

Radical Hospitality!

Journal of the Diocese of Olympia

98th Annual Convention

November 14-15, 2008

Seattle, Washington



DIOCESE OF
OLYMPIA

Episcopal Church in Western Washington

Journal of Proceedings

2008 Annual Convention

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Section 1

Minutes of the 98th Annual Diocesan Convention of the Diocese of Olympia
Hilton Seattle Airport, SeaTac, Washington
November 14-15, 2008

Friday, November 14, 2008

Opening Eucharist

Convention began with Eucharist. Bishop Nedi Rivera celebrant; Bishop Greg Rickel preached his Bishop's Address. The offering was designated for Hurricane Ike disaster relief in Texas. [Text of Bishop's Address pg 17]

Indaba Groups #1

Convention members divided into bible study and Indaba groups. The bible study considered *Genesis 1 – Six Days of Creation*. Bible study questions: What does the word "dominion" mean to you here? How do you think humankind, and especially people of faith, have utilized this word, or acted on this call in Genesis? Do you believe God envisioned equality among creation, i.e. between humans and other animals, vegetation, etc.? Is humankind given a greater role and responsibility in our biblical heritage? Indaba questions: Leading climate scientists report many instances of climate change impacts now and urge the application of measures to reduce greenhouse gas emissions dramatically and quickly to avoid "runaway climate change." How does our faith inform our response to this news and what would a faith-filled response look like? Reactions to news of environmental destruction range from grief to anger to apathy. How might our pastoral care address these reactions, meeting needs for healing and for action? What support and resources will be needed by clergy and laity as they work together to respond to climate change and how might these be provided?

Noonday prayers

Announcements were made by Secretary John Schaeffer, followed by Noonday Prayers and lunch.

Call to Order & Welcome

The 98th Convention of the Diocese of Olympia was called to order by the Rt. Rev. Greg H. Rickel, bishop diocesan, who welcomed those gathered. He shared greetings from bishops Bob Cochrane, Vincent Warner, and Sandy Hampton; and acknowledged other bishops in our diocese, Cabby Tennis, William Choi and Craig Anderson. He noted that had the Rev. Joyce McConnell been present, it would have been her 57th consecutive diocesan convention; but her doctor forbid her to attend.

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.

No objection; the secretary certified the quorum

Convention Organized for Business

Bishop Rickel declared the 98th Convention of the Diocese of Olympia organized for business.

Introduction of the Head Table

Bishop Rickel introduced those providing leadership for this convention: *the Rev. John Schaeffer*, secretary of convention; *Mr. Miller Adams*, dispatch of business; *Mrs. Ann McCartney*, parliamentarian; *the Rt. Rev. Nedi Rivera*, bishop suffragan; and *Ms. Judy Andrews*, chancellor.

Committee on Dispatch of Business

Bishop Rickel recognized Mr. Miller Adams, chair, who **moved** Dispatch of Business document 08/A/21 for acceptance.

Agenda adopted

Additional items were reviewed, including the rules for speaking from the convention floor and for submitting resolutions within the “six-hour” window.

Report of the Committee on Privilege

Bishop Rickel recognized Deacon Ken Grabinski, also known as “Deacon Dad,” chair, Committee on Privilege, to present the report on the granting of privilege of convention. Grabinski referred to document 08/E/4 and moved that seat and voice be granted to those listed.

**Motion carried
Privilege granted**

Election of Secretary of Convention

Bishop Rickel recognized Mr. Steve Tellari, chair, Nominations Committee, who placed the name of the Rev. John Schaeffer in nomination for Secretary of Convention.

Schaeffer elected

Appointment of Assistant Secretaries

Secretary John Schaeffer, in his 19th year as secretary of convention, requested the approval of Convention of the appointment of Dede Moore, Barbara Brower, Diane Wells, Heather Kmitta, Tiffany Brannon, Sharon Pethers and Dana Chapman as assistant secretaries serving the current convention.

Appointment of Parliamentarian

Bishop Rickel appointed K. Ann McCartney as the parliamentarian for the 98th Convention.

Chancellor and Vice Chancellor

Bishop Rickel appointed the Hon. Judy Andrews, Esq., chancellor of the Diocese of Olympia. Bishop Rickel appointed the Hon. Duncan Bayne, Esq., and the Hon. Mike Reynvaan, vice chancellor of the Diocese of Olympia. Bishop Rickel acknowledged the appointment of the following assistant chancellors: Jeffrey Helsdon and R. Thomas Olsen.

Appointments accepted

Convention Committees

Bishop Rickel appointed the Convention Committees and Commissions by reference to document 08/E/3, with the request that Convention approve the appointments as presented and in place. *[Report pg 41]*

Appointments ratified

Board of Directors

Bishop Rickel appointed the following members to the Board of Directors.

Jim Paddleford, three year term
The Rev. Ann Lukens, three year term

Appointments ratified

Commission on Ministry

Bishop Rickel appointed the following members to the Commission on Ministry.

The Rev. Canon John Ferguson
The Rev. Lucas Mix
The Rev. Kate Wesch
The Rev. Philip Wong

Bishop Rickel appointed the following members to the Board of Examining Chaplains (an advisory Board to the Commission on Ministry).

The Rev. Edie Weller, convenor
Professor Mark Taylor
The Rev. Carla Pryne
The Rev. Greg Peters
The Rev. Richard Green

Bishop Rickel thanked retiring members.

Dwight Russell
Susie Zych
The Rev. Marda Steedman Sanborn

Appointments ratified

Diocesan Council

Bishop Rickel acknowledged the new or reappointed/elected members of the Diocesan Council from regional ministries and program commissions.

Ms. Sally Barnes, St. Matthew, Castle Rock (Columbia Regional Ministry)
Mr. Don Little, St. Luke, Renton (Evergreen Regional Ministry)
Mr. Tom Boyns, St. Stephen, Seattle (Be Attitudes Regional Ministry)

Appointment of the Trial Court

Bishop Rickel nominated the following persons to be members of the Ecclesiastical Trial Court.

Ms. Kathryn Barron, St. Paul, Port Townsend
Mr. Mac Brown, St. Mark's Cathedral, Seattle
The Rev. William Burnett, rector emeritus, St. Augustine in-the-Woods, Freeland
The Rev. Richard Scott, retired
The Rev. Pat Taylor, retired

Appointments ratified

Committee on Nominations

Bishop Rickel called on Mr. Steve Tellari, chair, Nominations Committee, for the report. Tellari referred to report 08/B/6 & 7 and placed the following names in nomination *[see pg. xx for a written report on nominees]*.

Nominations for the Standing Committee

Clerical Order: *John Allen*, St. Luke, Vancouver (Columbia); *George Ann Boyle*, St. Benedict, Lacey (Willapa); *Robert Rhoads*, St. Luke, Sequim (Peninsula). Lay Order: *Barbara Fox*, All Saints, Bellevue (Eastside); *Barbara Larson*, St. George, Seattle (Be Attitudes); *Laura Lewis*, St. Aidan, Camano Island (Sno Isle).

Nominations closed

Nominations for Diocesan Council

Richard Younge, St. Clement, Seattle (Holy C); *Dennis Tierney*, St. Barnabas, Bainbridge Island (Peninsula).

Nominations closed

Nominations for Cathedral Vestry

Patty Baker, St. Clare, Snoqualmie (Eastside).

Nominations closed

Baker elected

Historiographer

Carle Griffin, St. George, Seattle (Be Attitudes).

Nominations closed

Griffin elected

Treasurer

Steve Faust.

Nominations closed

Faust elected

Archivist and Records Manager

Diane Wells.

Nominations closed

Wells elected

Nominations for the General Convention 4th alternate

Clerical Order: *Mary Allen*, St. Philip, Marysville (Sno Isle); *Nigel Taber-Hamilton*, St. Augustine in-the-Woods, Freeland (Sno Isle); *Martin Yabroff*, St. Andrew, Tacoma (Rainier).

Nominations closed

Steve Tellari thanked the members of the Nominations Committee: Ms. Sue Clary, Ms. Jan Hanson, the Rev. Stephen Moore, the Rev. Rachel Taber-Hamilton, Dr. Leann Torgeson-Harrison, and the Rev. Vicki Wesen.

Introduction to voting procedures

First ballot

Bishop Rickel recognized Mr. Chuck Hamilton, elections official, to introduce the balloting system to be used in the 2008 elections. Bishop Rickel declared the polls open.

First ballot completed

Clergy and Staff Transitions

Bishop Rickel recognized clergy who experienced transitions during the last year. Clergy and staff retired in the past year, or planning to retire were also recognized. [See document 08/A/15 in section 3, pg. xx of this Journal.]

Report from the Treasurer

Bishop Rickel recognized the diocesan treasurer, Mr. Steve Faust, for the report.

Faust: Thank you for reelecting me – I really felt the love. As many of you know the position of treasurer is now volunteer – not

paid as in the past. The diocese has had periods of time with staff treasurers and periods of time with volunteer. The duties are divided – I do finance management and Bill Goodenough from Ascension Seattle is the Board of Directors representative for property affairs. His position is part time – at least in theory. Bill has submitted a report 08/F/9. The financial records of the diocese are audited each year. The last few years have seen the diocese receive comprehensive audits by two separate firms. Changing auditors became a necessity when the longtime auditor for the diocese had to withdraw because his firm was no longer doing non-profit audits. Auditing firms must do especially thorough audits when taking on new clients. All this is by way of telling you that the diocese has received an unqualified opinion from our public auditors this year and the management letter did not cite any material weakness in internal controls although there were suggestions for improvement which were expected and welcome. As in prior years I want to specifically mention the status of two funds under the control of the Board of Directors. The \$1.1 million Mission Development Fund which exists for the purpose of purchasing land on which congregations can be planted has only \$41,000 available for loans. The two biggest assets in the MDF are a property in Orchards in Clark County and one near Bellingham in Whatcom County. The other fund is the Building Loan Fund which exists for the purpose of assisting congregations make substantial capital repairs or build or expand church buildings. This fund with a total balance of about \$5 million has 16 loans of which 6 totaling \$3.6 million are non-performing. The Board has considered several ways to resolve some of the loan arrears and the Board recognizes that resolution is not possible. The auditors have concluded that with one exception the underlying collateral value is sufficiently larger than the loan amount so we are permitted to continue to show them as long-term assets. I don't think they're impaired loans but certainly the congregations that have them are at this point incapable of servicing them. The major change in financial management in the past year has been in the area of the Council budget which is the budget I will recommend for adoption in a couple minutes. The change has been manifest in both process and in outcome. Under the leadership of Jim Campbell from St. Mark, Montesano the Council's Budget and Financial Committee has since the last convention taken up and continues to discuss thorny issues. As a result, in my view of the Committees and Council's willingness to discuss thorny issues, the assessment system in the future will be more fairly applied. Most notably, the Committee and Council have moved to tap available fund balances and move them to budget lines available in this year and the next for ministry. And these funds are not inconsiderable – they could amount to \$700,000 in the next couple of years. All this has been done without placing the budget in any way in peril due to the current economic circumstance. There is an identified source of emergency money that can be tapped if needed and the necessary steps and resolutions to access that money are in place and have been approved by the Board of Directors. Many congregations have long-term savings and endowment monies invested in the Diocesan Investment Fund (DIF). The DIF has not escaped the general downturn in the equities market. The decline in DIF share value is significantly less however than the headline numbers that we see on the nightly news. This is because the DIF follows an investment discipline that results in a balanced US government bond and cash equivalent position and in fact the

balance of the DIF bond portfolio has actually increased as interest rates have declined. Moreover the DIF Committee has recently agreed to changes with our custodian, US Bank, that should improve timeliness of reports to congregations and provide congregation treasurer's with confirmations of withdrawals and investments. Congregations that depend on DIF earnings for operating expenditures should expect income from the DIF to be reduced in 2009. A portion of the government securities with yields in the 4-5% range will mature off our books and may be replaced with securities with yields in the 2% range and dividend income is also projected to decline slightly as corporations report lower earnings. The DIF Committee wants me to say that they are fairly confident that there will not be a significant reduction in income for congregations that rely on DIF earnings. Congregations will be mindful, I know, of the state of the economy as they develop their budgets for 2009. I want to second something that Bishop Rickel said concerning giving in economic times like these – the good news is that giving to churches is quite stable year to year – we rely on individual contributions which are not tied to earnings as in foundations and our historical experience as a diocese is steady income during times of recession. Finally, let me close by urging leadership in congregations to give more attention in 2009 to timely completion of the required annual audits. Audits are not about finding shortcomings, an audits scope should be proportional to the funds being audited. Audits reassure givers, substantiate the work of staff and give pause to those who might succumb to temptation – it's good stewardship and an outward and visible sign of the respect to your staff and volunteers. As of this week 40% of our congregations have not submitted audit confirmations to the treasurer's office. Annual audits are required by national canon, they're not optional and they're not onerous – call me if you want to discuss getting started or getting caught up. I'm from the diocese and I'm here to help. Now it is my responsibility and joy to commend to you the adoption of the 2009 operating budget.

Action on the 2009 Budget

Bishop Rickel thanked Steve Faust for his work as treasurer. Mr. Steve Faust commended to convention the 2009 operating budget and **moved** for its ratification. [See pg. xx for budget document]

Motion carried
2009 Budget ratified

Keynote Address

Bishop Rickel welcomed and introduced the Rev. Stephen Wendfeldt, Canon to the Ordinary in the Diocese of San Diego, formerly from the Diocese of Olympia, for the keynote address on Radical Hospitality. Excerpts:

Wendfeldt: Greetings to my old friends and colleagues – I bring you greetings from the people and bishop of San Diego. It's good to be back here. Thank you for your support and prayers for Kate and I during her battle with cancer and since her death six weeks ago. A number of years ago I was on the Bishops staff in North Carolina – during the interview trip I decided to go to one of the fast growing congregations – at least that's what they put on their

website – it took forever to find it – at the end of a dead end street – which opened up into a great parking lot – I pulled in to this massive parking lot – I couldn't tell which building was the church – I found the narthex and walked in and around the walls were all these announcements and signup sheets – I started reading them – one wall, two walls – during that 10-12 minutes not one person said a word to me – I decided to go into the church – I walked in to row three – I knew there would be room – worship started and I decided I wanted to work hard to get myself noticed – the first 5 pews were empty – I'm somewhat evangelical so during the processional I put my hands in the air – I did all the songs like that – this congregation was like a whole lot of trained animals – they move all at the same time – our prayer book gives us freedom so when they stood I kneeled and when they kneeled I stood – at the peace – nothing – nada – am I not here? – announcements lasted 25 minutes – they did allow me to receive communion – at the end we said our prayer, sang our song and processed out – when we got to the door where the priest was – just as I was about to get there and say hello to the very first person of the day the senior warden grabbed him and I was shoved out the door. This was not the first time. I went to the parish hall with a great education wing – got myself coffee – read the announcements on those walls – I went into the education wing and I walked into each room – the whole hallway – I'm a little crazy – how many people said hello or invited me in – not one – I walked toward the door – I heard "hey mister" it was a five-year-old – he said "Hi, mister" – I said God sent you, honey you have made my day. I tell you this because it is not extreme – it is the norm in the church. My experience is 5% of the people who walk in the doors stay. In my last church it was 82% - we tracked them. The question we need to ask ourselves is why did someone come to our church and why should they stay – what's there for them? A number of years ago I was in southeast Florida on the vestry and the bishop came to me and asked me to go start a new church and gave me a key to a chapel in the 'glades.' That first Sunday the 4 of us did church. I was worship, my wife was music and my kids were the people. I went to a friend and brought them the next Sunday – I was worship, my wife was music, Sandy was education and the kids were the people – we doubled in one week. What happened was a miracle of God over the next three years – this was in October by Easter we were numbering 150 a Sunday – without a priest. We had no idea what we were doing – we were a bunch of amateurs – we had no program – no teacher – no leader and no money – and no theological experience – we had one thing in common only – we had all read the book (the Bible) – we had read the whole book including the end. We believed when we read that God had a plan. So we were determined as this rag-tag little bunch that God was going to prosper our handiwork. For the next three years everyone who walked in the doors stayed – 100%. Astonishing. And everybody signed a pledge card – it didn't hurt that we gave everyone a pledge card the first Sunday. The greeting team that very morning invited them to become one of us. Most of our folks started ministry that very first day. After about a year of doing this we started asking – why did you stay? The answer – we came looking for something and what we found was the welcoming presence of Jesus Christ. I'm here to talk with you about how to be that welcoming presence of Jesus Christ. You will not hear me use the term visitor – Disneyland has visitors – but how often do visitors get invited to come and live with them. Visitors are those who are just passing through. Our job is about the unchurched in

our community – I use the word guest or newcomer. Everything our ministry is about is about them. The single purpose that the church exists is for those who don't belong (Michael Ramsey). The job assignment is to take what we have and who we have outside of ourselves. The reality is you guys are it. The bad news – there are no more Episcopalians – we got them all – which by definition means that everyone else for whom we have a chance to introduce the savior to is not us. They don't look like us, they don't act like us, they don't faith like us. When you wrap your mind and heart around that – you will not win one of them without understanding that. Episcopal Church – 15% growing, 50% are flat-lined and the other 35% are in steep decline. We have to realize that there are not a whole lot of Episcopalians out there. If the purpose is to build up the body of Christ let's look at how that works. In the northwest only 10% of the people are church, mosque or temple. Growing a church up here is the easiest thing in the world. A look at who's out there – of those 65 and older – 75% of them are church and the other 25% are golfing a lot and they don't really care anyway; not a lot will walk in your door – that's what we look like. The people 55-65 – about 60% church, maybe a bit less – how many will walk through – maybe a few. Of the people 40-55, 28% are church – more will walk through the doors. Of 20-40 20% are church, 10-20, 10% are church. Who's going to come through our door – certainly not people who look like most of us. Are you ready for these younger groups? Do you know their needs? We are the living presence of Christ in our community. We need to meet them the same way Jesus did. A whole lot of congregations say no one new ever comes to our church – I ask why would God send them to your church – why would a newcomer come through your door? You are not expecting them or ready for them at all. We welcome each other – but not those who are coming through our doors. I've been called a church growth guy – I'm not – I'm a gospel success guy. More pieces of information – of the people who are 40 down to 20 – the primary group walking through our door – 72-75% were raised in a one-parent or no-parent family, 10-20 – 65% - 50% one parent, 15% no-parent family. This tells us the demographic is a whole lot different than the family church of the 1950's – what was a little different is now normal. We begin to realize that the people coming are different than us in another way – most of these people began or had at an early time in their life some kind of significant brokenness. What we find – not just within the church – these people have moved into life in a fairly non-trusting way. People come in untrusting until trust is earned. Think about what that means to your ministry. You have to earn their trust. *Text: Phillipians 2:1-8.* The body of Christ can only be the body of Christ if it has the attitude of Christ. The welcoming presence of Christ is being the presence of Christ. Those congregations grow like crazy. Church growth is an oxymoron – the church when it is the church will grow naturally with no help. Lyle Shaler – 90 second rule, 6 month rule – 90 second rule says the moment someone steps onto your campus you have 90 seconds to win them over. We have 6 months to keep them – if people are not put into ministry work in 6 months they will leave – if you don't put them into ministry it says "we don't need you." A lot of churches say they want to grow – think the church should be bigger with more people – but they don't always know why – except "we need more money." There should be only one reason – to build up the body of Christ. When there is another reason it ceases to be about God and becomes about us. We have to learn that being this

welcoming church – doing what we are called to do – is exciting stuff, yet challenging and changing. You cannot remain who you are if you want to do this. Let's remember that this doesn't come naturally. No one has disturbed the church enough to kick it out of its equilibrium. What we must do is decide to be transformed. If this does not take us and light a fire under us to be transformed ourselves – nothing to do with the program . Exercise – suppose that you are going to have the head of your company or organization come to your house for dinner – imagine that you and your partner/spouse are hosting – a big deal – the fancy dinner – what would you do to prepare yourself? Clean house, buy food, build a menu, buy flowers, take out the good china and silver, set a nice table, mow the lawn, plan music, take a nap. You would prepare – the bathroom would be the cleanest room in the house – you watch for the people to come because you invited them and when they come you will go out to meet them. Why is it that we will do this for the guests in our home and we do not do it every single day for the guests of God? God is handing them off to us as if to his son saying bring the good news to them. Should we not be expecting them to come? And yet, how many of you do parking lot ministry? How many of you have your welcoming team outside your church looking for people? We have to begin thinking about how we do this thing. It's necessary ministry. We would also never leave our guests alone in our house. We're called to care for our church guests through the whole worship experience. The top two reasons people feel unwelcome: #2 – nothing for my kids; #1 – bathrooms. My hope is that I've at least tickled you just enough with being a transformed body – if we will the church of Christ will grow naturally and it will grow because God wants it to grow and that's the promise of God.

Report of the first ballot

Bishop Rickel called on Secretary John Schaeffer for the report of the first ballot.

Diocesan Council

Simple majority (237) needed to elect.

Richard Younge	307
Dennis Tierney	135

YOUNGE ELECTED

Standing Committee

Clerical Order – concurrence between orders (67 clergy/ 171 lay on this ballot) required to elect.

John Allen	40 clergy	103 lay
George Ann Boyle	57 clergy	133 lay
Robert Rhoads	30 clergy	88 lay

NO ELECTION

Standing Committee

Lay Order – concurrence between orders (67 clergy/ 171 lay on this ballot) required to elect.

Barbara Fox	48 clergy	139 lay
Barbara Larson	47 clergy	91 lay
Laura Lewis	22 clergy	82 lay

NO ELECTION

General Convention 4th Alternate

Clerical Order – concurrence between orders (67 clergy/ 171 lay on this ballot) required to elect.

	Clergy	Lay
Mary Allen	56	131
Nigel Taber-Hamilton	36	112
Martin Yabroff	38	81

NO ELECTION

Second ballot

Bishop Rickel declared the polls open.

Second ballot completed

Indaba Groups #2

Philippians 2:1-8 – Imitating Christ’s Humility. Bible study questions: What situation is Paul dealing with here and what characterizes the current “mind” (NRSV) or “attitude” (NIV) of the Philippians? And why does he feel he must deal with it? Paul is calling them to the “mind” (NRSV) or “attitude” (NIV) of Christ. What does that mean? And why is that important to him and them? Indaba questions: We may or may not be Philippians and their problems, difficulties or sins may be the furthest thing from our doorsteps, but what, in your opinion, is the “mind” or “attitude” of your congregation? Are you satisfied with the current Gospel success you are achieving? What “mind” or “attitude” would you like to see/experience in your congregation, and what are you willing to do to make it occur?

Report of the second ballot

Bishop Rickel called on Secretary John Schaeffer for the report of the second ballot.

Standing Committee

Clerical Order — concurrence between orders (66 clergy/173 lay on this ballot) required to elect.

John Allen	42 clergy	113 lay
George Ann Boyle	69 clergy	168 lay
Robert Rhoads	14 clergy	50 lay

NO ELECTION

Standing Committee

Lay Order—concurrence between orders (66 clergy/173 lay on this ballot) required to elect.

Barbara Fox	55 clergy	194 lay
Barbara Larson	45 clergy	96 lay
Laura Lewis	17 clergy	35 lay

NO ELECTION

General Convention 4th Alternate

Clerical Order — concurrence between orders (66 clergy/173 lay on this ballot) required to elect.

	Clergy	Lay
Mary Allen	77	202
Nigel Taber-Hamilton	24	85
Martin Yabroff	26	47

ALLEN ELECTED

Third ballot

Bishop Rickel declared the polls open.

Third ballot completed

Bishop’s Committee on the Environment

Bishop Rickel called on the Rev. Carla Pryne to begin the presentation. Excerpts:

Pryne: A new book just came out “How many light bulbs does it take to change a Christian?” Faith communities are finding their voice and their place in what has been called by some the great work or the great turning – that is the repositioning of the human family in relationship to God’s creation. How does it happen? Well it is happening, in households and neighborhoods, in parishes. We Christians call it the kingdom of God – when one small seed, when one pinch of leaven in a big old lumpy loaf, when one parish community acts, naming offering celebrating, asking God to do what we cannot do but that God can do – namely to multiple our leaven, to grow our tiny seeds, to stretch our offering into something whole and good for the love of the world. Parishes like Christ Church, Anacortes; Grace Church, Bainbridge; St. Margaret’s Bellevue; St. Augustine’s in-the-Woods; St. James, Kent; St. Benedict’s, Lacey; Emmanuel, Mercer Island; St. Andrew’s, Pt. Angeles; St. Paul’s Pt. Townsend; St. Andrew, St. Paul’s and St. Mark’s Seattle; St. Luke’s, Sequim; St. John’s, Snohomish; Church of the Good Shepherd Vancouver; Church of the Holy Spirit, Vashon; St. John’s, Longview. How is change happening – because the church has joined in force a movement which affirms the belovedness of God’s creation. On Sunday, December 24, 2006, without much publicity, Bocacara Island in India became the first inhabited island to be claimed by rising seas – 6000 families without a home. November 2008, the president elect of the Maldives a nation of 1200 low islands in the Indian Ocean made plans to buy a new place for his nation to live - for 385,000 people whose ancestors have lived on these islands for 1000’s of years. Our times are asking us all to stretch – to stretch beyond what we think we can do – to stretch beyond what we think is possible even as the predictions and statistics of species and climate change stretch our brains. Our generation is living out our days on earth on a great cusp – some say we are at a tipping point. Call it what you will, if we are to navigate this moment successfully then we must understand that it is time to love the world and all that is therein. The work in our parishes, in our neighborhoods, in our households, the powerful and practical vision of the Genesis Covenant, most of all the work of prayer is finally about love. It’s about being struck dumb by the beauty of this planet. It’s about feeling moved by God’s passionate love for us which we see in all the good gifts of creation around us. The work of our generation is to respond to that love by the best efforts we can muster as our baptismal covenant says “with God’s help.” Bishop Rickel called on Kate O’Sullivan to present awards. Pat Milleren received the Fred Wardenburg award for lifetime service to the environment. Fr. Bob Rhoads, St. Luke’s, Sequim, received an award for environmental work done at St. Luke’s. The April 2008, summit on the environment for the introduction of the Genesis Covenant, received the Bishop Rickel award for environmental service. Chris Christensen

presented Bishop Rickel with a polar bear picture from her recent trip to Alaska.

Commission for Personnel

Bishop Rickel called on the Rev. Kevin Pearson for the report. Excerpts:

Pearson: A full report is 08/E/2. Highlights: each year the Commission on Personnel is tasked with presenting a report on clergy compensation and practice has been to recommend a cost of living adjustment – this is not a raise but a strive to maintain salaries at par from one year to the next. The commission wants to be sure that you are clear about the intention and its actual affect on clergy salaries. Economic forecasting in a market such as ours is difficult – last year we recommended and convention adopted a cost of living adjustment of 2.7%; the actual increase last year was 4.5%. At the time the Commission made the recommendation for 2009 we knew this and all signs at the time were positive so a 5% adjustment seemed a safe bet. At this moment, consumer prices have softened but given the fact that we undershot last year we believe we are still in the right ballpark. There appears to be confusion about how the COLA affects our scale. The COLA shifts the scale upward but does not set actual clergy salaries. The resolution mandate applies only to those who are currently at the minimum of the scale. Second – the Commission is very aware that clergy compensation needs to be reviewed wholesale from time to time. Overall clergy salaries in the diocese of Olympia are in the 40th percentile of dioceses nationwide although our cost of living is much higher. We need to consider if we are truly paying living wages to our clergy – we will begin to work with CADO and the bishops on this issue.

Committee on Resolutions

Bishop Rickel recognized Mr. Duncan Bayne, chair, to begin the report from the Resolutions Committee. Bayne placed on the floor **Resolution #10—Memorializing the Genesis Covenant**, and **moved** adoption with a Committee recommendation of “do pass as amended.” [Full text pg xx]

Amended Text of Resolution:

Resolved, That the 98th Convention of the Diocese of Olympia requests the 76th General Convention of the Episcopal Church (2009) to consider the following resolution:

Resolved, the House of ____ concurring, that the 76th General Convention of the Episcopal Church affirms that The Episcopal Church become a signatory to the **Genesis Covenant**, thereby making a public commitment to work to reduce greenhouse gas emissions from every facility it maintains by a minimum of 50% within ten years.

Motion carried
Resolution #10 adopted

Bayne placed on the floor **Resolution #1—2010 Diocesan Assessment Rate**, and **moved** adoption with a Committee recommendation of “do pass.” [Full text pg xx]

Original Text of Resolution:

Resolved, That this 98th Convention of the Diocese of Olympia approve the recommendation of the Diocesan Council that the 2010 diocesan assessment rate factor be set at 18% of the Net Disposable Income (NDI).

Motion carried
Resolution #1 adopted

Bayne placed on the floor **Resolution #2—Cost of Living Adjustment for 2009**, and **moved** adoption with a Committee recommendation of “no opinion.” [Full text pg xx]

Original Text of Resolution:

Resolved, That this 98th Convention of the Diocese of Olympia authorize the setting of the Cost of Living Adjustment for 2009 parochial clergy salary scale at 5%.

Motion carried
Resolution #2 adopted

Bayne placed on the floor **Resolution #3—Supply Clergy Compensation**, with a Committee recommendation of “do pass, as amended.” [Full text pg xx]

Amended Text of Resolution:

Resolved, That this 98th Convention of the Diocese of Olympia pass the following compensation rates and policies for supply clergy: One Sunday service with sermon, \$200; two Sunday services with sermon, \$250; One weekday service, \$85; Class or additional services \$100 (minimum). Supply clergy called upon to perform additional duties (pastoral care, teaching, etc.) shall be compensated at a minimum rate of \$25 per hour for preparation and performance of said duties (\$100 minimum applies), to be negotiated in advance. Standard IRS business mileage rates and direct transportation costs, such as ferries, etc. shall be reimbursed. Reimbursement for lodging and meals must be negotiated in advance. Negotiation of rates below this minimum under special circumstances, requires approval of the Bishop. Supply clergy and congregations may negotiate higher compensation rates. Nothing herein precludes supply clergy from donating their services.

Motion carried
Resolution #3 adopted as amended

Bayne placed on the floor **Resolution #9—Creation Care: Vegetarian/Vegan Food at Diocesan Events**, and **moved** adoption with a Committee recommendation of “do pass, as amended.” [Full text pg xx]

Original Text of Resolution:

Resolved, That this 98th Convention of the Diocese of Olympia commits the diocese to offer vegetarian and/or vegan meals at all diocesan funded events where meals containing meat are served.

Motion carried
Resolution #4 adopted

Bayne placed on the floor **Resolution #7—Support for the Healthcare Training Program of the Episcopal Diocese of Jerusalem**, and **moved** adoption with a Committee recommendation of “do pass.” [Full text pg xx]

Original Text of Resolution:

Resolved, That the 98th Convention of the Diocese of Olympia sponsor Investing for Peace in the Holy Land and encourage the Bishop’s Committee for Israel/Palestine to help raise funds for its Healthcare Training Program in the Diocese of Jerusalem.

Motion carried
Resolution #7 adopted

Bayne placed on the floor **Resolution #8—Affirming Calls for Israel to Withdraw from Illegal Settlements**, and **moved** adoption with a Committee recommendation of “do pass.” [Full text pg xx]

Original Text of Resolution:

Resolved, That this 98th Convention of the Diocese of Olympia support and affirm the position of Sabeel, the ecumenical agency for Peace with Justice in Palestine-Israel led by the Reverend Canon Naim Ateek, in calling for the State of Israel to withdraw the illegal settlements in the West Bank in accordance with International Law as evidenced by United Nations Security

Resolutions 242 (1967) and 338 (1973); and be it further **Resolved**, That a copy of this resolution be sent to the Senators and Congresspersons who represent the State of Washington.

Debate followed on Resolution #8. Speaking in favor: the Rev. Pete Strimer, St. Andrew’s Church, Seattle; Stanley Fear, St. Aidan’s Church, Camano Island. Speaking in opposition: Joel Connelly, St. Augustine’s in-the-Woods, Freeland; Bill Carr, Church of the Holy Spirit, Vashon Island; Nigel Taber-Hamilton, St. Augustine’s in-the-Woods, Freeland.

Mike Morrissey, St. Bede, Pt. Orchard rose to offer an amendment. Bishop Rickel, with no objection, said that proposal of the amendment and further discussion would be postponed to Saturday morning.

Announcements/Evening Prayer

The day concluded with announcements and evening prayer. Bishop Rickel recessed the convention until 8:30 AM Saturday morning.

Saturday, November 15, 2008

Indaba Groups #3

Genesis 1:26-28. Bible study questions: What does it mean to you to be made in the image of God? What does being made in that image mean for how we treat one another? Indaba questions: Some people suggest that one of the problems in the Church, with the discussion of human sexuality, is the lack of “work” that has truly been done on the local parish level, in all areas of human sexuality. What would you like to see offered in our churches in the area of human sexuality? The Episcopal Church has been in dialogue about homosexuality for fifteen or more years. Is now the time to remove all barriers to full inclusion of sexual minorities or is resistance to inclusion still so strong that there continues to be need for dialogue? How did the election and consecration of Gene Robinson affect your personally?

Eucharist

Convention continued with Eucharist offered by COTA (Church of the Apostles) emerging mission in Seattle’s Fremont neighborhood. Bishop Greg Rickel was the celebrant. The offering was designated for COTA for retirement of their building expansion debt.

Call to Order

Bishop Rickel called the convention to order.

Report of the third ballot

Bishop Rickel called on Secretary John Schaeffer for the report of the third ballot. – these are not the correct numbers – the sound was off on the CD.

Standing Committee

Clerical Order — concurrence between orders (56 clergy/ 153 lay on this ballot) required to elect.

John Allen	26 clergy	77 lay
George Ann Boyle	77 clergy	202 lay
Robert Rhoads	6 clergy	16 lay

BOYLE ELECTED

Standing Committee

Lay Order — concurrence between orders (56 clergy/ 153 lay on this ballot) required to elect.

Barbara Fox	72 clergy	217 lay
Barbara Larson	26 clergy	59 lay
Laura Lewis	7 clergy	15 lay

FOX ELECTED

Ministry to retired clergy and spouses of deceased clergy

Bishop Rickel called on John Schaeffer for the report. Excerpts:

Schaeffer: I am chaplain to the retired – along with Bishop Sandy Hampton, Mari Hampton and Lorrie LaBranche. Over 200 names on the mailing list – retired clergy, retired spouses and spouses of deceased clergy. We have yearly luncheons around the diocese. Bill & Sue Maxwell, Gerry and wife Gerry Lonergan are also chaplains. The national church has placed great emphasis on the fact that retired clergy are a treasure that should be honored. It's a very exciting ministry, although still somewhat limited. We hope to be more effective as the ministry grows.

Schaeffer appealed to clergy who have clergy widows or widowers in their parish attending church with some regularity to send the names so they can be added to the mailing list.

Resolutions

Discussion returned to Resolution 8. Mike Morrissey, St. Bede's church, Pt. Orchard, offered an amendment to Resolution #8 to add a second clause between the first and third resolved.

Proposed Amendment

Resolved, this diocese calls on all parties to cease the killing, wounding, and destruction.

Debate followed on the proposed amendment. Speaking in opposition: Joel Connelly, St. Augustine's in-the-Woods, Freeland.

**Motion passed
Amendment to Resolution #8 adopted**

Debate continued on Resolution #8.

Speaking in opposition: the Rev. JR Lander, St. Augustine's in-the-Woods, Freeland.

The Rev. Richard Burher, St. Paul's, Seattle, called for the question.

**Motion passed
Debate ended
Motion rejected
Resolution #8 failed**

Bayne placed on the floor **Resolution #4—Bishop's Future Focus Fund**, and **moved** adoption with a Committee recommendation of "no opinion." [Full text pg xx]

Original Text of Resolution:

Resolved, That the 98th Convention of the Diocese of Olympia authorize the Diocesan Council to establish and monitor a "Bishop's Future Focus Fund" which annually asks pledging units of the Diocese of Olympia for contributions each May, with an annual goal of \$880,000 dollars, separate from the Diocesan Budget; *and be it further* **Resolved**, That the Bishop of the

Diocese of Olympia or his designated representative shall allocate these fund monies for the express purpose of "Moving Our Diocese into the Future" as described in Bishop Rickel's letter of 05/21/08, 08/C/1, Section 1, of the Convention 2008 Delegates Notebook, along with a full report to each subsequent convention; *and be it further* **Resolved**, That all "Bishop's Future Focus Fund" administrative costs be paid by the fund.

Speaking for the sponsors: Stan Burgess, St. Luke, Renton.
Speaking in opposition: the Rev. Pete Strimer, St. Andrew's Church, Seattle.

**Motion failed
Resolution #4 rejected**

Bayne placed on the floor **Resolution #5—Concerning a Canonical Change Regarding Clergy Compensation**, and **moved** adoption for discussion with a Committee recommendation to refer. [Full text pg xx]

Amended Text of Resolution:

Resolved, That this 98th Convention of the Diocese of Olympia authorize amendment of Canon 12, sections 2 and 3, to specifically include all active clergy as indicated:

Canon 12 Section 2

All clergy ~~employed by~~ actively serving any Parish, Mission, Congregation or other diocesan institution shall be covered by written agreements specifying terms as to compensation, including any housing and utilities allowance, pension and insurance benefits, and business expense allowances, which are not inconsistent with the Constitution and Canons of the National Church and the Diocese and the Diocesan Clergy Personnel Policy Manual.

Section 3

The Diocesan Council shall periodically recommend the establishment of a minimum annual compensation applicable to all clergy ~~employed by~~ actively serving any Parish, Mission, Congregation or other diocesan institution. Once adopted by Convention, written compensation payments shall not be less than the established minimum without the written concurrence of the Bishop.

Speaking for the sponsors: Mike Morrissey, St. Bede Pt Orchard **moved** to refer the resolution and its amendments to the bishop diocesan for discussion and recommendation to be presented at the next convention; seconded.

**Motion passed
Resolution #5 referred**

Bayne placed on the floor **Resolution #6—Concerning a Canonical Change Regarding the Resolutions Committee**, and **moved** adoption with a Committee recommendation of "no opinion." [Full text pg xx]

Amended Text of Resolution:

Resolved, That this 98th Convention of the Diocese of Olympia adopt the following paragraph to be substituted for the whole of Canon 4.e.4

4. The Committee shall consider all Resolutions received and shall report them to Convention, either as received or as amended or combined. The Committee's recommendations for resolutions which meet the prescribed form (whether original, amended or combined) and time frame will not include "do not consider, do pass, do not pass" or similar wording. Recommendations concerning the resolutions may include "refer to other committee or commission." A recommendation for referral will include justification.

Speaking for the sponsors: *Bob Rhoades, St. Luke, Sequim* offered a friendly amendment; seconded.

Friendly amendment accepted with no objection

Speaking in opposition: *Diane Stipp, St. Stephen's Church, Seattle; Dale Ramerman, Christ Church, Anacortes.*

Motion failed
Resolution #6 rejected

Announcements/Noonday Prayers

Bishop Rickel recognized Secretary John Schaeffer for announcements. Bishop Rickel thanked Dede Moore for the excellent organization of the convention. Noonday prayers followed.

Committee on Constitution and Canons

Bishop Rickel recognized Mr. Duncan Bayne for the report from the Committee on Constitution and Canons.

Duncan Bayne announced that Doug Oles would not be making his usual report to the convention as he was currently in Las Vegas working on a trial. Bayne proceeded to move the committee recommendation on each of the proposed changes in document 08/E/1. 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.

Second vote on changes to Constitution:

Article XIX, Sec. 2(b) (Floor Nominations for Diocesan Bishop) Implementing a recommendation from Standing Committee, this article would be amended to clarify that the right of delegates to nominate Episcopal candidates from the floor of Convention remains subject to the requirement for background checks. The amendment imports a phrase from the applicable National Canon (Title III, Canon 11, sec 1(b)(1)), as follows:

Additional nominations may be offered on the floor of said Convention, subject to its rules and including provision for adequate background checks.

Motion passed in the clergy order

Motion passed in the lay order

Amendment to Article XIX, Sec. 2(b) adopted on second reading

First vote on changes to Constitution and Vote on change to related Canon:

Article VII, Section 4(f) & Canon 19, Section 7 (Process for Regional Ministries to Select Young Adult Lay Delegates). It was suggested that Convenors of Regional Ministries be reminded of their opportunity to select a young adult lay delegate to the Diocesan Convention under Article VII of our Constitution. It was also suggested that Regional Ministries be allowed to select such delegates before their last pre-Convention meeting so that they would have more time to get involved in the process. The Committee therefore recommends the following amendments: Article VII, Section 4(f) of the Constitution would be amended as follows:

The Lay members of Convention shall consist of: ...

One young adult (ages 16-21) selected by each Regional Ministry ~~in its last regular meeting~~ prior to Convention.

Motion passed in the clergy order

Motion passed in the lay order

Amendment to Article VII, Section 4(f) adopted on first reading

Canon 19, Section 7(c) would be edited as follows:

The Convenor/Assistant Convenor of each Regional Ministry shall: ...

c. Establish a procedure for timely selection of a young adult delegate to Convention under Article VII, Section 4 of the Constitution.

d.e. Perform such other duties as the Bishop may assign.

Motion passed

Amendment to Canon 19, Section 7(c) adopted

Vote on changes to Canons:

Pursuant to Canons 28 and 29, canons can 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 12, Section 4 (Conflict of Interest). Recently, government officials and auditors have pressed "for profit" corporations and some non-profit corporations to adopt rules governing conflicts of interest. The Diocesan corporation has adopted an interim rule to remain in effect until Convention. The Committee felt

it was unnecessary and/or inappropriate to specify a detailed rule against conflicts in our Canons. However, a consensus favored adopting a Canon that would enjoin the Board and individual congregations to adopt such rules. The Committee therefore recommends adding a new Section 4 to Canon 12 (“Business Methods in Church Affairs”), as follows:

Section 4: The Diocesan corporation and individual congregations shall adopt rules or procedures to reasonably disclose and resolve conflicts of interest that may exist between individuals and the entities they serve.

Motion passed

Amendment to Canon 19, Section 7(c) adopted

Bishop’s Cross Presentation

Bishop Rickel announced one Bishop’s Cross presentation for this year: QuiQui Westinghouse.

Bishop Rickel: *It has been suggested in one form or other by many theologians that there are about a handful of people who’s prayers hold us all together. If they ever stopped praying we would be in serious trouble. Knowing that prayer takes many forms – quiet, movement, action, words, attention, presence – we may never be able to know – and probably shouldn’t – who those people are, but that is the point of the story – we never know if we are conversing with one of those handful, seeing them on the street, sitting next to them on the bus, even unwittingly ourselves without knowing. The Bishop’s Cross is given to someone who we suspect is in that handful of people. QuiQui Westinghouse is one of those people. She was born in England. She served her country – England – during WWII first as a nurse, then the foreign office requiring her to sign the “official secrets act” which holds to this day training “baby agents” to clandestine activity in Holland. She was taught to fire a revolver aimed at Hitler, was sent to Cairo via troop ship of 3000 men and 3 women – we’d love to hear more about that sometime. Returning to London at the end of the war via Mitchell Bomber where she married George Thomas Westinghouse at St. Mary’s Church, Waden, England, she came to the United States 50 years ago. She has been an active member of Trinity Church, Seattle, for nearly 40 years. She has served on the search committees and the vestry quite a few times. When she was 80 years old she traveled to Washington, DC, to the National Cathedral to attend workshops on flower arranging. She also volunteered at Children’s Hospital where she raised money by selling thousands of daffodils. She also personally sewed stuffed animals and dolls which were sold in the hospital gift shop giving all the profits to the hospital. At Trinity, she is the chief flower arranger for the altars, and one of her fans there says this, “She’s a trooper. One day she fell into a hole in the sacristy hurting her back and bleeding from her head, but she got up and continued on until the flowers for the service were complete – before she sought medical attention.” Today we honor her long years of service to Trinity Church, Seattle, and therefore also the Diocese of Olympia. We give thanks for her example to all of us, teaching us to enjoy our journeys, but also always to learn from them. And on this day it is my honor to bestow upon her the Bishop’s Cross.*

Westinghouse: I really truly am so surprised and so overwhelmed. I have no idea what to say. But, thank you very much.

Radical Hospitality (part 2)

Bishop Rickel welcomed to the podium once again Canon Stephen Wendfeldt. Excerpts:

Wendfeldt: “You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything except to be thrown out and trampled by men and women. You are the light of the world. The city on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand and it gives light to everyone in the house. In the same way, let your light shine before men that they may see your good deeds and praise your father who is in heaven.” ... I’m here to tell you, as much as you love your church, and as much as you think of yourselves and how good and friendly and wonderful you are, the world out there doesn’t know you exist. Is that a surprise? Because they have no reason to care that you exist. The only one who can make them care that you exist is you. You are salt and light. It’s not them who make you salt and light, it’s the power of God that leads you to be salt and light. It’s not by happenstance that we happen to be where we are planted. ... If, if – we had more people, money, is what I hear. Have you ever been wanting for anything that God has not provided for you? Have you ever lived in scarcity? Everything you need you already have. We live in abundance. The difficulty is we’re not sure what we have and therefore unsure of what to do with it. We choose not to be salt and light. We do not insinuate ourselves into the community as salt and light. I call you to become the center of your community. I invite you to take a look at how Jesus couldn’t help but become the center of the community because his presence was a powerful presence and everything began to focus on him. There are two parts to it. One is to become the center of your community and two is to reach into your community with impact. Get to a place where people begin to know who you are. It’s important for us to offer ourselves to the world – with whatever we currently have. God has given you a facility, use it. It won’t work if we go out to build a name for ourselves. We’re part of God’s enterprise, God is not necessarily part of ours. We need to get on board with God’s enterprise. Let’s go do it. Amen.

Episcopal Relief & Development

Bishop Rickel recognized Mr. Brian Sellers-Peterson, ERD regional representative for Province VIII; for the presentation. Excerpts:

Sellers-Peterson: Episcopal Relief and Development (ERD) is the international relief and development agency of the Episcopal Church. It’s guided by our churches principles of compassion, dignity and generosity as we work to heal a hurting world. Over the past year we have reached more than 2 million people in 40 countries. Rather than impose one size fits all solutions ERD supports local long-term initiatives that address poverty, hunger, disease, economic development, and disaster response where the need is greatest. Our partnership with the worldwide Anglican Communion creates opportunities to serve communities in some of the most remote areas of the world, as well as in urban

environments where extreme poverty persists. In many of these places the church is often one of the few institutions people trust and turn to for help. We are also deeply involved with the Millennium Development Goals (MDG). It's really all MDG, all the time for us. My job today is to say thank you. Thank each one of you; thank each one of the congregations in this diocese because you have been able to help us work in Kenya and Nicaragua, and 38 other countries. We also work in the United States in places like New Orleans where we work with the office of Disaster Response and we're currently working with the Diocese of Texas in the aftermath of Hurricane Ike. We've also been working in this State after all the damage that was done in SW Washington a year ago. Year in and year out this is one of the top giving dioceses in the country. I didn't crunch the numbers this year but in past years and I think this year is no exception this community has been number one in terms of per communicant giving. And I think because of the Malaria nets you're streaks ahead of every other diocese. I want to single out a couple of people – my partner in crime Carl Knirk who has been a wonderful friend and someone I can always count on for advice and guidance. I'd like to thank Dave Baylor for his work as the disaster response and preparedness guy for this diocese. I'd like to thank the Women's Development Council for their hard work on the Malaria net challenge. We're almost at the end of our fiscal and calendar year, it's been a tough few weeks, and we're trying very hard to keep our financial commitments to our global partners. Think of us and our work as we approach the end of the year and if you haven't done your Christmas shopping yet, come get a Gifts for Life catalog.

Presentations

Bishop Rickel recognized Carl Knirk. Knirk presented checks (the result of the recent Bishop's Bash) for \$50,000 to ERD for malaria nets and \$50,000 to St. Paul's New Orleans for their Homecoming Center.

Report – New Orleans update

Carl Knirk introduced Pete Nunally, the Director of Volunteers for the Office of Disaster Response for the Diocese of Louisiana, to provide a New Orleans update. Excerpts:

Nunally: I'm actually the Volunteer Coordinator, but I'll take whatever title. I want to give you some updates on what's happening down in the Big Easy because as a lot of you know it's not easy to be living there for a lot of folks. I want to thank the Diocese of Olympia for all the support of the Homecoming Center and all the relief efforts happening in the Gulf Coast. Without your help a lot of things would not have been possible. It's wonderful to see what our faith in action looks like, to live out our faith like we talk about. It's very nice to see a group of wonderful people who have a lot of energy and enthusiasm toward outreach. The current situation in St. Paul's – this money will go to relocating St. Paul's from Lakeview, which is now a successful neighborhood, to Gentilly, which is still in need of a lot of help. Your money is going to reach beyond the St. Paul's area. At the Office of Disaster Response (ODR) we offer a rebuilding program – we gutted about 890 houses and are now in the rebuilding phase – about 40 completed. Many of you have been down to work with us. We

have case managers to connect people – mainly renters – who need help with access to resources. We have community organizers working in the high schools and addressing some of the needs of the kids. With the financial crunch, everyone is hurting, I don't have to explain to you what that means. The needs are very real. We're looking at a potential end date in the not to distant future unless we develop more funds. We're looking into more volunteer programs. We're developing a curriculum around human rights and justice issues. It's an ambitious plan. We all feel like we want to help and there's not always a method to do that – a specifically Episcopal one. We need more wheels to do this disaster relief work. Website www.edola.org. Thank you.

Bishop Rickel presented an icon to be taken back to the Homecoming Center.

Committee on Resolutions

Duncan Bayne reminded convention members that six-hour resolutions require a vote to consider before a vote can be taken on the resolution itself, one six-hour resolution was filed. Bayne referred to **Resolution #11 (six-hour resolution)—Support of the Office of the Anglican Observer to the United Nations**, and moved consideration of the resolution.

**Motion carried
Consideration accepted**

Bayne **moved** Resolution #11. [*Full text pg xx*]

Text of Amended Resolution:

Therefore ~~is~~ is ~~be~~ it Resolved, That the Diocese of Olympia expresses strong support for the work of the Anglican Communion ~~and~~ at the United Nations and recommends to the ~~33,000 parishioners in 98~~ congregations of the diocese ~~to~~ that they dedicate ~~the offering of~~ the immediate Sunday prior to or following the annual United Nations Day on October 24 ~~to the challenging work of~~ to recognition of the United Nations and the Office of the Anglican Observer [deleted text]; ~~And~~ May ~~be~~ it further Resolved, that ~~the funds~~ special offerings received on that Sunday are to be deposited into the ~~newly established~~ Archdeacon Ti Fund and ~~from there once each year~~ and directly forwarded as a contribution of the Diocese of Olympia to the Office of the Anglican Observer at the United Nations in New York.

Discussion: Speaking for the presenters: Jans-Dieter Stahmer who noted that there is no Archdeacon Ti Fund at the time, but would expect it to be established by the Diocese.

Friendly Amendment

Bob Wheeler, Trinity Church Everett, offered an amendment, which was seconded, to add a third resolved to establish the Archdeacon Ti Fund.

Friendly amendment accepted

Proposed Motion to Refer

It was **moved** and seconded to refer the resolution to the Commission for the Church in the World.

Discussion on the motion to refer: Speaking against the motion to refer to CITW: *Chris Steele, St. Clement's Church, Seattle; Jens-Dieter Stahmer, St. John's, Olympia.*

Motion carried
Resolution referred

A motion was made and seconded to call for a hand count by the Pages.

Voting in favor of referral 238

Voting against referral 171

Motion carried
Resolution referred

Courtesy Resolutions

Bayne **moved** the Courtesy Resolutions as a block.

BE IT RESOLVED that the 98th 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 completing their terms on Diocesan Council, and various boards, commissions, committees and task forces. **BE IT RESOLVED** that the 98th Annual 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 98th Annual Convention of the Diocese of Olympia give thanksgiving for the leadership and ministry of our Bishop Suffragan, Rt. Rev. Bavi Edna “Nedi” Rivera, and her husband, the Rev. Robert “Bob” Moore. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia give thanksgiving for the leadership and ministry of our Presiding Bishop, the Most Reverend Katharine Jefferts Schori, and that of her husband, Richard. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia sends its greetings to the Archbishop of Canterbury Rowan Williams with our thanks and our prayers. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia send its love and best wishes to our Bishops Retired, Robert Cochrane, and his wife Terry; Sanford “Sandy” Hampton, and his wife Mari; Vincent Warner, and his wife Shen; and William Choi, and his wife Catherine; Cabbell “Cabby” Tennis, and his wife, Hyde; Craig Anderson and his wife Lizbeth. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia sends its greetings to the Rt. Rev. Michael Sande, Bishop of Butere, Kenya, and to all the clergy and people of the Diocese of Butere. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia sends its greetings to the Rt. Rev. Suheil Duwani, Bishop of Jerusalem and the Middle East and to all of the clergy and people of the Diocese of Jerusalem and the Middle East. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia sends its greetings to the Rt. Rev. Michael Ingham, Bishop of the Diocese of New Westminster and to all of the clergy and people of the Diocese of New Westminster. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia sends its prayers and blessings to the people of Texas as they recover from the recent hurricanes. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia recognize

and celebrate 100th Anniversary of St. Andrews, Aberdeen as a Parish; the 100th Anniversary of St. Peter, Seattle; and the 50th Anniversary of St. Phillip, Marysville. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia express its thanks and appreciation for the leadership of the Rev. Stephen Garratt as President of the Standing Committee. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia express its thanks to the hard work and dedication of the Transition Committee during the Bishop's transition. **BE IT RESOLVED** that the 98th 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 98th Annual Convention of the Diocese of Olympia express its thanks for the ministry of all who have worked so hard on this Convention's planning: in particular Matthew & Meredith Campbell, Kathy Hamilton and all of the youth and young adults; Commission for Liturgy and Arts for creating our wonderful liturgies, 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 98th Annual Convention of the Diocese of Olympia express its thanks to those who serve as pages, tellers and work 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 98th Annual Convention of the Diocese of Olympia thanks the facilitators of our Indaba group and especially the Rev. Melissa Skelton who led and guided this group. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia thanks Canon Stephen Wendfeldt for his ministry and message to us on radical hospitality. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia thanks all the staff of the SeaTac Hotel for their care for us. **BE IT RESOLVED** that the 98th 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. **BE IT RESOLVED** that the 98th Annual Convention of the Diocese of Olympia recognizes the ministries of Mariquita “Qui Qui” Westinghouse and expresses its appreciation to her by saying, “Well done, good and faithful servant!”

Jean Perry with no objection asked to have St. David Shoreline added in 50th anniversaries.

Motion carried
Courtesy Resolutions adopted

Recognition of youth, pages, volunteers and diocesan staff

Bishop Rickel recognized the youth representatives (voting and non-voting), volunteers, TACS facilitators, the pages and registration volunteers, the Visual Arts, Michelle Lorton, banquet hosts, the liturgists, the Liturgy and Arts Commission and convention musicians Jason Anderson and Jack Barben. He recognized and thanked the diocesan staff, members

of the Head Table, your suffragan bishop Nedi Rivera, his wife and son, Marti and Austin.

Charge to the Convention and Diocese

Bishop Rickel provided his charge to the convention to “listen carefully for the echoes that remind us who we are and whose we are and gives us our hope.”

Final Announcements

Sending Forth

Bishop Rickel called on Secretary John Schaeffer for final announcements; Schaeffer announced that the 2009 Convention will be October 16-17 at the Hilton Vancouver, Vancouver, Washington.

Adjournment

Bishop Rickel declared the 98th Convention adjourned with the following words:

Though it may not seem so I think you’ve shown courage in having conversations with your brothers and sisters in Christ, some you have not known before, some you may not necessarily agree with, but finding those bridges you can walk across together. There’s almost nothing as hopeful and courageous as that. I’ve been blessed by watching you, by being with you and I look forward to this next year and to many years as we move even more into this belief and change our church to match the reality that all of our effort and all of what we have built exists for those who are not part of it, who are not here this weekend, who are yet to know us, but who need this just as we need them.

Section 2

Bishop's Address – the Rt. Rev. Greg Rickel
98th Diocesan Convention

Good morning. This is the day the Lord has made, let us rejoice and be glad in it. Look around at yourselves, you look really good. I greet you in the name of our Lord and saviour Jesus Christ, dear delegates, visitors, all who have made this gathering possible, and especially to our honored guest and friend the Rev. Canon Stephen Wendfeldt. Steve you have been and continue to be in our prayers after a long struggle and the passing of your dear wife, Kathleen Marie. You will stay in our prayers. We're glad you get to be at home with us during this time. So welcome. If you're not laughing now that it's listed as a homily you will be when I'm finished. Just recently, I finally went to see the dentist. I know you're very happy about that. I waited entirely too long, over a year since I moved here but there were a few other things on my plate and so it's gone by the way. Still finally I went just a few weeks ago and I decided to go to Jerry Shigaki's daughter Christine, who, every time I asked who to go to this was the name I was given. My wife and son actually went first and she came back speechless. She said when she walked in she was the only one in the room, the whole staff was standing there waiting for her as if she was the only person she had to work with. She described them as hovering over her and explaining things she had never had explained before, giving her options she never knew she had. She said she had never experienced

anything like it in her life. So, somewhat prompted for what I was about to experience I went also and I must say that even prompted I was amazed. I sat there wondering how can such a place make any money. I was the only one in the office for an hour and a half, only seeing another patient just before I left, and they have not even got to cleaning my teeth, that will come a few weeks from now.

This was all about hearing me, listening to me, learning about my teeth, about my mouth and the wish I had for my five-year plan for dental care. Now I'm not kidding – a five-year plan for my dental care. I had never heard these words before in a dental office. I thought maybe this is a Pacific Northwest thing. Perhaps Texas and the south have just not caught up with the dental method curve. At one point Dr. Shigaki asked me if I had a preference for what kind of filling they would put in my mouth if that time ever came. And I know I peered back at her like a deer in the headlights, as I was not aware enough to know that I had any options in the matter. I told her just that, I don't know even enough to suggest it. I'm from Arkansas, I told her. I grew up there. For all I know the dental assistant was mixing quick-creed in the back room and that's what's in my teeth. She assured me they would be making sure I knew my options the next time I needed a filling, the pros and cons of each possibility.

I walked out after an hour and a half stunned. When I saw my wife she just gave me that little well what did I tell you look. And I shook my head and said yes it's a thing of beauty I must admit.

Our theme for this convention is radical hospitality. And although you and I see it and know it at times we do in fact have a long way to go on this. I'm always a bit worried when I hear a church decide they've got this all figured out. That sentiment alone is a sure sign that they don't. This is so intentional and yet sincere and that balance is something that needs to be worked with at all times. Steve will be leading us in more discussion of this in the hours to come and we are very fortunate to have him with us.

I told you in my pre-convention video address we have some infrastructure that still needs work, some clarity about what it is we do and who it is we are and we're going to be asking you more and more to weigh in yourselves on that, even beginning with some of that feedback at this convention. I also hear a lot about our need to get a vision and mission; I believe that but I want to suggest something to you about it. I'm always a bit suspicious of all the talk of visioning and the need for it at the expense of actually doing something. We can just as easily use the talk of waiting for that, waiting for you bishop, waiting for something that keeps us from getting on with it. Additionally, often when

we do the work of visioning and get to some agreed upon statement all work seems to stop, as if getting to the statement is all we need to do in order for the kingdom to come. These are simply dangers in a very good approach. But part of my suggestion is the belief that we have already been given a vision statement. We were given that vision when we were reborn into this thing we call Christianity, the way. For us as Episcopalians our baptismal covenant is to me one of the most radical documents ever written. When we recite it, I think we should and often do, I do, get shivers up my spine. It's weight and it's call are great. It is the description of radical hospitality. It is so easy to miss that as we get used to it.

Beyond that, we do need to get specific about what it is in the short term we intend to do to move us closer to the reality described in that document. Mission strategy around that vision is surely needed and we are working in that direction, but our vision is clear and it's already before us. It gives us plenty to do and to shoot for; there is no need to wait.

Since I first set foot on the soil of this great diocese I have been clear about what I saw as the greatest needs here and about where I would spend my energy if called here. I've tried to do that in three areas – people 35 and under, congregational development, and stewardship of all our resources, human monetary and our environment. As the first year of our work and ministry together ended we have made progress in all of these areas. The commission on Emerging Mission has been instituted and is beginning its work under the direction of Karen Ward from the church of the Apostles in Fremont. As part of the reorganization of the D-House staff we have named a position for Canon

for Youth and Young Adults, which Kathy Hamilton ably fills, and the National Episcopal Church will house at St. Mark's Cathedral the national full-time Program Officer for Youth and Young Adults, here in this diocese.

In the area of congregational development have instituted the College for Congregational Development with the Rev. Melissa Skelton rector of St. Paul's, Seattle, as the head of this new endeavor. It will begin training in earnest in January of 2009. Currently, both tracks are nearly filled and this is great news. The hope of this college is that we might all have a common language in which to work on development of all of our congregations and most importantly that you at the local level be steeped in the spirituality and skills necessary to make change happen and to grow healthy congregations. This is a huge step. I thank Melissa for her work in pulling this together, the many talented people who will help us kick this off and for your eagerness and commitment that is very apparent in joining this journey.

We have also kicked off our Safeguarding God's Children sexual responsibility training which will be growing and which will be required on many levels in all our churches. This is a move to protect our children and each other and to build the safest churches we can. We have already held two clergy days for this training where over 130 clergy were trained. Some local congregations have held trainings already, as well, and one will be coming to a location near you.

In the area of stewardship, our planned giving effort, our Bishop's society, started by Bishop Warner in 1993, is now the largest in the Episcopal Church with over 1200 people signed on who have remembered the church in their will.

I am proud to count myself among that number. Canon Carl Knirk is the champion of this effort but all of you are the ones that have made it what it is and I can tell you that weekly, weekly without exaggeration, we see the fruits of this work.

This past year the Bishop's Committee for the Environment has made some of the most monumentally leaps in its work under the direction of Kate O'Sullivan. It is setting a high mark not only for each of us but for the faith community everywhere. Some of there work, including the strategy for us to approve and live by the Genesis Covenant is leading the Episcopal Church. And some of the work within the diocese is already beginning, including the retrofitting of D-House and at least five other churches with the hopes of working with all in the future to increase energy efficiency. They have many other good initiatives under way and I commend them and their work to you.

This past year I was asked and accepted the appointment of our governor to serve as the faith representative to the climate action team. Our recommendations have just been completed and approved by a large and diverse team which I was honored to be part of. Those recommendations signed by all on the team, including me will soon go to the governor and then to the legislature for consideration.

Our first ever Bishop's Bash raised over \$160,000 on one of the worst nights in 30 years to be raising money. By that we were able to send in short order thousands for malaria nets and to St. Paul's in New Orleans. You will see more about that at this convention. And on that night we kicked off our relief effort for Hurricane Ike in Texas with

donations on that same night of over \$16,000.

So for now, I plan to stay focused on these three areas. That does not mean I'm not giving energy to other necessary items, I am. But these are the three that keep me focused on the future here. Additionally, this does not mean that there are not many other very important ministries, so many that I'm so supportive of but can not possibly mention now. And surely all of these help to build up this church and the body of Christ. As an example of just that I want to share with you two correspondences that come from the very core of our life as a community of Christians tasked with spreading the good news. These are two many I might add, but I want to share these two with you.

The first is from the Rev. Janis Johnson in Oregon, some of you will know her. When the floods in the southern part of our diocese occurred last year at about this time she wrote to me telling me that she had a sister that had been severely affected and she asked for me to get aid to her. Nedi and I and a group of us visited what was her house; we did connect her with St. Timothy's in Chehalis and they picked up the ball and ran with it. Several months later Janis set me this email: "Dear Bishop, As I watched the hurricane bearing down on New Orleans I was reminded to send you a thank you. Last winter I wrote to you to find our who might be able to provide some support to my niece her husband and two children with one on the way and the response has been overwhelming. Not only did St. Timothy's provide needed cash but three ladies share in picking up the families laundry once a week, still. And one of those ladies notices that now that the renovations are nearing completion my niece had picked up a piano from my mothers

house, my mother died just a week before the floods. One of my nieces daughters age seven must have been tinkering with the keys. So one of the women went back to St. Timothy's with the story and now that seven year old is taking six months of free piano lessons from the priest's wife who is also helping her learn how to focus after a very tough year. It all reminds me of today's lessons from seeking Jesus to the gifts of the entire body of Christ that Paul describes in Romans. For certainly these women who do laundry and teach piano are showing Jesus to my niece and to her daughter. Eugene Peterson paraphrases Roman 12:9 as love from the center of who you are, don't fake it. They truly are doing just that and it warms my heart to see the church being the hands and feet of Christ without asking for anything in return."

The second comes from Ryan March and the Church of the Beloved in Edmonds. One of the emerging churches in our area. Ryan hangs out at the Church of the Apostles in Fremont, essentially was birthed from there I believe. You will see him at the closing Eucharist and around here hopefully and this occurred on Halloween night in Edmonds. "What is this? The women starred down at our Church of the Beloved table with a puzzled look. We were handing out candy at Edmonds Main Street Halloween party along with the rest of the Edmonds businesses, but we also offered something unique, something very us, a bowl of sand with tall skinny candles. Tomorrow is All Saints Day I told the woman. That's why tonight is called All Hallows Eve or Halloween. So if you want you can light a candle here to pray thanks for someone important to you. She looked intently at the bowl of sand and said how much? How much? Now I was puzzled.

How much does it cost, she said. It doesn't cost anything, it's free. She quickly took a candle, lit it, placed it in the sand and she stood there looking at it for a minute and then began to tear up. Thank you, she said, I needed to do that. For some this was there first time praying and would ask What do I say? It's easy, I assured them, just say thank you to God like you would to anyone who's given you a really good gift. Kids seemed to like it the most, this little pyromaniac boys were more excited about the prayer station than the candy we were handing out. Running up to their parents they would yell, Mom can I light a prayer candle? Can I? At one point we had about 14 kids all gathered around the sand bowl praying prayers with their parents and guardians behind them. Ken would ask them, so who'd you pray for?, after they stuck their lit candle in the sand. My grandmas dog. My uncle who died. The soldiers in the war. My dad. Last night, God was showing us a different way to love our neighbors. We weren't offering a harvest alternative to Halloween. We weren't asking people to come into our church domain. We were joining with the established expression of our neighborhood in the public marketplace alongside businesses and community services and there on common ground we offered our unique way of serving Edmonds. There was nothing confrontational about it. It was what our neighborhood was desiring and what we had to offer, a moment of prayer and gratitude that flowed in and out of the party. By the end of the night we had handed out over 3,000 pieces of candy, over 200 candles had been lit and we were convinced that God is alive and at work in Edmonds, and certainly on Halloween.

Here is the witness of the church. A I know these stories are repeated over and over. This is radical hospitality. Last year at this convention, Nedi and I challenged the diocese in the One for One Malaria Net Challenge; the challenge was to have this diocese purchase one malaria net along with training on how to use it for \$12, one for every member of this diocese. When I made that challenge I purposely did not give the total amount required to make that a reality, but of course, several quick mathematicians among you came up afterward and asked me, Do you know how much that really is? I, of course did. But I wanted to talk about \$12 not the nearly \$400,000 necessary to make that a reality. So today I want to thank Dorothy Gibson who was ERD coordinator or our diocese when this kicked off, the Women's Development council, and especially Laura Ellen Muglia who has poured her life into this challenge. You, all of you, have taken that challenge and because of your example at least seven other dioceses in our church have now set in motion a similar challenge. Today it is the greatest joy for me to announce that through your diligent local efforts and with the Bishop's Bash contribution in it as well, this diocese, all of you, have raised over \$320,000 for malaria nets. Very good. So we're very close. We're not quite there. We are going to continue in one final push. The Women's Development Council is continuing this push and we're going to make it. You can visit them at their booth in the exhibits and I hope you will. This year there's a new card for giving a net as a gift and they have much to share with you. You'll also be receiving a flyer today which will help you know more about this. For all who put so much effort into this,

and so many of you did, Nedi and I thank you very, very much.

One other follow up I owe you from last year in regard to St. Stephen, Oak Harbor, and St. Charles, Poulsbo, I mentioned last year our beginning work with everyone in this covenant. I can report that this year has seen much good work done and even in this very moment we continue to work on those relationships and in finding ways for all in this situation to move ahead. I want to commend the people of St. Stephen's Episcopal Church, our Episcopal remnant there for their great work. When they arrived back on that property to continue in that place they called home for years they came with 12 people – interesting number – they now have 57 and they continue to grow. So some amazing thanks are due to their leadership, lay and ordained. Now many of you know that Rachel Taber-Hamilton has accepted a call to be the director of pastoral care of the Maine general hospital system, thus resigning from St. Stephen, and I did say Maine as in the State. Now Rachel and I are referring to this as a long working sabbatical. And perhaps the longest commute of anyone I know. I think Nigel would like to think of it that way as well, and I understand there are rumors that Nigel and Rachel are somehow breaking up, which is an ugly rumor, and as far as I can tell totally untrue. And if you really want to know that for sure, talk to Nigel yourself who is somewhere in this room and I think he will assure you that all is well.

And so to this convention, you may be already sensing that it's a bit different than in the past. If you want to blame someone, you are looking at who you will blame. At Lambeth I was inspired by the work we did in our bible studies and our Indaba

groups, what I very much believe our Archbishop of Canterbury did get at was that we would not be able to come up with any resolution or legislation at that event that would make anyone happy. More than anything we needed to know each other, to know the places from which we come, to put away the stereotypes we have of one another and even the parts of the world in which we inhabit. Some after Lambeth wondered and even asked what we accomplished. Sometimes it was more pointed and akin to it seemed you didn't accomplish anything. I think we accomplished a great deal and I will stand by that. But accomplishment in this world and accomplishment in the kingdom of God quite often look very different. Kronos time and Kairos time are different things.

I have to say that resolutions are often put forth in order to make points, to have winners and losers, but do not often do much to move our understanding, our reconciliation, or our life together to a deeper place. This is not always the case but I've talked about this enough to know that many do understand what I'm saying. And so my hope, among many hopes, is that we will provide here some time for communication on three topics, to give you a very small taste of what we experienced there and that experience I think is so very hard to describe. And I hope this brief experience of that here is instructive, productive and helpful to you, and to us. I hope we will have more time than usual to study the scripture together with people other than those with whom you traveled here with. I hope we can have serious and deep conversations without the pressure of impending legislation. I hope it is a way of being that you can take back to your local church. I hope it will

only be the start of deep conversations, rich ones. Our three topics for this convention will be the environment, hospitality and human sexuality.

I want to thank right now Melissa Skelton for her leadership and for her gathering together the 11 facilitators who will guide you in your groups. Please be gentle with them. Their pay is very low, but their commitment and excitement is very high and they have offered their skills to you in these two days and I want to thank them now, in front of you for the work they are going to do with us in the next two days.

Now I would be a bit remiss if I did not at least mention the fact that our country does appear to be on a financial rollercoaster right now that most of us all are being forced to ride. This will be an interesting time to live in. Before you assume that the sky is falling I would urge you to consider who we say is in charge here. That has not and will not change no matter what Wallstreet does. Still, we will need to care for one another, watch out for one another more, there is no doubt about that and that is one reason that even in recessions the giving studies show that that churches have not especially if they have done good stewardship work before the recession suffered during them. In fact giving gets more focused and more plentiful when we begin to think about what in our lives is truly important and necessary for ourselves, but more importantly for others. Times like these can help us focus again on what our true calling as the Body of Christ is and our ministry to the world is. As strange as it is and as much ridicule I might get for saying it, maybe this is a gift of sorts.

All of that said, I want to say in writing and in front of all of you the following, my mutual ministry

review was completed by the standing committee, members of the board and the Diocesan Council this past spring with some follow-ups as time went along. It was a very helpful process and I commend it to all of you, in fact this should be happening in all of your churches and I hope it will. There was no increase in my salary proposed out of that review and that seems especially appropriate now. You will also note that there is a COLA resolution before you as there often is before us at this convention. You need to know that it was submitted before this melt down and I know there's a lot of discussion about this on several levels as is very appropriate. I want to tell you that should this be passed I personally will not be taking the COLA increase, nor had an increase been proposed in my salary would I be taking that. And Nedi joins me in that promise. I intend to hold exactly what was paid to me last year for this one even though my family and I intend to give \$1600 more than last year.

I say this so you know it, but also as an entre into asking of you several things. First, to seriously consider the COLA resolution and to not dismiss it out of hand; the people who will get hurt by our failure to consider this are the people on the lowest end of the scales. There is a justice issue not to be missed in this along with some consideration, which is a much longer discussion of what we pay people in our churches to begin with.

Second, I've heard that several clergy have stated or suggested that they would take a cut in their pay in order to make room in the budget for other staff members or for other programs, and I want to make clear how very wrong I think that approach is. While a very noble act it is poor long-term stewardship. In a way such actions begin to handicap

the parish and in fact hurt the future as not taking increases over long periods of time would as well. As difficult as it is to imagine in these situations, these decisions are not about the person in the position now as much as they are about who will fill that position when the incumbent is not there any longer. In short, this decision is one for the next generation and so should be made very carefully. Now that said, there are better ways to handle this is one chooses to go this route, one being that the person can increase their pledge by that amount, but cutting the budgeted amount is a bad decision, and I wanted to say it.

Finally, I want to thank the diocesan staff, all of them for their incredible work on behalf and yours, most especially I want to thank my companion in this work, your suffragan bishop Nedi Rivera, it is such a blessing to be on this journey with all of them and with all of you.

So, yes, we live in interesting times. Somewhat uncertain times, but I would say to you that any certainty we feel at other times is an illusion. And times such as these bring that reality to us as nothing else can. The other thing I would say is that we do have a certain reality in our lives, our God, who is a God of hope. Rabbi Jonathon Saks the chief rabbi for Britain who spoke to us at Lambeth, and received probably the greatest accolades of any speaker we had, has become a great teacher to me since that time. In his book *To Heal A Fractured World* he writes, "Hope and tragedy do not differ about facts but about interpretation and expectation, but they make a moral difference. Those who hope, strive; those who are disillusioned accept. In that respect they are self-fulfilling prophecies. A morality of hope lives in the belief that we can change the world for the better and without

certain theological beliefs it is hard to see where hope could come from if not from optimism. But optimism and hope are not the same. Optimism is the belief that the world is changing for the better. Hope is the belief that together we can make the world better. Optimism is a passive virtue; hope is an active one. It needs no courage to be an optimist, but it takes great courage to hope.”

Back in my dentist’s office it was not simply hospitality – that alone will never be enough. You can be radically welcoming at the front end and the question might be asked, welcoming to what? In my dentist’s office it is not just that, there was a

world of thought and practice and knowledge and wisdom and trial and error and learning behind all of this. Without that the façade would wear off and be seen for what it is sooner or later. No, this was the whole package and we have to have that as well. What everyone in this office kept saying to me and to my wife and incidentally to anyone who comes in their door, this is your time ask any question you want and we will answer it.

Somebody reminded the clergy this year that the church seems to keep answering questions no one is asking. These are interesting times, hard times, exciting times, but we

here are a people of hope, we have good news to share, we have each other and we have an awesome God, we even have a microphone that works. May we in this convention and throughout the year build each other up and do that well. But may we also be saved from the illusion that while we build up one another, we do it to equip ourselves, one and all to go out into the world and share this richness we share, to share with the most radical hospitality which is to give it and even our very selves away to the world in the assurance we have in Jesus Christ, not out of optimism but out of a courageous hope. May we be courageous. Amen.

Section 3

Reports to the 2008 Convention

Clergy & Staff Transitions since Convention 2007 (08/A/15)

Canonical clergy: Glen Allen **DeShaw**, St. John, Olympia; Daniel **Fowler**, Bainbridge Island; Bill **Fulton**, St. Antony of Egypt, Silverdale; John **Leech**, St. Alban, Edmonds; Hunt **Priest**, Emmanuel, Mercer Island; James **Thibodeaux**, St. Peter, Seattle; Tom **Warne**, Good Shepherd, Vancouver; Jonathan **Weldon**, St. Paul, Bellingham.

Clergy who have retired from full-time ministry (as recorded with the Church Pension Fund): Peter **Kalunian**; Pamela **Schmaling**, John **Thompson**, Nancy **Tiederman**.

Clergy transferred to other dioceses: Christy Close **Erskine** to Eastern Oregon; Dorian **Mulvey** to Arizona; Patricia Rome **Robertson** to Maine.

Clergy licensed: Kendall T. **Haynes**, St. Mary, Lakewood; Christina **Jillard**, St. Margaret, Bellevue; Rebecca **McClain**, St. Mark's Cathedral, Seattle; Becky **Michelfelder**, Epiphany, Seattle.

Deacons ordained (transitional): Boneta **Campbell**, St. Mark, Montesano; Constance **Carlson**, St. Andrew, Seattle; Les **Carpenter**, St. Paul, Indianapolis, IN; Rebecca **Kirkpatrick**, St. Andrew, Seattle; June **Johnson**, St. John, Olympia; Richard **Marchand**, Church of St. Matthew and St. Timothy, New York, NY; Stephen **McHale**, Resurrection, Pleasant Hill, CA; Kyle **Stillings**, William Temple Episcopal Center, Galveston, TX.

Priests ordained: Charles **Brock**, St. Barnabas, Annandale, VA; Boneta **Campbell**, St. Mark, Montesano; Constance **Carlson**, St. Andrew, Seattle; Arienne **Davison**, Emmanuel, Mercer Island; Richard **Marchand**, Church of St. Matthew and St. Timothy, New York, NY; Lucas **Mix**, Church of the Apostles (COTA), Seattle.

Deceased: Gordon **Barrow**; Dongal **Elkins**.

New to the Diocesan Staff: Joan **Anthony**, Canon to the Ordinary; Greg **Hester**, Interim Publications Coordinator.

Postulants and Candidates for Holy Orders (08/A/18)

Candidates/sponsoring congregations: ClayOla **Gitane**; Paul **Haggland**, St. Elizabeth, Burien; Kay Kessel-**Hanna**, St. Thomas, Medina; Jered **Weber-Johnson**, St. Luke, Renton.

Postulants/sponsoring congregation: Rilla **Barrett**, St. James, Sedro-Woolley; Edith **Burkhalter**, Christ Church, Seattle; Stephen **Crippen**, St. Margaret, Bellevue; Sheila **Crisp**, St. Benedict, Lacey; David **Culp**, Holy Spirit, Vashon Island; John **Daniels**, St. Thomas, Medina; Jennifer **Daugherty**, Emmanuel, Mercer Island; Dent **Davidson**, St. Thomas, Medina; Elizabeth **Easton**, St. Stephen, Seattle; Mark **Eddy**, St. Dunstan, Shoreline; Shelly **Fayette**, St. Mark's Cathedral, Seattle; Stephen Drew **Foisie**, St. Margaret, Bellevue; Elizabeth **Forbes**, St. Peter, Seaview; John **Gallagher**, Ascension, Seattle; M. Karen **Haig**, Grace, Bainbridge Island; Ron **Harris-White**, St. Clement, Seattle; Paula **Harris-White**, St. Clement, Seattle; William **Larson**, St. Luke Memorial, Tacoma; James **Lofstrand**, St. Hilda-St. Patrick, Edmonds; Thirza (Terri) **Lolcama**, St. John, Olympia; Janet **Loyd**, Transfiguration, Darrington; George **Mulvey**; Laura **Murray**, St. Paul, Bremerton; Alisaabeth **Newton**, St. Paul, Seattle; Esther **Osborne**, St. Mark's Cathedral, Seattle; Kate **O'Sullivan**, St. Mark's Cathedral, Seattle; Johanna **Padie**, St. Margaret, Bellevue; Karen **Pierce**, St. Paul, Pt. Townsend; Elizabeth **Rene**, St. Mark's Cathedral, Seattle; Robin **Ringland**, St. Aidan, Camano Island; Andrew Kunihoto **Shirota**, St. Peter, Seattle; Steve **Tellari**, St. James, Kent; Andrew **Varyu**, Church of the Apostles (COTA), Seattle; Nan **Waldie**, St. Margaret, Bellevue; Brian **Wright**, Trinity, Everett.

Final Agenda (08A/21)

Diocese of Olympia Convention Agenda

Thursday

- 4-7 pm Registration (*Conference Center lobby*)
7 pm Focus area presentations
Mercer B (*College of Cong. Dev.*)
Mercer A (*Christmas Eve: Stewardship*)
Orcas B (*Safeguarding (Spanish)*)
San Juan (*Safeguarding God's Children*)
9 pm Whidbey (*Indaba facilitators*)

Friday

- 8:30 am Eucharist (*Emerald, open seating*)
Bishop's address
Announcements
9:45 am Break
10:00 am Indaba Groups #1: Environment (*break-out rooms*)
11:15 am Break
11:30 am Noonday prayers (*Emerald*)
11:45 pm Lunch
12:45 pm Plenary #1 (*Emerald, assigned seats*)
Gathering music
Call to order, quorums, organized
Head table, Dispatch, Privilege
Nomination & election of Secretary
Appointments / Trial Court
Nominations / Ballot #1
Clergy and staff transitions
Report – Treasurer, 2009 Budget
1:45 pm Keynote Stephen Wendfeldt
2:45 pm Ballot #1 report, ballot #2
2:50 pm Break (*hosted by Environment*)
3:15 pm Indaba Groups #2: Hospitality
4:15 pm Break
4:30 pm Plenary #2 (*Emerald*)
Environment presentations & awards
Report – Personnel
Resolution #1, #2, #3, #4
Ballot #2 report, ballot #3
Announcements
5:20 pm Evening Prayer (*time certain*)
5:30 pm Adjourn for day

- Social Hour with cash bar/munchies in pre-function areas, exhibit hall and art exhibition
7:00 pm Spouse/Partner reception in Rickel suite
Barbecue dinner hosted by Campbell's (*Emerald ABC*)
8:00 pm Dancing and games (*Conf. Center lobby and pre-function area*)

Saturday

- 8:30 am Indaba Groups #3: Human Sexuality
9:30 am Break
9:45 am Eucharist (*Emerald, open seating*)
11:00 am Break
11:15 am Plenary #3 (*Emerald*)
Call to order
Ballot #3 report, ballot #4
Report – Church World Service
Report – Chaplains to retired clergy
Resolutions #5, #7, #8, #9, #10, #6
Announcements
Noonday prayers
12:15 pm Lunch
Spouse/partner lunch (*Horizon Ballroom*)
1:15 pm Plenary #4 (*Emerald*)
Gathering music
Ballot #4 report
Constitution & Canons
Presentation – Bishop Cross
Radical Hospitality (part 2)
Report – New Orleans update
Report – ERD
Presentations
Resolutions – Six hour
Resolutions – Courtesy
Recognition of youth presence, pages, volunteers and diocesan staff
Charge to Convention and Diocese
Final announcements
Sending Forth
3:30 pm Adjournment

Nominations Committee Report to Convention (08/B/6)

Nominations Committee 2008 Report to Convention

Each candidate was asked to describe their congregation and/or diocesan positions held, pertinent experience, and goals or interests related to the office. Diocesan candidates were 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?** General Convention candidates were asked to answer the following question in 50 words or less: **How would your theology be reflected in discussion/decisions in which you would be involved, if elected?** MEMBERS OF THE COMMITTEE: **Mr. Steve Tellari, chair, St. James' Church, Kent (Evergreen); Ms. Sue Clary, St. Luke's Church, Sequim (Peninsula); Mrs. Jan Hanson, St. Stephen's Church, Longview**

(Columbia); **the Rev. Stephen Moore**, *All Saints' Church, Bellevue (Eastside)*; **the Rev. Rachel Taber-Hamilton**, *St. Stephen's Episcopal Church, Oak Harbor (Mt. Baker)*; **Dr. Leann Torgerson-Harrison**, *Trinity Church, Everett (Sno Isle)*; and **the Rev. Canon Vicki Wesen**, *Komo Kulshan Cluster, Mt. Vernon (Mt. Baker)*.

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 assume and accept the role of public relations and goodwill toward individuals and congregations facilitating connectedness within the Diocese. 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 program commissions, and three (3) at-large members (clergy or laypersons) 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:* **Regional Ministries:** *Be Attitudes*, ****to be elected fall 2008** (2011); *Columbia*, ****to be elected fall 2008** (2011); *The Eastside Episcopal Churches*, **Mr. Peter Pitarys**, St. Thomas' Church, Medina (2009); *Evergreen*, ****to be elected fall 2008** (2011); *Holy "C"*, **Ms. Sandy McCloud**, St. Mark's Cathedral, Seattle (2010); *Mount Baker*, **Mr. Dale Ramerman**, Christ Church, Anacortes (2009); *Peninsula*, **Ms. Sue Clary**, St. Luke's Church, Sequim (2009); *Rainier*, **the Rev. Martin Yabroff**, St. Andrew's Church, Tacoma (2010); *Sno-Isle*, **Mr. Bob Wheeler**, Trinity Church, Everett (2009); *Willapa*, **Mr. Jim Campbell**, St. Mark's Church, Montesano (2010). **Commissions:** *Church in the World*, **Dr. Chris Christensen**, St. Mark's Cathedral, Seattle (2009); *Ethnic Ministries*, **the Rev. Rachel Taber-Hamilton**, St. Stephen Episcopal Church, Oak Harbor (2010); *Evangelism*, **the Rev. Susan Dean**, Mercer Island (2009); *Faith Formation*, ****to be appointed fall 2008** (2011); *Stewardship/Planned Giving*, **Mr. Bill Brice**, St. Andrew's Church, Tacoma (2010); *Additional Commission to be named*, ****to be appointed fall 2008** (2011). **Convention At-large:** **Ms. Sally Farrell**, Good Samaritan Church, Sammamish (2009); **The Rev. Jeff Sells**, St. David of Wales Church, Shelton (2010). ****Newly appointed/elected or reelected**

DIOCESAN COUNCIL

The Rev. Richard Younge, *St. Clement's Church, Seattle (Holy C)*. Richard has been a priest in the Diocese of Olympia since 1980, except for four years when he served in Western Louisiana. He served as diocesan campus minister at the University of Washington (1980-1985), and as interim priest in parishes in King and Pierce counties. He also served the Diocese as a member of the Board of Examining Chaplains, as a board member for Episcopal Charities Appeal, the Diocesan School of Ministry and Theology, and Walk in Love: Episcopal Church Response to AIDS; as a member of the Suffragan Bishop Search Committee, a member of the diocesan committee for African-American Ministry, and chaplain for Integrity: Puget Sound. He just completed one full term on the Diocesan Council. He and his wife, Edith, are members of St. Clement's Parish in Seattle. *"My experience of God grows out of my ongoing experience of Jesus, who embodies God. I see him as the pattern or template for my life; my hope is to grow up to be more and more like him; my vocation and ministry are to be patterned on his ministry. Specifically my ministry as a member of Diocesan Council would include being an advocate for active welcome and hospitality to all people, in our community, for justice and peace in our world and care for those who are denied them, for the thoughtful stewardship of our environment and of our institutional resources, for mission and the telling of truly good news to the world around us, and for a joyful response in every part of the Diocese to the presence and promptings of Christ's Spirit in our midst."*

The Rev. Dennis Tierney, *St. Barnabas' Church, Bainbridge Island (Peninsula)*. Dennis currently serves as rector of St. Barnabas Church, Bainbridge Island. Prior to this call, he served as associate rector of Saint Bede's Church, Menlo Park, CA, in the Diocese of California. He is currently a member of the Board of Directors of the Diocesan School for Ministry and Theology. He served as chair of the Faith Formation Board for the Diocese of California for two years. Prior to ordination, Dennis taught and administered several teacher education programs and led a division of California's educator licensing agency, supervising nineteen professional staff and ten support staff, and managing a total budget of eighty-one million dollars. *"I see God's abundant love in the lives and faith of the people I serve and in the stories they tell me. That, in turn, compels me to respond with love and respect in all that I do. I am profoundly blessed to serve such faithful servants who help me grow my faith."*

Standing Committee: The Standing Committee serves as a council of advice for the Bishop(s) of our Diocese on all matters, including decisions related to the sale, encumbrance or disposal of real property throughout the Diocese. Other diocesan responsibilities include interviews and consent or withholding consent of persons seeking ordination to the diaconate or priesthood, as well as identifying a Standing Committee representative to the Commission on Ministry. In addition, the Standing Committee has judicial responsibilities in cases of clergy misconduct including clergy or complainants who do not accept the adjudication of the Bishop. National and international responsibilities include giving or withholding consent to election of bishops within the wider Episcopal Church. The Standing Committee places high value on prayerful deliberation as well as a strong commitment to working in a supportive way with our Bishop(s). By canon, no two members of the Standing Committee may be from the same congregation. *Continuing members of the Standing Committee include the following:* **Ms. Mary Lyons**, St. Stephen's Church, Longview, Columbia (2009); **The Rev. Jim Neal**, St. Hugh of Lincoln Church, Allyn, Peninsula (2009); **The Rev. Mary Allen**, St. Philip's Church, Marysville, Sno Isle (2010); **Ms. Virginia Wagner**, St. Stephen's Episcopal Church, Oak Harbor, Mt. Baker (2011); **The Rev. Josefina Beecher**, Komo Kulshan Cluster, Mt. Vernon, Mt. Baker (2011).

STANDING COMMITTEE LAY ORDER

Ms. Barbara Fox, *All Saints' Church, Bellevue (Eastside)*. At All Saints' Church Barbara has been treasurer, on the Bishop's Committee, a Worship Leader, and Altar Guild member. In the Eastside Region she has been treasurer; she is also a member of the

diocesan Anti-racism Training Team, a Seafarer's Mission volunteer, previous co-chair Transition Team for Nedi Rivera Bishop Suffragan, former member Diocesan Council, and HYC support/ former staffer. Barbara is a Trustee, Board of Directors, Legal Foundation of Washington (administering funds to provide civil legal services to the poor). As an Escrow Officer and former lender, the past 48 years, she has the expertise to assist in working with real and personal property trans-actions and the experience to provide advice to the Standing Committee and Bishops. *"My realization many years ago, that God and the church are global, was like learning about email and the web; new and intimidating for someone of my age. Until then, having really only been in touch with my congregation and then the diocese, that realization gave me a new direction on my path of faith, that of excitement and energy in working toward radically welcoming everyone into the Church. I continue on that path, with faith."*

Ms. Laura E. Lewis, St. Aidan's Church, Camano Island (Sno Isle). Laura's professional back-ground is in business. She was convenor, Sno-Isle region for three years and is familiar with the challenges faced by the diocese. During her tenure Sno-Isle sponsored a four-day visit of Bishop Warner to the area, meeting with nine congregations and with business and government leaders of Everett, Mill Creek, Snohomish, Monroe and Stanwood, discussing the Episcopal Church's place in helping them with their challenges. She has worked in the diocese and St Aidan's in communications (Voice interim editor eight months, Torch and Sunday bulletin editor 10+ years), administration, organization and worship as a lay Eucharistic minister for 27 years. *"I believe we are called as Christians to live in Jesus' model as best we can. That means to treat others with love and kindness, help people who need help, be truthful to the best of my ability, speak out when I see evil, and support the communities I live in with my talents. I live my story by participating on both leadership and followership levels. I am blessed with very good integrative and communications skills which enable me to make contributions of ideas and in supporting the plans and ideas of others. It is important to me to bring a reasoned Christian presence into the secular community where this leadership is hungered for and needs to be given with no strings attached or required. My desire to serve on the Standing Committee is to continue this work, to represent the northern part of the diocese with its challenges and history and to represent the diocese to small, mostly rural congregations. This is a continuing emphasis of mine. For four years my project has been to bring awareness of north Snohomish County to the county south of Everett through leadership activity in politics and I have had success in this effort."*

Ms. Barbara Larson, St. George's Church, Seattle (Be Attitudes). Barbara is a member of St. George's Episcopal Church in Seattle where she has served as senior warden, member on the Long Range Planning Committee, and Altar Guild. Her diocesan experience includes serving as a member of the Personnel Commission and Standing Committee. Her passion is as consultant to congregations in transition and facilitator of vestry retreats and mutual ministry reviews. Her secular experience is as a healthcare administrator. Volunteer experience has been on the boards of Neighborhood House, Rosehedge and Providence Mount St Vincent Foundation in various leadership roles. Barbara also volunteers for Noel House. Her goal for serving would be to share her skills in leadership and organizational development. *"My experience of God informs my daily life as a wife and mother while I serve the elderly, homeless women and leaders in congregations. I try to be present to both those 'in need' and those 'in leadership' by listening and facilitating decisions."*

STANDING COMMITTEE CLERICAL ORDER

The Rev. John Allen, St. Luke's ~ San Lucas, Vancouver (Columbia). John's life experience (HUD/ private consulting) is especially appropriate for our Standing Committee at this time. Ordained in 2002 at Grace Cathedral after seminary at CDSP, John has served as rector of St. Luke's Episcopal Church/La Iglesia Episcopal de San Lucas, Vancouver, since 2005. *Juan honora los costumbres y tradiciones Hispánicas.* St. Luke's/San Lucas shows exciting promise as a culturally diverse faith community and John's willingness to make the six hour round trip drive to Seattle every month is testimony of his call and the Columbia Region supports him in answering it! *"My experience of God is personified in the three Persons of the Trinity. In my prayer life I find it helpful to direct prayers to each member of the Trinity. In living out my ministry I strive to carry out the Baptismal mandates to love God and serve others."*

The Rev. George Anne Boyle, St. Benedict's Church, Lacey (Willapa). St. Benedict is an active mission—several members are active within the diocese as leaders. Their leadership inspired Georgi to step up her role in leadership as well. She has been active in our diocese as a priest for six years, mostly involved with diocesan youth activities. That is her first priority—our kids. She has worked with several of our diocesan officers on a variety of projects from anti-racism training to stewardship panels. She is passionate about listening to people and effectively working with others for the mission of God's church in the world. *"God flings the doors of St. Benedict wide open in genuine affection. Long before I came to St. Benedict, I was a devotee of Lectio Divina and listening to scripture with the ear of my heart. St. Benedict has only deepened my appreciation of Benedictine wisdom and hospitality."*

The Rev. Robert Rhoads, St. Luke's Church, Sequim (Peninsula). Robert has been a priest in the Episcopal Church for 29 years and served as both rector and vicar in three congregations in California before being elected as rector of St. Luke's, Sequim, in 1999. During that time he served on Diocesan Council, Youth Commission, the Retirement Housing Board, and Communications Com-mission in the Diocese of Northern California. In the Diocese of Olympia, he has been co-convenor for the Peninsula Region and a member of the Bishop's Committee on the Environment. *"My experience of God through prayer, worship, fellowship and the sacraments is a foundation for ministry and provides a framework for the journey of faith. My understanding of God is rooted in the belief that God's unconditional love is gracious and compassionate and the community of the church is the context in which we experience and live that faith."*

Cathedral Vestry: Under the new Cathedral governance model, adopted by Convention in 2002, the membership of the Cathedral Vestry is 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 members of the Cathedral Vestry include the following: Mr. Sam Fleshman, St. Andrew's Church, Tacoma, Rainier (2009) and Mr. Antonio Foglia, Christ Church, Tacoma, Rainier (2010).*

The Rev. Patty Baker, *St. Clare's Church, Snoqualmie (Eastside)*. Patty currently serves as vicar at St. Clare's in Snoqualmie. She has been chair of Episcopal Charities Appeal, served on the diocesan Resolutions Committee, and is a trainer for the Safeguarding God's Children program. She served on the Board of Directors of the Cathedral Foundation from 2004-2006 and helped draft the Board's Conflict of Interest Policy and its Code of Ethics. Patty sees the Cathedral as a font of rich resources and a spiritual gathering place for the whole Diocese. She feels the opportunity is before us to foster a deeper relationship between its ministry and that of our local congregations. *"We are called to share God's Presence and Blessing with others. I look and listen for the Holy in the world around me and in the people I meet. I have been truly blessed by this, and with gratitude, I seek to bless others and represent God's Presence in the world."*

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 July 8-17, 2009, in Anaheim, California. Every diocese is entitled to seat eight representatives in the House of Deputies, four clergy and four lay. These elections took place at the Diocesan Convention in 2007. When a member of the deputation resigns those ranked lower move up, leaving open the position of 4th alternate. This year, an opening has occurred in the clerical order that needs to be filled so that we have a complete deputation in 2009. The General Convention is a legislative body—some say the largest in the world—and it should not be surprising that it acts in large part like the Congress of the United States as many of its drafters were the same "fathers" who designed the U.S. Constitution. It 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 only half that number). Much of its work is actually done in committees before the legislation reaches 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 expected to vote independently (and, by rule of the House, every deputy is required to be seated and voting), the deputation gets much out of caucusing and open discussion, both at the time of convention, and before.

GENERAL CONVENTION CLERICAL ORDER

The Rev. Mary L. Allen, *St. Philip's Church, Marysville (Sno Isle)*. Mary is the rector of St. Philip's in Marysville where she has served since 2004. In twenty-two years of ordained ministry she has served on the Diocesan Councils in Oregon and Olympia as well as the Standing Committee in Utah. She has also served as an alternate and deputy to General Convention three times. Most recently Mary served a three-year term on the National Standing Committee for Episcopal Church Communications. She currently is on the Standing Committee of the Diocese, president of the CADO Board, Sno-Isle Region co-convenor and the diocesan representative for Episcopalians for Global Reconciliation. *"I celebrate the wonder of God's creation and the joy of knowing the saving grace of Christ and the desire to share that wonder, abundance and joy in the communities in which I live and serve. I believe the Episcopal Church is the best community to support and build upon this ministry of reconciliation and justice."*

The Rev. Nigel Taber-Hamilton, *St. Augustine's in-the-Woods, Freeland (Sno Isle)*. Nigel believes the experience he gained as part of our diocesan deputation at General Convention in Columbus in 2006, along with his long-term involvement in diocesan and provincial ministries, has prepared him for this important ministry on your behalf. He believes God is calling him to this ministry. Experience: diocesan interfaith officer; alternate deputy to General Convention '06, past member of Commissions on: Ministry (chair), Liturgy and Music, Mission Strategy, Stewardship; provincial Commission on Ministry; diocesan Permanent Diaconate Program author. Parish: St. Augustine's has a membership of 220 people. As part of their growth plan they recently hired four new staff members and are engaged in a capital campaign which will lead to a new building program. *"Because I experience God through my brothers and sisters in Christ, and through Eucharist, my daily life is predicated on valuing relationship, and is fed in worship. By seeing every person as a child of God, and a temple of the Holy Spirit, I find my life transformed. By understanding every baptized person as a minister I find my understanding of the Body of Christ made real and enhanced."*

Secretary of the Diocese of Olympia: 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. This is a volunteer position. **The Rev. John Schaeffer:** John has served as Secretary of Convention since 1989 (a total of 19 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 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 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 of Olympia. This is a part-time, paid position. **Ms. Diane T. Wells.** Diane is completing her 14th term as Archivist and Records Manager. Her goal is to maintain high archival and records management standards in the care of diocesan records and to provide archival and records management expertise to the congregations,

ministries and institutions of the Diocese. Diane is currently scanning & filming vital documents & updating policies. She is active in professional organizations including the Episcopal Archives Network and is past chair of the Archivists of Religious Collections Section of the Society of American Archivists. She has Masters degrees 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, oversees the diocesan accounting and insurance office, and serves as an officer of the diocesan corporation. The treasurer is accountable to the bishop and the 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, and the ERT (Early Response Team). This is a volunteer position. **Mr. Steve Faust.** Steve is completing his third term as diocesan treasurer. He has also served as treasurer of the Greater Seattle YMCA and the Church Council of Greater Seattle. Diocesan positions include chair of the Personnel Commission and member of a convention-mandated committee created to consider various Lambeth statements, which reported conclusions to Convention. He has also been a convention delegate on several occasions. Steve is a member of Epiphany Parish of Seattle and serves the parish as a licensed lay Eucharistic minister, chalice bearer and member of the worship committee. He is a life-long banker and currently an executive officer of a small bank in Seattle. *"I experience God in word and prayer and song. I endeavor to bring what I hope will be pleasing to God to my thinking and working time, my reflection time and my joyful time."*

Historiographer: The historiographer is responsible for creating, maintaining and continuing a history of the Diocese, including its significant leadership and events. This is a volunteer position. **Br. Carle Griffin, OCP, St. George's Church, Seattle.** Br. Carle has served since 2003 as the diocesan historiographer, and would like to continue in this office. He completed a history of St. Andrew's House and made it available to retreat center visitors. He wrote a narrative with photos on diocesan history for the diocesan website, titled, "A Community, Inclusive and Generous," and is writing a comprehensive history of the church in western Washington. His academic degrees are a B.A. and M.A. in history from the University of California, Berkeley. He served many roles in Episcopal parishes: acolyte, lay reader, Eucharistic minister, hospital visitor, stewardship chair, discussion leader, junior warden, and chef for community dinners. In the Community of the Paraclete he has served as minister, guardian, treasurer, and newsletter editor. *"As a Paracletian, I have learned that every aspect of life offers opportunities for ministry, making God's love manifest in the world. Guided by the Holy Spirit we can serve others at home, at work, or anywhere we happen to be. I believe I am living my faith by sharing the story of Episcopalians in western Washington. It is important to understand the foundations of our community and to be aware of the service and self-sacrifice of our predecessors."*

2008 Nominations Supplemental Report to Convention (08/B/7)

Additional Nominees for General Convention—Clerical Order

Members of the General Convention deputation as elected at the 2007 Annual Diocesan Convention include the following: Lay Order Deputies: **Hisako Beasley**, St. Mark's Cathedral, Seattle, Holy C; **Douglas Oles**, Redeemer, Kenmore, Be Attitudes; **Katrina Hamilton**, St. Columba, Kent, Evergreen; and **Duncan Bayne**, St. Mark's Cathedral, Seattle, Holy C. Lay Order Alternates: **Becky Clark**, St. Matthew, Auburn, Evergreen; **Jim Church**, St. John, Snohomish, Sno Isle; and **Mark Lloyd Taylor**, St. Paul, Seattle, Holy C. Clerical Order Deputies: **Peter Strimer**, St. Andrew, Seattle, Be Attitudes; **Constance Moorehead**, St. Clement, Seattle, Holy C; **Stephen Moore**, All Saints, Bellevue, Eastside; and **Jeffrey Sells**, St. David of Wales, Shelton, Willapa. Clerical Order Alternates: **Marda Steedman Sanborn**, St. James, Kent, Evergreen; **Kathleen Patton**, St. Stephen, Longview, Columbia; and **Edie Weller**, St. Mark's Cathedral, Seattle, Holy C.

In addition to the two nominees announced in the Nominations Report: **The Rev. Nigel Taber-Hamilton**, St. Augustine's in-the-Woods, Freeland, Sno Isle; and **the Rev. Mary Allen**, St. Philip, Marysville, Sno Isle; there is now a third candidate for the 4th alternate position.

The Rev. Martin Yabroff, St. Andrew's Church, Tacoma (Rainier). Martin is an experienced General Convention Deputy, having served at 4 conventions (1991, 1997, 2003, 2006) as Deputy from El Camino Real and Northern Indiana, and having been a member of the General Convention's Legislative Committee on Evangelism and the Standing Commission on the State of the Church. Other relevant experience for seeking and guiding our Episcopal church into the 21st century includes ministry as a church-planter (Scotts Valley, California 1987-2004), as Cathedral Dean (South Bend, Indiana 2004-2007), and now Rector in Tacoma; diocesan Councils in three dioceses (El Camino Real, Northern Indiana, and now Olympia), founding President of the El Camino Real Clergy Association, and several other diocesan committees (including Standing Committee). Here in the Diocese of Olympia, he also is active in the Cursillo movement and serves on the Ecumenical Commission. *"I fully support the vision and value statements of the Diocese of Olympia. As a theological moderate, I am committed to listening to all sides and perspectives and to building bridges for shared ministry together, respecting one another and discerning together God's exciting ministry to our world through the Episcopal Church."*

2009 Fall Proposed Diocesan Budget (08/C/2)

Letter from Bishop Greg Rickel

Dear Convention Members,

First of all, I want to thank each of you for your willingness to serve as we move our diocese forward into a new future. Your commitment is greatly appreciated if not always frequently cited. I write this to share further with you my vision for our future, and even more, to share my thinking on what goes on “under the numbers” you are presented in this document. Before going on to that, let me take the time now to thank Jim Campbell, chair of the Diocesan Council Budget & Finance Committee and our new Joint Finance Committee chair, and Chris Smith- Clark, Dede Moore, all the members of the Budget & Finance Committee, and our staff at D-House who put this proposed budget together. **Overall Budget Preparation** For the most part, we followed the usual process to develop this budget, albeit its process and oversight is now under Dede Moore who has moved to a new position entitled Bishop’s Executive for Governance. The feedback I have received, from those involved in past years, is that those making requests were far more thorough and specific – this is something we were hoping for. As for me, I put in many new requests, or asked staff to do that. Most of these, you will see in the document you now have, have been pulled out or funded at reduced levels. I want you to know that I pulled these out myself while meeting with the Budget and Finance Committee as it was clear that we would not be able to fund these requests in the current budget. At that time we were \$800,000 over projected income. Following is a list of the larger items I added delineated in three ways: 1. basic summary; 2. my rationale; 3. what is going on “under the numbers.” **\$500,000 in grants to congregations:** Basic summary—I had hoped for much more in this area in order to provide larger grants to truly help congregations get over the transitions in which they find themselves. My rationale—My long-term thought is this: It appears to me that in the past the diocese made many small mainly maintenance grants to congregations. If we continue to do this, ten years from now we will be doing the same thing with very few results. My dream of \$500,000 is to actually identify five to six congregations that strategically, demographically, need to transition and grow. We would use the grant money in larger quantities and truly move these congregations to the next level in the cycle of development. The chances are high that two of the six would fail, but even at that rate, we would be four ahead of where we would be by doing nothing. I still have this dream, but we had to take this amount back down to the present number, which is the amount in the 2008 administrative budget (which now includes one large grant to one congregation for growth). What is going on “under the numbers?”—Even though we had to remove the large increase we are proceeding with a very substantial change in the process of how funds are granted. We plan to move toward the basic rationale above—fewer grants with bigger impact. Also, there will be far more requirements up front, in the application process, for receiving grants that will include metrics and pro forma (five-year forecasts describing what will happen if a congregation is given the grant) and then built-in follow up to see that this is actually happening. In addition, criteria such as on-time audit submittal, paying full assessment, being current on loans to the diocese, on- time parochial report submission, and other past performance will be reviewed. In short, I feel we are called by you to be good stewards of the money we are given to grant. I would like to see a very accountable system developed for grant requests and awards. **Update August**—The fall proposed budget includes an additional \$30,000 for grants bringing the total line item to \$360,000. **\$150,000 for Distance Learning Setup:** Basic summary—I asked the DSOMAT to investigate distance learning centers, perhaps four across the diocese, with the D- House as the center so that many of our meetings and learnings can be held in satellite centers, with the availability of viewing persons in other parts of the diocese and speaking with them in real time. My rationale—With rising gas costs and the compelling need for us to reduce our carbon footprint on the world, this is one way to make an impact. While expensive to set up this will be so useful to our diocese, saving time and money (personally and by congregations) as well as decreasing the risks of travel and our carbon footprint. What’s going on “under the numbers?”—Although this is pulled from the proposed budget, the idea is not being abandoned. I feel strongly that this idea may invite the attention of someone (a granting agency perhaps) that would like to see a diocese do this and see how it might work. We will pursue options, and I hope you will offer any ideas you have on this. Also, we are proceeding with less expensive versions — for instance, the technology offered through Adobe Connect will allow many of these features for smaller groups. **\$50,000 for Western Washington University Campus Ministry:** Basic summary—The Rev. Andrea McMillan Stockberger is present in Bellingham and has experience and passion for such ministry. Western Washington University is the third largest University in enrollment in our state and the second in our diocese, second only to the University of Washington. While St. Paul’s Church, Bellingham, has a ministry to the campus, we hope to expand it. My rationale—As we focus on youth and young adults we have to make headway on college campuses. We have a good, thriving program at the University of Washington but I would like to expand this to other institutions in our diocese. What is going on “under the numbers?”—Andrea is already working this ministry doing a lot of research. \$5,000 is included in the proposed budget as “seed money” and we are looking for additional funding from other sources. **Update August**—The fall proposed budget includes \$10,000 from the operating budget; as a full plan is developed more may be designated for this project from the added line item for Bishop’s Initiatives. **\$30,000 to fully fund Clergy Conference:** Basic summary—The CADO (Clergy Association of the Diocese of Olympia) clergy conference each year has a pretty steep cost for clergy to attend. While some congregations fund this for their clergy, many do not. My rationale—In many dioceses the clergy conference is a requirement, but to do that, it is also paid for. This is such a healthy gathering for all clergy to come together as colleagues. This year in order to bolster attendance many scholarships were given out of the theological education fund and the Bishop’s discretionary fund. I believe we did experience a record turnout this year. This gathering is very important to build leader colleagues working together in our diocese. What is going on “under the numbers?”— As I said above, I gave out a large number of scholarships. We will continue to have clergy days throughout the year in various places around the diocese however this one multi- day gathering will never be replaced by those gatherings. We will continue to look for ways to expand this offering. **\$35,000 to fund Emerging Mission:** Basic summary—The idea here is to have a Canon Missioner for the Emerging/Young Adult area based on an idea I will present below in which our “Canons” are missioners, not working at D-House necessarily but out in the field. The \$35,000 would also pay some program costs for the new Commission for Emerging Missions. My rationale—We have to add funding to this area of growth and research in the church. And

we have to begin to gather human resources around this issue who would like to focus on it. I had hoped to do just that with this funding. What is going on “under the numbers?”— We will continue with the development of the Commission for Emerging Mission, however, we may be a bit more limited as to what we can accomplish this year, with the recommended funding level of \$20,000. We will also not be able, right away at least, to fund the Canon Missioner for this area. These are some of the highest cost additions that, for now, have gone in whole or in part. Hopefully we can keep them in mind as we plan for the future. **Reorganization at the D-House level:** We have undertaken a reorganization of the D-House and other diocesan structures. We have made one governance change adding a Joint Finance Committee comprised of members of the Diocesan Council, Standing Committee and Board of Directors. It is clear that all three bodies have some financial oversight yet there are many possibilities for each to be working at cross purposes. This Committee is chaired by Jim Campbell and has met several times. Its work is already paying off and I commend them for their oversight. In the D-House staff we are working diligently toward a new organizational chart. Much of this was undertaken to clarify the roles, most especially to begin performance reviews and mutual ministry reviews once again, most of which have not been done in more than six years. Although I have every intention of the staff continuing to work as a team, in very cross-intersecting ways, an organization such as ours must also have some lines of authority and an understood span of control. We hope to be able to share this at the upcoming convention, if not before. For the future, I hope that more staff positions will be physically present out in the diocese, working Canon Missioners in the field if you will. All of this will take time and some evolution but I want to assure you that thought is going into it daily. **Specific Look at the Three Focus Areas I have identified:** From the very first room of the walkabouts a year ago I offered three areas in which I would direct energy in this episcopate. Those were then, and remain today, concentrating on those 35 years of age and under, congregational development in all of our congregations no matter what the size, and the stewardship of all our resources. I would like to report to you where we are on those at this time. **Concentrating on those 35 and under:** *To engage with, listen to, and commit resources toward all those who are 35 years of age and under.* I have said many times that if we, the Church, cannot discover how to reach, feed, and grow this group we will not survive. As we live in the most non- church attending region of the country, we have a double challenge with the younger generation. I also believe we have a grand opportunity. I see much hope and many good things happening in our diocese, but it is clear we have much to do. And in reality we are speaking here of several generations and generations to come. To this end much of the work described above is going into this area, the development of the Commission for Emerging Mission, the reorganization of our staff to support these goals and especially this one: the time of Bishop Rivera and myself will be more directed to the young. **Congregational development:** *To develop and implement a clear strategy and ethos of congregational development and health in our diocese in all our congregations no matter what the size or place.* Congregational development means far more than numerical growth, but quite frankly, when this is done well you can expect that too. It is also an issue of health, clear expectations, leadership, and responsibility. By early 2009 we will begin congregational development training in our diocese for teams from congregations, including clergy and lay, and it is my hope that many will avail themselves of this chance to learn and grow, to build the strongest congregations we can. With our reorganization, we will most likely be able to provide consultation in the area of congregational development even in the latter half of 2008. As the local parish becomes stronger and healthier, so does the diocese. As we do that collectively, the effect is multiplied. **Stewardship of all our resources:** *To be stewards of all of our resources—human, financial, material and spiritual.* I look at this much as the First Nations people teach us – what we do today is for the next generations, not for our own. I think Jesus understood this very well, and it is our call as a Church too. We are beginning these processes in our work with stewardship, with the environment, and with the care we have for the new generations coming to us. **How I see this process moving into the future:** This budget process will continue to be refined. Work is already beginning on the 2010 budget process. As long as nine months (my time as your Bishop) may seem to you, it is short indeed. We still have much to do, and it will take time. There is stewardship in watching and listening. As much as I bring to you in this new role for me, there is so much you can teach me and I never want to lose that. As we journey together, as we refine, and reenergize, please do not be afraid to make suggestions, to give caution if you think it is necessary, but also, I urge you, to be willing to break through the fear that sometimes keeps us from moving to new and better places. I write this to you mainly to let you know that the work continues, and though it may seem where you are that not much has been done, much has and will in the months and years to come. This will be an exhilarating ride. I am glad we are on it together. Blessings, Greg Rickel, Bishop of Olympia.

Letter from the Diocesan Council

Dear Convention members,

Members of the Diocesan Council have reviewed and considered the many comments and suggestions gathered during the spring Regional Ministry meetings with particular consideration for the results of the Budget Survey completed by those attending these meetings in June and July (results are posted on the diocesan website). Also considered was the current financial position of the 2008 Operating Budget — after seven months, revenues are above estimates and expenses below expectations resulting in no draw as of yet from the unrestricted reserve and an estimate of no draw needed for the rest of 2008. **Working Capital Trust Fund:** The Working Capital Trust Fund (WCTF), set up in 1956 with \$25,000 to facilitate operating budget cash flow, now has a current balance of almost \$500,000 and is available to support the budget for this purpose. The Board of Directors has approved use of excess funds from the WCTF (maintaining a floor amount of one month’s operating budget from the previous year budget in the fund) in the general operating budget. The fall 2009 proposed budget now includes expected 2009 income of \$1,500 (line 22) and a transfer from prior years accumulated income of \$46,387 (line 26). **Bishop’s Initiatives Funding:** The Budget and Finance Committee held considerable discussion on the level of funding that should be maintained for prudent financial operations (including the work done with the WCTF above to support the budget), and looked at the ministry that could be accomplished over the next few years using all or part of the unrestricted reserves. The final proposed budget approved by the Diocesan Council reflects a revenue line of \$300,000 (line 38) and a “Bishop’s Initiatives” expense line (line 97) in the same amount (\$300,000). The

"Bishop's Initiatives" revenue line will be funded from the accumulated surplus held in unrestricted reserves. (The accumulated surplus now is projected to be about \$700,000 at 12/31/08.) There will be no spending from the "Bishop's Initiatives" expense line without approval from the Diocesan Council. The Diocesan Council, in reviewing the bishop's proposals, will consider longterm sustainability of the project or program. Transfers from the accumulated surplus into the "Bishop's Initiatives" revenue line will only occur upon Diocesan Council approval of the spending request. Taking all of this into consideration, and with the ultimate goal to step out in faith and support our bishop and his initiatives, the Diocesan Council now presents to you this final proposed Diocese of Olympia operating budget for the year 2009.

Your Diocesan Council, *The Rt. Rev. Gregory Rickel*, Bishop Diocesan; *The Rt. Rev. Nedi Rivera*, Bishop Suffragan; *The Rev. John Allen*, Columbia Regional Ministry; *Ms. Jeanette Blesener*, Evergreen Regional Ministry; ***Mr. Tom Boyns*, Be-Attitudes Regional Ministry; ***Mr. Bill Brice*, Commission for Planned Giving/Stewardship; ***Mr. Jim Campbell*, Willapa Regional Ministry (chair, Budget & Finance Committee); ***Dr. Chris Christensen*, Commission for Church in the World; *Ms. Sue Clary*, Peninsula Regional Ministry; *The Rev. Susan Dean*, Commission for Evangelism; *Ms. Sally Farrell*, At- Large 2009; *The Rev. Deborah Heathcock*, Commission for Congregations; ***Ms. Sandy McCloud*, Holy C Regional Ministry; ***Mr. Peter Pitarys*, Eastside Episcopal Churches; ***Mr. Dale Ramerman*, Mt. Baker Regional Ministry; *The Rev. Jeff Sells*, At- Large 2010; *The Rev. Rachel Taber- Hamilton*, Commission for Ethnic Ministries; ***Mr. Bob Wheeler*, Sno-Isle Regional Ministry; *The Rev. Martin Yabroff*, Rainier Regional Ministry; *Ms. Sally Young*, Commission for Faith Formation; *The Rev. Richard Younge*, At-Large 2008. Additional members of the Budget & Finance Committee who are not Diocesan Council members: ***Ms. Mary Coon*, St. Mark's Cathedral, Seattle; ***Mr. Bill Montgomery*, St. Stephen, Seattle.

2009 Budget Summary

This 2009 proposed budget has income and expenses of \$5,571,504, with \$400,000 drawn from the unrestricted reserve (\$300,000 of which is set aside for bishop's initiatives). The proposed 2009 expenses (2009 Council recommended budget), based on the inputs received from the various program areas and staff and including revisions/reductions in requests proposed by Bishop Rickel and the Budget & Finance Committee, total \$600,334 more than the 2008 final administrative budget.

Description	2009 Budget		2008 Budget	2007 Actual
	Fall Recommended	2009 Budget Spring Draft		
INCOME CATEGORIES:				
Assessments (Net--incl. prior year's payments)	<u>3,736,000</u>	<u>3,736,000</u>	<u>3,398,000</u>	<u>3,225,849</u>
Assessment Rate (%)	18%	18%	18%	18%
Assessment Shortfall (%)	6.0%	6.0%	7.0%	8.0%
Other Categories	<u>1,435,504</u>	<u>1,334,744</u>	<u>1,331,845</u>	<u>1,588,516</u>
Unrestricted Investments	94,253	81,400	81,400	108,195
Restricted Investments	424,230	382,710	382,710	493,708
Other	114,687	68,300	75,500	181,305
Fees/Tuitions/Reimbursements	802,334	802,334	792,235	805,308
Unrestricted Reserve				
Funds transferred from (to)	<u>400,000</u>		<u>241,325</u>	<u>149,235</u>
TOTAL ALL REVENUE CATE-	<u>5,571,504</u>	<u>5,070,744</u>	<u>4,971,170</u>	<u>4,963,600</u>
EXPENSE CATEGORIES:				
Supporting the Broader Church	<u>831,574</u>	<u>831,574</u>	<u>837,512</u>	<u>767,683</u>
Empowering Congregations	<u>2,105,495</u>	<u>1,769,236</u>	<u>1,678,538</u>	<u>1,516,175</u>
Supporting Congregations	505,005	474,896	442,510	453,203
Evangelism and Growth	58,200	58,200	54,600	43,259
Faith Formation	375,916	369,766	349,195	280,550
Ethnic Ministries	235,448	235,448	227,807	219,076
Emerging Mission	20,000	20,000	—	—
Stewardship and Planned Giving	193,636	193,636	192,386	180,565
Communications	417,290	417,290	412,040	339,523
Bishop's Initiatives	300,000	—	—	—
Specialized Ministries/Church in the World	<u>95,179</u>	<u>95,179</u>	<u>96,264</u>	<u>59,261</u>
Canonical and Corporate Expenses	<u>1,570,108</u>	<u>1,562,546</u>	<u>1,409,536</u>	<u>1,701,948</u>
Trustee Commitments	<u>969,148</u>	<u>967,660</u>	<u>949,320</u>	<u>918,534</u>
TOTAL ALL EXPENSE CATEGORIES:	<u>5,571,504</u>	<u>5,226,195</u>	<u>4,971,170</u>	<u>4,963,600</u>
TOTAL SURPLUS/SHORTFALL:	0	(155,451)	0	0
TOTAL SURPLUS/SHORTFALL w/out reserve transfers:	(400,000)		(241,325)	(149,235)
UNRESTRICTED RESERVE:				
(Amounts below are revised as of August 2008 using actual projections for the remainder of 2008)				
Funds transferred (from)to U/R	(400,000)		0	(149,325)
Unrestricted Reserve balance	<u>283,426</u>		<u>683,426</u>	<u>683,426</u>

Income Highlights The total income available for 2009 is projected to increase significantly from 2007 actual (as well as from the 2008 budget projections). This initial income projection is based on the 2007 NDI reports received from over 90% of the congregations (as of 8/21/2008) used to calculate 2009 assessments, and also from projections for the various investment and other revenue sources of the diocese. This results in the total expected assessment revenues now predicted to be \$3,736,000, an increase of \$338,000 from the 2008 total projected assessment revenues. The 2009 assessment revenues projection assumes approximately a 6% payment shortfall rate, somewhat less than the original 7% rate used in the 2008 budget projection or the 8% actual rate for 2007. The Restricted, Unrestricted, and Other revenue areas are projected with slight increases in investment income, but still at conservative amounts (based on market conditions and concerns). **Assessments (line 1-4)** 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 2008 Convention will set the 2010 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, 6% in 2009 is budgeted as a reserve to allow for those congregations that do not meet their obligations. Assessment relief is determined by Diocesan Council. **Unrestricted Investment Income (line 5-8) & Restricted Investment Income (line 9-24)** Unrestricted income from endowment funds is available for general operating expenses. Restricted income is designated for specific purposes as follows: *Christiansen* – educational and religious uses within the city of Seattle; *Clapp* – bond support, balance u/r; *Clergy Emergency* – clergy emergency grants; *College Work* – University of Washington Canterbury ministry; *Episcopate Endowment #1* – salary and benefits for the bishop diocesan; *Episcopate Endowment #2* – diocesan bishop's benefits, bishop's office program, Lambeth, consecration and bishop search reserves, and Cathedral dean search reserve; *Horn Fund* – capital improvements and maintenance at Huston Center; *Mission Ministry Fund* – bishop directed grants; *Pruden* – clergy residency; *St. Bernard's Chapel* – supports the chapel at Snoqualmie pass; *Theological Education* – education grants for clergy and lay leadership; *Human Needs Endowment* – provides emergency assistance grants in the area of the church in the world and specialized ministries; *Working Capital Trust* – cash flow trust fund (see full explanation below). **Other Income (line 25-28) & Fees, Tuition and Reimbursements (line 29-36)** Income is received from camp and conference participants, youth events and DSOMAT classes/workshops, print shop revenue and Cathedral use of the print shop. In addition, the accounting office generates fees for administration of grants, insurance and the Diocesan Investment Fund (DIF). The 2009 Transfer⁽²⁹⁾ is prior year's accumulated income from the WCTF. **Unrestricted Reserve/Total Revenues (line 37-40)** The unrestricted operating reserve is a fund developed over time and during years when revenues exceed expenses. The level of reserve for prudent financial management is determined by the Diocesan Council. According to the Canons, funds in excess of this amount may be used, at the discretion of the Diocesan Council, as additional funds for the operating budget. Line 39 shows the total revenues projected for 2008 and 2009 as well as the actual total revenues for 2007. Lines 37r, 38r, and 40r, show the projected usage and balances for the unrestricted reserved (revised August 13, 2008).

Line/ Referen	Description	% increase/ Decrease from 2008 Budget	2009 Estimate Fall	2009 Estimate Spring	2008 Budget	2007 Actual
1	Assessments: 20% rate--2004-06; 18% rate--2007& 2008	8.33%	3,900,000	3,900,000	3,600,000	3,188,475
2	Less Non-Pay Shortfall: 8%--2007, 7%--2008, 6%--2009	-7.14%	-234,000	-234,000	-252,000	
3	Prior Years' Assessments	40.00%	70,000	70,000	50,000	37,374
4	Total Assessment Income	9.95%	3,736,000	3,736,000	3,398,000	3,225,849
Unrestricted Investment Income						
5	Hodges	0.00%	2,500	2,500	2,500	2,500
6	Henry	16.31%	88,399	76,000	76,000	101,847
7	Thanksgiving	15.66%	3,354	2,900	2,900	3,848
8	Total Unrestricted Income	15.79%	94,253	81,400	81,400	108,195
Restricted Investment Income						
9	Christiansen (line 110)	16.02%	9,514	8,200	8,200	10,940
10	Clapp (line 57)	16.31%	35,474	30,500	30,500	40,870
11	Clergy Emergency (line 109)	16.16%	14,811	12,750	12,750	17,046
12	College Work (line 73)	16.32%	11,050	9,500	9,500	12,731
13	Episcopate Endow #1 (line 104,106)	15.94%	156,524	135,000	135,000	179,899
14	Episcopate Endowment #2 (line 106, 107, 111, 112, 113, 142)	3.48%	74,503	72,000	72,000	80,712
15	Horn Fund (line 153)	3.51%	39,332	38,000	38,000	44,823
16	McDonald (Huston scholarships)		310			258
17	Mission Ministry Fund (line 50)	0.00%	40,000	40,000	40,000	25,538
18	Phillips Fund		0	0	0	24,950
19	Pruden Fund (clergy residency) (line 56)	16.52%	769	660	660	887
20	St. Bernard's Chapel (line 166)	15.60%	1,156	1,000	1,000	1,326
21	Theological Education (line 108)	16.36%	29,787	25,600	25,600	34,328
22	New—Working Capital Trust	100.00%	1,500	—	—	—
23	Human Need Endowment (line 101)	0.00%	9,500	9,500	9,500	19,400
24	Total Restricted Income	10.85%	424,230	382,710	382,710	493,708
Other Income						
25	Bank and Other Income	44.33%	43,300	43,300	30,000	108,658

26	Transfers and Grants		46,387			52,199
27	Insurance Administration (line 125, 128)	-45.05%	<u>25,000</u>	<u>25,000</u>	<u>45,500</u>	<u>20,448</u>
28	Total Other Income	51.90%	114,687	68,300	75,500	181,305
Fees, Tuition and Reimbursements						
29	Huston Center Fees (line 152)	0.78%	514,000	514,000	510,000	520,664
30	St. Andrew's House (line 155, 156)	3.12%	198,600	198,600	192,600	190,991
31	Print Shop (line 92, 95)	-3.85%	25,000	25,000	26,000	31,220
32	Printer 20% (Cathedral) (line 95)	5.00%	13,634	13,634	12,985	12,374
33	DSOMAT/Adult Education (line 69)	4.92%	9,600	9,600	9,150	9,151
34	Youth Events (line 71)	0.00%	31,500	31,500	31,500	25,650
35	Grant and DIF Administration (line 123, 124)	0.00%	<u>10,000</u>	<u>10,000</u>	<u>10,000</u>	<u>15,258</u>
36	Total Fees, Tuitions, etc.	1.27%	802,334	802,334	792,235	805,308
Unrestricted Reserve (U/R)						
37	Transfer from (to) U/R	-58.56%	100,000	155,451	241,325	149,235
38	Transfer from (to) U/R for Bishop's Initiatives	<u>100.00%</u>	<u>300,000</u>			
39	Total Revenues Projected/Used:	12.08%	5,571,504	5,226,195	4,971,170	4,963,600
40	**Unrestricted Reserve balance		42,101	286,650	442,101	683,426
Unrestricted Reserve (U/R) revised August 13 using 2008 actual projections for remainder of the year						
37r	Transfer from (to) U/R	100.00%	100,000	155,451	0	149,235
38r	Transfer from U/R for Bishop's Initia.	100.00%	<u>300,000</u>	<u>—</u>	<u>—</u>	<u>—</u>
40r	**Unrestricted Reserve balance		283,426	527,975	683,426	683,426

2009 Expenses – Expense Summary – Supporting the Broader Church (line 41-46) \$831,574 Support to the National Church, Province VIII, the Washington Association of Churches, ecumenical work and St. Mark's Cathedral. **Empowering Congregations/Program for Ministry (line 47-99) \$2,105,495** Focusing on Supporting Congregations, Evangelism and Growth, Faith Formation, Emerging Mission (new), Ethnic Ministries, and Bishop's Initiatives (new), under-girded by Stewardship, Planned Giving and Communications. Increased funding for Total Common Ministry, support for congregations, evangelism (pastoral care support), adult faith formation resources, youth and young adults, college work, emerging mission work, Hispanic ministry and communications. **Specialized Ministries (line 100-103) \$95,179** Supporting education and assistance in the areas of the Environment, Walk in Love: Response to AIDS, Economic Justice, Alcohol and Substance Abuse, St. James Family Center, Jubilee Network, Mission to Seafarers, Bishop's Committee for Israel/Palestine, Refugee Resettlement, Greater Seattle Cares, Integrity/Puget Sound, the Commission for Church in the World, prophetic initiatives and emergent needs. **Canonical & Corporate Expenses (line 104-151) \$1,570,108** Supporting the Bishop and his office, the Bishop Suffragan, Canon to the Ordinary, Treasurer's Office, Archives, all Governance functions (Convention, Diocesan Council, the Standing Committee, the Board of Directors, etc.), the Liturgy and Arts Commission, Insurances and Benefits. Increased funding for bishop office program, treasurer's program, suffragan bishop program & ministry discernment, Commission on Ministry, legal & audit, convention and Diocesan Council. The compensation benefits reserve includes unallocated funds for the Canon for Congregational Development position. **Our Trustee Commitments (line 152-168) \$969,148** Huston Center, St. Andrew's House, Diocesan House and St. Bernard's Chapel. (Over \$700,000 of this is supported by revenues generated by Huston Center and St. Andrew's House.) **Total of all Expense Categories \$5,571,504.**

Expense Forecast by Funding Source

Program Areas (discretionary income)	\$1,595,379
Salaries & Benefits (discretionary income)	1,528,539
Salaries & Benefits (restricted)	384,890
Committed Costs (discretionary income)	1,054,943
Committed Costs (restricted)	1,007,753
	\$5,571,504

Program Areas (discretionary income) – most program expenses are paid for by unrestricted income. *Salaries & Benefits (discretionary income)* – most diocesan staff positions are paid for by unrestricted income. *Salaries & Benefits (restricted)* – diocesan and suffragan bishops, partial funding of printer and finance personnel. *Committed Costs (discretionary income)* – National Church apportionment, St. Mark's Partnership, Province VIII assessment, Millennium Development Goals, Standing Committee, Commission on Ministry, legal and audit costs Diocesan Council, Board of Directors, Convention, property/liability insurance, and Medicare supplement. *Committed Costs (restricted)* – various expenses paid for by restricted investment income, plus Huston Center, St. Andrew's House and Bayne Cottage operations.

Line/ Referen	Description	% increase/ Decrease from 2008 Budget	2009	2009	2008	2007
			Council Fall	Council Spring	Budget	Actual
41	Nat'l Church Apportionment	-1.03%	686,074	686,074	693,184	624,353
42	St. Mark's Cathedral Partnership	0.00%	100,000	100,000	100,000	100,000
43	Province VIII Assessment	0.74%	23,500	23,500	23,328	23,328
44	WA Assoc of Churches	0.00%	20,000	20,000	20,000	20,000
45	Ecumenical and Interfaith	<u>100.00%</u>	<u>2,000</u>	<u>2,000</u>	<u>1,000</u>	<u>2</u>
46	Total Supporting the Broader Church	-0.71%	\$831,574	\$831,574	\$837,512	\$767,683
47	Canon for Congregational Devel. Salary		-	-	-	74,406
48	Total Benefits for above position		-	-	-	25,540
49	Grants to Congregations (includes \$25k reserve)	9.09%	360,000	330,000	280,000	281,600

50 Line 17	Bishop Directed Grants **	0.00%	40,000	40,000	40,000	-
51	Mortgage Grants	-100.00%	-	-	6,000	5,184
52	Assessment Relief for Growth	0.00%	-	-	-	10,000
53	Total Common Ministry (Mutual Ministry) Program	134.00%	11,700	11,700	5,000	-
54	Pilot Growth Grant - Maple Valley				50,000	
						included in grants above
55	Support for Congregations --	43.49%	65,000	65,000	45,300	30,188
56 Line 19	Clergy Residency **	16.52%	769	660	660	785
57 Line 10	Bond Support Grant - Battle Ground **	77.08%	27,536	27,536	15,550	25,500
58	Subtotal Supporting Congregations	14.12%	505,005	474,896	442,510	453,203
59	TV Eucharist	0.00%	16,000	16,000	16,000	15,000
60	COTA salary support	0.00%	15,000	15,000	15,000	15,000
61	Evangelism Program --	15.25%	27,200	27,200	23,600	13,259
62	Land Purchase Reserve **	0	0	0	0	0
63	Subtotal Evangelism & Growth	6.59%	58,200	58,200	54,600	43,259
64	Canon for Youth & Young Adults salary	0.00%	60,646	60,646	60,646	60,052
65	Director of Diocesan Resource Center salary (50% FTE/100% 2 mos 2008) -	14.28%	18,620	18,620	21,723	36,260
66	Dean, DSOMAT, salary (started March 2008)	13.79%	55,500	55,500	48,776	0
67	Project Coordinator salary (75% FTE)	0.00%	29,791	29,791	29,791	29,008
68	Total Benefits for above positions	0.00%	56,659	56,659	56,659	42,472
69 Line 33	Faith Formation -- Adult Resources*	18.69%	40,000	40,000	33,700	20,322
70 New	Distance Learning/Meeting Package	0	0	0		
71 Line 34	Faith Formation -- Youth & Young Adults*	10.02%	52,700	51,550	47,900	42,436
72	Pastoral Care/Clergy **	0	0	0	0	0
73 Line 12	College Work/UW *	4.00%	52,000	52,000	50,000	50,000
74 New	College Work/Bellingham WWU	100.00%	10,000	5,000	-	-
75	Subtotal Faith Formation	7.65%	375,916	369,766	349,195	280,550
76 New	Emerging Mission --	100.00%	20,000	20,000	0	0
77	Subtotal Emerging Mission	100.00%	20,000	20,000	0	0
78	Canon for Multi-Cultural Min. salary	0.00%	69,158	69,158	69,158	67,340
79	Administrative Assistant salary	0.00%	35,945	35,945	35,945	35,000
80	Total Benefits for above positions	0.00%	30,345	30,345	30,345	30,059
81	Ethnic Ministries Program --	8.27%	100,000	100,000	92,359	86,677
82	Subtotal Ethnic Ministries	3.35%	235,448	235,448	227,807	219,076
83	Canon for Planned Giving/Stewardship/ Evangelism salary	0.00%	80,862	80,862	80,862	78,736
84	Administrative Assistant salary (50%FTE)	0.00%	28,880	28,880	28,880	25,000
85	Total Benefits for above positions	0.00%	37,544	37,544	37,544	36,725
86	S & PG Program --	2.77%	46,350	46,350	45,100	40,104
87	Subtotal Stewardship & P/G	0.65%	193,636	193,636	192,386	180,565
88	Dir. of Diocesan Communications salary	0.00%	55,327	55,327	55,327	53,872
89	Publications Coordinator salary	0.00%	46,815	46,815	46,815	5,160
90	Info. Systems Coordinator salary	0.00%	53,199	53,199	53,199	51,800
91	Communications Assistant salary	0	0	0	0	0
92 Line 31	Print Shop Coordinator salary *	0.00%	47,242	47,242	47,242	51,664
93	Total Benefits for above positions	0.00%	63,457	63,457	63,457	50,175
94	Communications Program --	6.88%	128,250	128,250	120,000	108,679
95 Line 31, 32	Print Shop ** -	11.54%	23,000	23,000	26,000	18,173
96	Subtotal Communications	1.27%	417,290	417,290	412,040	339,523
97 New	Bishop's Initiatives	100.00%	300,000	=	=	=
98	Subtotal Bishop's Initiatives	100.00%	300,000	=	=	=
99	Total Empowering Congregations	25.44%	\$2,105,495	\$1,769,236	\$1,678,538	\$1,516,175
100	Church in the World Program --	3.37%	62,110	62,110	60,083	39,917
101 Line 23	Emergency Assistance Grants **	0.00%	9,500	9,500	9,500	19,344
102	Millennium Development Goals -	11.66%	23,569	23,569	26,681	0
103	Total Specialized Ministries	-1.13%	\$95,179	\$95,179	\$96,264	\$59,261
104 Line 13	The Bishop's salary ** (2007 includes overlap)	0.00%	131,127	131,127	131,127	152,452
105	Exec. Assist to the Bishops salary	0.43%	50,000	50,000	49,784	59,711
106 Line 13, 14	Total Benefits for above positions *	0.00%	62,411	62,411	62,411	65,263
107 Line 14	Bishop's Office Program --	11.35%	75,000	75,000	67,355	117,442
108 Line 21	Theological Education **	16.36%	29,787	25,600	25,600	57,474
109 Line 11	Clergy Emergency Grants **	16.16%	14,811	12,750	12,750	13,656
110 Line 9	Christiansen Grants **	16.02%	9,514	8,200	8,200	9,777
111 Line 14	Lambeth Conference Reserve **	0.00%	4,000	4,000	4,000	4,000
112 Line 14	Consecration Reserve **	100.00%	10,000	10,000	0	25,000
113 Line 14	Bishop Search Reserve **	0.00%	10,000	10,000	10,000	0
114	Subtotal Dio. Bishop's Office	6.58%	396,650	389,088	371,227	504,776
115	Bishops Suffragan's salary	0.00%	114,000	114,000	114,000	110,022
116	Total Benefits	0.00%	31,218	31,218	31,218	30,712
117	Bishop Suffragan Program --	49.57%	71,750	71,750	47,970	50,664
118	Subtotal Bishop Suffragan's Office	12.31%	216,968	216,968	193,188	191,398
119	Canon to the Ordinary salary	0.75%	80,000	80,000	79,402	80,843
120	Total Benefits	0.00%	26,195	26,195	26,195	18,327
121	Canon to the Ordinary Program --	5.37%	18,650	18,650	17,700	14,050

122	Subtotal Canon to the Ordinary's Office	1.26%	124,845	124,845	123,297	113,220
123 Line 35	Canon for Finance salary *	0.00%	71,286	71,286	71,286	69,412
124 Line 35	Accounting Manager salary *	0.00%	55,000	55,000	55,000	48,000
125 Line 27	Ins. & Finance Assistant salary *	0.00%	35,945	35,945	35,945	35,000
126	Total Benefits for above positions	0.00%	47,161	47,161	47,161	45,945
127	Treasurer's Office Program --	17.70%	21,775	21,775	18,500	16,312
128 Line 27	Insurance General **	<u>2.04%</u>	<u>2,500</u>	<u>2,500</u>	<u>2,450</u>	<u>1,687</u>
129	Subtotal Treasurer's Office	1.44%	233,667	233,667	230,342	216,356
130	Archivist & Records Manager salary (60% FTE)	0.00%	25,535	25,535	25,535	24,864
131	Total Benefits	0.00%	16,145	16,145	16,145	16,318
132	Archives Program --	7.53%	10,000	10,000	9,300	9,220
133	Subtotal Archives	1.37%	51,680	51,680	50,980	50,402
134	Bishop's Executive for Governance & Conv. salary (75% FTE 2008)	0.00%	41,125	41,125	41,125	26,936
135	Total Benefits	0.00%	13,391	13,391	13,391	11,102
136	Governing Bodies (reserve transfer)	0.00%	0	0	0	237,745
137	Governance-Legal, Audit	19.00%	59,500	59,500	50,000	131,609
138	Governance Program --	20.45%	58,300	58,300	48,400	45,405
139	Representative for Property	0.00%	24,000	24,000	24,000	24,000
140	Subtotal Governance	10.97%	196,316	196,316	176,916	476,797
141	• Other Governance Program --	9.49%	19,067	19,067	21,067	13,427
142 Line 14	Cathedral Dean Search Reserve **	<u>0.00%</u>	<u>2,500</u>	<u>2,500</u>	<u>2,500</u>	<u>2,500</u>
143	Subtotal Other Governance Program	-8.49%	21,567	21,567	23,567	15,927
144	Total Salaries & Benefits * moved to departments					
145	Subtotal	0	0	0	0	0
146	Property/Liability Insurance Premium	0.00%	60,000	60,000	60,000	50,149
147	Subtotal Property & Liability Insurance	0.00%	60,000	60,000	60,000	50,149
148	Compensation/Benefits Reserves (2009 includes unallocated salaries)	66.45%	221,415	221,415	133,019	46,338
149	Medicare Supplement	0.00%	47,000	47,000	47,000	36,584
150	Subtotal Benefits	<u>49.10%</u>	<u>268,415</u>	<u>268,415</u>	<u>180,019</u>	<u>82,922</u>
151	Total Canonical & Corporate	5.41%	\$1,570,108	\$1,562,546	\$1,489,536	\$1,701,948
152 Line 29	Huston Center Operations **	0.78%	514,000	514,000	510,000	523,507
153 Line 15	Hom Projects **	3.51%	<u>39,332</u>	<u>38,000</u>	<u>38,000</u>	<u>18,329</u>
154	Subtotal Huston Center	0.97%	553,332	552,000	548,000	541,836
155 Line 30	St. Andrew's House Operations *	-2.19%	196,600	196,600	201,000	201,363
156 Line 30	Bayne Cottage **	25.00%	2,000	2,000	1,600	760
157	Deferred maintenance/Diocesan subsidy	<u>100.00%</u>	<u>10,000</u>	<u>10,000</u>	<u>0</u>	<u>0</u>
158	Subtotal St. Andrew's House	2.96%	208,600	208,600	202,600	202,123
159	Receptionist salary	0.00%	29,108	29,108	29,108	21,300
160	Building Manager salary	0.00%	35,111	35,111	35,111	34,188
161	Total Benefits for above positions	0.00%	31,941	31,941	31,941	28,590
162	Casual Labor	58.73%	2,000	2,000	1,260	1,371
163	Diocesan House General	8.58%	32,900	32,900	30,300	30,558
164	Plant Services General	7.14%	75,000	75,000	70,000	57,699
165	Subtotal Diocesan House	4.22%	206,060	206,060	197,720	173,706
166 Line 20	• St. Bernard's Chapel **	<u>15.60%</u>	<u>1,156</u>	<u>1,000</u>	<u>1,000</u>	<u>869</u>
167	Subtotal St. Bernard's Chapel	<u>15.60%</u>	<u>1,156</u>	<u>1,000</u>	<u>1,000</u>	<u>869</u>
168	Total Trustee Commitments	2.09%	\$969,148	\$967,600	\$949,320	\$918,534
169	Total Expenses	12.08%	\$5,571,504	\$5,226,195	\$4,971,170	\$4,963,600
170	Total Revenues	<u>12.08%</u>	<u>\$5,571,504</u>	<u>\$5,070,744</u>	<u>\$4,971,170</u>	<u>\$4,963,600</u>
171	Net Surplus/Deficit		0	(155,451)	0	0
172	Net Surplus/Deficit w/out reserve transfer		(400,000)		(241,325)	(149,237)
	Unrestricted Reserve (revised August 13, 2008, using actual projections for remainder of year 2008)					
173	Funds transferred (from) to Unrestricted Reserve		(400,000)		(0)	(149,327)
174	Unrestricted Reserve Balance		\$ 283,426		\$683,426	\$683,426

Resolutions Committee 2008 Report to Convention (08/D/3)

Diocese of Olympia
RESOLUTIONS COMMITTEE
2008 Report to Convention

MEMBERS OF THE RESOLUTIONS COMMITTEE: **Mr. Duncan Bayne**, St. Mark's Cathedral, Seattle, Diocesan Vice-Chancellor, chair; **the Rev. Josefina Beecher**, Komo Kulshan Cluster, Mount Vernon; **the Rev. Richard Green**, St. Stephen's Church, Longview; **Ms. Jordan Gross**, St. Andrew's Church, Seattle; **Ms. Mary Maxon**, Emmanuel Church, Mercer Island; **Mr. Ralph Provencal**, St. Benedict's Church, Lacey; and **the Rev. Richard Younge**, St. Clement's Church, Seattle.

Resolution #1 – 2010 Diocesan Assessment Rate. Submitted by the Diocesan Council.

Resolved, That this 98th Convention of the Diocese of Olympia approve the recommendation of the Diocesan Council that the 2010 diocesan assessment rate factor be set at 18% 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 2008 Convention sets the 2010 assessment rate. This Council recommendation is based on several factors: 1) Continued encouraging results with 2008 assessment payments to date, namely, at the end of July a total payment shortfall of about 8% and a net shortfall of under 7% (after removing those congregations with shortfalls one month or less behind, most of which historically are able to catch up by year end). This is in line with the projected shortfall rate planned for the 2007 budget. 2) A projected shortfall rate of 6% for the 2009 budget; with additional attention from Council, diocesan leadership, and all congregations it is hoped to reduce this shortfall rate even more for 2010. 3) Overall assessment revenues have continued to grow steadily the past several years. In 2009, total assessment revenues are projected to surpass 2008 revenues, and should continue to grow in 2010 and on, by about 3-4% per year. 4) At this time there is nothing specific driving a change to the assessment rate. If the bishops, Council and other leadership define new or changed ministry in the 2010 budget such that a rate increase is needed, a special assessment can be added for 2010 only at the 2009 convention with a 2/3 majority vote, and the ongoing necessary rate for subsequent years can be set via the normal assessment rate resolution process. In 2007 it was necessary to use unrestricted operating reserve funds to balance the budget (about \$150,000), but only because the bishop's search reserve was replenished and a reserve was created for unusual legal costs. For 2008 we projected a budget shortfall of about \$250,000 to be drawn from the unrestricted operating reserves; latest projections show no shortfall at all in 2008. In 2009 the operating budget projects about a \$100,000 shortfall; it is our goal to have balanced budgets for 2010 and on. Council continues to look at the possibility of changing the assessment basis or formula and even rates. While the present setup has been in place since the late 1970s and was reviewed once in 1993 resulting in no changes approved at Convention, we would like to consider this with the new bishop in conjunction with whatever new mission and programs that may be established. It is therefore the decision of Council to retain the present assessment formula and rate while further research and discussion is undertaken toward any move to a new calculation method or rate. **Recommendation of the Resolutions Committee: DO PASS**

Resolution #2 – Cost of Living Adjustment (COLA) for 2009. Submitted by the Personnel Commission of the Diocese of Olympia

Resolved, That this 98th Convention of the Diocese of Olympia authorize the setting of the Cost of Living Adjustment for 2009 parochial clergy salary scale at 5%. **Explanation:** As required by Canon 23, Sections 2 and 5, and Canon 12, Section 3, the Personnel Commission, in July 2008, set the Cost of Living Adjustment (COLA) for 2009 for the parochial clergy salary scale at 5%. This is based on the Bureau of Labor Statistics (BLS) for West Coast cities under 1,500,000 population (Bremerton/Tacoma) COLA information for the calendar year May 2007 to May 2008. For information purposes the Commission on Personnel offers the existing clergy salary scale:

Commission on Personnel—2009 Parochial Clergy Salary Scale

Grade	Minimum	Mid-Point	Maximum
A	\$75,812	\$94,766	\$113,718
B	68,921	86,150	103,381
C	62,624	78,305	93,966
D	57,272	71,197	85,436
E	51,843	64,804	77,765

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 FIVE (5) OR MORE YEARS OF ORDAINED SERVICE MUST BE PAID AT LEAST 90% OF THE MID-POINT OF THEIR CONGREGATION'S APPLICABLE GRADE. **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.**
4. CLERGY WITH TEN (10) OR MORE YEARS OF ORDAINED SERVICE MUST BE PAID AT LEAST 100% OF THE MID-POINT OF THEIR CONGREGATION'S APPLICABLE GRADE. **NOTE: A CLERGY PERSON APPROACHING (10) YEARS IN THE SAME GRADE OR CONGREGATION SHOULD BE GIVEN PAY RAISES GREATER THAN THE COST-OF-LIVING ADJUSTMENT SO THE SALARY WOULD REACH THE 100% OF MID-POINT BY THE TENTH YEAR.**
5. EXCEPTIONS TO THESE POLICIES REQUIRE APPROVAL OF THE BISHOP.
6. 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.

Recommendation of the Resolutions Committee: NO OPINION. While the Resolution Committee as a body believes that cost of living adjustments should be mandatory, its members have a substantial difference of opinion as to how much the adjustment should be. Last year the COLA was 2.7%. Although the proposed COLA for Social Security is something like 5.7%, economic conditions have changed radically since these figures were established last summer, and a number of the committee feel that the proposed percentage will impose an undue economic hardship on some congregations. As a body, the committee feels a lesser COLA would be in order.

Resolution #3 – Supply Clergy Compensation. *Submitted jointly by the Diocesan Commission on Personnel and the Clergy Association of the Diocese of Olympia (CADO).*

Resolved, That this 98th Convention of the Diocese of Olympia set the minimum rate of compensation for supply clergy at \$200 for one Sunday liturgy, \$250 for two liturgies on a Sunday, and \$85 for weekday liturgies. Supply clergy called upon to perform additional duties (pastoral care, teaching, etc.) shall be compensated at a minimum rate of \$25 per hour for preparation and performance of said duties, to be negotiated in advance. Standard IRS business mileage rates and direct transportation costs, such as ferries, etc. shall be reimbursed. Reimbursement for lodging and meals must be negotiated in advance. Negotiation of rates below this minimum under special circumstances requires approval of the Bishop. These are minimum standards. Supply clergy and congregations may negotiate a higher compensation rates. Nothing herein precludes supply clergy from donating their services. *And be it further, Resolved,* That this rate be tied to the annual COLA increase and be changed by rounding in \$10 increments beginning with the 99th Convention of the Diocese of Olympia. Explanation: The supply clergy compensation rate has not changed since 2001. The 2007 minimum clergy salary in the Diocese of Olympia is \$49,372 representing an hourly rate of \$23.73. Allowing 8 hours for preparation and supply for one liturgy and 10 hours for two liturgies would amount to \$190 and \$240, respectively. Additionally, supply clergy are frequently asked to perform other functions while supplying which have not been included in previous supply compensation. The following chart is offered to indicate the changes for comparison purposes

	<u>1991 rate</u>	<u>2009 rate</u>	<u>ELCA-NW 2009 supply rate</u>
One Sunday service with sermon	\$115	\$200	\$200
Two Sunday services with sermon	\$150	\$250	\$300
One weekday service	\$ 75	\$ 85	\$100 min. for class or additional services.

Recommendation of the Resolutions Committee: DO PASS, AS AMENDED

Resolution #4 – Bishop’s Future Focus Fund. *Submitted by the delegation from St. Luke’s Church, Renton (Stan Burgess, Don Little, Joseph Gregg) and the St. Luke’s vestry.*

Resolved, That the 98th Convention of the Diocese of Olympia authorize the Diocesan Council to establish and monitor a “Bishop’s Future Focus Fund” which annually asks pledging units of the Diocese of Olympia for contributions each May, with an annual goal of \$880,000 dollars, separate from the Diocesan Budget; *and be it further Resolved,* That the Bishop of the Diocese of Olympia or his designated representative shall allocate these fund monies for the express purpose of “Moving Our Diocese into the Future” as described in Bishop Rickel’s letter of 05/21/08, 08/C/1, Section 1, of the Convention 2008 Delegates Notebook, along with a full report to each subsequent convention; *and be it further Resolved,* That all “Bishop’s Future Focus Fund” administrative costs be paid by the fund. Explanation: We have chosen Bishop Greg Rickel as our spiritual leader. Bishop Rickel has had to withdraw requests for funding of forward-thinking ministries in order to balance the diocesan budget. Therefore, we offer this newly created “Bishop’s Future Focus Fund” as entirely separate from the Diocesan Budget. For decades, we have discussed aging congregations, youth presence, college ministry, emerging missions, designated monetary responsibility, improved education, and congregational development. To insure the success of these and Bishop Rickel’s vision, we can choose to provide funds of support in addition to budgeted support. This resolution gives us the ability to move into action.

Recommendation of Resolutions Committee: NO OPINION. Although the Committee is uniformly in support of the Bishop’s goals, we are divided whether this is a useful method to achieve them. Some people feel that it is not useful to have special funds, because budgets always involve balancing priorities. There are always other ministries and needs which cry for recognition in the budget process. Other folks feel that an ongoing special solicitation such as this may undercut the abilities of some congregations to raise the funds necessary to meet their own needs and assessments.

Resolution #5 – Concerning a Canonical Change Regarding Clergy Compensation. *Submitted by the Rev. Mike Morrissey, St. Bede’s Church, Pt. Orchard, and the Rev. Martin Yabroff, St. Andrew’s Church, Tacoma.*

Resolved, That this 98th Convention of the Diocese of Olympia authorize amendment of Canon 12, sections 2 and 3, to specifically include Total Common Ministry Clergy as indicated:

Canon 12

Section 2

All clergy employed by any Parish, Mission, Total Common Ministry Congregation or other diocesan institution shall be covered by written agreements specifying terms as to compensation, including any housing and utilities allowance, pension and insurance benefits, and business expense allowances, which are not inconsistent with the Constitution and Canons of the National Church and the Diocese.

Section 3

The Diocesan Council shall periodically recommend the establishment of a minimum annual compensation applicable to all clergy employed by any Parish, Mission, **Total Common Ministry Congregation** or other diocesan institution. Once adopted by Convention, written compensation payments shall not be less than the established minimum without the written concurrence of the Bishop.

Explanation: There is one "class" of clergy not addressed by written diocesan pay policy. These clergy are ordained for and serving within the Diocese of Olympia's Total Common Ministry (TCM) congregations of which there are seven as of August 2008. As a matter of practice, these clergy are not to be paid. When a TCM program is put in place, it appears that a condition of call to ordination is the understanding that those so called are not to be paid. It is the intent of the drafters of this canonical change to provide for the option of payment. TCM clergy may opt out with the concurrence of the bishop just as other clergy may do. **Recommendation of the Resolutions Committee:** REFER TO COMMISSION ON PERSONNEL, COMMISSION ON MINISTRY AND TOTAL COMMON MINISTRY MISSIONER. The committee believes this issue should be examined, but that all parties who may be affected should be at the table, and therefore recommends referral as indicated.

Resolution #6 – Concerning a Canonical Change Regarding the Resolutions Committee. Submitted by the Rev. Mike Morrissey, St. Bede's Church, Pt. Orchard, and the Rev. Bob Rhoads, St. Luke's Church, Sequim.

Resolved, That this 98th Convention of the Diocese of Olympia adopt the following paragraph to be substituted for the whole of Canon 4.e.4

4. The Committee shall consider all Resolutions received and shall report them to Convention, either as received or as amended or combined. The Committee's recommendations for resolutions which meet the prescribed form (whether original, amended or combined) and time frame will not include "do not consider, do pass, do not pass" or similar wording. Recommendations concerning the resolutions may include "refer to other committee or commission, statements concerning a resolution's merits or no opinion." A recommendation for referral will include justification.

Explanation: The Resolutions Committee has a great deal of work to do to prepare resolutions. They receive the documents and help those who submit resolutions in the formatting, reasoning, and process. A resolutions committee has a great deal of influence in helping the convention do its business. However, it is an appointed committee of four (2 lay and 2 clergy). That small number can exert a great deal of sway in making recommendations regarding considering or passing a resolution. All properly submitted resolutions coming to convention are to come to the floor for consideration with as little prejudice as possible. Recommendations to refer with justification and discussion concerning merits are helpful in deliberations. **Recommendation of Resolutions Committee:** NO OPINION. This resolution calls for a policy change in how proposed resolutions are reported to convention. As such, the committee feels that the determination should be left up to diocesan convention without recommendation one way or the other from the committee. However the committee feels constrained to point out that it is actually seven persons (not four as asserted in the Explanation), three clergy and four lay, broadly representative of the diocese at large. Further, this resolution was rejected by the diocesan Constitution & Canons Committee as being internally inconsistent, as that committee had difficulty reconciling a ban on recommendations, but approval of "statements concerning the resolution's merits."

Resolution #7 – Support for the Healthcare Training Program of the Episcopal Diocese of Jerusalem. Submitted by the Episcopal Bishop's Committee for Israel/Palestine, Diocese of Olympia.

Resolved, That the 98th Convention of the Diocese of Olympia sponsor Investing for Peace in the Holy Land and encourage the Bishop's Committee for Israel/Palestine to help raise funds for its Healthcare Training Program in the Diocese of Jerusalem. Explanation: The Episcopal Diocese of Jerusalem runs four hospitals and clinics in the West Bank and Gaza. The Healthcare Training Program will provide free training in Israeli hospitals for their medical and rehabilitation staffs, but funds are needed for living expenses and educational materials. Investing for Peace in the Holy Land (IPHL) is a coalition of Jews and Christians in the Northwest that helps bring Palestinians and Israelis together to work for justice and peace. The Healthcare Training Program in the Diocese of Jerusalem is one of four programs IPHL is supporting. IPHL's sponsors now include American Jewish Committee - Seattle Chapter NW, Seattle Presbytery of Presbyterian Church in the USA, the Washington Synod of the Evangelical Lutheran Church in America, and the Washington Coalition of Rabbis. More information on the medical ministries of the Diocese of Jerusalem is available at: <http://www.j-diocese.org>. More information on IPHL is available at: <http://www.iphlwa.org>. **Recommendation of the Resolutions Committee:** DO PASS The Committee was concerned that "sponsor" implied a monetary commitment from the diocese, but we are assured by the sponsors that that is not intended.

Resolution #8 – Affirming Calls for Israel to Withdraw from Illegal Settlements. Submitted by the Episcopal Bishop's Committee on Israel and Palestine, Diocese of Olympia.

Resolved, That this 98th Convention of the Diocese of Olympia support and affirm the position of Sabeel, the ecumenical agency for Peace with Justice in Palestine-Israel led by the Reverend Canon Naim Ateek, in calling for the State of Israel to withdraw the illegal settlements in the West Bank in accordance with International Law as evidenced by United Nations Security Resolutions 242 (1967) and 338 (1973); *and be it further* **Resolved,** That a copy of this resolution be sent to the Senators and Congresspersons who represent the State of Washington. Explanation: The West Bank is home to four of our companion diocese's parishes and thousands of brother and sister Episcopalians who live daily under the hardships imposed by illegal Israeli settlements. Sabeel, the Ecumenical Liberation Theology Center, works daily for peace and justice in the Holy Land. Its founder, Dr. Ateek, is a Palestinian Episcopal priest and a frequent visitor to the Diocese of Olympia. Illegal settlements in the West Bank, condemned repeatedly by United Nations resolutions, present a major stumbling block to peace between Israel and Palestine. **Recommendation of Resolutions Committee:** DO PASS

Resolution #9 – Creation Care: Vegetarian/Vegan Food at Diocesan Events. Submitted by the Bishop's Committee on the Environment.

Resolved, That this 98th Convention of the Diocese of Olympia commits the diocese to offer vegetarian and/or vegan meals at all diocesan funded events where meals containing meat are served. *Explanation:* God created the world and all living creatures and blessed human beings with the role of the stewardship of all creation. Offering vegetarian/vegan dishes at all diocesan events where dishes containing meat are served is a responsible and visible action of creation care. Reducing our consumption of meat reduces global warming gasses, world hunger, and animal suffering. It also offers hospitality to those who eat vegetarian/vegan for reasons such as spiritual or ethical beliefs, personal health, world hunger and environmental stewardship.

- Reducing meat consumption has a positive effect on the environment because animal agriculture is a significant contributor of global warming gasses (more than all transportation together, including cars, trucks, planes, etc.), as reported by the Food and Agriculture Organization of the United Nations.
- Reducing meat consumption has a positive effect on reducing world hunger because 10 times more people can be fed from a hectare of land used to raise crops to feed people than if that hectare of land were used to grow crops for animal agriculture to feed people meat, as reported by the World Health Organization.
- Reducing meat consumption shows compassion to God's creatures by reducing the number of animals that suffer in factory farming and responds to Resolution D016 as adopted at the 74th General Convention of the Episcopal Church in 2003.
- Our diocese could extend hospitality to the increasing number of people, many of whom are young, who eat a vegetarian/vegan diet for personal health reasons or as a way of caring for God's creation.

Recommendation of Resolutions Committee: DO PASS, AS AMENDED

Resolution #10 – Memorializing the Genesis Covenant. Submitted by the Bishop's Committee on the Environment.

Resolved, That the 98th Convention of the Diocese of Olympia requests the 76th General Convention of the Episcopal Church (2009) to consider the following resolution:

Resolved, the House of _____ concurring, that the 76th General Convention of the Episcopal Church affirms that The Episcopal Church become a signatory to the **Genesis Covenant**, thereby making a public commitment to work to reduce greenhouse gas emissions from every facility it maintains by a minimum of 50% within ten years.

Explanation: Climate change threatens all of God's creation on earth. Our Christian response to climate change is a deeply spiritual and moral issue. Climate change poses greater threat to poor, marginalized people across the world than to affluent people, and therefore climate change and our Christian call to social justice are inextricably linked. In the words of Presiding Bishop Katharine Jefferts Schori, "the crisis of climate change presents to us unprecedented challenge to the goodness, interconnectedness, and sanctity of the world God created and loves...and the church's commitment to ameliorating it is a part of the ongoing discovery of God's revelation to humanity and a call to the fuller understanding of the scriptural imperative of loving our neighbor".* The Genesis Covenant is a multi-faith effort to engage national faith communities in a single and significant course of action to reduce the damaging effects of climate change. That course of action is to work to reduce the greenhouse gas emissions of each facility they maintain by 50% in ten years. Although the covenant is without enforcement, it defines a clear goal to which faith communities can aspire. This goal of 50% reduction is challenging and may not be possible for each facility, but as we work toward that goal God's grace may help us find a way. The Genesis Covenant was formally introduced to the national church at the Healing our Planet Earth Conference (HOPE), sponsored by the Diocese of Olympia and the Episcopal Divinity School, in April 2008. Resources are available to assist dioceses and churches implement this resolution. They include Genesis Covenant Network, the national Advocacy Center for Economic and Environmental Affairs of the Episcopal Church, Earth Ministry, Interfaith Power and Light, dioceses that have already begun this work, local utility companies, and others. Earlier resolutions will be supported through our commitment to the Genesis Covenant. Those resolutions include: **Resolution 1991-A195**, adopted by the 70th General Convention, declaring that Christian Stewardship of God's created environment, in harmony with our respect for human dignity, requires response from the Church of the highest urgency; **Resolution 2006-D022** adopted by the 70th General Convention supporting the Millennium Development Goals, specifically Goal 7, "Ensure Environmental Sustainability"; and **Resolution 2000-A048**, adopted by the 73rd General Convention, encouraging all members, congregations, dioceses, and other church institutions to use environmentally safe and sustainable energy sources. Communities of faith have the power to inspire, to create momentum, and to become a catalyst for addressing climate change. By becoming a signatory to the Genesis Covenant we live into our Christian values and also model the kind of leadership that we hope other religious organizations and our public policymakers will provide. Text of the Genesis Covenant is included below. * Excerpt from her speech to the United States Senate Environmental and Public Works Committee, June 2007. **Recommendation of Resolutions Committee:** DO PASS, AS AMENDED

The Genesis Covenant

A Shared Vision: That All Faith Communities In The United States Can Work Together To Halt Global Climate Change

A Shared Response: The global climate crisis must bring out the best in all our religious traditions

A Shared Action: Each Community Makes A Public Commitment To Reduce The Greenhouse Gas Emissions From Every Facility It Maintains By A Minimum Of 50% In Ten Years.

A Shared Community: Create Opportunities For Dialogue And Action

A Shared Vision: The scientific debate about climate change is over. Climate change caused by human activity is real and is a serious threat to us all. As men and women of faith, we believe that the time for discussion is over. It is time for action. It is time for The Genesis Covenant.

A Shared Response: We believe that if people of all religious traditions would cooperate to save the Earth, we can achieve three goals: 1) Make a significant contribution to halt global warming climate change; 2) Inspire others in government, education, science and business to

join us; 3) Offer signs of hope in times of trouble. To achieve these goals we must all work together. Our first task is to put our own house in order by cutting our energy impact by at least 50%.

A Shared Action: The Genesis Covenant is a public commitment by a national religious community to reduce the greenhouse gas emissions from every facility it maintains by a minimum of 50% within ten years. If any national religious community decides to take on this challenge then they have made their commitment to our common agreement, our shared task, The Genesis Covenant.

A Shared Community: Reducing our own appetite for energy will take sacrifices. No one person or organization can do this alone. The Genesis Covenant community is a network to provide information, resources, support and communications. It is a way for faith communities to cooperate to help one another reduce their energy consumption. The Website is here to act as a resource bank, to put people in touch with one another, and, to give them the tools they need to make effective changes.

Six-Hour Resolution

Resolution #11—Support of the Office of the Anglican Observer to the United Nations

Therefore ~~is~~ be it Resolved, That the Diocese of Olympia expresses strong support for the work of the Anglican Communion ~~and~~ at the United Nations and recommends to the ~~33,000 parishioners in 98~~ congregations of the diocese ~~to that they dedicate the offering of~~ the immediate Sunday prior to or following the annual United Nations Day on October 24 ~~to the challenging work of~~ to recognition of the United Nations and the Office of the Anglican Observer [deleted text]; And ~~May~~ be it further

Resolved, that ~~the funds~~ special offerings received on that Sunday are to be deposited into the ~~newly established~~ Archdeacon Ti Fund and ~~from there once each year~~ and directly forwarded as a contribution of the Diocese of Olympia to the Office of the Anglican Observer at the United Nations in New York.

Commission on Personnel—Report to the 98th Convention (08/E/2)

Required by Diocesan Canons ...

The Commission on Personnel is charged by diocesan canons to present a resolution to convention on compensation guidelines applying to clergy and to lay employees of the diocese each year by July 1 (Canon 23, Section 2 a & b) as well to provide assistance and counsel to clergy, vestries or bishop's committees of the diocese, as requested. The commission's past practice has been to ascertain the Consumer Price Index (CPI) for the median region of the diocese (This is based on the Bureau of Labor Statistics for West Coast cities under 1,500,000 population--Bremerton/Tacoma) from May to May, then project an appropriate cost of living adjustment (COLA) for the coming year. From May 2007 to May 2008, the CPI for this region was 4.5%. (One should note the CPI was significantly higher than the 2.7% COLA approved at last year's Convention). With all indicators pointing to continued rising costs in 2009, the Commission agreed on a 5% COLA for 2009 clergy compensation guidelines. Upon the release of the government cost of living adjustment for Social Security in 2009 at 5.8%, we believe our projection is appropriate. In 2008, a thorough-going review of Diocesan House staff positions and employment policies has been initiated and will conclude in Spring, 2009. The Commission has made several recommendations to the new personnel manual for employees of the Diocese of Olympia.

Last year's, 97th Convention of the Diocese of Olympia adopted the following resolution ...

Resolved, That this 97th Convention of the Diocese of Olympia instruct the Personnel Commission in consultation with the Clergy Association of the Diocese of Olympia (CADO) to review the guidelines for the fees for supply clergy; and be it further Resolved, That this review with recommendations will be presented for consideration at the 98th Convention of the Diocese of Olympia.

The Commission worked jointly with the Clergy Association of the Diocese of Olympia (CADO) to produce the Supply Clergy Resolution before this Convention. Notable changes are that this rate is a pro-rated calculation of the diocesan minimum compensation rate and will adjust annually according to changes in the diocesan minimum. The resolution also includes rates for performance of other duties supply clergy are frequently called upon to perform.

On-going work ...

We recognize the need of each congregation of the diocese to have a personnel manual appropriate to its ministry and we are striving to provide templates for congregations to develop their own manuals as an online resource in 2009. The Commission has been asked to research, review, and recommend to the diocese appropriate compensation and benefit policies for employees of our camp and conference centers and will continue that work into 2009. In 2009, the Commission on Personnel, working cooperatively with the Clergy Association of the Diocese of Olympia (CADO), will begin a process to review, and possibly revision, the diocese' overall compensation system for clergy in order to ensure our compensation rates, policies, and local practices provide just, livable compensation across the diocese.

Respectfully submitted, The Commission on Personnel

Kathy Wells, St. Mark's Cathedral; The Rev. Kevin Pearson, St. Luke, Renton & CADO representative; Linda Beardslee, St. George, Maple Valley; The Rev. Rachel Endicott, Trinity Parish, Seattle; Carol Pollock, Gig Harbor; Jim Hindle, Good Samaritan, Sammamish; Gayle Lee, St. Thomas, Medina; Cindy Miller, St. Luke's Memorial, Tacoma; the Rev. Constance Moorehead, St. Clement, Seattle; Staff support: The Rev. Canon Joan Anthony, Chris Smith-Clark, Sharon Pethers.

2008 Convention Committees (08/E/3)

Constitution & Canons Committee

Ms. Judith Andrews, *Diocesan Chancellor*; Mr. Duncan Bayne, *Diocesan Vice Chancellor*; Mr. Gregory A. Hicks, *St. Clement, Seattle (Holy C)*; Ms. Dede Moore, *Bishop's Executive for Governance*; The Rev. Stephen Moore, *All Saints, Bellevue (Eastside)*; Mr. Donald Mullins, *retired Diocesan Chancellor*; *Mr. Douglas Oles, *Redeemer, Kenmore (Be-Attitudes)*; The Rev. John G. Schaeffer.

Resolutions Committee

*Mr. Duncan Bayne, *St. Mark's Cathedral, Seattle (Holy C)*; The Rev. Josefina Beecher, *Komo Kulshan Cluster, Mt. Vernon (Mt. Baker)*; The Rev. Richard Green, *St. Stephen, Longview (Columbia)*; Ms. Jordan Gross, *St. Andrew, Seattle (Be Attitudes)*; Ms. Mary Maxon, *Emmanuel, Mercer Island (Eastside)*; Mr. Ralph Provencal, *St. Benedict, Lacey (Willapa)*; The Rev. Richard Younge, *St. Clement, Seattle (Holy C)*.

Nominations Committee

Ms. Sue Clary, *St. Luke, Sequim (Peninsula)*; Mrs. Jan Hanson, *St. Stephen, Longview (Columbia)*; The Rev. Stephen Moore, *All Saints, Bellevue (Eastside)*; The Rev. Rachel Taber-Hamilton, *St. Stephen Episcopal, Oak Harbor (Mt. Baker)*; *Mr. Steve Tellari, *St. James', Kent (Evergreen)*; Dr. Leann Torgerson-Harrison, *Trinity, Everett (Sno-Isle)*; The Rev. Canon Vicki Wesen, *Komo Kulshan Cluster, Mt. Vernon (Mt. Baker)*.

Commission on Personnel

Ms. Linda Beardslee, *St. George, Maple Valley*; The Rev. Rachel Endicott, *Trinity Church, Seattle*; Mr. Jim Hindle, *Good Samaritan, Sammamish*; Ms. Gayle Lee, *St. Thomas, Medina*; Ms. Cindy Miller, *St. Luke Memorial, Tacoma*; The Rev. Constance Moorehead, *St. Clement, Seattle*; *The Rev. Kevin Pearson, *St. Luke, Renton (CADO representative)*; Ms. Carol Pollock, *St. John, Gig Harbor*; Ms. Kathy Wells, *St. Mark's Cathedral, Seattle*; The Rev. Canon Joan Anthony, *Staff Support*; Ms. Sharon Pethers, *Staff Support*; Ms. Chris Smith-Clark, *Staff Support*.

Committee on Privilege

* The Rev. Ken Grabinski, *All Saints', Bellevue*; Ms. Dede Moore, *Bishop's Executive for Governance*; Canon Joan Anthony, *Canon to the Ordinary*.

Commission on Church Architecture

The Rev. Robert Biever, *All Saints, Tacoma*; Mr. Guy Falskow, *St. Stephen, Seattle*; Mr. Don Glad, *St. Stephen, Seattle*; Mr. William Goodenough, *Bishop's Representative for Property*; Mr. Kenneth Large, *Good Samaritan, Sammamish*; Mrs. Jeannette Moore, *St. Mark's Cathedral, Seattle*; Mr. Allen Moses, *Redeemer, Kenmore*; Mr. Frederick Pneuman, *St. Thomas, Medina*; Mr. Ralph Provencal, *St. Benedict, Lacey*; Mr. Nate Thomas, *Grace Church, Bainbridge Island*.

Commission on Ministry

The Rev. Canon Joan Anthony, *Canon to the Ordinary* Becky Clark, *St. Matthew, Auburn*; The Rev. Peter DeVeau, *St. John the Baptist, Seattle (Holy C)*; The Rev. Canon John Fergusson, *Redeemer, Kenmore (Be Attitudes)*; The Rev. Dr. Lucas Mix; The Rev. Constance Moorehead, *St. Clement, Seattle (Holy C)*; The Rev. Jim Neal, *St. Hugh of Lincoln, Allyn (Peninsula)*; The Rev. Joan Niemann, *St. Luke, Elma (Willapa)*; The Rev. Kathleen Patton, *St. Stephen, Longview (Columbia)*; *The Rt. Rev. Bavi Rivera; Ms. Carla Robinson, *staff support*; Mr. Dwight Russell, *St. Thomas, Medina (Eastside)*; The Rev. Dr. Marda Steedman Sanborn, *St. James', Kent (Evergreen)*; Mr. Donald Wilbert, *St. Michael & All Angels, Issaquah (Eastside)*; Ms. Suzie Zych, *St. Benedict, Lacey (Willapa)*.

Insurance Committee

Mr. Steve Carver; Mr. Gerald Coe, *St. Mark's Cathedral, Seattle*; *Mr. Stephen Day, *Epiphany Parish of Seattle*; Mr. Steve Faust, *Diocesan Treasurer*; Mr. Phillip Haas, *St. Mark's Cathedral, Seattle*; Mr. William Meacham, *St. John, Kirkland*; Ms. Carrie Rohlik, *Staff Liaison*; The Rev. Raymond Sheldon, *Faith Church, Kingston*; Mrs. Chris Smith-Clark, *Canon for Finance*; Ms. Kathy Wells, *St. Mark's Cathedral*.

Report of the Committee on Privilege (08/E/4)

The Committee on Privilege recommends that the following persons be given the privilege of voice or seat and voice at the 98th 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 Staff members who are not members of Convention:** Ms. Dede Moore, Bishop's Executive for Governance; Mrs. Kathleen Hamilton, Canon for Youth and Young Adults; Mr. Carl Knirk, Canon for Planned Giving/Stewardship; Ms. Christine Smith-Clark, Canon for Finance; Mr. Bill Goodenough, Board of Directors Representative for Property. **Lay members of the Board of Directors who are not members of Convention:** Mr. William Bain, Emmanuel Church, Mercer Island; Mr. George Garcia, St. Joseph-St. John Church, Lakewood; Mr. Bill Lucks, Trinity Church, Seattle; Mr. Jim Paddleford, St. Mark's Cathedral, Seattle; Mr. John Rolfe, St. Mark's Cathedral, Seattle. **Developing Congregations, Specialized Ministries:** Francisco Lopez, Resurrecion, Komo Kulshan Cluster, Mt. Vernon. **ELCA Pastors serving Episcopal Congregations:** The Rev. Pamela Armstrong; The Rev. Sandra Kreis, St. Christopher's, Olympia. **Others who are not members of Convention:** Mr. Miller Adams, Chair, Dispatch of Business; Ms. K. Ann McCartney, Parliamentarian; The Rev. Canon Stephen Wendfeldt, Canon to the Ordinary,

Diocese of San Diego, Keynote Speaker. **Those presenting reports to this Convention (voice only during time of report):** Mr. Jason Anderson, Convention Musician; Mr. Jack Barben III, Convention Musician; Mr. Chuck Hamilton, Elections; Mr. Brian Sellers-Peterson, Episcopal Relief & Development; Ms. Lynn Magnuson, Church World Service; Mr. Pete Nunnally, Diocese of Louisiana. **Diocesan Youth Presence – non-voting:** Blalock Denaya, St. Columba, Kent (Evergreen); Riley Germanis, Church of the Good Shepherd, Federal Way (Evergreen); Donovan Hunt, All Saints, Bellevue (Eastside); Jennifer Maes, St. Margaret's, Bellevue (Eastside); Kendra Okereke, Church of the Good Shepherd, Vancouver (Columbia); Jennifer Walrath, St. Hilda-St. Patrick, Edmonds (Sno Isle). **Clergy canonically resident, but not domiciled or ecclesiastically employed within the Diocese of Olympia, if present:** Richard Adams, Annette Arnold-Boyd, Joyce Avery, Phillip Ayers John, Bell, Clark Berge, Gordon Blue, Marianne Bogel, Charles Brock, Les Carpenter, Corbet Clark, Jennifer Cleveland-Stout, William Deng Deng, Marshall Ellis, James Friedrich, Constance Hammond, Patterson Keller, Paul Kolbet, David Longwood, Diana Lueckert, Andrea Maier, Richard Marchand, Shana McCauley, Mary McCaw, Judith McDaniel, Stephen McHale, A. Scott Miller, David Moore, Joann Paolozzi, Oliver Skanse Don, Smith, Homer Smith, Ken Snyder, Roger Sonnesyn, Daniel Stewart, Ralph Stewart, Kyle Stillings, John Thomas, Patrick Tomter, Jack Viggers, Carol Westpfahl, Robert H. Williams, G.W Paul Wilton, Eugene Wolfe. **Clergy licensed in the Diocese of Olympia, if present:** Nancy Allaire, Phillip Ayers, Webster Barnett, James Bethell, Robert Beveridge Julie, Bird, Marilynn Brown, Robert Brown, Raymond Dexter, Beth Echols, Nancy Edwards, James Elliott, James Friedrich, Robert Gallagher, Richard Gillett, Don Greenwood, Constance Hammond, Carl Harris, Verle Helsel, Christine Hoeberrmann, Winfield Hubbard, John Hubbard, Maria Jimenez-Mesenbring Peter, Lane, Armand Larive, L. John Larson, Christine Marie, William Maxwell, Herbert McMurtry, David Mesenbring, Donald Miller, Russell D. Minter, Robert Moore, Mikel Morrison, Robert Powers, Stephen Rodgers, Edward Rouffy, Sallie Shippen, William Tudor, John Van Eenwyk, Stennis Watson, Charles Whitmore, Henry Williams. *Submitted by, Committee on Privilege (The Rev. Ken Grabinski, Chair; Ms. Dede Moore; Canon Joan Anthony)*

Audits Outstanding (08/E/5)

Not filed: St. Matthew, Auburn; St. Paul, Bellingham; St. Paul, Bremerton; St. Timothy, Chehalis; St. Alban, Edmonds; St. David, Friday Harbor; Redeemer, Kenmore; Emmanuel, Mercer Island; St. Paul, Mt. Vernon; Emmanuel, Orcas Island; St. Paul, Pt. Townsend; St. Luke, Renton; St. Andrew, Seattle; St. Clement, Seattle; St. George, Seattle; St. John, Seattle; St. Mark's Cathedral, Seattle; St. Peter, Seattle; St. Luke, Sequim; St. David, Shelton; St. Dunstan, Shoreline; St. Luke, Tacoma; St. Mary, Tacoma; Holy Spirit, Vashon Island; St. Hugh, Allyn; Christ Church, Anacortes; Grace, Bainbridge Island; Holy Spirit, Battle Ground; St. Aidan, Camano Island; St. Luke, Elma; Grace, Lopez; St. Christopher, Olympia; St. Peter, Seaview; St. James, Sedro Woolley; St. Joseph/St. John, Tacoma.

Diocesan Council (08/F/1)

The Diocesan Council (DC) is the "convention in recess" and has responsibility to oversee the budget and program goals of the Diocese and to carry out the priorities adopted by convention. DC members accept assignments, work on task groups, and attend regional, committee and commission meetings as necessary. The DC includes the bishop, bishop suffragan, ten members elected from the regional ministries, up to six members appointed by program commissions and three members elected by convention. This past year the DC met nine times: December (24-hour retreat), January, February, March (hosted in the Sno Isle region by St. Philip's Church, Marysville), April, June (hosted in the Columbia region by St. Stephen's Church, Longview), July, August (hosted in the Be Attitudes region by St. Andrew's Church, Seattle), and September.

At the **December** retreat (held at Huston Camp & Conference Center in Gold Bar) DC members joined Standing Committee members to talk about core values and the unique duties of each group. Evening work groups tackled the topics of financial issues, strategic planning/Council goals for 2008, connections and General Convention resolutions and the global church. Actions:

- *The October 11, 2007, minutes were accepted as written.*
- *Recorded, for IRS purposes, the following housing allowances: Joan Anthony (\$25,000); Nedi Rivera (\$43,900); Greg Rickel (\$23,142); Jerry Shigaki (\$28,500); Mary Shehane (\$20,590); and Sam Lee (\$19,379).*
- *Authorized the accounting office to write off all outstanding 2007 assessment balances (for accounting purposes only).*
- *Upon recommendation of the Commission for Congregations, authorized 2008 congregation grants as outlined below. Further,*

*congregations denoted * will receive this grant on a month-to-month basis with clear expectations and accountability in order to continue to receive grant payments. Further, the Canon for Congregations will provide quarterly reports to the Diocesan Council regarding those congregations so denoted. Auburn, San Mateo, \$15,000; *Battleground, Holy Spirit, \$7,500; Bellevue, Holy Apostles, \$7,000; Edmonds, St. Hilda-St. Patrick, \$25,000; Lakewood, St. Joseph-St. John, \$15,000; Maple Valley, St.*

George, \$5,400; *Marysville, St. Philip, \$0; *Mill Creek, St. Francis, \$7,500; *Monroe, Our Saviour, \$7,500; Mt. Vernon, Resurreccion, \$33,000; Port Orchard, St. Bede, \$12,000; Seattle, COTA, \$28,000; Seattle, All Saints, \$25,000; *Silverdale, St. Antony, \$15,000; Snoqualmie, St. Clare, \$7,280; Tacoma, All Saints,

\$10,000; *Vancouver, All Saints, \$7,500; Komo Kulshan Cluster, \$27,000.

- Established a subcommittee to develop a job description for regional ministries and expectations for regional ministry representatives, with a report to the March Council meeting.

In **January** the DC participated in financial training for members of governing bodies, adopted DC goals for 2008, dealt with insurance issues surrounding the Oak Harbor and Poulsbo properties, and heard a report from the Regional Ministry Leadership Team meeting. Actions:

- Accepted the minutes of the November 30-December 1, 2007, meeting as written.
- Upon recommendation of the Canon for Congregation Development, authorized assessment relief of the 2005-2007 assessment shortfall for St. Matthew's Church, Tacoma, in the amount of \$36,130.
- Authorized the Bishop Diocesan, Greg Rickel, to expend \$50,000 to fund a multi-year pilot growth project at St. George's Church, Maple Valley; funds to come from the unrestricted net assets. The launch of this project will combine both diocesan and congregation resources.
- Upon recommendation of the Canon for Congregation Development and the diocesan Insurance Office, authorized the accounting office to pay the insurance premium for the buildings at St. Charles' Church, Poulsbo, and St. Stephen's Church, Oak Harbor, in the amount of \$8,810; funds to come from the Commission for Congregations budget reserves. Following a suggestion, the motion was amended to authorize up to an additional \$1,000 for a possible "terrorism" rider on one or both of these congregations, after consultation with the diocesan Insurance Committee.

The **February** meeting acted upon a recommendation from Chancellor Don Mullins regarding St. Stephen's Episcopal Church, Oak Harbor, and approved Judith Andrews as the new diocesan chancellor. The group heard a report from Bishop Greg Rickel on staffing changes at the Diocesan House, shared reports from visitations made with both bishops, and received updates on work from all the commissions. Actions:

- Ratified the appointment of Judith Andrews as diocesan Chancellor effective March 1, 2008.
- Ratified that the congregation of St. Stephen Episcopal Church, Oak Harbor, continues as a parish within the Diocese.
- Authorized \$6,000 to be allocated from the unrestricted operating account reserve fund for bonuses for St. Andrew's House (SAH) employees in recognition for their good work in the past few years to get SAH from needing a large diocesan budget subsidy to almost be self-sufficient by the end of 2007.
- Accepted the January 2008 minutes as written.
- Recorded in its minutes, for IRS purposes only, the 2008 housing allowance for Alan Mack in the amount of \$30,468.59.
- Authorized continuation of our support of St. Mark's Cathedral in the 2009 budget in the amount of \$100,000.
- Formed an ad-hoc sub-group to work on the partnership agreement with St. Mark's Cathedral, as it comes up for review, looking at 2010 and forward. This would be a joint committee with members also appointed by the Cathedral.
- Referred discussion of developing policies on bonus structures – at St. Andrew's House and/or Diocesan House– to the Commission on Personnel.

The **March** meeting was hosted by St. Philip's Church, Marysville, in the Sno Isle Regional Ministry. A major presentation was made to the group by the Commission for Planned Giving/Stewardship. In addition, DC members spent time hearing presentations from and sharing conversation with members of the Sno Isle region.

Actions:

- Accepted the minutes of the February 28, 2008, meeting as written.
- Directed the treasurer's office to combine into a "Council Discretionary Fund" the following designated funds: 1528 (bishop's auto replacement), 1577 (new equipment), and 1584 (sabbatical reserve).
- Authorize the treasurer's office to use funds from the new Council Discretionary Fund to cover the Hilton Hotel penalty, if needed, of approximately \$9,500 for cancellation (due to a union boycott) of the Healing God's Earth Conference, and \$15,000 for assistance for St. Mark's Cathedral's mediation process.
- Upon recommendation of the Budget and Finance Committee that because deductions, such as but not limited to, making space available to non-profit groups and allocation of a portion of staff time for outreach are not proper outreach deductions, directed the treasurer's office to review all of the 2007 NDI reports for all deductions not paid directly for outreach and to communicate with congregations using them to recalculate the NDI. Those congregations that have problems complying or need further discussion about this policy will be referred to the Budget and Finance Committee.
- Directed the treasurer's office to produce a quarterly statement for each congregation showing any outstanding loan balances and any arrearage in assessments due, with a summary report of these balances due sent to the Diocesan Council for review.
- Appointed, by acclamation, Jim Campbell to represent this body in the upcoming mutual ministry review process for Bishop Greg Rickel.

The DC gathered in **April** at the Diocesan House. The main agenda item was an in-depth presentation by the member ministries of the Commission for Ethnic Ministries. The DC also heard updates from regions and commissions and updates on congregations in leadership transition. Actions:

- Accepted the minutes of the March 27, 2008, meeting as written.
- Authorized the Refugee Resettlement Office of the Diocese and its Jump Start Loan Fund, which operates in the cities of South King County, to apply for human services program funds in the cities of Auburn, Burien, Covington, Des Moines, Enumclaw, Federal Way, Kent, Renton, Sea-Tac and Tukwila; and Community Block Grant public service funds in the cities of Auburn, Federal Way, Kent and Renton.

- Accepted the submitted spring draft of the 2009 Operating Budget as the approved discussion draft to be forwarded to convention members.

In **June**, members of the DC traveled to the Columbia region with its meeting hosted at St. Stephen's Church in Longview. A major agenda item was presentations by and conversation with members from the churches in the Columbia Regional Ministry. In addition the DC heard updates from all other regions and from the commissions. Actions:

- Accepted the minutes of the April 24, 2008, minutes as written. *figuring the Net Disposable Income for congregations include as an*
- Revoked the existing policy (established in 1998) starting with 2009 grants. The existing policy states: "the computation for *excludable amount money given by the Diocese as assistance to any congregation (parish or mission)."*

Sue Clary chaired the **July** meeting of the DC – with both bishops attending the once-a-decade Lambeth Conference of all bishops in the Anglican Communion. DC members reviewed the second quarter financial statements, accepted the recommendation from the Personnel Commission for the COLA resolution to convention, discussed a conflict of interest policy at the request of Don Mullins, received a progress report on activities at St. George's Church, Maple Valley, shared information from commissions and regions, and evaluated progress on DC 2009 goals. Actions:

- Accepted the June 2008 minutes as written. *maximum of five years. St. Barnabas' Church, Bainbridge Island –*
- Authorized expenditure of \$2,100 from the New Equipment *relieve \$68,346. St. Paul's Church, Bremerton – relieve \$126,923.* designated fund to purchase two conference phones for the *St. Joseph-St. John's Church, Lakewood – relieve \$4,324. St. Paul's Church, Pt. Townsend – relieve \$40,007. St. Paul's Church, Seattle – relieve \$95,673. Christ Church, Tacoma – relieve \$50,637 and issue a promissory note with no interest for \$20,000 to be paid by the congregation over a maximum of five years. St. Philip's Church, Marysville – relieve \$29,290. The total prior years' assessment relief is \$474,033 with \$45,000 in two promissory notes paid to the diocese over five years.* Diocesan House.
- Recorded, for IRS purposes only, a housing allowance of \$36,000/year, prorated to August 1, 2008, for the Rev. Rebecca McClain.
- Accepted the recommendations of the Canon to the Ordinary and granted prior years' assessment relief as follows. St. Margaret's Church, Bellevue – relieve \$58,833 and issue a promissory note with no interest for \$25,000 to be paid by the congregation over a

The **August** meeting was hosted by St. Andrew's Church, Seattle, in the Be Attitudes Regional Ministry. A major presentation was made to the group by the Commission for Evangelism. In addition, DC members heard presentations from and shared conversation with members of the Be Attitudes region, heard from Bishop Rickel about the Lambeth Conference, got an introduction to the College for Congregational Development from Melissa Skelton, and updates from commissions and regions. Actions:

- Accepted the minutes of the July 24, 2008 meeting as written. *Approved in principal the recommendation from the Budget and Finance Committee, based on earlier Council action stating in-kind deductions from NDI are not acceptable, that congregations will be contacted with actual 2009 assessment by September 30; and further, that for congregations for which the increase in assessment resulting from the Council's action making in-kind deductions unallowable would be a hardship in one year a process will be developed to phase in the increase by the Canon for Finance and Canon to the Ordinary.*
- Recorded, for IRS purposes, the annualized housing allowance for the Rev. Andrea McMillin Stockburger at \$38,500. *Upon recommendation of the Budget and Finance Committee, submitted a resolution to the fall Convention 2008 setting the 2010 assessment rate at 18%.*
- Authorized sending \$10,236 to All Saints Church, Seattle, to cover the cost of the electrical panel repair and flood prevention; funds to be drawn from the settlement received from the City of Seattle related to the flooding of All Saints Church, Seattle, in 2006.
- Approved the final draft of the 2009 Operating Budget as recommended by the Budget and Finance Committee for ratification at the fall 2008 Diocesan Convention.
- Re-designated funds in designated account (DES Hispanic Ministry on report H of June 2008 financials) to St. Luke/San Lucas, Vancouver, to be granted over two years (\$12,500 each year) to support funding of benefits for an Hispanic associate.

September included a joint meeting between DC members and Regional Ministry convenors and assistant convenors to plan the fall Pre-Convention Gatherings. In addition, resolutions to convention with budget implications were reviewed, updates were shared about congregations in leadership transition and the grants process, updates were shared by commissions and regions, and goodbyes were shared with members completing terms on the DC. Actions:

- Accepted the minutes of the August 28, 2008, meeting as written. *Until a general policy on sign requests is developed, declined to put the requested or any other sign on the outside of the Diocesan House.*
- Adopted the 2010 budget process as outlined.

Respectfully submitted on behalf of the Diocesan Council by,
Ms. Dede Moore, Bishop's Executive for Governance

Report of the Diocesan Historiographer (08/F/2)

By Br. Carle Griffin, OCP

During the 2007 – 2008 year, my accomplishments include the following:

- Researched history of St. Mark's, Seattle.
- Wrote "A Community, Inclusive and Generous," a history of the diocese for the diocesan web site, with photo and chart illustrations.
- Created a special presentation on the history of the diocese for Ministry Resource Day: "From Kingdom to Spiritual Community."
- Gave presentations on diocesan history to Trinity Parish, Seattle, and St. George's, Seattle.
- Continued research on diocesan history and drafted an outline of a history of the diocese.

I have enjoyed sharing the story of the Diocese of Olympia with my fellow Episcopalians and will continue offering presentations and begin writing a comprehensive history of the diocese.

Report of the Archivist and Records Manager (08/F/3)

The Archivist and Records Manager is the official custodian of diocesan records and responsible for the direction and implementation of the Archives and Records Management Program of the Diocese. "At each annual Convention, a Registrar shall be elected who shall continue in office until his successor is elected. He shall have the custody of the archives of the Diocese, and shall perform such duties as may be prescribed by the Diocese or by resolution of the Convention." Article X, Constitution of the Diocese of Olympia, Journal of Convention, 1911.

Article X of the Constitution of the newly formed Diocese of Olympia made the Registrar an officer of the Diocese and delineated his position and duties as custodian of the archives. Though the first Registrar was appointed in 1860, the inclusion of Article X formalized the office. The Registrar continued to maintain the care and custody of the archives until 1976 when the Archives of the Diocese of Olympia was officially established and the first Archivist appointed. Then, in 1994, the title was changed from Archivist to Archivist and Records Manager. These changes in title reflect changes in the accompanying duties of the position and the nature of diocesan records themselves. Early collections of Journals and Episcopal literature have expanded into the wide assortment of materials in a wide variety of formats that we have today and the individual charged with their care must not only preserve and protect those materials of historic importance but must also actively manage the records that are of administrative, fiscal and legal importance to the Diocese.

Collections: Our collections continue to grow and collection processing is an on-going function of the Archives. The following records have been processed during the course of the year:

- Records of Regional Religious Education Coordinator, Ms. Betsy Greenman
- Records of Christian Education Program Director, Ms. Betsy Greenman

- Records of Canon Betsy Greenman
- Records of Education Resource Center Librarians
- Records of Governing Bodies

(The above records contain materials from 1980 – 2007)

- Records of the Episcopal Charities Appeal Commission, 1987-92
- Records of the Stewardship Commission, 1988-92
- Records of the Planned Giving Committee, 1989-92
- Records of Development Officer, Ms. April Gaines-Collins, 1989-93
- Records of the Development Planning Commission and Committee – 1992
- Records of the Capital Campaign Planning Committee, 1992.
- Records of Stewardship and Development Program Director, Ms. Jean Leed, 1993-97
- Records of the Stewardship and Development Commission, 1993-98
- Records of TACS (Training and Consulting Services)
- Records of Seattle, St. Mark's Parish and St. Mark's Cathedral

In addition the Archives has received – but not yet processed – the papers of Bishop Vincent W. Warner and partial files of former Chancellor, Donald Mullins, Esq. Additional parish and mission files have also been added.

Records Management Manual: The "Records Management Policies and Procedures Manual" is

available on the diocesan website at: <http://www.ecww.org/onlinedocuments>.

Microfilm/Scanning Projects: The Diocesan publication "FYI" from 1992 - July 2008 was scanned and microfilmed this year as were the Standing Committee minutes from 1984 - 1987. Other microfilm/scanning projects - including parochial reports - will follow as funds allow.

Reference & Research: The Archives is contacted daily with requests for information from diocesan staff, congregations, ministries and the general public and providing such information in a timely fashion is one of our primary goals. These requests number from 200 - 250 annually and include requests for parish and mission information, for financial information, for biographical information, requests for photos, etc. 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 web site. Researchers may also visit the Archives in person by contacting the Archivist and Records Manager for an appointment.

Outreach: Assisting congregations with establishing their own archives and records management programs is another major goal of the diocesan Archives and Records Management Program and I am happy to consult with congregations on any archives and records questions they may have. My column, 'Archives in Action' in "FYI" is part of my effort to meet

Respectfully submitted by, *Diane Wells*, CA, Archivist and Records Manager

congregational needs for this information and I am happy to receive any feedback or requests for particular topics. Occasional articles in the "Episcopal Voice" are also intended to acquaint readers with the history of the Diocese and the materials available in the Archives. In addition, a new brochure about the Archives has just been completed and is appended to this report. Tours of Diocesan House are also provided through the Archives.

On a professional level, I continue as a member of the Association of Records Managers and Administrators (ARMA), the Society of American Archivists, where as past Chair of the Archivists and Religious Collections Section I now serve in an advisory capacity and the National Episcopal Historians and Archivists (NEHA). I am also a founding member of the Episcopal Archivists Network and active in several local archival organizations.

Volunteers: I currently have three volunteers in the Archives and I would like to thank them for their service. Lorry Garrett is assisting in collection processing and Karen and Rick Bonk are helping me design an Access database for use in collection management.

History, Archives and Records Committee: I would like to thank the members of the Committee: Barbara Benson; Richard Gould; Jane Hershman; and ex-officio member, Bro Carle Griffin, OCP, Historiographer for their continued service and advice.

The Diocese of Olympia Archives: A Great and Growing Harvest

By *Diane Wells*

"The proceedings of the Convocation...are of permanent value and interest in our Missionary annals. They are the first fruits of a great and growing harvest." The Rt. Rev. Thomas Fielding Scott, 1st Missionary Bishop of Oregon and Washington Territories, "Spirit of Missions," October 1854.

"A great and growing harvest." What a wonderful way to describe archives. Archives are organic. They grow as their creating body grows and they tell the story of that growth. It is in that story - or history - that their permanent value and interest resides. While the Diocese of Olympia Archives was officially established on April 15, 1976 by Bishop Robert Hume Cochrane, it had its beginning 122 years earlier when Bishop Scott recognized the permanent value of those first convocation proceedings. Since that time, the Archives has grown to include all the Journals of Convention, the papers of thirteen bishops, the records of every

diocesan department, program, council, board, commission and committee, affiliated and special ministry, parish and mission, etc., with record formats varying from paper and microfilm to electronic. Collections of photographs, slides, video and audio recordings, CDs and DVDs, scrapbooks and architectural drawings are included among the Archives' holdings. The position of Archivist has also grown from that of a volunteer Registrar whose care of the Archives was a relatively minor duty to that of a paid professional Archivist and Records Manager who actively manages the Archives and provides research

and outreach services. Growth, however, is not without its fits and starts and just as the Diocese of Olympia sprang from a lean, frontier beginning experiencing varying degrees of expansion and development – so too the Archives. The first Registrar was appointed in 1860 and clergy and members of the Church were requested to "furnish him with any information within their possession." In 1867 a "diocesan" library was begun with Bishop Scott donating materials which he had collected and a resolution appointing a Conservator of Public Documents was passed at Convocation.

As maintaining church records was standard practice in the Episcopal Church, western bishops and clergy were well aware of its importance but given the rustic frontier conditions under which they labored, conducting such practice in any continuous or systematic way proved next to impossible. Lack of personnel, lack of facilities and lack of money all contributed to the very sketchy way in which early records were kept. Territorial subdivisions also contributed to the general disorder. The Missionary Territory of Washington was separated from the Missionary Territories of Oregon and Washington in 1880. Subsequently, in 1892, Washington was divided into the Missionary Districts of Olympia and Spokane with the Missionary District of Olympia becoming the Diocese of Olympia in 1910.

As the first missionary bishops made their headquarters in Portland, Oregon that was where the earliest records were kept. When Washington became a separate missionary territory, it became necessary to start collecting records anew. Washington's first Registrar, the Rev. Dr. Reuben Nevius, was elected in 1881 and in his report to Convocation the following year, he recounted that he had "secured only an imperfect suite of the Journals of Convocation" and that he would like to be informed of the "existence of any other interesting documents." In 1883 he reported on "incomplete but growing files" all of which were stored in the Chapel of All Saints Church in Spokane Falls." In 1885 Nevius left Spokane Falls and his missionary duties in eastern Washington and moved to Olympia in western Washington. As he reported on materials he had "in hand," it can only be assumed that he brought the files with him from Spokane Falls. This assumption is reinforced when Nevius's successor as Registrar, the Rev. M.D. Wilson of Vancouver, reported that money provided for his use (a \$5 donation from the Hon. E. P. Ferry, territorial governor

& vestryman at St. John's, Olympia) had been used for "payment of charges on packages of papers and books from Olympia (to Vancouver.)" These events highlight the fact that the early registrars were first and foremost missionaries who moved frequently. Consequently, the records in their keeping moved as well – often with loss along the way.

Finally in 1892, upon the creation of the Missionary District of Olympia, it was determined that the papers be kept at St. Luke's Parish House in Tacoma under the care of the new Registrar who was also the Rector of St. Luke's. Though this meant that the records were moved once again, it also established the idea of a permanent location for the "Archives" and brought them into the Bishop's purview as Tacoma was his city of residence and St. Luke's his pro-Cathedral. In 1903, newly appointed Registrar, the Rev. J.B. Alexander reported, "I find various lots of printed matter piled up in a loft in the Parish house of St. Luke's Church, Tacoma, and have received a parcel from a parish in Seattle, and I am told that similar lots are in the keeping of two or three other parishes, as well as at the Bishop's House. A suitable place will shortly be found where these records, etc. can be kept securely; in the meantime, I would ask the Clergy throughout the District to collect data which they think interesting and worthy of record, relating to the history of the Church in the several places where their work takes them, and forward to the Registrar at their convenience." However, a suitable place was not "shortly found" and the records stayed where they were.

Diocesan status, granted in 1910, did not change this situation but the new diocesan constitution and canons did formalize the Registrar's position as custodian of the archives and provided a much more detailed account of his duties. And for the first time since 1888, the Registrar asked diocesan convention for an appropriation so that "adequate provision" for the proper care of the archives could be made. In 1913, the Registrar reported "with especial satisfaction, that facilities are now offered, on account of an appropriation from the Convocation Fund of a sum a little less than \$20, for the convenient disposal and classification of the materials that comes into his custody" and that "a room in St. Luke's Parish House has been fitted with shelving and divided into many compartments, and when an index has been completed everything in the keeping of an office will be available for examination by those who may desire to consult its

valuable collection of pamphlets and papers." Such an index was then, as now, wishful thinking!

The archives remained in Tacoma until 1925 when the Rev. S. Arthur Huston was elected Bishop of Olympia and moved his see city to Seattle whereupon the archives was transferred to Trinity Parish, Seattle, the Rev. W. R. B. Turrill, Registrar. Turrill's tenure is important because it was during his time that the outline of a bona fide archives began to emerge. Key archival precepts including record preservation, protection, selection, access and reference were all present. He reported that he had received a "great mass of material, chiefly of unofficial character" and that the Bishop had asked him to retain only certain relevant materials. Turrill also reported on the use of the archives for reference purposes and noted that the "Registrar stands ready at all times to furnish such materials and information as may be needed by any person requiring it and authorized to so obtain it," and that, "all material in the possession of the Registrar has been deposited in the fireproof room of the new parish House of Trinity Parish, Seattle."

In 1945, the archives made further progress when the Rev. Thomas E. Jessett was elected Registrar and Historiographer and \$300 was appropriated for his use. Jessett was not only a caretaker of the records, but an active user as well. An accomplished historian, he published widely with more than a dozen articles appearing in the "Historical Magazine," the publication of the Church Historical Society, upon whose Board he served. He also participated in professional associations, often making presentations which focused national attention on the Diocese of Olympia. As an active researcher, the importance of preserving historical documents was of prime concern to him and he was the first to microfilm such documents as a preservation measure. He investigated and answered historical queries, counseled parishes and missions to care for their own historical materials and encouraged the writing of local parish history. As his research and historical writing – not to mention his duties as a busy parish priest – took up most of his time, much of the Registrar's work was taken up by a succession of Bishop's secretaries and many files came to be housed in the Bishop's office in Diocesan House (the former Leary mansion purchased in 1948) including, at Jessett's instigation - a historical folder for every congregation in the Diocese.

Records continued to accumulate at Diocesan House and Jessett called, on more than one occasion, for the provision of a "proper storage space, fireproof and meeting the standards set by archivists for such material." Then, in 1976, with Jessett in attendance, the National Conference of Episcopal Historians suggested that each diocese appoint an Archivist for the preservation of diocesan and parish records. Upon his return, Jessett made this recommendation to Bishop Cochrane who subsequently appointed Mrs. Peggy Hansen, Archivist for the Diocese of Olympia. She became the first person to hold this title - not to mention the first lay person and the first woman. Within a year of Hansen's appointment plans were made for storage space in Diocesan House and she received training on archival management, arrangement and description. Materials were gathered from every nook and cranny of the House and those long records long stored at Trinity Parish were transferred to the new archives. Over the next few years policies and procedures were established, records organized, volunteers recruited and outreach to congregations increased. With growing collections and professional attention, the Diocese of Olympia Archives became firmly established.

Then, in 1987, a fire at Diocesan House threatened all the progress that had been made. The diocesan library was destroyed and parts of the House suffered severe damage – but though some archival records were lost – most survived. The fire, however, continues to serve as a reminder of what can – and often does happen – and of the importance of protecting these irreplaceable records. After the fire, the archives was moved from its basement location to the third floor attics with office space in what was originally the billiard room in the former mansion – a location it continues to occupy. Peggy Hansen retired in 1994 after eighteen years of dedicated service to the archival profession and I was hired in that same year as her successor.

Today, the archives play an integral role in the work of the Diocese of Olympia. Its resources are used to actively support the ministry and community life of the Church and to safeguard its documentary heritage – that "great and growing harvest" upon which we rely to tell the on-going story of God's saving love.

Communications: Tell Us Your Story (08/F/4)

Department Update

The Office of Communications provides support to the Office of the Bishop, helping the Diocese of Olympia share its story and live its faith through the creation of diocesan-wide publications, maintenance of the diocesan website and development of public relations efforts. Not to be outdone by transition in years past, 2008 provided more opportunities for creativity in the Office of Communications. Two contract staff members were brought on board in January 2008: **Elsie Dennis**, member of St. Matthew/San Mateo, Auburn, chair of the Commission for Ethnic Ministries and cochair of the diocesan First Nations Committee, graciously and ably served as Interim Communications Specialist from February to June 2008, while Norah Joslyn was on maternity leave. Dennis currently serves as Interim Communications Manager for St. Mark's Cathedral, Seattle. **Greg Hester** is serving one year as Interim Publications Coordinator, doing the layout work of Julie Tarter, who has been on extended leave since February 2007. Hester is a skilled graphic designer with years of experience and a terrific creative eye.

Also consistent with previous years, the Office of Communications continued to produce high-quality communications tools for the diocese. A redesigned and reorganized diocesan website was launched in Summer 2008, and a redevelopment of the diocesan database is currently underway. Weekly e-mail newsletter *Across the Diocese* improves its capacity with every well-read issue, providing news on events of interest to a far-reaching audience. The *Voice*, which wraps with the national church's *Episcopal Life*, published every month except May and August 2008, but made up for lost-months' coverage by providing extra pages of content in April, June, September and November. The *Voice* continues to be the best way of reaching people who sit in the pews—and their friends and neighbors—of the good news in the Diocese of Olympia. When guests arrive at Diocesan House, they are now greeted with a vivid LCD display monitor of events and meeting locations—a visible sign of a focus on improved hospitality and communication that begins at Diocesan House and extends into the diocese and beyond.

Communications staff members look forward to more opportunities to serve the wider diocese in the coming year. A redesign of the *Voice* is planned for January 2009, giving it a fresher look and tie-in with the new diocesan website. The same is true for *Across the Diocese*. Members of the diocese are encouraged to apply for *Small and Simple Grants*, a program

offered by the Office of Communications for several years, which match costs of improving external communications up to \$500 and help groups reach broader segments of their neighborhoods, spreading good news. **Having trouble telling your story? We're here to help. Ask about anything. We're a friendly bunch!**

DEADLINES

Across the Diocese: Wednesday for inclusion in announcements for the following week (note: events typically run no more than one month in advance)

Episcopal Voice: First Monday of the month prior to publication

FYI: Third Monday of the month prior to publication

STAFF

Norah Joslyn is Director of Diocesan Communications and Editor of the *Voice*. She also compiles *FYI* and *Across the Diocese*. She can be reached at 206-325-4200/800-488-4978, ext. 2037 or njoslyn@ecww.org.

David Manes is Information Services Coordinator and is responsible for maintaining the diocesan website and computer network. He can be reached at 206-325-4200/800-488-4978, ext. 2021 or dmanes@ecww.org.

Greg Hester is Interim Publications Coordinator and provides graphic design support. He can be reached at 206-325-4200/800-488-4978, ext. 2026 or ghester@ecww.org.

Report of the Commission for Ethnic Ministries (08/F/5)

The Commission for Ethnic Ministries works to promote and to develop a culturally and ethnically diverse diocese. It is dedicated to support ethnic congregations. The commission encourages lay and ordained leadership of individuals of color. It strives to build bridges of mutual respect and understanding between the Anglo and Ethnic Minority communities throughout the diocese. The following are 2007 highlights

Ministries of the Commission for Ethnic Ministries: Circle of Color Support Group – Six individuals of color have been meeting with the Canon for Multi-cultural Ministries twice a month to discern a call for Holy Orders. Currently there are four postulants of color seeking orders to the priesthood. Clergy of Color Support Group – Bi-monthly gatherings were held for support, prayer, and worship. The group participated in the TV Eucharist. There are now fourteen clergy of color. Multi-Cultural Clergy Support Group – A solid core of Anglo clergy continue to be very supportive of the work of Ethnic Ministries. They provided valuable support at our presentation to Diocesan Council and

supported numerous functions. The group sponsored “a speed-dating” evening which provided an opportunity for “new” clergy to learn about Ethnic Ministries. Linkage with the Mission for Seafarers – The Canon for Multi-Cultural Ministries continues to be on the Board of Directors. Over 80% of the Seafarers are of Asian heritage. An Ash Wednesday service was held on a cargo ship. The annual cruise ship luncheon was very enjoyable and successful. Church visitations – The Ethnic ministries staff made over 40 church visitations to preach, preside, provide consultation services, facilitate antiracism training, and be present at various celebrations.

African-American Ministry – “Black Nativity” sponsored by the African American committee and honoring the life and ministry of The Rev. Constance Moorehead again was an overwhelming success. There is over \$70,000 in the curacy account for individuals of color. The first curate is working at Emmanuel, Mercer Island. The African-American committee sponsored the Absalom Jones and Juneteenth celebrations.

Anti-Racism Training Team – Anti-racism seminars continue to be provided to churches throughout our diocese. Over fifty-five congregations have taken the training. A sub-group, sacred conversations about race, has been formed to explore racism from a slightly different perspective.

Cambodian Ministry – Diocesan staff continues to be involved in the life of Holy Family: presiding, preaching, exploring land issues, and providing administrative/technical assistance. The youth program is in the process of being re-established.

Chinese Ministry – Over 200 individuals attended the Chinese New Year celebration sponsored by Holy Apostles at St. Mark’s Cathedral. Approximately 230 people attended the successful Annual Fundraising dinner. Ministries include: worship, Bible study, Chinese School, the Golden Age Club, and the Student Friendship Club. The congregation continues to be very supportive of the Seafarers Mission.

Staff Members: Commission for Ethnic Ministries chairperson – Elsie Dennis; Missioner for Ethnic Ministries – The Rev. Jerry Shigaki; Administrative Assistant – Carla Robinson; Commission Representative to Diocesan Council – The Rev. Rachel Taber-Hamilton; Commission Members: Dianne Aid, The Rev. John Allen, Hisako Beasley, Evie Beard, The Rev. Josephine Beecher, The Rev. Davison, The Rev. Vivian Hopkins, Charles Hubbard, Torres Hui, The Rev. Margaret Kaus, The Rev. Anna Maria Korathu, Francisco Lopez, The Rev. Constance Moorehead, Cleveland Riley, The Rt. Rev. Bavi Rivera, Polly Shigaki, The Rev. Rachel Taber-Hamilton, The Rev. Pat Taylor, Stephen Tellari, The Rev. Edie Weller, and The Rev. Philip Wong.

First Nation’s Ministry – This ministry continues to be visible throughout the diocese. The feast of Enmegahbowh was held at St. Mark’s Cathedral. The committee sponsored several workshops at Ministry Resource Day. Members of the First Nation’s committee have been very active at the Diocesan governance/commission level, the Province and the National church.

Hispanic Ministry – Currently there are six Hispanic ministries in our diocese. Grants totaling \$9,500 were distributed. Six members of our Hispanic committee successfully completed the VIA program (Living the Anglican Identity). They used their newly acquired knowledge to facilitate workshops at the annual Hispanic retreat at Camp Huston.

Sudanese Ministry – The Sudanese community continues to worship at St. Columba, Kent and the Church by the Side of the Road in the Sea-Tac area. The two congregations sponsored a very successful “Drums of Peace” celebration in which over 200 individuals attended. With a grant from the Church Periodical Club prayer books, hymnals, and other Christian education books were purchased. The dean of the Diocesan School of Ministry and Theology has provided a basic course, Episcopal 101, to the members of the Church by the Side of the Road.

Bellingham Campus Ministry: All Saints Chapel (08/F/6)

“I am a parent of a new Western Washington University (WWU) freshman and was elated to hear that the Diocese of Olympia had devoted precious resources to support this new ministry. This campus ministry has helped smooth the transition for my daughter as she moved away from home.” Phil Mixter, Pullman, WA

Our Ministry on Campus: Our main goal is to be a mission presence on campus, meeting students where they live and study. We had an energetic presence on campus at the opening of school, passing out information and treats to students. **One new student came to our table with a big smile and said, “There you are; I’ve been looking for you!”**

Community & Prayer: **Ryan Knight** is our student intern. He is a senior at WWU, and has a heart and passion for ministry in the world. Ryan leads noon prayers on campus, giving students a place to pray quietly in the midst of their busy day.

Communications: We are on facebook, with about 20 student members so far, and growing!

New! Worship on Campus We celebrate Holy Communion weekly on Sunday evenings in the Student Union. This service is the center of our ministry. With our ancient liturgy we draw students who long for the Episcopal Church and what we have to offer. *“The campus ministry was just what I was looking for. When I met Andrea at the Info Fair I was really excited to get a chance to have a minister who was that welcoming and approachable. And my first time going to ministry I felt welcome and already a part of our new found makeshift family.” Kate Moore -Junior at WWU*

“College students are not only exploring academic life, but also what they believe and what sort of person they want to become. The Episcopal Church offers a unique opportunity for young adults to discover what they believe, rather than be told what to believe,

by encouraging questioning and offering support on their journey to a deeper relationship with God. As the parent of a freshman, I'm grateful for the Episcopal presence at WWU and the way the group has already included my daughter in their activities." Alison Mixter, parent

Feast! We have regular dinner parties. This gives students a chance to eat good food, in a home, and develop community.

Our Goals we are accomplishing this Year:

Weekly Worship: celebrating the church year.

Regular Retreats: Quarterly 'time away' exploring God's creation and our surrounding culture.

Monthly dinner parties – celebrating a church feast day.

Contact students regularly by phone, email, and facebook.

Meet regularly on campus with small groups of students.

We are connecting with a **core group of students**, providing a solid community from which to build!

"I was happy to find that there weren't really sermons, but discussions. I find it is always best to explore one's faith, and discussing the gospel is a way to do that.... I didn't feel as active in my journey in Christ as I do at All Saints. I am very excited to get to participate in the music. Even though we

aren't very big I have no doubt that our community is already strong, and a welcoming environment that will only grow in the future!" Kate Moore, Student at WWU

Our Relationship with St. Paul's Episcopal Church: **Rev. Andrea McMillin** updates the St. Paul's Vestry & Rev. Canon Jonathan Weldon regularly. We have received enthusiastic support and encouragement from St. Paul's! **Our advisory committee** includes several St. Paul's members. **John Hoyte** is our vestry liaison. He attends our activities, playing the guitar during our worship. For students who need and want it, we make sure they are aware of and get to the regular services at St. Paul's.

About Our Organization...All Saints Chapel is a ministry of the Diocese of Olympia. Our Chaplain, Rev. Andrea McMillin, answers to Bishop Rickel, and collaborates with our advisory board and St. Paul's Church, using resources in the community to provide an Episcopal presence on the campus communities of Bellingham, WA. We strive to connect with other Christian groups, reaching out to the larger community as we proclaim the Gospel of Jesus Christ. We want to BE CHURCH on campus, creating Christian Community wherever we go: in the coffee house, the Student Union, and in our homes and dorms.

The Congregational Consulting Network (CCN) (08/F/7)

(formerly known as TACS – Training and Consulting Services)

Our consulting and training group is in transition, just as the entire diocese is in transition. CCN members continue to learn new material, and to assist in congregations when called. Our plan is to grow in knowledge, opportunity, and members so that we may be increasingly helpful to congregational life in the Diocese of Olympia.

Who We Are: We are a group of skilled consultants, lay and clergy, who serve diocesan needs for third-party consultations. We ourselves are active in congregational life and committed to the development of healthy, faithful congregations within an Anglican/Episcopal tradition and ethos.

Our Skills and Training: We are all in the process of becoming certified in basic congregational development and organizational development, through specific training in congregational development and organization development, human interaction, group dynamics/facilitation, design skills and consultation skills.

Our Vision: Our vision is to encourage healthy, vibrant, well-defined congregations and to equip congregational leadership to engage in the challenges and opportunities before them with greater skill and faithfulness.

Contacts: The Rev. Melissa Skelton, melissaskelton@comcast.net for assistance with all third-party consultation and to register for the College for Congregational Development.

Opportunities for Service: We work beside other Diocesan leaders to monitor, suggest, and apply resources to deepen and grow congregational life. Currently, we assist with Vestry retreats, Mutual ministry reviews, Discernment processes, Team-building, Planning, Transitions, and Congregational development. We're also developing new capacities to help in other areas.

Training: In 2009 we will begin offering core training in congregational organizational development to clergy and lay leaders in the Diocese. The College for Congregational Development will be offered in two formats: four weekends over two years or two eight-day summer intensive sessions over two years.. The website, www.cdcollege.org gives information on this new program.

Report of the Commission for Faith Formation (08/E/8)

A life-long journey in faith ... Spiritual as well as Developmental ... Formational!

Children's Ministry *Colleagues in Children's Ministry*, a committee which offers resource support, networking and training to those working with children in their churches throughout the Diocese, met in Seattle and as on on-line community during the past year. Through email the group has been able to share ideas and needs concerning their ministries, and learn of new materials and conferences available to support them, both locally and nationally.

High School Youth Conference (HYC) Three weekend conferences were provided for youth in grades 9-12. Winter HYC was hosted by St. Andrew's, Seattle. The Spring conference was held at St. Paul's in

Bremerton and Fall found us at St. John's, Olympia. 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 who come from all parts of the Diocese.

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. The Spring conference was hosted by Church of the Holy Cross in Redmond and last Fall we were at St. Stephen's, Longview. Again, the support of the clergy and laity in the hosting congregation is critical to our success!

6-Day 6-Day was held in June at Huston Camp and Conference Center. The youth and volunteer clergy and lay leaders in attendance lived in Christian community and experienced music, worship, speakers, workshops, prayer, games, and small and large-group activities. Bishop Rivera and her husband The Reverend Bob Moore were members of the staff along with 29 clergy and lay volunteers. We were also blessed by a visit from Bishop Rickel and his wife, Marti.

New Hope Conference and Bishops' Benefit Bash These were the collaborative projects this year. Kathy Hamilton worked with Carl Knirk on both of these endeavors as part of our commitment to support one another's ministries.

Episcopal Crossroads Campus Ministry and Young Adult Ministry Episcopal Crossroads had another growing year. During the 2007-2008 academic year we had contact with 2,493 students. During the year 741 students attended worship, 459 students dropped in for conversation, do home work and just hang out. We offered "Finals Flapjacks the Monday of finals week each quarter. During 2007 and 2008 123 students came by for pancakes. We offered a Bible Study that was faithfully attended. We began "The Alchemist Guild" this year. This is a gathering of students, scientist and clergy who come together to discuss the intersect of science and religion. Seekers continue to become members of the community. We offered three Eucharists celebrating King Kamehameha and Queen Emma, Absalom Jones and Martin Luther King, Jr. We offer spiritual and vocational discernment. We offered a variety of service projects from cooking for Tent City to loading quilts and school supplies for Lutheran World Relief, to selling tickets to a Seattle Thunderbirds game so that children from the Ronald McDonald house could attend the game. We offer opportunities for young adults to gather. Training and consultations

for the development of college and young adult ministries are offered. This year we also hosted several small young adult gatherings including a summer barbeque at the Diocesan House.

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 and Faith Formation staff. Last summer we also hosted a well attended youth leader training event, "Youth Ministry 101 and Beyond," with guest speaker the Reverend Brian Prior our Province VIII Youth Ministry Coordinator and Vice-President of the House of Deputies.

Diocesan Convention Eight young people from around the Diocese were given seat, voice and vote as "Regional Youth Presence" on the floor at Convention 2007. They participated in table discussions and brought a younger viewpoint to critical issues. An additional six youth were given seat and voice as Non-voting Youth Presence. Youth and youth leaders served as pages and tellers working the floor of Convention and handling the balloting. Our Commission and the Resource Center also provided a display of resources for ministry.

EYE Every third year we are blessed with a National/International Episcopal Youth Event known as EYE. July of 2008 a team of eleven youth and adults including our own Bishop Rickel attended the event which was held in San Antonio, Texas. The theme was "Sown in the Heart of Christ" and our own Sophie Erskine from Church of the Good Shepherd, Vancouver served on the Design Team for this amazing event! Our Diocese also hosts the annual fall meeting of the Western Episcopal Educators, the Province VIII program group for Christian Education which was held in October.

Diocesan Resource Center 2008

Located in the old ballroom at Diocesan House in Seattle, the Diocesan Resource Center contains some 8,500 books, over 900 videos and a growing collection of DVDs, as well as newsletters, magazines, and theological journals. The collection is broad, including samples of curriculum for all ages, works on theology and ethics, material on the Episcopal church, a variety of books on ministry for lay and ordained including volumes on congregational life, spiritual practices, stewardship, hospitality, leadership, preaching, liturgy and even a small collection of books for children. In addition, the Earth Ministry collection of books and videos, is housed here, and current curriculum for *Education for Ministry (EfM)* is maintained. The Resource Center collection is constantly growing, in fact bursting at the seams. We partner with the Diocesan School of Ministry and Theology to provide theological and other material relevant to the classes and ministry training workshops offered each quarter, and work with diocesan commissions and committees, especially collecting materials to support speakers and workshops presented in the diocese. New partnerships are being established with congregations using "The Pleasure of Each Other's Company" a new curriculum written by The Rev. Irene Martin and funded by Roanridge for use by Total Common Ministry (TCM) congregations, and with The Rev. Melissa Skelton who is designing the College for Congregational Development. A standing order with the Alban Institute allows us to add new titles as they are published, and we are beginning a more

restricted standing order program with Church Publishing, Inc. The Resource Center does a good deal of business by mail, sending material this year to congregations from one end of the diocese to the other, and responding to requests for material on designing retreats, discovering spiritual gifts, becoming a more inviting church, leading the Daily Office, childcare, adult curriculum ideas and much more. Library displays have also been in evidence at the annual day for people discerning vocation, the Celebration of Absalom Jones day, the Warden's conference, and the "Don't Panic" workshop on stewardship, as well as at Diocesan Convention and Ministry Resource Day. Visibility for the Resource Center is increased by "bookmobile" visits (a traveling display) to

various congregations, and what was once a summer program has expanded to an all year possibility, except in really inclement driving weather. Monthly columns in *FYI* provide a themed approach to promoting materials, and an occasional on-line newsletter highlights new titles. Our email distribution list to "Colleagues in Children's Ministry" provides way to communicate with educators across the diocese about new books for children and youth, relevant classes and other information. Consultations are offered at the Resource Center or on site. Plans for the future involve on-line access to the Resource Center collection, and use of technology to expand our holdings while saving space. Faithfully, Sue Tait, Librarian, Diocesan Resource Center.

Report of the Board of Directors (08/F/9)

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. The Board is comprised of 12 members noted below. The Board convenes monthly as needed (with the exception of July). Loans to congregations are made from:

Mission Development Fund (MDF)

Assets as of 9/30/08	\$1,118,170
6 non-interest bearing loans	
5 not serviced	\$411,199
2 properties-Orchard, Clark County	\$644,364
-Whatcom County	\$20,619
Available funds	\$41,988

Building Loan Fund (BLF)

Assets as of 9/30/08	\$4,913,579
16 interest, 4 non-interest bearing loans	\$3,614,894
6 of 16 loans - non-performing (Totaling \$2,494,688)	
Interest in arrears	\$171,561
Available funds	\$1,127,123
(Includes escrow for construction \$670,000 project)	

Loans Made October 2007-September 2008:

- St. John the Baptist, Seattle – Bridge loan up to \$130,000 for repair to roof.
- Good Samaritan, Sammamish - appropriate funds as necessary from the Building Loan Fund (over \$500,000), after all available and on hand funds have been spent by the congregation, for the purpose of effecting the timely transition to the gravity sewer system and temporary lift station as specified in the terms of the agreement between the Diocese and the District, and that The congregation assume the full cost of the project less recoveries from latecomer fees, except for any costs associated with pumping and disposing of sewage from the manhole at 244th or 16th, by reimbursing the Building Loan Fund within 24 months of the date of the acceptance of the

project by the District, and that The congregation have a reimbursement plan in place within 12 months of the date of acceptance of the project by the District, which may include a bank loan, sale of bonds to members of the congregation, a capital campaign or a combination thereof, and that The congregation not spend on maintenance or capital improvements in excess of 150% of the average of the sums reported on the NDI report for 2006 and 2007 until such time as the funds advanced by the Board have been returned, and that The text of this resolution in full be entered into the minutes of a properly convened meeting of the Bishop's Committee of the congregation and approved by the Bishop's Committee on behalf of the congregation.

Significant Actions Taken October 2007-September 2008 (Detailed Actions are available from the Board upon request):

- Approved the signatories for the Development office brokerage account
- Approved the 2008 Building Loan Fund rates at 7% for Parishes and 5.5% for Missions
- Listed the Missions be specifically recognized as missions of the Diocese of Olympia, Inc., and as such, are part of the Diocese of Olympia, Inc.'s corporate entity
- Authorized the Rt. Rev. Gregory H. Rickel to replace the Rt. Rev. Vincent Warner for the Real Property and James F. Hodges Diocesan Investment Fund Corporate Resolutions

- Authorized a new US bank account for the Refugee Resettlement Office
- Authorized that the balance in banks above \$200,000 be moved to a more secure form of investment, whether it be another bank or the purchase of T-bills
- Approved the March 1, 2008 appointment of Judith Andrews as the new Chancellor, as counsel to the Board; she will not be a voting member
- Accepted the Conflict of Interest Policy, with a sunset clause of the next Diocesan convention
- Authorized the opening of two brokerage accounts with Morton Clarke Fu and Metcalf
- Authorized signers for two Bank of America accounts
- Authorized the proceeds of the Hall gift be transferred to the Thanksgiving and Memorial account in the DIF
- Authorized the firm of Badgley-Mullins to proceed on a contingency basis as outlined in the Chancellor email relating to the Kennewick Public Hospital
- Approved writing off the Mission Development Fund loans of \$22,000 St. James Family Center and \$152,000 Holy Family of Jesus, Tacoma
- Approved redemption of all working capital trust funds in excess of one month's average expenses calculated over the previous 12 months from the working capital trust fund to the operating budget
- Authorized \$10,000 be paid to the Mission Investment Fund of the ELCA, based in Chicago, bringing the total paid to \$50,000 toward fulfillment of the commitment of \$100,000 made by the Diocese to Church of the Apostles, Fremont in purchasing their building at 43rd and Fremont, former St. Paul's Lutheran church. Funds to be drawn from the existing \$85,000 in unrestricted bequests, estate and memorial gifts that have been received in 2008
- Approved the policy that for unrestricted gifts and bequest of \$50,000 or less, that the Diocese of Olympia allocates one half to the Thanksgiving and Memorial Fund, an unrestricted Board of Directors designated fund invested in the Diocesan Investment Fund. The other half will be available for disposition at the recommendation of the Office of the Bishop and approval by Diocesan Council.
- *St. Margaret, Bellevue*
 - o Accepted in principle, the sale of property to St. Andrew's Housing Group, subject to approval of Standing Committee and the Bishop
- *Huston Camp and Conference Center*
 - o Approved the signatories for the petty cash and payroll accounts
 - o Approved the capital and major improvements for 2008, totaling \$28,500; funds will come from the Horn fund
 - o Approved half of Huston Camp and Conference Center's net income from 2006 and 2007, \$6,002, be awarded to the staff of Huston; the other half will remain in the reserve
- *St. Peter, Seaview*
 - o Approved the request to allow Friends in Service to Him (FISH) to construct a storage building on St. Peter/Diocese of Olympia, Inc. property
- *St. Columba, Kent*
 - o Authorized deed of 15 feet of property back to Perry and Kathleen Ames
- *Diocesan House/Bishop's Office*
 - o Approved the use of \$25,244 from Hodges fund: \$5,244 to pay for chimney repair (Small Business Association loan); \$5,000 to engage a consultant for the telecommunications system; \$15,000 to engage a consultant to create a new Diocesan database and website
 - o Approved \$25,000 to be taken from the Hodges fund for database/website construction by MaoStudios
 - o Approved \$38,000 to be taken from the Hodges fund for a new Diocesan phone system, contracted through Quzar
 - o Authorized up to \$15,000 to be taken from the Hodges fund to correct the Diocesan House sewer problem, when these funds are available
- *St. George, Seattle*
 - o Authorized \$100,000 from the Phillips Memorial fund to cover professional fees incurred in easement lawsuit
- *Good Samaritan, Sammamish*
 - o Authorized the Treasurer or Board of Directors Representative for Property to sign the service agreement with Triad Associates for the design of the lift station and permanent gravity system, cost of which will be borne by Good Samaritan
 - o Authorized the Board of Directors Representative for Property to hire a project manager and set the pre-construction meeting date with the District
- *St. Clare, Snoqualmie*
 - o Accepted the \$23,350 bid from Nuprecon, LP to demolish the cinder block church building
 - o St. Clare is responsible for the deficiency in cost between the bid and the insurance payment
- *St. Catherine, Enumclaw*
 - o Approved redemption of \$5,000 from St. Catherine's DIF account to pay for ongoing expenses for the balance of 2008. To date, almost \$1,900 has been expended including copier lease, insurance and utilities.
- *St. Francis, Mill Creek*

- o Waived the default on the promissory note in consideration of payment by St. Francis of \$100/month for a period of 12 months; at the end of such 12 month period, the original terms of the note shall be fully reinstated and the Diocese should be returned to its former position
- o Forgave St. Francis loan debt in exchange for an agreement by the congregation to vacate the premises in a timely manner, date to be determined

- *Christ Church, Anacortes*
 - o Looked favorably on the loan requests for the purchase of adjacent property and half of the building their thrift shop operates from, barring a substantial change in the financials upon affirmative review of the Rev Canon Joan Anthony and Carl Knirk; recommended to the Bishop to recommend to the Standing Committee to allow Christ Church to buy the Catholic Church and Red Door properties

Members of the 2008 Board of Directors: the Rt. Rev. Gregory Rickel, president; Mr. Bill Bain, vice president, Emmanuel, Mercer Island; the Rev. John G. Schaeffer, secretary; Mr. Steve Faust, treasurer, Epiphany, Seattle; Mr. Donald H. Mullins, St. Stephen's, Seattle and Mrs. Judith Andrews, St. Mark's, Seattle, chancellors; Mr. Bill Goodenough, Ascension, Seattle; Mr. George Garcia, St Joseph -St. John's, Lakewood; Bill Lucks, Trinity, Seattle; the Rev. Dorian Mulvey, Ascension, Seattle and the Rev. Ann Lukens, St. Michael, Issaquah; Mr. Todd Curry, St. Thomas, Medina and Mr. Jim Paddleford, St. Mark's, Seattle; Mr. John Rolfe, St. Mark's, Seattle; and the Rev. Lawrence Perry, Trinity, Everett. *Submitted by Bill Goodenough, Board of Directors Representative for Property.*

Report of the Commission for Emerging Mission (CFEM) (08/F/10)

'Companioning congregations and leader in emerging church and mission'

CFEM is the newest Commission in the Diocese of Olympia, formed in June, 2008.

CFEM GOALS

1. To support, encourage and resource emerging church and mission in congregations, helping parish leaders acquire new skills and competencies for engaging new and contextual form of mission in their parish neighborhoods.
2. To support, encourage and resource 'under 35s' for participation in God's mission via their vocations as baptized Christians in the world. (Baptismal Covenant).
3. To identify, recruit, form, prepare, credential and support a cohort of under 35 emerging, missional leaders for Holy Orders within our diocese.

CFEM STRATEGIES

To provide:

1. A *network* of support for those engaging new forms of church or mission.
2. *Mission consultations* for parishes re: new forms of church or mission.
3. *Resources* (blog, diocesan NING, constant contact newsletter?).
4. *Workshops* (on mission topics from emerging liturgy, to leadership, to culture mapping).

CFEM COMMISSIONERS

The Rev. J.R. Lander, St. Augustine in the Woods, Freeland; Ms. Carol Everson, St. Columba's, Kent; Mr. Eliacin Rosario Cruz, COTA, Seattle; Mr. Tim Mathis, St. Mark's Cathedral, Seattle; Mr. Jeff Blair, Trinity, Seattle; Mr. Andy Varyu, COTA, Seattle; The Rev. Susan Tyree Cuevas, St. Matthew's, Tacoma; Mr. Dave Paisley, St. James, Kent; The Rev. James Thibodeaux, St. Peters, Seattle; Dr. Tom Sine, St. Alban's, Edmonds, WA, Consultant; Mr. Ryan Marsh, Church of the Beloved, Edmonds, WA, (NW WA Synod Liaison); Mrs. Kathy Hamilton, Liaison, Diocese of Olympia, (Youth and Young Adults); The Right Reverend Gregory H. Rickel, (Bishop Diocesan).

5. *Practica* ('how to' and skill building sessions for leaders).
6. *Pioneer Missioners* placed in congregations to engage emerging mission projects.
7. *Baptismal Covenant Groups* and events for young adults in each parish.
8. *A vowed 3rd Order for young adults (18-35)* within the diocese.

CFEM CULTURE

CFEM culture is relational, missional and open.

- All of our meetings are open for anyone in the diocese to sit in on.
- All of our minutes are published for anyone in the diocese to read.
- All of our project summaries are published for anyone in the diocese to study.
- All of our work is open for comment, critique, feedback and feed forward, to help us do better work.
- You input is highly valued and indispensable! We are at your service, and we need your help and partnership in serving the *Missio Dei* within our diocese.

We Will Stand With You Campaign (08/F/11)

Following the devastation of Hurricane Katrina in late August, of 2005, The Episcopal Church (TEC) invited dioceses to partner with congregations devastated by the storm. Some congregations took it upon themselves to partner with congregations before the diocese planned its response. Thank you to those who fit this category as well. April 1, 2006, The Rev. Will Hood (priest appointed in early 2006 to St. Paul's in Lakeview) came to Diocesan House in Seattle to meet with fifty volunteers from across the diocese to hear the story of St. Paul's Episcopal Church and neighborhood. He showed pictures and shared the stories of many Episcopalians who returned to find their homes ruined. The church and school were under 8 feet of water for three weeks. Only about half the congregation returned to rebuild and the school was closed for several months, opening up in a shared school with Baptists. Following this meeting with Father Will, the diocese made a commitment to raising \$500,000 over a five year period to help St. Paul's Church and School rebuild and to reach out to their neighbors in need. Many diocesan congregations undertook local fundraising events, some held Mardi Gras parties, and others held dinners, to raise funds toward what we would call the We Will Stand With You (WWSWY) campaign. An invitation to donate and pledge support was mailed to every diocesan household in August-2006, along with a DVD and packets asking congregations to honor and remember Katrina on the last Sunday in August or a Sunday near this date. Over 500 combined pledges from individuals and congregations have been received. As of convention this year we have \$376,000 pledged or donated. October 3, 2008, the Bishops' Benefit Bash, a dinner/auction fundraiser at the Museum of Flight, drew 444 attendees and raised about \$100,000 to be split between WWSWY and our One for One Malaria Nets Challenge. This will bring out total given to St. Paul's to around \$425,000. In addition to monetary support, scores of volunteers, both youth and adult, have gone to New Orleans on "mission work trips", many staying at the St. Paul's Homecoming Center dormitory and going out daily on work parties organized by the Diocese of Louisiana Office of Disaster Response (ODR). ODR has rebuilt 50 homes and gutted 800, primarily with volunteer labor from thousands of faith based groups from our church. In August, 2006, one year after Katrina, St. Paul's moved back into its restored sanctuary. The school has been restored and enrollment is now about 175 students, still down from the 250 prior to the storm. St. Paul's has become a Beacon of Hope for Lakeview and surrounding neighborhoods. They offer counseling, internet, fax, and triage support to people in the neighborhood for free. They are considering moving the homecoming center in 2009 to the Gentilly neighborhood, where the need is even greater, now that Lakeview is coming back. Our relationship with St. Paul's is about much more than money, it is about relationships with people, with fellow Christians, offering hope to each other. We have all been blessed in so many ways by the WWSWY program and the relationships will continue. We are told that on many Sundays there is someone from the Diocese of Olympia worshipping at St. Paul's. The Bishop of the Diocese of Louisiana has told Bishop Nedi and Bishop Greg that our diocese has led the way in how to develop this relationship. Pete Nunnally, Director of Volunteers for ODR, will be present at diocesan convention to share the ongoing story of the re-birth of St. Paul's and the work of the diocese. He will address the convention on Saturday and be present at the WWSWY exhibit. For more information on the WWSWY campaign contact Carl Knirk at cknirk@ecww.org

Report of the Commission for Evangelism (08/F/12)

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

Staff members include: Nedi Rivera, Bishop Suffragan; Carl Knirk, Canon for Planned Giving/Stewardship/Evangelism; Sharon Pethers, Administrative Assistant; Commission Chair, Laura Poston, Our Saviour, Monroe; Commission Representative to Diocesan Council, The Rev. Susan Dean, St. Clare, Snoqualmie.

The goals for the Evangelism Commission for 2008 are listed below. We are tracking well with these goals and as of convention, 2008, we've met 80% of the goals. As we look to plans for 2009, we will seek to be intentional about partnering with the Commission For Emerging Ministries and the Commission for Ethnic Ministries. The three major workshops we've sponsored in 2008, Diana Butler-Bass, Rev. Stephanie Spellers, and Holy Habits have served over 300 people, and our offering at Ministry Resource Day served another 100 attendees. The Pastoral Care

Committee will submit its own report, as they are part of our commission, and they've completed a great deal of work this past year.

GOALS & OBJECTIVES FOR THE COMMISSION FOR EVANGELISM, For 2008. 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. The Commission for Evangelism submits the following goals and objectives for 2008 in support of that mission.

1. Goal: Provide financial support and friend-raising and fundraising support and awareness of Church of the Apostles (COTA), the postmodern, emerging mission church in Fremont area of Seattle.

- Provide \$15,000 in financial support from evangelism budget through the diocesan budget to fund the salary of Rev. Karen Ward, missionary to COTA, in partnership with ELCA NW Washington Synod and ELCA national division of outreach
- Assist COTA in making applications for grants, providing references and letters of support, and work to open doors for partnerships with congregations in the diocese
- Develop a strategy and implement a partnership campaign with COTA to raise \$65,000 toward fulfilling our \$100,000 commitment to help them purchase the building, raise additional funding for their capital needs
- Support the formation of a new commission on emerging church

2. Goal: Continue the development of lay pastoral care ministry at the diocesan level, aimed at helping congregations improve the way they organize and deliver pastoral care assistance, by providing consultation, training and frequent communications of ideas of use in local parish pastoral care networks.

- Complete the pastoral care directory by checking accuracy of information when the new Diocesan Directory is complete
- Send questionnaires already developed to ordained and lay pastoral care ministers in each congregation to determine how the diocese might help in improving the effectiveness of their pastoral care ministries
- Analyze survey results, issue a report to the evangelism commission, along with recommendations of how we should proceed for the remainder of the year
- Develop a detailed proposal for pastoral care training program to be implemented in the '09-'10 church program year
- Develop a plan for communicating with churches on pastoral care issues
- Obtain diocesan approval of the pastoral care policy and procedure guidelines and issue to pastoral care networks throughout the diocese
- Continue the pastoral care consultation and training activities with individual churches.

3. Goal: Provide financial support through Evangelism Budget and publicize the existence of the Sunday Eucharist television program on KONG TV

- Provide financial support of \$16,000 to underwrite coordination of this program, Rev. Mike Jackson is paid staff person who handles staffing of each show
- Work on a feature article in Voice on the TV Eucharist

4. Goal: Encourage congregations to offer programs for newcomers and others to teach them about the Episcopal Church. Such programs might avail themselves of Via Media/Via Media Expanded/Via Media Values series, The Discovery Series, and other audio-visual and print introductory materials.

- Track such programs through the Resource Center (who has them, were they used, response) for a sense of what the diocese offers newcomers
- Publicize available materials through the Resource Center in the form of material lists, articles in FYI, website connections, etc.
- Continue offering to underwrite the purchase of programs such as Via Media, and Discovery

5. Goal: Continue to promote and take advantage of Start Up Start Over/Upward Bound national trainings as a tool for evangelism and church growth

- Underwrite 15 attendees to SUSO in Vancouver, BC, March, 2008, the closest it has ever been to our diocese.
- Require an essay from congregations wanting to attend to help determine who will attend, with clear ideas/goals of how they will implement what they learn
- Organize a get together of attendees following the March SUSO of attendees and invite all former SUSO attendees to come and share their experiences

6. Goal: Provide Evangelism training opportunities for at least 300 members of the diocese through diocesan wide training activities during 2008

- Holy Habits/Hospitality Workshop, January 12, Emmanuel, Mercer Island
- April 19, Ministry Resource Day – workshops on emerging church; pastoral care; advertising/ mailing to invite people; attracting young families
- June 3, Diana Butler Bass, Church for the Rest of Us, clergy, leaders, at St. Margaret's, Bellevue
- June 21, Rev. Stephanie Spellers, Radical Hospitality, St. Thomas, Medina
- September 27, Canon Britt Olson, Sharing our Stories
- Support the provincial evangelism/stewardship conference in Portland, Oregon, family oriented, June 27-28
- November 14-15, Diocesan Convention, Rev. Steve Wendfeldt presenting on hospitality

7. Goal: As a commission, open each meeting with bible study/prayer, led by members of commission, to ask the Holy Spirit to guide our work

- Structure agenda meetings to include bible/book study, and prayer time.
- Seek to follow the discipline of Holy Habits as put forth in the general convention resolution “That in recognition of the church’s tradition of calling us to work, pray, and give for the spread of God’s kingdom, all members of The Episcopal Church be encouraged to develop a personal spiritual discipline that includes, at a minimum, the holy habits of tithing, daily personal prayer and study, Sabbath time, and weekly corporate worship”

8. Goal: In partnership with the Bishop’s office and other commissions, support and facilitate a program

Commission members: Chair, Laura Poston, Church of Our Saviour, Monroe; Council Representative: The Rev. Susan Dean, St. Clare, Snoqualmie; The Rev. Karen Ward, Church of the Apostles, Fremont; Sue Tait, St. Mark’s Cathedral; The Rev. Susan Tyree-Cuevas, St. Matthew’s, Tacoma; Peter Pitarys, St. Thomas, Medina; The Rev. Mike Morrissey, St. Bede’s, Pt. Orchard; Bob Champoux, St. Margaret’s, Bellevue; Dianne Aid, San Mateo/St. Matthew’s, Auburn; The Rev. Jerry Shigaki; The Rev. Cynthia Espeseth, St. Hilda/St. Patrick, Edmonds; The Rev. Andrea McMillin-Stockberger; The Rt. Rev. Nedi Rivera, Bishop Suffragan; The Rev. Canon Joan Anthony; Carl Knirk, Canon for Planned Giving/Stewardship/Evangelism; Sharon Pethers, Adm. Asst.

Submitted by Carl Knirk, Canon for Planned Giving/Stewardship/Evangelism

for congregational development/evaluation, focused on reviewing the mission/vision for each church and helping meet its needs

- Promote and utilize the percepts/demographic data available to the Diocese of Olympia
- Provide data available to congregations on stewardship and attendance to help them review their own mission/vision
- Facilitate a survey/consultation for congregations desiring to grow, including those needing to update or build additional facilities
- Facilitate ways to promote exchange of best practices related to Evangelism

Report of the Commission for Planned Giving/Stewardship (08/E/13)

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; Sharon Pethers, Administrative Assistant; Chair of the Commission, Maryellen Young, St. Alban’s, Edmonds; Commission Representative to Diocesan Council, Bill Brice, St. Andrew’s, Tacoma.

The Commission sets and reviews goals and objectives annually. A copy of the goals for 2008 are attached at the end of this report. The focus on stewardship is to define Christian Stewardship in a transformational way. It is what we do with all that God has given to us after we say “Credo”, we believe. Transformational stewardship is about conversion, it is about our relationship with Christ, and we are constantly invited into a deeper relationship with Our Lord. It is not about meeting the church budget. It is not about staying in one place. God accepts us no matter where we are in our faith journey, but God does not want us to stay there. The office produced an updated version of the Six Steps in Christian stewardship and focuses on teaching proportional giving and year round stewardship. If you always do what you’ve always done, you’ll always get what you always got. If you are ready to try something new, a new approach to the annual campaign, to incorporating grateful giving and saying thank you to a year round program, to include mission giving regularly, call the diocesan office to tap some of those resources. Every congregation receives a subscription to the by-monthly newsletter from TENS, The Episcopal Network for Stewardship. You are also encouraged to use the resources at tens.org. As of convention, 2008, over 2200 individuals have received first hand resources, teaching, or preaching from the stewardship/planned giving program, a record number. The Bishop’s Society has grown to 1,275 members as of Convention, 2008. Started in 1993 by Bishop Warner, our society is the largest diocesan recognition legacy society in The Episcopal Church. Anyone who has made arrangements for a gift to any Episcopal church or ministry in their will or estate plans qualifies. Seventy five members and guests were given tickets to “Black Nativity” as a thank you from the diocesan program, and invited to make a donation to the Curacy program for persons of color, the beneficiary of “Black Nativity.” Twenty congregations now have Legacy Societies in place. The Living Tree, a five-year campaign, was rolled out at Convention, 2004, with a goal of doubling the membership in the Bishop’s Society by 2010, to 2010 members. The Living Tree brochure is attached to this report as a separate file, it outlines the major ways one can do legacy giving and act on their own faith and values. In January, a workshop at Emmanuel, Mercer Island, entitled “Hospitality/Holy Habits” included a session on the four Holy Habits, led by Jennifer Kitt and Deborah Franquist, from the Bay Area of California. The Holy Habits, adopted in a resolution by general convention include: Regular Worship; Daily Study/Prayer; Tithing; Sabbath. A “Don’t Panic” stewardship workshop was held July 12, at Trinity Church, Everett, with 65 attendees representing 30 congregations. Bishop Rickel as well as Archbishop Douglas Hambidge, of Vancouver, BC were keynote speakers. Workshops on generational differences and legacy and capital giving were presented. Several congregations requested and received a consultation around capital campaigns through the Canon for

Planned Giving/Stewardship. This consultation included the general process involved to discern whether the congregation is ready for a capital campaign, and whether the use of an outside consultant would be beneficial. Healing Our Planet Earth (the HOPE Conference), took place April 12th at St. Margaret's, Bellevue. The all day conference drew 300 attendees, from 13 different states, featuring our Presiding Bishop, Katharine Jefferts Schori, and several other nationally known speakers. All of the major presentations were captured on video and can be seen or purchased at the website: www.healingourplanetearth.org This conference put our diocese on the map in terms of stewardship of our planet and ways we can all make a difference.

Episcopal Charities Appeal, Chair, Kris Dobbyn, Emmanuel, Mercer Island, Chair

Episcopal Charities Appeal was founded in 1987 by the Diocesan Convention as our diocesan annual appeal to support ministries with an Episcopal Connection in Western Washington reaching out to those in human need. Congregations are asked to take a special offering for ECA on Thanksgiving or the Sunday before or after Thanksgiving. An annual direct mail appeal is sent to diocesan households during Lent each year. A separate ECA report is included to convention delegates. The ECA committee chose 30 ministries to support in 2008, with a little over \$78,000 distributed in June of this year. Donations may now be made electronically, on line, year round. Go to www.ecww.org and link to the secure website to make a gift to ECA via credit card, debit card, or electronic transfer.

Additional Diocesan-Wide Campaigns and Consulting

The Planned Giving/Stewardship office supports several other diocesan wide campaigns, including the We Will Stand With You and the Student Scholarship Committee. The office has advised several Episcopal events/ministries in their own fundraising efforts. The Bishop's Benefit Bash was held October 3rd at the Museum of Flight at Boeing Field. This new event sold out, with 444 attendees, and raised \$100,000 to be split between our One for One Malaria

GOALS, OBJECTIVES FOR 2008 COMMISSION FOR PLANNED GIVING & STEWARDSHIP

Staff members include: Carl Knirk, Bishop's Deputy for Planned Giving/Stewardship; Sharon Pethers, Administrative Assistant (1/2 time).

Commission for Planned Giving & Stewardship Purpose: *To provide servant leadership and encouragement for developing and sharing resources to strengthen the work of the Episcopal Church in Western Washington through annual stewardship and legacy stewardship.* The Commission sets and reviews goals and objectives for the planned giving and stewardship program, working in concert with the Bishop's Deputy for Planned Giving/Stewardship.

GOAL #1 Increase the Bishop's Society membership from 1200 members to 1320 members at the close of 2008 (a 10% increase) as progress toward our five year Living Tree Campaign Goal of 2010 members by the year 2010. (The Bishop's Society is open to members in congregations throughout the diocese who have provided for a planned gift for their congregation and/or other Episcopal ministry.)

- Develop and market to congregations a new "commitment card" that includes the question/response "Have you remembered ...church in your will/estate plans?" to uncover new Bishop's Society members.
- Conduct one diocesan wide mailing with a brochure to help uncover new Bishop's Society members and encourage others to take steps to make planned gifts to benefit their congregation
- Work with six or more targeted churches to implement new planned giving ministries, aimed at formation of new legacy societies in the congregation in 2008-09
- Distribute 500 free copies of the Life Planning Manual. Over 6,000 have been distributed in the last nine years
- Develop a legacy Sunday liturgical support kit, prayers, hymns, suggested sermons, scripture

GOAL #2 Conduct stewardship focused workshops that reach at least 250 participants and 40 congregations during the year, with motivational tools to improve year round, annual, and legacy stewardship in congregations

Nets Challenge and We Will Stand With You partner, St. Paul's Episcopal Church, New Orleans. The planned giving/stewardship office implemented this event, with help from a consultant and scores of volunteers. Well done all!

Electronic Giving Now Available

The Diocese of Olympia has now set up a secure website link through our website: www.ecww.org where donors can give via credit card, debit card, or electronic transfer from their bank accounts. You can now give to ECA, We Will Stand With You, and the Student Scholarship Fund campaigns as well as other campaigns. In some churches more than a third of their donations are received through electronic giving. If you are not offering this service to your members, it is now time to consider it and take the steps to do so. The costs are minimal for the services provided, and need to be a budgeted item for the cost of running the church. You can find more information about VANCO at their website: http://www.vancoservices.com/vs_nonprofit_main.htm or simply do a search online for VANCO. If you would like to know more information from our diocesan office call Sharon Pethers, at ext. 2041 at Diocesan House (800-488-4978). There are other providers available as well, besides Vanco. The important thing is that churches do their own investigation and move forward to make it easy for people to be generous with their monetary gifts.

- January 12, 2008, Holy Habits/Hospitality workshop at Emmanuel, Mercer Island, with Focus on tithing as one of the four Holy Habits adopted by Episcopal Church, featuring speakers from California
- April 19, 2008 – Ministry Resource Day, Highline Community College, offer at least two Workshops, one on annual/year round stewardship and one on legacy giving and one on capital campaigns
- July 12, Don't Panic stewardship workshop with Bishop Greg and Carl and Archbishop Douglas Hambidge, Trinity, Everett

GOAL #3 Continue to provide our ongoing services offered by the planned giving office, including: Use of our Diocesan Brokerage Account to benefit missions and congregations and other ministries; Electronic Giving; Support of the We Will Stand With You Campaign to fulfill its goal of \$500,000; growing the Student Scholarship Appeal, ECA, and supporting any other campaigns that should arise.

- Continue to market the availability of stock gifts via articles in FYI, on the website, reminders in mailings that this method is available
- Staff the Student Scholarship Committee, conducting an annual appeal to raise funds for students, staff the semi-annual meetings and distribution of these funds, increase campaign totals by 20% from 2007
- Continue to acknowledge all donations with timely thank you letters serving as receipts
- Cover the expenses for electronic giving options out of our operating budget, keep the account reconciled monthly
- Complete 4 new charitable life income gifts/donor advised funds

GOAL #4 Continue to focus the diocesan stewardship message around abundance and grateful, joyful giving back to God in gratitude for the gifts God has given to us, by providing teaching tools, training, homilies, resources to at least 10 congregations and reaching 1500 individuals.

- Provide TENS membership and newsletters to all diocesan congregations out of diocesan budget.
- Offer to preach homilies on stewardship and legacy giving
- Edit the Six Steps to Christian Giving (from England) to include pictures from our diocese, make color copies available to congregations this summer

GOAL #5 Conduct research with the Bishop and diocesan leadership on possibility of conducting a diocesan wide capital campaign in 2009/2010 that partners with any congregation by providing them professional consultants to conduct their own capital campaigns as well as offer donors the added option of giving to some targeted diocesan and outreach appeals/ endowments, with a focus of encouraging legacy gifts at the same time.

- Talk with professional consultants to see what costs would be, include request in 2009 budget for feasibility study
- Talk with and survey diocesan governing bodies, i.e. council, board, standing committee for their thoughts and feedback on the idea
- Partnering with the Architecture Committee, develop a survey for congregation to assess their physical needs to be good stewards of their buildings and property, address and deferred maintenance issues, and look with vision to what they might do if they had sufficient funds to do capital improvements

GOAL #6 Conduct a Bishop's Ball/Gala Friday, October 3, at the Museum of Flight, Boeing Field, to raise \$200,000 to support two diocesan outreach campaigns, We Will Stand With You and One for One Malaria Net Challenge.

- Develop a Steering Committee, with working co-chairs, honorary chairs (the Bishop's spouses), and a planning committee to organize and carry out the event, which will include a catered dinner, live entertainment, silent and live auction
- Work to include entire diocese in event
- Have a really fun party that showcases and tells the story of these two campaigns

Members of the Commission for Planned Giving/Stewardship, January 2008: Maryellen Young, St. Alban's, Edmonds, Chair; Bill Brice, St. Andrew's, Tacoma, Council Representative; Maryellen Young, St. Alban's, Edmonds, Chair; Kris Dobbyn, Chair, Episcopal Charities Appeal, Emmanuel, Mercer Island; Joe McGuire, St. Bede's, Pt. Orchard; George Mulvey, Ascension, Seattle; Richard Pfeiffer, St. Clare, Snoqualmie; Gary Simon, St. Paul, Bellingham; Pamela Reed, St. Matthews, Tacoma; The Rev. Sallie Shippen, St. Alban's, Edmonds; Margaret Lopic, St. Stephen's, Longview; John Sinclair, Grace, Bainbridge Island; Eric Dodsley, Christ Church, Seattle; Carol Batchelder, Ascension, Seattle; The Rev. Jane Maynard, Epiphany, Seattle; Sharon Pethers, Adm. Assistant; Carl Knirk, Bishop's Deputy for Planned Giving/Stewardship. **Members of the Episcopal Charities Appeal Committee:** Chair, Kristine Dobbyn, Emmanuel, Mercer Island; Vice Chair, Diana Klein, St. Augustine's, Freeland; Doug Hutcherson, St. John's, Olympia; Jon & Louise Frederick, St. Luke's, Vancouver; Linda Brice, St. Andrews, Tacoma; Marie Cain, Ascension, Seattle; Paul Demitriades, St. Thomas, Medina; Don & Jan Gauthier, St. Jame's, Kent; Lorry Garratt, Christ Church, Seattle; The Rev. Kate Wesche, St. John the Baptist, Seattle; Mary O. Haller, Good Shepherd, Federal Way.

Submitted by Carl Knirk, Canon for Planned Giving/Stewardship/Evangelism

GOAL #7 Serve as diocesan staff liaison on behalf of the Bishop to support the Hope Environment Conference, April 10-12, featuring the Presiding Bishop and 4 national speakers.

- As the diocese is co-sponsor of this event with Episcopal Divinity School in Cambridge, Massachusetts, Carl will be the contact person to bring support from diocesan staff and resources to help with publicity, registration, and overall success of this event, targeting 250 attendees over three days at the Sea-Tac Hilton
 - Meet with individuals on the planning committee and with the committee as a whole
 - Work with development committee to obtain underwriting for the event
- Episcopal Charities Appeal Committee Purpose: To conduct an annual campaign to Episcopal households and local congregations to provide financial support for selected ministries within the Diocese of Olympia that respond to a broad spectrum of human need and to allocate the funds annually.**

GOAL #1 Increase the total amount distributed by ECA in 2008 from \$81,000 to \$100,000, a 25 percent increase.

- Conduct Lenten appeal, mailing a direct mail piece to entire diocesan mailing list –
- Send a holiday direct mail appeal to all former donors, providing an opportunity for an end of the year gift to next year's appeal.
- Remind congregations to observe the Canon requiring a Thanksgiving offering to benefit
- ECA; assign members of ECA Committee specific churches to contact, resulting in a 15% increase in congregation participation in 2006 - help committee members to make personal contact with congregations seeking their support.
- Keep ECA link on the new diocesan website up to date.
- Have an ECA update at diocesan convention, ask to be on the agenda
- Continue to promote the existence of the new Endowment Fund for ECA, mailing the Living Tree brochure with all thank you letters.
- Assign to committee members the writing of personal thank you's to specific donors who have been faithful givers over the years.
- Develop a commemorative gifts program for memorial gifts to ECA in name of someone and review and define better the ECA Endowment, purpose, policies.
- Formalize guidelines for ECA Endowment when we get to \$50,000 in corpus

Diocesan Pastoral Care Committee Report to Convention (08/F/14)

Background on the Committee. A study of the pastoral care practices of 55 churches in the diocese in 2004 revealed a weakness in how lay pastoral care groups were organized. The concern was that lay ministers needed to organize more effectively to deliver pastoral care assistance to parishioners in need. The study was followed in 2005 with the development of a workshop entitled, "Building an Effective Pastoral Care Network," which was presented several times during 2005 and 2006. This effort generated requests for consulting and other types of assistance for

individual churches. To provide a structure to respond to these requests, and to determine how the diocese might further help churches in their pastoral care efforts, the Diocesan Pastoral Care Committee formed in 2006 under the sponsorship of the Evangelism Commission. The purpose of the committee is to determine common pastoral care issues facing congregations and to deliver programs and assistance to churches to enhance their pastoral care efforts.

Current Development Efforts. Over the past 12 months the committee has created:

- *Diocesan Pastoral Care Directory.* Developed in 2007, we developed a list of pastoral care clergy and lay leadership in each church, along with the contact information. Our purpose is to know who to address in determining pastoral care needs and in developing and delivering programs. This document is currently under revision for 2008-2009.
- *Pastoral Care Policies and Procedures Guidelines.* Some brief guidelines that churches could adopt to help in training pastoral care lay ministers and ensuring uniform pastoral care practices. These guidelines are being distributed within the next few days.
- *Pastoral Care Survey.* To determine how the diocese, and the pastoral care committee, can help pastoral care lay leaders in churches, we conducted a survey this spring. The results have helped us to determine our future development efforts.

Immediate Next Steps. Based on the survey results, our immediate priorities are:

Committee Members. The Rev. Marilyn Cornwell, The Rev. Peter DeVeau, Dorothy Evans, Alfredo Ferigrino, The Rev. Jane Gott, Betty Hawkins, Betty Hunter, Peter Pitarys (convener), Laura Poston, Eric Stroo, Hunter Tynes.

- *Communications Document.* Develop a newsletter to share new ideas, resources and experiences of lay ministers that might prove useful to others.
 - *New Workshop.* Develop a new pastoral care workshop focusing on the interpersonal aspects, rather than the organizational elements, of pastoral care. This program would be delivered in late 2009 and 2010, and would then become part of DSOMAT, as the earlier workshop has.
- Other Activities.* We will sponsor other efforts suggested by the survey, once the workshop is developed. One example: a diocese-wide retreat for pastoral care leaders. In the meantime, we will continue our ongoing activities, such as:
- *Consultation.* We consult with individual parishes regarding pastoral care issues, particularly those of an organizational nature.
 - *Presentations.* Upon request, we will delivery presentations on pastoral care topics to individual church pastoral care networks. Next month, for example, the pastoral care committee will present on the topic of "Spirituality in the Pastoral Care Setting."

Episcopal Charities Appeal Report 2008 (08/F/15)

Episcopal Charities Appeal was formed by Diocesan Convention in 1987 to serve as our diocesan wide way to solicit funds for ministries serving those in human need in Western Washington. All ECA supported ministries must have an Episcopal connection either on the board or with support from an Episcopal congregation. ECA distributed \$78,642 in June, 2008 to 31 ministries across Western Washington. We accept grant applications from ministries in mid – December which are deliberated on by ECA committee members in January. Following is a list of this year's ministries and their grant amounts:

Ministry	City	Amount	Ministry	City	Amount
Aids Housing Assoc. of Tacoma	Tacoma	\$ 2,381	La Iglesia Episcopal de la Resurreccion	Mount Vernon	\$ 2,348
Associated Ministries	Tacoma	\$ 2,381	La Iglesia Santa Isabel	Burien	\$ 1,342
Congregations for the Homeless	Bellevue	\$ 2,381	MANNA	Port Angeles	\$ 2,381
Dungeness Valley Health & Wellness Clinic Sequim		\$ 2,012	Matthew House	Monroe	\$ 2,435
Ministry	City	Amount	Ministry	City	Amount
Episcopal Crossroads Campus Ministries	Seattle	\$ 2,579	Mission to Seafarers	Seattle	\$ 3,576
Family Promise of Seattle	Seattle	\$ 1,750	Mt. Si Helping Hand Food Bank	North Bend	\$ 2,000
Fort Vancouver Seafarer's Center	Vancouver	\$ 1,500	Multifaith Works	Seattle	\$ 2,489
Gourmet Grub	Seattle	\$ 2,500	Northwest Harvest South	Vancouver	\$ 2,381
Harmony Hill	Union	\$ 2,281	Refugee Resettlement Office	Seattle	\$ 2,425
Helping Hand	Langley	\$ 2,381	SafePlace	Olympia	\$ 2,012
HFJ Community Services	Tacoma	\$ 2,381	Sanctuary Art Center	Seattle	\$ 2,381
Homelessness Outreach Mobiliation	Project Kent	\$ 2,000	St Matthew/San Mateo	Auburn	\$ 1,677
HomeStep	Seattle	\$ 4,848	St. James Family Center	Cathlamet	\$ 4,132
JumpStart	Tacoma	\$ 6,316	St. James Outreach Program	Kent	\$ 2,012
KAIROS Prison Ministry of WA	Bellevue	\$ 2,598	Thurston County Ministries in Highter Education	Tumwater	\$ 2,381
VIMO	Port Angeles	\$ 2,381	TOTAL DISTRIBUTIONS:		\$ 78,642

THANKSGIVING OFFERING – Diocesan Convention passed a Canon in 1989 asking that all congregations take a special offering for ECA around Thanksgiving. About one third of our congregations faithfully do so, some chose to do it at a different time of the year. All congregations are encouraged to participate. The Planned Giving/Stewardship office can offer donation envelopes, brochures, and sample

announcements for bulletins and newsletter to tell the ECA story and promote this Thanksgiving Offering. We encourage all congregations to take part in this offering.

ECA ENDOWMENT FUND: The ECA endowment fund was created several years ago from part of one major gift ECA received. The original balance of \$20,000 has grown to \$25,000 and the committee has no plans to spend any of the endowment until we reach a substantially larger principal amount. Several members of the Bishop's Society (our diocesan recognition society for anyone who has made arrangements for a legacy gift upon their death) have named ECA for a legacy gift. If you would like assistance with wording on how to make this part of your will or estate plans, contact the diocesan planned giving/stewardship office at 1-800-488-4978 or visit the diocesan website: www.ecww.org.

MEMORIAL GIVING/ACKNOWLEDGEMENT FOR ECA. Anyone can make a gift to ECA in memory of a birthday, anniversary, loss of a loved one, etc. Visit our website or call the planned giving/stewardship office for assistance. Acknowledgements of all memorial gifts will be sent to the family, relatives, loved ones that you wish.

ELECTRONIC GIVING. Giving via credit cards, debit cards, or directly from you checking account is now available through our diocesan website: www.ecww.org. All gifts are acknowledged promptly with a thank you letter that also serves as a tax receipt.

Commission for the Church in the World (08/F/16)

Our Mission Statement: The Church in the World Commission serves through caring, advocacy and empowerment. Our love and respect for all Creation translates into justice in political, economic, social and environmental relationships. Justice in these relationships means honoring the integrity of creation and striving for fairness within the human family. This commission represents the Specialized Ministries of the Diocese of Olympia. Resources support diocesan and affiliated programs. Emergency Assistance Grants, fully funded from restricted income, provide for unexpected initiatives and emergent human needs. The Millennium Development Goals (MDG's) (adopted at the 2005 convention) designates 0.7% of the annual diocesan unrestricted budget to fund international relief and development programs. Below are overviews developed by the ministries. For additional information, please contact the Commission Chair, Rebecca Crimmins at Rebecca.crimmins@yahoo.com. 425-256-5117

Committee on Alcohol and Substance Abuse: Our national affiliation is with Recovery Ministries. Recovery Ministries of the Episcopal Church (formerly NECAD) is an independent, nationwide network in the Episcopal Church. It is a membership organization made up of laity and clergy, congregations and diocese, schools and institutions, all with a shared commitment to address the issues associated with the use and misuse of alcohol and other drugs and with addiction in general. Recovery Ministries serves the church by providing organizational and technical support, distributing special publications, sponsoring the annual gathering of members, publishing a quarterly newsletter, and annually producing Recovery Sunday materials. On the local Diocesan level this committee is known as the Committee on Alcohol and Substance Abuse or CASA. Our mission is to be advocates for recovery from the disease of addiction, offer our services as instruments of Our Lord, and to promote spiritual health and wholeness. Why is this work so really important? Because an estimated 14 million people are alcohol/substance users, and another estimated 75 million people are exposed to this problem. CASA believes that each person in the diocese, ordained and lay, should voluntarily learn the many problems and risks created by alcoholism/addiction. The signs of impending alcoholism/addiction should be understood and information and assistance on what to do and where to turn should be available. Contact information: Jeffrey Angwin jeffreyangwin@comcast.net. 206-947-0992 or Ruth Adams radams4health@msn.com. 1-800-662-9111.

The Committee for Economic Justice: The Committee for Economic Justice in the Diocese of Olympia seeks to engage congregations and members of our diocese in conversation, reflection and action concerning issues of economic justice. The Economic Justice committee advocates for change in policy and systems which keep the working poor, destitute and marginalized communities in poverty. We support and encourage grass roots organizing efforts of these same communities. The committee has three priorities for 2008-2009: Support and work for comprehensive immigration reform. Support and work with UNITE HERE in the hotel workers campaigns. Create an awareness of the economy of prison systems. Immigration Reform – Millions of working people in the United States are living in daily fear of their families being separated. Our economy depends on the immigrant work force, current policy and practices are driving this workforce deeper into the shadows. We work with the Church Council of Greater Seattle and The Episcopal Church to bring about comprehensive immigration reform which would include: re-unification of families, right to work, and a path to U.S. citizenship or legal residency. UNITE HERE, a national organization with local offices in Seattle includes a broad base coalition of organizations including faith communities to support hotel workers (housekeepers, kitchen workers and clerical staff) throughout Washington to organize for fair contracts which include living wage, health insurance and job security (guarantees that jobs will not be outsourced), Earlier this year, the Diocese of Olympia pulled an event from the Sea-Tac Hilton

when the hotel was under boycott by it's workers. Several other organizations also pulled events. In May we celebrated with hotel management and workers as a fair contract was achieved and signed. Prison Systems Economy – Private for profit prisons are big business. The work of restorative justice must include an understanding between incarceration and profit. For further information on the Diocese of Olympia Committee for Economic Justice please email us at sanmateo921@yahoo.com or contact Dianne Aid, TSSF at 206-579-3011

Earth Ministry and Washington Interfaith Power & Light:

Founded in 1992, Earth Ministry's mission is to inspire and mobilize the Christian community to play a leadership role in building a just and sustainable future by engaging people of faith in environmental stewardship. We began as an affiliated ministry of the Diocese of Olympia, and our Episcopal clergy and lay founders remain active in the life and leadership of Earth Ministry. Earth Ministry serves in partnership with the Bishop's Committee for the Environment in its mission of overseeing, facilitating, and moving forward the work of creation stewardship within the Diocese, work much informed, inspired and envisioned by Bishop Greg Rickel. Earth Ministry also works in partnership with congregations and individuals to respond in practical, faithful ways to the great moral challenge of caring for all of God's creation through education, individual and congregational lifestyle choices, and by organizing for social change through environmental advocacy. Earth Ministry directly supports a network of over 150 Washington State congregations, including a number of Episcopal churches, and we have a national membership. While rooted in the Christian faith, many of our members come from diverse spiritual traditions, and our programs and resources are available to all. Washington Interfaith Power & Light (WAIPL) is a new program at Earth Ministry. WAIPL becomes the 28th state to join the national IPL movement, which began as "Episcopal Power & Light" in 1998. Through its work in Washington State, WAIPL is helping mobilize a national interfaith religious response to the threat of climate change through advocacy and the promotion of renewable energy, energy efficiency and conservation. For more information, please contact Ruth Mulligan at rmulligan@earthministry.org.

Greater Seattle Cares: Greater Seattle Cares is a faith-based organization serving as a communication bridge between residents of Tent City3 and local communities to provide for the daily needs of the residents and to facilitate their transition to independent living. We currently operate as a project under the Diocesan Church in the World Commission. In April of 2007, the residents of Tent City3 asked Greater Seattle Cares to begin asking for volunteers to provide one hot meal every day and scheduling those meals for the camp. From May 1, 2007 through April 30, 2008 we successfully recruited and scheduled 309 evening meals for Tent City3. The meals were provided by 55 different families, faith communities, community organizations, or businesses.

We have been blessed with the steady commitment of 5 groups who provide from one to four meals each month. So far in 2008, we have provided not only meals but are delivering 100 steel frame camping cots to Tent City3 on Monday, June 9th to replace the broken aluminum frame cots and milk crates they are currently using for beds. We are in the process of constructing a mobile shower unit to be delivered to Tent City3 sometime in July. The shower unit will enable the residents to be clean for work or job interviews, and have the joy of bathing in warm water whenever they need to without taking a bus to stand in line and hope to get a shower. The financial resources for the cots and the shower were generously donated. We are very grateful for the \$2,500 grant extended to us by the Diocese Church in the World Commission to assist in the purchase of the cots. The Rev. Mary Gould mgould@sosnet.net. 206-660-6168.

Diocese of Olympia

Integrity/Puget Sound Chapter: *No good thing will God withhold from those who walk with Integrity. Psalm 84:11* Since 1974, Integrity USA has been a faithful witness of God's inclusive love to the Episcopal Church and the lesbian, gay, bisexual, and transgender (LGBT) community. We are working for the full inclusion of all the baptized in all the sacraments. The Puget Sound chapter began as a Chapter in Formation in 1977 and we received our charter in 1983. Our members worship and serve in congregations throughout the Diocese of Olympia. Our relationship to the national organization is similar to a guild or committee's relationship to your Vestry or Bishop's Committee, in that we come under the Non-profit status of Integrity USA. **OUTREACH:** The Chapter concentrates on two forms of outreach to the Church and the Community. First, since the early 1980s, we have sponsored Holy Eucharist every Sunday evening at St. Mark's Cathedral at 7:00, first in the library and now Thomsen Chapel. For about three years, we have also had a Social Hour in Leffler House following Eucharist, which has served to more than double attendance. For many people, the Eucharist at St. Mark's is their first exposure to the church. From December 2007 through May of this year, we provided instruction to prospective candidates for confirmation and reception. This was lay led, under the guidance of volunteer clergy chaplains. On the Eve of Pentecost, St. Mark's and Integrity held a Vigil, Bishop Rivera, presiding, at which several people were confirmed or received. Two members also renewed their Baptismal Vows. The evening also included dinner for 45, served in the Leffler House living room! About three years ago, Integrity was asked to provide meals on Tuesdays to youth at Lambert House, on Capitol Hill. Lambert House is a drop-in center for youth ages 14-22. After about a year of serving on Tuesdays, we were asked to take on the Wednesday dinners as well. We send up to six trained volunteers per week to prepare meals on site, serve and eat with the youth and clean up afterward. **2008 GOALS:** We are looking for opportunities to provide spiritual growth for members and friends of the Chapter.

Last summer, we had one group meeting for prayer and book study, and are exploring the possibility of expanding that practice in July and August. Respectfully submitted, David Swim, Convener – Integrity/Puget Sound davidswim@msn.com. 206-932-2457.

Episcopal Bishop's Committee for Israel/Palestine: *As Christians called to fulfill the promise made in our Baptismal Covenant "to strive for justice and peace," we commit ourselves to:* (1) join our Christian, Muslim and Jewish brothers and sisters to gain a better understanding of the struggles in Israel/Palestine, (2) ongoing support for the Palestinian Christian community, and (3) work to break down the walls that separate the children of Abraham. Our History... In 2000, Bishop Vincent Warner established the Bishop's Committee for Justice and Peace in Israel/Palestine, recently renamed Episcopal Bishop's Committee for Israel/Palestine (EBCIP) to support the presence and witness of the Episcopal Diocese of Jerusalem. The Diocese of Jerusalem presently oversees the operation of 21 schools, 6 healthcare facilities and 20 parishes in Israel, Palestine, Jordan, Lebanon and Syria, provides K-12 education for about 6000 students, and offers employment to about 1500 Palestinians. It serves 10's of thousand in 2 hospitals (Ahli Hospital in Gaza and St. Luke's Hospital, Nablus) and a large outpatient clinic in Zababdeh, West Bank, and it offers a variety of special education and rehab programs for the blind, deaf, retarded, and other disabilities. A formal partnership between the Diocese of Olympia and the Episcopal Diocese of Jerusalem was first proposed in 1994 when Bishop Warner and Bishop Kafity of the Diocese of Jerusalem met in Jerusalem. Prior to this, many connections between the two dioceses had developed. Bishop Steven Bayne was instrumental in the founding of St. George's College in Jerusalem. St. George's alumni at St. Mark's Cathedral were leaders in establishing the St. Mark's Palestinian Concerns Group in the 1980's, and Bishop Robert Cochrane was the first bishop to host the bishop of Jerusalem in our diocese. In 1995, a diocesan study commission recommended the formalizing of a companion diocese relationship, and a companion relationship was officially established by the Diocesan Convention as part of the companion diocese program of the Episcopal Church, USA. Today, the Episcopal Bishop's Committee for Israel/ Palestine consists of five clergy and seven lay members, and Bishop Greg Rickel has given our work his blessing. The purpose of the companion relationship program is to develop personal connections and support for our Episcopal brothers and sisters in the Diocese of Jerusalem. The first joint initiative was in 1996, when led by the Rev. Stan Fowler, 12 youth from the Diocese of Olympia attended a youth conference in Nazareth. In the summer of 1997, youth from the Diocese of Jerusalem were hosted in the Diocese of Olympia. Our Mission ... Today, increasingly adverse living conditions threaten the very survival of the Christian churches in Israel and Palestine, and the estimated Christian population in the Holy Land has declined from 25-30% to below 1%. Never has there been a more urgent time for public awareness and

support. By means of education, advocacy, and prayer, we are committed to supporting our Christian brothers and sisters in their struggle to survive the social, cultural, and economic effects of over 50 years of military occupation in the West Bank, Gaza and East Jerusalem, and to assisting their efforts to bring about a just and peaceful resolution of the Israeli/Palestinian conflict. A centerpiece of our work has been the formation of sister church relationships. These relationships have led to visitations and exchanges of youth and clergy, volunteer opportunities, and financial support for health and education ministries, especially through the Good Friday Offering. Currently there are active partnerships between St. Paul's, Port Townsend, and St. Matthew's, Zababdeh; Epiphany Parish, Seattle, and St. John the Baptist, Irbid, Jordan; St. Andrew's, Seattle, and Holy Family, Raineh, Israel; and St. Thomas, Medina, and St. Andrew's, Ramallah. Other efforts include the development of educational programs for the congregations of the Diocese of Olympia, an information and advocacy network, and collaboration with local ecumenical and interfaith organizations in support of joint projects and major conferences. EBCIP is your way to keep current and learn how you can help. We depend on our partners in the Diocese of Jerusalem for accurate, up-to-date information about the human cost of Israel's continuing policy of settlement expansion and construction of separation barriers. We are connected with a national and international Christian network that includes The Episcopal Church USA's Peace and Justice Ministry, American Friends of the Episcopal Diocese of Jerusalem, Churches for Middle East Peace, and Sabeel. Can we make a difference? There are no easy answers, but our Baptismal Covenant calls us to strive unceasingly for justice and peace. The Resurrection is our hope. If you would like learn more about establishing a companion relationship, please contact Rev. Stan Fowler revstanf@aol.com or Rev. Fletcher Davis davises@whidbey.com.

The Bishop's Committee for the Environment: Background: The Bishop's Committee for the Environment, in the words of Bishop Greg Rickel, is the body charged with overseeing, facilitating, and moving our work forward in the area of creation stewardship. We are composed of twenty lay and clergy leaders from around the diocese and from fourteen parishes. Our membership includes two co-founders of Earth Ministry, (one of our partners in mission), a business executive, international climate scientist, an employee of the Environmental Protection Agency, and leaders within the environmental movement. Following the HOPE conference, we went through a period of discernment and re-imagining our future. We developed a long term, seven step action plan that is based on a systemic approach to change. We have begun work on our action plan and our current ministry involves the following: Formation of the Genesis Covenant Task Force, whose purpose is to support parishes and Diocesan House in becoming more energy efficient and reducing their carbon footprint. We do not at this time know

the final form of the Genesis Covenant, but we are working to support it in principle whilst the formula is made final. The Genesis Covenant Task Force is chaired by Jim McRae and is in partnership with WAIPL. Publication of a new brochure and monthly internet newsletter. Beginning work on building resources and planning education for clergy. Drafting of two resolutions for Diocesan Convention. Collaboration and networking with the Province Eight. Network under the leadership of Dr. Chris Christensen. Presentations to churches around the Diocese about our work and the Genesis Covenant. Initial work at fund raising to support our work. Collaboration with local leaders of "Awakening the Dreamer", a symposium designed to reach the hearts of those participating that they may "learn to live more simply that others may simply live". Researching and trying methods of internet assisted meetings to reduce driving and carbon dioxide emissions. Working with Dede Moore to host a small section of convention and support recycling and car pooling. Kate O'Sullivan kstygall@comcast.net Chair.

Refugee Resettlement: Refugee Resettlement creates both order and disorder; both organization and chaos. On the one hand, our ministry has a defined mission. We are contracted to secure an apartment for each arriving family, fill the apartment with appropriate furniture, apply for public assistance, teach English and find jobs. These aspects of resettlement are set and routine, but often the swirling changes that take place in individual refugee families as they adjust to new surroundings and the changes that refugees bring in turn to Americans go unexamined. Conservative refugee cultures have to adjust to new gender roles, a difficult English language that is hard for most to learn, religious beliefs that separate newcomers from the mainstream, and children can readily rebel. On the other hand, Somalian refugees press employers to grant Eid as a

paid holiday and succeed, Iraqis question every pronouncement from a church sponsor that an entry level job will eventually lead to a bright future, and the Bhutanese fret and grow angry about inadequate medical care for their aging parents. In the name of America's polyglot roots we offer sanctuary to people with little understanding of America and have faith that they will eventually contribute. By the act of offering sanctuary we also open ourselves to the challenges and unknown changes they will bring. Greg Hope hotel2@mindspring.com.

Walk in Love: Episcopal Church's Response to AIDS: *Walk in Love, as Christ loved us and gave himself for us, an offering and sacrifice to God (Ephesians 5:2)* Walk in Love has been established by the Diocese of Olympia to assist parishes and related Episcopal organizations with information, education and services as they form a response to AIDS in their communities and world-wide. One goal for 2008 is to increase public awareness of Walk in Love through our partner organization, Multifaith Works. Walk in Love was one of the sponsors for the Multifaith Works annual spring concert, Many Voices, One Song. Through their various distribution sources, at least 5,000 people came in contact with the Walk in Love signature (the ministry name and the Diocesan logo) and what it represents. Other activities we support are the AIDS Care Teams located throughout the Seattle area and World AIDS Day events. The ministry supported the Nets for Life project during 2007 and will again during 2008. In the area of grants, we expect to award a grant to Kunyanja Development Organization (KUDO), Malawi, Africa. We anticipate increased requests for grants with additional fund raising and educational efforts especially in light of the Millennium Development Goals. For more information, please contact Rebecca Crimmins at rebecca.crimmins@yahoo.com. 425-256-5117.

Ecumenical / Interfaith Meeting (08/F/17)

Present: Peter DeVeau, Rector, St. John the Baptist, West Seattle; Nigel Taber-Hamilton, Rector, St. Augustine's. Whidbey Island; Martin Yabroff, Rector, St. Andrew's, Tacoma; Rocky Piro, Ecumenical Commission, Northwest Synod, Evangelical Lutheran Church in America.

May 6, 2008

In some ways interfaith work is easier than ecumenical work. Tend to focus on the mainline denominations because the independent evangelical congregations are unwilling to meet without (for example) an inerrancy statement. Main ecumenical endeavors are:

1. "LARC", "Lutheran, Anglican, Roman Catholic" dialogue. Peter and Rocky are involved in this. Originally was Lutheran - Roman Catholic. Episcopalians added. Started in '80's, went fallow in early '90's, came back late '90's. This is an informal group, though members sponsored from their judicatories. Ann Lukens, Rector, St. Michael and All Angels', Issaquah, also participates.
2. Church Council of Greater Seattle - mostly Protestant. Individual congregations can be members, as well as judicatories. CCGS has tended to be very left of center, and very political. The aggressive, "in your face" style has turned off the moderates in the various denominations. It was almost as if they were becoming their own denomination.
3. Washington Council of Churches. Catholics left when the sense was the Executive Director was not working for consensus. Advocacy work derailed it, and him. Theological dialogue failed. Currently they are in the process of hiring a new Executive Director. Like the CCGS they seem to have lost contact with their interdenominational roots - almost being their own denomination.
4. Associated Ministries of Tacoma - ecumenical and interfaith members/associates. This may be a better organization than CCGS.
5. Individual congregations and interest groups.

Interfaith endeavors that we know of:

1. East Side Alliance (Episcopal, ELCA Lutheran, Roman Catholic, Jewish congregations)
2. St. Mark's Episcopal Cathedral & Temple De Hirsch Sinai
3. St. Mark's Episcopal Cathedral and a local Mosque

View is that "the scene is changing, both in an ecumenical and interfaith environment". Need to set up groups. Commissions/Committees? No history that anyone was aware of in the Diocese of Olympia for a commission. ELCA had two ecumenical committees, merged in 2002. Organization has by-laws: 12 person group, lay/clergy and geographic balance. Rocky suggested a blended TEC/ELCA commission – since he is seeking a joint committee for the catechumenate. Suggested a blended group meet twice a year – programmed dialogue important, and, in any case we're in a post-denominational environment. As a consequence a joint purpose statement is really important. What we do may well help us understand who we are.

What's the mission?

Ecumenical

1. Dialogue with other Christian Churches for the purpose of mutual understanding
2. Evangelism – shared areas of witness in ministry
3. Communications conduit on Ecumenical events and programs in Western Washington
4. Shared areas of mutual/social concern – promoting joint action
5. Education about differences within the Christian community
6. Provide information and encourage relationships with churches with whom we are in communion, and in dialogue (there is a difference)
7. Provide resources and guidelines for any ecumenical events
8. Regional representatives needed – preferably lay people who can be present Sundays.
9. Connection with the National Office(s)
10. Representation at national and international events (CCT?) – though this might be done through the National Office(s).

Interfaith

1. Dialogue with other faith communities for the purpose of mutual understanding
2. Shared areas of witness to faith among different faith traditions
3. Communications conduit on Interfaith events and programs in Western Washington
4. Shared areas of mutual/Social concern – promoting joint action
5. Education about differences within the interfaith community
6. Provide information and encourage relationships with other faith communities
7. Provide resources and guidelines for interfaith events, especially interfaith religious services.
8. Regional representatives
9. Connection with National Office(s)
10. Representation at Interfaith events (probably not national or international)

Resource materials were shared from a national Lutheran gathering. Rocky reported on Lutheran dialogue with Muslims, Jews

JEWS Began four years ago when mid-east tensions were escalating mainline denominations took positions – formal statements – some proposed divestment. ELCA said – let's focus on the positive investment. The American Jewish Council invited all the denominations that had proposed divesting to hear what their attitude was – they were very scathing – then thanked the ELCA specifically for a different approach. So ELCA started a dialogue based on their national position – not just a dialogue on polity or politics but how can we contribute to peace – sub-committee of ecumenical commission to work on this specific relationship. Agreement with the AJC is:

1. Should include Muslims
2. Would like to work together to support some project in Israel or Palestine or both that will serve as a model – eg. Support those who have lost family members.

The AJC has suspended these dialogues on occasion when the tensions are really high. The ELCA Synodical Committee wants to bring the Episcopal Church and other ecumenical partners in on this conversation.

MUSLIMS "Children of Abraham" dialogue back in the '90's – Bill Burnett knows about this. Fizzled out because most of the Muslims were converts – didn't have the investment in the land. Also there is a Turkish group, "Acacia Foundation" (mentioned in a previous report to Bishop Rickel).

Next steps:

1. Ecumenical and interfaith inventory – what's going on, etc.
2. Position description for both Interfaith and Ecumenical Officer
3. Consult with Office of the Bishop to establish a committee
4. Identify people who might have an interest and energy in this work (will require strategic invitations).
5. Consider what to put on the Diocesan web-site

Student Scholarship Committee Report (08/F/18)

Providing financial support for students from the Diocese of Olympia studying to become priests and/or deacons. The Student Scholarship Committee (SSC) was formed in 2001 to solicit and distribute funds diocesan wide to support students studying for Holy Orders from the Diocese of Olympia. The Mentzer Endowment fund with the Diocese of Olympia, is restricted to male seminarians studying to become priests, and has been distributed annually by The Diocesan Bishop. One of the prime reasons for creating the SSC is to bring some equity in funding for women students and to add support for those who are following a call to become Deacons. In 2007 the SSC will take over the distribution of the Mentzer Funds, the Seminary Scholarship Endowment (started by Episcopal Churchwomen in 1961), and all funds raised by the SSC annual appeal to donors and congregations. The

Committee has decided to distribute funds on an “as needed” basis, starting in December, 2008. Previously, funds were given to all students. A new “scholarship application” form will be developed and sent to all students. The cost of residential seminary education runs more than \$35,000 annually. The norm for everyone studying for the priesthood in this diocese is that they are in residence at an Episcopal seminary for at least one year. 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 SSC conducts an annual appeal in January to clergy, congregations, and former donors to support all those studying for Holy Orders from our diocese. In 2008 \$12,163 has been given to the SSC appeal. With distributions from the two endowments, nearly \$40,000 will be available to needy candidates in December, 2008. Gifts to the Student Scholarship Committee may now be made on line, at www.ecww.org, through our secure website for electronic giving. Options include giving by credit card, debit card, or electronic transfer of funds. **Members of Student Scholarship Committee are:** Maureen Lyons, Convener; Rev. Anna Maria Korathu; Rev. Dennis Taylor; Rev. Jerry Shigaki; Barbara Brower; Phoebe Gilbert, Carl Knirk; Dwight Russell; Barbara Wilson; Tiffany Brannon. For more information, contact Carl Knirk, Canon for Planned Giving/Stewardship/Evangelism at Diocesan House, 206-325-4200, ext. 2016.

Insurance Committee Report (08/F/19)

By Stephen L. Day, Chairperson of the Diocesan Insurance Committee

This last year was relatively quiet for the Diocesan Insurance Committee. This is always good news. Our medical and dental plans have been very rate stable recently and we expect little or no increases upon renewal. This is terrific news in light of what’s going on in the broader market. The diocese provides an Employee Assistance Program for employees of the diocese. We changed carriers this year to a more cost effective plan with broader benefits. The new carrier is CoHear. Our property, casualty, and liability renewal is February 1, 2009. We don’t expect a significant increase. We are, however, entertaining proposals from other carriers as part of our ongoing due diligence process. If your parish or mission has specific coverage issues or has a member who may wish to respond to our request for proposal, please contact Carrie Rohlik at the Diocesan House. On Friday of the convention, representatives from our dental carrier, Washington Dental Services, and our medical carrier, Group Health Cooperative, will be on site providing information to interested plan participants. Stop by, get a free toothbrush and have your blood pressure checked. The committee, with the help of our broker, completed the publishing of our Diocesan insurance handbook. We view this as a significant achievement in our effort to communicate the various insurance programs at a glance from a single source. We plan to send one out every year to each parish and mission. We strongly encourage each rector and every vestry to take time to review the handbook and use it as a resource. We further encourage every vestry to have an occasional “risk management” meeting. Representatives from our insurance carriers are available for such meetings in order to help parishes and missions to be sure they are adequately and appropriately covered.

Episcopal Relief & Development Report (08/F/20)

WHO: Episcopal Relief & Development is the compassionate response of the Episcopal Church to human suffering in the world. Hearing God’s call to seek and serve Christ in all persons and to respect the dignity of every human being, Episcopal Relief & Development serves to bring together the generosity of Episcopalians and others with the needs of the world. Episcopal Relief & Development faithfully administers the funds that are received from the Church and raised from other sources. It provides relief in times of disaster and promotes sustainable development by identifying and addressing the root causes of suffering. Episcopal Relief & Development cherishes its partnerships within the Anglican Communion, with ecumenical bodies and with others who share a common vision for justice and peace among all people.

WHAT: Episcopal Relief & Development reached more than 2 million people in over 40 countries this past year. Rather than impose “one size fits all” solutions, Episcopal Relief & Development supports local, long-term initiatives that address poverty, hunger, disease, economic development and disaster response where the need is greatest. Our partnership with the worldwide Church creates opportunities to serve communities in some of the most remote areas of the world, as well as in urban environments where extreme poverty persists. In many of

these places, the Church is often one of the few institutions people trust and turn to for help. **WHERE:** We work in 40 countries in Africa, Asia, Latin America, the Caribbean and the Middle East, including, Afghanistan, Argentina, Belize, Botswana, Dominican Republic, Ghana, Haiti, Myanmar/Burma, Pakistan, South Africa, Sudan, Tanzania, The Philippines and the United States.

EL SALVADOR: Salvadorans have endured major hardships over the past 25 years. A decade-long civil war ended in 1992. In 1998, Hurricane Mitch killed hundreds and destroyed half of the nation's crops. In early 2001, two major earthquakes and 10,000 aftershocks left an estimated 1.5 million homeless. The combined disasters brought economic and social development to a standstill in rural areas. Episcopal Relief & Development has been partnering with the Episcopal Diocese of El Salvador for several years to rebuild communities devastated by the 2001 earthquakes. Our programs here have transitioned to long-term, integrated community development that focuses on strengthening health care, economic stability and agricultural sustainability. Additionally, we are working with two other partners who bring specialized expertise: CREDHO (Conscience as Action for the Spiritual and Economic Recuperation of Mankind) in the northern and western regions, and the Association El Mangle in the eastern region.

KENYA: Kenya historically has been considered one of Africa's more economically advantaged countries, but the past decade has seen a dramatic decline in quality of life for most Kenyans. With one of the highest rates of population growth in the world exacerbated by recurring drought, Kenya is no longer able to feed itself and imports large quantities of food. Preventable diseases plague parts of Kenya, with an estimated 170 million work days lost annually to malaria. Episcopal Relief & Development is partnering with the Anglican Church of Kenya and on-the-ground partner Inter-Diocesan Christian Community Services in four dioceses in the Nyanza province, where high malaria transmission, frequent droughts, chronic poverty, lack of clean water and the highest HIV/AIDS rates in the country prevail.

JERUSALEM/WEST BANK/GAZA: Economic and living conditions in the Gaza Strip and the West Bank — the two areas under the Palestinian Authority (PA) — are grim. Half the labor force is unemployed and 81% of the people live in poverty. Restrictions on the movement of people and goods across borders have created extreme shortages of food, fuel, and medical supplies into the territories. Episcopal Relief & Development is partnering with the Episcopal Diocese of Jerusalem to meet the urgent health care needs of the most vulnerable people in the West Bank and Gaza Strip. We are supporting two hospitals — St. Luke's Anglican Hospital in Nablus and Ahli Arab Hospital in Gaza — which are providing emergency health care to those who have no other access to medical services.

ONE-FOR-ONE MALARIA NET CHALLENGE: During his 2007 convention address, Bishop Rickel issued a challenge to the diocese: help end malaria by buying enough disease preventing nets to represent every member of the Diocese of Olympia. We are

FOR MORE INFORMATION:

General Information: Brian Sellers-Petersen – 206-390-0750 – bpetersen@er-d.org

Disaster Preparedness and Response: David Baylor – 206-579-0522 – dbaylor.erd@comcast.net

Women's Development Council: Laura Ellen Muglia – 206-230-8020 – lauraellen@muglia.net

getting close to our goal! Congregations and groups throughout the diocese have put their creativity to work to help protect African families from the deadly scourge of malaria that kills almost a million people annually, with 86% of the deaths children under age 5. One parish celebrated their priests 50th birthday by each member giving a net in his name. Another parish "sold" malaria nets at their local farmers market during the month of September. The Women's Development Council after a successful Advent card campaign in 2007 is gearing up for another campaign for this coming Advent and Epiphany seasons. The recent Bishops' Benefit Bash celebrated our common life and raised enough money for 5,000 more malaria nets – which means 15,000+ people are safe from malaria.

WOMEN'S DEVELOPMENT COUNCIL: The mission of the Women's Development Council is to engage Episcopal women at a local level in projects that actively support the empowerment, economic development, and health care of women and children living in extreme poverty throughout the developing world through the ministry of Episcopal Relief & Development. Highlights since last year's convention include: a successful 2007 Advent malaria net campaign; educational forum at Emmanuel, Mercer Island with Lawrence Yanovitch, Senior Program Officer of the Bill and Melinda Gates Foundation on microfinance; and a spiritual retreat led by the Rev. Susan Dean. The Council is currently gearing up another malaria net card campaign in support of the One-for-One Malaria Net Challenge with a goal of involving all congregations in the diocese with information on the diocesan website, new cards, posters and involvement of students at CDSP and individuals and congregations beyond the Diocese of Olympia.

DISASTER PREPAREDNESS AND RESPONSE: Dave Baylor, our Diocesan Coordinator for Disaster Preparedness and Response, represents Episcopal Relief & Development and the Diocese to Washington Voluntary Organizations Active in Disaster and the Washington Interfaith Disaster Recovery Organization (WIDRO). In his role as Director of WIDRO, Dave led a team of FEMA and State staff in developing community-based and interfaith long-term recovery organizations in Lewis, Grays Harbor, Pacific, Mason and Thurston counties. A grant to the Diocese from Episcopal Relief & Development and funds from the Bishops' appeal immediately following the December storm, together with financial contributions from other denominations and private sources, provided crucial support for this important interfaith effort to establish these long-term recovery groups, as well as for direct assistance to individuals and families impacted by the December storm. Dave also serves as the sole voluntary sector representative on the Governor's Recovery Task Force.

Commission on Ministry Report (08/F/21)

The Commission on Ministry is charged with assisting the Bishops in supporting and discerning the ministry of the all the baptized throughout this diocese. A high priority for us has been to support congregations in this discernment work. To this end we have created resources for small parish discernment groups, and have conducted "Vocations Day" workshops to share the vision of the discernment process as it relates to all orders of ministry. The greatest amount of our time and energy focuses on discernment of ordained ministry. When congregations begin to identify vocations to priesthood or diaconate among their members, they nominate those persons to COM for continued discernment. We also work with congregations engaged in Total Common Ministry as they identify teams for commissioning and ordination. One of the great challenges for us (and for the Board of Examining Chaplains with whom we work closely) has been to keep up with the variety of models of ministry and formation for ministry demanded by our diverse diocese. There is no longer a single highly recommended path to ordination. Priestly and diaconal formation differs greatly. Ministry to rural communities, to young adults, and to diverse populations requires thoughtfully nuanced formation processes. The pressures and expense of a traditional seminary education are growing, making three years at an accredited Episcopal seminary more and more of the exception to the rule of formation. Portfolio learning, including distance learning, team formation, reading for orders, alternative CPE models, and a flexible approach to the academic examination process are part of the new landscape of preparation for ordination. This summer three of us were blessed with the opportunity to attend the Provincial COM meeting (Peter DeVeau, Becky Clark, and Kathleen Patton). There we explored the challenges facing persons of color in the ordination process, and obstacles to entering that process. We looked the missional need of the church to reach out to the full spectrum of the Body of Christ, and the "default position" blinders that work against doing so. We have subsequently scheduled an "Anti-Racism" retreat, and look forward to working more closely with the Multi-Cultural ministry team and staff members. Other important work has been done this year by Irene Martin, with help from a grant, to write a curriculum for Total Common Ministry parishes. The breadth and diversity of our mission invites us to return to the basic questions, "What are the core values we seek in ordained ministry?", and "What are the core competencies required to support those values?" The next year of our work will focus on answering these questions. We are in the process of forming a visioning team to help us identify these core values and competencies, and to re-imagine formation processes in light of our discernment. Our hope is that as preparation for ordained ministry becomes more flexible to meet the mission demands of our time, the process will also be coherent and consistent with this central vision.

Commission on Ministry: Ms. Rebecca Clark, St Matthew, Auburn; The Rev. Peter DeVeau, St. John the Baptist, Seattle; The Rev. Canon John Fergusson, Church of the Redeemer, Kenmore; The Rev. Dr. Lucas Mix; The Rev. Constance Moorehead, St. Clement, Seattle; The Rev. Jim Neal, St Hugh, Allyn; The Rev. Joan Niemann, St Luke, Elma; The Rev. Kathleen Patton (Convener), St. Stephen, Longview; The Rt. Rev. Bavi "Nedi" Rivera (Chair), Diocese of Olympia; Mr. Dwight Russell, St. Thomas, Medina; The Rev. Dr. Marda Steedman Sanborn, St. James, Kent; Dr. Donald Wilbert, St. Michael and All Angels, Issaquah; Ms. Susie Zych, St. Benedict, Lacey

Board of Examining Chaplains: The Rev. Richard Green, St. Stephen, Longview; The Rev. Greg Peters, All Saints, Seattle; The Rev. Carla Pryne, Ascension, Seattle; The Rt. Rev. Nedi Rivera, Diocese of Olympia; Dr. Mark Taylor, St Paul, Seattle; The Rev. Edith Weller (Chair), Resurrection, Bellevue.

Diocesan School of Ministry & Theology Report (08/F/22)

Staff: For the first time in three years the School now has a full-time Dean, the Rev. Alan E. Mack. Also "on staff" are Shannon Jergenson, the Faith Formation Project Manager, and the Rev. Mary Moon, the School's very own deacon. The School also works together with the Diocesan Resource Center and Sue Tait, its genius loci and the former part-time School administrator.

Venue: Currently the School primarily meets at Diocesan House in Seattle, within the exception of one class which will meet at each of the following locations: St. Nicholas Building at St. Mark's Cathedral, Thomsen Chapel at St. Mark's, and a class to be offered at St. Thomas in Medina.

Distance Learning: The Board and Faculty are working on offering some classes online, hoping to start up by the Fall Quarter of 2009 if not before.

Adult Education: We have a talk by the Rev. Peter Steinke, "Congregations as Emotional Systems," available as a DVD and anticipate more of these to come. We are working on a study guide

to accompany the Steinke talk and have plans to do more of this in the future.

The School is also co-sponsoring the opportunity for congregations to take part in the Trinity Institute coming in January 2009 with the Bishop's Commission on the Environment. The theme of this Institute is *Radical Abundance: A Theology of Sustainability*.

Students: There were 29 students enrolled in the Fall Quarter 2008 classes versus 18 in the Fall Quarter 2007. Students come from the Seattle area, and as far north as Anacortes, as far west as Port Angeles, and as far south as Tacoma, and as far east as Issaquah.

Community Building: One of the avowed goals of the School is to be a learning community. As part of the community part of this equation, there is a Eucharist each class Saturday followed by a potluck lunch. The School provides the main source of protein and students bring side dishes, salads, fruit, etc. The potlucks are new this year and have been very successful so far. The School's deacon, Mary Moon, schedules priests to preside, signs up students to participate, does set up and take down, and chooses the commemorations as well as serving as the deacon of the Eucharist.

Faculty: This year there are 24 members of the Faculty who serve in various capacities: 11 lay people, 3 deacons, and 11 priests.

Board of Directors: Currently 13 lay people and clergy, some of them graduates of the school, sit on the Board. They are mostly chosen by Bishop Rivera and appointed by Bishop Rickel, or serve *ex officio*. The Board sets policy and oversees the development of the School. At Bishop Rivera's request, the Board is in the process of being expanded this year, and rotation on and off of the Board has been accomplished.

Scope of the Curriculum: The classes offered by the School fall into three major categories:

- The "practical" such as Being Episcopal in the Pacific Northwest, Building an Effective Pastoral Care Network, Incarnational Preaching, Conversational Spanish, Writing from the Heart, and Writing Intercessions for Worship.
- Those that concentrate on aspects of the Christian Story as set forth in the scriptures, Church history, and Anglican worship such as Introduction to Worship and Liturgy, Worship and the Visual Arts, basic courses in the Anglican Reformation, Hebrew scriptures, the Epistles and the Gospels, Early Church History, as well as more specific subjects such as Isaiah: the Fifth Gospel, Liberation Theology, and Prophetic Pastoral Care: The History of Women's Ministries.
- Courses that focus on Spiritual Growth such as: Celtic Spirituality, Discerning and Using Spiritual Gifts, Ethics, Theology, and Chanting the Daily Office as Spiritual Practice.

Licensed Ministry Trainings: These are offered in parishes on a regional basis by request and include Eucharistic Visitor Training (two days) and Worship Leader Training (three days). Parishes offer accommodations and amenities, the School provides the faculty. Since the faculty for the trainings are paid mileage and an honorarium, at least eight student are required for the School to afford a training. On the other hand, if the parishes involved wish to pick up the cost to the School, other arrangements can be made.

Cooperation with Other Diocesan Ministries: So far there has been cooperation with the following ministries: **Ethic Ministries:** Cross-cultural learning and mentoring with St. John's Sudanese Episcopal congregation to prepare them for eventual mission status. **Bishop's Commission on the Environment** Co-sponsoring the Trinity Institute mentioned above. **Pastoral Care Committee** Offering their workshop on Developing Effective Care Networks to be held Saturday, March 28, 2009 at D House.

Standing Committee Report (08/E/23)

Standing Committee is made up of eight members, four clergy and four lay, with one from each order elected each year at Diocesan Convention. Members serve four year terms, and no two members may be from the same congregation. Our first meeting of the year is a retreat held the weekend after Thanksgiving at Huston Center, with meetings held monthly during the remainder of the year and occasionally mid-monthly as needed.

As we look to a new year, we steadfastly renew our ongoing commitment to support and sustain the faithful Episcopalians in Oak Harbor, Poulsbo and Bellingham. Standing Committee canonically serves a variety of functions. We act as a body of advice to the bishop on any matter the bishop brings us. We have had the pleasure of beginning a new relationship with Bishop Rickel by serving as a resource for him. In addition to advising the Bishop, the committee recommends candidates for ordination upon receipt of their completed files. A candidate cannot become an ordained deacon or priest without the consent of a majority of the Standing Committee. This past year, in response to the changes in the national canons, the Standing Committee has resumed the practice of meeting personally with the candidates,

specifically on the topic of polity in the church. We also review each candidate's file to ensure that all requirements have been completed before signing the testimonials for ordination. This year we were especially encouraged and honored to interview nine candidates to the priesthood, and eight to the transitional diaconate.

A third canonical role for Standing Committee concerns the election of bishops for the Church. When a diocese within the Episcopal Church wishes to hold an election for bishop, bishop suffragan or bishop coadjutor, a simple majority of the Standing Committees within the Episcopal Church must consent to the election. When a priest is elected bishop, again a majority of Standing Committees in the Episcopal Church must consent in writing within 120 days before

the bishop-elect can be consecrated. This reflects the fact that a bishop is elected not just for his or her diocese, but to serve the whole Church. We read information from the electing diocese and carefully review that information before voting to consent or decline consent to such elections. Since the 97th convention, we have been asked to consent to the elections of bishops diocesan in Chicago, Maryland, Idaho and Rochester. It was our particular pleasure to consent to the election of former St. Thomas, Medina rector, Jeffrey Lee as bishop of Chicago. We were also asked to consent to the election of a bishop coadjutor for Texas and Maine, and bishop suffragan for Dallas. Additionally, we were asked to consent to the holding of elections for a bishop coadjutor in South Dakota, and Puerto Rico. Consents were given for every election or for the request to hold an election.

The Standing Committee, in response to, and in agreement with a request by the Bishop, submitted letters to Bishop Rickel stating the case for canonical action to be taken against three clergy on the grounds of abandonment of the communion of the Episcopal Church. These letters were written and sent to Bishop Rickel for his action.

Another canonical role is considering the alienation or encumbrance of Church property. If a congregation wishes to make changes in their real property – buying, selling, or mortgaging real estate – a request is made in writing to the Bishop. After investigation by the bishop or his/her agent, the request comes to the Standing Committee with a recommendation. After review, the Standing Committee consents or declines to consent. This year, the Standing Committee approved requests to demolish a building sitting on parish property, to sell

Respectfully submitted, The Rev. Steve Garratt, President, Christ Church, Seattle – 2008; Nancy Jacobs, Vice President, St. Margaret's, Bellevue – 2008; Mary Lyons, Co-Chaplain, St. Stephen's, Longview – 2009; The Rev. Jim Neal, Liaison to the Commission on Ministry, St. Hugh, Allyn – 2009; The Rev. Mary Allen, Co-chaplain; St. Philip's, Marysville – 2010; George Robertson, Liaison to the Joint Finance Committee, St. Mark's, Seattle – 2010; The Rev. Jo Beecher, Co-chaplain, La Iglesia Episcopal de la Resurreccion, Mt. Vernon – 2011; Virginia Wagner, Secretary, St. Stephen, Oak Harbor – 2011.

property, and approve a joint property agreement between a congregation and a school.

As part of our on-going pastoral relationship with Bishop Rickel, the Standing Committee scheduled some informal conversations with him throughout the year to listen and reflect with him about his first year as Bishop. In June, a formal review was held led by Bishop Cabell Tennis using feedback received by clergy and others in the diocese. Another review will be held next year. The Standing Committee understands these reviews as ways of supporting and providing feedback to the Bishop in the exercise of his ministry.

The Standing Committee has judicial responsibilities in cases of clergy misconduct when clergy do not accept the adjudication of the Bishop. In September, Duncan Bayne, Vice-Chancellor of the diocese, made a power-point presentation to the Standing Committee concerning the canons that cover misconduct issues. It is customary for the Chancellor of the diocese, Judy Andrews, to meet with the Standing Committee on a monthly basis to review concerns that she is addressing that may eventually require the action of the Standing Committee.

This has been a busy year for our diocese, and we all feel it has been a privilege to be part of it. Our small committee has worked hard, and we have gotten to know each other well, along with the varying regions we represent. Five of us will continue next year, along with the three new members elected at this Convention. One of the positions will be to fulfill the unexpired term of George Robertson who moved to Maine. We look forward to working with Bishop Rickel and the business of the diocese that comes before us.

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 Episcopal (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, Church of the Good Shepherd (1966/2005)
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, closed 2007)
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)
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 – November 2008 (08/A/16)

The Right Reverend Gregory H. Rickel, Diocesan Bishop
 The Right Reverend Bavi Edna "Nedi" Rivera, Bishop Suffragan
 The Right Reverend Robert H. Cochrane, retired
 The Right Reverend Sanford Z.K. Hampton, retired
 The Right Reverend Vincent W. Warner, retired

001	Forbes, William	056	Davis, West R.	111	Phinney, James
002	Forbes Jr., Charles A.	057	Sterling, Edward A.	112	DeVine, Whitney Jones
003	Adams, Richard C.	058	Gehrig, Stephen J.	113	Mackay III, Donald
004	Garlichs, Richard W.	059	Erskine, John A.	114	Miller, A. Scott
005	Leche, Edward D.	060	Zimmerman, Curtis	115	Ridge III, Charles D.
006	Schaeffer, John G.	061	Lambert, John P.	116	Woods, James E.
007	Huston, John A.	062	Knowles, Walter R.	117	Hauge, Morris
008	Hunter, Charles W.	063	Lindsey, Barrett K.	118	Hanna, Gerald B.
009	Ellis, Marshall J.	064	Garratt, Stephen R.	119	Carmichael, M. Jean
010	Winn, J. Barrie	065	Stewart, Ralph R.	120	Thompson, John K.
011	Jordan, Alan	066	Butt, J. Reginald	121	Pollock, Douglas S.
012	Bristol, Wallace E.	067	Rankin, Edward H.	122	Porter, Gerald W.
013	Maddux, Donald J.	068	Walker, John F.	123	Van Zanten, Peter E.
014	Snyder, Kenneth M.	069	Johns III, Norman S.	124	Alkins, David S.
015	Luethe, Robin L.	070	Sell-Lee, William	125	Steedman-Sanborn, Marda
016	Carpenter, George W.	071	Biever, Robert	126	Paolozzi, Joann
017	Nakayama, Timothy	072	Fowler Jr., Stanley G.	127	Lueckert, Diana M.
018	Seaman, Henry F.	073	Bethea, Robert L.	128	Dietel, Robert G.
019	Radcliffe, Ernest	074	Halbrook, Thomas R.	129	Moore, Stephen E.
020	Storm, David A.	075	Bogel, Marianne	130	Smith, Kevin C.
021	Carney, Joseph P.	076	Smith, Don L.	131	Williams, Robert L.
022	Johnson Jr., William C.	077	Ferguson, John F.	132	Trelease, Murray L.
023	Tomter, Patrick A.	078	Lane, John C.	133	Martin, Irene
024	Skanse, Oliver B.	079	Mikel, Joseph F.	134	Dierick, Frances L.
025	Gorsuch, John P.	080	Pyne, Carla V.	135	Gunderson, Gretchen A.
026	Bigford, Jack N.	081	Besheer, Kimbrough A.	136	Kindle, Charles R.
027	Pearson, J. Norris	082	Snow, Peter D.	137	Wright, Scot R.
028	Smith, Homer H.	083	Ludden, Carol P.	138	Dills, R. Scott
029	Tench, Jack M.	084	Sonnesyn, Roger	139	Francis, Mary Jane
030	Stewart, Daniel R.	085	French, Richard C.	140	O'Shea, Susan
031	Burnett, William M.	086	Berge, William Clarke	141	Cleveland, Jennifer B.
032	Bond, L. Wayne	087	Taylor, Patricia L.	142	Gould, Mary D.
033	McLauchlan, H. Fred	088	McCulloch, Kent T.	143	Lukens, Ann Pierson
034	Christie, Robert L.	089	Williams Jr., Hollis R.	144	Murray, Vincent D.
035	Scovell, Dean H.	090	Nemes, John D.	145	Scott, Richard H.
036	Peterson Jr., Phillip	091	Dement, Thomas E.	146	Bigelow, Thomas S.
037	Dunning, David	092	Nichols, Robert	147	Clark, Duncan
038	Ethelston, Geoffrey F.	093	Viggers, Jack	148	Hayman, Robert F.
039	Ross, H. Stewart	094	Ford, R. Lawrence	149	Ensor, A. Jeanne
040	Wolfe, V. Eugene	095	Waring, William D.	150	McCaw, Mary Ann
041	Sherman, Guy C.	096	Carskadden, Ralph	151	Brelsford, Diane
042	Fast, Todd H.	097	Lewis, Margaret K.	152	Lonergan, W. Gerald
043	Rhodes, Robert W.	098	Keller, Patterson	153	Minifie, Thomas
044	Blundell, James	099	Rietmann, Paul D.	154	Harper, William
045	Parker, Allan C.	100	Richards, Fitzroy I.	155	Shehane, Mary K.
046	Rogers, Henry S.	101	Reynolds, Alan D.	156	Kolbet, Paul R.
047	Brown, Melvin R.	102	Hickey-Tieman, Joseph	157	Campbell, Anne
048	Collins, Paul M.	103	Astleford, Elise	158	Bartels, Judith T.
049	Wilson, George S.	104	Steig, Terrance	159	Bayles, Richard
050	Wappler, Harry	105	Jessett, Frederick E.	160	Brown, Lawrence Edward
051	Grabinski, Kenneth	106	Moore, Robin A.	161	Hammond, Blaine R.
052	Wilton, G.W.	107	Bell, John R.	162	Mullins, Judith P.
053	Clark, D. Corbet	108	Davis, M. Fletcher	163	Ruder, John Williams
054	Snodgrass, Marilyn S.	109	Creighton, Susan	164	Craighead, J. Thomas
055	McDaniel, G. Judith	110	Stanton, Barclay R.	165	Anthony, Joan M.

166	Strimer, Peter	219	Jackson, E. Michael	272	Maynard, Jane F.
167	DeVeau, Peter J.	220	Amburgey, Cristina G.	273	Kalunian, J. Peter
168	Arnold-Boyd, Annette	221	Espeseth, Cynthia A.	274	Moore, Bridget
169	Best, Stephen	222	Taylor, N. Dennis	275	Garman, Gerald R.
170	Korathu, Anna Maria	223	Eichner, James	276	Sheldon, Raymond S.
171	Lee, Samuel	224	Armer, Susan C.	277	Stroup, Susan L.
172	Moorehead, Constance	225	Barber, Grethe	278	Ballinger, Kathryn E.
173	Peters, Gregory	226	Wills, Clark E.	279	Allen, Mary L.
174	Simonsen, Douglas	227	Allen, John M.	280	Reid, M. Sue
175	Miller, Mark	228	Buhrer, Richard	281	Atcheson, Charles B.
176	Dunn, Robert E.	229	Dean, Susan Chanda	282	Skelton, Melissa
177	Kinney, Kathleen	230	Moon, Mary Louise	283	Carlson, Sara
178	MacKay, Wray	231	Morris, Cecelia Gilman	284	Lewis, Philip
179	Pratt, Jennifer	232	Poirier, Esther Holley	285	MacKenzie, Mary
180	Stiles, Linda	233	Rozendaal, Jay Calvin	286	Scott, Rebecca
181	Miller, Judith J.	234	Maier, Andrea R.	287	Smith, Jacqueline
182	Walker, Randolph D.	235	Demura, Christine A.	288	Smith, Robin
183	Conklin, Daniel G.	236	Tiederman, Nancy Coppass	289	Moore, David
184	Trytten, Patricia S.	237	McQueen, Dale L.	290	Heathcock, Deborah
185	Cole, Dennis C.	238	Glenn, Katherine Merrell	291	Pearson, Kevin
186	Forman, Bernard (Kim)	239	Younge, Richard	292	Cornwell, Marilyn
187	Prestegard, JoAnn	240	Steele, Chris C.	293	Dogaru, Vickie
188	Wolford, Rachael	241	Campbell, Janet	294	McCauley, Shana
189	Helgeson, Gail M.	242	Seeger, Elisabeth A.	295	Saunderson, Ann
190	Williams, Robert H.	243	Beecher, Josephine C.	296	Anderson, Mary Petty
191	Whitfield, Ann	244	Haase, Sylvia Anne	297	Hopkins, Vivian
192	Endicott, Rachel Faith	245	Logan, Christie Larson	298	Newland, Benjamin
193	Fageol, Suzanne A.	246	Neal, James Frederick	299	Kaus, Margaret
194	Brill, Steven G.	247	Brentnall, Burden	300	Wesch, Kate
195	Avery, Joyce M.	248	Goode, Colin	301	Lobdell, Gary
196	McMeekin, Dorothy N.	249	Tyree-Cuevas, Susan	302	Carver, Robert C.
197	Irving, Anthony T.	250	Boyle, George Anne	303	Yabroff, Martin I.
198	Spina, Frank A.	251	Deng Deng, William	304	Brock, Charles F.
199	Rhoads, Robert L.	252	Mulvey, Dorian	305	Davison, Arienne S.L.
200	Thomas, John	253	Hosea, Beverly	306	Mix, Lucas J.
201	Taylor, Robert V.	254	James, David	307	Tierney, Dennis S.
202	Price, David L.	255	Johnston, Zula	308	Niemann, Joan
203	Gott, Jayne	256	Baker, Patricia	309	Lander, James R.
204	Grewell, Genevieve M.	257	Grout, Earl L.	310	Stillings, Kyle
205	McConnell, Joyce	258	Marshall, David	311	Carlson, Constance
206	Novak, Margaret A.	259	Taber-Hamilton, Rachel	312	Marchand, Richard
207	Shigaki, Jerry M.	260	Weller, Edith	313	Campbell, Boneta
208	Westpfahl, Carol E.	261	Ackermann, John	314	Leech, John
209	Wong, Philip	262	Morrissey, Michael	315	McHale, Stephen
210	Green, Richard	263	Stockburger, Andrea McMillin	316	Kirkpatrick, Rebecca
211	Patton, Kathleen	264	Sells, Jeffrey	317	Johnson, June
212	Wesen, Vicki	265	Sells, Patricia	318	Carpenter, Leslie
213	Perry, Lawrence S.	266	Mack, Allan E.	319	Fowler, Dan
214	Taber-Hamilton, Nigel	267	Borders, LeRoy	320	Warne, W. Tom
215	Harlacher, Carol	268	Santman, Linda	321	Fulton, William
216	Roddam, John W.R.	269	Cochran, Elizabeth Jane	322	DeShaw, Glen
217	Longwood, David P.	270	Streiff, Suzanne	323	Priest, Hunt
218	Heller, Jan C.	271	Bloch, Elizabeth	324	Thibodeaux, James

Lay Delegates & Alternates as of November 3, 2008 (08/A/17)

Be-Attitudes Region

Edmonds, St. Alban Chuck Becker, Karen Ford, Phyllis Becker, Eric Hanson
Kenmore, Redeemer Eleanor Close, Lee Darrow, Deborah Laughlin, Bill McGlenn, Karl Oles, Douglas Oles, Carter Hawley, Donald Bentley
Seattle, Christ Church Eric Dodsley, Jan McNair, Liz Osborne, Frank Prohaska, Donald Swisher, Leslie Bourgoin
Seattle, St. Andrew Kathryn Adams-Lee, Sharon Wilson, Elizabeth Denison, Jay Groh, M. Ross TenEyck, Andrew Benson, Mike Hicks
Seattle, St. George Suzanne Fitzsimmons, John Burkner, Barbara Larson, Jim Larson
Seattle, St. Luke Bud Stevens
Seattle, St. Stephen Darlene Franz, Peggy Habegger, Evette Hackman, Michael Harrington, Monty McGovern, William Montgomery, Phyllis Nauman, Eugene Webb, David Easton, Guy Falskow, M.E. Kintzi, Les Martin, Laura Martin, Jenna Pollock, Diane Stipp, John Rynd
Shoreline, St. David Emmanuel James Perry, Jamie Bunson, Mildred Jean Perry, Wayne Roberts
Shoreline, St. Dunstan Charles Pacher, Mary Pacher, Glen Pacher, Mary O Pacher, Jay Cook, Don Riccardo, Ann Patrice Riccardo, Enid Haag

Columbia Region

Battle Ground, Holy Spirit Ron Ridonaur, Janet Schweizer
Castle Rock, St. Matthew Julie King, Sally Barnes, Jere Cochran, Kerry King,
Cathlamet, St. James Michael Nunes, Gerry Brennan
Chehalis, St. Timothy Carol Sue Hogan, Pat Hogan, David Johnson, Janet Graham,
Longview, St. Stephen Ken Henderson, Duane Higby, Jane Higby, Sue Lane, Ann Mottet, Perry "Ned" Piper, Bob Bonner, Chas Dean, Dave Hanson, Jan Hanson, Gretchen Niemi, Summer O'Neill
Vancouver, All Saints Mary Suzanne Philbrook, Al Manning, Diane Manning
Vancouver, Good Shepherd Chuck Bristol, Sandy Bristol, Joanne Miller, Ron Miller, Sammy Okereke, Sandra St. Claire, Don Weir, Jane Whitfield, Cole Dawson, Linda Dawson, Jim Green, Sandi Green
Vancouver, St. Luke Nancy Denny, Jon Frederick, Louise Frederick, Ebie Mountford, June Anderson
Washougal, St. Anne Fay Tooley, Ron Tooley, Mary Tipton, Elaine Ableidinger

Eastside Episcopal Churches

Bellevue, All Saints Jane Grabinski, Fred Williams, Eric Stroo, Chris Hertlein
Bellevue, Resurrection Demaris Drummond, Sandy Lewis, Becky Owens, Lil Snow
Bellevue, Holy Apostles Matilda Wong, Torres Hui, Kathy Truong, Gordon Ma
Bellevue, St. Margaret Bob Champoux, Jeanne-Anne Jensen, Ralph Jones, Daryl Storey, Joel Davis, Robbie Fulton, Meredith Moses, Francie Emory, Peter Rothermel, Margie Gerrity
Issaquah, St. Michael & All Angels Bill Cottringer, Bud Harmon, Lorrie LaBranche, Carolyn Lukens, Dan Conley, Mike Kaufmann, Priscilla Kaufmann, Marilyn Taylor
Kirkland, St. John Nancy Laswell, Ruth Adams, Gwen Baker, Karen Younge, Sam Morris, Tom Steele, Earl Payne, Randy Sanders, Ted Christensen, Tina Morris, Diana Lampard, Scott Randall
Medina, St. Thomas Douglas Anderson, Brandon Ballheim, Claudia Ballheim, Sophie Caldwell, Patricia Hughes, Kay Kessell-Hanna, Larry Loranger, Tucker Moodey, Alice Reid, Anne Rogers, James Ward, Robert Webb, Jack Caldwell, Rebecca Crimmins, Jean Haehl, Colin Radford, Robert Simeone
Mercer Island, Emmanuel Bruce Lee, Emmett Maloof, Lee Ann Edwards, Sandy Maloof, Keith Horlock, Bob Lewis, Jean Greaves, Andi Lewis, Nile Clarke, Mike Jared, Marilee Duer-Clarke, Jan Jared, Mark Hall, Terry Ketcham, Diane Hampson, Mary Kraft

Redmond, Holy Cross Jan Brandt, Tina Paul, Scott Hildebrand, David Hutchinson
Sammamish, Good Samaritan Jim Hindle, Joy Shaw, Cathy Strohl, Cindy McDonald
Snoqualmie, St. Clare Julie Keller, Ken Van Dine

Evergreen Region

Auburn, St. Matthew Becky Clark, Nadine Baxter, Bob Desjean, Miguel Prado, Janine Mix, Vicky Sandate, Gordon Baxter, Jim Hesketh
Burien, St. Elizabeth Jeanette Hoerd, Neal Jacques, Pat Lofstedt, Patti McGowan
Federal Way, Good Shepherd Susan Ennaro, Kurt Weis, Alisa Johnson, Preston Johnson
Kent, St. Columba Portia Smith, Bill Lenney, Katharyn Von Meerscheidt, Dan Briggs
Kent, St. James Michelle Coburn, Don Gauthier, Norm Harris, Tish Helmer, Liz Reed, Joe Schneider, Kathy Scholl, Steve Tellari, Zachary Alvernaz, Dave Brumbaugh, Jean Anne Helmer, Sandra Lai, Craig McKelvey, David Paisley, Mary Beth Westbrooke, Lani Zeigler
Maple Valley, St. George Mel Stephenson, Beverly Stephenson, Jack Clarke, Jani Clarke
Renton, St. Luke Jaime Cardenas, Don Little, Joe Gregg, Stan Burgess

Holy C Region

Seattle, All Saints Delores Washington, Faye Lomax
Seattle, Ascension Jim Crouch, Carl Goodall, Dave Strom, Carol Voelker, Leslie Harris, Mark Maleng, Kim Stark, Bill Turnipseed
Seattle, Epiphany Parish Judy Berkley, Patty Chernick, Bill Forbes, Gabe Lock, Joel Melin, Ted Mondares, Peter Polson, Shannon Polson, Patty Clake
Seattle, St. Clement Edith Younge, Rudy Hill, Ellen Rossen, Ted Barber, Eleanor Goodall, Roy Sparks
Seattle, St. John the Baptist Jim McDonald, Donna McNamara, Anne Rogers, David Swim, David Perrine, Nell Rehm
Seattle, St. Mark Cathedral Stacey Anderson, Deborah Emory, Jeff Helgesen, K. Ann McCartney, Carter Mears, Gerrit "Buz" Moore, Carla Robinson, Brian Sellers-Petersen, Diane Stipp, Walter Stuteville, Karen Bargelt, Sallie Bodie, Collen Boyns, Maria Coldwell, Miles Ewing, Mary Fredericks, Phil Lloyd, Kevin Meadows, John Selberg, John Starbard, Robert Wright, Maggie Yowell
Seattle, St. Paul John Forman, Catharine Reid, Andrew Stone, Barbara Timms, Denise Crawford, Robin Allan Jones
Seattle, St. Peter No delegation for 2008
Seattle, Trinity Church Peter Hoover, Alan Miller, Corinne Miller, Brenda Sol, Sue Hoover, Tony Ramsey

Mt. Baker Region

Anacortes, Christ Church Eric Johnson, Valerie Long, Frank McCoy, Betty Anne McCoy
Bellingham, St. Paul Debbie Apollonio, Joanne Clark, Craig Funston, Karen Funston, Lisa Hamstreet, Mary Horton, Truman Horton, Gary Lampman, Joshua Parrish, Scott Stockburger, Charlie Storrs, Steve Banks, Jim Beckwith, Mary Fehman, Debbie McMeel, Ed McMeel, Debbie Schwab, Beth Sizer, Tracey Smith
Blaine, Christ Church Carl Bradley, Colleen Gilliam, Elizabeth Bradley
Eastsound/Orcas Island, Emmanuel George Garrels, Audrey Garrels, Duff Andrews, Marilyn Andrews
Friday Harbor, St. David Betty Baker, Sara Waterbury
Lopez Island, Grace Church Ilse Oles, Stuart Oles, Joanne Bryant, Trevor Bryant
Mt. Vernon, St. Paul Herb Sanborn, Barbara Martin, Tara Van Loo, Brennan Van Loo
Oak Harbor, St. Stephen Robert Taylor, Sandy Taylor, Barry Lynn Dunn, Jim Wagner

Sedro Woolley, St. James Bob Abrams, Jean Swift, Barbara Tasker-Mueller, Judy Baker

Peninsula Region

Allyn, St. Hugh of Lincoln Garby Elmore, Richard Moore, Linda Niles, John Campbell

Bainbridge Island, Grace Ruth Blaney-Matthews, Eric Matthews, Dick Shryock, Ellin Spenser, Dallas Young Nate Thomas

Bainbridge Island, St. Barnabas Paul Holzman, Pamela Balvani, Jerry Carlin, Pamela Vokolek, Stuart Case, Lynn Whipple, Karen Beierle, Tom Beierle, Bill Galvani, Steve Holland, Lee Ann Holland, Carol Gregory

Bremerton, St. Paul Tia Hudson, Craig Vocelka, Katherine Adams, Mike Adams

Gig Harbor, St. John Del Hansen, Joan Hansen, Marje Anderson, Jeff Helsdon
Kingston, Faith Church Dennis Flanders, Lori Flanders, Mark Hanna, Cindy Hanna

Pt. Angeles, St. Andrew Betty Marshall, Jeanne Rolley, Paul Hansen, Pat Milliren, Deborah Hansen, Linda Sudela, Francis Sudela, Pat Churchley

Pt. Orchard, St. Bede Keith Fullen, Mary-Francis Jones, James Fraser, Frances Scott

Pt. Townsend, St. Paul Brad Offutt, Sandy Offutt, Franz Witte, Sheila Witte, Katie Fleming, Keith Fleming

Sequim, St. Luke Jerome Oden, Pat Oden, Charlie Gott, Janet Johnson, Jim Chesnutt, Carol Francone, Candace Pratt, Barbara McCauley

Silverdale, St. Antony of Egypt Elizabeth Flagg, Ray Flagg, Elisabeth Demmon, Bill Demmon

Vashon Island, Holy Spirit Rose Ellen Albers, William Carr, Doug Clarke, Dick Clow, Debbie Butler, Lydia Butler, Kathy Gilbert, Yelken

Rainier Region

Lakewood, St. Joseph-St. John Charlotte Brown, Johnny Williams

Lakewood, St. Mary Craig Doupe, George Gonzalez, Jean Kernen, Phil Kiss, Jan Morrison, Sylvia Rostedt, Martha Graef, Doris Sherrill

Puyallup, Christ Church Jim Demick, Helen Godwin, Rick Tanner, Nancy Wolfe, Gwena Hedlund, Ed Miller

Tacoma, All Saints Warren Hayes, Lorraine Wilson, Nate George, Carol Mazzuca

Tacoma, Christ Church Michael Polmanteer, Meredith Lynch, Dick Stowers, Heidi Irvin

Tacoma, Holy Family of Jesus Robert Yuong, Tula Habb

Tacoma, St. Andrew Susan Rowe, Mark Adams, Donna Kolkman, Ken Rhodes

Tacoma, St. Luke Memorial Jeff Williams, Shirley Shoffner, Walt Comeille, Cindy Miller, Patricia Harrington, William Sampson

Tacoma, St. Matthew Daniel Dawes, Sandy Dawes, Tom Peterson, Mary Osborn, Dave Osborn, Kitty Walker

Sno-Isle Region

Camano Island, St. Aidan Stanley Fear, Jackie Humes-Fear, Jim Miller, Laura Lewis, Dick Bingay, Judy Bingay

Edmonds, St. Hilda-St. Patrick Nora Cheek, Bernie Johnson, Jeff Cheek, Nancy Smith

Everett, Trinity Church Evelyn Beard, Kelly DiCicco, Angie Griffin, Allen Hicks, Linda Emerson, Bonnie Giles-Bissell, Charlene Rawson, Leann Torgerson-Harrison

Freeland, St. Augustine in the Woods Tom Williams, Isabel Neddow, Joel Connelly, Beverly Babson, Diana Klein, Ted Brookes

Marysville, St. Philip Curtlan Betchley, Patricia Betchley, Thomas Haynes, Christina Foster

Mill Creek, St. Francis No delegation

Monroe, Our Saviour Hank Hofmann, Lois Hofmann, Burr Hosley, Laura Poston

Snohomish, St. John Jim Church, Jackie Grove, Bob Knight, Sally Wesley, Eleanor Church, John Gray, Laurie Gray

Willapa Region

Aberdeen, St. Andrew Hal Gunn, Carol McQueen, Annette Pinckney, Bob Preble, Bobbi McCracken, Bob Woodcock, Bette Worth

Elma, St. Luke Libby Nemes, Robin Nunez, Steve Brown, Beth Day-Waters

Lacey, St. Benedict Sheila Crisp, Lee Wallace, Bob Zych, Susie Zych, Gary Grewell, Lee Irving, Collum Liska, Martha Liska

Montesano, St. Mark Martha Krug, John Tennefoss

Olympia, St. Christopher Jim Hutchins, Meredith Hutchins, Cindy Pitcher, Lindy Vincent, Bruce Whitehouse, Ginie Whitehouse

Olympia, St. John DeeDee Boylan, John Boylan, Zachary Hooper, Michael Kirlin, Larrel O'Keefe, Adele Roberts, Rene Rodriguez, Michael Schepcke, Mike Hackworth, Jens Stahmer

Seaview, St. Peter George Power, Rose Power, Trish Garrett, Judy Suvak

Shelton, St. David of Wales Jef Conklin, Doug Haskins, George Davidson, Jenneth Deno

South Bend, St. John Anne Williams, Marie Mathis

Westport, St. Christopher Julie Dickson, Jean Bass

Officers of the Convention

The Right Reverend Gregory Rickel, Bishop
The Reverend John G. Schaeffer, Secretary
Mr. Steve Faust, Treasurer
Ms. Judith Andrews, Esq., Chancellor
Mr. Duncan Bayne, Esq., Vice Chancellor
Mr. Mike Reynvaan, Esq., Vice Chancellor
Br. Carle Griffin, OCP, Historiographer
Mrs. Diane T. Wells, Archivist and Records Manager

Standing Committee

The Rev. Steve Garratt (2008)
Ms. Nancy Jacobs (2008)
Ms. Mary Lyons (2009)
The Rev. Jim Neal (2009)
The Rev. Mary Allen (2010)
Mr. George Robertson (2010)
The Rev. Jo Beecher (2011)
Ms. Virginia Wagner (2011)

Board of Directors

The Rt. Rev. Gregory Rickel, president
Mr. Bill Bain, vice president, Emmanuel, Mercer Island
Mr. Steve Faust, treasurer, Epiphany, Seattle

Directors appointed by Bishop Rickel, confirmed by Diocesan Convention

Mr. William Goodenough, Ascension, Seattle
Mr. George Garcia, St. Joseph-St. John, Lakewood
Mr. Bill Lucks, Trinity, Seattle
The Rev. Dorian Mulvey, Ascension, Seattle
The Rev. Ann Lukens, St. Michael & All Angels, Issaquah

The Rev. John G. Schaeffer, secretary
Mr. Donald H. Mullins, chancellor
Ms. Judith Andrews, chancellor, St. Mark's Cathedral

Mr. Todd Curry, St. Thomas, Medina
Mr. Jim Paddleford, St. Mark's Cathedral, Seattle
Mr. John Rolfe, St. Mark's Cathedral, Seattle
The Rev. Lawrence Perry, Trinity, Seattle

Bishop's Office Staff

Archives—Ms. Diane Wells, archivist; **Bishop Diocesan**—The Rt. Rev. Gregory Rickel, bishop; Ms. Tiffany Brannon, executive assistant; **Bishop Suffragan**—The Rt. Rev. Bavi Edna “Nedi” Rivera; Ms. Tiffany Brannon & Ms. Carla Robinson, administrative assistants; **Canon to the Ordinary**—The Rev. Joan Anthony, canon to the ordinary; **Communications**—Mrs. Norah Joslyn, director of diocesan communications; Mr. Greg Hester, interim publications coordinator; Mr. David Manes, information systems coordinator; **Congregation Development** – The Rev. Joan Anthony, canon for congregation development; **Diocesan School of Ministry & Theology**—The Rev. Alan Mack, dean; Shannon Jergenson, project manager; **Ethnic Ministries**—The Rev. Jerry Shigaki, canon for multicultural ministries; Ms. Carla Robinson, administrative assistant; **Evangelism** –Mr. Carl Knirk, canon; Sharon Pethers, administrative assistant; **Faith Formation**—Ms. Kathy Hamilton, canon for youth & young adults; Shannon Jergenson, project manager; **Governance**—Dede Moore, bishop's executive for governance; **Insurance**—Ms. Carrie Rohlik, insurance administrator; **Maintenance**—Mr. Mark Swanson, custodian; **Planned Giving/Stewardship** – Mr. Carl Knirk, canon for planned giving/stewardship & evangelism; Sharon Pethers, administrative assistant; **Print Shop**—Mr. Richard (Ky) Chen, printer; **Reception**—Ms. Heather Kmitta, receptionist; **Resource Center**—Ms. Sue Tait, director; **Treasurer/Accounting**—Mr. Steve Faust, treasurer; Ms. Chris Smith-Clark, canon for finance; Paster Soong, accountant; Carrie Rohlik, finance assistant.

Diocesan Council

Elected by Convention The Rev. Richard Younge (2008); Ms. Sally Farrell (2009); and the Rev. Jeff Sells (2010);

Elected by Regional Ministries The Rev. John Allen (Columbia, 2008); Ms. Jeanette Blesener (Evergreen, 2008); Mr. Tom Boynes (Be-Attitudes, 2008); Mr. Jim Campbell (Willapa, 2010); Ms. Sue Clary (Peninsula, 2009); Ms. Sandy McCloud (Holy C, 2010); Mr. Peter Pitarys (Eastside, 2009); Mr. Dale Ramerman (Mt. Baker, 2009); Mr. Robert Wheeler (Sno-Isle, 2009); the Rev. Martin Yabroff (Rainier, 2010).

Appointed by Program Commissions Mr. Bill Brice (Stewardship/Planned Giving, 2010); Dr. Chris Christensen (Church in the World, 2009); the Rev. Susan Dean (Evangelism, 2009); the Rev. Deborah Heathcock (Congregations, 2010); the Rev. Rachel Taber-Hamilton (Ethnic Ministries, 2010); Ms. Sally Young (Faith Formation, 2009).

Other voting members The Rt. Rev. Greg Rickel; the Rt. Rev. Nedi Rivera.

Other non-voting members Ms. Judith Andrews, The Rev. Joan Anthony; Mr. Steve Faust; Ms. Kathy Hamilton; Mr. Carl Knirk; the Rev. Alan Mack; Mr. Larry Meyer, St. Mark's Cathedral; Ms. Dede Moore; the Rev. Jerry Shigaki; Ms. Christine Smith-Clark.

Section 5

2007 Audit & Statistics

Peterson Sullivan PLLC, 601 Union St, #2300, Seattle, Washington, 98101, INDEPENDENT AUDITOR'S REPORT, Diocesan Council, Diocese of Olympia, Inc., Seattle, Washington 98102

We have audited the statements of financial position--Episcopal Church basis of the Diocese of Olympia, Inc., at December 31, 2007, and the related statements of activities and cash flows--Episcopal Church basis for the year 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. 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 1, 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 accounting principles generally accepted in the United States. In our opinion the financial statements referred to above present fairly, in all material respects, the net assets of Diocese of Olympia, Inc. as of December 31, 2007, and the changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles authorized by the General Convention of the Episcopal Church as described in Note 1. Peterson Sullivan PLLC July 30, 2008

Diocese of Olympia, Inc.
Statements of Financial Position--Episcopal Church Basis
December 31, 2007

ASSETS	
Cash & Cash Equivalents	\$ 1,929,468
Investments	46,714,524
Related party loans receivable	632,494
Interest & DIF income/principal receivable	387,850
Other assets	96,842
Property	<u>23,076,632</u>
TOTAL ASSETS	<u>\$ 72,837,810</u>
LIABILITIES AND NET ASSETS	
LIABILITIES:	
Distributions and other payables	\$ 301,840
Cash and investments held in trust for congregations and other institutions	25,930,125
Loans Payable	<u>704,993</u>
Total Liabilities	<u>26,936,958</u>
NET ASSETS:	
Unrestricted	21,333,992
Temporarily restricted	1,369,037
Permanently restricted	<u>23,197,823</u>
Total Net assets	<u>45,900,852</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 72,837,810</u>

Diocese of Olympia, Inc.
Statement of Activities--Episcopal Church Basis
For the Year Ended December 31, 2007

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE:				
Contributions	\$ 264,147	\$ 19,778	\$ 30,763	\$ 314,688
Loan Interest	-	-	146,385	146,385
Other investment income	195,663	59,160	54,469	309,292
Realized & unrealized net gain on investments	82,504	83,604	634,708	800,816
Net assets released from restrictions	<u>312,827</u>	<u>(117,362)</u>	<u>(195,465)</u>	-

Total Support & Revenue	855,141	45,180	670,860	1,571,181
EXPENSES AND DISBURSEMENTS:				
Ministry and transfers	395,454	-	-	395,454
Bad Debts	195,465	-	-	195,465
Abandonment of Assets	43,400	-	-	43,400
Trustee obligations	37,655	-	-	37,655
Total Expenses & Disbursements	671,974	-	-	671,974
Change in net assets	183,167	45,180	670,860	899,207
Net Assets beginning of year (as restated)	21,150,825	1,323,857	22,526,963	45,001,645
Net Assets end of year	<u>\$ 21,333,992</u>	<u>\$ 1,369,037</u>	<u>\$ 23,197,823</u>	<u>\$ 45,900,852</u>

Diocese of Olympia, Inc.
Statement of Cash Flows--Episcopal Church Basis
For the Year Ended December 31, 2007

Cash flows from operating activities	
Change in net assets	\$ 899,207
Adjustments to reconcile change in net assets to net cash flows from operating activities	
Gains on investments	(800,816)
Increase in allowance for doubtful activities	195,465
Abandonment of real estate	43,400
Contributed loan payments and real estate	(184,843)
Change in operating assets and liabilities	
Increase in interest receivable	(51,486)
Increase in other assets	(11,333)
Increase in distributions and other payable	276,476
Net cash flows from operating activities	366,070
Cash flows from investing activities	
Net purchase of investments	(467,141)
Loan collections	229,842
Purchase of real estate	(859,032)
Net cash flows from investing activities	(1,096,331)
Cash flows from financing activities	
Payments on loans payable	(4,160)
Change in cash and investments held in trust for	
Congregations and other institutions	1,094,173
Net cash flows from financing activities	1,080,013
Change in cash and cash equivalents	349,752
Cash and cash equivalents, beginning of year	1,579,716
Cash and cash equivalents, end of year	<u>\$ 1,929,468</u>

Notes to Financial Statements

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 Episcopal Church"). The Diocese includes all Episcopal churches and institutions in western Washington and is composed of two separate legal entities, the Diocese of Olympia, Inc. ("the Diocese") and the Diocese of Olympia – Operating Fund ("the Operating Fund"). These financial statements are for the Diocese and do not include the Operating Fund. The Diocese is composed of the James F. Hodges Diocesan Investment Fund (the DIF), the Trust Accounts and the combined Building Loan, Mission Development and Real Estate Funds. Each of these three funds (the DIF, the Trust Accounts, and the combined funds) has issued a separate audited financial statement. The Diocese's main source of support is gifts, loan interest and investment and endowment income. **The Trust Accounts** hold the endowment funds of the Diocese and other institutions of the Diocese for which the Diocese has been named trustee. The funds head are invested primarily in the James F. Hodges Diocesan Investment Fund. **The Building Loan Fund ("the 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 annually at the One-Year Treasury Constant Maturities Index rounded up to the eighth of a point plus three percent. For 2007, the rates we set at 8% for parishes and 6.5% 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, 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 on this voluntary program. **The Mission Development Fund ("the MDF")** was set up to purchase properties in areas where growth would necessitate 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. **The Real Estate 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 James F. Hodges Diocesan Investment Fund ("the DIF")** was organized in 1951 as an investment pool for the endowments of the Diocese, parishes and related institutions. The DIF's investment strategy is to balance 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 US Bank. The Diocesan Investment Committee makes investment decisions. The funds are not insured by the FDIC. **The Operating Fund** contains the operating budget, restricted income, designated and grant funds of the Diocese of Olympia. The Operating Fund is an unincorporated association and is not included in these financial statements. **Basis of Accounting:** These financial statements are prepared on the accrual basis of accounting and have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church in the January 1, 2000, revisions of the *Manual of Business Methods in Church Affairs*. The Episcopal Church has adopted Statement of Financial Accounting Standards ("SFAS") 117 which requires net assets to be shown as unrestricted, temporarily restricted, or permanently restricted. The January 1, 1995, revised accounting principles of the Episcopal Church requires capitalizing of furniture, fixtures and equipment and state that depreciation is optional. Previously, all fixtures and equipment were expensed. The Diocese does not capitalize any furniture or fixtures purchased by missions congregations. The Diocese has elected not to depreciate real estate. 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 were not available. When a mission becomes a parish, the value of its real estate and any related loans are removed from the Real Estate Fund. No missions became parishes in 2007. For missions of the Diocese, Diocesan policy is that all construction payments are made by the 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 has not been expended. Property reflected on the balance sheet is categorized as follows:

Land	\$ 2,880,972
Building/improvements	19,383,847
Bishop housing	<u>811,813</u>
	<u>\$ 23,076,632</u>

Financial Statement Presentation: The Diocese reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted new assets, and permanently restricted net assets. Contributions that are received are recorded as unrestricted, temporarily restricted, or permanently restricted, depending on the existence and/or nature of any donor restrictions. Contributions, investment income, and gains restricted by donor are reported as increase in unrestricted net assets if restrictions are met in the reporting period in which the income and gains are recognized. **Temporarily Restricted Net Assets** Temporarily restricted net assets are included in the Trust Accounts and are restricted for various ministerial purposes. **Permanently Restricted Net Assets** Permanently restricted net assets consist of:

Trust Accounts	\$ 17,502,272
Other Funds	<u>5,695,551</u>
	<u>\$ 23,197,823</u>

The Trust Account amounts are for various endowed purposes. The other fund amounts are primarily for revolving building loans and mission development projects. Occasionally, due to loan losses, there can be releases of permanently restricted net assets. **Estimates** The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results would differ from those estimates. **Cash and Cash Equivalents** For purpose of the statement of cash flows, the Diocese considers all highly liquid instruments purchased with a maturity of three months or less, to be cash equivalents. The Diocese regularly has cash in excess of federally insured limits with its bank. **Investments** Investments are stated at fair value, and gains and losses are included in the change in net assets. In 1996, the Diocese adopted a policy to address the use of appreciation or capital gains when the governing trust instrument is silent. Appreciation of 95% 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 31. 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. At December 31, 2007, investments consisted of:

Common stock	\$ 31,317,904
Bonds and notes	12,537,544
Money market funds	<u>2,859,076</u>
	<u>\$ 46,714,524</u>

Loans Receivables Receivables are stated at the amount management expects to collect from outstanding balances. The Diocese uses the allowance method for recognizing bad debts. When an account is deemed uncollectible, it is generally written off against the allowance. The bad debt allowance at December 31, 2007, was \$155,515 for loans receivable and \$39,950 for interest receivable. Interest receivable has been accrued to December 31, 2007. At the Board's discretion, in some instances, interest is not charged on construction loans. The Diocese has not imputed interest on related party loans as the terms are generally undefined and the imputed interest would not generally be material. **Cash and Investments Held in Trust for Congregations and Other Institutions** Cash and investments held in trust for congregations and other institutions consists of:

DIF balances	\$ 22,320,374
Trust account balances	<u>3,609,751</u>
	<u>\$ 25,930,125</u>

Taxes The Diocese is exempt from Federal income taxes under section 501(c)(3) of the Internal Revenue Code ("IRC").

Note 2—Restatement

Net assets at January 1, 2007, has been restated to correct an error in accounting for an amount held in trust for a congregation that had been included in net assets. The effect of the restatement was to decrease permanently restricted net assets (and total net assets) at January 1, 2007, by \$334,641. Had the error not been made, the change in permanently restricted net assets (and the change in total net assets) for the year ended December 31, 2006, would have increased \$9,237.

Note 3--Interfund Loans

Real estate owned by the Diocese is reflected at historical cost as explained in Note 1. The loans from the Trust Accounts, Mission Development Fund and Building Loan Fund have been eliminated and net assets reduced. Loans eliminated can be summarized as follows:

Building Loan Fund	\$ 2,785,961
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Mission Development Fund	700,176
Trust Accounts	<u>1,067,121</u>
Total	<u>\$ 4,553,258</u>

Note 4--Loans Receivable

Loans receivable consist of the following:

Former Bishop	\$ 24,000
Good Shepherd, Vancouver Parishes	49,382
Auburn, St. Matthew's	155,515
Kent, St. James	30,055
Redmond, Holy Cross	115,581
Seattle, St. John	161,601
Shelton, St. David	89,435
Vancouver, Good Shepherd	120,492
Vancouver, Good Shepherd	<u>41,948</u>
	788,009
Less allowance for doubtful loans	(155,515)
	<u>\$ 632,494</u>

Note 5--Loans Payable

Loan from a Bank that funded the construction of the Cathlamet, St. James Family Center. Payments due in monthly installments of \$2,034 including interest at 6% secured by real property. Due in full June 2010.

\$ 318,993

Battle Ground Bond Loans bearing interest from 6.375% to 6.5%. Due in annual installments of \$15,000 to \$25,000 plus interest, secured by real property. Due in full in 2014.

156,000

Grace Church Bond Loans bearing interest from 4.5% to 5.75%. Due in annual installments of \$15,000 to \$40,000 plus interest, unsecured. Due in full in 2013.

230,000

\$ 704,993

The schedule of debt maturity principal is as follows at December 31:

Year Ended	Bank Loan	Battle Ground	Grace	Total
2008	5,006	15,000	15,000	35,006
2009	5,314	19,000	10,000	34,314
2010	308,673	20,000	40,000	368,673
2011		19,000	20,000	39,000
2012		20,000	15,000	35,000
Thereafter	-	<u>63,000</u>	<u>130,000</u>	<u>193,000</u>
	<u>\$ 318,993</u>	<u>\$ 156,000</u>	<u>\$ 230,000</u>	<u>\$ 704,993</u>

No interest expense is recorded by the Diocese as the amounts are paid and expensed by other related entities.

Note 6--Seattle Habitat for Humanity

The Diocese sold, on June 28, 2001, property valued at \$224,600 to Seattle Habitat for Humanity ("Habitat") for \$37,151. As part of the agreement, Habitat constructed 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 7--Contingencies

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 does not include earthquake insurance.

Note 8--Commitments

As part of a construction project, the Diocese has agreed to put in a sewer extension. The estimated cost is \$600,000. As future users hook up to the system, the Diocese may be reimbursed for a portion of the cost.

Independent Auditor's Report, Diocesan Council, Diocese of Olympia—**Operating Fund**, Seattle, Washington

We have audited the accompanying statement of financial position of the Diocese of Olympia – Operating Fund ("the Operating Fund") as of December 31, 2007, and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Operating Fund's management. Our responsibility is to express an opinion on these financial statements based on our audit. The financial statements of the Operating Fund as of and for the year ended December 31, 2006, were audited by other auditors whose report dated August 30, 2007, expressed an unqualified opinion on those statements. We conducted our audit in accordance with auditing standards generally accepted in 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 that our audit provides a reasonable basis for our opinion. In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Operating Fund as of December 31, 2007, and the changes in its net assets and its cash flow for the year then ended in conformity with accounting principles generally accepted in the United States. Our audit was conducted for the purpose of forming an opinion on the basic financial

statements taken as a whole. The 2007 statement of budgeted revenue and expenditures compared to actual is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has not been subjected to the auditing process applied in the audit of the basic financial statements, and, accordingly, we express no opinion on it. Peterson Sullivan PLLC, July 24, 2008

**Diocese of Olympia—Operating Fund
Statement of Financial Position
December 31, 2007 & 2006**

ASSETS	2007	2006
Current Assets:		
Cash and cash equivalents	\$ 1,604,498	\$ 1,649,509
Short-term investments	62,864	20,456
Diocesan Investment Fund receivable	171,947	60,232
Accounts receivable	151,724	127,548
Contributions receivable, current portion	19,728	10,698
Loans receivable, current portion	115,679	99,705
Prepaid expenses	<u>17,541</u>	<u>4,198</u>
Total Current Assets	2,143,981	1,972,346
Contributions receivable, net of current portion	26,014	46,371
Loans receivable, net of current portion	110,531	70,882
Furniture and equipment, net	13,486	23,992
Prepaid rent	<u>206,733</u>	<u>209,687</u>
TOTAL ASSETS	<u>\$ 2,500,745</u>	<u>\$ 2,323,278</u>
LIABILITIES & NET ASSETS		
Current Liabilities:		
Accounts Payable	\$ 37,142	\$ 54,407
Accrued Payroll Expenses	113,419	117,946
Camp Huston/St. Andrew's House Deposits	71,013	61,809
Grants Payable	195,807	122,709
Other Payables	<u>59,930</u>	<u>25,220</u>
Total Current Liabilities	477,311	382,091
Post-retirement payable	<u>610,000</u>	<u>610,000</u>
Total Liabilities	1,087,311	992,091
Net Assets:		
Unrestricted	825,603	891,933
Temporarily Restricted	<u>587,831</u>	<u>439,254</u>
Total Net Assets	<u>1,413,434</u>	<u>1,331,187</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$ 2,500,745</u>	<u>\$ 2,323,278</u>

**Diocese of Olympia—Operating Fund
Statement of Activities
Year Ended December 31, 2007 and 2006**

	<u>2007</u>			<u>2006</u>		
	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	<u>Total</u>	<u>Unrestricted</u>	Temporarily <u>Restricted</u>	<u>Total</u>
Revenue						
Assessments	\$ 3,225,299	\$ -	\$ 3,225,299	\$ 3,316,422	\$ -	\$ 3,316,422
Contributions	66,266	168,783	235,049	36,578	238,504	275,082
In-kind contribution of facility use	213,421	-	213,421	213,421	-	213,421
Transfer from Diocesan Investment fund	651,859	142,496	794,355	588,498	107,723	696,221
Interest Income	118,246	-	118,246	54,877	-	54,877
Fees and Tuition	801,235	-	801,235	753,628	-	753,628
Grants	525,025	34,000	559,025	810,384	-	810,384
Miscellaneous	287,572	53,953	341,525	168,132	-	168,132
Net assets released from restrictions	<u>250,655</u>	<u>(250,655)</u>	-	<u>248,033</u>	<u>(248,033)</u>	-
Total support and revenue	6,139,578	148,577	6,288,155	6,189,973	98,194	6,288,167
Expenses						

Program services	5,451,732	-	5,412,732	4,786,388	-	4,786,388
Management and General	754,031	-	754,031	1,125,511	-	1,125,511
Fundraising	39,145	-	39,145	42,524	-	42,524
Total Expenses	<u>6,205,908</u>	-	<u>6,205,908</u>	<u>5,954,423</u>	-	<u>5,954,423</u>
Change in net assets	(66,330)	148,577	82,247	235,550	98,194	333,744
Net assets, beginning of year	891,933	439,254	1,331,187	656,383	341,060	997,443
Net assets, end of year	<u>\$ 825,603</u>	<u>\$ 587,831</u>	<u>\$ 1,413,434</u>	<u>\$ 891,933</u>	<u>\$ 439,254</u>	<u>\$ 1,331,187</u>

**Diocese of Olympia—Operating Fund
Statements of Cash Flows
For the Years Ended December 31, 2007 and 2006**

	2007	2006
Cash flows from operating activities:		
Change in net assets	\$ 82,247	\$ 333,744
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	10,507	11,655
Decrease (increase) in operating assets		
Diocesan Investment Fund receivable	(111,715)	69,590
Accounts receivable	(24,176)	102,606
Contributions receivable	11,327	(57,069)
Loans receivable	-	
Prepaid expenses	(13,343)	9,052
Property contribution receivable	2,953	2,953
Increase (decrease) in operating liabilities		
Accounts payable	(17,265)	(33,866)
Accrued payroll expenses	(4,527)	43,612
Camp Huston/St. Andrew's House deposits	9,204	(444)
Grants payable	30,690	62,864
Other payables	34,710	(30,901)
Post-retirement payable	-	<u>105,000</u>
Cash flows from operating activities	10,612	618,796
Cash flows from investing activities		
Issuance of loans receivable	(180,549)	(170,580)
Proceeds from payments on loans receivable	<u>124,926</u>	<u>54,390</u>
Cash flows from investing activities	<u>(55,632)</u>	<u>(116,190)</u>
Net Change in Cash	(45,011)	502,606
Cash balance, beginning of year	<u>1,659,509</u>	<u>1,146,903</u>
Cash, end of Year	<u>\$ 1,604,498</u>	<u>\$ 1,649,509</u>

Notes to Financial Statements

Note 1—Organizat on and Significant Accounting Policies

Organization The Diocese of Olympia, Inc. ("the Diocese") is a Diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America ("the Episcopal Church"). The Diocese includes 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 statement of budgeted revenue and expenditures compared to actual. The Diocese of Olympia—Operating Fund ("the Operating Fund") contains the operating budget, restricted income, designated and grant funds of the Diocese of Olympia. The Operating Fund is an unincorporated association. The fund groupings known as the Trust Funds, the Building Loan, the Real Estate Fund, and the Mission Development Fund, and the James F. Hodges Diocesan Investment Fund are reported separately. These funds are part of the Diocese, a separate incorporated entity. The Real Estate Fund owns the Diocesan properties that constitute the offices, camp, and conference center used by and included in the budget of the Operating Fund (see Note 2). The Real Estate Fund also owns the properties used by mission parishes in the Diocese. The Diocesan Student Memorial Fund is considered to be an independent entity and is not included in these financial statements. The Operating Fund's main source of support is assessments levied on its congregations. The assessments are a function of the congregation's revenue. Some congregations are not paying their assessments currently for various reasons. The rate of assessment shortfall currently incorporated into the budget is 15 percent. The Operating Fund also runs a large refugee resettlement, assistance and work-training program, which is primarily funded by federal grants.

Basis of Accounting These financial statements are prepared on the accrual basis of accounting and 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*. A statement comparing budget to actual is required for budgeted funds and is included as a supplemental statement to these financial statements. The Episcopal Church has adopted Statement of Financial Accounting Standards ("SFAS") 117 which requires net assets to be shown as unrestricted, temporarily restricted or permanently restricted. **Financial Statement Presentation** The Operating Fund reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. Contributions that are received are recorded as unrestricted, temporarily restricted, or permanently restricted, depending on the existence and/or nature of

any donor restrictions. The Operating Fund has no permanently restricted net assets, so this class of net assets is not shown on the financial statements. **Designated Net Assets** Included in unrestricted net assets is \$179,080 and \$178,913 at December 31, 2007 and 2006, respectively, of funds designated by the Diocesan Council for various ministries. **Temporarily Restricted Net Assets** Temporarily restricted net assets consist of unexpended contributions restricted for particular purposes or time periods. Temporarily restricted net assets are transferred to unrestricted net assets as expenditures are incurred for the restricted purpose, or as time restrictions expire. Temporarily restricted net assets are available for the following purposes at December 31:

	<u>2007</u>	<u>2006</u>
Refugee loans	\$ 221,800	\$ 236,300
Conference workshops	-	20,803
Ethnic ministries	72,140	31,461
Native American (ERD) program	17,743	19,619
Scholarships	27,991	23,500
Huston Center/Camp care, maintenance & development	54,876	28,385
Episcopal Charities Appeal	42,492	-
Theological education	34,756	57,902
Other programs	<u>116,033</u>	<u>21,287</u>
	<u>\$ 587,831</u>	<u>\$ 439,254</u>

Use of Estimates The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from the estimated amounts. **Cash Equivalents** For purpose of the statements of cash flows, the Operating Fund considers all highly liquid instruments purchased with a maturity of three months or less, to be cash equivalents. The Operating Fund regularly has cash in excess of federally insured limits with its bank. **Short-term Investments** Investments consist of securities received from donors who specify the beneficiary of the contribution. Therefore, the amounts in this account are treated as agency transactions and a related amount is included in grants payable. **Accounts and Loans Receivable** Accounts and loans receivable are stated at the amount management expects to collect from outstanding balances. The Operating Fund uses the allowance method for recognizing bad debts. When determining an appropriate allowance, management considers such things as the age of the receivable and the credit history of the creditor. When an account is deemed uncollectible, it is generally written off against the allowance. The Operating Fund has historically not experienced significant losses related to uncollectible receivables. No allowance for uncollectible accounts or loans receivable was required at December 31, 2007 and 2006. The Operating Fund has active refugee and employment programs supported predominantly by contracts with the state and federally government. Most of the programs are on an achievement or reimbursable expense basis. Accounts receivable consists primarily of amounts billed but not yet collected on these contracts. Loans receivable are due mostly from three organizations at both December 31, 2007 and 2006. **Contributions Receivable** Contributions receivable at year end will be collected by the Operating Fund and passed through to other organizations. The Operating Fund is acting as an agent of these funds and a related amount is recorded as a liability and is included in grants payable. All amounts are expected to be collected within five years. Any discount on the receivable would not be material. **Furniture and Equipment** The Operating Fund capitalizes equipment and furniture costs in excess of \$5,000. Furniture and equipment is depreciated on the straight-line basis over its estimated useful life of 5-10 years. **Tax Status** The IRS has determined that the Operating Fund is exempt from federal income taxes under section 501(c)(3) of the Internal Revenue Code ("the IRC"). **Assessments** 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. Assessments from one parish represented 10% of total assessments in 2007. No parish represented over 10% of 2006 assessments. **Functional Allocation of Expenses** The costs of providing the various programs and other activities have been summarized on a functional basis in the statements of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Note 2—Related Organization Transactions

The Diocese and the Operating Fund have agreed to be bound by and comply with the Constitution, Canons, Doctrines, Disciplines and Worship of the Episcopal Church. The Operating Fund paid \$667,681 and \$618,543 in support of the Episcopal Church for the years ended December 31, 2007 and 2006, respectively. The Diocese owns the building in which the Operating Fund has its offices. The value of the space used is considered an in-kind contribution from the Diocese and has been included in both revenue and expenses in the Statement of Activities at its current market rental value of \$213,421 for both the years ended December 31, 2007 and 2006. The Board of the Diocese makes discretionary transfers of earnings to the Operating Fund. Income from this source for the years ended December 31, 2007 and 2006 was \$794,335 and \$696,221, respectively, and is called Transfer from Diocesan Investment Fund. Transfers in the Statement of Activities.

Note 3—Prepaid Rent

In 2003, the Diocese of Olympia entered into an agreement to lease a house for \$1 per year for a term of 75 years. The Diocese gave up property as payment for the use of the house in the Operating Fund refugee program. The value of the property given up in 2003 was \$221,500 and this prepayment for the use of the house will be expensed on a straight-line basis over the life of the lease. As of December 31, 2007 and 2006, the prepaid rent balance was \$206,733 and \$209,687, respectively. Rent expense recognized for the years then ended was \$2,953.

Note 4—Furniture and Equipment

Furniture and equipment consists of the following at December 31:

	<u>2007</u>	<u>2006</u>
Equipment	\$ 56,249	\$ 58,011
Furniture and fixtures	<u>25,599</u>	<u>47,053</u>
	81,848	105,064
Less accumulated depreciation	<u>(68,362)</u>	<u>(81,072)</u>
	<u>\$ 13,486</u>	<u>\$ 23,992</u>

Note 5—Pensions/Postretirement Benefits

Pension Plans All full and part time clergy employed by the Diocese are covered under a plan administered by the Church Pension Group, a national group pension plan of the Episcopal Church ("the Church Pension Fund"). These individuals have eighteen percent of their compensation, including housing allowance if applicable, paid to the plan. Lay employees are covered under a Section 403(b), Annuity Retirement Plan, of the IRC ("the Lay Employee Plan"). Employees are eligible to participate after two consecutive 1,000-hour service years. Employees are 100% vested after five years. The Operating Fund

contribution is set at five percent of prior year's salary plus up to an additional four percent discretionary match of voluntary employee contributions. Employer contributions for 2007 and 2006 were made as follows:

	<u>2007</u>	<u>2006</u>
Clergy	\$ 96,527	\$ 77,096
Lay employees	89,178	100,596
Total Pension Contributions	<u>\$ 185,705</u>	<u>\$ 177,692</u>

The Lay Employee Plan guarantees no specific benefit, so no unfunded liabilities exist. All Episcopal clergy must participate in the Church Pension Fund and the liability is assumed by the Church Pension Fund. The Church Pension Fund does not specifically guarantee benefits. Because it is a church, the Operating Fund is not subject to ERISA requirements. **Postretirement Health Benefits** A policy established by the Operating Fund in a prior year was to pay for medigap insurance coverage for retired clergy and lay employees and their spouses who are over the age of 65, who meet eligibility requirements of 5 years full time employment immediately prior to retirement at age 59 ½ or over. All employees hired prior to January 1, 2001, are now covered under a fixed dollar per year limitation. Employees hired after January 1, 2001, have no promise of coverage. The expense associated with providing this coverage was \$36,584 and \$40,891 for the years ended December 31, 2007 and 2006, respectively. In 2003, the Church Pension Fund began providing medigap health insurance for retired clergy and their spouses (at attainment of age 65). This has reduced the Operating Fund's future obligations. The Operating Fund had an actuarial valuation prepared as of June 20, 2007, resulting in a \$610,000 liability for future health insurance coverage shown on the Statements of Financial position at both December 31, 2007 and 2006, using a discount rate of 5%.

Note 6—Contingent Liabilities

No liabilities that relate to the mission congregations of the Diocese are reflected. The Operating Fund could be held to be a responsible party until a mission becomes a parish. The Operating Fund is an agent for institutions of the Diocese and collects and remits premiums to various healthcare insurance companies in Washington. In the normal course of business, the Operating Fund has various claims in process, matters in litigation, and other contingencies. In management's opinion, the outcome from these matters will not materially impact the Operating Fund's financial position or results of activities.

**Supplemental Statement
Diocese of Olympia—Operating Fund
Statement of Budgeted Revenue and Expenditures Compared to Budget—Unaudited
Year Ended December 31, 2007**

	2007 Budget	2007 Actual	Total Budget Over/(Under) Variance
Revenue			
Assessments	\$ 3,278,389	\$ 3,226,069	\$ (52,320)
Contributions	5,000	6,248	1,248
Investments (Unrestricted)	93,010	447,357	354,347
Investments (Restricted)	421,814	129,009	(292,805)
Interest Income	20,000	102,190	82,190
Fees and Tuition	758,650	825,309	66,659
Miscellaneous	<u>7,500</u>	<u>77,737</u>	<u>70,237</u>
Total Revenue	<u>4,584,363</u>	<u>4,813,919</u>	<u>229,556</u>
Expenses			
Office of the Bishop	415,311	500,776	(85,465)
Assistant Bishop	182,231	191,398	(9,167)
Communications	266,082	259,343	6,739
Governing Bodies	187,371	478,557	(291,186)
Diocesan House	273,730	253,932	19,798
Archives	50,615	50,403	212
St. Mark's Cathedral	102,500	102,500	-
St. Andrew's House	187,800	202,123	(14,323)
Huston Center	532,400	541,836	(9,436)
St. Bernard's Chapel	1,174	869	305
Evangelism	65,000	65,000	-
Evangelism Training	28,100	28,259	(159)
Ethnic Ministries	164,749	163,754	995
Congregation/Ministry Development	193,107	169,510	23,597
Ministry Development	785	785	-
Faith Development Program	166,874	163,420	3,454
Resource Center	68,416	67,133	1,283
Medicare Supplement	89,645	82,922	6,723
Stewardship & Development	178,776	180,564	(1,788)
Treasurer's Office	274,330	266,505	7,825
National Church Apportionment	624,353	624,353	-
General Convention Dep. Expense	11,667	11,667	-

Province VIII	23,328	23,328	-
Lambeth Conference	4,000	4,000	-
Ecumenical & Interfaith	21,000	20,002	998
Multi-Cultural Concerns	54,656	68,107	(13,451)
Missioners	100,026	99,946	80
Commission on Developing Congregations	<u>349,600</u>	<u>342,655</u>	<u>6,945</u>
Total Expense	<u>4,617,626</u>	<u>4,963,647</u>	<u>(346,021)</u>
Change in net assets	<u>\$ (33,263)</u>	<u>\$ (149,728)</u>	<u>\$ (116,465)</u>

Note 1—Fund Groups Presented as Part of the Supplemental Statement

The Diocese has divided the Operating Fund into five fund groups: Unrestricted, Restricted, Designated, Audit Reconciliation, and Grant. These fund groups are still used to produce management reports but are not shown as separate funds in these financial statements. The Diocesan budget as shown on the supplemental statement of budgeted revenue and expenditures compared to actual includes only the Unrestricted Operating, Restricted Operating and Huston Center/Camp Funds (a self-supporting program comprised of both restricted and unrestricted funds), as these are the total of the funds available for the Convention to allocate in its annual budget. However, the Operating Fund includes other funds for which Diocesan Council is responsible as noted above. All of these funds are included in the Statement of Activities.

Independent Auditor's Report, Diocese of Olympia, Inc., **Trust Accounts**, Seattle, WA 98102

We have audited the statement of financial position—Episcopal Church basis of the Diocese of Olympia, Inc.—Trust Accounts ("Trust Accounts") as of December 31, 2007, and the related statements of activities—Episcopal Church basis and cash flows – Episcopal Church basis for the year then ended. These financial statements are the responsibility of Trust Accounts' 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. 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 1, 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 account principles generally accepted in the United States. In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese of Olympia, Inc.—Trust Accounts as of December 31, 2007 and the changes in its net assets and its cash flows for the year then ended, in conformity with the accounting principles authorized by the General Convention of the Episcopal Church as described in Note 1. Peterson Sullivan, PLLC, July 28, 2008

Diocese of Olympia, Inc—Trust Accounts
Statement of Financial Position—Episcopal Church Basis
December 31, 2007

ASSETS

CURRENT ASSETS

Cash and cash equivalents	\$ 741,382
Securities and investments	<u>24,424,863</u>
Total Current Assets	<u>25,166,245</u>

NON-CURRENT ASSETS:

Bishop residence	811,813
Related party loans receivable	1,140,503
Loan interest receivable	35,360
Other	<u>96,842</u>
Total Non-Current Assets	<u>2,084,518</u>

Total Assets	<u>\$ 27,250,763</u>
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LIABILITIES AND NET ASSETS

LIABILITIES:

Payable to DIF/DIF accrued income	99,762
Cash held in trust for congregations	13,405
Securities & investments held in trust for congregations and other institutions	<u>3,596,346</u>
Total Liabilities	<u>3,709,513</u>

NET ASSETS:

Unrestricted	4,669,941
Temporarily restricted	1,369,037
Permanently restricted	<u>17,502,272</u>

Total Net Assets	23,541,250
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 27,250,763</u>

Diocese of Olympia, Inc.—Trust Accounts
Statement of Activities—Episcopal Church Basis
For the Year Ended December 31, 2007

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE				
Contributions	\$ 18,480	\$ 19,778	\$ 30,763	\$ 69,021
Other Investment Income	149,612	59,160	18,543	227,315
Realized and unrealized gain on investments	82,504	83,604	634,708	800,816
Net assets released from program restrictions	<u>117,362</u>	<u>(117,362)</u>	=	=
Total Support and Revenue	<u>367,958</u>	<u>45,180</u>	<u>684,014</u>	<u>1,097,152</u>
EXPENSES AND TRANSFERS				
	<u>387,058</u>	=	=	<u>387,058</u>
Change in set assets	(19,100)	45,180	684,014	710,094
Net Assets at December 31, 2006 (as restated)	<u>4,689,041</u>	<u>1,323,857</u>	<u>16,818,258</u>	<u>22,831,156</u>
Net Assets at December 31, 2007	<u>\$ 4,669,941</u>	<u>\$ 1,369,037</u>	<u>\$ 17,502,272</u>	<u>\$ 23,541,250</u>

Diocese of Olympia, Inc.—Trust Accounts
Statement of Cash Flows—Episcopal Church Basis
For the Year Ended December 31, 2007

Cash flows from operating activities	
Change in net assets	\$ 710,094
Adjustment to reconcile change in net assets to net cash flows	
from operating activities	
Net realized and unrealized losses on investments	(800,816)
Change in operating assets and liabilities	
Interest receivable	(35,360)
Other assets	(11,333)
Payable to Diocesan Investment Fund/accrued income	<u>74,398</u>
Net cash flows from operating activities	(63,017)
Cash flows from investing activities	
Proceeds from sale of investments	1,321,553
Purchase of investments	(393,289)
Principal payments received on loans	131,946
Purchase of real estate	<u>(811,813)</u>
Net cash flows from investing activities	248,397
Cash flows from financing activities	
Increase in cash held in trust for congregations	(391)
Change in securities and investments held in trust for	
Congregations and other institutions	<u>(91,304)</u>
Net cash flow from financing activities	<u>(91,695)</u>
Net increase in cash and cash equivalents	93,685
Cash and cash equivalents, beginning of year	<u>647,697</u>
Cash and cash equivalents, end of year	<u>\$ 741,382</u>

Notes to Financial Statements
December 31, 2007

Note 1—Organization and Significant Accounting Policies

The Diocese of Olympia, Inc. ("the Diocese") is a Diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America ("the Episcopal Church"). The Diocese includes all Episcopal congregations in Western Washington. The Diocese of Olympia, Inc. – Trust Accounts ("the Trust Accounts") hold the endowment funds for the Diocese 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 fund groupings known as Building Loan Fund ("BLF"), Real Estate Fund, and the Mission Development Fund, and the James F. Hodges Diocesan Investment Fund are reported separately. The Real Estate Fund owns the Diocesan properties that constitute the offices, camp, and conference center used by and included in the budget of the Diocese of Olympia – Operating Fund ("the Operating Fund"). The Diocesan Student Memorial Fund is considered to be an independent entity and is not included in these financial statements. The Operating Fund contains the operating budget, restricted income and designated and grant funds of the Diocese. The Operating Fund is reported separately. The Operating Fund is an unincorporated association. The Trust Accounts are not allocated any of the common expenses incurred and paid from the Operating Fund. Employees of this related entity maintain the books and records of the Trust Accounts at no charge to

this fund. **Basis of Accounting** These financial statements are prepared on the accrual basis of accounting and 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 Episcopal Church has adopted Statement of Financial Accounting Standards ("SFAS") 117 which requires net assets to be shown as unrestricted, temporarily restricted, or permanently restricted. The accounting principles of the Episcopal Church prior to January 1, 1995 required furniture, fixtures, and equipment to be expensed when purchased. After that date, property and equipment was capitalized but depreciation is optional. The building owned by the Trust Accounts (the Bishop's residence) is not being depreciated which is the primary difference between the Episcopal Church basis of accounting and accounting principles generally accepted in the United States. **Financial Statement Presentation** The Trust Accounts report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. Contributions that are received are recorded as unrestricted, temporarily restricted, or permanently restricted, depending on the existence and/or nature of any donor restrictions. Contributions, investment income, and gains on investments 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 (described earlier in these notes) receives and reports most of the income earned by the Trust Accounts' permanently restricted net assets. **Use of Estimates** The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from the estimated amounts. **Investments** Investments are stated at fair value, and gains and losses are included in the change in net assets. In 1996, the Diocese adopted a policy to address the use of appreciation or capital gains when the governing trust instrument is silent. Appreciation of 95% 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 31. The state date for determining value was set at December 31, 1985, or fund set-up 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. **Cash and Cash Equivalents** For purpose of the statement of cash flows, the Trust Accounts consider all highly liquid instruments purchased with a maturity of three months or less, to be cash equivalents. The Trust Accounts regularly have cash in excess of federally insured limits with its bank. **Loans Receivables** Receivables are stated at the amount management expects to collect from outstanding balances. The Trust Accounts use the allowance method for recognizing bad debt. When determining an appropriate allowance, management considers such things as the age of the receivable and the credit history of the creditor. When an account is deemed uncollectible, it is generally written off against the allowance. The Trust Accounts have historically not experienced significant losses related to uncollectible receivables. No allowance for uncollectible accounts or loans receivable was required at December 31, 2007. The Trust Accounts have not imputed interest on related party loans as the terms are generally undefined, the imputed interest would not generally be material and the amounts are payable to another fund of the Diocese. **Tax Status** The IRS has determined that the Trust Fund is exempt from federal income taxes under section 501(c)(3) of the Internal Revenue Code ("IRC").

Note 2—Restatement

Net assets at January 1, 2007, has been restated to correct an error in accounting for an amount held in trust for a congregation that had been included in net assets. The effect of the restatement was to decrease permanently restricted net assets (and total net assets) at January 1, 2007, by \$344,641. Had the error not been made, the change in permanently restricted net assets (and change in total net assets) for the year ended December 31, 2006, would have increased by \$9,237.

Note 3—Related Party Loans Receivable

The Diocese (through the Trust Accounts) has loaned funds to the prior Bishop, parishes and missions within the Diocese and made interfund loans which are as follows:

Loan to	Comment/Payment/Maturity	Rate	Balance
Bishop	Secured by residence, Equity position, no current payment Subordinate to primary mortgage	0%	\$ 24,000
Hodges Fund	Diocesan house roof loan, \$4,480.50/quarter from Hodges Income paid to Philips Fund	5%	30,412
Cathlamet	No maturity date set	0%	150,000
St. Columba, Des Moines	Land at St. Columba's, no maturity date set	0%	318,848
Hodges Fund	Repaid \$10,000/quarter; paid to Philips Fund	0%	23,862
Battle Ground	First five years interest free; 15 year amortization at BLF mission rate; due 2017	0%	69,000
Good Shepherd, Vancouver	On interest waiver; to be repaid after BLF loan repaid	0%	49,381
St. Hilda/St. Patrick	Interest free until 2007, then 15 year amortization at BLF mission rate	0%	<u>475,000</u>
			<u>\$ 1,140,503</u>

Note 4—Securities and investments

Securities and investments are stated at fair value. The majority of Trust Accounts' investments are in the diocesan-managed James F. Hodges Diocesan Investment Fund. Fund activity for 2007 is as follows:

Fair Market Value, beginning of year	\$ 24,415,076
Reinvestment of Dividends	118,894
Purchases	274,395
Redemptions	<u>(1,321,553)</u>
Total	23,486,812
Less: Fair Market Value, end of year	<u>(24,424,863)</u>
Increase in Market Value	<u>\$ 938,051</u>

The DIF is a type of mutual fund, open exclusively to the Diocese and its institutions. The DIF has balanced growth and income as its investment objective. At December 31, 2007, the fund was approximately 33% cash and U.S. government bonds and 67% stocks listed on major exchanges.

Note 5—Trust Held for Congregations and Other Institutions

Amounts held in trusts for congregations and other institutions at December 31 consist of:

	2007	2006
Cash held in trust for Congregations:		
Charles G. McDonald Scholarship Fund	\$ -	\$ 765
Bond Trustee accounts	<u>13,405</u>	<u>13,031</u>
Total cash held in trust for congregations	13,405	<u>13,796</u>
Securities & investments held in trust for congregations and other institutions:		
Annie Wright School	363,403	349,778
Bainbridge, St. Barnabas' – Hodges Endowment	866,399	833,914
Charles G. McDonald Scholarship Fund	18,080	17,402
Kent, St. James – Arney Memorial	56,106	54,003
Kent, St. James – Endowment	44,423	42,757
Lord Scholarship Fund	24,258	23,187
Seattle, St. Mark's – Hodges Endowment	1,266,068	1,218,597
Seaview, St. Peter's – Johnson Bequest	467,457	492,216
St. Paul's, Palm Desert, CA – Hodges Endowment	166,332	160,095
Bellingham, Mabel Wilson Trust	310,295	344,641
Tod Prichard, Allyn	<u>13,525</u>	<u>13,825</u>
Total Securities for Congregations and Institutions	<u>3,596,346</u>	<u>3,550,415</u>
TOTAL LIABILITIES TO CONGREGATIONS AND OTHER INSTITUTIONS	<u>\$ 3,609,751</u>	<u>\$ 3,564,211</u>

Note 6—Schedule of Net Assets

Cash held in trust for Diocese:	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Campaign—unrestricted	\$ 38,509	\$ 1,111,915	\$ -	\$ 1,150,424
Diocesan School of Theology	-	17,108	-	17,108
Episcopal Charities Appeal	-	2,857	-	2,857
Episcopal Residence Loan	119,000	-	-	119,000
Hodges Income Account	-	84,523	-	84,523
Huston Discretionary Account, Horn Trust	-	3,182	-	3,182
Planned Giving Gifts	-	11,570	-	11,570
Ruth & Jacques Hayes Memorial Trust	-	7,494	-	7,494
Snoqualmie, St. Bernard's chapel	-	<u>2,134</u>	-	<u>2,134</u>
Total Cash held in trust for Diocese	<u>\$ 157,509</u>	<u>\$ 1,240,783</u>	<u>\$ -</u>	<u>\$ 1,398,292</u>
Securities and investments held in trust for Diocese:				
Bishop Curtis Camp Scholarship	-	-	82,116	82,116
Bishop Suffragan Endowment	-	-	38,078	38,078
Canon Jessett Memorial	-	-	15,963	15,963
Centennial Project	287	-	-	287
Christenson Bequest	-	-	316,215	316,215
Clapp Trust	-	-	1,181,300	1,181,300
Clergy Emergency Fund	-	-	492,745	492,745
College Work Endowment	-	-	367,969	367,969
David Devik Memorial	-	-	11,511	11,511
Dean Search Reserve	5,738	-	-	5,738
Diocesan Working Capital Trust Fund	-	-	517,385	517,385
Emergency/Temporary Help	6,185	-	-	6,185
Episcopal Charities Appeal	-	34,519	-	34,519
Episcopal House Fund	870,707	-	-	870,707
Episcopal Search Reserve	100,973	-	-	100,973
Episcopate Endowment Fund #1	-	-	5,199,786	5,199,786
Episcopate Endowment Fund #2	2,748,920	-	-	2,748,920
Grace L. Philips Memorial Fund	668,395	-	-	668,395
Hansen Fund	-	-	3,715	3,715
Hayes Trust (Held by Wells Fargo Bank)	-	-	36,404	36,404
Hodges Endowment for Diocese	-	-	2,413,062	2,413,062
Horn Memorial for Camp Huston	-	-	1,484,484	1,484,484
Human Need Endowment	-	-	252,109	252,109
James McConnell Scholarship Fund	-	-	19,773	19,773
Jean Young Memorial	-	14,763	-	14,763

Mission Ministry Endowment	-	-	1,057,396	1,057,369
Pruden Fund	-	-	25,620	25,620
Refugee Program Reserves	-	33,674	-	33,674
S. Eston Collins Memorial Scholarship	-	-	12,339	12,339
Sophie Henry Trust	-	-	2,943,768	2,943,768
St. Andrew's House Endowment	-	45,298	-	45,298
St. Bernard's Chapel Fund: Moffett	-	-	38,314	38,314
Thanksgiving & Memorial Fund	111,227	-	-	111,227
Theological Education Fund	-	-	992,220	992,220
Total Securities and Investments for Diocese	<u>4,512,432</u>	<u>128,254</u>	<u>17,502,272</u>	<u>22,142,958</u>
Total Net Assets	<u>\$ 4,669,941</u>	<u>\$ 1,369,037</u>	<u>\$ 17,502,272</u>	<u>\$ 23,541,250</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 statement 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, 2007, and the related statements of activities—Episcopal Church basis and cash flows—Episcopal Church basis for the year then ended. These financial statements are the responsibility of the Fund's 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. 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 1, 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 accounting principles generally accepted in the United States. In our opinion, the financial statements referred to above present fairly in all material respects, the net assets of Diocese of Olympia, Inc.—Building Loan Fund, Mission Development Fund and Real Estate Fund as of December 31, 2007, and the changes in net assets and its cash flows for the year then ended, in accordance with the principles authorized by the General Convention of the Episcopal Church as described in Note 1. Peterson Sullivan, PLLC, July 30, 2008

**Diocese of Olympia—Building Loan Fund, Mission Development Fund and Real Estate Fund
Statement of Financial Position—Episcopal Church Basis
December 31, 2007**

ASSETS:	
Cash and cash equivalents	\$ 1,188,086
Receivables:	
Parish loans receivable	559,112
Interest receivable	<u>119,699</u>
Total Receivables	<u>678,811</u>
PROPERTY:	
Real Estate	<u>22,264,819</u>
Total Property	<u>22,264,819</u>
TOTAL ASSETS	<u>\$ 24,131,716</u>
LIABILITIES AND NET ASSETS	
LIABILITIES	
Related party loans	1,067,121
Loans—private parties	<u>704,993</u>
Total Liabilities	<u>1,772,114</u>
NET ASSETS:	
Unrestricted net assets	16,664,051
Permanently restricted net assets	<u>5,695,551</u>
Total net assets	<u>22,359,602</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 24,131,716</u>

**Diocese of Olympia—Building Loan Fund, Mission Development Fund and Real Estate Fund
Statement of Activities—Episcopal Church Basis
For the Year ended December 31, 2007**

	Unrestricted	Permanently Restricted	Total
<hr/> SUPPORT AND REVENUE:			

Interest (building loans)	\$ -	\$ 138,206	\$ 138,206
Interest (Bolling loans)	-	8,179	8,179
Bank Interest	8,396	35,926	44,322
Contributions of real estate	150,116	-	150,116
Contributed loan payments and other	95,551	-	95,551
Net assets released from restrictions_	<u>195,465</u>	<u>(195,465)</u>	-
Total Support & Revenue	<u>449,528</u>	<u>(13,154)</u>	<u>436,374</u>
EXPENSES:			
Corporate/Canonically required	8,396	-	8,396
Abandonment of real estate	43,400	-	43,400
Bad debt expense	195,465	-	195,465
Total Expenses	<u>247,261</u>	-	<u>247,261</u>
Change in net assets	202,267	(13,154)	189,113
Net Assets beginning of year	<u>16,461,784</u>	<u>5,708,705</u>	<u>22,170,489</u>
Net Assets end of year	<u>16,664,051</u>	<u>5,695,551</u>	<u>22,359,602</u>

**Diocese of Olympia—Building Loan Fund, Mission Development Fund and Real Estate Fund
Statement of Cash Flows—Episcopal Church Basis
For the Year Ended December 31, 2007**

Cash flows from operating activities:	
Change in net assets	\$ 189,113
Adjustments to reconcile change in net assets to net cash provided by operating activities	
Increase in allowance for doubtful accounts	195,465
Abandonment of real estate	43,400
Contributed loan payments and real estate	(184,843)
Increase in interest receivable	<u>(33,585)</u>
Net cash flow from operating activities	<u>209,550</u>
Cash flows from investing activities:	
Note collections/construction receipts	97,896
Purchases of buildings	<u>(47,219)</u>
Net cash flows from investing activities	<u>50,677</u>
Cash flows from financing activities:	
Payments on loans – private parties	<u>(4,160)</u>
Net increase in cash and cash equivalents	256,067
Cash and cash equivalents, beginning of year	<u>932,019</u>
Cash and cash equivalents, end of year	<u>\$ 1,188,086</u>

**Notes to Financial Statements
December 31, 2007**

Note 1—Organization and Significant Accounting Policies

The Diocese of Olympia, Inc. ("the Diocese") is a Diocese of the Domestic and Foreign Missionary Society of the Protestant Episcopal Church in the United States of America ("the Episcopal Church"). The Diocese includes Episcopal churches in Western Washington. The Diocese of Olympia, Inc. – Building Loan Fund, Mission Development and Real Estate Funds ("the Funds") contains the mission sites, building loans, and real estate of the Diocese. **The Building Loan Fund ("the 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 2007, the rates were set at 8% for parishes and 6.5% 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, 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 ("the 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. 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 Diocese also has other groupings known as Trust Accounts and the James F. Hodges Diocesan Investment Fund which are reported separately. Also, the Diocese of Olympia – Operating Fund is reported separately. The Operating Fund contains the operating budget, restricted income, designated and grant funds of the Diocese of Olympia. The Operating Fund is an unincorporated association. **Basis of Accounting** These financial statements are prepared on the accrual basis of accounting and 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 Episcopal Church has adopted Statement of Financial Accounting Standards ("SFAS") 117 which requires net assets to be shown as unrestricted, temporarily restricted or permanently restricted. 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 does not capitalize any furniture or fixtures purchased by mission congregations. The Diocese has elected not to depreciate real estate. 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 were not available. When a mission becomes a parish, the value of its real estate and any related loans are removed from the Real Estate Fund. No missions became parishes in 2007. For mission of the Diocese, Diocesan policy is that all construction payments are made by the 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 has not been expended. Property reflected on the statement of financial position is categorized as follows:

Land	\$ 2,880,972
Buildings/improvements	<u>19,383,847</u>
Total	<u>\$ 22,264,819</u>

Financial Statement Presentation The Funds report information regarding their financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. Contributions that are received are recorded as unrestricted, temporarily restricted or permanently restricted, depending on the existence and/or nature of any donor restrictions. The Funds have no temporarily restricted net assets, so this class of assets is not presented. Contributions, investment income, and gains restricted by donors are reported as increase in unrestricted net assets if restrictions are met in the reporting period in which the income and gains are recognized. **Permanently Restricted Net Assets** Permanently restricted net assets are for use in providing loans to churches and for purchasing future church properties. The permanently restricted net assets that were released in 2007 from restrictions resulted from a bad debt related to a permanently restricted loan. **Estimates** The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates. **Cash and Cash Equivalents** For purpose of the statement of cash flows, the Diocese considers all highly liquid instruments purchased with a maturity of three months or less, to be cash equivalents. The Diocese regularly has cash in excess of federally insured limits with its bank. **Loans Receivable** Receivables are stated at the amount management expects to collect from outstanding balances. The Funds use the allowance method for recognizing bad debts. When an account is deemed uncollectible, it is generally written off against the allowance. The bad debt allowance at December 31, 2007, was \$155,515 for loans receivable and \$39,950 for interest receivable. Interest receivable has been accrued to December 31, 2007. At the Board's discretion, in some instances, interest is not charged on construction loans. **Related Party Loans** The Funds have not imputed interest on related party loans as the terms are generally undefined, the imputed interest would not be material and the amounts are payable to another fund of the Diocese. **Taxes** The Diocese is exempt from federal income taxes under section 501(c)(3) of the Internal Revenue Code ("the IRC").

Note 2—Loans Receivable

Loans receivable consist of the following:

Missions

Allyn, St. Hugh's	\$ 46,777
Bainbridge Island, Grace	224,499
Cathlamet, St. James'	96,704
DesMoines, St. Columba's	938,665
Lacey, St. Benedict's	42,475
Meadowdale, St. Hilda-St. Patrick	442,529
Monroe, Our Saviour	16,985
Redmond, Good Samaritan	570,352
Seaview, St. Peter	1,861
Snoqualmie, St. Clare's	55,434
Steilacoom, St Jos/St John	79,154
Vancouver, All Saints'	<u>270,526</u>
	\$ 2,785,961

As missions are part of the Diocese (and are part of the Funds), the mission receivables do not appear in these financial statements.

Parishes

Auburn, St. Matthew's	\$ 155,515
Kent, St. James	30,055
Redmond, Holy Cross	115,581
Seattle, St. John	161,601
Shelton, St. David	89,435
Vancouver, Good Shepherd	120,492
Vancouver, Good Shepherd	<u>41,948</u>
	714,627
Less allowance for doubtful loans	<u>(155,515)</u>
	<u>\$ 559,112</u>

Note 3—Consolidation:

Real estate owned by the Diocese is reflected at historical cost. 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:

Building Loan Fund	\$ 2,785,961
Mission Development Fund	<u>700,176</u>
	<u>\$ 3,486,137</u>

Note 4—Related Party Loans:

As described in Note 1, the Trust Accounts are other Diocese funds that are not included in the financial statements. The Trust Accounts have made loans to the Funds as follows:

Loan to	Comment/Payment/Maturity	Rate	Total
Hodges Fund	Diocesan house roof loan \$4,480.50/quarter from Hodges income paid to Philips Fund	5%	\$ 30,412
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 Philip's Fund.	0%	23,862
Battle Ground	First five years interest free, 15 year amortization at BLF mission rate due 2017	0%	69,000
St. Hilda/St. Patrick	Interest free until 2007, then 15 year amortization at BLF mission rate	0%	475,000
			<u>\$ 1,067,121</u>

No interest expense is recorded by the Funds as the amounts are paid and expensed by other related entities or funds.

Note 5—Loans Payable:

Loan from a Bank that funded the construction of the Cathlamet St. James Family Center. Payments due in monthly installments of \$2,034 including interest at 6.0% secured by real property. Due in full June 2010.	\$ 318,993
Battle Ground Bond Loans bearing interest from 6.375% to 6.5%. Due in annual installments of \$15,000 to \$25,000 plus interest, secured by real property. Due in full in 2014.	156,000
Grace Church Bond Loans bearing interest from 4.5% to 5.75%. Due in annual installments of \$15,000 to \$40,000 plus interest, unsecured. Due in full in 2013.	<u>230,000</u>
	<u>\$ 704,993</u>

The schedule of debt maturity is as follows:

Year Ended	Bank Loan	Battle Ground Holy Spirit	Bainbridge Grace	Total
2008	5,006	15,000	15,000	35,006
2009	5,314	19,000	10,000	34,314
2010	308,673	20,000	40,000	368,673
2011		19,000	20,000	39,000
2012		20,000	15,000	35,000
Thereafter	-	63,000	130,000	193,000
Total	<u>\$ 318,993</u>	<u>\$ 156,000</u>	<u>\$ 230,000</u>	<u>\$ 704,993</u>

Note 6—Contingencies and Commitments:

Contingencies 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. Property insurance on structures does not include earthquake insurance. **Commitments** As part of a construction project, the Diocese has agreed to put in a sewer extension. The estimated cost is \$600,000. As future users hook up to the system, the Diocese may be reimbursed for a portion of the cost.

Independent Auditor's Report, Diocese of Olympia, Inc., The James F. Hodges Diocesan Investment Fund

We have audited the statement of assets and liabilities of the Diocese of Olympia, Inc. – The James F. Hodges Diocesan Investment Fund at December 31, 2007, and the related statements of operations and changes in net assets for the year 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. The financial statements of the Fund as of and for the year ended December 31, 2006, were audited by other auditors whose report dated February 28, 2007, expressed an unqualified opinion on those statements. We conducted our audits in accordance with auditing standards generally accepted in 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 that our audit provides a reasonable basis for our opinion. In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets of Diocese of Olympia, Inc. – The James F. Hodges Diocesan Investment Fund as of December 31, 2007, and the changes in its net assets for the year then ended, in conformity with the accounting principles generally accepted in the United States. Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedules of Investments as of December 31, 2007 and 2006, are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information as of December 31, 2007, 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. Such information as of December 31, 2006, was audited by the auditors whose report dated February 28, 2007, expressed an unqualified opinion. Peterson Sullivan PLLC, March 10, 2008

**Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Statements of Assets and Liabilities
December 31, 2007 and 2006**

	2007	2006
ASSETS:		
Cash (not included with investments)	\$ -	\$ -
Investment income receivable	232,791	250,250
Investments (at market value):		
Stocks	31,317,904	29,971,785
Bonds, notes and other	12,537,544	12,912,313
Cash equivalents	<u>2,859,076</u>	<u>1,659,040</u>
Total Investments	<u>46,714,524</u>	<u>44,543,138</u>
Total Assets	<u>46,947,315</u>	<u>44,793,388</u>
LIABILITIES:		
Distributions payable	<u>202,078</u>	-
NET ASSETS	<u>\$ 46,745,237</u>	<u>\$ 44,793,388</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Statements of Operations
December 31, 2007 and 2006

	2007	2006
Investment Income:		
Dividends and interest	\$ 1,628,664	\$ 1,579,115
Securities lending income	<u>21,613</u>	<u>91,157</u>
Total Investment Income	<u>1,650,277</u>	<u>1,670,272</u>
Expenses:		
Agency fee	25,954	19,330
Accounting fee	5,560	5,500
Audit	4,000	3,300
Board miscellaneous expense	1,578	1,632
Printing, postage	<u>563</u>	<u>937</u>
Total Expenses	<u>37,655</u>	<u>30,699</u>
Excess investment income over expenses	<u>1,612,622</u>	<u>1,639,573</u>
Realized Gain and Unrealized Appreciation on Investments:		
Net investment gain realized	225,617	904,695
Net change in unrealized appreciation on investments	<u>1,478,628</u>	<u>3,347,756</u>
Net Gain on Investments	<u>1,704,245</u>	<u>4,252,451</u>
Increase in Net Assets Resulting from Operations	<u>\$ 3,316,867</u>	<u>\$ 5,892,024</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Statements of Changes in Net Assets
December 31, 2007 and 2006

	2007	2006
Operations:		
Net investment income	\$ 1,612,622	\$ 1,639,573
Net realized gain on investments	225,617	904,695
Net change in unrealized appreciation on investments	<u>1,478,628</u>	<u>3,347,756</u>
Net increase in net assets resulting from operations	<u>3,316,867</u>	<u>5,892,024</u>
Distributions Paid to Shareholders:	<u>(1,612,622)</u>	<u>(1,639,573)</u>
Capital Share Transactions:		
Proceeds from shareholder purchases and dividends reinvested	2,120,766	1,214,059
Shareholder redemptions	<u>(1,873,162)</u>	<u>(924,279)</u>
Increase in net assets resulting from capital share transactions	<u>247,604</u>	<u>289,780</u>
Total increase in net assets	1,951,849	4,542,231
Net Assets:		
Net Assets – beginning of year	<u>44,793,388</u>	<u>40,251,157</u>
Net Assets – end of year	<u>\$ 46,745,237</u>	<u>\$ 44,793,388</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Schedule of Investments
December 31, 2007

Stocks	Number of Shares	Market Value
Apple Inc.	2,000	\$ 396,160
Automatic Data Processing	8,500	378,505
Avery Dennison Corp	10,000	531,400
BankAmerica Corp	24,749	1,021,144
Becton Dickinson & Co	6,000	501,480
Chevron Corp	15,900	1,483,947
Cisco Systems Inc.	23,500	636,145
Citigroup	16,000	471,040
Conagra Foods, Inc.	24,500	582,855
Costco Wholesale Inc.	17,000	1,185,920
Eli Lilly & Co	5,700	304,323
Emerson Electric	15,800	895,228
Exxon Mobil Corp	13,222	1,238,769
General Dynamics Corp	7,400	658,526
General Electric	25,400	941,578
Google, Inc.	419	289,730
Honeywell Int'l Inc	12,700	781,939
Intel Corp	16,300	434,558
International Business Machines	7,100	767,510
Johnson & Johnson	11,200	747,040
Johnson Controls Inc.	27,000	973,080
JPMorgan Chase & Co	15,000	654,750
Mack Cali Realty Corp	15,000	510,000
McGraw-Hill Cos Inc.	8,000	350,480
Medtronic Inc	10,000	502,700
Microsoft	26,000	925,600
Nationwide Health Properties Inc	20,000	627,400
Novartis	8,600	467,066
Paccar, Inc.	24,750	1,348,380
Pfizer Inc	13,800	313,674
Procter & Gamble Co	10,000	734,200
Safeco Corp	16,300	907,584
Southern Co	20,000	775,000
Staples Inc	32,250	744,008
Sysco Corp	18,500	577,385
Tsakos Energy Navigation Ltd	14,000	518,420
United Technologies	13,000	995,020
Vanguard Developed Mkts Index	187,098	2,538,921
Verizon Communications Inc	23,000	1,004,870
Wells Fargo & Co	10,000	301,900
Wyeth	15,100	667,269
3M Co	7,500	632,400
TOTAL STOCKS		<u>\$ 31,317,904</u>

CASH EQUIVALENTS	Rate of Interest	Maturity	Face Value	Market Value
First America Prime Obligation Fund	Variable	n/a	\$ 2,859,076	\$ 2,859,076
Total Cash Equivalents				<u>\$ 2,859,076</u>
<u>BONDS, NOTES AND OTHER</u>				
FHLB Debenture	5.050	11/19/12	1,000,000	\$ 1,009,060
FHLMC Mtn	5.340	03/11/10	650,000	651,671
FNMA Mtn	5.500	05/29/12	1,000,000	1,004,380
U.S. Treasury Notes	12.000	08/15/13	1,250,000	1,315,037
U.S. Treasury Inflation Protected Securities	2.000	01/15/14	565,345	583,939

U.S. Treasury Inflation Protected Securities	3.875	01/15/09	2,187,303	2,251,894
U.S. Treasury Notes	5.500	05/15/09	900,000	929,250
U.S. Treasury Notes	5.625	05/15/08	1,650,000	1,663,283
U.S. Treasury Notes	4.125	08/15/10	1,500,000	1,539,960
U.S. Treasury Notes	5.000	08/15/11	1,500,000	<u>1,589,070</u>
Total Bonds, Notes and Other				<u>\$ 12,537,544</u>

Diocese of Olympia, Inc.—The James F. Hodges Diocesan Investment Fund
Schedule of Investments
December 31, 2006

Stocks			Number of Shares	Market Value
Avery Dennison Corp			10,000	\$ 679,300
BankAmerica Corporation			24,749	1,321,349
ChevronTexaco Corp			15,900	1,169,127
Cisco Systems Inc.			23,500	642,255
Citigroup			16,000	891,200
Conagra Inc.			24,500	661,500
Costco Inc.			17,000	898,790
Emerson Electric			15,800	696,622
Exxon Mobil Corporation			13,222	1,013,202
Eli Lilly & Co Com			9,500	494,950
First Data Corp Com			17,500	446,600
General Dynamics Corp			7,400	550,190
General Electric			25,400	945,134
Home Depot Inc			13,000	522,080
Honeywell Int'l Inc			18,700	845,988
Idearc Inc			1,150	32,948
Intel Corporation			25,000	506,250
International Business Machines			7,100	689,765
Johnson & Johnson			11,200	739,424
Johnson Controls Inc.			11,000	945,120
JPMorgan Chase & Co			10,000	483,000
3M Co			7,500	584,475
Mack Cali Realty Corp			15,000	765,000
Medtronic Inc			10,000	535,100
Microsoft			26,000	776,360
Nationwide Health Properties Inc			30,000	906,000
Paccar, Inc.			16,500	1,070,850
Pfizer Inc			25,200	652,680
Safeco Corporation			20,000	1,251,000
Staples Inc			32,250	861,075
Sysco Corp			18,500	680,060
Southern Company Common			20,000	737,200
Tsakos Energy Navigation Ltd			7,000	321,300
United Health Group Inc			10,000	537,300
United Technologies			13,000	812,760
Verizon Communications Inc			23,000	856,520
Vanguard Developed Mkts Index			181,834	2,287,469
Western Union Co			17,500	392,350
Weyeth			15,100	<u>768,892</u>
TOTAL STOCKS				<u>\$ 29,971,785</u>
	Rate of		Face	Market
CASH EQUIVALENTS	Interest	Maturity	Value	Value
First America Prime Obligation Fund	Variable	n/a	\$ 1,659,040	\$ 1,659,040
Total Cash Equivalents				<u>\$ 1,659,040</u>
<u>BONDS, NOTES AND OTHER</u>				
FHLMC Mtn	5.375	12/27/11	600,000	598,080

U.S. Treasury Notes	6.625	05/15/07	1,650,000	1,659,224
U.S. Treasury Notes	5.625	05/15/08	1,650,000	1,665,081
U.S. Treasury Notes Inflation Indexed	3.875	01/15/09	2,113,112	2,171,222
U.S. Treasury Notes	5.500	05/15/09	900,000	915,048
U.S. Treasury Notes	4.125	08/15/10	1,500,000	1,471,530
U.S. Treasury Notes	5.000	08/15/11	1,500,000	1,520,970
U.S. Treasury Notes	10.375	11/15/12	950,000	992,228
U.S. Treasury Notes	12.000	08/15/13	1,250,000	1,388,375
U.S. Treasury Notes	2.000	01/15/14	546,170	530,555
Total Bonds, Notes and Other				<u>\$ 12,912,313</u>

Notes to Financial Statements

Note 1—General:

The James F. Hodges Diocesan Investment Fund ("the Fund") was organized in 1951 as an investment pool for the endowments of the Diocese of Olympia, Inc. ("the Diocese"), its parishes, missions, and related institutions. The Fund's current name was adopted in 1987. The Fund's investment strategy is to balance 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 US Bank. The Diocesan Investment Committee makes investment decisions. The funds are not FDIC insured. The Diocese sponsors investment funds other than the Fund which are called the Trust Funds and the Building Loan, Mission Development and Real Estate Fund. These funds are included in separate financial statements.

Note 2—Basis of Accounting:

The financial statements present only a selected portion of the activities of the Diocese. As such, they are not intended to and do not present either the financial position, results of operations, or changes in net assets of the Diocese. The financial statements are prepared on a basis of accounting 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. Therefore, the Fund follows the accounting policies of an investment pool, in accordance with accounting principles generally accepted in the United States. Securities are valued at market value based on closing sales prices reported on recognized securities exchanges on the last business day of the year. Securities transactions are accounted for on a trade-date basis. Realized gains and losses from securities transactions are reported on a specific identification basis. The fund distributes net cash investment income to shareholders monthly, but net capital gains are reinvested. Shareholders may reinvest dividends, purchase or redeem shares on a monthly basis only. No provision is made for income taxes as the Diocese is exempt from taxation. Requests for purchases and redemptions are administered by the Diocesan office, which collects funds for purchase in the current month and then remits funds to US Bank in the subsequent month. Shares are purchased at the net asset value at the beginning of the month when US Bank receives the funds. At December 31, 2007 and 2006, the Diocese held \$99,837 and \$25,807 in funds for purchase in January 2008 and 2007, respectively.

Note 3—Related Party Transaction:

The Fund is charged \$5,000 per year for the common expenses paid by the Diocese.

Note 4—Unrealized Appreciation:

Unrealized appreciation on investments was as follows at December 31, 2007:

	Cost	Market	Unrealized Appreciation (Depreciation)
Stocks	\$ 19,775,772	\$ 31,317,904	\$ 11,542,132
Bonds, notes and other	12,646,887	12,537,544	(109,343)
Cash equivalents	<u>2,859,076</u>	<u>2,859,076</u>	-
	<u>\$ 35,281,735</u>	<u>\$ 46,714,524</u>	<u>\$ 11,432,789</u>

Note 5—Shareholders:

The Funds investment pool activities is as follows:

	Number of Shares	Per Share Value
Shares outstanding December 31, 2005	253,148.441	
Shares purchased and dividends reinvested	7,330.340	
Shares redeemed	<u>(5,634.491)</u>	
Shares outstanding December 31, 2006	254,844.290	<u>\$ 175.768</u>
Shares purchased and dividends reinvested	11,694.629	
Shares redeemed	<u>(10,561.465)</u>	
Shares outstanding December 31, 2007	<u>255,977.454</u>	<u>\$ 182.614</u>

Note 6—Investment Policy – Tobacco Stocks:

In accordance with investment policy recommended by the Executive Council of the Episcopal Church, the Fund has divested itself of all securities issued by companies that manufacture and distribute tobacco products.

Vital Statistics—Data Year 2007

Year in parentheses is last year of filing if a report was not filed in 2007

	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	346	343	3	133	108	10	6	28
Allyn, St. Hugh of Lincoln	95	95	0	49	52	0	1	3
Anacortes, Christ Church	114	114	0	56	52	0	3	2
Auburn, St. Matthew	260	206	30	98	135	0	4	0
Bainbridge Island, Grace Church	870	0	0	0	0	0	0	0
Bainbridge Island, St. Barnabas	555	540	65	105	52	2	6	3
Battle Ground, Holy Spirit	87	0	0	0	0	0	0	0
Bellevue, All Saints	164	89	0	45	51	0	1	4
Bellevue, Holy Apostles	77	52	6	33	52	4	0	0
Bellevue, Resurrection	255	271	7	80	104	0	4	1
Bellevue, St. Margaret	710	625	44	249	132	1	6	12
Bellingham, St. Paul	1,458	1,458	0	335	293	1	11	0
Blaine, Christ Church	51	44	1	33	50	0	0	0
Bremerton, St. Paul	330	220	0	97	103	1	5	0
Burien, St. Elizabeth	199	199	6	64	109	0	3	3
Camano Island, St. Aidan	202	191	0	104	79	1	0	0
Castle Rock, St. Matthew	55	0	0	0	0	0	0	0
Cathlamet, St. James	48	40	4	24	50	0	0	0
Chehalis, St. Timothy	176	176	10	67	104	0	2	5
Darrington, Transfiguration (2004)	26	0	0	0	0	0	0	0
Eastsound/Orcas, Emmanuel	180	146	22	89	84	4	4	0
Edmonds, St. Alban	208	183	3	89	89	0	1	0
Edmonds, St. Hilda-St. Patrick	168	146	0	42	48	3	1	7
Elma, St. Luke	46	46	5	12	63	0	0	0
Everett, Trinity Church	402	362	84	197	153	6	10	0
Federal Way, Good Shepherd	167	135	3	92	104	0	1	0
Freeland, St. Augustine in-the-Woods	166	188	44	126	122	1	3	0
Friday Harbor, St. David	156	0	0	0	0	0	0	0
Gig Harbor, St. John	634	547	14	191	113	0	9	0
Hoodport, St. Germain	0	0	0	0	0	0	0	0
Issaquah, St. Michael & All Angels	354	354	10	115	103	2	4	17
Kenmore, Redeemer	674	372	33	120	100	0	1	0
Kent, St. Columba	114	114	10	67	102	0	0	0
Kent, St. James	876	657	17	197	105	0	10	6
Kingston, Faith Church	66	55	11	26	52	0	1	0
Kirkland, St. John	676	588	116	0	102	1	8	0
Lacey, St. Benedict	304	238	3	115	109	3	4	0
Lakewood, St. Joseph-St. John	58	58	4	37	101	1	0	0
Lakewood, St. Mary	629	245	30	251	0	4	19	0
Longview, St. Stephen	430	412	7	115	101	0	4	2
Lopez Island, Grace Church	159	159	0	58	52	0	2	0
Maple Valley, St. George	129	129	0	89	71	0	0	0
Marysville, St. Philip	103	103	0	50	52	1	1	8
Medina, St. Thomas	1,846	1,818	0	366	118	0	20	0
Mercer Island, Emmanuel	681	0	0	0	0	0	0	0
Mill Creek, St. Francis (2006)	0	0	0	0	0	0	0	0
Monroe, Our Saviour	42	0	0	0	0	0	0	0
Montesano, St. Mark	42	25	2	17	40	0	0	0
Mount Vernon, St. Paul	147	131	0	81	69	0	3	1
Oak Harbor, St. Stephen Episcopal	44	0	0	33	85	1	2	4

	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. Christopher	218	181	26	82	120	0	0	0
Olympia, St. John	878	890	50	421	162	11	2	21
Port Angeles, St. Andrew	229	177	0	82	182	0	1	0
Port Orchard, St. Bede	154	154	36	98	121	3	13	6
Port Townsend, St. Paul	275	251	3	108	112	5	1	8
Puyallup, Christ Church	335	335	0	126	182	1	2	0
Redmond, Holy Cross	706	485	45	208	0	1	6	7
Renton, St. Luke	161	125	19	78	92	0	4	8
Sammamish, Good Samaritan	417	356	16	133	108	0	10	11
Seattle, All Saints	64	59	4	32	54	0	0	0
Seattle, Ascension	299	260	12	113	103	0	3	0
Seattle, Christ Church	392	251	35	132	135	2	5	1
Seattle, Epiphany Parish	604	556	11	130	108	2	13	0
Seattle, St. Andrew	699	599	0	224	157	1	4	4
Seattle, St. Clement	300	271	24	68	53	0	1	0
Seattle, St. George	83	0	0	0	0	0	0	0
Seattle, St. Luke	131	131	0	83	90	0	2	0
Seattle, St. John the Baptist	384	384	28	142	54	1	4	0
Seattle, St. Mark's Cathedral	2,439	1,190	620	950	214	2	27	9
Seattle, St. Paul	221	207	65	141	106	2	3	2
Seattle, St. Peter	221	82	1	55	44	1	0	0
Seattle, St. Stephen	951	717	0	182	106	0	4	3
Seattle, Trinity Church	369	362	14	129	104	2	5	3
Seaview, St. Peter	46	38	9	34	53	2	1	0
Sedro-Woolley, St. James	60	60	0	25	52	0	0	1
Sequim, St. Luke	257	257	0	158	102	0	1	0
Shelton, St. David of Wales	249	217	32	30	104	0	1	0
Shoreline, St. David Emmanuel	60	48	2	30	100	0	1	0
Shoreline, St. Dunstan	259	209	50	113	107	2	6	0
Silverdale, St. Antony of Egypt	177	159	6	87	100	2	4	3
Snohomish, St. John	256	223	18	101	103	0	3	1
Snoqualmie, St. Clare of Assisi	73	66	3	34	51	0	0	0
South Bend, St. John	46	46	0	15	48	2	1	0
Tacoma, All Saints	98	98	17	63	97	0	1	0
Tacoma, Christ Church	203	190	0	116	148	0	2	0
Tacoma, Holy Family of Jesus	7	7	37	27	51	2	0	0
Tacoma, St. Andrew	201	187	14	108	105	0	5	9
Tacoma, St. Luke	504	372	0	182	103	0	8	0
Tacoma, St. Matthew	426	374	27	97	103	0	2	0
Tahuya, St. Nicholas	19	0	0	0	0	0	0	0
Vancouver, All Saints	53	44	0	31	56	0	0	0
Vancouver, Good Shepherd	726	692	142	359	163	3	24	9
Vancouver, St. Luke	554	423	30	180	0	0	8	4
Vashon Island, Holy Spirit	371	295	25	111	155	0	4	0
Washougal, St. Anne	89	84	0	43	52	0	3	2
Westport, St. Christopher	14	14	4	7	40	0	0	0
<hr/>								
Total 2007	31,857	24,000	2,019	9,815	7,963	94	346	218
Total 2006	<u>31,300</u>	<u>24,154</u>	<u>2,207</u>	<u>11,623</u>	<u>8,301</u>	<u>99</u>	<u>403</u>	<u>295</u>
Increase (Decrease)	557	(154)	(188)	(1,808)	(338)	(5)	(57)	(77)

Three congregations did not file reports

Financial Statistics—Data Year 2007

Year in parentheses is last year of filing if a report was not filed in 2007

	REVENUE			EXPENSE			
	Plate & Pledge	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach and Dev.	Total Expense
Aberdeen, St. Andrew	155,722	194,421	270,936	191,261	30,039	72,502	273,850
Allyn, St. Hugh of Lincoln	66,547	68,641	103,853	57,285	5,787	39,302	92,894
Anacortes, Christ Church	96,472	169,032	183,019	166,153	18,057	53,146	172,248
Auburn, St. Matthew	127,198	137,631	159,043	270	270	2,500	3,038
Bainbridge Island, Grace Church	451,931	457,048	783,959	440,763	47,213	91,933	535,363
Bainbridge Island, St. Barnabas	326,842	396,444	851,031	406,158	65,412	178,307	609,093
Battle Ground, Holy Spirit (2006)	0	0	0	0	0	0	0
Bellevue, All Saints	143,794	158,986	171,328	182,682	18,151	16,563	195,524
Bellevue, Holy Apostles	32,703	92,503	96,004	90,047	3,772	42,905	90,047
Bellevue, Resurrection	177,558	227,508	277,017	233,141	38,666	57,169	288,676
Bellevue, St. Margaret	693,449	994,962	1,112,874	883,833	90,000	31,664	977,116
Bellingham, St. Paul	599,084	658,754	695,174	588,952	99,410	66,943	639,274
Blaine, Christ Church	32,760	43,485	64,199	47,477	5	19,290	66,458
Bremerton, St. Paul	110,896	190,669	208,645	184,069	28,995	18,981	200,621
Burien, St. Elizabeth	123,593	164,483	166,042	27,543	21,592	20,132	43,283
Camano Island, St. Aidan	147,927	147,927	147,927	118,135	14,991	45,314	156,449
Castle Rock, St. Matthew (2006)	0	0	0	0	0	0	0
Cathlamet, St. James	20,990	34,326	34,486	30,546	3,288	6,367	30,706
Chehalis, St. Timothy	96,705	143,987	151,340	129,590	21,742	89,324	195,015
Darrington, Transfiguration (2004)	0	0	0	0	0	0	0
Eastsound/Orcas, Emmanuel	130,507	152,512	166,143	141,921	23,197	55,800	181,421
Edmonds, St. Alban	169,248	171,492	177,475	166,369	33,334	163	172,352
Edmonds, St. Hilda-St. Patrick	129,155	159,575	182,965	145,503	16,519	21,942	165,613
Elma, St. Luke	13,259	14,247	14,602	12,616	1,443	9,491	20,462
Everett, Trinity Church	316,576	369,948	610,871	373,957	62,313	273,124	644,354
Federal Way, Good Shepherd	237,113	263,641	293,078	236,713	45,321	76,033	319,799
Freeland, St. Augustine in-the-Woods	225,181	238,570	344,942	229,578	44,623	50,122	314,625
Friday Harbor, St. David (2006)	0	0	0	0	0	0	0
Gig Harbor, St. John	261,213	262,800	282,994	252,740	38,512	23,729	277,223
Hoodspport, St. Germain	0	0	0	0	0	0	0
Issaquah, St. Michael & All Angels	193,946	208,155	213,719	191,261	27,975	3,394	194,655
Kenmore, Redeemer	231,627	241,185	276,860	239,266	31,827	74,405	305,883
Kent, St. Columba	126,802	196,731	206,812	198,587	34,066	7,930	209,219
Kent, St. James	454,307	478,048	507,791	468,249	61,587	29,743	497,992
Kingston, Faith Church	27,931	28,135	29,362	26,718	2,924	2,845	27,113
Kirkland, St. John	487,147	502,096	735,154	501,585	57,168	186,819	688,762
Lacey, St. Benedict	210,810	219,157	243,580	219,157	26,205	13,094	229,462
Lakewood, St. Joseph-St. John	74,648	101,668	101,668	108,735	12,363	5,036	108,735
Lakewood, St. Mary	586,126	604,520	978,165	656,852	82,044	477,029	1,088,183
Longview, St. Stephen	276,972	333,651	577,057	325,841	52,182	6,830	350,915
Lopez Island, Grace Church	102,956	107,797	114,911	118,091	18,689	14,166	123,237
Maple Valley, St. George	106,607	106,607	140,219	87,794	7,560	13,659	104,769
Marysville, St. Philip	47,397	108,846	108,846	118,545	14,893	15,579	136,598
Medina, St. Thomas	873,846	975,142	1,181,572	953,834	148,688	110,871	1,064,705
Mercer Island, Emmanuel (2006)	0	0	0	0	0	0	0
Mill Creek, St. Francis (2006)	0	0	0	0	0	0	0
Monroe, Our Saviour (2006)	0	0	0	0	0	0	0
Montesano, St. Mark	19,072	25,871	26,058	21,907	2,714	5,715	23,309

	REVENUE			EXPENSE			
	Plate & Pledge	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach and Dev.	Total Expense
Mount Vernon, St. Paul	152,556	167,788	223,426	203,206	25,544	53,462	261,945
Oak Harbor, St. Stephen Episcopal	48,384	48,384	51,230	34,755	0	5,205	34,755
Olympia, St. Christopher (2006)	0	0	0	0	0	0	0
Olympia, St. John	406,182	442,695	457,009	458,549	73,810	79,820	541,150
Port Angeles, St. Andrew	126,917	143,217	161,516	142,358	14,200	10,779	158,934
Port Orchard, St. Bede	127,036	138,452	160,043	136,478	23,153	15,889	158,070
Port Townsend, St. Paul	192,181	199,606	251,718	192,774	28,394	19,160	206,217
Puyallup, Christ Church	217,547	224,406	249,071	220,270	32,083	25,215	241,040
Redmond, Holy Cross	380,462	380,462	713,051	383,908	34,743	125,690	513,598
Renton, St. Luke	130,427	138,543	246,346	227,741	34,068	109,373	337,544
Sammamish, Good Samaritan	226,726	285,654	443,930	276,435	27,256	149,433	423,765
Seattle, All Saints	45,500	88,243	102,197	96,331	5,311	34,586	96,549
Seattle, Christ Church	266,768	285,839	350,900	273,815	43,699	37,473	298,846
Seattle, Ascension	286,594	293,161	448,298	288,733	48,780	48,498	337,148
Seattle, Epiphany Parish	467,178	656,230	756,700	656,826	94,633	277,073	961,859
Seattle, St. Andrew	355,378	433,379	605,342	430,807	62,278	151,850	590,447
Seattle, St. Clement	134,841	143,073	202,748	137,907	24,172	37,760	170,164
Seattle, St. George	40,708	51,395	55,395	93,182	600	1,302	94,201
Seattle, St. John the Baptist	271,594	330,792	410,655	362,090	43,730	8,555	387,453
Seattle, St. Luke	254,710	282,790	350,308	280,330	0	52,444	334,434
Seattle, St. Mark's Cathedral	1,337,460	2,320,506	2,634,327	2,244,076	338,547	132,209	2,362,056
Seattle, St. Paul	288,295	292,394	410,032	288,033	49,457	3,468	291,801
Seattle, St. Peter	78,605	91,260	111,984	77,736	14,760	22,284	107,068
Seattle, St. Stephen	539,971	669,243	758,061	706,122	104,608	99,781	816,067
Seattle, Trinity Church	234,696	714,712	7,040,766	857,926	58,745	184,188	872,607
Seaview, St. Peter	33,628	111,821	114,693	108,276	19,524	1,561	110,580
Sedro-Woolley, St. James	49,533	49,533	57,471	49,849	8,055	6,798	56,647
Sequim, St. Luke	269,125	282,138	365,429	282,138	46,669	10,752	288,979
Shelton, St. David of Wales	134,999	153,413	197,959	183,566	0	8,466	192,032
Shoreline, St. David Emmanuel	66,084	74,752	83,915	70,791	13,034	5,649	77,988
Shoreline, St. Dunstan	249,885	253,831	448,146	263,880	38,820	92,680	356,560
Silverdale, St. Antony of Egypt	128,093	130,456	154,002	112,775	24,260	14,686	132,868
Snohomish, St. John	177,954	207,551	611,067	208,381	33,551	12,567	219,748
Snoqualmie, St. Clare of Assisi	56,195	69,678	78,451	68,150	1,800	12,070	81,110
South Bend, St. John	10,028	14,353	14,581	12,912	3,088	1,100	12,912
Tacoma, All Saints	73,686	89,478	89,932	91,457	14,050	1,380	92,895
Tacoma, Christ Church	250,618	308,026	322,261	299,368	27,494	9,392	313,603
Tacoma, Holy Family of Jesus	3,759	55,604	57,044	52,305	2,400	6,936	57,350
Tacoma, St. Andrew	216,001	220,399	236,631	236,089	37,295	39,584	274,436
Tacoma, St. Luke	249,659	276,268	457,546	262,067	36,304	204,759	456,229
Tacoma, St. Matthew	212,632	224,228	240,908	220,600	24,000	4,113	222,280
Tahuya, St. Nicholas (2006)	0	0	0	0	0	0	0
Vancouver, All Saints	43,573	65,428	66,392	63,169	9,648	5,159	69,303
Vancouver, Good Shepherd	706,569	708,506	872,237	678,905	107,611	100,451	872,237
Vancouver, St. Luke	274,225	314,181	480,947	313,640	40,856	32,517	344,587
Vashon Island, Holy Spirit	191,856	191,856	207,298	176,671	21,768	16,459	193,933
Washougal, St. Anne	100,053	107,791	298,091	99,451	15,240	2,933	103,467
Westport, St. Christopher	6,505	8,802	8,802	10,248	2,264	483	10,248
Total 2007	18,821,993	22,891,518	35,650,577	22,508,800	3,063,839	4,605,853	26,956,751
Total 2006	<u>19,044,391</u>	<u>22,854,053</u>	<u>30,595,634</u>	<u>22,733,800</u>	<u>3,287,429</u>	<u>6,145,614</u>	<u>29,220,975</u>
Increase (Decrease)	(222,398)	(37,465)	5,054,943	(225,000)	(223,590)	(1,539,761)	(2,264,224)
Ten congregations not reporting							