcopal and Lutheran heritage. Funds from the Evangelism budget are helping pay the pastor's salary. COTA has visions for purchasing the old "St. John Lutheran" building across the street and turning it into an art center, internet café, while growing the congregation. COTA is receiving recognition and interest from around the world.

"Confident Evangelism," a one-day workshop, led by staff from All Saints Associates, Beverly Hills, California, drew over 150 attendees on September 25, 2004. Partnering with leadership provided by Deacon Earl Grout and several others, the

commission helped promote and organize this very successful training event.

Due to budget cutbacks, underwriting for Start Up Start over was curtailed this year. Plans for 2005 include continuation of Bring A Friend, more workshops on healthy congregations led by Laura Faley, and a possible workshop on how to organize mission trips to do good works in the USA and other countries.

Submitted by Carl Knirk, Bishop's Deputy for Planned Giving/Stewardship.

Commission for Planned Giving/Stewardship (04/F/15)

The purpose of the Commission is to provide servant leadership and encouragement for developing and sharing resources to strengthen the work of the Episcopal Church in western Washington. The diocesan Office for Planned Giving/Stewardship supports the Commission and its work in the areas of planned giving, stewardship and Episcopal Charities Appeal.

Staff members include: *Carl Knirk*, Bishop's Deputy for Planned Giving/Stewardship; *Annette Stephens*, Administrative Assistant; *Dale Brendan Simison*, Episcopal Church Foundation Province VIII Representative; *Joy Goodenough*, Church of the Ascension, Seattle, Co-Chair of the Commission; *Jay Rusling*, St. Margaret's, Bellevue, Co-Chair of the Commission; *Nancy Jacobs*, St. Margaret's, Bellevue, Representative to Diocesan Council.

Commission for Stewardship & Planned Giving This year the Planned Giving Committee merged with the Commission to form one body of sixteen volunteers from around the Diocese to oversee the program for Stewardship, Planned Giving, and Episcopal Charities Appeal. Working with the Deputy for Planned Giving/Stewardship, goals and objectives are set and reviewed annually. This past year, 28 congregations and nearly 150 Episcopalians from 28 congregations received in person training in the area of planned giving or stewardship.

The Bishop's Society was started in 1993 and is an excellent measure of the success of the Planned Giving program. It has grown from 184 members in 1998 to 684 members as of October 2004. Anyone who has made arrangements for a gift to any Episcopal Church or ministry in their will or estate plans qualifies. The Society hosts an annual dinner with Bishop Warner at St. Mark's Cathedral, which was attended by 130 people in June 2004. At the 2004 Diocesan Convention, the theme will be based on the Living

Tree, and a five-year campaign called "The Living Tree" will roll out, aimed at tripling membership in the Bishop's Society over the next five years. Other goals of this five year campaign are to develop Legacy Societies in one third of our congregations and have active planned giving ministries and endowments in place in half of our congregations. A workshop for clergy was held this fall to give them information about the Living Tree and encourage them to take steps to join the Bishop's Society if not already a member. Eight congregations in the diocese now have Legacy Societies in place to recognize members who have made arrangements for a legacy gift to the church.

Several donors in the diocese initiated Charitable Gift Annuities this past year through the Planned Giving program and the Episcopal Church Foundation. Dale Brendan Simison, Foundation representative for the west coast, spends two days a month working in our diocese and has been extremely helpful to the program.

Episcopal Charities Appeal (Chair, the Rev. Jim Elliott): In 2004, ECA distributed \$100,000 to 30 ministries in western Washington. The need grows and the Committee is focusing on cultivating current donors, adding new donors, and encouraging all congregations to participate in the annual Thanksgiving Offering to benefit ECA.

Submitted by Carl Knirk, Bishop's Deputy for Planned Giving/Stewardship.

Student Scholarship Committee Report (04/F/16)

The Student Scholarship Committee was formed in 2001 to raise funds to support students studying for Holy Orders from the Diocese of Olympia.

The cost of residential seminary education is close to \$30,000 annually. The norm for everyone studying for the priesthood in this diocese is that they spend at least one year in residence at an Episcopal seminary. Currently one-third of those studying for the priesthood from this diocese complete part of their theological education at the IETS (Institute for Ecumenical Theological Studies) at Seattle University.

Many students receive some support from their sponsoring congregation, but the sacrifice given by individual students and the toll on their families, including for many a long term debt that needs to be repaid, can be enormous. The Student Scholarship Fund asks individuals and congregations to make an annual gift that will go toward supporting all those studying for Holy Orders. For the first time in 2004, funds were allocated to those studying to become deacons as well as priests.

A record amount of \$27,293 was distributed in 2004 from the Student Scholarship Committee to a total of approximately 20 postulants and candidates studying to become priests and a dozen people studying to become deacons. This is still a minimal amount of support in relation to total costs.

Of this record amount, \$10,000 was provided from the Seminarian Scholarship Fund Endowment which was established in 1961 by the Episcopal Churchwomen of the

Diocese of Olympia. The balance came mostly from individual gifts.

In January of each year, a feature article will appear in the *Episcopal Voice* profiling one of our students along with an appeal for gifts. In addition, individual solicitations will be sent to all former donors and to all congregations.

Recognizing that the cost of student support should be shared by the entire church, the Committee has chosen the Sunday closest to January 25 (the conversion of St. Paul) for an annual, diocesan-wide appeal for donations to support students in our diocese who are studying to become priests and deacons.

Any individual or church can make a gift to the Fund by sending a check to: Student Scholarship Committee, Diocese of Olympia, PO Box 12126, Seattle, WA 98102. Designated gifts to the Endowment Fund or to people of color studying for Holy Orders are also encouraged. All gifts will be acknowledged with a thank you letter and are tax deductible.

Members of the Student Scholarship Committee are: *Maureen Lyons*, convener; *Rev. Cris Amburgey*; *Rev. Anna Maria Korathu*; *Rev. Dennis Taylor*; *Darrell Powell*; *Rev. Jerry Shigaki*; *Barbara Brower*; *Phoebe Gilbert*; and *Carl Knirk*.

For more information, contact Carl Knirk, Bishop's Deputy for Planned Giving/Stewardship, at Diocesan House, 206-325-4200, ext. 315.

Diocesan Pastoral Care Study of 2003-2004 Now Available (04/F/17)

The Diocesan Pastoral Care Study that you recently read about in the *Episcopal Voice* is now available for release. A letter has been sent to all churches in the diocese, along with an executive summary and table of contents, inviting them to obtain a copy of the study, should they believe it might be helpful to their congregation.

The study was conducted by a consultant in our diocese, Peter Pitarys, under the auspices of Carl Knirk and the Commission for Evangelism. Research was begun last fall and completed this spring, with the report being prepared for publication over the summer. The study is quite comprehensive, with clergy and lay personnel from 55 churches interviewed.

The study summarizes a variety of pastoral care approaches used in the diocese, many of which can be utilized by churches in the process of evaluating their own pastoral care networks. It also summarizes some of the key findings of the study, issues that were raised during the course of the study, and provides an actual case study of a successful church pastoral care network. The body of the report is 30 pages with an additional 100 pages or so of appendix, much of which summarizes interviews with

church pastoral care leaders. In addition, there are a number of exhibits drawn from research, illustrating some foundational processes that may be of use to others, including an explanation of policies and procedures, roles and responsibilities, administrative procedures, among others.

For those who are interested in detailed information, the entire study is available for review. For those interested in an overview only, the executive summaries sent to rectors and vicars should suffice. If your church has not ordered a copy and would like one, please contact Carl Knirk at Diocesan House.

The next steps planned in relation to the study are as follows:

- Regional training meetings to be held during the winter months.

- A presentation and Q&A session during Ministry Resource Day.
- Formation of a Pastoral Care Task Force in dealing with ongoing pastoral care issues, particularly as they relate to lay ministers.
- Visits by our consultant to individual churches upon request to help in the evaluation of their existing pastoral care approaches.

If pastoral care ministers in your church are interested in being involved in one of these events, consult with the

rector or vicar, who has a form that can be returned to Carl Knirk, Diocesan House, ext. 315, requesting participation. If you would like to contact our consultant, Peter Pitarys, directly, please feel free to do so at ppitarys@comcast.net. We hope this study creates an awareness of the pastoral care needs of members of our congregations, as well as provides useful guidance on how to organize and run an effective pastoral care network.

Episcopal Relief & Development (04/F/18)

Our Basic Mission: Episcopal Relief and Development (ERD) works with Anglican and Episcopal partners to provide emergency assistance, such as food, water, shelter, in times of disaster. We rebuild devastated communities after the immediate crisis is over. Through our food security and primary health programs, we offer long-term solutions to help people sustain safer, healthier, and more productive lives.

Gifts for Life Catalog: *Gifts for Life* are gifts you can feel good about giving. They make life-changing differences in the lives of children and families throughout Episcopal and Anglican dioceses worldwide, and are fully tax-deductible. Gifts include nutritious food, clean water, good health, care for children and families suffering with HIV/AIDS, new homes and opportunities for families to earn a decent living. Stop by the ERD table in the display area to get your copy and pick up copies for your congregation.

Bishops Blend Coffee: ERD offers Bishops Blend, a premium line of Certified Fair Trade, organic, and shade-grown coffees from Nicaragua, Mexico and Indonesia, produced by Pura Vida Coffee of Seattle. Your purchase of Bishops Blend helps ERD meet needs worldwide and because it is fair traded the farmers in the developing world are able to support their families and communities with hope for a bright future. Bulk orders are available for your congregations coffee hour and for every day of the week. We also offer fundraising programs that can help your own outreach efforts. For more information, stop by the ERD table in the display area or go to our website, www.er-d.org.

Sermons for a Good Cause: ERD's new *Sermons for a Good Cause* is an exciting new resource. Each sermon illustration in the series can be used as a homily, bulletin insert, or meditation. They are perfect for the cover of a service leaflet, in a newsletter, or on a parish website. The series is written by the Rev. Barbara Cawthorne Crafton, a priest, accomplished writer, director, producer and commentator writes "The Almost-Daily EMos" on her website www.geraniumfarm.org.

World Hunger Sunday: Recently every Episcopal congregation in the United States received World Hunger Sunday materials. To order extra promotional posters and enough Episcopal World Hunger Sunday offering envelopes for everyone in your parish, go to our website (www.er-d.org)

or call 1-800-903-5544. Also available are downloadable resources for you to print and distribute.

UBNUNTU Africa Pilgrimage: ERD sponsored a trip that took five women on a 12-day visit to southern Africa in July of this year. The group witnessed and experienced firsthand the crippling impact of HIV/AIDS by visiting joint programs of Episcopal Relief and Development and the Anglican Church of Africa. The participants visited programs in South Africa and Namibia where ERD is actively fighting the disease and supporting vulnerable children and families left behind. The past senior warden of St. Mark's Cathedral, Peggy Cleary, participated in the journey and is available to speak to groups in your congregation. You can contact her at j2peggy@aol.com, or 206-954-9811.

Hurricane Relief: We are extremely grateful for the outpouring of compassion in action from the people of the Diocese of Olympia in responding to the recent hurricanes. Along with emergency relief work with Episcopal dioceses throughout the Southeast United States, ERD is providing emergency assistance to families in the Caribbean, Haiti and Panama after deadly hurricanes destroyed lives and homes. ERD continues to provide emergency assistance such as temporary shelter, food, clothing, and other critical necessities to the Diocese of Haiti, Church of the Province of the West Indies and Episcopal Church of Panama.

The El Salvador Project and Volunteer Program: Episcopal Relief and Development, in partnership with the Diocese of El Salvador, is rebuilding four communities in El Salvador after two devastating earthquakes. ERD is creating long-term development opportunities to improve quality of life for people in the country. As a part of our work in El Salvador, you can put your faith to work through our volunteer program. You can paint a home, teach Bible School lessons, dig water wells, and plant trees in El Salvador. You can bring along a group of fellow church

members and work in a Salvadorian community for one week. For more details, contact Coe Economou at 800-334-7626, ext. 6105 or jeconomou@er-d.org.

Millennium Development Goals: The Millennium Development Goals (MDG) provide a blueprint for achieving significant, measurable improvements in people's lives by the year 2015. The United Nations has called on resource-rich nations to give an amount equal to 0.7% of their Gross National Product (GNP) to eliminate poverty and create sustainable development in the developing world. The 74th General Convention endorsed the United

Nations' Millennium Development Goals, which focus the world community on eliminating poverty and sustaining long-term development in the poorest countries in the world. ERD's programs address the MDG and save the lives of children and families. ERD is supportive of the MDG resolution that is being considered by this convention.

To learn more or to get involved: Go to the ERD website, www.er-d.org, or contact Brian Sellers-Petersen, Western Regional Operations Director, at 206-390-0750 or bpetersen@er-d.org.

Standing Committee (04/F/19)

The Standing Committee of the Diocese of Olympia is made up of eight persons (4 clergy, 4 lay) elected by Convention (2 each year) to serve for four years. This has been a lively and interesting year to serve on the Standing Committee of the Diocese.

Our primary purpose and privilege is to serve as a council of advice for Bishop Warner. He was able to meet with us on several occasions where we discussed the issues that the Diocese faces and his oversight ministry. Concerns about relationships in the Diocese, especially as reflected in reactions to the Consecration of Gene Robinson as Bishop of New Hampshire, and the general state of diocesan budget and finances were major themes throughout the year. We were able to see clearly how challenging it is to serve as Bishop Diocesan in a Diocese that is so spread out geographically and is theologically diverse.

We provided oversight through a Joint Board to the successful election of a Bishop Suffragan at our May special convention, and welcomed newly elected Nedi Rivera at our late May meeting.

The national church canons require approval of Episcopal elections and we approved of five elections this year. This role is an important one for the national church and we took the time required to consider elections carefully. In one case, we did not approve the request of one Diocese to hold an election since we did not believe that they were ready to do so.

A good portion of our time and energy this year went into discussions about the changes in the Title III canons that

were made at General Convention 2003. Standing Committee will no longer be interviewing candidates until they are ready for ordination. This has led to a closer examination of the ways in which those who are raised up for ordination will be assessed for competency and then approved by Standing Committee. Those discussions with the Commission on Ministry and the Bishop will continue into the next year.

We approved five people for ordination to the Diaconate and 5 for ordination to the Transitional Diaconate. We provided approval to two parishes in the Diocese to take out loans for construction, thereby encumbering their property. And finally, we received and approved the renunciation of vows from one priest.

It has been an ongoing privilege to serve on this Committee with the wonderful dedicated people that Convention has elected. This year's committee has been comprised of: *Ms. Evelyn Beard, the Rev. Cris Amburgey, Ms. Dorothy Gibson, the Rev. Marilyn Brandenburg, Mr. Jim Church, the Rev. Patricia Robertson, Mr. Ian Thompson, the Rev. Paul Collins.* I urge you to thank both Ian and Paul for their four years of service which is completed at this convention.

Respectfully submitted, the Rev. Patricia Rome Robertson, president.

Board of Directors (04/F/20)

The Board of Directors of the Diocese of Olympia, Inc., has legal and fiduciary responsibility for the assets of the Diocese, including land, buildings, endowments and other funds. It is the mission of the Board to manage these assets to further God's work in this Diocese, both now and in the future.

There are 13 members of the Board, including the Bishop (who serves as President), the Vice President, Treasurer, Secretary of Convention, and three clergy and seven laypersons appointed by the Bishop and introduced at Convention. The Board meets monthly as needed (with the exception of July). The Board makes loans from two funds: The Building Loan Fund (BLF) had assets on 12/31/03 of \$4,279,745.15 with 28 loans outstanding to congregations within the Diocese totaling \$4,327,228.60. The Mission Development Fund (MDF) had assets on 12/31/03 of \$1,300,608.60, with 11 non-interest bearing loans to mission congregations totaling \$719,791.42.

Significant actions taken during the past year include:

January 2004 -- No significant action taken.

February 2004

Action: Moved (Goodenough) that Huston Camp and Conference Center be granted \$31,500 for 2004 Capital Equipment and Major Improvements. The money requested is for expenditures as reflected in the schedule and comes from the Horn Fund.

Action: Moved (Bacon) that that Board lend St. James, Kent, \$83,433 for seven years, at parish loan rate, for construction of an elevator and other building updates.

March 2004

Action: Moved, that the Board authorize withdrawal of \$15,000 from the Working Capital Trust Fund for St. Andrew's House upkeep and improvements in 2004/2005.

Action: Moved, that the board authorize withdrawal of \$30,000 from St. Catherine's, Enumclaw, DIF account to maintain their church and help pay for part-time clergy for the next year.

April 2004

Action: Moved (Bacon), that the Board approve \$16,000 for startup and operating costs for Church of the Apostles (COTA) tea house in the Fremont district of Seattle. Six months grace period, three years to pay it back in equal payments, starting after six months. No accrued interest for six months.

May 2004

Action: Moved (Scott), that the Board write off \$6,240.21 of St. Columba's Building Loan Fund loan balance. The condition for this write-off is that St. Columba's begin servicing this debt on a monthly basis starting June 1, 2004, if the payment schedule proposed by the Bishop's Committee of St. Columba's at this meeting of the board is accepted.

Action: Moved (Scott) that the board immediately put St. Columba's excess property up for sale.

June 2004

Action: Moved (Goodenough), that the Board accept St. Columba's proposed repayment schedule through the end of 2006 at which time it will be reviewed at the January 2007 board meeting.

July -- No meeting.

August 2004

Action: Moved (Bain), that the Board approve the bid from Masonry Specialties, Inc. (approximately \$8,500 to be taken from the Philips Fund) to repair Diocesan House chimneys damaged in the Nisqually earthquake.

Action: Moved (Goodenough), that the Board approve the Huston Conference Center Committee's Wallace River bank stabilization project's first phase of instigating a grant feasibility study to obtain the necessary funds to be used for the actual construction in July 2005.

September 2004

Action: Moved (Schaeffer), that the board agree to loan St. John the Baptist, West Seattle, \$50,000 for a term of six months at the parish rate of interest.

Action: Moved (Schaeffer), that the Board grant St. John the Baptist, West Seattle, an additional long-term loan of \$200,000 incorporating the existing loan of \$102,000 made in August 2004 with an additional sum of \$98,000, to be repaid over 10 years from 10-1-04 at the parish rate of interest.

Action: Moved (Bacon), that the board approve a loan of \$25,597.64 for St. Peter's, Seaview, for their share of the cost of constructing a new roof for the church. The term of the loan will be at the prevailing parish or mission rate over a five year term, from 10-1-04 to 10-1-09.

Action: Moved (Benshoof), that the Board agree to COTA's request to pay interest only on their loan between 10-1-04 and 4-1-05 and to begin regular principal and interest payments 4-1-05. The term of the loan is three years from 4-1-05.

Action: Moved (Schaeffer), that the Treasurer Denny Bacon will inform Diocesan Council that should the Orchards Property be sold, no proceeds would be allocated for the diocesan operating budget.

Members of the 2004 Board of Directors: The Rt. Rev. Vincent W. Warner, president; Mr. Bill Bain, vice president, Emmanuel, Mercer Island; the Rev. John G. Schaeffer, secretary; Mr. Denny Bacon, treasurer, Ascension, Seattle; Mr. Donald H. Mullins, chancellor, St. Stephen's, Seattle; Mr. Ed Benshoof, Emmanuel, Eastsound/Orcas Island; the Rev. Thomas E. Dement, St. Dunstan's Church, Shoreline; Mr. Bill Goodenough, Ascension, Seattle; Mr. Ron Harris-White, St. Clement's Church, Seattle; the Rev. Richard Scott, St. Antony's of Egypt, Silverdale; Mr. Harry Strong, Epiphany, Seattle; Ms. Kathryn Truong, Holy Apostles, Bellevue; and, Ms. Judith Yeakel, St. Augustine's, Freeland.

Submitted by Denison Bacon, Treasurer and Director of Finance.

Audits Outstanding (04/F/21)

Canon 6 Section 7 of the Diocese of Olympia requires that an audit of the prior year's financial affairs of each congregation be filed annually. These audits are due to the treasurer of the diocese by September 1. Congregations that have NOT filed a 2003 audit as of October 20, 2004:

Parishes

Auburn	St. Matthew
Bainbridge Island	St. Barnabas
Bellevue	Resurrection
Bremerton	St. Paul
Chehalis	St. Timothy
Eastsound	Emmanuel
Edmonds	St. Alban
Everett	Trinity
Friday Harbor	St. David
Gig Harbor	St. John
Kenmore	Redeemer
Lakewood	St. Mary
Longview	St. Stephen
Mercer Island	Emmanuel
Oak Harbor	St. Stephen
Olympia	St. John
Poulsbo	St. Charles
Port Townsend	St. Paul
Redmond	Holy Cross
Renton	St. Luke
Seattle	St. Clement
Seattle	St. John the Baptist
Seattle	St. Paul
Seattle	Trinity
Sequim	St. Luke
Shoreline	St. Dunstan

Snohomish

Tacoma	St. John
Vancouver	St. Matthew
	St. Luke

Missions

Anacortes	Christ Church
Bainbridge Island	Grace Church
Battle Ground	Holy Spirit
Bellevue	All Saints
Camano Island	St. Aidan
Castle Rock	St. Matthew
Darrington	Transfiguration
Edmonds	St. Hilda/St. Patrick
Enumclaw	St. Catherine
Kingston	Faith Church
Maple Valley	St. George
Montesano	St. Mark
Port Orchard	St. Bede
Sammamish	Good Samaritan
Seattle	All Saints
Seattle	Holy Apostles
Seaview	St. Peter
Sedro Woolley	St. James
South Bend	St. John
Tacoma	All Saints
Tacoma	Holy Family of Jesus

Bishop's Committee for Justice and Peace in Israel/Palestine (04/F/22)

The Bishop's Committee for Justice and Peace in Israel/Palestine (BCJPIP) was established in 2000 to support the work and witness of the 31 Episcopal parishes and 34 hospitals, schools and human service agencies of our companion Episcopal Diocese of Jerusalem.

Through education, advocacy and prayer, BCJPIP is committed to supporting our Christian brothers and sisters in their struggle to survive the social, cultural and economic impacts of nearly 40 years of military occupation and to assist their efforts to bring about a just and peaceful resolution of the conflict between Arabs and Jews. Although their numbers have dwindled markedly in the last ten years (now estimated to be less than 2% of the population of Israel/Palestine) their witness has continued despite years of hardship and violence. The Arab Christians, who represent over a dozen denominations in Israel, Palestine, Jordan and Lebanon, continue to be a reconciling presence among Jews and Muslims in the Holy Land.

The members of BCJPIP keep current on events in Israel, the West Bank and Gaza through eyewitness accounts of members of the committee, reports and letters from our companions in the Diocese of Jerusalem, and a

national network that includes the Episcopal Peace and Justice Ministries, American Friends of the Diocese of Jerusalem, and Churches for Middle East Peace. Connections with international organizations such as World Vision, a humanitarian service NGO, and the ecumenical Sabeel Center, headquartered in Jerusalem also give the committee in-depth information. In April, our committee was represented at the 5th International Sabeel Conference in Jerusalem, where attendees from over 30 countries came together to learn more about the theology and politics of Christian Zionism.

A centerpiece of our work has been the formation of sister church relationships, currently numbering 11. Over the year, these companion churches have engaged in a number of mutual exchanges – visits of youth and clergy, sharing of letters, photos and children's art work, and financial support for the work of the partner churches,

schools, clinics and hospitals in the Diocese of Jerusalem. In addition, the youth of the diocese have taken part in funding drives for books, food, and clothing. Most importantly, companion churches are committed to praying regularly for each other, usually during the Sunday Prayers of the People.

The latest sister church partnership to be developed is between Epiphany Parish in Seattle and St. John the Baptist's Episcopal Church in Irbid, Jordan. Through a recent grant of \$5400 from Epiphany, St. John's has been able to renovate a school operated by the church that includes a special program for teaching blind children. As in the case of all Christian schools, both Christian and Muslim children attend this school.

In 2005, BCJPIP will sponsor a visit by two priests from the Diocese of Jerusalem; the Rev. Samuel Barhoum from Holy Family Episcopal Church in Raineih, Israel, and the Rev. Husam Naoum from St. Philip's Episcopal Church in Nablus, in the West Bank. Watch the *Voice* and *FYI* for details.

A major focus this year has been to strengthen interfaith relationships. Working with members of the Seattle Jewish community, BCJPIP joined Find Common Ground in co-sponsoring Avrum Burg, former speaker of the Israeli Knesset, and Yasser Abed Rabbo, Palestinian Minister of Cultural Affairs, in a forum at Kane Hall and Seattle University on October 12. Emphasizing the linkage between

peace in Israel/Palestine and a secure America, the speakers shared their vision of the steps and sacrifices needed to achieve peace and the importance of persistent and balanced US engagement in the process.

BCJPIP and the members of our extended network continue political advocacy work through letters to the editor, as well as letters and contacts with members of congress. Before the September primary, a survey was sent out to all candidates in an effort to determine their position on issues pertaining to Israel/Palestine.

In advancing our educational program, BCJPIP is now collaborating with *Peace through Jerusalem*, a newly formed interfaith organization that provides speakers and educational programs for churches of all denominations and civic groups. In addition, members of BCJPIP continue to be invited to speak in local Episcopal parishes and other churches, and we are eager to travel throughout the diocese to bring current information, pictures and films. Please help us spread the word, and join us in our efforts to support our Christian companions.

For a committee roster, to keep up to date on upcoming events and action alerts, receive news from the Diocese of Jerusalem, and find links to other important information, please check our web page at www.ecww.org/peace.

Pray for the Peace of Jerusalem.

Section 4

Leadership Lists

Congregations of the Diocese of Olympia

Parishes

Aberdeen, St. Andrew (1890)
Auburn, St. Matthew (1896)
Bainbridge Island, St. Barnabas (1944)
Bellevue, Church of the Resurrection (1957)
Bellevue, St. Margaret (1957)
Bellingham, St. Paul (1883)
Bremerton, St. Paul (1901)
Burien, St. Elizabeth (1941)
Chehalis, St. Timothy (1883/2000) formerly St. John,
Centralia and Church of the Epiphany, Chehalis
Eastsound/Orcas Island, Emmanuel Parish (1885)
Edmonds, St. Alban (1952)
Everett, Trinity Church (1892)
Federal Way, Church of the Good Shepherd (1961)
Freeland, St. Augustine in-the-Woods (1949)
Friday Harbor, St. David (1950/1999)
Gig Harbor, St. John (1916)
Issaquah, St. Michael & All Angels (1950)
Kenmore, Church of the Redeemer (1947)
Kent, St. James (1890)
Kirkland, St. John (1922)
Lakewood, St. Mary (1949)
Longview, St. Stephen (1923)
Marysville, St. Philip (1958/1998)
Medina, St. Thomas (1943)
Mercer Island, Emmanuel Church (1909)
Mount Vernon, St. Paul (1891)
Oak Harbor, St. Stephen (1952)
Olympia, St. John (1853)
Port Angeles, St. Andrew (1891)
Port Townsend, St. Paul (1860)
Poulsbo, St. Charles (1963)
Puyallup, Christ Church (1882)
Redmond, Church of the Holy Cross (1909)
Renton, St. Luke (1892)
Seattle, Christ Church (1903)
Seattle, Church of the Ascension (1938)
Seattle, Epiphany Parish of Seattle (1908)
Seattle, St. Andrew (1906)
Seattle, St. Clement (1890)
Seattle, St. George (1954)
Seattle, St. John the Baptist Church (1892)
Seattle, St. Luke (1891)
Seattle, St. Mark Cathedral (1889)
Seattle, St. Paul (1892)
Seattle, St. Peter (1908)
Seattle, St. Stephen (1920)
Seattle, Trinity Church (1865)
Sequim, St. Luke (1893)
Shelton, St. David of Wales (1890)
Shoreline, St. Dunstan (1949) formerly Seattle
Snohomish, St. John (1889)

Tacoma, Christ Church (1889)
Tacoma, St. Andrew (1890)
Tacoma, St. Luke (1879)
Tacoma, St. Matthew (1951)
Vancouver, St. Luke (1836)
Vashon Island, Church of the Holy Spirit (1912)

Missions

Allyn, St. Hugh of Lincoln (1969)
Anacortes, Christ Church (1890)
Bainbridge Island, Grace Church
Battle Ground, Church of the Holy Spirit (1996)
Bellevue, All Saints (1996)
Bellevue, Church of the Holy Apostles (1990) formerly Seattle
Blaine, Christ Church (1889)
Camano Island, St. Aidan (1959)
Castle Rock, St. Matthew (1961)
Cathlamet, St. James (1851)
Darrington, Church of the Transfiguration (1955)
Edmonds, St. Hilda-St. Patrick (1963)
Elma, St. Luke (1895)
Enumclaw, St. Catherine (1940's)
Kent (Des Moines), St. Columba (1957)
Kingston, Faith Church (1997)
Lacey, St. Benedict (1980)
Lakewood, St. Joseph-St. John (1969)
Lopez Island, Grace Church (1954)
Maple Valley, St. George (1967)
Mill Creek, St. Francis (1980)
Monroe, Church of Our Saviour (1910)
Montesano, St. Mark (1909)
Olympia, St. Christopher (1959)
Port Orchard, St. Bede (1963)
Sammamish, Church of Good Samaritan (1990)
Seattle, All Saints (1903)
Seaview, St. Peter (1896)
Sedro-Woolley, St. James (1890)
Shoreline, St. David Emmanuel Church (1958)
Silverdale, St. Antony of Egypt (1985)
Snoqualmie, St. Clare (1982)
South Bend, St. John (1890)
Tacoma, All Saints (1890)
Tacoma, Holy Family of Jesus Church (1980)
Tahuya, St. Nicholas (1968)
Vancouver, All Saints (1977)
Vancouver, Church of the Good Shepherd (1966)
Washougal, St. Anne (1951)
Westport, St. Christopher (1959)

Parochial Missions/Developing Congregations

Forks, St. Swithin (1964)
Hoodsport, St. Germain (1976)
Port Gamble, St. Paul (1931)
Rockport, St. Martin-St. Francis (1952)

Diocesan Canonically Resident Clergy – October 2004 (04/A/17)

The Right Reverend Vincent W. Warner
 The Right Reverend Robert H. Cochrane, retired
 The Right Reverend Sanford Z.K. Hampton, Bishop Assistant

001	Forbes, William	061	Snodgrass, Marilyn S.	121	Walker-Sprague, Patricia
002	Forbes Jr., Charles A.	062	McDaniel, G. Judith	122	Davis, M. Fletcher
003	Adams, Richard C.	063	Gibbs, John W.	123	Creighton, Susan
004	Garlichs, Richard W.	064	Davis, West R.	124	Stanton, Barclay R.
005	Leche, Edward D.	065	Metzler, John A.	125	Phinney, James
006	Schaeffer, John G.	066	Sterling, Edward A.	126	DeVine, Whitney Jones
007	Huston, John A.	067	Gehrig, Stephen J.	127	Mackay III, Donald
008	Hunter, Charles W.	068	Erskine, John A.	128	Miller, A. Scott
009	Ellis, Marshall J.	069	Zimmerman, Curtis	129	Ridge III, Charles D.
010	Winn, J. Barrie	070	Lambert, John P.	130	Hawkins, Jodene D.
011	Elkins, Donald L.	071	Knowles, Walter R.	131	Woods, James E.
012	Jordan, Alan	072	Lindsey, Barrett K.	132	Southwell, Robert E.
013	Bristol, Wallace E.	073	Garratt, Stephen R.	133	Hauge, Morris
014	Maddux, Donald J.	074	Stewart, Ralph R.	134	Hanna, Gerald B.
015	Snyder, Kenneth M.	075	Butt, J. Reginald	135	Carmichael, M. Jean
016	Van Elten, Albert K.	076	Rankin, Edward H.	136	Thompson, John K.
017	Luethe, Robin L.	077	Gayle, Raymond E.	137	Pollock, Douglas S.
018	Carpenter, George W.	078	Walker, John F.	138	Porter, Gerald W.
019	Nakayama, Timothy	079	Johns III, Norman S.	139	Van Zanten, Peter E.
020	Seaman, Henry F.	080	Sell-Lee, William	140	Alkins, David S.
021	Radcliffe, Ernest	081	Biever, Robert	141	Steedman-Sanborn, Marda
022	Storm, David A.	082	Fowler Jr., Stanley G.	142	Paolozzi, Joann
023	Carney, Joseph P.	083	Bethea, Robert L.	143	Nelson, Pascal V.
024	Johnson Jr., William C.	084	Halbrook, Thomas R.	144	Wood, Diana M.
025	Tomter, Patrick A.	085	Bogel, Marianne	145	Dietel, Robert G.
026	Skanse, Oliver B.	086	Smith, Don L.	146	Moore, Stephen E.
027	Gorsuch, John P.	087	Ferguson, John F.	147	Smith, Kevin C.
028	Bigford, Jack N.	088	Lane, John C.	148	Williams, Robert L.
029	Pearson, J. Norris	089	Mikel, Joseph F.	149	Trelease, Murray L.
030	Smith, Homer H.	090	Pyrne, Carla V.	150	Martin, Irene
031	Tench, Jack M.	091	Besheer, Kimbrough A.	151	Dierick, Frances L.
032	Stewart, Daniel R.	092	Snow, Peter D.	152	Gunderson, Gretchen A.
033	Burnett, William M.	093	Ludden, Carol P.	153	Kindle, Charles R.
034	Bond, L. Wayne	094	Hall, Allan C.	154	Wright, Scot R.
035	McLauchlan, H. Fred	095	Sonnesyn, Roger	155	Dills, R. Scott
036	Christie, Robert L.	096	French, Richard C.	156	Francis, Mary Jane
037	Scovell, Dean H.	097	Berge, William Clarke	157	O'Shea, Susan
038	Peterson Jr., Phillip	098	Gardner, Randal B.	158	Elwood, Fred
039	Dunning, David	099	Taylor, Patricia L.	159	Cleveland, Jennifer B.
040	Schreiner, Charles F.	100	McCulloch, Kent T.	160	Gould, Mary D.
041	Ethelston, Geoffrey F.	101	Williams Jr., Hollis R.	161	Lukens, Ann Pierson
042	Ross, H. Stewart	102	Nemes, John D.	162	Murray, Vincent D.
043	Wolfe, V. Eugene	103	Dement, Thomas E.	163	Close Erskine, Christine E.
044	Sherman, Guy C.	104	Nichols, Robert	164	Scott, Richard H.
045	Fast, Todd H.	105	Viggers, Jack	165	Bigelow, Thomas S.
046	Rhodes, Robert W.	106	Ford, R. Lawrence	166	Clark, Duncan
047	Blundell, James	107	Waring, William D.	167	Devik, Rudolf
048	Barrow, Gordon Hurst	108	Carskadden, Ralph	168	Hayman, Robert F.
049	Parker, Allan C.	109	Lewis, Margaret K.	169	Ensor, A. Jeanne
050	Rogers, Henry S.	110	Keller, Patterson	170	McCaw, Mary Ann
051	Glase, John P.	111	Rietmann, Paul D.	171	Carr, Michael G.
052	Brown, Melvin R.	112	Richards, Fitzroy I.	172	Brelsford, Diane
053	Looney, Richard J.	113	Reynolds, Alan D.	173	Loneragan, W. Gerald
054	Reddell, Ronald K.	114	Hickey-Tiernan, Joseph	174	Minifie, Thomas
055	Collins, Paul M.	115	McGlannan, Dorian	175	Harper, William
056	Wilson, George S.	116	Astleford, Elise	176	Lord-Wilkinson, Randal D.
057	Wappler, Harry	117	Steig, Terrance	177	Shehane, Mary K.
058	Grabinski, Kenneth	118	Jessett, Frederick E.	178	Kolbet, Paul R.
059	Wilton, G.W.	119	Moore, Robin A.	179	Campbell, Anne
060	Clark, D. Corbet	120	Bell, John R.	180	Bartels, Judith T.

181	Bayles, Richard	228	Taylor, Robert V.	275	Campbell, Janet
182	Wyatt, Michael	229	Price, David L.	276	Seeger, Elisabeth A.
183	Brown, Lawrence Edward	230	Murphy, J. Patrick	277	Beecher, Josephine C.
184	Hammond, Blaine R.	231	Brandenburg, Marilyn	278	Haase, Sylvia Anne
185	Mullins, Judith P.	232	Gott, Jaynne	279	Logan, Christie Larson
186	Dorn, Christy	233	Grewell, Genevieve M.	280	Neal, James Frederick
187	Ruder, John Williams	234	McConnell, Joyce	281	Brentnall, Burden
188	Craighead, J. Thomas	235	Novak, Margaret A.	282	Goode, Colin
189	West, Craig A.	236	Shigaki, Jerry M.	283	Tyree-Cuevas, Susan
190	Anthony, Joan M.	237	Westpfahl, Carol E.	284	Boyle, George Anne
191	Robertson, Patricia Rome	238	Wong, Philip	285	Deng Deng, William
192	Strimer, Peter	239	Green, Richard	286	Mulvey, Dorian
193	DeVeau, Peter J.	240	Patton, Kathleen	287	Hosea, Beverly
194	Arnold-Boyd, Annette	241	Wesen, Vicki	288	James, David
195	Best, Stephen	242	Perry, Lawrence S.	289	Johnston, Zula
196	Korathu, Anna Maria	243	Taber-Hamilton, Nigel	290	Baker, Patricia
197	Lee, Samuel	244	Lee, Jeffrey D.	291	Grout, Earl L.
198	Moorehead, Constance	245	Harlacher, Carol	292	Marshall, David
199	Peters, Gregory	246	Roddam, John W.R.	293	Sedwick, Katherine
200	Simonsen, Douglas	247	Longwood, David P.	294	Taber-Hamilton, Rachel
201	Miller, Mark	248	Heller, Jan C.	295	Weller, Edith
202	Dunn, Robert E.	249	Jackson, E. Michael	296	Ackermann, John
203	Kinney, Kathleen	250	Amburgey, Cristina G.	297	Morrissey, Michael
204	MacKay, Wray	251	Espeseth, Cynthia A.	298	Stockburger, Andrea McMillin
205	Pratt, Jennifer	252	Taylor, N. Dennis	299	Sells, Jeffrey
206	Longwood, K. Casey	253	Schmaling, Pamela	300	Sells, Patricia
207	Johnson, Linda M.	254	Eichner, James	301	Mack, Allan E.
208	Miller, Judith J.	255	Owen, Petra	302	Borders, LeRoy
209	Walker, Randolph D.	256	Armer, Susan C.	303	Santman, Linda
210	Conklin, Daniel G.	257	Barber, Grethe	304	Cochran, Elizabeth Jane
211	Trytten, Patricia S.	258	Wills, Clark E.	305	Streiff, Suzanne
212	Cole, Dennis C.	259	Allen, John M.	306	Bloch, Elizabeth
213	Forman, Bernard (Kim)	260	Buhrer, Richard	307	Maynard, Jane F.
214	Prestegard, JoAnn	261	Dean, Susan Chanda	308	Kalunian, J. Peter
215	Wolford, Rachael	262	Moon, Mary Louise	309	Moore, Bridget
216	Helgeson, Gail M.	263	Morris, Cecelia Gilman	310	Carty, Shawn P.
217	Williams, Robert H.	264	Poirier, Esther Holley	311	Garman, Gerald R.
218	Hicks, Ann	265	Rozendaal, Jay Calvin	312	Littlefield, Jeffrey B.
219	Endicott, Rachel Faith	266	Barton, Anne W.	313	Lobdell, Gary T.
220	Fageol, Suzanne A.	267	Maier, Andrea R.	314	Sheldon, Raymond S.
221	Brill, Steven G.	268	Demura, Christine A.	315	Stroup, Susan L.
222	Avery, Joyce M.	269	Tiederman, Nancy Coppas	316	Ballinger, Kathryn E.
223	McMeekin, Dorothy N.	270	Allen, Kevin Bond	317	Allen, Mary L.
224	Irving, Anthony T.	271	McQueen, Dale L.	318	Reid, M. Sue
225	Kimball, Melodie I.	272	Glenn, Katherine Merrell		
226	Spina, Frank A.	273	Younge, Richard		
227	Rhoads, Robert L.	274	Steele, Chris C.		

Lay Delegates & Alternates as of October 21

Be-Attitudes Region

Edmonds, St. Alban

Del	Graves, Allan
Del	Mannery Denise
Del	Young, Maryellen
Alt	Mar, Bee Jay

Kenmore, Redeemer

Del	Bentley, Donald
Del	Darrow, Lee
Del	Laughlin, Deborah
Del	McGlenn, Bill
Del	Oles, Karl

Del	Oles, Melinda
Alt	Hawley, Carter
Alt	McLean, Ken

Seattle, Christ Church

Del	Dodsley, Eric
Del	Ewald, Ellen
Del	McNair, Jan
Del	Prohaska, Frank
Alt	Ferris, Ruth
Alt	Stonebraker, Michael

Seattle, St. Andrew

Del	Barnes, Sally
Del	Coburn, Gail
Del	Dessin, Richard
Del	Groh, Jay
Del	Meeks, Steve
Del	Rodenberg, Carolyn

Seattle, St. George

Del	Gray, Dennis
Del	Manring, Billie

Alt Burkner, John
Alt Gray, Susan

Seattle, St. Luke

Del Osborn, Mary Anne
Del Sutherland, Gene
Alt Kuboth, Ann
Alt Stevens, Robert

Seattle, St. Stephen

Del Boyns, Colleen
Del Evenson, Sandy
Del Evenson, William
Del Habegger, Peggy

Del Hopkins, Robin
Del Snyder, Cheryl
Del Snyder, Peter
Del Webb, Eugene
Alt Canady, Teresa
Alt Jesse, Mildred
Alt McIntosh, Nancy
Alt Montgomery, William
Alt Robertson, George
Alt Rynd, John
Alt Wendling, Ronald
Alt Yantis, Dorothy

Shoreline, St. David Emmanuel

Del Perry, James

Del Perry, Jean
Alt Hudson, Richard
Alt Leck, Joan

Shoreline, St. Dunstan

Del Chapman, Robert
Del Pacher, Charles
Del Pacher, Mary
Del Ray, Carmen
Alt Barnum, Heather
Alt Bayard, William
Alt O'Connor, Frederica
Alt Servais, Michael

Columbia Region

Battle Ground, Holy Spirit

Del Gallino, Deborah
Del Rettinger, Paul
Alt Sale, Beth

Castle Rock, St. Matthew

Del Higby, Duane
Del Higby, Janice
Alt Brunk, Alan
Alt Brunk, Jane

Chehalis, St. Timothy

Del Hogan, Carol Sue
Del Hogan, Patrick
Alt Graham, Janet
Alt Johnson, David

Longview, St. Stephen

Del Beisel, Richard
Del Blinn, Lawrence
Del Hanson, Dave
Del Hanson, Jan
Del Hanson, Julian

Del Swecker, Barbara
Alt Ellis, Gail
Alt Norman, Marlene
Alt Snaza, Bradley
Alt Swanson, Eric
Alt Thomas, John
Alt Thomas, Linda

Vancouver, All Saints

Del Benedict, Lawrence
Del Caffrey, Caren
Del Manning, Al
Del Philbrook, Mary Suzanne
Alt Dougher, Suzy
Alt Manning, Diane
Alt Phernetton, Dan
Alt Turner, Rudd

Vancouver, Good Shepherd

Del Benge, Daniel
Del Benge, Danielle
Del Miller, Charles
Del Miller, Doreen

Del Rhodes, Greg
Del Rhodes, Heidi
Del Tompkins, Elaine
Del Tompkins, James
Alt Ellis, Earl
Alt Henry, Tina
Alt Hundley, Della
Alt Hundley, Mark
Alt Stratton, Jamie

Vancouver, St. Luke

Del Amies, Tom
Del Frederick, Jonathan
Del Frederick, Louise
Del Hassler, Ann
Alt Schofield, Patricia

Washougal, St. Anne

Del Stilwill, Richard
Del Stilwill, Suzanne
Alt Boggs, David
Alt Boggs, Ethel

Eastside Episcopal Churches

Bellevue, All Saints

Del Graham, Tanya
Del Moore, Peter
Del Treusch, Eileen
Del Walrath, Gregory
Alt Fox, Barbara
Alt Grabinski, Jane
Alt Hawkins, Ken
Alt Hubbard, Charles

Bellevue, Holy Apostles

Del Cheung, Lee-Ting
Del Wong, Matilda
Alt Maraby, Lynda
Alt Truong, Chuck

Bellevue, Resurrection

Del Lewis, Sandra
Del Reed, Edward
Alt Chadwick, Karna
Alt Henry, J
Alt Lee, Bruce

Bellevue, St. Margaret

Del Anderson, Connie
Del Couch, Steven
Del Ellis, Kate
Del Forsyth, Robert
Del Grass, Charlie
Del Jones, Rod
Del Padie, Johanna
Del Totten, Jeanie

Alt Andrusky, Dee
Alt Gehrig, Pamela
Alt Pierce, Michael
Alt Spitzer, Carl

Issaquah, St. Michael & All Angels

Del Anderson, Jason
Del Jackson, Nancy
Del Milns, Peter
Del Prince, Laura
Alt Donahou, Anita
Alt Follansbee, Bruce
Alt Prince, Ben

Kirkland, St. John

Del Adams, Ruth
 Del Baker, Gwen
 Del Eney, Neilson
 Del Husband, James
 Del Parkhurst, Kathy
 Del Payne, Earl
 Del Steele, Thomas
 Del Younge, Karen
 Alt Finstad, Jerryann
 Alt Harke, JoAnn
 Alt Sturges, Alfred

Medina, St. Thomas

Del Ahroon, Roger
 Del Friedlander, Mary
 Del Lenard, Kirt
 Del Lenard, Wendy
 Del Moulton, Keith
 Del Pederson, Marilyn
 Del Regalia, Patricia
 Del Russell, Dwight
 Del Simeone, Robert

Del Sutcliffe, Marjorie
 Del Vanas, Tim
 Del Waddell, Tammy
 Alt Cech, Alice
 Alt Dunn, Betty
 Alt Ellison, Alberta
 Alt Ellison, Herbert
 Alt Smith, Larry

Mercer Island, Emmanuel

Del Affleck, Allan
 Del Affleck, Anne
 Del Beuthel, Richard
 Del Cornwell, Marilyn
 Del Klein, Kathy
 Del Lorenzen, Elizabeth
 Del Maloof, Emmett
 Del Maloof, Sandy
 Alt Bartholomew, Kathryn
 Alt Clarke, Nile
 Alt Duer-Clarke, Marilee
 Alt Ledbetter, Glenn

Redmond, Holy Cross

Del Bang, John
 Del Commo, Rick
 Del Holeman, Cynthia
 Del Holeman, Herb
 Alt Hatheway, Bob
 Alt Hatheway, Wendy
 Alt Roderick, Joyce
 Alt Sudduth, Jean

Sammamish, Good Samaritan

Del Hindle, Jim
 Del Hunt, Jim
 Del Hunt, Loretta
 Del McKenzie, William
 Del Strohl, Cathy
 Alt Shepherd, Dana

Snoqualmie, St. Clare

Del Byrnes, Nancy
 Del Crane, Ted

Evergreen Region

Auburn, St. Matthew

Del Baxter, Gordon
 Del Baxter, Nadine
 Del Clark, Becky
 Del Johnson, Zane
 Alt Brustad, Val
 Alt Keith, Laura

Burien, St. Elizabeth

Del Abell, Donna
 Del Abell, Dwight
 Del Conger, Paul
 Del Mulcahy, Karen
 Alt Hoerd, Jeannette
 Alt Lott, Millie
 Alt Murray, Don
 Alt Scheeler, Lori

Enumclaw, St. Catherine

Del Catto, Marion
 Del Stratton, Douglas
 Alt McIntyre, Marion

Federal Way, Good Shepherd

Del Blesener, Dale
 Del Blesener, Jeannette
 Del Van Blaricom, Matthew
 Del Van Blaricom, Vicki
 Alt Berlin, Carol
 Alt Nyberg, Linda
 Alt Ogden, John
 Alt Weis, Kurt

Kent, St. Columba

Del Hershman, Jane
 Del Meerscheidt, Albert
 Alt Humes-Fear, Jacquelyn
 Alt Lenney, William

Kent, St. James

Del Coburn, David
 Del Coburn, Michelle
 Del Helmer, Tisha
 Del Lee, Elizabeth
 Del Lee, Myron
 Del Miller, Dianne

Del Paisley, David
 Del Scholl, Kathryn
 Del Tellari, Stephen
 Alt Foisie, Charles
 Alt Ford, Donald
 Alt Gauthier, Donald
 Alt Higgins, Marie
 Alt Mathews, Sandra
 Alt Paisley, Susan
 Alt Sanborn, Douglas

Maple Valley, St. George

Del Davis, Clyde
 Del Horn, Nick
 Alt Goddard, James
 Alt Pierrall, Bruce

Renton, St. Luke

Del Weber-Johnson, Erin
 Del Weber-Johnson, Jered
 Del Widmer, Anne
 Del Widmer, Mark

Holy C Region

Seattle, All Saints

Del Lomax, Faye
 Del Tobin, Barbara
 Alt Cox, Becky
 Alt Juach, David

Seattle, Ascension

Del Batchelder, Carol
 Del Furness, Carole
 Del Myers, Christopher
 Del Peterson, William
 Alt Breunig, Christopher
 Alt Goodenough, Joy

Alt Lemke, William
 Alt Leonard, Connie

Seattle, Epiphany Parish

Del Clake, Patty
 Del Day, Stephen
 Del Kates, William

Del Lock, Gabriel
Del Ryhter, Barbara

Seattle, St. Clement

Del Dusenbury, Jacqueline
Del Hill, Rudy
Del Rossen, Ellen
Del Westergaard, Diane
Alt Fittsizer, Sally
Alt Younge, Edith

Seattle, St. John the Baptist

Del Davis, Beverly
Del Drevecky, Harold
Del Drevecky, Luella
Del Ede, Betty
Del Peterson, Jan
Del Swim, David
Alt Eaton, Carol Anne
Alt Peterson, David
Alt Plank, Kristin

Seattle, St. Mark Cathedral

Del Blount, Richard
Del Brock, Charles
Del Busby, Carolyn

Del Marazita, Sherry
Del Markova, Lyhne
Del Mears, Carter
Del Poston, David
Del Stipp, Diane
Del Stuteville, Walter
Del Whaley, Marcy
Del Whetzel, Judith
Del Wright, Robert
Alt Bell, Elisabeth
Alt Gorden, Trey
Alt Kernaghan, Mark
Alt Knirk, Susan
Alt McHale, Stephen
Alt Mullen, Pete
Alt Niven, Dan
Alt Nurmia, Juhani
Alt Palisin, Helen
Alt Robinson, Carla
Alt Tait, Susan
Alt Williams, Celeste

Seattle, St. Paul

Del Adams, Lynn
Del Fitzgibbons, Kerry
Del Reid, Catharine
Alt Banks, Steven
Alt Donart, Gretchen

Seattle, St. Peter

Del Potts, Dan
Del Shigaki, Pauline
Alt Abrams, Lana
Alt Okamoto, Katsumi

Seattle, Trinity Church

Del Burt, Margaret
Del Hartley, Marvin
Del McConnel, Tracy
Del McNabb, Carl
Alt Cavallon, Kenneth
Alt Hartshorn, Bonnie
Alt Regis, Michael

Mt. Baker Region

Anacortes, Christ Church

Del Kapka, Alice
Del Ramerman, Dale
Alt Conacher-Thomson, Candace
Alt Myers, William

Bellingham, St. Paul

Del Attebery, William
Del Brownlee, Robert
Del Clark, Joanne
Del Hoyte, John
Del Mastor, Marilyn
Del McMeel, Debbie
Del McMeel, Ed
Del Shaw, Luci
Del Thorndike, Elva
Del Thorndike, Robert
Alt Matzinger, John
Alt Parker, Diane

Blaine, Christ Church

Del Gilliland, John
Del Hendricks-Hockey, Evelyne
Alt Chambers, Lucy
Alt Parmenter, James

Eastsound/Orcas Island, Emmanuel

Del Eberle, George
Del Eberle, Karen
Alt Murdock, Leslie
Alt Murdock, Tom

Friday Harbor, St. David

Del Wright, Janet
Del Wright, Richard
Alt Weisbrod, Richard
Alt Weisbrod, Rita

Lopez Island, Grace Church

Del Oles, Ilse
Del Oles, Stuart
Alt Drahn, Daniel
Alt Drahn, Terri

Mt. Vernon, St. Paul

Del Chaffee, Susan
Del Sanborn, Herbert

Oak Harbor, St. Stephen

Del Taylor, Robert

Sedro Woolley, St. James

Del Barrett, Rilla
Del Smith, James
Alt Holden, Clarence
Alt Somers, Kimberly

Peninsula Region

Allyn, St. Hugh of Lincoln

Del Moore, Gerrit
Del Runyan, Gwen
Alt Anderson, Carla
Alt Ferguson, Roy

Bainbridge Island, Grace

Del Fisher, Willa
Del Lacy, Dennis
Del Leonard, Eve
Del Waldo, John

Bainbridge Island, St. Barnabas

Del Ellis, Barbara
Del Fox, Kenneth
Del Gregory, Carol
Del Holland, Lee Ann
Del Holland, Steve
Del Krantz, Marquam
Alt Brown, Monica

Alt Ellis, Joanne
Alt Fox, Jeannette
Alt Green, Ellen
Alt Orcutt, Clifton
Alt Quitslund, Sabine

Bremerton, St. Paul

Del Battin, Myra
Del Carey, Arvelle
Del Horn, Richard
Del Morris, Henry

Gig Harbor, St. John

Del Bal, Peggy
Del Blake, Philip
Del Inglis, Robin
Del Kinzel, Donna
Del Kinzel, John
Alt Bal, Eugene
Alt Myers, Chris

Kingston, Faith Church

Del Lee, Katherine
Del Lee, Richard
Alt Asher, Howard
Alt Asher, Lillian

Pt. Angeles, St. Andrew

Del Carr, Kelly
Del Hansen, Paul
Del Wood, Ann
Del Wood, Douglas
Alt Dunlap, Bob
Alt Dunlap, Carol
Alt Kelly, Elizabeth
Alt Marshall, Betty

Pt. Orchard, St. Bede

Del Carter, Marvin
Del Carter, Mary

Pt. Townsend, St. Paul

Del Coltharp, Mark Alan
Del Davies, Mary
Del Hunt-Witte, Sheila
Del Witte, Franz
Alt Henley, James
Alt Nolan, Linda

Sequim, St. Luke

Del Braun, Carolyn
Del Braun, Raymond
Del Hicks, Jean

Del Olmer, Candy
Alt Cramer, John
Alt Hicks, George
Alt Stewart, Dorothea
Alt Stewart, Robert

Silverdale, St. Antony of Egypt

Del Hoag, Caroline
Del Hoag, Robert
Alt Little, Larry
Alt Tipton, Norma

Tahuya, St. Nicholas

Del Cook, Laurie
Del Pepin, Phyllis
Alt Ames, Beverly Ann
Alt Ames, Earl

Vashon Island, Holy Spirit

Del Butler, Lydia
Del Clarke, Douglas
Del Kirschner, Susan
Del Squire, Harold
Alt Butler, Deborah
Alt Carlson, Sally
Alt Clow, Richard

Rainier Region

Lakewood, St. Joseph-St. John

Del Stiles, Diane
Del Stiles, Frank

Lakewood, St. Mary

Del Bianco, Ernie
Del Brown, Samuel
Del Bryant, Medna
Del Powell, Darrell
Del Roarke, Terry
Del Sherrill, Doris

Puyallup, Christ Church

Del Barrett, Leonard
Del Clayton, Vicky
Del Craig, Shirley
Del Demick, James
Del Lai, Sandra
Del Tanner, Rick
Alt Lewis, Suzanne

Tacoma, All Saints

Del Mazzuca, Carol
Del Mazzuca, Ed
Alt Barnett, Michael
Alt Gordon, Marybeth

Tacoma, Christ Church

Del Kubovec, Mary Kay
Del Stowers, Richard

Tacoma, Holy Family of Jesus

Del By, Rong
Del Yun, Samanda

Tacoma, St. Andrew

Del Brice, Linda
Del Glenn, Wayne
Del Gray, Alice
Del Skinner, Reberta
Alt Dildine, Don

Tacoma, St. Luke Memorial

Del Ferguson, Robert
Del LaTourelle, Mary
Del Pope, Betty Ann
Del Pope, John
Alt Tinsley, Pam
Alt Williams, Jeff

Tacoma, St. Matthew

Del Elofson, Richard,
Del Kennedy, Leanne
Del Sloan, Ginny
Del Sloan, Jim
Alt Eggers, Lloyd
Alt Muller, Ann

Sno-Isle Region

Camano Island, St. Aidan

Del Lewis, Laura
Del Poage, Douglas
Alt Lewis, Phillip
Alt Poage, Jane

Edmonds, St. Hilda-St. Patrick

Del Lindhardt, Debbie
Del Stapleton, Don
Alt Lindhardt, Lars
Alt Stapleton, Rosemary

Everett, Trinity Church

Del Griffin, Angela
Del Griffin, Bill
Del Hutchison, Dorothy
Del Hutchison, Morris

Del Kaftanski, Susan
Del Perisho, Steve
Alt Bissell, Schuyler
Alt Bond, Marie
Alt Pearson, John
Alt Perisho, Kim
Alt Wheeler, Gerald

Freeland, St. Augustine in the Woods

Del Roach, Gail
Del Sizer, Mary Elizabeth
Del Sneed, Robert
Del Wood, John
Alt Johnson, Joan
Alt Riley, Cleveland

Marysville, St. Philip

Del Mahlum, Don
Del Mahlum, Shirley
Alt Wilson, Lawrence
Alt Wilson, Patricia

Mill Creek, St. Francis

Del Everley, Doug
Del Wade, Susan
Alt Haslett, Louis
Alt Williams, Sherryl

Monroe, Our Saviour

Del Van Pelt, Charles
Del Van Pelt, Lindaj

Alt McKee, Clark
Alt Poston, Laura

Snohomish, St. John

Del Bates, William
Del Fritch, Eric
Del McKenna, Candace
Del Skinner, Ruth
Alt Berge, William
Alt First, John
Alt Gray, Laurie
Alt Hall, Sharon

Willapa Region

Aberdeen, St. Andrew

Del Mason, Barba
Del Minor, Dave
Del Preble, Robert
Del Turner, Mert
Alt Minor, JoAnn

Elma, St. Luke

Del Hallock, Donna
Del Niemann, Joan

Lacey, St. Benedict

Del Gies, Russ
Del LaBelle, Carol
Del Liska, Collum
Del Wintersteen, Marjorie
Alt Kindle, David
Alt LaBelle, James
Alt Provencal, Judy

Montesano, St. Mark

Del Campbell, Bonita
Del Campbell, James
Alt Allshouse, Beatrice

Alt Kaus, Margaret

Olympia, St. Christopher

Del Black, Robert
Del Degler, Irene
Del McCollum, Betsy
Del Whitehouse, Bruce
Alt Whitehouse, Virginia

Olympia, St. John

Del Akin, Michael
Del Healey, Leo
Del McKinney, Kathleen
Del Schepcke, Margaret
Del Schepcke, Mike
Del Schroeder, Kathryn
Del Twelves, John
Del Van Hook, William
Alt DeLong, Clare
Alt James, Audrey
Alt Linville, Addison

Seaview, St. Peter

Del Hall, Al

Del Hall, Rosie
Alt Glenn, Guy
Alt Glenn, Kelli

Shelton, St. David of Wales

Del Jones, Pam
Del Poupitch, Janet
Del Poupitch, Vern
Del Verdugo, Patricia

South Bend, St. John

Del Mathis Marie
Del Ruger, Lietta
Alt Ruger, Arthur
Alt Seals, Cheryl

Westport, St. Christopher

Del Bass, Jean
Del Dickson, Julie
Alt Hirschfeld, Katie
Alt Stein, Kristen

Officers of the Convention

The Right Reverend Vincent W. Warner, Bishop
The Reverend John G. Schaeffer, Secretary
Mr. Denison Bacon, Treasurer
Mr. Donald H. Mullins, Esq., Chancellor
Mr. Duncan Bayne, Esq., Vice Chancellor
Br. Carle Griffin, OCP, Historiographer
Mrs. Diane T. Wells, Archivist and Records Manager

Standing Committee

The Rev. Paul Collins (2004)
Dr. Ian Thompson (2004)
Mr. Jim Church (2005)
The Rev. Patricia Rome Robertson (2005)
The Rev. Marilyn Brandenburg (2006)
Ms. Dorothy Gibson (2006)
Ms. Evelyn Beard (2007)
The Rev. Cris Amburgey (2007)

Board of Directors

The Rt. Rev. Vincent W. Warner, president
Mr. Bill Bain, vice president
Mr. Denison Bacon, treasurer

Directors appointed by Bishop Warner, confirmed by Diocesan Convention

Mr. Ed Benshoof, Emmanuel, Eastsound/Orcas
The Rev. Richard Scott, St. Antony's, Silverdale
Mr. Harry M. Strong, Epiphany, Seattle
Ms. Judith Yeakel, St. Augustine's, Freeland

The Rev. John G. Schaeffer, secretary
Mr. Donald H. Mullins, chancellor

The Rev. Tom Dement, St. Dunstan's, Shoreline
Mr. William Goodenough, Ascension, Seattle
Mr. Ron Harris-White, St. Clement's, Seattle
Ms. Kathryn Truong, Holy Apostles', Bellevue

Bishop's Office Staff

Archives—Diane Wells, archivist
Bishop Diocesan—The Rt. Rev. Vincent W. Warner, bishop; Barbara Brower, administrative assistant
Canon to the Ordinary—Betsy Greenman, canon to the ordinary; Barbara Brower, administrative assistant
Communications—The Rev. Peter Strimer, Missioner for Communications Ministry; Julie Tarter, publications coordinator; David Manes, information systems coordinator; Norah West, communications specialist
Congregation Development – The Rev. Joan Anthony, canon for congregation development
Diocesan School of Ministry & Theology— Sue Tait, administrator; Shannon Jergenson, project manager
Ethnic Ministries—The Rev. Jerry Shigaki, ethnic missioner
Evangelism – Carl Knirk, director; Annette Stephens, administrative assistant
Faith Formation—Kathy Hamilton, missioner for youth & young adults; Shannon Jergenson, project manager
Governance—Dede Moore, convention & governance coordinator
Maintenance—Mark Swanson, custodian
Planned Giving/Stewardship -- Carl Knirk, bishop's deputy for planned giving/stewardship; Annette Stephens, administrative assistant
Print Shop—Richard (Ky) Chen, printer
Reception—Norah West, receptionist
Resource Center—Sue Tait, librarian
Treasurer/Accounting—Denny Bacon, treasurer; Chris Smith-Clark, comptroller; Paster Soong, accountant

Diocesan Council

Elected by Convention

The Rev. Dorian McGlannan (2005)
Ms. Candace McKenna (2004)
The Rev. Connie Moorehead (2006)

Elected by Regional Ministries

Ms. Pat Churchley (Peninsula, 2006)
Mr. Andy Leech (Mt. Baker, 2006)
Mr. Ron Harris-White (Holy C, 2004)
Mr. Sam Fleshman (Rainier, 2004)
Mr. Phil Helmer (Evergreen, 2005)

Mr. Charlie Hubbard (Eastside, 2006)
Mr. Cleveland Riley (Sno-Isle, 2006)
Ms. Jim Campbell (Willapa, 2007)
Mr. Tom Boyns (Be-Attitudes, 2005)
Dr. Joan Oliver (Columbia, 2005)

Appointed by Program Commissions

Ms. Laura Faley (Evangelism, 2007)
Ms. Chris Christensen (Church in the World, 2006)
The Rev. Anna Maria Korathu (Ethnic Ministries, 2007)

Ms. Carolyn Forbes (Congregations, 2007)
The Rev. Kim Forman (Stewardship, 2007)
Ms. Sally Young (Faith Development, 2005)

Others

The Rt. Rev. Vincent W. Warner
Canon Betsy Greenman
Ms. Dede Moore
The Rev. Jerry Shigaki

Mr. Denny Bacon
Mr. Carl Knirk
Mr. Donald H. Mullins
Ms. Christine Smith-Clark

Section 5

2003 Audit & Statistics

Beail, Raines & Gillespie, Certified Public Accountants
Delta Dental Building, 9706 Fourth Avenue NE, #305, Seattle, WA 98115-2162, (206) 527-3000

INDEPENDENT AUDITOR'S REPORT

Diocese of Olympia, Inc., 1551 Tenth Avenue East, Seattle, Washington 98102

We have audited the statement of financial position--Episcopal Church basis of the Diocese of Olympia, Inc., at December 31, 2003 and 2002, and the related statements of activities and cash flows--Episcopal Church basis for the years then ended. These financial statements are the responsibility of diocesan management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 2, the policy of the Diocese of Olympia, Inc. is to prepare its financial statements on a basis that is in accordance with principles that constitute the generally accepted principles authorized by the General Convention of the Episcopal Church. These principles were last revised January 1, 2000 (see Note 2). Accordingly, the accompanying financial statements are not intended to present the financial position and the results of operations in conformity with generally accepted accounting principles.

As explained in Note 2 to the financial statements, the diocese does not keep track of the basis of Trust investment assets so it can separate realized and unrealized gains and losses or disclose unrealized appreciation. It was impractical to determine the basis for these required financial statement elements.

In our opinion, except for the lack of certain basis information, the financial statements referred to above present fairly, in all material respects, the balance sheet of Diocese of Olympia, Inc. at December 31, 2003 and 2002, and the statements of support and revenue, expenses for the years then ended, in accordance with principles authorized by the General Convention of the Episcopal Church.

Beail, Raines & Gillespie, PLLC
Seattle, Washington, June 7, 2004

Diocese of Olympia, Inc. Statement of Financial Position--Episcopal Church Basis December 31, 2003 and 2002

	12/31/2003	12/31/2002
ASSETS		
Cash & Cash Equivalents	\$ 1,355,716	\$ 2,066,736
Investments	38,252,002	33,190,038
Notes, Loans & Real Estate		
Contracts Receivable	473,846	423,313
Related party receivables	173,272	272,002
Interest & DIF income/principal receivable	351,265	186,794
Campaign gifts--deferred	49,686	49,686
Irrevocable split-interest gifts	33,156	29,642
Equipment (less accumulated depreciation)	-	251
Property	<u>21,927,970</u>	<u>20,018,373</u>
TOTAL ASSETS	<u>\$ 62,616,913</u>	<u>\$ 56,236,835</u>
LIABILITIES AND NET ASSETS		
LIABILITIES:		
Accounts payable	\$ 17,386	\$ 88,032
DIF and other payables	333,100	539,423
Shareholders' Equity in Diocesan		
Investment Fund	20,213,133	17,704,754

Liability for Trust Accounts	86,122	17,113
Loans Payable--Banks/Other	<u>657,695</u>	<u>852,609</u>
Total Liabilities	<u>21,307,436</u>	<u>19,201,931</u>
NET ASSETS:		
Unrestricted net assets	19,738,299	17,578,773
Temporarily restricted net assets	1,198,984	1,255,150
Permanently restricted net assets	<u>20,372,194</u>	<u>18,200,981</u>
Total Net assets	<u>41,309,477</u>	<u>37,034,904</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 62,616,913</u>	<u>\$ 56,236,835</u>

Diocese of Olympia, Inc.
Statement of Activities--Episcopal Church Basis
For the Year Ended December 31, 2003

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE:				
Contributions	\$ -	\$ 113,437	\$ 321,181	\$ 434,618
Interest Income	-	-	72,012	72,012
DIF investment income	-	-	1,411,610	1,411,610
Other investment income	34,456	85,204	72,982	192,642
Realized & unrealized net gain (loss) on investments	396,119	6,688	4,294,752	4,697,559
Net assets released from restrictions				
Satisfaction of program restrictions	<u>329,161</u>	<u>(261,324)</u>	<u>(76,837)</u>	-
Total Support & Revenue	<u>759,736</u>	<u>(55,995)</u>	<u>6,104,700</u>	<u>6,808,441</u>
EXPENSES AND DISBURSEMENTS:				
Corporate/Canonically required	-	-	3,200	3,200
Ministry	252,813	-	41	252,854
Trustee obligations	-	-	44,783	44,783
Management & general	-	-	-	-
Total Expenses & Disbursements	<u>252,813</u>	<u>-</u>	<u>48,024</u>	<u>300,837</u>
Excess (deficiency) of support & revenue over expenses & disb.	506,923	(55,995)	6,056,676	6,507,604
Amounts allocated to DIF shareholders congregations and institutions	-	-	(1,943,116)	(1,943,116)
DIF dividends paid	-	-	(1,366,827)	(1,366,827)
(Increase) Decrease in loans	(881,685)	-	(186,459)	(1,068,144)
Purchases & new construction	2,468,034	-	-	2,468,034
Transfers (to) from other funds	<u>66,254</u>	<u>(171)</u>	<u>(389,031)</u>	<u>(322,978)</u>
Change in net assets	2,159,526	(56,166)	2,171,213	4,274,573
Net Assets at 12/31/2002	<u>17,578,773</u>	<u>1,255,150</u>	<u>18,200,981</u>	<u>37,034,904</u>
Net Assets at 12/31/2003	<u>\$ 19,738,299</u>	<u>\$ 1,198,984</u>	<u>\$ 20,372,194</u>	<u>\$ 41,309,477</u>

Diocese of Olympia, Inc.
Statement of Activities--Episcopal Church Basis
For the Year Ended December 31, 2002

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE:				
Contributions	\$ -	\$ 106,790	\$ 915	\$ 107,705
Interest Income	-	-	63,697	63,697
DIF investment income	-	-	1,403,554	1,403,554
Other investment income	31,734	105,969	78,409	216,112
Realized & unrealized net gain				

(loss) on investments	(353,204)	(2,083)	(3,821,845)	(4,177,132)
Sale of Property	38,510	-	-	38,510
Net assets released from restrictions				
Satisfaction of program restrictions	<u>200,906</u>	<u>(200,906)</u>		
Total Support & Revenue	<u>(82,054)</u>	<u>9,770</u>	<u>(2,275,270)</u>	<u>(2,347,554)</u>
EXPENSES AND DISBURSEMENTS:				
Corporate/Canonically required	-	-	3,125	3,125
Ministry	552,719	-	39	552,758
Trustee obligations	-	-	91,513	91,513
Management & general				
Total Expenses & Disbursements	<u>552,719</u>	<u>-</u>	<u>94,677</u>	<u>647,396</u>
Excess (deficiency) of support & revenue over expenses & disb.	(634,773)	9,770	(2,369,947)	(2,994,950)
Amounts allocable to DIF shareholders congregations and institutions	-	-	489,146	489,146
Missions that became parishes	-	-	-	-
(Increase) Decrease in loans	(4,300,641)	-	2,863,695	(1,436,946)
Purchases & new construction	2,472,597	-	-	2,472,597
Transfers (to) from other funds	<u>210,341</u>	<u>436,813</u>	<u>231,603</u>	<u>878,757</u>
Change in net assets	(2,252,476)	446,583	1,214,497	(591,396)
Net Assets at 12/31/2001	<u>19,831,249</u>	<u>808,567</u>	<u>16,986,484</u>	<u>37,626,300</u>
Net Assets at 12/31/2002	<u>\$ 17,578,773</u>	<u>\$ 1,255,150</u>	<u>\$ 18,200,981</u>	<u>\$ 37,034,904</u>

Diocese of Olympia, Inc.
Statements of Cash Flows--Episcopal Church Basis
For the Years Ended December 31, 2003 & 2002

	12/31/2003	12/31/2002
Cash flows from operating activities		
Excess of support and revenue over expenses and disbursements	\$ 4,274,573	\$ (591,396)
Adjustments to reconcile excess of support and revenue to net cash provided by operating activities		
Depreciation	251	900
Realized and unrealized (gain) loss on investments	(2,567,984)	4,177,132
(Increase) decrease in notes & loans receivable	(50,533)	522,687
(Increase) decrease in related party receivable	98,730	19,263
(Increase) decrease DIF suspense items	(35,022)	(423,220)
(Increase) decrease in split-interest gifts	3,514	4,019
Increase (decrease) in payables	(88,032)	55,071
Increase (decrease) in other liabilities	<u>(312,653)</u>	<u>(6,507)</u>
Net cash (used) by operating activities	<u>1,322,844</u>	<u>3,757,949</u>
Cash flows from investing activities		
Purchase of securities	(7,959,248)	(5,487,865)
Sales of securities/loan payments/new property	8,831,827	4,461,545
DIF shareholder unit purchases	1,677,931	1,922,875
DIF shareholder unit redemptions	(1,157,444)	(1,321,774)
Purchase of real estate	<u>(1,909,597)</u>	<u>(2,472,219)</u>
Net cash provided (used) by investing activities	<u>(516,531)</u>	<u>(2,897,438)</u>
Cash flows from financing activities		
DIF dividends paid	(1,366,827)	(1,360,041)
Loans from (paid to) banks/others	<u>(150,506)</u>	<u>80,127</u>
Net cash provided by financing activities	<u>(1,517,333)</u>	<u>(1,279,914)</u>
Net (decrease) in cash and cash equivalents	(711,020)	(419,403)
Cash and cash equivalents at beginning of year	<u>2,066,736</u>	<u>2,486,139</u>
Cash and cash equivalents at end of year	<u>\$ 1,355,716</u>	<u>\$ 2,066,736</u>

Notes to Financial Statements
December 31, 2003

Note 1--Organization and Operations:

The "Diocese of Olympia" is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The Diocese includes all Episcopal churches and institutions in western Washington and is composed of two separate legal entities, the Diocese of Olympia, Inc. and the Diocese of Olympia (an unincorporated entity--see Note 3). These financial statements are for the Diocese of Olympia, Inc. and do not include the related unincorporated entity (Note 3). The Diocese of Olympia, Inc. is composed of the James F. Hodges Diocesan Investment Fund, the Trust Fund and the Building Loan, Mission Development and Real Estate Funds. Each of these funds has issued a separate audited financial statement. The Diocese of Olympia, Inc.'s main source of support is gifts, loan interest and investment and endowment income. The Diocese has adopted a policy of investing excess cash of Building, Mission Development, and Trust Funds through Bank of America. The James F. Hodges Diocesan Investment Fund uses Pacific Horizon Treasury Fund for cash management purposes. These investments are a concentration of credit risk in U.S. Government securities. The Building Loan Fund was established in 1949 to make loans to churches to assist in financing new building projects and to make loans for small building repair and improvement projects. The interest rate charged by the fund is set annually. Loans are periodically exempted from interest by Board action. The Property Fund accounts for the value of the land and buildings held by the Diocese. The value of mission property is shown as a diocesan asset until the mission becomes a parish. The book value of non-mission property is approximately \$3.6 million. The Mission Development Fund (MDF) was set up to purchase properties in areas where growth would necessitate establishment of a new mission. Loans made by the MDF are generally exempt from interest even after congregations have been organized. The Trust Fund holds the endowment funds of the Diocese of Olympia and other institutions of the Diocese for which the Diocese has been named trustee. The funds held are invested primarily in the James F. Hodges Diocesan Investment Fund. The James F. Hodges Diocesan Investment Fund (DIF) was organized in 1951 as a "mutual fund" for the endowments of the Diocese, parishes and related institutions. The fund balances the need for current income and growth in asset value to offset inflation by investing in a mixture of stocks and bonds. The securities are held in trust with BNY Western Trust Company. Realized gains for 2003 were \$542,537 with \$4,155,022 in net unrealized gains.

Note 2--Summary of Significant Accounting Policies:

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church in the "Manual of Business Methods in Church Affairs," January 1, 2000 revision. The basic financial statements for Episcopal accounting purposes consist of the statement of financial position, statement of activities and statement of cash flows. FASB 117, "Financial Statement for Not-For-Profit Organizations," was adopted by the Episcopal Church in the latest revision (2000) of the accounting manual. The system of funds previously used has been revised to conform to the net asset model. The principles follow generally accepted accounting principles except as explained below. The January 1, 1995 revised accounting principles of the Episcopal Church require capitalizing of real estate, furniture, fixtures and equipment at cost and state that depreciation is optional. Previously, all fixtures and equipment were expensed. The Diocese has elected to prospectively capitalize furniture and fixtures and depreciate them. Most equipment is purchased by the related Operating Fund (Note 3). No equipment purchased by missions is capitalized. The Diocese has elected not to depreciate real property on the basis that no additional useful information will be gained. Loans receivable and notes receivable are carried at the amount due as of December 31, 2003. Interest receivable has been accrued to December 31, 2003. The Board of Directors has adopted a policy of annual changes in the interest rate charged to diocesan institutions. The rate will be set at the One-Year Treasury Constant Maturities Index from the second week in November rounded up to the nearest eighth of a point plus three percent. For 2003 the rates were set at 4.5% for parishes and 3.0% for missions. In addition, a 2% per year cap on interest rate increases is in place. At the Board's discretion, interest is not charged on construction loans until five years after construction is completed. The Diocese does not attempt to value donated services. Investments are stated at fair market value. Cash held by the DIF is treated as an investment. The Trust accounts of the diocese do not separately track realized and unrealized gains so they may be presented separately in the statement of activities and cash flows. This omission makes it impossible to present all disclosures required by FASB 124. The Diocese is exempt from Federal income taxes under section 501(c)(3) of the Internal Revenue Code. Transfers do not add to zero because of transfers to the Diocese of Olympia Operating Fund (Note 3). The Operating Fund receives and reports most of the income earned by the Trust's restricted net assets. The preparation of financial statements in conformity with Episcopal accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Estimates were extensively used to reconstruct property costs.

Note 3--Operating Fund

The Operating Fund of the Diocese of Olympia is a separate unincorporated entity. The Hodges Investment Fund pays a \$5,000 fee to the Operating Fund to maintain its books and records, but the remaining funds record keeping is done at no charge. The cost of this audit report is also paid by the Operating Fund. Transfers do not balance because of transfers to this related entity. There are no employees of the Diocese of Olympia, Inc. and hence no pension expenses.

Note 4--Interfund Loans

Real estate owned by the Diocese is reflected at historical cost as explained in Note 2. The loans from the Mission Development Fund and Building Loan Fund have been eliminated and net assets reduced. Loans eliminated can be summarized as follows:

	12/31/03	12/31/02
Building Loan Fund	\$ 3,450,467	\$ 3,024,029
Mission Development Fund	<u>1,277,406</u>	<u>722,632</u>
Total	<u>\$ 4,727,873</u>	<u>\$ 3,746,661</u>

Note 5--Commitments to Loan Funds

At December 31, 2003, the Diocese of Olympia, Inc. Building Loan and/or Mission Development Fund was committed to making loans to the following congregations.

	Total Commitment	Loan Balance 12/31/2003	Commitment Not Yet Drawn On
Grace Church, Bainbridge	\$ 442,000	\$ 443,500	\$ (1,500)
Redmond, Good Samaritan	<u>575,000</u>	<u>570,300</u>	<u>4,700</u>
Total	<u>\$ 1,017,000</u>	<u>\$ 1,013,800</u>	<u>\$ 3,200</u>

Note 6--Loans Receivable

The loans below have been eliminated in consolidation.

Loan to	Comment/Payment/Maturity	Interest Rate	Amount
Hodges Fund	Diocesan house roof loan, \$4,480.50/quarter form Hodges Income paid to Philips Fund	5%	90,178
Cathlamet	No maturity date set	0%	150,000
St. Columba's, Des Moines	Land at St. Columba's, no maturity date set	0%	318,847
Hodges Fund	Repaid \$10,000/quarter, Paid to Philips Fund	0%	128,750
Battle Ground	First five years interest free, 15-year amortization at BLF mission rate Due 2017	0%	69,000
Good Shepherd, Vancouver	BLF Mission variable rate	3.5%	49,383
St. Hilda/St. Patrick	Interest free until 2007, then 15 year amortization at BLF Mission rate	0%	<u>475,000</u>
			<u>\$ 1,281,158</u>

The notes, loans and contracts receivable on the balance sheet are BLF/MDF loans not eliminated (Note 4) in consolidation. These are loans to parishes.

Note 7--Capital Campaign

The Diocese conducted a multi-year capital campaign between 1995 and 2000. The campaign has been completed and all pledged but uncollected amounts were written off at December 31, 2000. The deferred capital campaign gift represents the present value of a \$100,000 second-to-die life insurance policy. There was no increase in value in 2003 as the premium was paid by a policy loan.

Note 8--Loans from Banks/Others

The Diocese of Olympia, Inc. has a loan with the Bank of the Pacific to fund the construction of the Cathlamet St. James' Family Center. This note was dated January 15, 1997 with an original amount of \$500,000 maturing January 15, 2017. It bears interest at 7.3% and calls for monthly payments of \$3,715. The balance at December 31, 2003 was \$377,419. The Diocese of Olympia, Inc. has a loan with US Bank for the purchase of the Orchards property. The original note was dated September 15, 2001 with an amount of \$375,000 and has been renewed annually. The loan is secured by a CD placed with the bank. At December 31, 2003 interest rate was 3.09% with interest-only payments due. The balance at December 31, 2003 was \$61,277. This loan is budgeted for in the Operating Fund. Battle Ground has bonded indebtedness outstanding at December 31, 2003, totaling \$216,000, bearing interest of 6.25%, 6.725% and 6.5% dependent on maturity. The schedule of debt maturity is as follows:

Year Ended	Bank of the Pacific	US Bank	Battle Ground/Holy Spirit	Total
12/31/2004	29,710	45,695	15,000	90,405
12/31/2005	30,390	18,582	15,000	63,972
12/31/2006	32,330	-	15,000	47,330
12/31/2007	33,108	-	15,000	48,108
12/31/2008	34,543	-	15,000	49,543
Thereafter	<u>217,337</u>	-	<u>141,000</u>	<u>358,337</u>
Total	<u>\$ 377,418</u>	<u>\$ 64,277</u>	<u>\$ 216,000</u>	<u>\$ 657,695</u>

Note 9--Seattle Habitat for Humanity

The Diocese sold, on June 28, 2000, property valued at \$224,600 to Seattle Habitat for Humanity for \$37,151. As part of the agreement, Habitat constructed one or two houses and leased them back to the Diocese at nominal rent for its ministry. Only the cash portion of this transaction was reflected in the financial statements, as the value of the property to be received cannot be determined. One house is used by the diocesan refugee program and the other by St. John's, West Seattle.

Note 10--Related Party Transactions

The Diocese of Olympia, Inc., has loaned the current bishop funds to purchase a principal residence. The resulting loans, also combining an existing note, are dated January 10, 2003. The first loan, secured by the principal residence was \$119,000, interest only at 2% for five years, thirty-year maturity, with payments of \$198 per month. The second unsecured loan is for \$54,000 interest only at 3% with payments of \$135 per month. The balance of these loans was \$173,272 at December 31, 2003.

Note 11--Contingent Liabilities

No liabilities that related to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until a mission becomes a parish. Property insurance on structures includes earthquake insurance only if the individual congregations have purchased it.

Note 12--Bond Agency

The Diocese is the Registrar/Paying Agent for bonds issued by two parishes and two missions. The Diocese has obtained an Acknowledgement of Exemption from registration from the Washington State Department of Financial Institutions on these bonds.

Note 13--Securities and Investments

Securities and investments are stated at fair value. The majority of Trust investments are in the diocesan managed James F. Hodges Diocesan Investment Fund. Fund activity for 2003 is as follows:

Fair Market Value December 31, 2002	\$ 18,198,197
Reinvestment of dividends	104,810
Purchases	643,300
Redemptions	<u>(167,744)</u>
Total	18,814,563

Less Fair Market Value December 31, 2003	<u>21,343,032</u>
Increase in Market Value 2003	<u>\$ 2,564,469</u>

The Diocesan Investment Fund is a mutual type fund, open exclusively to the Diocese and its institutions. The fund has balanced growth and income as its investment objective. At December 31, 2003, the fund was approximately 30% cash and U.S. government bonds and 70% stocks listed on major exchanges. The Diocese records irrevocable split-interest agreements that are held by banks or other outside parties. The Diocese is an income-only beneficiary of one agreement. The Diocese records the fair market value of each portfolio as its estimate of the present value of the future cash flows to be received.

Note 14--Excess Appreciation

On May 16, 1996, the Board of Directors of the Diocese adopted a policy to address the use of appreciation or capital gains when the governing trust instrument is silent. 95% of any appreciation in the James F. Hodges Diocesan Investment Fund in excess of the U.S. City Average Urban Consumers Price Index may be withdrawn. This determination will be made annually as of December 31st. The start date for determining value was set at December 31, 1985 or fund setup date if later. This date may be pushed back by the beneficiary, but the burden of proof to establish any pre-1985 excess appreciation will fall on the beneficiary.

	FMV Investment James F. Hodges Diocesan Investment Fund 12/31/03	Excess Appreciation as defined above
Investments held for congregations by Trust Fund	\$ 2,945,006	\$ 1,318,501
Diocesan Trust Funds	<u>14,977,023</u>	<u>6,301,135</u>
	<u>\$ 17,922,029</u>	<u>\$ 7,619,636</u>

Independent Auditor's Report
 Diocesan Council
 Diocese of Olympia—Operating Fund
 Seattle, WA 98102

We have audited the accompanying statement of financial position—Episcopal Church Basis of the **Diocese of Olympia – Operating Fund** (a non-profit organization) at December 31, 2003 and 2002, and the related statements of activities, cash flows and revenues and expenses compared to budget – Episcopal Church basis, for the years then ended. These financial statements are the responsibility of the diocesan management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe our audit provides a reasonable basis for our opinion.

As described in Note 2, the Diocese of Olympia – Operating Fund prepares its financial statements in accordance with principles authorized by the General Convention of the Episcopal Church. Accordingly, the financial statements are not intended to present financial position and results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese of Olympia – Operating Fund at December 31, 2003 and 2002, and the results of operations for the years then ended in accordance with principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The 2003 and 2002 operating fund budgets are presented for purposes of additional analysis and marked “unaudited” as we express no opinion on them.

In accordance with *Government Auditing Standards*, we have also issued a report dated July 23, 2004, on our consideration of the Diocese of Olympia's internal control structure and a report dated July 23, 2004, on its compliance with laws and regulations.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements of the Diocese of Olympia – Operating Fund, taken as a whole. The accompanying Schedule of Expenditures of Federal Awards presented for purposes of additional analysis is required by U.S. Office of Management and Budget Circular A-133, “Audits of States, Local Governments, and Non-Profit Organizations,” and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects to the basic financial statements taken as a whole.

Beail, Raines & Gillespie, PLLC
 Seattle, Washington, July 23, 2004

Diocese of Olympia—Operating Fund
Statement of Financial Position—Episcopal Church Basis
December 31, 2003 and 2002

	12/31/2003	12/31/2002
ASSETS		
Current Assets		
Cash – Checking & Saving	\$ 706,055	\$ 708,753
Cash – Money Market	<u>404,903</u>	<u>452,505</u>
Total Cash	1,110,958	1,161,258
Diocesan Investment Fund Receivable	108,461	103,877
Other Receivables	312,006	279,121
Prepaid Expense	<u>36,622</u>	<u>9,042</u>
Total Current Assets	1,568,047	1,553,298
Fixed Assets		
Equipment	346,293	346,293
Less accumulated depreciation	<u>(283,785)</u>	<u>(258,840)</u>
Total Fixed Assets	<u>62,508</u>	<u>87,453</u>
TOTAL ASSETS	<u>\$ 1,630,555</u>	<u>\$ 1,640,751</u>
LIABILITIES		
Accounts Payable	\$ 160,739	\$ 143,784
Accrued Vacation/Sick Leave	72,884	62,971
Camp Huston/St. Andrew's House Deposits	33,566	30,793
Grants Payable	2,239	2,475
Post Retirement Payable	505,000	505,000
IDA Payable	121,289	75,432
Other Payables	<u>79,796</u>	<u>120,895</u>
Total Liabilities	<u>975,513</u>	<u>941,350</u>
NET ASSETS		
Unrestricted (Deficit)	247,360	563,263
Temporarily Restricted	407,682	136,138
Permanently Restricted	-	-
Total Net Assets (Deficit)	<u>655,042</u>	<u>699,401</u>
LIABILITIES & NET ASSETS	<u>\$ 1,630,555</u>	<u>\$ 1,640,751</u>

Diocese of Olympia—Operating Fund
Statement of Activities—Episcopal Church Basis
For the Year Ended December 31, 2003

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
REVENUE				
Contributions	\$ 147,767	\$ 11,364	\$ -	\$ 159,131
Assessments	3,084,198	-	-	3,084,198
Investments	362,293	193,932	-	556,225
Interest Income	9,244	-	-	9,244
Fees and Tuition	799,654	-	-	799,654
Grants	36,440	1,141,469	-	1,177,909
Fundraising	11,263	-	-	11,263
Miscellaneous and Transfers	50,455	25,590	-	76,045
Net assets released from restrictions				
Satisfaction of program restrictions	<u>1,315,931</u>	<u>(1,315,931)</u>	-	-
Total Revenue	<u>5,817,245</u>	<u>56,424</u>	<u>-</u>	<u>5,873,669</u>
EXPENSES				
Ministry	3,095,142	-	-	3,095,142
Trustee Obligations	1,690,037	-	-	1,690,037
Corporate/Canonical Required	768,042	-	-	768,042
Management and General	<u>364,807</u>	-	-	<u>364,807</u>
Total Expenditures	<u>5,918,028</u>	<u>-</u>	<u>-</u>	<u>5,918,028</u>

Excess (Deficit) of Revenue Over Expenditures	(100,783)	56,424	-	(44,359)
Net Assets (Deficit) January 1, 2003	348,143	351,258	-	699,401
Net Assets December 31, 2003	<u>\$ 247,360</u>	<u>\$ 407,682</u>	<u>\$ -</u>	<u>\$ 655,042</u>

Diocese of Olympia—Operating Fund
Statement of Activities—Episcopal Church Basis
For the Year Ended December 31, 2002

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
REVENUE				
Contributions	\$ 30,826	\$ 500	\$ -	\$ 31,326
Assessments	3,023,635	-	-	3,023,635
Investments	412,201	148,785	-	560,986
Interest Income	31,774	-	-	31,774
Fees and Tuition	800,422	-	-	800,422
Grants	-	863,120	-	863,120
Fundraising	10,674	-	-	10,674
Miscellaneous and Transfers	122,977	-	-	122,977
Net assets released from restrictions				
Satisfaction of program restrictions	1,088,191	(1,088,191)	-	-
Total Revenue	<u>5,520,700</u>	<u>(75,786)</u>	<u>-</u>	<u>5,444,914</u>
EXPENSES				
Ministry	2,864,354	-	-	2,864,354
Trustee Obligations	1,692,610	-	-	1,692,610
Corporate/Canonical Required	868,353	-	-	868,353
Management and General	337,225	-	-	337,225
Post Retirement Payable (Note 6)	(2,341,000)	-	-	(2,341,000)
Total Expenditures	<u>3,421,542</u>	<u>-</u>	<u>-</u>	<u>3,421,542</u>
Excess (Deficit) of Revenue Over Expenditures	2,099,158	(75,786)	-	2,023,372
Net Assets (Deficit) January 1, 2002	(1,751,015)	427,044	-	(1,323,971)
Net Assets December 31, 2002	<u>\$ 348,143</u>	<u>\$ 351,258</u>	<u>\$ -</u>	<u>\$ 699,401</u>

Diocese of Olympia—Operating Fund
Statement of Revenue and Expenditures Compared to Budget—Episcopal Church Basis
For the Year Ended December 31, 2003

	2003 Unaudited Budget	2003 Actual	Total Budget Over/(Under) Variance
REVENUE			
Assessments	\$ 3,416,101	\$ 3,084,198	\$ (331,903)
Investments (Unrestricted)	82,820	91,278	8,458
Investments (Restricted)	516,883	449,559	(67,324)
Bank Interest	45,000	9,160	(35,840)
Fees and Tuition	565,100	715,043	149,943
Miscellaneous and Transfers	38,000	30,551	(7,449)
Total Revenue	<u>4,663,904</u>	<u>4,379,789</u>	<u>(284,115)</u>
EXPENDITURES			
Office of the Bishop	362,194	391,327	29,133
Assistant Bishop	181,800	79,455	(102,345)
Communications	367,830	322,065	(45,765)
Governing Bodies	129,918	109,263	(20,655)
Diocesan House	290,795	228,229	(62,566)
Archives	55,243	55,072	(171)
St. Mark's Cathedral	102,500	102,500	-
St. Andrew's House	124,000	126,601	2,601
Huston Center	406,690	592,976	186,286
St. Bernard's Chapel	1,367	1,516	149

Evangelism	57,000	57,000	-
Evangelism Training	33,550	33,550	-
Ethnic Ministries	154,417	166,130	11,713
Congregation/Ministry Development	202,058	186,997	(15,061)
Ministry Development	4,005	(6,596)	(10,601)
Faith Development Program	153,733	141,840	(11,893)
Resource Center	121,351	107,471	(13,880)
Medicare Supplement	138,188	73,081	(65,107)
Stewardship & Development	165,304	163,093	(2,211)
Treasurer's Office	309,842	309,840	(2)
National Church Apportionment	553,802	553,802	-
General Convention Dep. Expense	11,333	11,333	-
Province VIII	10,000	10,000	-
Lambeth Conference	1,000	1,000	-
Ecumenical & Interfaith	22,400	22,206	(194)
Multi-Cultural Concerns	87,188	77,732	(9,456)
Missioners	88,180	74,514	(13,666)
Commission on Developing Congregations	<u>528,216</u>	<u>376,427</u>	<u>(151,789)</u>
	<u>4,663,904</u>	<u>4,368,424</u>	<u>295,480</u>
Excess of Revenue over Expenditures	\$ -	\$ 11,365	\$ 11,365

Diocese of Olympia—Operating Fund
Statement of Revenue and Expenditures Compared to Budget—Episcopal Church Basis
For the Year Ended December 31, 2002

	2002 Unaudited Budget	2002 Actual	Total Budget Over/(Under) Variance
REVENUE			
Assessments	\$ 3,320,181	\$ 3,026,865	\$ (293,316)
Investments (Unrestricted)	82,820	332,501	249,681
Investments (Restricted)	546,883	225,170	(321,713)
Bank Interest	45,000	31,774	(13,226)
Fees and Tuition	570,200	689,564	119,364
Miscellaneous and Transfers	<u>80,845</u>	<u>61,354</u>	<u>(19,491)</u>
Total Revenue	<u>4,645,929</u>	<u>4,367,228</u>	<u>(278,701)</u>
EXPENDITURES			
Office of the Bishop	357,336	434,027	76,691
Assistant Bishop	49,219	46,353	(2,866)
Office of the Provost	115,332	110,808	(4,524)
Communications	237,327	199,758	(37,569)
Governing Bodies	93,189	83,506	(9,683)
Board Representatives	1,000	917	(83)
Diocesan House	280,141	214,048	(66,093)
Archives	54,479	54,479	-
St. Mark's Cathedral	103,500	103,052	(448)
St. Andrew's House	109,300	113,044	3,744
Huston Center	406,690	540,591	133,901
St. Bernard's Chapel	1,367	1,092	(275)
Evangelism	58,125	58,125	-
Evangelism Training	45,533	45,381	(152)
Ethnic Ministries	204,275	151,516	(52,759)
Congret/Ministry Development	191,771	192,659	888
Ministry Development	53,000	46,323	(6,677)
Faith Development Program	148,572	152,952	4,380
Resource Center	117,230	103,244	(13,986)
Medicare Supplement	151,306	149,612	(1,694)
Stewardship & Development	146,650	153,451	6,801
Treasurer's Office	283,273	283,245	(28)
National Church Apportionment	550,231	550,231	-

General Convention Dep. Expense	10,833	10,833	-
Province VIII	20,000	20,000	-
Lambeth Conference	1,000	1,000	-
Ecumenical & Interfaith	22,000	21,163	(837)
Multi-Cultural Concerns	93,800	84,402	(9,398)
Missioners	161,105	146,421	(14,684)
Commission on Developing Congregations	710,500	559,135	(151,365)
Regional Ministry Grants	<u>7,845</u>	<u>7,845</u>	
	<u>4,785,929</u>	<u>4,639,213</u>	<u>146,716</u>
Excess of Revenue over Expenditures	<u>\$ (140,000)</u>	<u>\$ (271,985)</u>	<u>\$ (131,985)</u>

Diocese of Olympia—Operating Fund
Statements of Cash Flows—Episcopal Church Basis
For the Years Ended December 31, 2003 and 2002

	12/31/03	12/31/02
Cash flows from operating activities		
Change in net assets	\$ (44,359)	\$ 2,023,372
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	24,945	37,049
(Increase) decrease in assets:		
DIF receivable	(4,584)	12,348
Other receivables	(32,885)	(133,738)
Prepaid expenses	(27,580)	830
Increase (decrease) in liabilities:		
Accounts payable	16,955	35,122
Deposits	2,773	6,269
Grants payable	(236)	119
Payroll liabilities	9,913	6,238
Post retirement payable	-	(2,341,000)
IDA Payable	45,857	75,432
Other payables	<u>(41,099)</u>	<u>27,515</u>
Net cash provided by operating activities	<u>(50,300)</u>	<u>(250,444)</u>
Cash flows from investing activities		
Assets disposed	-	<u>21,436</u>
Net cash provided (used) by investing activities	-	<u>21,436</u>
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Net increase in cash and cash equivalents	(50,300)	(229,008)
Cash and cash equivalents at beginning of year	<u>1,161,258</u>	<u>1,390,266</u>
Cash and cash equivalents at end of year	<u>\$ 1,110,958</u>	<u>\$ 1,161,258</u>

Notes to Financial Statements
December 31, 2003

Note 1—General

The Diocese of Olympia is a diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America. The amount paid in support of the National Church was \$553,802 in 2003. The Diocese includes all Episcopal churches in western Washington. An outline of the breadth of diocesan involvement in the community can be gleaned by reviewing the category titles in the attached budget. The Diocese's main source of support is assessments levied on its congregations. The assessments are a function of the congregation's revenue in the second prior year. The congregation revenues are related to the size and vitality of the congregation and the state of the economy generally in the region. Several congregations are not paying their assessments currently for various reasons. The Diocese also runs a large refugee resettlement, assistance and work-training program, which are primarily funded by federal grants. The Diocese regularly has cash in excess of federally insured limits with its bank. This and the assessments discussed above represent concentrations of credit risk.

Note 2—Summary of Significant Accounting Policies

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church in the January 1, 2000 revision of the Manual of Business Methods in Church Affairs. The basic financial statements for Episcopal accounting purposes consist of the balance sheet, statement of revenue and expenditures and the statement of changes in net assets. A statement comparing budget to actual is required for

budgeted funds. The Episcopal Church adopted FASB 117 January 1, 2002. Consequently, net assets are shown as unrestricted, temporarily restricted or permanently restricted. Except as explained below, Episcopal Church accounting principles follow generally accepted accounting principles. Included in unrestricted net assets are \$312,520 in board designated amounts. Investment income and gains restricted by donors are reported as increases in unrestricted net assets if restrictions are met in the reporting period in which the income and gains are recognized. The Operating Fund receives and reports most of the income earned by the Trust's (Note 4) permanently restricted net assets. The principles direct the use of the modified accrual basis of accounting. Property and equipment purchased after January 1, 1995 are capitalized at cost. Depreciation is optional under Episcopal Church accounting principles and the Diocese has elected to depreciate only its equipment and not its real property. Starting in 2001 the Diocese capitalized only equipment costing in excess of \$5,000. Equipment is depreciated on the straight-line basis over its estimated useful life.

	<u>12/31/03</u>	<u>12/31/02</u>
Equipment capitalized	\$ 346,293	\$ 346,293
Accumulated Depreciation	<u>(283,786)</u>	<u>(258,840)</u>
Equipment Net of Depreciation	\$ 62,507	\$ 87,453

In 2002 the Diocese accrued a liability for compensated absences of \$56,617 for the first time. It is the policy of the Diocese to pay five percent of accumulated sick leave up to \$500 to any employee leaving the employment of the Diocese, except those terminated for cause. At December 31, 2003 this liability was increased to \$67,794. A liability has been recorded for retiree post-employment benefits as explained in Note 6. The Diocese is exempt from federal income taxes under section 501(c)(3) of the Internal Revenue Code. The diocesan Student Memorial Fund is considered to be independent entity and is not included in these financial statements. Fund raising expenditures by the stewardship and planned giving office are budgeted under the caption "Stewardship & Development." Assessments receivable are not recorded for the year-end. Assessment revenue is recognized on cash basis, because the Diocesan Council regularly grants assessment relief for prior years. The Diocese practices encumbrance accounting for budget items that are non-recurring. If a budgeted amount for such a nonrecurring item is unspent at year-end, the budgeted balance will be moved to accounts payable or a suspense account if the Council approves. The Diocese has active refugee and employment programs supported predominantly by contracts with the state and federal governments. Most of the programs are on an achievement or reimbursable expense basis. Other receivables consist primarily of amounts billed but not yet collected on these contracts. The refugee/employment program expenditures were in excess of \$900,000 and are not part of the Diocese's Operating Budget. The IDA payable is restricted cash for one of the Diocesan grant programs. The preparation of financial statements in conformity with Episcopal Church accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates. The investment income received from the James F. Hodges Diocesan Investment Fund is net of expenses, which last year were about 3.1% of gross investment income of the fund.

Note 3—Fund Groups

In prior years, the Diocese of Olympia has divided the Operating Fund into four fund groups: Unrestricted, Restricted, Designated and Grant. With the adoption of FASB 117 presentation as of January 1, 2002, these fund groups remain embedded in the accounting system and are still used to produce management reports.

Note 4—Related Organization

The Diocese of Olympia—Operating Fund contains the operating budget, restricted income, designated and grant funds of the Diocese of Olympia. The fund groupings known as Trust Funds, Building Loan and Real Estate Fund, Mission Development, and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately. These funds are part of the Diocese of Olympia, Inc., a separate incorporated entity. The Endowment and Other Income reported on the Statement of Support and Revenue and Expenditures in part reflects income from assets held by the Trust Fund. The Real Estate Fund owns the diocesan properties that constitute the offices, camp and conference center included in the budget of the diocese. In 2003 the DIF paid the Operating Fund \$5,000 for accounting services. The other funds are not allocated any of the common expenses incurred and paid from the operating budget. Transfers on the statement of support include amounts transferred to funds from the Diocese of Olympia, Inc.

Note 5—Trust Funds

The Diocese of Olympia Operating Fund is the beneficiary of several trust funds held by the related entity discussed in Note 4. Income from this source is captioned DIF income. The Diocese is the beneficiary of a trust held by Wells Fargo Bank. In 2001, the Sophia Henry Trust was transferred to the James F. Hodges Diocesan Investment Fund.

Note 6—Pensions/Post Retirement Benefits

The clergy are covered under a plan administered by the Church Pension Fund. All full and part time clergy employed by the Diocese must have 18 percent of their compensation, including housing allowance if applicable, paid to the Church Pension Fund. Lay employees are covered under IRC Section 403(b), Annuity Retirement Plan. Employees are eligible to participate after two consecutive 1,000-hour service years. Employees are 100% vested after five (5) years. The diocesan contribution is set at five (5) percent of prior year's salary plus up to an additional 4 percent match of voluntary employee contributions. Contributions were made as follows:

	<u>2003</u>	<u>2002</u>
Clergy	\$ 58,708	\$ 59,802
Lay employees	<u>77,412</u>	<u>76,017</u>
Total Pension Contributions	\$ 136,120	\$ 135,819

Neither plan guarantees any specific benefit, so no unfunded liabilities exist. Because it is a church, the Diocese is not subject to ERISA requirements. The prior policy of the Diocese was to pay for medigap health insurance coverage for retired clergy and lay employees and their spouses who are over the age of 65, who meets eligibility requirements of 5 years full time employment immediately prior to retirement at age 59 1/2 or over. All employees hired prior to January 1, 2002 are now covered under a fixed dollar per year limitation. Employees hired after January 1, 2002 have no promise of coverage. In 2003 this expense was \$59,984. In 2003 the Church Pension Fund began providing medigap health insurance for retired clergy. This will reduce the diocese's future obligations. The Diocese adopted SFAS No. 106 as of December 31, 1999. The expected post-retirement benefit obligation was \$3,455,000 as of December 31, 1999. Based on the plan revisions discussed above and the Church Pension Fund's assumption of the retired clergy medigap insurance, the Diocese had a revised actuarial valuation prepared as of December 31, 2002 resulting in only a \$505,000 liability.

Note 7—Contingent Liabilities

No liabilities that relate to mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until a mission becomes a parish. The Diocese of Olympia, Inc. (Note 4) is a guarantor/principal of various loans made to diocesan parishes and missions and its financial statements should be reviewed for remote contingencies. The Diocese is an agent for various health insurance companies in Washington and collects and remits premiums for institutions of the Diocese.

Independent Auditor's Report
Diocese of Olympia, Inc.
Trust Accounts
Seattle, WA 98102

We have audited the accompanying statements of financial position—Episcopal Church basis for the Diocese of Olympia, Inc.—Trust Accounts at December 31, 2003 and 2002, and the related statements of activities and cash flows—Episcopal Church basis, for the years then ended. These financial statements are the responsibility of diocesan management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 2, the financial statements are being presented in accordance with accounting principles authorized by the General Convention of the Episcopal Church which is a comprehensive basis of accounting other than GAAP and are only for the Trust Accounts referred to above and do not include the assets, liabilities and fund balances and the support, revenue, and expenses of the Diocese of Olympia, Inc. that are recorded in its Building Loan, Real Estate, and Mission Development Funds, and the James F. Hodges Diocesan Investment Fund. Accordingly, the accompanying financial statements are not intended to present the financial position of the Diocese of Olympia, Inc. as of December 31, 2003 and 2002, or its results of operations for the years then ended in conformity with generally accepted accounting principles.

As explained in Note 2 to the financial statements, the diocese does not keep track of the basis of investment assets so it can separate realized and unrealized gains and losses or disclose unrealized appreciation. It was impractical to determine the basis for these required financial statement elements.

In our opinion, except for the lack of certain basis information, the financial statements referred to above present fairly, in all material respects, the statement of financial position of the Diocese of Olympia, Inc.—Trust Accounts at December 31, 2003 and 2002 and the statements of activities, cash flows and net assets, for the years then ended, in accordance with the principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedules of liabilities and fund balances are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Beail, Raines & Gillespie, PLLC
Seattle, Washington, May 20, 2004

Diocese of Olympia, Inc.—Trust Accounts
Statements of Financial Position—Episcopal Church Basis
December 31, 2003 and 2002

	2003	2002
<hr/>		
ASSETS		
CURRENT ASSETS		
Cash:		
Demand deposits	\$ 146,403	\$ 530,103
Savings accounts	<u>849,382</u>	<u>513,821</u>
Total Cash	995,784	1,043,924
DIF principal/income receivable	318,417	179,939
Securities and investments	<u>21,343,032</u>	<u>18,198,197</u>
Total Current Assets	<u>22,657,234</u>	<u>19,422,060</u>
NON-CURRENT ASSETS:		
Related party loans receivable (Note 6)	1,454,429	1,608,595
Irrevocable split-interest gifts	33,156	29,642
Fixed assets (less accumulated depreciation)	-	251
Campaign gifts – deferred	<u>49,686</u>	<u>49,686</u>
Total Non-Current Assets	<u>1,537,271</u>	<u>1,688,174</u>
Total Assets	<u>\$ 24,194,505</u>	<u>\$ 21,110,234</u>

LIABILITIES AND NET ASSETS

LIABILITIES:

Payable to DIF/DIF accrued income	692,258	617,325
Cash trusts for congregations	86,122	17,113
Securities & investments in trust for congregations and other institutions	<u>2,945,006</u>	<u>2,624,129</u>
Total Liabilities	<u>3,723,386</u>	<u>3,258,567</u>

NET ASSETS:

Unrestricted net assets	4,261,956	3,688,780
Temporarily restricted net assets	1,198,984	1,255,150
Permanently restricted net assets	<u>15,010,179</u>	<u>12,907,737</u>
Total Net Assets	<u>20,471,119</u>	<u>17,851,667</u>

TOTAL LIABILITIES AND NET ASSETS	<u>\$ 24,194,505</u>	<u>\$ 21,110,234</u>
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**Diocese of Olympia, Inc.—Trust Accounts
Statement of Activities—Episcopal Church Basis
For the Year Ended December 31, 2003**

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE				
Contributions	\$ -	\$ 113,437	\$ 321,181	\$ 434,619
Other Investment Income	34,456	85,204	72,982	192,641
Realized and unrealized net gain (loss) on investments	396,119	6,688	2,165,177	2,567,984
Net assets released from restrictions				
Satisfaction of program restrictions	<u>329,161</u>	<u>(261,324)</u>	<u>(67,837)</u>	<u>-</u>
Total Support and Revenue	<u>759,736</u>	<u>(55,995)</u>	<u>2,491,503</u>	<u>3,195,244</u>
EXPENSES AND DISBURSEMENTS:				
Corporate/Canonically required	-	-	-	-
Ministry	252,813	-	-	252,813
Trustee obligations	-	-	-	-
Total Expenses & Disbursements	<u>252,813</u>	<u>-</u>	<u>-</u>	<u>252,813</u>
Excess (deficiency) of support and revenue over expenses and disbursements	506,922	(55,995)	2,491,503	2,942,431
Net Assets at December 31, 2002	<u>3,688,780</u>	<u>1,255,150</u>	<u>12,907,737</u>	<u>17,851,667</u>
Funds available	4,195,702	1,199,155	15,399,240	20,794,098
Transfers (to) from other funds	<u>66,254</u>	<u>(172)</u>	<u>(389,061)</u>	<u>(322,979)</u>
Net Assets at December 31, 2003	<u>\$ 4,261,956</u>	<u>\$ 1,198,983</u>	<u>\$ 15,010,179</u>	<u>\$ 20,471,119</u>

**Diocese of Olympia, Inc.—Trust Accounts
Statement of Activities—Episcopal Church Basis
For the Year Ended December 31, 2002**

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE				
Contributions	\$ -	\$ 106,790	\$ 915	\$ 107,705
Other Investment Income	31,734	105,969	78,409	216,111
Realized and unrealized net gain (loss) on investments	(353,204)	(2,083)	(1,972,658)	(2,327,945)
Net assets released from restrictions				
Satisfaction of program restrictions	<u>200,906</u>	<u>(200,906)</u>	<u>-</u>	<u>-</u>
Total Support and Revenue	<u>(120,564)</u>	<u>9,770</u>	<u>(1,893,334)</u>	<u>(2,004,129)</u>
EXPENSES AND DISBURSEMENTS:				
Corporate/Canonically required	-	-	-	-
Ministry	552,719	-	-	552,719
Trustee obligations	-	-	-	-
Total Expenses & Disbursements	<u>552,719</u>	<u>-</u>	<u>-</u>	<u>552,719</u>

Excess (deficiency) of support and revenue over expenses and disbursements	(673,283)	9,770	(1,893,334)	(2,556,847)
Net Assets at December 31, 2001	<u>4,113,212</u>	<u>808,567</u>	<u>14,569,468</u>	<u>19,491,247</u>
Funds available	3,439,929	818,337	12,676,134	16,934,400
Transfers (to) from other funds	<u>248,851</u>	<u>436,813</u>	<u>231,603</u>	<u>917,267</u>
Net Assets at December 31, 2002	<u>\$ 3,688,780</u>	<u>\$ 1,255,150</u>	<u>\$ 12,907,737</u>	<u>\$ 17,851,667</u>

Diocese of Olympia, Inc.—Trust Accounts
Statement of Cash Flows—Episcopal Church Basis
For the Year Ended December 31, 2003

Cash flows from operating activities				
Excess of support and revenue over expenses and disbursements				\$ 2,942,431
Adjustments to reconcile excess of support and revenue to net cash provided by operating activities				
Depreciation				251
Decrease in DIF principal/income receivable				(138,478)
Net realized and unrealized losses on investments				(2,567,984)
Net decrease in cash trusts held for congregations				69,009
Transfers from other funds				<u>(322,979)</u>
Net cash (used) by operating activities				<u>(17,750)</u>
Cash flows from investing activities				
DIF principal/income in transit				74,933
Proceeds from sale of investments				167,744
Purchase of investments				(748,109)
New loans made				(173,272)
Principal payments on loans				327,437
Decrease in investments held for congregations				<u>320,877</u>
Net cash provided (used) by investing activities				<u>(30,390)</u>
Cash flows from financing activities				
Net cash provided by financing activities				
Net (decrease) in cash and cash equivalents				(48,140)
Cash and cash equivalents at beginning of year				<u>1,043,924</u>
Cash and cash equivalents at end of year				<u>\$ 995,784</u>

Diocese of Olympia, Inc.—Trust Accounts
Statement of Cash Flows—Episcopal Church Basis
For the Year Ended December 31, 2002

Cash flows from operating activities				
Excess of support and revenue over expenses and disbursements				\$ (2,556,847)
Adjustments to reconcile excess of support and revenue to net cash provided by operating activities				
Depreciation				900
Decrease in DIF principal/income receivable				118,984
Net realized and unrealized losses on investments				2,319,951
Net decrease in cash trusts held for congregations				(6,507)
Transfers from other funds				<u>442,267</u>
Net cash (used) by operating activities				<u>318,748</u>
Cash flows from investing activities				
DIF principal/income in transit				(153,195)
Proceeds from sale of investments				320,330
Purchase of investments				(210,323)
New loans made				(49,382)
Principal payments on loans				70,167
Decrease in investments held for congregations				<u>(436,570)</u>
Net cash provided (used) by investing activities				<u>(458,973)</u>
Cash flows from financing activities				
Net cash provided by financing activities				
Net (decrease) in cash and cash equivalents				(140,225)

Cash and cash equivalents at beginning of year	1,184,149
Cash and cash equivalents at end of year	<u>\$ 1,043,924</u>

Diocese of Olympia, Inc.—Trust Accounts
Schedule of Liabilities to Congregations and Other Institutions
Schedule of Net Assets
December 31, 2003

Schedule of Liabilities

Cash trusts for Congregations:

Charles G. McDonald Scholarship Fund	\$ 5,550.54
Bond Trustee accounts	<u>80,571.40</u>
Total Cash Trusts for Congregations	<u>86,121.94</u>

Securities & investments in trust for congregations and other institutions:

Tod Prichard, Renton	14,355.36
Charles G. McDonald Scholarship Fund	15,182.05
Seattle, St. Mark's – Hodges Endowment	1,063,139.33
Bainbridge, St. Barnabas' – Hodges Endowment	747,761.19
St. Paul's, Palm Desert, CA – Hodges Endowment	139,671.64
Seaview, St. Peter's – Johnson Bequest	556,454.93
Kent, St. James – Arney Memorial	47,113.50
Kent, St. James – Endowment	37,302.80
Lord Scholarship Fund	18,868.87
Annie Wright School	<u>305,156.10</u>

Total Securities for Congregations and Institutions

2,945,005.77

TOTAL LIABILITIES TO CONGREGATIONS AND OTHER INSTITUTIONS

3,031,127.71

Schedule of Net Assets

Cash Trusts for Diocese:	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Episcopal Charities Appeal	\$ -	\$ 28,707.56	\$ -	\$ 28,707.56
Episcopal Residence Loan	173,272.00	-	-	173,272.00
Ruth & Jacques Hayes Memorial Trust	-	9,064.26	-	9,064.26
Campaign—unrestricted	-	1,111,915.09	-	1,111,915.09
Hodges Income Account	-	(38,894.49)	-	(38,894.49)
Huston Discretionary Account, Horn Trust	-	5,082.85	-	5,082.85
St. Andrew's House Endowment Cash Trust	-	(759.37)	-	(759.37)
Planned Giving Gifts	-	10,253.29	-	10,253.29
Salary/Sick Leave Contractual Obligation	3,126.13	-	-	3,126.13
Diocesan School of Theology	-	17,108.07	-	17,108.07
Snoqualmie, St. Bernard's chapel	-	<u>2,134.06</u>	-	<u>2,134.06</u>
Total Cash Trusts for Diocese of Olympia	<u>\$ 176,398.13</u>	<u>\$ 1,144,611.32</u>	<u>\$ -</u>	<u>\$ 1,321,009.45</u>
Securities and investments in trust for Diocese:				
Centennial Project	1,021	-	-	1,021
Chinese Ministry Reserve	120,337	-	-	120,337
S. Eston Collins Memorial Scholarship	-	-	8,160	8,160
Clapp Trust	-	-	991,959	991,959
David Devik Memorial	-	-	9,666	9,666
Bishop Curtis Camp Scholarship	-	-	68,954	68,954
Episcopal Charities Appeal	-	22,195	-	22,195
Episcopate Endowment Fund #1	-	-	4,366,352	4,366,352
Episcopate Endowment Fund #2	2,428,563	-	-	2,428,563
Episcopal House Fund	691,568	-	-	691,568
Episcopal Search Reserve	236,022	-	-	236,022
Canon Jessett Memorial	-	-	13,404	13,404
Grace L. Phillips Memorial Fund	589,715	-	-	589,715
Refugee Program Reserves	-	24,385	-	24,385
Thanksgiving & Memorial Fund	7,440	-	-	7,440
Clergy Emergency Fund	-	-	413,767	413,767
College Work Endowment	-	-	308,990	308,990
Human Need Endowment	-	-	212,015	212,015

Dean Search Reserve	10,891	-	-	10,891
Christenson Bequest	-	-	265,532	265,532
Sophie Henry Trust	-	-	2,471,934	2,471,934
Hay Trust (Held by Wells Fargo Bank)	-	-	33,156	33,156
Horn Memorial for Camp Huston	-	-	1,399,008	1,399,008
Hansen Fund	-	-	2,711	2,711
Pruden Fund	-	-	21,513	21,513
Diocesan Working Capital Trust Fund	-	-	392,392	392,392
James McConnell Scholarship Fund	-	-	15,474	15,474
Jean Young Memorial	-	7,793	-	7,793
Mission Ministry Endowment	-	-	803,632	803,362
St. Bernard's Chapel Fund: Moffett	-	-	32,173	32,173
Paul M. Wilson Trust	-	-	320,181	320,181
Theological Education Fund	-	-	833,185	833,185
Hodges Endowment for Diocese	-	-	2,026,291	2,026,291
Total Securities and Investments for Diocese	<u>4,085,558</u>	<u>54,373</u>	<u>15,010,179</u>	<u>19,150,110</u>
Total Net Assets	<u>\$ 4,261,956</u>	<u>\$ 1,198,984</u>	<u>\$ 15,010,179</u>	<u>\$ 20,471,119</u>

Diocese of Olympia, Inc.—Trust Accounts
Schedule of Liabilities to Congregations and Other Institutions
Schedule of Net Assets
December 31, 2002

Schedule of Liabilities

Cash trusts for Congregations:

Florence Henry Memorial Chapel Fund	\$ -
Charles G. McDonald Scholarship Fund	4,210
Bond Trustee accounts	<u>12,903</u>
Total Cash Trusts for Congregations	<u>17,113</u>

Securities & investments in trust for congregations and other institutions:

Tod Prichard, Renton	13,330
Florence Henry Memorial Chapel Fund	-
Charles G. McDonald Scholarship Fund	13,321
Seattle, St. Mark's – Hodges Endowment	932,791
Bainbridge, St. Barnabas' – Hodges Endowment	656,080
St. Paul's, Palm Desert, CA – Hodges Endowment	122,547
Seaview, St. Peter's – Johnson Bequest	529,819
Kent, St. James – Arney Memorial	41,337
Kent, St. James – Endowment	32,729
Lord Scholarship Fund	14,433
Annie Wright School	<u>267,742</u>

Total Securities for Congregations and Institutions

TOTAL LIABILITIES TO CONGREGATIONS AND OTHER INSTITUTIONS

Schedule of Net Assets

Cash Trusts for Diocese:	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Episcopal Charities Appeal	\$ -	\$ 26,379	\$ -	\$ 26,379
Episcopal Residence Loan	272,002	-	-	272,002
Ruth & Jacques Hayes Memorial Trust	-	8,256	-	8,256
Campaign—unrestricted	-	1,126,820	-	1,126,820
S.A.H. Campaign '99	-	-	-	-
Charles G. McDonald Scholarship Fund	-	399	-	399
Hodges Income Account	-	(5,504)	-	(5,504)
Huston Discretionary Account, Horn Trust	-	25,999	-	25,999
St. Andrew's House Endowment Cash Trust	-	759	-	759
Planned Giving Gifts	-	10,191	-	10,191
Salary/Sick Leave Contractual Obligation	3,953	-	-	3,953
Diocesan School of Theology	-	17,108	-	17,108
Snoqualmie, St. Bernard's chapel	-	<u>2,134</u>	-	<u>2,134</u>
Total Cash Trusts for Diocese of Olympia	<u>\$ 275,955</u>	<u>\$ 1,212,541</u>	<u>\$ -</u>	<u>\$ 1,488,496</u>

Securities and investments in trust for Diocese:

Centennial Project	9,052	-	-	9,052
Chinese Ministry Reserve	119,845	-	-	119,845
S. Eston Collins Memorial Scholarship	-	-	6,888	6,888
Clapp Trust	-	-	870,337	870,337
David Devik Memorial	-	-	8,481	8,481
Bishop Curtis Camp Scholarship	-	-	60,500	60,500
Diocese ECW 2,884	-	-	2,884	
Episcopal Charities Appeal	-	18,477	-	18,477
Episcopate Endowment Fund #1	-	-	3,831,005	3,831,005
Episcopate Endowment Fund #2	2,192,108	-	-	2,192,108
Episcopal House Fund	329,816	-	-	329,816
Episcopal Search Reserve	199,237	-	-	199,237
Canon Jessett Memorial	-	-	11,761	11,761
Grace L. Phillips Memorial Fund	546,273	-	-	546,273
Refugee Program Reserves	-	20,585	-	20,585
Thanksgiving & Memorial Fund	6,527	-	-	6,527
Clergy Emergency Fund	-	-	381,873	381,873
College Work Endowment	-	-	271,105	271,105
Human Need Endowment	-	-	185,589	185,589
Dean Search Reserve	7,083	-	-	7,083
Christenson Bequest	-	-	232,976	232,976
Sophie Henry Trust	-	-	2,168,857	2,168,857
Hay Trust (Held by Wells Fargo Bank)	-	-	29,642	29,642
Horn Memorial for Camp Huston	-	-	1,227,479	1,227,479
Hansen Fund -	-	2,288	2,288	
Pruden Fund -	-	18,876	18,876	
Diocesan Working Capital Trust Fund	-	-	341,781	341,781
James McConnell Scholarship Fund	-	-	13,063	13,063
Jean Young Memorial	-	3,547	-	3,547
Mission Ministry Endowment	-	-	708,126	708,126
St. Bernard's Chapel Fund: Moffett	-	-	28,229	28,229
Theological Education Fund	-	-	731,030	731,030
Hodges Endowment for Diocese	-	-	1,777,853	1,777,853
Total Securities and Investments for Diocese	<u>3,412,825</u>	<u>42,609</u>	<u>12,907,737</u>	<u>16,363,171</u>
Total Net Assets	<u>\$ 3,688,780</u>	<u>\$ 1,255,150</u>	<u>\$ 12,907,737</u>	<u>\$ 17,851,667</u>

Notes to Financial Statements
December 31, 2003 and 2003

Note 1—General

The Diocese of Olympia includes all Episcopal congregations and other institutions in Western Washington. It is a diocese of the Protestant Episcopal Church in the United States. The Trust Accounts hold the endowment funds for the Diocese of Olympia, Inc. and other institutions of the Diocese for which the Diocese has been named trustee. The funds are predominantly invested in the James F. Hodges Diocesan Investment Fund (DIF). The Trust is also the conduit for expenses and capital transactions by the DIF. The Trust regularly invests cash in excess of day-to-day needs in U.S. Government backed securities through Bank of America. These investments represent a credit risk.

Note 2—Accounting

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church in the "Manual of Business Methods in Church Affairs," January 1, 2000 revision. The basic financial statements for Episcopal accounting purposes consist of the statement of financial position, statement of activities and the statement of changes in net assets. A statement comparing budget to actual is required for budgeted funds (none in Trust Accounts). The principles follow generally accepted accounting principles except as explained below. The accounting principles of the Episcopal Church prior to January 1, 1995 required expensing of furniture, fixtures, and equipment. Depreciation is optional under Episcopal Church accounting principles. The equipment owned by the Trust is being depreciated straight-line over five years. The Episcopal Church adopted FASB statement 117 effective January 1, 2000. The diocese does not record donated services. Investment income and gains restricted by donors are reported as increases in unrestricted net assets if restrictions are met in the reporting period in which the income and gains are recognized. The Operating Fund (Note 4) receives and reports most of the income earned by the Trust's permanently restricted net assets. Investments are stated at fair value, but the Diocese does not track basis in a manner that allows it to separate realized and unrealized gains and losses as so they may be presented separately in the statement of activities and cash flows or present all disclosures required by FASB 124. Transfers do not add to zero because of transfers to other fund groups (Note 3) and the related entity (Note 4).

Note 3—Component Organization

The preparation of financial statements in conformity with Episcopal Church accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates. The Diocese of Olympia, Inc.—Trust Accounts contains designated and restricted funds (as noted) of the Diocese of Olympia, Inc., and funds that have been given to the Diocese as a trustee for congregations. The fund groupings known as Building Loan, Real Estate, and Mission Development Funds, and the James F. Hodges Diocesan Investment Fund are reported separately. The Hodges Investment Fund uses the trust checking account to pay its quarterly dividends and handle redemptions and investments, but only the amounts attributable to trusts held by the Diocese are reflected in the financial statements. The Trust Accounts are not allocated any of the common expenses incurred and paid from the Diocese of Olympia—Operating Fund (an unincorporated related entity).

Note 4—Related Entity

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Trust Accounts at no charge to this fund.

Note 5—Capital Campaign

The Diocese began a multi-year capital campaign in 1995. Members of the Diocese were asked to contribute funds to start new congregations, buy future church sites, renovate St. Andrew's House, build a new pool and bathhouse at Camp Huston, create an endowment for outreach activities, and fund campaign expenses. The campaign has been completed and all pledged but uncollected amounts were written off at December 31, 2000. The deferred capital campaign gift represents the present value of a \$100,000 second-to-die life insurance policy. It was not increased in value in 2003 as the premium was paid by policy loan.

Note 6—Related Party Transactions

The Diocese of Olympia, Inc. has loaned funds to the current bishop, parishes and missions within the Diocese and made interfund loans as well.

Loan to	Comment/Payment/Maturity	Interest Rate	Amount
Bishop	Secured by residence, \$333/mo, interest only for a mini of 5 years	3%	\$ 173,272
Hodges Fund	Diocesan house roof loan, \$4,480.50/quarter from Hodges Income paid to Philips Fund	5%	90,178
Cathlamet	No maturity date set	0%	150,000
St. Columba, Des Moines	Land at St. Columba's, no maturity date set	0%	318,847
Hodges Fund	Repaid \$10,000/quarter; paid to Philips Fund	0%	128,750
Battle Ground	First five years interest free; 15 year amortization at BLF mission rate; due 2017	0%	69,000
Good Shepherd, Vancouver	BLF mission variable rate	3.5%	49,383
St. Hilda/St. Patrick	Interest free until 2007, then 15 year amortization at BLF mission rate	0%	<u>475,000</u>
			<u>\$ 1,454,430</u>

Note 7—Securities and investments

Securities and investments are stated at fair value. The majority of Trust investments are in the diocesan managed James F. Hodges Diocesan Investment Fund. Fund activity for 2003 is as follows:

Fair Market Value December 31, 2002	\$ 18,198,197
Reinvestment of Dividends	104,810
Purchases	643,300
Redemptions	(167,744)
Total	18,814,563
Fair Market Value December 31, 2003	(21,343,032)
Increase in Market Value 2003	<u>\$ 2,564,469</u>

The Diocesan Investment Fund is a mutual type fund, open exclusively to the Diocese and its institutions. The fund has balanced growth and income as its investment objective. At December 31, 2003 the fund was approximately 30% cash and U.S. government bonds and 70% stocks listed on major exchanges. The Diocese has recorded an irrevocable split-interest agreement that is held by a bank. The Diocese is an income-only beneficiary of this trust. The Diocese records the fair market value of the portfolio as its estimate of the present value of the future cash flows to be received.

Note 8—Excess Appreciation

In 1996, the Diocese adopted a policy to address the use of appreciation of capital gains when the governing trust instrument is silent. 95% of any appreciation in the James F. Hodges Diocesan Investment Fund in excess of the U.S. City Average Urban Consumers Price Index may be withdrawn. This determination will be made annually as of December 31st. The start date for determining value was set as December 31, 1985 or fund setup date if later. This date may be pushed back by the beneficiary, but the burden of proof to establish any pre-1985 excess appreciation will fall on the beneficiary.

	FMV Investment James F. Hodges Diocesan Investment Fund 12/31/03	Excess Appreciation as defined above
Investments held for congregations	\$ 2,945,006	\$ 1,318,501
Permanently Restricted Diocesan Trust Funds	<u>14,977,023</u>	<u>6,301,135</u>
	<u>\$ 17,922,029</u>	<u>\$ 7,619,636</u>

Independent Auditor's Report
 Diocese of Olympia, Inc.
 Building Loan Fund, Mission Development Fund and Real Estate Fund
 Seattle, WA 98102

We have audited the accompanying statements of financial position—Episcopal Church basis of the Diocese of Olympia, Inc.—Building Loan Fund, Mission Development Fund and Real Estate Fund as of December 31, 2003, and 2002, and the related statements of activities—Episcopal Church basis, and statements of cash flows—Episcopal Church basis for the years then ended. These financial statements are the responsibility of the diocesan management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 4, the financial statements are being presented in accordance with principles authorized by the General Convention of the Episcopal Church which is a comprehensive basis of accounting other than generally accepted accounting principles and are only for the Building Loan Fund, Mission Development Fund and Real Estate Fund referred to above and do not include the assets, liabilities and fund balances and the support, revenue, and expenses of the Diocese of Olympia, Inc. that are recorded in its Trust Accounts, and the James F. Hodges Diocesan Investment Fund. Accordingly, the accompanying financial statements are not intended to present the financial position of the Diocese of Olympia, Inc. as of December 31, 2003, or its results of operations for the years then ended in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly in all material respects, the statement of financial position of Diocese of Olympia, Inc.—Building Loan Fund, Mission Development Fund and Real Estate Fund as of December 31, 2003, and 2002, and the statements of activities and statement of cash flows for the years then ended, in accordance with the principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedule of loans receivable is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Beall, Raines & Gillespie, PLLC
 Seattle, Washington, June 7, 2004

Diocese of Olympia, Inc.—Building Loan Fund, Mission Development Fund and Real Estate Fund
Statements of Financial Position—Episcopal Church Basis
December 31, 2003 and 2002

	12/31/2003	12/31/2002	Increase (Decrease)
ASSETS:			
Cash			
Checking	\$ 96,919	\$ 28,966	\$ 67,953
Cash management & savings	<u>263,013</u>	<u>982,964</u>	<u>(719,951)</u>
Total Cash	<u>359,932</u>	<u>1,011,930</u>	<u>(651,998)</u>
Receivables:			
Advances on sites for missions	-	133,628	(133,628)
Loans receivable	473,846	289,685	184,161
Interest receivable	<u>32,848</u>	<u>6,855</u>	<u>25,993</u>
Total Receivables	<u>506,694</u>	<u>430,168</u>	<u>76,526</u>
PROPERTY:			
Real Estate	<u>21,927,970</u>	<u>20,018,373</u>	<u>1,909,597</u>
Total Property	<u>21,927,970</u>	<u>20,018,373</u>	<u>1,909,597</u>
TOTAL ASSETS	<u>\$ 22,794,596</u>	<u>\$ 21,460,471</u>	<u>\$ 1,334,125</u>
LIABILITIES AND NET ASSETS			
Deposits by parishes and missions	\$ 17,386	\$ 88,032	\$ (70,646)
Interfund loans	1,281,157	1,336,593	(55,436)
Loans—private parties	<u>657,695</u>	<u>852,609</u>	<u>(194,914)</u>
TOTAL LIABILITIES	<u>1,956,238</u>	<u>2,277,234</u>	<u>(320,996)</u>
NET ASSETS:			
Unrestricted net assets	15,476,343	13,889,993	1,586,350
Temporarily restricted net assets	-	-	-
Permanently restricted net assets	<u>5,362,015</u>	<u>5,293,244</u>	<u>68,771</u>
Total net assets	<u>20,838,358</u>	<u>19,183,237</u>	<u>1,655,121</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 22,794,596</u>	<u>\$ 21,460,471</u>	<u>\$ 1,334,125</u>

Diocese of Olympia, Inc.—Building Loan Fund, Mission Development Fund and Real Estate Fund
Statement of Activities—Episcopal Church Basis
For the Year ended December 31, 2003

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE:				
Interest (other loans)	\$ -	\$ -	\$ 135	\$ 135
Interest (building loans)	-	-	61,241	61,241
Interest (Bolling loans)	-	-	5,790	5,790
Bank Interest	-	-	4,846	4,846
Total Support & Revenue	<u>-</u>	<u>-</u>	<u>72,012</u>	<u>72,012</u>
EXPENSES & DISBURSEMENTS:				
Corporate/Canonically required	-	-	3,200	3,200
Ministry	-	-	41	41
Total Expenses & Disbursements	<u>-</u>	<u>-</u>	<u>3,241</u>	<u>3,241</u>
Excess (deficiency) of support and revenue over expenses & disbursements	-	-	68,771	68,771
Net Assets at December 31, 2002	<u>19,610,758</u>	<u>-</u>	<u>5,293,244</u>	<u>24,904,002</u>
Funds available	19,610,758	-	5,362,015	24,972,773
Missions that became parishes	-	-	-	-
Purchases and new construction	2,468,034	-	-	2,468,034
Transfers	-	-	-	-
Net Assets at December 31, 2003	<u>22,078,792</u>	<u>-</u>	<u>5,362,015</u>	<u>27,440,807</u>
Interfund Adjustments	<u>(6,602,449)</u>	<u>-</u>	<u>-</u>	<u>(6,602,449)</u>
Net Assets After Interfund Adjustments At December 31, 2003	<u>\$ 15,476,343</u>	<u>\$ -</u>	<u>\$ 5,362,015</u>	<u>\$ 20,838,358</u>

Diocese of Olympia, Inc.—Building Loan Fund, Mission Development Fund and Real Estate Fund
Statement of Activities—Episcopal Church Basis
For the Year ended December 31, 2002

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE:				
Interest (other loans)	\$ -	\$ -	\$ -	\$ -
Interest (building loans)	-	-	40,789	40,789
Interest (Bolling loans)	-	-	7,229	7,229
Bank Interest	-	-	15,679	15,679
Sales of property	<u>38,510</u>	<u>-</u>	<u>-</u>	<u>38,510</u>
Total Support & Revenue	<u>38,510</u>	<u>-</u>	<u>63,697</u>	<u>102,207</u>
EXPENSES & DISBURSEMENTS:				
Corporate/Canonically required	-	-	3,125	3,125
Ministry	-	-	39	39
Management & general (see Note 13)	-	-	48,000	48,000
Total Expenses & Disbursements	<u>-</u>	<u>-</u>	<u>51,164</u>	<u>51,164</u>
Excess (deficiency) of support and revenue over expenses & disbursements	38,510	-	12,533	51,043
Net Assets at December 31, 2001	<u>17,138,179</u>	<u>-</u>	<u>5,280,711</u>	<u>22,418,890</u>
Funds available	17,176,689	-	5,293,244	22,469,933
Missions that became parishes	-	-	-	-
Purchases and new construction	2,472,579	-	-	2,472,579
Transfers	<u>(38,510)</u>	<u>-</u>	<u>-</u>	<u>(38,510)</u>
Net Assets at December 31, 2002	<u>19,610,758</u>	<u>-</u>	<u>5,293,244</u>	<u>24,904,002</u>
Interfund Adjustments	<u>(5,720,765)</u>	<u>-</u>	<u>-</u>	<u>(5,720,765)</u>
Net Assets After Interfund Adjustments At December 31, 2002	<u>\$ 13,889,993</u>	<u>\$ -</u>	<u>\$ 5,293,244</u>	<u>\$ 19,183,237</u>

Diocese of Olympia, Inc.—Building Loan Fund, Mission Development Fund and Real Estate Fund
Statements of Cash Flows—Episcopal Church Basis
For the Years Ended December 31, 2003 and 2002

	12/31/2003	12/31/2002
Cash flows from operating activities:		
Excess of revenue over expenditures	\$ 68,771	\$ 51,043
Adjustments to reconcile change in net assets to net cash provided by operating activities		
(Increase) decrease in advances on sites for missions	1,635	19,728
(Increase) decrease in interest receivable	(25,993)	2,614
Increase (decrease) in mission deposits	<u>(70,646)</u>	<u>55,071</u>
Net cash provided by operating activities	<u>(26,233)</u>	<u>128,456</u>
Cash flows from investing activities:		
Note collections/construction receipts	1,804,191	1,887,718
Loans made/construction advances	(2,279,450)	(2,386,361)
Real estate purchased	-	-
Basis of real estate sold	-	-
Transfers to other funds	-	-
Net cash used by investing activities	<u>(475,259)</u>	<u>(498,643)</u>
Cash flows from financing activities:		
Interfund loans	-	-
Loans-private parties	<u>(150,506)</u>	<u>80,127</u>
Net cash provided by financing activities	<u>(150,506)</u>	<u>80,127</u>
Net decrease in cash and cash equivalents	(651,998)	(290,060)
Cash and cash equivalents at beginning of year	1,011,930	1,301,990
Cash and cash equivalents at end of year	<u>\$ 359,932</u>	<u>\$ 1,011,930</u>

Diocese of Olympia, Inc.—Building Loan Fund
Schedule of Loans Receivable
December 31, 2003 and 2002

	2003	2002	Increase (Decrease)
PARISHES AND MISSIONS:			
Allyn, St. Hugh's	\$ 126,368	\$ 146,456	\$ (20,088)
Auburn, St. Matthew's	155,515	34,018	121,497
Bainbridge Island, Grace	443,502	104,350	339,152
Camano Island, St. Aidan's	-	4,792	(4,792)
Cathlamet, St. James'	23,433	28,653	(5,220)
Cathlamet, St. James'	36,610	24,315	12,295
DesMoines, St. Columba's (interest waiver)	906,084	901,844	4,240
DesMoines, St. Columba's #2	-	(88,032)	88,032
Edmonds, St. Alban's	11,024	19,088	(8,064)
Enumclaw, St. Catherine	-	12,334	(12,334)
Issaquah, St. Michael	113,083	77,198	35,885
Lacey, St. Benedict's	124,020	147,674	(23,654)
Lacey, St. Benedict's	-	1,125	(1,125)
Meadowdale, St. Hilda-St. Patrick (waiver)	442,529	446,893	(4,364)
Monroe, Our Saviour	22,174	26,512	(4,338)
Port Orchard, St. Bede	83,379	14,589	68,790
Redmond, Holy Cross	131,993	-	131,993
Sammamish, Good Samaritan	570,352	574,169	(3,817)
Sammamish, Good Samaritan	56,248	74,788	(18,540)
Seattle, St. Clement's	39,306	47,793	(8,487)
Seattle, St. Paul's	22,924	23,556	(632)
Snoqualmie, St. Clare's	69,156	76,864	(7,708)
Snoqualmie, St. Clare's	7,484	9,871	(2,387)
Steilacoom, St Jos/St John	(17,386)	-	(17,386)
Tacoma, All Saints	-	6,538	(6,538)

Vancouver, All Saints'	310,102	322,475	(12,373)
Vancouver, Good Shepherd	146,313	88,066	58,247
Vancouver, Good Shepherd	65,375	71,464	(6,089)
Vancouver, Good Shepherd Montessori	1,847	7,156	(5,309)
Washougal, St. Anne's	15,491	21,133	(5,642)
Total loans receivable	<u>\$ 3,906,926</u>	<u>\$ 3,225,682</u>	<u>\$ 681,244</u>

Bold=Missions

Notes to Financial Statements December 31, 2003

Note 1—General

The Diocese of Olympia, Inc. is comprised of all Episcopal parishes, missions, and other institutions in western Washington. It is a diocese of the Protestant Episcopal Church in the United States. The Building Loan Fund (BLF) was established in 1949 to make loans to churches to assist in financing new building projects and to make loans for small building repair and improvement projects. Repayment terms vary and remaining maturities range from 1 to 18 years. Effective January 1, 1993, the Board of Directors adopted a policy of annual changes in the interest rate charged to diocesan institutions. The rate is set annually at the One-Year Treasury Constant Maturities Index rounded up to the eighth of a point plus three percent. For 2003, the rates were set at 4.5% for parishes and 3.0% for missions. In addition, a 2% cap on interest increases per year was adopted. Loans on interest waiver are shown at undiscounted value. Because of the anticipated need for funds in the future (see Note 8), the BLF adopted, on January 21, 1993, an interest rate incentive program to encourage faster principal repayment. In exchange for each year of loan term reduction the BLF will reduce the interest rate on the loan by 4/10 of 1%. In addition, there are other limitations imposed on this voluntary program. The Mission Development Fund (MDF) was set up to purchase properties in areas where growth would necessitate the establishment of a new congregation. Advances made by the MDF are generally exempt from interest and current principal repayment even after congregations have been organized. In February 1994, the Board of Directors authorized that the Bolling Trust Fund be designated for emergency repairs and other small projects totaling \$50,000 or less. These loans are to be repaid within seven years. The Real Estate Fund holds the land and buildings owned by the Diocese. It was combined with the BLF during 1998 and split again in 1999. See Note 4 for an explanation of how these assets are accounted for. The value of a mission congregation's property is shown as a diocesan asset until the mission becomes a parish. Generally, in Washington State, real property used for the church's exempt purposes is exempt from real estate taxes. The Fund invests excess cash through Bank of America using its cash management services. This investment is a concentration of credit risk in U.S. Government securities. The invested balance at December 31, 2003, was \$263,013.00.

Note 2—Component Organization:

The Diocese of Olympia, Inc. – Building Loan Fund, Mission Development, and Real Estate Funds contains the mission sites, building loans and real estate of the Diocese of Olympia, Inc. The other fund groupings known as Trust Fund and the James F. Hodges Diocesan Investment Fund (DIF) are reported separately.

Note 3—Related Entity:

The Diocese of Olympia (an unincorporated entity) contains the operating fund and special purpose funds of the Diocese. Employees of this related entity maintain the books and records of the Building Loan Fund, Mission Development and Real Estate Funds at no charge to this fund. The routine maintenance of Diocesan House, Huston Center and St. Andrew's House are part of the Operating Fund budget.

Note 4—Change in Accounting Policy:

During the year ended December 31, 2000, the Diocese of Olympia, Inc. – Building Loan Fund, Mission Development, and Real Estate Funds adopted the provisions of Statement No. 117, "Financial Statements of Not-for-Profit Organizations," of the FASB. Statement 117 requires uniform financial statement classification by not-for-profit organizations or donor imposed restrictions into permanently restricted, temporarily restricted or unrestricted net assets.

Note 5—Summary of Significant Accounting Policies:

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church in the "Manual of Business Methods in Church Affairs," January 1, 2000, revision. The basic financial statements for Episcopal Church accounting purposes consists of the statement of financial position, statement of activities and the statement of changes in net assets. The principles follow generally accepted accounting principles except as explained below. Real estate is to be carried at historical cost or fair market value at date of donation. Because the January 1, 1995 revised accounting manual dropped the use of fair value accounting, the Diocese has reconstructed cost on its properties. Estimates were used in many cases, as precise records are not available. The Diocese carries real and personal property and liability insurance. The January 1, 1995, revised accounting principles of the Episcopal Church require capitalizing of furniture, fixtures and equipment and state that depreciation is optional. Previously, all fixtures and equipment were expensed. The Diocese has elected to prospectively capitalize furniture and fixtures that are purchased by the Diocese and to depreciate them. The capitalized furniture and fixtures are in the Operating Fund (Note 3). The Diocese does not capitalize any furniture or fixtures purchased by mission congregations. The Diocese has elected not to depreciate real estate on the basis that no additional useful information will be gained. Property reflected on the balance sheet is categorized as follows:

	<u>12/31/2003</u>	<u>12/31/2002</u>
Land	\$ 2,609,396	\$ 3,017,011
Buildings/improvements	19,318,574	17,001,362
Total	<u>\$ 21,927,970</u>	<u>\$ 20,018,373</u>

Loans receivable and notes receivable are carried at the amount due as of December 31, 2003. Interest receivable has been accrued to December 31, 2003. At the Board's discretion, in some instances, interest is not charged on construction loans until five years after construction is completed. For purposes of the statement of cash flows, the Diocese considers all short-term debt securities purchased with maturity of three months or less to be cash equivalents. The Diocese uses the bad debt specific write-off method. The Diocese does not attempt to value donated services. The Diocese of Olympia, Inc. is exempt

from federal income taxes under section 501(c)(3) of the Internal Revenue Code. When a mission becomes a parish, the value of its real estate and any related loans are removed from the Diocesan Real Estate Fund. No missions became parishes in 2003. The preparation of financial statements in conformity with Episcopal Church accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Note 6—Consolidation:

Real estate owned by the Diocese is reflected at historical cost as explained in Note 5. The loans from the Mission Development Fund and Building Loan Fund have been eliminated and net assets reduced. Loans eliminated can be summarized as follows:

	<u>12/31/03</u>	<u>12/31/02</u>
Building Loan Fund	\$ 3,450,467	\$ 3,024,029
Mission Development Fund	<u>1,277,406</u>	<u>722,632</u>
Total	<u>\$ 4,727,873</u>	<u>\$ 3,746,661</u>

Note 7—Construction of Buildings:

For missions of the Diocese, diocesan policy is that all construction payments are made by the Building Loan Fund (BLF) and then reimbursed by the congregation. These expenditures are not reflected in the financial statements except to the extent that amounts advanced have not been reimbursed, or cash held not expended.

Note 8—Commitments to Loan Funds:

At December 31, 2003, the Diocese of Olympia, Inc. Building Loan, and/or Mission Development Funds was committed to making loans to the following congregations:

	Total Commitment	Loan Balance 12/31/2003	Commitment Not Yet Drawn On
Grace Church, Bainbridge	442,000	443,500	(1,500)
Redmond, Good Samaritan	<u>575,000</u>	<u>570,300</u>	<u>4,700</u>
Total	<u>\$ 1,017,000</u>	<u>\$ 1,013,800</u>	<u>\$ 3,200</u>

Note 9—Other Loans - \$657,695:

The Diocese of Olympia, Inc. has a loan from Bank of the Pacific to fund the construction of the Cathlamet St. James Family Center. This note was dated January 15, 1997, with an original amount of \$500,000 maturing January 15, 2017. It bears interest at 4.25% and calls for monthly payments of \$3,715. The balance at December 31, 2003 was \$377,419. See Note 10. The Diocese of Olympia, Inc. has a loan with US Bank for the purchase of the Orchards property. The note was dated September 15, 2000, with an original amount of \$375,000. It bears interest at 3.09% and calls for monthly interest payments of \$3,902.72. The balance at December 31, 2003 was \$64,277. This loan is budgeted for in the Operating Fund. Battle Ground has three Bond Loans outstanding at December 31, 2003, totaling \$216,000, bearing interest at 6.25%, 6.375%, and 6.5%. The schedule of debt maturity is as follows:

Year Ended	Bank of the Pacific	US Bank	Battle Ground Holy Spirit	Total
12/31/2004	29,711	45,695	15,000	90,406
12/31/2005	30,389	18,582	15,000	63,971
12/31/2006	32,330	-	15,000	47,330
12/31/2007	33,108	-	15,000	48,108
12/31/2008	34,543	-	15,000	49,543
Thereafter	<u>217,337</u>	-	<u>141,000</u>	<u>358,337</u>
Total	<u>\$ 377,418</u>	<u>\$ 64,277</u>	<u>\$ 216,000</u>	<u>\$ 657,695</u>

Note 10—Contingent Liabilities:

No liabilities that relate to the mission congregations of the Diocese are reflected. The Diocese could be held to be a responsible party until a mission becomes a parish. The Diocese has co-signed on a \$200,000 loan from the Episcopal Church Building Fund for St. Matthew's Church, Auburn. The loan was paid off during the year by a new loan from the Building Loan Fund. The Diocese is currently receiving income from the Anne Anthony Charitable Trust which is being used to pay the Bank of Pacific loan for St. James' Family Center in Cathlamet. This trust terminated at the end of 2003. Property insurance on structures does not include earthquake insurance.

Note 11—Bond Agency:

The Diocese is the registrar/paying agent for bonds issued by two parishes and two missions. The Diocese has obtained an Acknowledgement of Exemption registration from the Washington State Department of Financial Institutions on these bonds.

We have audited the statements of assets and liabilities of the Diocese of Olympia, Inc. – The James F. Hodges Diocesan Investment Fund at December 31, 2003 and 2002, and the related statements of operations and changes in net assets for the years then ended. These financial statements are the responsibility of the diocesan management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 3, the Diocese of Olympia, Inc. – The James F. Hodges Diocesan Investment Fund's policy is to prepare its financial statements on a basis that is in accordance with principles authorized by the General Convention of the Episcopal Church. Accordingly, the accompanying financial statements are not intended to present the financial position and results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the statements of assets and liabilities of Diocese of Olympia, Inc. – the James F. Hodges Diocesan Investment Fund at December 31, 2003 and 2002, and the statement of operations and changes in net assets for the years then ended, in accordance with the principles authorized by the General Convention of the Episcopal Church.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The Schedule of Investments is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Beail, Raines & Gillespie, PLLC
 Seattle, Washington, February 25, 2004

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Statements of Assets and Liabilities
December 31, 2003 and 2002

	2003	2002	Increase (Decrease)
ASSETS:			
Cash:			
Principal	\$ -	\$ 10,882	\$ (10,882)
Cash for purchase in transit	<u>459,022</u>	<u>265,810</u>	<u>193,212</u>
Total Cash	<u>459,022</u>	<u>276,692</u>	<u>182,330</u>
Income receivable	<u>229,231</u>	<u>255,479</u>	<u>(26,248)</u>
Investments (at market value):			
Stocks	27,225,790	20,376,732	6,849,058
Bonds, notes and other	10,321,620	11,688,248	(1,366,628)
Cash equivalents	<u>704,592</u>	<u>1,125,058</u>	<u>(420,466)</u>
Total Investments	<u>38,252,002</u>	<u>33,190,038</u>	<u>5,061,964</u>
Total Assets	<u>38,940,255</u>	<u>33,722,209</u>	<u>5,218,046</u>
LIABILITIES:			
Share redemptions payable	<u>329,095</u>	<u>443,387</u>	<u>(114,292)</u>
Total Liabilities	<u>329,095</u>	<u>443,387</u>	<u>(114,292)</u>
NET ASSETS	<u>\$ 38,611,160</u>	<u>\$ 33,278,822</u>	<u>\$ 5,332,338</u>
Investment Income:			
Dividends and interest	<u>\$ 1,411,610</u>	<u>\$ 1,403,554</u>	<u>\$ 8,056</u>
Expenses:			
Agency fee	27,006	27,503	(497)
Accounting fee	5,650	5,000	650
Audit	2,875	2,800	75
Foreign taxes withheld	7,691	6,243	1,448
Printing, postage	101	330	(229)
Board miscellaneous expense	<u>1,460</u>	<u>1,637</u>	<u>(177)</u>
Total Expenses	<u>44,783</u>	<u>43,513</u>	<u>1,270</u>
Excess investment income over expenses	<u>1,366,827</u>	<u>1,360,041</u>	<u>6,786</u>
Realized Gain and Unrealized Appreciation on Investments:			
Net investment gains (loss) realized	542,537	(516,791)	1,059,328

Net change in unrealized appreciation on investments	4,155,022	(3,660,341)	7,815,363
Net Gain (Loss) on Investments	<u>4,697,559</u>	<u>(4,177,132)</u>	<u>8,874,691</u>
Net Increase in Net Assets Resulting from Operations	<u>\$ 6,064,386</u>	<u>\$ (2,817,091)</u>	<u>\$ 8,881,477</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Statements of Changes in Net Assets – Episcopal Church Basis
December 31, 2003 and 2002

	2003	2002
Operations:		
Net investment income	\$ 1,366,827	\$ 1,360,041
Net realized gain (loss) on investments	542,537	(516,791)
Net change in unrealized appreciation on investments	<u>4,155,022</u>	<u>(3,660,341)</u>
Net increase in net assets resulting from operations	<u>6,064,386</u>	<u>(2,817,091)</u>
Dividends and Distributions Paid to Shareholders:		
Dividends from net investment income	(1,366,827)	(1,360,041)
Total dividends paid shareholders	<u>(1,366,827)</u>	<u>(1,360,041)</u>
Capital Share Transactions:		
Proceeds from shareholder purchases and dividends reinvested	1,677,931	1,922,875
Cost of shareholder redemptions	<u>(1,043,152)</u>	<u>(1,321,774)</u>
Net increase (decrease) in net assets resulting from capital share transactions	<u>634,779</u>	<u>601,101</u>
Total increase (decrease) in net assets	5,332,338	(3,576,031)
Net Assets:		
Net Assets – January 1	<u>33,278,822</u>	<u>36,854,853</u>
Net Assets – December 31	<u>\$ 38,611,160</u>	<u>\$ 33,278,822</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Schedule of Investments
December 31, 2003

Schedule 1

	Number of Shares	Market Value
Stocks:		
Agilent Technologies Inc.	16,000	467,840
Avery Dennison Corp	5,000	280,100
BP Amoco PLC	17,688	872,903
BankAmerica Corporation	7,516	604,512
Boeing	16,000	674,240
ChevronTexaco Corp	7,200	622,008
Cisco Systems Inc.	18,300	443,409
Citigroup	16,000	776,640
Conagra Foods Inc.	24,500	646,555
Costco Wholesale Corp New	17,000	632,060
Emerson Electric Company	9,100	589,225
Equity Office Properties	15,000	429,750
Exxon Mobil Corporation	13,222	542,102
Eli Lilly & Co Com	9,500	668,135
General Electric Co	25,400	786,892
General Mills Inc	9,000	407,700
Intel Corporation	25,000	801,250
International Business Machines	7,100	658,028
Illinois Tool Works Inc	7,300	612,543
Johnson & Johnson	16,600	857,556
Johnson Controls Inc.	5,500	638,660

3M Co	7,500	637,725
Mack Cali Realty Corp	15,000	624,300
Marsh McLennan	6,000	287,340
Medtronic Inc	10,000	486,100
Microsoft Corporation	22,000	602,140
Morgan Stanley Dean Witter & Co	8,000	462,960
Nationwide Health Properties Inc	30,000	586,500
Paccar, Inc.	14,000	1,191,680
Pfizer Inc	25,200	890,316
Plum Creek Timber Co Inc	14,700	447,615
Safeco Corporation	22,000	856,460
Staples Inc	36,500	996,450
Sysco Corp	18,500	688,755
Southern Company Common	20,000	605,000
Total Fina ELF ADR	8,000	740,080
Union Pacific	5,850	406,458
United Technologies	7,300	691,821
Verizon Communications Inc	23,000	806,840
Washington Mutual Inc Com	26,225	1,052,147
Weyerhaeuser co	8,000	512,000
Wyeth	15,100	640,995
TOTAL STOCKS		<u>\$ 27,225,790</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Schedule of Investments
December 31, 2003

	Rate of		Face	Schedule 2
CASH EQUIVALENTS Interest	Maturity	Value	Value	Market
Nations Treasury Reserves Investor #242	Variable	n/a	\$ 1,020,646	<u>\$ 1,020,646</u>
Total Cash Equivalents				<u>\$ 1,020,646</u>
<u>BONDS, NOTES AND OTHER</u>				
U.S. Treasury Notes	5.875	02/15/04	500,000	502,969
U.S. Treasury Notes	7.250	08/15/04	400,000	415,125
U.S. Treasury Notes	7.500	02/15/05	350,000	374,172
U.S. Treasury Notes	6.500	08/15/05	800,000	863,000
U.S. Treasury Notes	5.625	02/15/06	500,000	538,906
U.S. Treasury Notes	7.000	07/15/06	400,000	448,000
U.S. Treasury Notes	6.625	05/15/07	400,000	452,750
U.S. Treasury Notes (Inflation Indexed)	3.875	01/15/09	1,000,000	2,171,659
U.S. Treasury Notes	9.125	05/15/09	600,000	617,625
U.S. Treasury Notes	10.000	05/15/10	750,000	834,844
U.S. Treasury Notes	14.000	11/15/11	600,000	793,313
U.S. Treasury Notes	10.375	11/15/12	700,000	893,156
U.S. Treasury Notes	12.000	08/15/13	1,025,000	<u>1,416,102</u>
Total Bonds, Notes and Other				<u>\$ 10,321,621</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Schedule of Investments
December 31, 2002

	Number of Shares	Schedule 1 Market Value
Stocks:		
Agilent Technologies Inc.	10,000	179,600
Airborne Freight Corporation	10,000	148,300
Albertson, Inc.	14,200	316,092
BP Amoco PLC	17,688	719,017

BankAmerica Corporation	7,516	522,888
Boeing	16,000	527,840
ChevronTexaco Corp	7,200	478,656
Cisco Systems Inc.	18,300	239,730
Citigroup	10,800	380,052
Computer Sciences Corporation	3,600	124,020
Conagra Foods Inc.	24,500	612,745
Costco Wholesale Corp New	17,000	477,020
Emerson Electric Company	9,100	462,735
Equity Office Properties	15,000	374,700
Exxon Mobil Corporation	13,222	461,977
Gatx Corporation	10,568	241,162
General Electric Co	25,400	618,490
General Mills Inc	9,000	422,550
Intel Corporation	20,400	317,628
International Business Machines	7,100	550,250
Johnson & Johnson	16,600	891,586
Johnson Controls Inc.	10,500	841,785
Mack Cali Realty Corp	15,000	454,500
Marsh McLennan	6,000	277,260
Medtronic Inc	5,000	228,000
Merck & Company	13,500	764,235
Microsoft Corporation	11,000	568,700
Morgan Stanley Dean Witter & Co	8,000	319,360
Nationwide Health Properties Inc	30,000	447,900
Paccar, Inc.	11,700	539,721
Pfizer Inc	25,200	770,364
Plantronics Inc	12,600	190,638
Plum Creek Timber Co Inc	14,700	346,920
Safeco Corporation	22,000	762,740
Staples Inc	36,500	667,950
Total Fina ELF ADR	8,000	572,000
Union Pacific	5,850	350,240
United Technologies	7,300	452,162
Verizon Communications Inc	23,000	891,250
Washington Mutual Inc Com	26,225	905,549
Weyerhaeuser co	8,000	393,680
Wyeth	15,100	564,740
TOTAL STOCKS		<u>\$ 20,376,732</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Schedule of Investments
December 31, 2002

	Rate of Maturity	Value	Face Value	Schedule 2 Market
CASH EQUIVALENTS Interest				
Nations Treasury Reserves Investor #242	Variable	n/a		\$ 1,125,058
Total Cash Equivalents				<u>\$ 1,125,058</u>
<u>BONDS, NOTES AND OTHER</u>				
U.S. Treasury Notes	6.250	02/15/03	650,000	653,859
U.S. Treasury Notes	5.750	08/15/03	300,000	308,344
U.S. Treasury Notes	5.875	02/15/04	500,000	525,781
U.S. Treasury Notes	7.250	08/15/04	400,000	437,500
U.S. Treasury Notes	7.500	08/15/05	350,000	392,438
U.S. Treasury Notes	6.500	08/15/05	800,000	894,750
U.S. Treasury Notes	5.625	02/15/06	500,000	553,750
U.S. Treasury Notes	7.000	07/15/06	400,000	463,750
U.S. Treasury Notes	6.625	05/15/07	400,000	466,875
U.S. Treasury Notes	8.375	08/15/08	900,000	938,531

U.S. Treasury Notes (Inflation Indexed)	3.875	01/15/09	1,000,000	1,222,076
U.S. Treasury Notes	9.125	05/15/09	600,000	661,125
U.S. Treasury Notes	10.000	05/15/10	750,000	888,281
U.S. Treasury Notes	14.000	11/15/11	600,000	852,938
U.S. Treasury Notes	10.375	11/15/12	700,000	935,594
U.S. Treasury Notes	12.000	08/15/13	1,025,000	<u>1,492,656</u>
Total Bonds, Notes and Other				<u>\$ 11,688,248</u>

**Notes to Financial Statements
December 31, 2003 and 2002**

Note 1—General:

The James F. Hodges Diocesan Investment Fund was organized in 1951 as a "mutual fund" for the endowments of the Diocese, its parishes, missions, and related institutions. The Fund's current name was adopted in 1987. The Fund balances the need for current income and growth in asset value to offset inflation by investing in a mixture of stocks and bonds. The securities are currently held in trust with BNY Western Trust Company (a subsidiary of the Bank of New York Company, Inc.). The Diocesan Investment Committee makes investment decisions. The funds are not FDIC insured.

Note 2—Component Organization:

The Diocese of Olympia, Inc. – James F. Hodges Diocesan Investment Fund, contains the endowment funds of the Diocese of Olympia, Inc. and its missions, parishes and institutions. The fund groupings known as Trust Funds and the Building Loan, Mission Development and Real Estate fund are reported separately. The James F. Hodges Diocesan Investment Fund is charged \$5,000 for the common expenses paid by the Diocese of Olympia – Operating Fund (an unincorporated entity).

Note 3—Accounting:

The financial statements are prepared on a basis that is in accordance with accounting principles and reporting practices for Episcopal Church dioceses. These principles do not specify the method of accounting for this type of fund. The Fund follows the accounting principles of an open-ended diversified management company, except as explained below. Securities are valued at market value based on closing sales prices reported on recognized securities exchanges on the last business day of the year. As is customary in the mutual fund industry, securities transactions are accounted for on the date securities are purchased or sold. Realized gains and losses from securities transactions are reported on an identified cost basis. The fund distributes net cash investment income to shareholders quarterly, but net capital gains are reinvested. Shareholders may reinvest dividends, purchase or redeem shares on a quarterly basis only. No provision is made for income taxes as the Diocese and all related institutions are exempt from taxation.

Note 4—Securities Transactions:

Cost of purchases and proceeds from sales of investment securities (excluding short-term securities) were as follows for the years ended December 31, 2003 and 2002.

	<u>Cost of Purchases</u>		<u>Proceeds from Sales/Maturities</u>	
	U.S. <u>Government</u>	Non-U.S. <u>Government</u>	U.S. <u>Government</u>	Non-U.S. <u>Government</u>
2002	\$ 948,320	\$ 3,900,852	\$ 1,848,375	\$ 2,613,170
	<u>Cost of Purchases</u>		<u>Proceeds from Sales</u>	
	U.S. <u>Government</u>	Non-U.S. <u>Government</u>	U.S. <u>Government</u>	Non-U.S. <u>Government</u>
2003	\$ 895,804	\$ 3,862,613	\$ 1,850,000	\$ 2,149,794

Unrealized appreciation on cash and securities held by the Bank of New York was as follows:

	<u>2003</u>	<u>2002</u>
Market Value, December 31	\$ 38,252,002	\$ 33,190,038
Cost, Stocks December 31	(18,119,714)	(15,756,016)
Cost, Bonds December 31	<u>(10,897,215)</u>	<u>(12,380,219)</u>
Net Unrealized Appreciation	<u>\$ 9,235,073</u>	<u>\$ 5,053,803</u>

Note 5—Shareholders:

The fund acts as an open-end mutual fund with current year activity as follows:

	<u>Number of Shares</u>	<u>Per Share Value</u>
Shares outstanding 1/1/2002	243,236.191	
Shares purchased and dividends reinvested	13,590.949	
Shares redeemed	<u>(9,481.071)</u>	
Shares outstanding 12/31/2002	247,346.069	\$ 134.544
Shares purchased and dividends reinvested	11,808.714	
Shares redeemed	<u>(7,361.659)</u>	
Shares outstanding 12/31/2003	<u>251,793.124</u>	\$ 153.345

Note 6—Investment Policy – Tobacco Stocks:

In accordance with investment policy recommended by the Executive Council of the Episcopal Church, the Diocesan Investment Fund has divested itself of all securities issued by companies that manufacture and distribute tobacco products.

Vital Statistics—Data Year 2003

Year in parentheses is last year of filing if not 2003

	Active Members	Communicants		Average Sunday Attendance	Sunday Eucharists	BAPTISMS		Confirmed or Rec'd
		in Good Standing	Others			16 yrs and Older	Under 16 years	
Aberdeen, St. Andrew	253	257	5	96	104	0	3	0
Allyn, St. Hugh of Lincoln	90	90	0	46	55	0	0	0
Anacortes, Christ Church	104	104	57	72	101	1	3	0
Auburn, St. Matthew	267	267	0	122	54	2	18	42
Bainbridge Island, Grace Church	450	450	25	160	110	0	10	0
Bainbridge Island, St. Barnabas	715	525	60	174	156	0	9	0
Battle Ground, Holy Spirit	98	74	5	57	49	0	2	1
Bellevue, All Saints	243	242	48	87	55	0	2	0
Bellevue, Holy Apostles	51	47	3	31	53	2	0	0
Bellevue, Resurrection	230	230	199	80	102	0	4	0
Bellevue, St. Margaret	1,314	900	26	406	225	1	15	7
Bellingham, St. Paul	1,417	1,417	22	366	252	4	9	18
Blaine, Christ Church	52	50	3	42	51	0	5	0
Bremerton, St. Paul	358	248	151	105	111	0	5	1
Burien, St. Elizabeth	217	166	12	119	89	0	3	8
Camano Island, St. Aidan	154	154	1	78	76	5	4	0
Castle Rock, St. Matthew	59	59	8	21	34	0	1	0
Cathlamet, St. James	60	47	2	24	51	0	0	0
Chehalis, St. Timothy	167	165	3	67	94	2	3	3
Eastsound/Orcas, Emmanuel	156	135	20	88	97	0	1	0
Edmonds, St. Alban	431	370	15	184	98	0	5	0
Edmonds, St. Hilda-St. Patrick	137	137	1	75	101	0	2	6
Elma, St. Luke	42	42	1	16	50	0	1	0
Enumclaw, St. Catherine	59	55	0	27	50	0	1	0
Everett, Trinity	524	424	79	216	152	3	9	21
Federal Way, Good Shepherd	262	225	20	137	103	1	8	0
Freeland, St. Augustine in-the-Woods	153	153	68	130	104	0	5	3
Friday Harbor, St. David	153	136	22	79	98	0	1	4
Gig Harbor, St. John	650	539	6	212	112	2	9	5
Issaquah, St. Michael & All Angels	281	204	2	113	101	1	2	3
Kenmore, Redeemer	660	354	20	128	94	0	1	0
Kent, St. Columba	179	179	3	65	86	0	2	0
Kent, St. James	870	656	191	275	106	2	17	11
Kingston, Faith Church	54	42	12	26	53	0	1	0
Kirkland, St. John	951	691	16	256	144	1	9	0
Lacey, St. Benedict	329	305	13	139	146	1	7	0
Lakewood, St. Joseph-St. John	123	118	5	45	100	0	0	0
Lakewood, St. Mary	657	275	60	281	104	5	12	0
Longview, St. Stephen	432	413	8	140	94	1	7	0
Lopez Island, Grace Church	167	167	3	76	52	0	4	6
Maple Valley, St. George	56	56	2	53	52	5	2	0
Marysville, St. Philip	191	191	2	48	94	3	7	8
Medina, St. Thomas	1,758	1,758	0	315	125	4	29	4
Mercer Island, Emmanuel	1,151	649	0	221	113	0	0	0
Mill Creek, St. Francis	160	151	16	89	116	0	5	0
Monroe, Our Saviour	66	64	2	40	53	0	0	0
Montesano, St. Mark	51	45	5	18	40	0	0	0
Mount Vernon, St. Paul	276	247	38	93	116	2	6	2
Oak Harbor, St. Stephen (2002)	131	108	103	130	99	8	2	0
Olympia, St. Christopher	233	225	144	82	104	0	8	0

	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	BAPTISMS		Confirmed or Rec'd
						16 yrs and Older	Under 16 years	
Olympia, St. John	792	746	37	286	110	2	14	6
Port Angeles, St. Andrew	460	274	21	101	169	4	7	0
Port Orchard, St. Bede	175	143	16	73	109	0	1	0
Port Townsend, St. Paul	243	186	25	102	102	2	6	1
Poulsbo, St. Charles	329	317	0	131	97	0	2	0
Puyallup, Christ Church	428	428	0	138	157	1	4	0
Redmond, Holy Cross	664	460	30	177	144	0	6	0
Renton, St. Luke	235	230	30	86	105	2	5	7
Sammamish, Good Samaritan	408	280	1	164	108	1	12	0
Seattle, All Saints	44	44	3	31	49	0	1	0
Seattle, Christ Church	381	267	15	130	150	0	2	2
Seattle, Ascension	347	342	2	127	105	0	7	8
Seattle, Epiphany Parish	664	664	30	156	101	7	18	13
Seattle, St. Andrew	673	524	0	243	154	0	14	0
Seattle, St. Clement	289	261	30	82	51	1	8	2
Seattle, St. George	108	108	1	52	104	0	2	0
Seattle, St. John the Baptist	437	437	17	157	147	0	8	0
Seattle, St. Luke	150	111	29	105	97	0	1	0
Seattle, St. Mark's Cathedral	2,262	1,278	942	1,587	215	2	25	28
Seattle, St. Paul	213	213	4	127	104	2	4	1
Seattle, St. Peter	222	132	11	53	52	2	2	1
Seattle, St. Stephen	1,002	869	23	245	109	2	10	7
Seattle, Trinity Church	350	350	100	132	103	1	2	4
Seaview, St. Peter	49	46	12	45	63	1	1	0
Sedro-Woolley, St. James	115	115	20	34	52	0	1	1
Sequim, St. Luke	299	299	0	159	106	0	0	0
Shelton, St. David of Wales	175	115	5	109	150	1	5	3
Shoreline, St. David Emmanuel	56	50	2	37	100	0	1	0
Shoreline, St. Dunstan	304	249	55	134	103	0	15	0
Silverdale, St. Antony of Egypt	218	192	2	105	122	0	3	0
Snohomish, St. John	290	224	25	117	105	0	3	3
Snoqualmie, St. Clare of Assisi	97	86	0	32	52	1	2	0
South Bend, St. John	48	48	0	14	54	0	2	0
Tacoma, All Saints	85	85	15	59	95	0	0	0
Tacoma, Christ Church	214	198	0	99	105	1	6	1
Tacoma, Holy Family of Jesus	8	8	60	42	51	0	1	0
Tacoma, St. Andrew	231	216	28	133	109	0	2	1
Tacoma, St. Luke	465	465	0	183	93	2	8	5
Tacoma, St. Matthew	339	334	26	80	108	2	3	0
Tahuya, St. Nicholas	19	19	2	17	28	0	0	0
Vancouver, All Saints	233	173	1	71	101	0	1	0
Vancouver, Good Shepherd	717	705	88	412	160	3	18	15
Vancouver, St. Luke	552	300	15	161	156	0	1	3
Vashon Island, Holy Spirit	345	285	12	97	114	1	2	9
Washougal, St. Anne	109	102	6	38	45	4	0	1
Westport, St. Christopher	17	17	3	9	41	0	0	0
Total	33,503	27,601	3,251	12,622	9,534	101	495	275

Financial Statistics—Data Year 2003

Year in parentheses is last year of filing if not 2003

	REVENUE			EXPENSE			
	Plate & Pledge	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach and Dev.	Total Expense
Aberdeen, St. Andrew	125,522	143,194	195,073	143,431	24,550	47,187	194,940
Allyn, St. Hugh	58,544	62,201	71,271	39,197	5,294	28,739	66,795
Anacortes, Christ Church	81,180	100,728	126,923	122,937	18,094	23,900	147,890
Auburn, St. Matthew	143,807	175,020	207,173	192,026	26,645	16,614	205,997
Bainbridge Island, Grace Church	230,769	251,626	745,505	239,710	22,056	2,094,997	2,312,318
Bainbridge Island, St. Barnabas	335,512	383,534	395,960	415,880	68,849	13,459	424,742
Battle Ground, Holy Spirit	48,933	71,725	77,703	49,336	5,682	2,203	55,649
Bellevue, All Saints	176,143	176,143	186,452	218,808	28,455	32,518	245,137
Bellevue, Holy Apostles	22,625	113,308	145,943	98,046	1,939	78,267	130,590
Bellevue, Resurrection	160,690	234,006	282,642	234,006	40,285	15,880	243,866
Bellevue, St. Margaret	664,302	704,823	1,301,442	836,435	62,148	2,052,635	2,800,658
Bellingham, St. Paul	549,179	582,918	638,120	571,319	94,503	42,572	657,025
Blaine, Christ Church	35,215	47,407	64,417	31,446	2,600	7,147	36,454
Bremerton, St. Paul	106,758	163,945	171,903	182,417	1,054	6,315	188,015
Burien, St. Elizabeth	156,601	158,308	180,307	154,969	20,399	2,103	157,974
Camano Island, St. Aidan	87,399	92,854	96,567	92,682	14,977	11,520	97,536
Castle Rock, St. Matthew	21,771	21,771	21,771	19,507	1,200	2,820	19,507
Cathlamet, St. James	14,493	28,507	28,766	29,268	3,492	7,875	32,157
Chehalis, St. Timothy	76,668	100,556	341,675	100,482	27,421	2,810	123,601
Eastsound/Orcas, Emmanuel	177,466	185,897	203,163	159,577	10,309	71,383	228,870
Edmonds, St. Alban	262,342	266,845	275,740	288,078	63,182	15,960	293,453
Edmonds, St. Hilda-St. Patrick	77,341	112,028	137,849	112,062	17,211	18,111	137,761
Elma, St. Luke	12,864	13,637	14,541	14,575	2,494	1,850	15,216
Enumclaw, St. Catherine	36,831	56,449	139,360	68,155	6,807	0	68,155
Everett, Trinity	288,360	331,890	343,303	341,333	56,104	17,053	353,177
Federal Way, Good Shepherd	239,855	293,580	396,866	302,738	41,846	70,096	373,390
Freeland, St. Augustine in-the-Woods	219,660	223,549	267,446	217,980	31,465	33,194	271,917
Friday Harbor, St. David	129,034	133,268	138,268	145,981	27,740	12,493	157,424
Gig Harbor, St. John	279,607	281,060	304,308	273,229	24,150	13,674	288,969
Issaquah, St. Michael & All Angels	152,193	156,636	241,644	176,595	30,338	81,085	257,743
Kenmore, Redeemer	178,575	188,757	196,368	179,088	35,016	16,271	191,369
Kent, St. Columba	107,865	173,318	206,834	169,937	25,304	33,689	213,139
Kent, St. James	457,193	481,303	522,830	455,664	34,598	41,527	497,191
Kingston, Faith Church	29,472	40,982	62,479	40,666	2,889	1,150	41,598
Kirkland, St. John	392,836	392,836	841,613	392,836	59,082	1,083,124	1,484,131
Lacey, St. Benedict	200,823	208,866	225,570	187,180	33,659	11,562	198,986
Lakewood, St. Joseph-St. John	105,823	112,272	245,524	103,989	18,405	43,498	145,595
Lakewood, St. Mary	568,772	580,207	643,424	605,859	92,675	139,877	684,134
Longview, St. Stephen	320,052	320,052	477,989	333,834	60,302	112,238	446,106
Lopez Island, Grace Church	107,019	109,193	121,588	101,872	11,815	14,891	114,822
Maple Valley, St. George	41,417	48,782	60,586	48,918	3,746	9,604	59,449
Marysville, St. Philip	94,520	155,718	161,857	131,841	13,996	31,157	155,718
Medina, St. Thomas	775,705	892,974	1,055,558	869,873	149,946	57,855	919,750
Mercer Island, Emmanuel	538,552	557,350	1,119,895	548,204	99,591	252,545	791,425
Mill Creek, St. Francis	103,965	128,965	132,750	138,932	20,733	5,979	141,930
Monroe, Our Saviour	55,798	83,798	88,657	94,878	8,849	5,925	98,040
Montesano, St. Mark	14,124	17,318	17,443	19,312	4,315	2,131	20,776
Mount Vernon, St. Paul	135,807	159,592	159,592	172,444	33,502	0	172,444

	REVENUE			EXPENSE			
	Plate & Pledge	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach and Dev.	Total Expense
Oak Harbor, St. Stephen (2002)	194,661	194,661	206,154	191,667	31,994	65,201	247,333
Olympia, St. Christopher	106,226	107,226	107,226	100,999	12,998	11,425	104,149
Olympia, St. John	354,720	376,885	387,385	377,362	24,650	4,097	377,362
Port Angeles, St. Andrew	137,953	149,062	235,044	161,296	18,921	52,590	211,240
Port Orchard, St. Bede	79,071	100,981	153,163	154,262	767	32,064	185,844
Port Townsend, St. Paul	144,932	156,302	168,842	160,196	29,004	21,325	179,320
Poulsbo, St. Charles	177,000	178,973	201,905	252,785	20,318	15,591	277,871
Puyallup, Christ Church	221,920	281,769	318,719	219,907	44,772	113,149	338,291
Redmond, Holy Cross	315,357	315,357	361,708	317,714	39,300	24,803	342,517
Renton, St. Luke	124,670	131,672	131,672	151,750	8,047	1,250	153,157
Sammamish, Good Samaritan	233,990	262,408	353,614	191,916	33,746	182,469	375,155
Seattle, All Saints	25,124	53,633	58,111	21,480	1,900	45,004	65,199
Seattle, Christ Church	221,314	238,332	304,560	262,045	40,136	136,854	409,755
Seattle, Ascension	214,516	228,242	256,964	266,239	49,446	28,544	296,034
Seattle, Epiphany Parish	408,805	528,937	574,601	479,304	101,404	100,948	551,840
Seattle, St. Andrew	300,066	367,482	545,484	369,240	62,019	186,236	557,950
Seattle, St. Clement	133,653	152,056	166,079	154,138	27,055	22,984	165,918
Seattle, St. George	58,134	61,759	62,402	70,859	2,408	1,192	72,366
Seattle, St. John the Baptist	210,399	294,561	430,493	259,628	37,433	22,373	347,522
Seattle, St. Luke	259,053	308,346	333,840	300,100	32,514	80,354	359,555
Seattle, St. Mark's Cathedral	1,244,653	1,797,665	2,622,740	1,815,560	307,671	373,460	2,166,270
Seattle, St. Paul	232,680	240,977	292,232	252,387	28,692	28,050	278,462
Seattle, St. Peter	68,444	77,822	198,167	71,023	14,121	27,572	106,808
Seattle, St. Stephen	482,912	589,083	668,054	619,150	98,339	75,050	700,872
Seattle, Trinity	185,265	485,599	1,037,833	473,759	72,216	550,022	896,631
Seaview, St. Peter	32,328	107,915	114,449	98,587	16,101	2,200	105,121
Sedro-Woolley, St. James	47,028	47,663	52,588	50,033	10,294	0	52,432
Sequim, St. Luke	253,662	253,907	267,440	236,741	40,497	21,356	256,677
Shelton, St. David of Wales	129,233	143,896	150,156	160,132	9,133	8,847	168,320
Shoreline, St. David Emmanuel	63,205	76,074	84,117	76,773	16,529	7,307	92,123
Shoreline, St. Dunstan	217,706	222,394	258,847	234,337	44,007	28,149	271,291
Silverdale, St. Antony of Egypt	129,900	133,267	159,495	140,771	27,837	20,918	185,751
Snohomish, St. John	150,291	179,692	179,692	182,712	27,530	4,842	186,354
Snoqualmie, St. Clare of Assisi	40,067	67,179	71,630	70,318	2,192	4,312	74,769
South Bend, St. John	8,383	11,973	27,027	10,647	1,379	3,572	13,169
Tacoma, All Saints	65,558	85,062	175,847	85,064	13,936	89,836	175,849
Tacoma, Christ Church	164,817	281,791	298,926	297,139	43,766	25,836	307,774
Tacoma, Holy Family of Jesus	4,673	54,767	60,257	43,055	2,400	9,753	51,508
Tacoma, St. Andrew	210,058	212,833	233,251	228,450	41,345	21,751	229,665
Tacoma, St. Luke	247,209	280,605	280,605	278,553	44,822	48,298	320,942
Tacoma, St. Matthew	168,206	184,581	190,013	187,616	4,800	18,948	207,896
Tahuya, St. Nicholas	17,892	17,892	17,892	15,488	1,354	1,955	15,488
Vancouver, All Saints	103,880	142,003	166,396	148,144	19,769	2,884	152,537
Vancouver, Good Shepherd	618,361	619,567	835,931	597,714	92,345	91,446	835,931
Vancouver, St. Luke	177,396	218,406	268,795	261,246	43,386	17,322	308,559
Vashon Island, Holy Spirit	145,625	147,288	181,333	150,885	24,000	7,319	158,176
Washougal, St. Anne	57,432	66,290	71,566	60,897	11,025	250	61,073
Westport, St. Christopher	8,329	10,476	10,476	8,343	1,761	731	9,543
Total	18,396,739	21,565,007	28,416,379	21,785,943	3,169,771	9,328,022	30,971,898