



# Grace Church

Bainbridge Island  
Annual Report 2009

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*Loaves and Fishes*

*This is not the age of information.  
This is not  
the age of information.*

*Forget the news,  
and the radio,  
and the blurred screen.*

*This is the time of loaves  
and fishes.*

*People are hungry,  
and one good word is bread  
for a thousand.*

— David Whyte

*From The House of Belonging: poems by David Whyte  
(Many Rivers Press). Copyright © 1996*

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# Annual Meeting

Sunday, February 28, 2010

11 am in the Sanctuary

Please Plan to Attend—

Your Participation Matters!

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*Please bring this report to the meeting*

# Report from the Wardens

by Krista Webb & John Waldo

**2009** ♦ ♦ ♦ what to say about it! It's gone by fast because there was much to do and many challenges to meet. And while that work has been challenging, it has also been tremendously rewarding to see this church continue to grow and flourish. A frequent topic of discussion among Grace leadership in the last few years has been management of our growth and cultivating adequate leadership for the next phase of our life together as a program church. This work has been ongoing and the result of that work does indeed bring us to 2010. Look around, we are a program church! Please read the individual ministry reports to see the fellowship, fine work, and many opportunities for spiritual growth that fill us with grace every week.

## Looking back

Two of the major issues we dealt with in 2009 were how to continue our quest to build a chapel and how to make the jump to hire an associate priest. These issues were very worrisome to the BC because it appeared that the congregation was becoming polarized and that we had to choose either one or the other. After many meetings we made the clarifying decision that we absolutely would continue to strive to achieve both. In order to advance both these goals, we released capital campaign reserve funds for completion of construction drawings for the chapel so that bids could be solicited, and we settled on an annual giving goal that included funding an associate priest position.

We applied for, and were successfully awarded, two grants from the Diocese of Olympia. The first one, a congregational development grant, was used in 2009 to fund the salary of the Children's Ministry Coordinator and offset part of the Music and Arts Director salary. The second, for 2010, is to partner with the Diocese in hiring an associate priest. I'm pleased to say we were able to match funds for this in our 2010 budget, and the Diocese sent our job description to four candidates this week.

Noteworthy changes over the last year were to create a new BC position for the personnel committee chair and to create the unique new position of pledge secretary. Our personnel committee has been working for three years now and it made complete sense for that committee to be represented on the

BC. Dallas Young has filled that chair with competence and diligence over the last year. The pledge secretary will help us manage our pledge data and invoices from year to year and Jenny Lange has graciously agreed to fill that position.

In addition, the BC started work with Gerry Porter and Marilyn Price-Mitchell to identify and implement a long-term leadership plan for Grace. This work will continue in 2010.

## Looking ahead

Interviewing, hiring and working with a new priest will be a main focus for this next year. We suspect there will be much to celebrate and much to learn in this process. Grace has committed to improving our financial literacy with new software, an empowered finance committee and the new pledge secretary position and our engagement with the leadership development process will continue.

The BC will be starting this year with six new members and we think so many new people to the committee will bring a wealth of creativity and enthusiasm. 2010 will be an exciting year!

## Nominating Report

by John Waldo, Warden, Bishop's Committee

**T**he Nominating Committee faced a daunting challenge this year. Two Bishop's Committee (BC) members, one warden and our clerk had served their full terms, while two other BC members had to step away before their terms expired.

We asked all of the former wardens to serve as the nominating committee. Those who accepted, and comprised the committee, were Dick and Julie Shryock, Bill and Claudia Anderson, Ellin Spenser, Nate Thomas and Krista Webb.

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*(nominating report continued)*

That group brought amazing insight and experience to the process, and produced an abundance of potential Grace leaders. Not only do we have an outstanding slate, but we have a number of additional names in reserve for future years.

The nominees are listed below. Other nominations will be accepted from the floor, but the nominee must have given permission to be nominated.

#### Nominess for Bishop's Committee:

Warden, 2010-2013:	Don Warkentin
Place for Grace, 2010-2013:	Jay Mitchell
Parish Life, 2010-2013:	Petra Velie
Treasurer, 2010-2011:	Ted Cozine
Faith Development, 2010-2011:	Rhonda Manville
BC Clerk, 2010-2013:	Lynnette Meachum Baisch
Endowment Board, 2010-2013:	Gretchen Pickens
Convention Delegates:	TBA

The departing members of our leadership group deserve our thanks for jobs done beyond anyone's reasonable expectations.

In her three years as **Warden, Krista Webb** has been the glue holding the leadership team together. She has brought 21st Century technical savvy to the job when we have really needed it, most spectacularly when she, Bill and Walt Vogdes pulled together two successful grant applications to the Diocese under crushing deadline pressure, yielding over \$50,000 to maintain and expand our ministry efforts. She has also been a model of faithfulness and dedication, having missed only one BC meeting in three years (and feeling badly about even that), and always being willing to step in and help out anyone who asks.

As **Place for Grace Director, Josh DeWitt**, despite a demanding and unpredictable travel schedule, has mastered both the mechanical intricacies and the financial demands of our physical plant. The parking-lot lighting and the continued landscape work are also part of his legacy — and in that connection, a special thanks goes to Jim Culver for his work as chair of the landscaping committee, from which Jim is stepping down.

**Debbie Rimkus** brought energy and vitality to the **Parish Life** ministry, leaving behind a full schedule of social events — many of which yield needed revenue — and particularly vital summer programs for our children. Debbie is leaving the BC, but fortunately, will not be leaving her staff position as Children's Ministry Coordinator.

**Michele Bombardier** made tangible and permanent contributions to the **Faith Development** ministry. She oversaw the Soul School programs put together by Patty Molloy and Mickie Stowell.

Michele was the driving force behind installation of a door from the Godly Play room to the outside playground — a needed improvement to the physical plant. She saw the need for a permanent and professional Children's Ministry Coordinator, and persuaded the BC to establish and fund the position.

**Walt Vogdes** took on the **Treasurer's** role at perhaps the most difficult moment in Grace's short history. The 2008-09 recession introduced us to some harsh new financial realities. Moreover, Grace had been blessed by two Treasurers -- John Crane and Tom Ringo — who were both professional accountants, and could essentially "do the math" in their heads. Walt took on the difficult task of simplifying our financial reporting so that the non-professionals on the Finance Committee and the Bishop's Committee could understand. He also began the transition to new accounting software. The vital task of diffusing mastery of the church's finances to a group of people is still a work in progress, but Walt has pointed us down the right pathway.

As **BC** clerk, **Mary Kay Dolejsi** has served the vital function of recording, disseminating, and then actually remembering what the BC has done for the past three years. When asked, she has given her input on policy matters, and hers has been among the most thoughtful and respected voices.

It has been an honor and a privilege to serve with this team. As a result of their efforts, we are not just holding on to what we've got, but moving forward on some exciting new initiatives. All of us owe them our deepest appreciation for steering us through some difficult moments with wisdom, courage and, yes, with Grace.

# Financial Reports: Notes and Narrative

by John Waldo

One of the luxuries of living on an island is ... insularity. We often think, and sometimes with considerable justification, that what happens in the rest of the world isn't going to affect us. And let's be honest, Grace has sometimes thought that about itself, as our history has been one of consistent and substantial growth, both in numbers and in resources.

We have come through a tough year, and the first part of this report will explain that. But we nevertheless challenged ourselves to grow for the future, specifically by adding a full-time associate priest. Because of what, under the circumstances, can only be called a stunningly successful Annual Giving campaign, we intend to move forward with that objective, as we will explain in the second part of this report, and we hope and pray we can do that without sacrificing any of what we presently have.

Does that mean we are home safely, and have weathered the economic storm? We honestly don't know that yet. We need to watch carefully ... very carefully. But we also need to move forward with purpose and with a plan based not on fear, but on prudent and realistic hopes.

## *Where We Have Been*

This last year was a sobering wake-up call, as we saw — really for the first time — a significant variance between our financial expectations and our actual experience.

The word of the day became “shrinkage.” That is the difference between the revenue pledged to us by our members and the pledge income we actually receive.

We know there is always going to be some variance between what people pledge and what they actually do contribute. People move away, and take their pledges to their new homes. People pass away.

While far more people come into Grace than leave, our long-term experience has been that pledging is learned behavior, and that it takes new members a few years to come “up to speed.” So while there are always both positive and negative adjustments to overall pledge income, the net result has always been a modest “shrink” from our Annual Giving pledge numbers to

our actual pledge income — historically around 3%.

We knew that 2009 would be different. We knew that far too many of our fellow parishioners would face the same kind of economic dislocations and hardships that have buffeted the rest of the nation. We saw that in 2008, our actual “shrink” factor had grown from the typical 3% to 5%. Thinking that the economy would continue to weaken in 2009, we based our budget for that year on an anticipated “shrink” factor of 8.5%.

Our actual results were even worse. We received about \$20,000 less than had been projected, even based on the high “shrink” factor. We had anticipated that we'd have an operating deficit in 2009 of about \$20,000, but we had a carry-over surplus in our operating account from prior years to cover it. But the reality is that we ended 2009 having exhausted our operating account.

During our 2009 budget preparations, we had hoped that if the economic uncertainties that limited people's ability to pledge in advance, they might compensate by contributing to the weekly plate, a revenue source that we have consistently under-estimated. We increased our anticipated plate revenue. Unfortunately, we didn't see the hoped-for increase, and in fact, saw a drop-off in plate revenue from 2008.

Last year, then, was truly our “rainy day” in terms of operating revenue. Fortunately, we had squirreled away money during our “sunny” days to prepare for that possibility. Specifically, we had built up an operating reserve of \$28,000 — money we had put in our savings account. To balance the books at the end of 2009, we withdrew \$13,000 of that money.

Offsetting the sobering news on the operating side, there was amazingly good news on the capital side. *(please turn the page)*  
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We paid off the bonds our parishioners purchased to finance our building. Having paid off in 2008 the Diocesan loan taken out for that same purpose, we are now debt-free, and own our facilities. We continued to make meaningful progress towards the chapel

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and our landscaping plan, and received some \$185,000 in capital contributions for that purpose. And we did fully fund our reserve accounts for operations, capital needs (major building repairs) and the sabbatical reserve we use to pay substitute priests when Bill is away.

## Where We Are

While we have drawn down our reserves, we have by no means exhausted them -- in fact, we are fortunate enough to find ourselves with substantial funds in the bank. Here is a simplified statement of our cash position:

FINANCE TABLE			
	12/31 2008	12/31/2009	Variance
Operating cash on hand			
(prepaid pledges + carryover)	\$101,242	\$37,973	-62.5%
Savings account			
	\$112,317	\$98,800	-12%
Sabbatical reserve			
	\$6,000	\$8,000	33%
Capital reserve (repairs)			
	\$31,000	\$18,268	-41%
Operating reserve			
	\$23,163	\$15,163	-46%
Compensation contingency			
	\$20,000	\$20,000	0%
Other/miscellaneous			
	\$32,054	\$37,369	17%
Money Market account			
(Chapel and landscaping)	\$319,322	\$417,297	31%
Total cash			
	\$532,881	\$554,070	4%

The most dramatic drop-off, obviously, is the reduction in our operating cash. That is a combination of two factors. First, our prepaid pledges in 2008 for 2009 were roughly \$65,000, and added to a \$36,000 carry-over surplus. In 2009, our prepaid pledges were roughly \$37,000 (maybe fewer of us were worried about our 2009 tax liability), and there was no operating surplus to add to that amount.

We need to keep a close eye on the cash situation. To help us do that, we've asked Jenny Lange to serve as our pledge secretary. Jenny will keep track of pledge payments and be the point of contact for parishoners to make pledge adjustments. We know there is still a lot of economic uncertainty out there, and we understand and deeply sympathize. We're simply looking for the information we need to plan as best we can.

The capital reserves were drawn down this year to pay for the parking-lot lights, and to weather-seal portions of the building. As mentioned, the operating reserve was drawn down to balance our operating deficit.

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The compensation contingency is money we set aside several years ago when we tried but failed to raise enough money to add an associate. We are continuing to set that money aside, and plan to use it to pay a significant portion of the associate's salary in 2011, when the burden on our operating budget would otherwise increase significantly.

## *Where We Are Going*

As you know, the Diocese has agreed to a partnership with Grace under which we will engage an associate pastor. The person will be a recent seminary graduate who will come to Grace for two years. The concept is essentially an internship -- a new graduate will have the opportunity to experience a progressive and thriving church, learning from the Vicar, the staff and the congregation. We will be able to deepen our offerings, particularly in the areas of pastoral care and adult faith development, and to experience a new voice in the "pulpit" and new ideas in the parish. The Diocese is paying roughly half of the salary -- \$17,500 in 2010, \$35,000 in 2011 and \$17,500 in 2012.

When the BC developed its preliminary budget, it was a "what if" budget -- what do we need to do to accept the Diocesan grant and engage an associate. To do that, we needed pledges of \$507,000.

We almost got there, but not quite. Our final Annual Giving number was a shade less than \$500,000 -- a stunning accomplishment against the backdrop of what some economists have called the greatest economic challenge since the Great Depression. At first glance, then, it appeared that the discrepancy between what our target and our results was essentially a rounding error.

Unfortunately, other difficult adjustments had to be made. We had projected a carry-over surplus of a little more than \$10,000. Instead, we used that surplus and had to dip into reserves. We had to add about \$10,000 to our operating budget to deal with some issues that we had overlooked in our initial projection.

And then there was the problem of "shrinkage." Our preliminary budget used a 4.5% "shrink" factor largely as a place-holder, since we wanted to wait until we had the latest available data to come up with a final number. Our final assessment was that these difficult times are the new normal, and that it will be a long time if ever before the economy returns

to the rosy days of 2005-2007. But we also think that the rate of decline is slowing, and that in fact, we may have reached the trough. Acting on the belief that people are pledging with a more conservative appraisal of their own circumstances, and that our shrinkage rate may begin resembling our historic 3% norm, we finally applied a shrinkage factor of 6%.

This left us with a budget hole of roughly \$43,000 out of a total budget of roughly \$560,000. The problem, though, is that salaries and benefits, the Diocesan assessment and our dedicated 10% for outreach make up well over 80% of our total budget. A significant proportion of the remainder are items that we can't control -- things like utility costs and property insurance. In reality, there is precious little spending that can be called "discretionary," at least not in the short run.

## *Here Is How We Closed The Gap*

- 1) \$19,000 is saved by deciding that for this year, we would not fund any of the reserve account.
- 2) \$4,000 is drawn from the Sabbatical Reserve fund on the basis that with an associate on board, the need to pay other clergy to fill in for Bill diminishes.
- 2) \$10,000 is saved by aligning Place for Grace expenses to more closely approximate last year's actual spending.
- 3) \$3,000 is saved by making minor reductions in office expense, again to more closely align budgeted with actual expenses.
- 4) \$4,000 is saved by deleting a compensation contingency and freezing staff salaries.
- 5) \$5,000 is raised by adding a fall fund-raiser.

We have a little room in the operating budget. We do not touch the operating reserve. We leave some money in the sabbatical reserve. And we have a reasonable capital reserve to fund unanticipated major repairs.

Will all this be sufficient? Honestly, we don't know. What we do know is that any further reductions will, of necessity, require very difficult and painful decisions — decisions that would alter our long-standing commitments to our staff, to the Diocese, and to ourselves.

Those alterations may be necessary, and we know that. But we also know that they may be irreversible. If we need to make those adjustments, we will. But we do not want to make any potentially irreversible decisions when there is a realistic and plausible chance that it might not be necessary.

Proposed 2010 Budget	2009 Budget	2009 Actual	2010 Budget	Change <sup>1</sup>
<b>Income</b>				
Gross Pledge	\$464,273	N/A	\$497,639	\$33,336
Net Pledge	\$431,961	\$413,941	\$467,781	\$53,840
Prior year pledges	\$13,000	\$19,420	\$18,000	\$(1,420)
Plate	\$30,000	\$19,839	\$20,000	\$161
Fund-raisers	\$8,000	\$11,403	\$13,000	\$1,597
Rental income	\$12,000	\$9,480	\$8,000	\$(1,480)
Diocesan grant	\$36,400	\$36,400	\$17,500	\$(18,900)
Miscellaneous	\$1,800	\$2,632	\$640	\$(1,992)
Income totals	\$533,161	\$513,115	\$544,921	\$31,806
<b>Expenses</b>				
<i>Salaries</i>				
Vicar	\$90,624	\$90,624	\$90,624	\$-
Associate <sup>2</sup>	\$-	\$-	\$29,167	\$29,167
Music Director <sup>3</sup>	\$35,350	\$38,650	\$41,350	\$2,700
Administrator	\$34,700	\$35,520	\$35,041	\$(479)
Communications	\$30,285	\$30,285	\$30,285	\$-
Children's Ministry Coordinator <sup>4</sup>	\$10,400	\$12,711	\$13,867	\$1,156
Sexton/cleaning	\$16,018	\$13,053	\$13,613	\$560
Accounting	\$11,520	\$10,845	\$11,520	\$675
Nursery	\$3,200	\$4,183	\$3,200	\$(983)
Miscellaneous and Supplies	\$5,000	\$6,134	\$8,000	\$1,866
Benefits	\$41,413	\$40,675	\$42,387	\$1,712
Payroll taxes	\$11,795	\$12,546	\$13,468	\$922
Personnel total	\$290,305	\$295,226	\$332,522	\$37,296
Administration	\$28,700	\$30,953	\$31,466	\$513
Diocesan assessment	\$74,400	\$74,400	\$77,551	\$3,151
Building maint & repair	\$15,575	\$19,795	\$19,277	\$(518)
Utilities, insurance and taxes	\$35,400	\$24,555	\$20,733	\$(3,822)
Outreach	\$47,080	\$49,585	\$46,196	\$(3,389)
<b>Program areas</b>				
Liturgy and music	\$4,710	\$4,200	\$4,255	\$55
Faith development	\$8,300	\$10,220	\$7,146	\$(3,074)
Parish life	\$5,000	\$4,724	\$4,129	\$(595)
Membership	\$650	\$494	\$533	\$39
Miscellaneous	\$2,688	\$7,979		
Total expenses	\$512,808	\$522,131	\$543,808	\$21,677
<b>Table footnotes</b>				
<sup>[1]</sup> Change column is the difference between 2010 budget and 2009 actual experience				
<sup>[2]</sup> Assumes Aug. 1, 2010 start date				
<sup>[3]</sup> Music Director received an annual increase beginning in the middle of 2009. Budget total for 2010 does not represent a further increase, but simply reflects the increased amount for the entire year.				
<sup>[4]</sup> The Childrens' Ministry Coordinator job was changed from 1/4 to 1/3 time in 2009, and a portion of the 2009 Diocesan grant paid for that increase. The 2010 figure reflects the increase for 12 months.				

# Pledge Campaign

by Jim Quitslund  
Pledge Campaign Chair

I have said before how privileged I feel to have been entrusted with the design and the day-to-day management of this vitally important effort. I will now say this once again!

As you know, the introduction of an on-line pledging option was a feature of this campaign, and I'm told there was quite a buzz about it at the outset. Would such pledges vanish unnoticed into cyberspace, or would my gmail account receive them in a format that allowed me to acknowledge them promptly, protect their confidentiality and, if necessary, quickly ask for clarification? Would we be able to communicate clearly with internet enthusiasts while respecting the preference of many others for printed campaign literature and pledge cards?

We began the distribution of electronic and printed communications in mid-September. When the long-awaited moment came a month later, it was clear that David Nason and Susan Andersson had done a superb job of adapting the Constant Contact software to our needs. I happened to be working at my desk when my own copy of the Pledge Letter arrived in my inbox, and seconds later I saw the first pledges coming in. Within minutes, the first thank-you messages had gone out.

The next question was to what extent our parish sufficiently grasps the importance of committing support for the coming year to make whatever adjustments are necessary for us, as a community, to fund the wise but visionary 2010 budget devised by the Bishop's Committee. Everyone knows that the economy of this region and the world has taken a battering. The results of the campaign show that we nevertheless stand together as strongly as ever in a community of Grace:

Pledge Goal for 2010	\$507,639	(\$503,350 in 2009)	
Pledge Commitments for 2010	\$497,249		
Variance:	-\$10,890	(-\$39,077 in 2009)	
	<b>2010</b>	<b>2009</b>	<b>2008</b>
Pledge Commitments	\$497,249	\$464,273	\$466,065
Total Pledging Families	236	225	214
Average Pledge	\$2,107	\$2,063	\$2,178
Families who had not pledged the prior year	46	45	43
Pledges renewed at a higher level	81	49	86
Pledges renewed at the same level	69	86	69
Pledges renewed at a lower level	41	45	16
Pledges not renewed from the prior year	27	34	23

\*Including several families who have relocated or are worshipping elsewhere

Let me close with a word of heartfelt thanks, on behalf of the parish leadership, to all who participated in this campaign, and a word of compassionate solidarity with all members of our community who find themselves in difficult financial circumstances. May such difficulties soon be resolved. May these brothers and sisters always know how fully they are included and needed in the community of Grace.

## Parish Life

by Debbie Rimkus,  
Bishop's Committee

Each Sunday morning, we come together to worship, to sing, and to learn as a community of faith. The role of Parish Life is to help build that sense of community. As we participate in retreats, dinners, picnics, men's and women's groups, we deepen our connection to the community and to God. Through fellowship, we provide each other the strength we need to go out into the world and practice our faith.

### Major Events In 2009 Include:

**Shrove Tuesday Pancake Supper:** As is our tradition, the Men of Grace took over the kitchen, preparing and serving a delicious pancake dinner. We were blessed also to have the Total Experience Gospel Choir perform as part of a fundraiser for Gulf Coast rebuilding.

**Third Annual Family Campout:** Families gathered once again to pitch tents, grill dinner, toast marshmallows and enjoy games around a campfire. Clark Collins acted as "campground host" for this end-of-the-school year celebration.

**Western BBQ:** Perfect mid-summer weather set the stage for the perfect Grace Barbeque. Doug Ferguson, Pegge Ashcroft and Colleen Rain provided us with mouth watering ribs, pie and cookie contests, fabulous costumes and décor and a terrific band. Without a doubt, it was a "humdinger" of a party.

**Picnic on the Patio:** The summer get-togethers continued with an old-fashioned picnic after church on Sunday, August 30th. Hamburgers, hot dogs, otter pops, kids playing on the lawn. Celebrating summer at Grace.

**Old Fashioned Hymn Sing and Covered Dish Supper:** Great food and great songs are a combination that can't be beat. Ann Strickland led us through some tried and true favorites, with the kids even stepping up to teach us a new favorite. And we all demonstrated that Gracies know how to cook.

Parish Life also supports ongoing men's and women's activities, retreats and Logo Wear. Special thanks to Todd Manville and Eric Matthews for organizing the Men of Grace; Ruth Blaney for managing Logo Wear and especially Judy Kragerud for her loving dedication to keeping our Grace kitchen beautifully clean and organized.

## Membership

Judy Cozine  
Bishop's Committee

Membership encompasses everything from the Welcome Table, Nametags, Newcomer's Gatherings, Tribes, and the Photo Wall, to the Grace Directories. Our goals are foremost to promote inclusion for all, to warmly welcome visitors to Grace, to invite newcomers to share a meal with us so that we can get to know each other better and, to encourage them to participate in all that Grace has to offer from programs to service. Our hope is that through these actions we are able to instill a sense of belonging.

The Membership Committee works to ensure that all members of Grace become connected and find ways to be involved. We think that this can be accomplished as simply as having everyone greet unfamiliar faces at Sunday service to members being active in a tribe so that the opportunity to get to know one another is readily available.

Probably one of our bigger challenges is staying up to date with members. This past year the Membership Committee distributed newly updated handbooks that included a new photo directory. This is an invaluable resource for keeping up with the growth at Grace and getting to know each other better. And also by doing this it helps us better place names with faces. Work has already begun on updating the directory for this coming year.

The Membership Committee has asked new members to join our committee this year so that different perspectives can be brought to our meetings. As we continually refine our welcoming process and address strengthening our membership, it is most helpful to have lots of creative input. Several of our committee members volunteer on different committees and in various other ways at Grace which also adds a broader perspective.

The focus for 2010 will be on always being open to refining our approach to welcoming newcomers, keeping the membership directory updated, and finding ways to have members stay involved and connected to Grace as well as each other. I am most grateful for the incredible volunteers of the Membership Committee and all they do.

## Faith Formation

by Michele Bombardier  
Bishop's Committee

Grace has continued to expand programming in Faith Development across all ages. The theme for this year, Grace Is and Grace Happens and GraceDoes, has supported coordination with Outreach and Earth and Spirit ministries to offer more opportunities to learn and express faith through action.

### Children's Ministry

The children's and family ministry continues to flourish under the direction of our coordinator, Debbie Rimkus. The past year has seen a steady increase in the number of children attending Godly Play each Sunday. The Godly Play program has also been blessed with an abundance of wonderful volunteers. This year Debbie reintroduced Godly Journey for 5th/6th graders, which emphasized learning about the major world religions. And this summer Grace held its first summer camp. Over 60 children and 20 volunteers spent the week learning about God's love for us through art, games, song and stories. Family ministry also thrives with the continuation of our Kids In/Parents Out program and a new offering, Faithful Parenting.

### Youth

The middle and high school youth programs, led by Bill Harper, Kathie McCarthy and Michele Strickland, continue to be very successful. Three Thursdays a month, 50 or 60 (and sometimes more!) teens gather for food and community. The evening series for parents of teenagers has expanded this year. Bill and crew are gearing up for another pilgrimage trek this summer and we will all have opportunities to support them.

### Soul School

This was our second year of weekly programming, *Tuesdays with Grace*, to support adult faith development. Patty Molloy and Mickie Stowell have provided tremendous leadership and coordination for this important ministry and for this we are very grateful. Soul School put on another Author Weekend this past month. Brian Doyle led a Saturday workshop that was well received and both fun and inspiring.

### Practical Wisdom

Dick and Martha Middleton generously and graciously offered to lead a year-long faith formation course called "Practical Wisdom". The response was so huge that the Middletons are

leading three sections weekly. This course is a deep, reflective and unique approach on living a life of faith. The course will probably be offered again this fall. So check it out if you want to deepen your faith and change your life.

### Earth & Spirit

Marcy Lagerloaf continues to lead this important ministry to help us connect care for creation with our faith. E & S supported Soul School's Tuesdays at Grace to help us learn more about implementing these values and teachings into our lives.

Other Soul School programs continue to thrive. These include the Wednesday Bible Study group, Knitting Into the Mystery, and the Women's Book Discussion group that meets every other Sunday at 8am and is open to all women of Grace.

## Human Resources

by Dallas Young  
Bishop's Committee

The Human Resources Committee had another busy year – it's third. Grace is blessed with talented, gifted staff. Our ministry is to assist them achieve their goals and make recommendations to the BC regarding staff functions.

- With staff we instituted an annual goal setting and progress review process. Each staff member has a liaison from the committee who works with them and the vicar, who supervises staff.
- Retirement programs for Ann, Susan and Candee began.
- Several positions were benchmarked with comparable churches on the island and in the Diocese.
- Working with Bill, we developed a job description for the new Associate Priest.
- The team of Marilyn Price-Mitchell and Gerry Porter began working on a long-term leadership development plan in association with the BC and Vicar.
- Review of the sexton position was begun.
- The chair became a BC member since staff plays such a crucial role in the functioning of our community.

The committee members are: Peg Hubbard, Barb McAllister, Craig Merrill, Marilyn Price-Mitchell, Krista Webb, Dallas Young, Chair.

# Place for Grace

by Josh DeWitt

Bishop's Committee

The year 2009 was another busy year. We were able to kick off the beginnings of the trails system funded by the capital campaign. While still a work in progress the beginnings of a trail that will eventually connect to the broader Bainbridge trail system is beginning to take shape. The rough path was cut and trees and debris removed along the northeast corner of the property. Drainage and a trail bed will be laid in the future. In addition to trails we were able to provide some much needed resealing or the word beams and eaves in the upper reaches of our beautiful building. We will be working to reseal the remainder of the building over the next year or two. These are just two of the most significant projects this year.

**The Place for Grace Committee** is responsible for all aspects of buildings and grounds. These responsibilities touch everything from the landscaping master plan to mouse traps, Fire Marshal inspections to property insurance, heating oil to broken chairs, road paving to cobweb patrol. We are responsible for building and grounds development improvements, construction projects and troubleshooting. We have a beautiful building and a wonderful setting, both of which require much love and care to keep them functioning and presentable. A large portion of this work is complete with volunteer work and I want to call out two committees in particular.

**The Landscape Committee**, which has been headed by Jim Culver, is the steward of the master landscape plan, and continues to provide assistance and guidance to other groups as they evolve our outdoor "sanctuary". This includes assisting the **Memorial Garden Committee**, and other project specific teams as they manage their individual initiatives. This core group provides the continuity of vision we need to ensure we meet our long term landscaping goals. Jim will be moving on to provide his skills to other endeavors and Nate Thomas has graciously volunteered to step in and take the helm. If you see Jim please thank him for his generous hours of support and leadership.

In addition to vision, the Landscape Committee provides a good portion of the muscle and sweat needed to maintain our landscaping via the **Grace Grounds and Garden Group** (aka 4Gs) which has grown to some 30 members strong, and is ably lead by Bill Anderson. There are many hours of work put in on any given Saturday morning from spring through fall. This year the team is attempting to find owners for different "parcels" of the property. Which area would you like to adopt and maintain?

We wrapped up 2009 with busted pipes and last minute repairs to the office and ladies room. I am guessing many of you didn't even notice. And that's as it should be. But I will ask that each of you take a close look around the building and the grounds every now and then and say a silent prayer of thanks to those who work so hard to ensure we have such a beautiful place for Grace. It has been my humble pleasure to serve these last 3 years. I am sure I received more than I gave with this experience. And now as I pass the baton to Jay Mitchell I hope you all will support him in his role as well as you have supported me.

# Outreach

by Mark Kruse  
Bishop's Committee

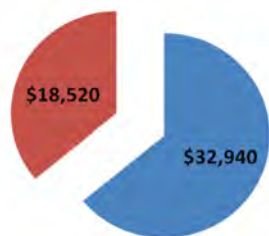
## Charter:

The Outreach Ministry represents 10% of our plate and pledge income, making Grace a place where commitment and stewardship work hand in hand to reach out to those in need. Outreach programs have widespread influence at local, national, and international levels; the funds provide services needed and volunteers from Grace offer their time and talents to assist in a variety of ways. We, the people of Grace truly are making a difference in this world through our Outreach Ministry programs.

## Key Accomplishments:

- Funded \$51,460 in Grace Grants for 2009, where 64% (\$32,940) was dedicated to Homes, Health and Hunger priorities
- Increased total number of programs funded from 18 to 35
- Continue to advocate greater program diversity, based on constituencies served, geographic coverage, and programmatic purposes.
- Developed an “eVote” Grant process, whose aim is to improve committee “process” so in-person meeting time is freed to further set outreach leadership agenda.

64% of Grace Grants were dedicated to Homes, Health & Hunger Programs

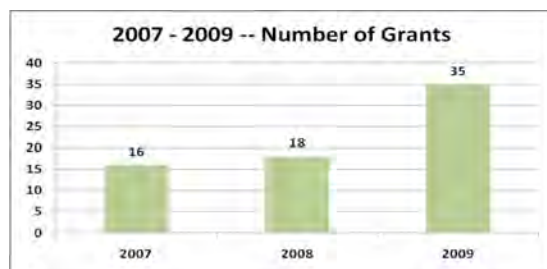


## Outreach Committee Members as of December 31, 2009

Mark Kruse, Chair  
Andy Rimkus, Coordinator  
Susan Marie Andersson, Communications  
Bridget Berry  
Linda Fullerton  
Debbie Hill  
Lisa Martin  
David Moen  
Stuart Rish  
Sarah Townsend

## Our 2010 Future Looks Bright:

- We expect to consistently meet in the sanctuary on the first Sunday of each month, following the 9:30AM service. All are welcome to visit, learn and/or directly participate;
- We turn our fall 2009 focus on “Hunger” to “Homes” early this year. The scheduling of a late-winter Kitsap Habitat for Humanity “build” project work day is underway;
- We plan to further connect our outreach partners to you throughout the year via the presenting of their programs directly following 9:30AM Sunday services.



It was Grace Outreach Committee's great privilege to serve as the church's "hands" in both the community and the world. Please engage committee members with your comments, concerns and questions as we begin setting grants and program agenda.

Comments may also be made via the Grace Outreach social network, which is accessible via the regular church website.

Thanks for your support; we welcome your continued input!

Mark Kruse, Chairperson, mskruse12@gmail.com Andy Rimkus, Coordinator, andy\_rimkus@yahoo.com

# Outreach Grants 2009

Data by Andy Rimkus

Organization	Amount
Salvation Army - Bremerton	\$500
Episcopal Relief and Development	\$500
Youth Program - Transfer	\$500
Mission Creek	\$500
Hospice of Kitsap County	\$500
Helpline	\$500
KIDSUP!	\$750
Bainbridge Youth Services	\$750
Helpline House	\$1,000
Northwest Kiwanis Camp	\$1,000
Veggies from Grace	\$1,000
The Mountains to Sound Greenway Trust	\$1,000
KEDS	\$1,000
Community Energy Solutions	\$1,000
Bhutan Cleft Care Project	\$1,000
GUA Africa	\$1,000
Total Experience Gospel Choir	\$1,000
Salish Sea Expeditions	\$1,000
Trust for Working Landscapes	\$1,200
Streets of Seattle	\$1,440
Kitsap Fishline	\$1,500
Washington Women	\$1,500
Earth Ministry	\$1,500
Bainbridge Schools Foundation	\$1,500
AMARA	\$1,500
Bainbridge-Ometepe Sister Islands Association (BOSIA)	\$1,820
PeaceTrees Vietnam	\$2,000
Clear Path International	\$2,000
Suquamish Food Kitchen	\$2,500
Huruma Children's Home	\$2,500
The Netza Project	\$3,000
Peacock Family Services	\$3,000
Housing Resources Board	\$3,000
Habitat for Humanity	\$3,000
Interfaith Vol Caregivers	\$4,000

## Liturgy

by Ann Strickland  
Grace Staff

Liturgy can be broadly defined as “the work of the people” and at Grace that is most evident. Many talented people contribute to the beauty and wonder of our weekly and seasonal services from the volunteer who folds your Sunday bulletin to the lay minister who leads the Psalm on Sunday morning.

Liturgy at Grace begins with Bill Harper who artfully creates the overall liturgical theme for the year interweaving these themes and ideas with the prayers and homilies for each liturgical season. Following the Episcopal lectionary calendar Ann Strickland chooses appropriate music and often offers suggestions for additional prayers and poems based on the readings for the given Sunday or season. Weekly, Candee Heald creates each and every Sunday bulletin. Seasonally, Susan Andersson creates special service bulletins for Easter, Christmas and special liturgies. Team Flower, led by Jan Jeffcoat and Ann Sievertson, imaginatively coordinate and prepare the floral arrangements and decorations for every service and liturgical season.

Grace Eucharistic Ministers, organized by Ruth Blaney, serve the chalice during Eucharist services, lead select parts of the liturgy and help ready the church for service. They also bring communion to those not able to attend weekly services.

The Tribe hosts, organized by Andy Houser, and tribe members, are responsible for several aspects of Sunday worship including providing bread for Eucharist, readers and oblation bearers.

Acolytes, trained by Bill Harper with help from our Children’s Ministry Director Debbie Rimkus, are active participants in Sunday worship. Youth are offered training to learn how to assist the celebrant in worship. The acolyte carries out certain duties, including carrying the processional cross, holding or getting items to the celebrant at baptisms, Communion, and at other portions of the worship service.

In addition to our regular weekly services Kathie McCarthy, with Ann Strickland, designs and leads the monthly Evening Healing service.

any thanks to all the readers, musicians, and artists of all kinds who help in so many ways to create beauty in all our liturgies throughout the year.

## Music & Arts

by Ann Strickland  
Grace Staff

Many graceful collaborations make music and arts happen at Grace including the careful guidance of Bill Harper, working closely with Candee in the office, Susan in communications and the Parish Life, Soul School and Godly Play groups.

### Here Are The 2009 Musci Highlights:

**The Total Experience Gospel Choir** sang us through the Shrove Tuesday Pancake Supper and we raised a \$1,000 for their rebuilding efforts in Mississippi. The Grace Music Circle, including the Kids Sing group participated in the North Kitsap Interfaith Music Festival at St. Cecilia’s. Emily Thomas led the children in song at the first annual Grace Kids summer camp. The annual St. Martin’s Night Lantern Walk and Spiral of Light was another magical evening of story, provided by the Rev. Mary Petty Anderson, song and light **The Gallery at Grace** hosted many exhibits by artists from the Grace community and beyond. The Gallery continues to grow as a point of artistic interest to the Grace community and the wider Bainbridge Island community. Anne Pell and friends performed an extraordinary concert of original music last fall. New this year was the first Grace Hymn Sing-along. All ages gathered to sing some of our favorite Grace songs--we even learned a new song or two! The Advent season began in quiet with poetry, reflection and chant. And to end the year a new Quemapas Carol tradition began on Christmas Eve when all four corners of the church were blessed with song.

**Kids Sing** singers and musicians rehearse faithfully on Thursdays at 4:30pm and add their voices every first Sunday at the 9:30 service.

Thank you to the many Grace members who offer their musical and organizational gifts for special celebration days, at the family retreat or during our regular Sunday services. We said so long to Sarah Rimkus this year as she went off to USC—many thanks to her for all the accompaniment help over the past few years. Special thanks to Scott Lawrence for running the sound and keeping the music corner organized and to Hannah Kruse for accompanying the Kids Sing group at every rehearsal!

## Parish/Office Administration

by Candee Heald  
Grace Staff

The administrative offices of Grace Church (particularly the front desk) closed the year of 2009 with a “bang” – or more like a “bust”, as in busted pipes. Our cold weather in early December froze pipes overhead in the front office, as well as in the hallway near the Women’s restroom and some sprinklers outside under the eaves. That’s why we have insurance. My personal thanks to Susan Andersson for taking me in as a roommate for 2 weeks — we shared her office; not an easy task with the phones ringing and people coming and going. Blessings, Susan.

The Grace event calendar in 2009 was packed. Some 6 Weddings, 5 Memorials, 6 Baptisms, several student recitals, BD parties from ages 2 to 90, family reunions, school graduations and many, many Grace sponsored events. Our rental receipts continue to generously add to our annual income.

We also changed our calendar formatting this past year to Google calendars – which link seamlessly with our website. Hopefully you have had the opportunity to view the calendar online and make note of the many happenings at Grace.

Our administrative budget for 2009 was just right – we even had a few \$ to spare. The staff has been working diligently on reducing our office overhead costs: i.e., limiting our color printing; reducing our copying costs by increasing our use of email communication – which further reduces our postage and labor costs – as well as finding the best price for general office supplies.

2010 is beginning with warm temperatures and sunny skies – we are so blessed to live in this community, sharing Grace church and its many offerings.

## Communications

by Susan Marie Andersson  
Grace Staff

Early in 2009, Grace Communications received a portion of a congregational development grant awarded by the Diocese of Olympia. With the grant directive to further develop our online communications, we brought on technology expert and Grace member David Nason, a.k.a. “The Wizard of Oz,” to help and advise. David’s professional background as a technology consultant has been a huge asset in helping us upgrade, refine and maintain our

website and develop new technology with our *Ning* social networking sites. By now you are probably aware of Facebook and know social networking is a growing edge for sharing information, building conversations, and even making personal connections. Over the course of a year, Grace has developed 13 Ning sites. Focused around particular ministries, *Ning* is a more private and customized type of social network. So look around at [gracehere.ning.com/](http://gracehere.ning.com/) and if you want to join— choose a group from the Grace Networks menu above and jump in. We love to “approve!”

As our Office Administrator Candee Heald reported, we are making efforts to reduce our impact and resources by limiting our printed material. As of December 2009 we have switched to a bi-monthly publication schedule for our newsletter. To further help this effort we are eliminating mailing the newsletter to every household and instead delivering all issues electronically. For many of us, that means no change at all—we have been receiving our newsletters that way for some time. We are a bit anxious about the fact that many of us have had a preference for that paper version. It is our hope that if you find you prefer to hold a paper copy in your hands as opposed to a glowing blue screen, that you will be able to print it out yourself at home. If you are unable to receive our newsletter electronically you may pick-up a printed copy at Grace.

Another highlight for 2009 was the exciting news of receiving several awards for our communications from the National Episcopal Communicators at their 29th annual 2009 Episcopal Conference at Camp Allen in Navasota Texas. We were grateful to receive recognition with several Polly Bond Awards in the categories of Award of Excellence and Honorable Mentions for our website and newsletter as well as our Annual Campaign brochure. (Thanks to Jenny Lange) We are grateful for the many generous and talented Grace artists who so graciously share their spectacular works with Grace and our communications.

It is no exaggeration when I say I work with the best people in the world. If you know Bill, Ann, Debbie and Candee, you know this to be the absolute truth. I am grateful for the work I share with all of the staff at Grace. Each of them work incredibly hard, provide creative vision, love and support and a really fun environment to work in

## MAMEEN

*Be infinitesimal under that sky, a creature  
even the sailing hawk misses, a wraith  
among the rocks where the mist parts slowly.  
Recall the way mere mortals are overwhelmed  
by circumstance, how great reputations  
dissolve with infirmity and how you,  
in particular, live a hairsbreadth from losing  
everyone you hold dear.*

*Then, look back down the path as if seeing  
your past and then south over the hazy blue  
coast as if present to a wide future,  
recall the way you are all possibilities  
you can see and how you live best  
as an appreciator of horizons  
whether you reach them or not,  
admit that once you have got up  
from your chair and opened the door,  
once you have walked out into the clean air  
toward that edge and taken the path up high  
beyond the ordinary you have become  
the privileged and the pilgrim  
the one who will tell the story  
and the one, coming back  
from the mountain,  
who helped to make it.*

*- David Whyte*

*from RIVER FLOW: New & Selected Poems 1984-2007  
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# Grace Episcopal Church

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p. 206.842.9997

e. [grace@gracehere.org](mailto:grace@gracehere.org)

w. [gracehere.org](http://gracehere.org)