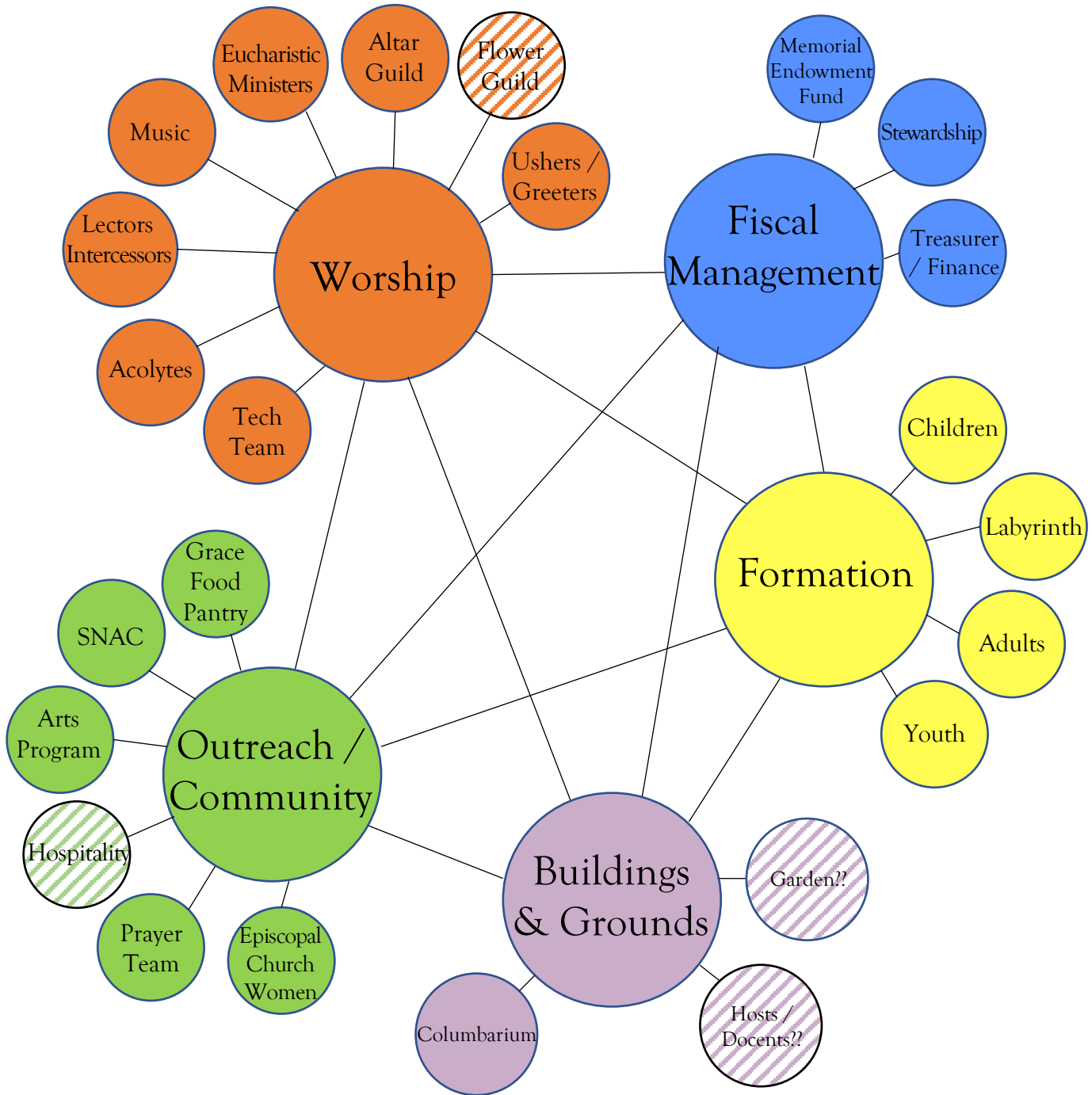


2022 ANNUAL REPORT



THE REVEREND CAREN SHELDON, RECTOR
GRACE EPISCOPAL CHURCH, ASTORIA
THE RIGHT REVEREND DIANA AKIYAMA, BISHOP,
DIOCESE OF WESTERN OREGON

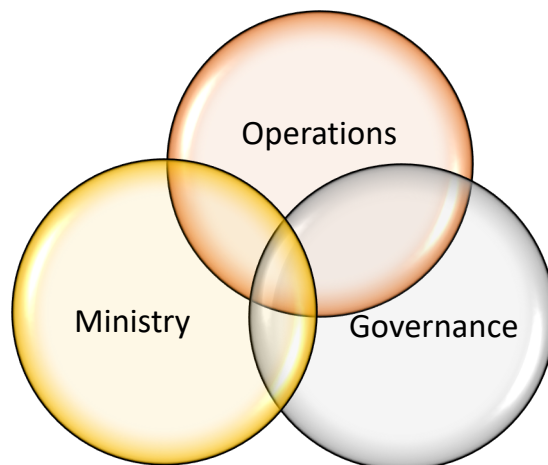
GRACE MINISTRY TEAMS

What you see on the cover of this report is a diagram of our ministry organization: a web of inter-connected teams structured to serve together with clarity of purpose and roles. Each of our ministries (small “bubbles”) serves in concert with related ministries, and each team of related ministries has a chair (bigger “bubble”) – a person who is called to support and connect that whole team of related ministries.

Together, our five chairs make up the Ministry Council. They will meet monthly to coordinate our planning, making the most of our gifts for ministries, and ensuring that no team is over-burdened or side-lined. For example, we might plan a Lenten learning opportunity, with the Formation team presenting the content, Outreach offering hospitality, Fiscal Management handling book sales or ticketing, Buildings & Grounds setting up the space and furnishings, and Worship guiding our opening and closing devotions. Not every event will need to involve all five teams, but with Ministry Council coordination, unintended consequences and conflicting events should be very rare.

That’s not our whole organization, it’s only the structure of our ministries or *program*. Two other inter-connected teams support our ministries: *operations* provides professional administration, human relations, and communications support, and *governance* provides oversight via the vestry, wardens, and treasurer who are responsible for spending and policies.

It will be great for all of us to be in the loop about what’s happening at Grace, and even better, it’ll be clear to new parishioners how they can get involved and connect with the ministries God is calling them to explore.



WORSHIP MINISTRIES, Annie Dolber, Chair

The new ministry teams organization at Grace includes a Worship Ministry as one of five groups of ministries. Annie Dolber accepted the call to serve as chair of this team, coordinating this aspect of our parish life. As such, she supports the team leaders in the following parts of worship at Grace:

Acolytes, the Rev. Carren Sheldon, leader



At the end of 2022, Grace had 5 acolytes: Piper, Poppy, Blaine, Annie, and the newest addition to the corps, Kiera. It was a fruitful year which began with the leadership of veteran acolyte Jack Earl, who faithfully trained and shepherded acolytes throughout the spring, until the US Coast Guard needed him in New Orleans. While we were all sad to see Jack leave the team, it has been a joy to see Piper Nasstrom's gifts for leadership emerging as she patiently supports younger acolytes in developing their skills. In the coming year, we hope to learn other challenging roles for acolytes, including thurifer and boat bearer.

Altar Guild, Annie Dolber, leader



The altar guild makes sure the church is ready for the Eucharistic feast each week as well as cleaning up afterward; it prepares and clears other services as well (Morning and Evening Prayer, baptisms, weddings, funerals, etc.). Care for the sanctuary and its vessels allows our services to run smoothly and with beauty and, yes, grace. This year two members decided to work as a team twice a month; other members continued solo duties once a month: the work can be a meditative practice or a communal one. One hope for 2023 is increased membership, as many hands make light work and good fellowship. Current participants in this ministry are Nancy Chamberlain, Annie Dolber, Julia Stavenhagen, Joyce Tegfeldt, and Karin Temple.

Eucharistic Ministers, Ashley Lertora, leader

The role of Eucharistic Ministers is to assist the Rector with communion, bearing the chalice and serving the wine. We are grateful to the following members who have served in the past year: Roy Chamberlain, Linda Moreland, and Dan Travers.

We welcome new chalice bearers who feel called to this ministry; please contact Carren to learn more about it. Training and background check are required.

Lectors & Intercessors, Annie Dolber, Leader

Articulate reading of the lessons as well as leading the psalm and Prayers of the People during Sunday worship enhances the congregation’s experience and participation in these sections of the service. It is prayerful work. With the introduction of guidelines to follow, this practice has run more smoothly this year and should continue to deepen our study and prayers. The lector/intercessor team consists of Roy Chamberlain, Annie Dolber, Linda Marquet, Linda Moreland, Jo Pomeroy, Thor Sorenson, Julia Stavenhagen, Joyce Tegfeldt, Karin Temple, and Dan Travers; Brenda Penner and Aletha Westerberg are available as subs.

Music, Vincent Jones-Centeno, Director

Hymns are selected by a faithful team meeting regularly, from *Hymnal 1982*, *Lift Every Voice and Sing* (LEVAS), *Wonder, Love and Praise* (WLP), and music from the Taizé Community. Gathering a choir has been difficult ever since Covid, but there are usually at least three singers who come every Sunday to help the congregation in singing the hymns.

The piano and the organ continue to be used as instrumental accompaniment for hymns. Vincent Jones-Centeno is the pianist/organist for the Sunday services, with Ray Utterback stepping in when Vincent is away. Jennifer Goodenberger continues to provide piano music for the Wednesday evening prayer. Vincent hopes to incorporate a cantor in Sunday services.

Tech Team, Dan Travers, Leader

Relying on the talents of a small team of dedicated volunteers consisting of Julia S., Frank L., CC and Dan T., the Tech Team ministry continued into its third year of service. A livestream of the Sunday 10am service, Wednesday Evening Prayer service, and other services (funerals, weddings, etc.) were provided.

The camera system has continued to work well with no technical issues. The sound system has also continued to work well with no technical issues since it was upgraded in August 2021. We haven’t moved the camera and audio system equipment to the modified wardrobe cabinet in the Vestry yet, but are hopeful this will happen in 2023. This will provide a little more security for this equipment, since the cabinet will be lockable. It will also make the computer easier to use, since it will be at a more suitable height for the operators.

It has not always been easy to keep things running, but our team is very happy to be able to serve those who attend services in the nave and those who attend services in their home via livestream. Amazingly, despite being a small team, we have always been able to deliver. A big part of this is due to Julia S.’s impressive efforts to take on the lion’s share of the

services. While we came close to missing a service request this year until someone was able to serve at the last minute, it will eventually happen. We would gladly train anyone who desires to serve with us in this ministry. Please pray and consider joining our team if you feel called.

We welcome feedback via Facebook or in person if there is something we could be doing better or if you just want to thank the team. We look forward to continuing to provide this gift to the people of Grace Church and beyond!

Ushers & Greeters, Wendela Howie, Leader

We are known at Grace Church to be friendly and welcoming. That wouldn't be possible without the dedicated group of ushers, many who have served for years, who come early to make sure Grace Church is ready to welcome members and visitors each Sunday. As ushers, they also bring the Elements for Eucharist forward and take the offerings, give directions for communicants receiving the Sacrament, and provide a congregational count to the priest for the record of services.

Highlights for 2022 included two liturgical trainings and the creation of a very helpful booklet by Rev. Carren outlining the importance and practice of ushering and greeting at Grace Church.

Please show your appreciation to Thor Sorenson, Bob Westerberg, Brenda Penner, Linda Marquet, Linda Moreland, Vee Lind, Bob Shingler, Karson Nasstrom, Charlie Clayton, and Ashley and Frank Lertora. Please contact Wendela Howie if you would be willing to be an usher/greeter. There will be an annual training for the group, but one-on-one coaching is available by Wendela Howie for any new ushers/greeters.

FISCAL MANAGEMENT MINISTRIES, Frank Lertora, Chair

To start off, I want to thank Chris Hoffman for her time and passion serving as Treasurer for the past six years. The Fiscal Management Ministry was formed to support all of the fiscal ministries of Grace. An all-inclusive budget for 2023, that reflects all expenses of Grace has been prepared, and it was approved by the Vestry.

Linda Moreland volunteered to serve as Treasurer after Chris stepped down at the end of fiscal year 2022, and she is now holding those duties.

Finance Committee

Committee membership dwindled over the years, and when an at-large member resigned last summer, the remaining members were all officers who participated in standing weekly meetings. For that reason, this committee suspended regular meetings pending a review within the new Fiscal Management Team.

Memorial Endowment Fund

Memorial Endowment Fund (MEF) Board of Directors

Secretary: Frank Lertora, Treasurer: Nancy Hakala, Chair: Carren Sheldon,
Members: Senior Warden, Ashley Lertora and Junior Warden, Dan Travers.

MEF-managed accounts are invested in socially responsible options in alignment with recommendations of The Episcopal Church. The majority of MEF funds are invested in long-term growth funds that are meant to capture the gains in the market. A portion of the funds are kept in conservative short-term funds to provide a steady source of distributions to support the annual mission of Grace.

The beginning balance in all funds was \$1,049,908.08 and the ending balance was \$776,093.81. \$35,023.40 was distributed to Grace for church operating expenses. Since 2019, when Raymond James became our fund manager, the MEF balance has grown by approximately \$119,000 with an additional \$111,000 in distributions to Grace.

After serving for many years, Nancy Hakala is stepping off the MEF Board. The Board thanks Nancy for her years of service.

Stewardship Program, the Rev. Carren Sheldon, leader

We have received 31 pledges, totaling \$100,110. (It's never too late; forms are available at our website and in the narthex.) More than half of this year's pledges increased; the average increase was 40%. We are also grateful for the 10 pledges which were unchanged, and the two which decreased. We will miss the two lost to death and relocation.

Grace Episcopal Church-CASH BASIS - Astoria OR
Treasurer's Report as of December 2022

Monday, January 23, 2023

Page 1 of 4

Account #	Account Name	YTD Balance	Budget YTD
Income			
4.1.100	Pledges - Operating Fund	98,978.35*	90,000.00
4.1.110	Pledges from Prior Year	170.00	
4.1.112	Pre-paid pledges from Restricted Account	12,400.00*	10,000.00
4.1.115	Plate Collections	7,241.25*	2,000.00
4.1.130	Taize	30.00	100.00
4.1.140	Seminary Support Special Offering	22.00	100.00
	Total Contributions	\$118,841.60*	\$102,200.00
4.1.120	Operating Income from MEC	46,688.40*	46,688.00
4.1.125	Bank Interest	2.30	
4.1.150	Sale of Mugs/Books/Calendars	54.00	
4.1.160	Art Sales	(192.00)	300.00
4.1.170	Other Operating Income	222.88	
4.1.171	Earned Corporate Deposits (thriv/fm/amaz,etc)	1,142.00*	900.00
4.1.185	Donations for Space Use - Maintenance	290.00*	250.00
	Total Other Income for Operations	\$48,207.58*	\$48,138.00
4.2.700	Rector's Disc Fund IncomeDNU	1,784.52	
4.2.710	Special Activities & Gifts Income	513.35	
4.2.730	Easter Offering Income	100.00	
4.2.740	Good Friday Offering Income	40.00	
4.2.745	Pentecost Offering Income	108.00	
4.2.750	Thanksgiving Day Offering Income	106.97	
4.2.755	ERD Offerings Income	931.00	
4.2.770	UTO Income	67.63	
	Total Pass-thru Income	\$3,651.47	
4.2.500	Major Maintenance Income	599.75	
4.2.510	Keeping Grace Income	2,717.70	
4.2.540	Sound/tech System Income	67.00	
4.2.580	Unrestricted Gifts & Memorials Income	640.00	
4.2.585	Deacon Pat Scholarship	147.00	
4.2.600	Jubilee Ministries Income	1,566.74	
4.2.610	SNAC Program Income	4,550.00	
4.2.680	ECW Fund Income	1,825.08	
4.2.714	Fr. Lance Memorial Income	125.00	
4.2.800	Altar Flowers/Candles Income	3,083.00	
4.2.801	RDF Direct Income	2,855.93	
4.2.825	Organ Fund Income	140.00	

2022 YEAR-END INCOME & EXPENSE

Grace Episcopal Church-CASH BASIS - Astoria OR
Treasurer's Report as of December 2022

Monday, January 23, 2023

Page 2 of 4

Account #	Account Name	YTD Balance	Budget YTD
4.2.850	Altar Guild Fund Income	50.00	
4.2.880	Labyrinth Fund Income	5.00	
	Total Restricted Income	\$18,372.20	
4.3.200	P/S equity income	718.68	
	Total Preschool Income July-Dec	\$718.68	
	Total Income	\$189,791.53	\$150,338.00
Expenses			
5.1.700	Diocesan Program Assessment	25,416.00	25,416.00
	Total Outreach Expenses	\$25,416.00	\$25,416.00
5.1.100	Clergy Stipend	42,099.96	42,100.00
5.1.120	Clergy Travel & Hospitality	0.00	500.00
5.1.130	Clergy Health/Dental/Life Insurance	23,090.43*	21,000.00
5.1.140	Clergy Continuing Ed	486.14	550.00
5.1.150	Clergy Pension	13,140.00	13,230.00
5.1.170	Sabbatical Fund	0.00	500.00
5.1.180	Supply Clergy	0.00	1,045.00
5.1.706	Clergy Convention Expense	0.00	300.00
	Total Clergy Expenses	\$78,816.53	\$79,225.00
5.1.220	Organist	9,440.61*	9,000.00
5.1.230	Contract Musicians Expense	2,410.00	2,500.00
5.1.240	Sexton	3,225.24	3,500.00
5.1.255	Office Secretary	10,829.00	13,260.00
5.1.260	MED/OASDI/ORWC Church	2,386.33	2,500.00
	Total Personnel Expenses	\$28,291.18	\$30,760.00
5.1.310	Insurance - Facility/Liability	5,126.00	5,500.00
5.1.340	Repair/Maintenance - Rectory	834.97*	500.00
5.1.350	Repair/Maintenance - Church	3,784.53*	2,000.00
5.1.355	Lawn/Landscape Maintenance	1,254.99	1,500.00
5.1.357	Art Wall Maintenance/Paint	0.00	100.00
5.1.360	Elevator License Fee/Maintenance	5,830.60*	4,300.00
5.1.370	Security & Fire Alarm Service	1,183.89*	1,000.00
5.1.380	Custodial Supplies	284.54	400.00
	Total Facility Expenses	\$18,299.52*	\$15,300.00
5.1.320	Water/Sewer - Church	848.48	1,000.00
5.1.322	Gas/Heat - Church	2,869.23*	2,200.00
5.1.324	Electric - Church	2,791.41*	2,500.00
5.1.326	Trash - Church	902.94*	900.00

2022 YEAR-END INCOME & EXPENSE

Grace Episcopal Church-CASH BASIS - Astoria OR
Treasurer's Report as of December 2022

Monday, January 23, 2023

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Account #	Account Name	YTD Balance	Budget YTD
5.1.328	Telephone/Internet - Church	6,077.14*	3,500.00
5.1.330	Water/Sewer - Rectory	841.97	1,500.00
5.1.332	Gas/Heat - Rectory	1,726.16*	1,500.00
5.1.334	Electric - Rectory	685.03	1,250.00
5.1.336	Trash - Rectory	902.94*	900.00
5.1.338	Telephone/Internet - Rectory	1,405.62*	1,000.00
	Total Utilities	\$19,050.92*	\$16,250.00
5.1.410	Office Expense	2,864.78*	2,459.00
5.1.411	Outsourced printing costs	1,395.30	1,400.00
5.1.412	Office supplies for printers	214.00	
5.1.420	Corporate Filing Fee	0.00	100.00
5.1.430	Worship- wafers/oil/wine	773.39*	450.00
5.1.440	Publicity/Advertising	787.00	1,500.00
5.1.450	Pre-Printed Materials for church	191.06	400.00
5.1.460	Postage	241.47	400.00
5.1.480	Technology Upgrades/Maint/Back-ups	1,024.58*	1,000.00
	Total General Expenses	\$7,491.58	\$7,709.00
5.1.520	Organ/Piano Maintenance	975.00*	800.00
5.1.525	Music License	279.77	300.00
5.1.535	Fellowship	85.47	
5.1.610	Audit Expenses	50.00	50.00
5.1.630	Bank Charges & PayPal 3% Fees	138.27*	50.00
5.1.640	Other Operating Expense	160.11	200.00
5.1.645	Stewardship Expense	0.00	250.00
	Total Program & Other Expenses	\$1,688.62*	\$1,650.00
5.2.700	DNU	2,355.53	
5.2.710	Special Activities & Gifts Expense	400.00	
5.2.740	Good Friday Offering Expense	40.00	
5.2.745	Pentecost Offering Expense	108.00	
5.2.750	Thanksgiving Day Offering Expense	106.97	
5.2.755	ERD Expense	1,567.00	
5.2.770	United Thank Offering Expense	67.63	
	Total Pass-Thru Expenses	\$4,645.13	
5.2.510	Keeping Grace Fund Expense	364.25	
5.2.520	Sanctuary Lights Expense	256.00	
5.2.580	Unrestricted Gifts & Memorial Expense	1,286.25	
5.2.600	Jubilee Ministries Expense	3,268.34	

2022 YEAR-END INCOME & EXPENSE

Grace Episcopal Church-CASH BASIS - Astoria OR
Treasurer's Report as of December 2022

Monday, January 23, 2023

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Account #	Account Name	YTD Balance	Budget YTD
5.2.610	SNAC Program Expense	2,801.64	
5.2.650	Youth Activities Fund Expense	85.45	
5.2.680	ECW Fund Expense	1,109.47	
5.2.800	Altar Flowers/Candles Expense	3,042.64	
5.2.801	RDF Direct Expense	2,361.90	
5.2.810	Prepaid Pledges Expense	12,400.00	
5.2.820	St. Cecilia Guild Expense	19.62	
5.2.880	Labyrinth Fund Expense	150.00	
	Total Restricted Expenses	\$27,145.56	
5.3.300	P/S equity expense	718.68	
	Total Preschool Other Exp July-Dec	\$718.68	
	Total Expenses	\$211,563.72	\$176,310.00
	Difference	(\$21,772.19)	(\$25,972.00)

* = Income/Expense exceeds amount budgeted to date

2022 YEAR-END INCOME & EXPENSE

Grace Episcopal Church-CASH BASIS - Astoria OR
Balance Sheet as of December 31, 2022

Monday, January 23, 2023

Page 1 of 1

Account #	Account Name	YTD Balance
Assets		
1.1.000	Bank/Pacific Operating Fund	58,063.14
1.1.120	Columbia Bank Debit Card	370.32
	Total Operating Fund Asset Accounts	\$58,433.46
1.2.000	Bank/Pacific Restricted Funds	21,276.28
1.2.140	Raymond James - Restricted	102,982.45
	Total Restricted Funds Asset Accounts	\$124,258.73
1.3.000	Bank/Pacific PRESCHOOL	4,962.21
	Total Preschool Assets	\$4,962.21
1.2.300	Bank/Pacific Rector's Discretionary Fund	482.77
	Rector's Discretionary Fund Direct Assets	\$482.77
	Total Assets	\$188,137.17
Liabilities		
2.1.100	Accrued Expenses Payable	4,184.30
	Total Liabilities	\$4,184.30
Fund Balances		
3.3.300	Preschool Equity Fund Balance	4,526.46
	Total Preschool Fund	\$4,526.46
3.2.400	Rector's Discretionary Fund Direct Balance	507.77
	Total Discretionary Funds	\$507.77
3.2.500	Major Maintenance Fund Balance	9,851.31
3.2.510	Keeping Grace Fund Balance	29,693.86
3.2.511	Keeping Grace Roofing Fund Balance	19,458.00
3.2.512	Keeping Grace Heating System Replacement Fund	15,926.00
3.2.520	Sanctuary Lights Fund Balance	400.19
3.2.540	Sound/tech System Fund Balance	140.40
3.2.550	Sunday School Remodel Fund Balance	45.01
3.2.570	Sabbatical Reserve Fund Balance	3,600.00
3.2.580	Unrestricted Gifts & Memorials Balance	7,130.75
3.2.582	Art education fund/grant Balance	767.85
3.2.585	Deacon Pat Scholarship Fund Balance	3,215.67
3.2.600	Jubilee Ministries Fund Balance	9,806.50
3.2.610	SNAC Program	2,118.36
3.2.620	Sunday School Offerings Fund Balance	631.77
3.2.625	Christian Education Fund Balance	189.54
3.2.640	Youth Ministry Fund Balance	383.11
3.2.650	Youth Activities Fund Balance	641.52
3.2.680	ECW Fund Balance	5,092.08
3.2.685	Jean Barney Memorial Art Show Balance	2,177.10
3.2.714	Fr. Lance Memorial Balance	6,914.00
3.2.800	Altar Flowers/Candles Fund Balance	1,379.09
3.2.820	Music Fund - St. Cecilia Guild Balance	2,111.14
3.2.825	Music Fund - Organ Balance	5,427.33
3.2.850	Altar Guild Fund Balance	319.82
3.2.880	Labyrinth Fund Balance	672.85
	Total Restricted Funds	\$128,093.25
3.1.100	Operating Fund Balance	50,825.39
	Total Operating Fund	\$50,825.39
	Total Fund Balances	\$183,952.87
	Total Liabilities and Fund Balances	\$188,137.17

2022 YEAR-END FUND BALANCES

**Grace Episcopal Church
Calendar Year 2023
OPERATING BUDGET SUMMARY**

Updated 12/23/2022

AS OF 11/30/2022

<i>(to Budget Summary - Combined page)</i>		
Budget for current year 2022	Actuals for Current Year * 2022	Proposed Budget for 2023

SUPPORT AND REVENUE:

Fundraising Revenue-Resource Development	\$ -	\$ -	\$ 13,200
Net revenue from fundraising activities	-	-	13,200

Pledges & Donations:			
Pledges Operating Fund	\$ 90,000	\$ 87,738	\$ 102,000
Pledges Prior Year	-	170	-
Pre-paid Pledges fr Restricted Acct	10,000	12,400	-
Plate Collections	2,000	5,265	3,800
Total Worship Revenue	100	30	8,946
Total Outreach Revenue	400	5,847	18,025
Total Operations Revenue	-	-	6,731
Total Formation Revenue	-	-	1,215
Subtotal Pledges & Donations	\$ 102,500	\$ 111,450	\$ 140,717

Other Income			
Operating Income from MEF	\$ 46,688	\$ 46,688	\$ 35,000
Earned Corp Deposits	900	1,142	700
Donations-Space Use/Fund Balance Transfer	250	290	250
Other Operating Income	-	223	240
Retail sales - (merchandise sold)	-	54	260
Retail sales (cost of goods sold)			
Total Support and Revenue	\$ 150,338	\$ 159,847	\$ 190,367

MINISTRY EXPENSES:

Formation Ministry	-	-	1,465
Fiscal Ministry	350	208	360
Operations/Governance	152,510	141,255	146,905
Worship Ministry	1,950	1,483	7,015

BUDGET SUMMARY

Buildings & Grounds	21,450	21,028	18,700
Outreach Ministry	100	5,488	15,925
Total Ministry services expense	\$ 176,360	\$ 169,462	\$ 190,370
Fundraising expense:			
Total fundraising expense	-	-	-
Total Ministry Expenses	\$ 176,360	\$ 169,462	\$ 190,370
CURRENT YEAR NET SURPLUS (DEFICIT) <i>(change in unrestricted net assets)</i>	\$ (26,022)	\$ (9,615)	\$ (3)
Restricted grants & contributions to be carried over to next year	-	-	-
TOTAL CHANGE IN NET ASSETS	\$ (26,022)	\$ (9,615)	\$ (3)
% OF TOTAL EXPENSES SPENT ON PROG SERVICE <i>more)</i>	100%	100%	100%
% OF SUPPORT & REVENUE SPENT ON FUNDRAISING <i>(total fundraising exp divided by total support & revenue* should be less than 35%) * exclude program service revenue and investment income</i>	%	%	%

List of Potential Addbacks:

Clergy Stipend 10% Inflation Adjustment	\$ 4,210
Repair/Maintenance Church	1,000
Lawn Maintenance	1,500
Total Potential Addbacks	<u>\$ 6,710</u>

BUDGET SUMMARY CONT.

Grace Episcopal Church
Calendar Year 2023
BUDGET FOR OPERATIONS/GOVERNANCE MINISTRY
BUDGET CHAIR: OPERATIONS/GOVERNANCE Chair

	Budget for current year 2022	Actuals for Current Year * 2022	Proposed Budget for 2023	GL #	Assumptions
Fundraising Event Revenue					
Transfer Unrestricted Gifts Account			6,731	3.2.580	Transfer unrestricted fund balance to offset costs
In-Kind Donations - Labels, Env, etc.	-	-	-		
Total revenue	-	-	6,731		
Direct benefit to attendees					
In-Kind Donations					
Total direct benefit to attendees	-	-	-		
Cost of merchandise					
Shipping and handling					
Total cost of merchandise sold	-	-	-		
Gross surplus	-	-	6,731		
OPERATIONS/GOVERNANCE COSTS:					
Diocesan Program Assessment	26,416	23,228	26,101	5.1.700	Per Diocese letter Nov 8th
Clergy Stipend	42,100	35,952	42,100	5.1.100	Assume same salary as o/v. Add 10% inc to wish list
Clergy Travel & Hospitality	500	-	500	5.1.120	
Clergy Health/Dental/Life Insurance	21,000	21,296	21,000	5.1.130	See below
Clergy Continuing Ed	550	486	550	5.1.140	Clergy conferences
Clergy Technology & Software	-	-	-	5.1.145	Add to wish list
Clergy Pension	13,230	12,045	13,230	5.1.150	Assume same as o/v
Subtotal Clergy	77,386	72,782	77,386		
Substantial Fund	500	-	500	5.1.170	
Supply Clergy	1,045	-	1,045	5.1.180	
Clergy Convention Expense	300	-	300	5.1.206	
Organist	9,000	8,735	9,900	5.1.220	10% increase to offset inflation
Sexton	3,500	2,972	3,850	5.1.240	10% increase to offset inflation
Parish Administrator	13,260	10,472	-	5.1.255	Position vacant
Bookkeeper	-	-	5,200		Assume 20 hrs x 625/hr
Contract Musicians Expense	2,500	2,310	2,500	5.1.230	Moved from Worship
MED/ASD/CRWC Church	2,500	2,262	2,500	5.1.260	
Subtotal Personnel	32,805	26,751	25,724		
Insurance - Facility Liability	5,500	5,126	5,500	5.1.310	
Telephone/Internet Church	3,500	5,581	6,024	5.1.328	
Telephone/Internet Rectory	1,000	1,356	660	5.1.338	
Office Expense	2,459	2,664	2,700	5.1.410	see below
Outsourced Printing Costs	1,400	1,395	250	5.1.411	Clergy bus cards
Office Supplies for Printer	-	214	-	5.1.412	
Corporate Filing Fee	100	-	100	5.1.420	
Publicity/Advertising	1,500	662	500	5.1.440	
Postage	400	241	400	5.1.460	
Other Operating Expense	250	160	250	5.1.640	
Technology Upgrades/Main/Back-ups	1,000	1,625	1,245	5.1.480	see below
Subtotal Other Operations costs	17,105	18,424	17,629		
TOTAL OPERATIONS COSTS	152,510	141,255	146,905		
NET SURPLUS	\$ (152,510)	\$ (141,255)	\$ (140,174)		
% Realized	N/A	N/A	-2983%		
<small>(net surplus divided by total revenue) * ** Each fundraising event and activity shall realize a surplus of at least 50 percent (50%) of total receipts.</small>					
RETAIL SALES:					
Revenue/Sales of merchandise					
Less cost of merchandise sold					
Gross surplus	-	-	-		
Less other costs					
NET SURPLUS	-	-	-		
%	N/A	N/A	N/A		
<small>(net surplus divided by gross surplus) ** Retail sales shall realize a surplus of at least 50 percent (50%) of gross surplus (sales less cost of merchandise sold). Items whose selling price is restricted by the diocese shall realize a reasonable surplus.</small>					
(For internal use only)					
Assumptions:					
Health Insurance - \$2,007/mo x 12 = \$24,084 less clergy contribution \$355 x 12 = \$4,260 Net Cost = \$19,824					
Dental - same as o/v = \$1,356					
Life Ins - same as o/v = \$360					
Total = \$20,906					
Office Expense					
Printer	1,058				
Paper & toner	1,320				
Supplies	300				
Total	2,700				
Technology					
Church Windows subscriptions/support	645				
Carbonite back up service	300				
Quickbooks online	300				
Total	1,245				

BUDGET: OPERATIONS & GOVERNANCE

Grace Episcopal Church
 Calendar Year 2023
BUDGET FOR WORSHIP MINSITRY
 BUDGET CHAIR: WORSHIP CHAIR

Budget for current year 2022	Actuals for Current Year * 2022	Proposed Budget for 2023
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GL #

Assumptions

FUNDRAISING REVENUE:

Direct Donations-Weddings			
Direct Donations-Taize/Labyrinth	100	30	100
Transfer from Preschool Equity Fund Balance			4,526
Transfer Alter Flowers/Candles Fund Balance			4,000
Transfer from Fund Balance Accts			320
Total Worship Revenue	100	30	8,946

4.1.130	
3.3.300	Trans to offset worship/operations costs
3.2.800	Trans Fund Balance \$1,416 + \$2,584 In-kind donations
3.2.850	Trans Alter Guild Fund \$320 to offset costs

LESS COST OF DIRECT BENEFITS TO ATTENDEES:

Wedding Event Expenses			
Total direct benefit to attendees	-	-	-

LESS COST OF MERCHANDISE SOLD:

Cost of merchandise			
In-Kind Donations			
Total cost of merchandise sold	-	-	-
Gross surplus	100	30	8,946

OTHER WORSHIP AND FUNDRAISING COSTS:

Flowers			4,000
Worship Service Items	450	467	905
Pre-Printed Materials for Church	400	191	425
Organ/Piano Maintenance	800	545	1,275
Music License	300	280	410
Total other costs	1,950	1,483	7,015

3.2.800	
5.1.430	Wafers, Wine, Oil, Sanctuary Lights, Tapers, Palms
5.1.450	
5.1.520	Piano Tuning \$850, Organ \$425
5.1.525	One License \$280, RiteSong \$130

NET SURPLUS	\$ (1,850)	\$ (1,453)	\$ 1,931
% Realized	-1850%	-4843%	22%

(net surplus divided by total revenue) * Each fundraising event and activity shall realize a surplus of at least fifty percent (50%) of total receipts.

BUDGET: WORSHIP MINISTRIES

Grace Episcopal Church
 Calendar Year 2023
BUDGET FOR BUILDINGS & GROUND
BUDGET CHAIR:JR WARDEN

	Budget for current year 2022	Actuals for Current Year * 2022	Proposed Budget for 2023	GL#	Assumptions
BUILDING & GROUNDS REVENUE:					
Fundraising Events-Keeping Grace					
Donations for Space Use	\$ 250	\$ 290	\$ 250	4.1.185	
Transfer from Major Maintenance Fund Balance					
Total B&G Revenue	250	290	250		
B&G EXPENSES:					
Repair/Maintenance Rectory	500	675	750	5.1.340	
Repair/Maintenance Church	2,000	3,785	2,000	5.1.350	Per Jr Warden
Lawn/Landscape Maintenance	1,500	1,115	-	5.1.355	Add to wish list
Elevator License Fee/Maintenance	4,300	4,418	4,400	5.1.360	
Security & Fire Alarm Service	1,000	1,184	500	5.1.370	
Custodial Supplies	400	285	400	5.1.380	
Water/Sewer Church	1,000	848	1,000	5.1.320	
Gas/Heat Church	2,200	2,083	2,400	5.1.322	
Electric Church	2,500	2,345	2,500	5.1.324	
Trash Church	900	824	900	5.1.326	Per Judy
Water/Sewer Rectory	1,500	842	850	5.1.330	
Gas/Heat Rectory	1,500	1,232	1,500	5.1.332	
Electric Rectory	1,250	568	600	5.1.334	
Trash Rectory	900	824	900	5.1.336	Per Judy
Total B&G direct expenses	21,450	21,028	18,700		
BUILDINGS & GROUNDS NET EXPENSE	\$ (21,200)	\$ (20,738)	\$ (18,450)		

BUDGET: BUILDINGS & GROUNDS

Grace Episcopal Church
 Calendar Year 2023
BUDGET FOR OUTREACH MINISTRY
 BUDGET CHAIR: OUTREACH Chair

	Budget for current year 2022	Actuals for Current Year * 2022	Proposed Budget for 2023	GL#	Assumptions
HOSPITALITY REVENUE:					
Fundraising Events-ECW		\$ 1,825	\$ 1,200	4.2.680	From Restricted Fund Acct
Art Sales	\$ 300	\$ (252)	\$ 300	4.1.160	
Donations-Jean Barney					
Donations-ECW					
Donations-Seminary Support	\$ 100	\$ 22	\$ 25	4.1.140	
Donations-SNAC		\$ 2,685	\$ 11,000	4.2.610	\$632 Sun School Trans, \$2k Grant Req, \$8k other fundraising
Donations-Jubilee Ministry		\$ 567	\$ 500	4.2.600	Est fr Restricted Fund
Donations-Sunday School Offerings					
Transfer Jubilee Ministry Fund Balance			\$ 2,000		Transfer to cover Building Utilities for GFP operations
Grant Revenue-Jubilee Ministry		\$ 1,000	\$ 3,000	4.2.600	Inc in Grant Request to fully fund operating costs
Total Outreach Revenue	400	5,847	18,025		
OUTREACH PROGRAM EXPENSES:					
Art Wall Maintenance Paint	100	-	100	5.1.357	
Fellowship	-	85	800	5.1.535	\$600 Block party, \$200 Coffee hour
SNAC		1,937	10,800	5.2.610	Charlie's est of what he needs to grow this program!
ECW Expense		486	600	5.2.680	From Restricted Fund Acct
Community Dinner Expense			100		
Jubilee Ministry Expense		2,980	3,500	5.2.600	Includes \$600/yr from ECW
Seminary Support	-	-	25	5.1.706	
In-kind donations			-		
Total Outreach program direct expenses	100	5,488	15,925		
Total Outreach program expenses	100	5,488	15,925		
OUTREACH PROGRAM NET (EXPENSE) SURPLUS	\$ 300	\$ 359	\$ 2,100		

BUDGET: OUTREACH MINISTRIES

Grace Episcopal Church
 Calendar Year 2023
BUDGET FOR Formation Ministry
BUDGET CHAIR: Formation Ministry Chair

Budget for current year 2022	Actuals for Current Year * 2022	Proposed Budget for 2023
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FORMATION REVENUE:		
Fundraising Revenue		
Direct Donations	-	
Transfer Christian Education Fund Balance		190
Transfer Youth Ministry/Activites Fund Balance		1,025
Total Formation revenue	-	-
LESS COST OF DIRECT BENEFITS TO ATTENDEES:		
Food		
Entertainment		
In-Kind - Prizes / Baskets		
Total direct benefit to attendees	-	-
Cost of merchandise		
Shipping and handling		
In-Kind Donations-Food,Baked Sale,Jars,Misc.		
Total cost of merchandise sold	-	-
Gross surplus	-	-
Child Care	-	-
Childrens Christian Education	-	-
Youth Group Ministry	-	-
Adult Group Ministry	-	-
Total other costs	-	-
NET SURPLUS	\$ -	\$ -
% Realized	N/A	N/A

GL#	Assumptions
3.2.625	Transfer of fund balance to grow programs
3.2.640	Transfer of fund balance to grow programs
5.1.250	
5.1.530	New materials to grow program
5.1.540	New materials for youth group+Fund transfer to grow
	New materials for Inquirers class & bible study classes

(net surplus divided by total revenue) * Each fundraising event and activity shall realize a surplus of at least fifty percent (50%) of total receipts.

BUDGET: FORMATION MINISTRIES

Grace Episcopal Church
 Calendar Year 2023
BUDGET FOR: FISCAL MANAGEMENT
BUDGET CHAIR: FISCAL MANAGEMENT CHAIR

Proposed Budget	for	Budget for current year 2022	Actuals for Current Year * 2022	Proposed Budget for 2023	GL#	Assumptions
PLEDGES & DONATIONS:						
Pledges-Operating Fund		\$ 90,000	\$ 87,738	102,000	4.1.100	Actual Pledges to date-increase from p/y
Pledges-Prior Year		-	170	-	4.1.110	
Pre-paid Pledges fr Restricted Acct		10,000	12,400	0	4.1.112	Pre-paid pledge was for 5yrs, expired in 2022
Plate Collections		2,000	5,265	3,800	4.1.115	
Fundraising-Resource Development Committee				13,200		New Fundraising Source in 2023
Total Contributions		102,000	105,573	119,000		
OTHER INCOME:						
Operating Income from MEF		46,688	46,688	35,000	4.1.120	Per MEF Board
Sale of Books/Calendars		-	54	260	4.1.150	Includes \$200 Reimbursement Bible Study Books
Other Operating Income		-	223	240	4.1.170	
Earned Corporate Deposits		900	1,142	700	4.1.171	
Total Other Income for Operations		47,588	48,107	36,200		
TOTAL INCOME		\$ 149,588	\$ 153,680	\$ 155,200		
OTHER FISCAL MANAGEMENT COSTS:						
Audit Expense		50	85	50	5.1.610	
Bank Charges/Pay Pal Fees		50	123	50	5.1.630	
Stewardship Expense		250		260	5.1.645	Includes \$200 Cost for Bible Study Books
In-Kind Expense						
Total other costs		350	208	360		
NET SURPLUS		\$ 149,238	\$ 153,472	\$ 154,840		
% Realized						
<i>(net surplus divided by total revenue) *</i>						

* Each fundraising event and activity shall realize a surplus of at least fifty

BUDGET: FISCAL MANAGEMENT

OUTREACH MINISTRIES, Judy Atkinson, Chair-to-be

Judy Atkinson has accepted the call to serve as chair of this Ministry team. She will be commissioned at the Annual Meeting, when she concludes her term on the Vestry.

Art Program, Jo Pomeroy, Leader

The Art Program provided exhibits during 2022. Twelve artists participated and included Mike Herrick, Jennifer Goodenberger, Jacquie Hern, Judy Fredriksen, Jeannette Davis, Sandi Kelley, Cyd Perhats, Vicki Baker, Phyllis Taylor, Daniel Rudolf, Mary K Adams, and J. Pomeroy. Exhibits included artwork in various media and various subjects. Viewers commented on the beauty and the variety of the exhibits. Sales were sparse during 2022. Two paintings were sold for a total revenue of \$135, of which \$40.50 went to Grace Church and \$94.50 went to the artists.

Grace Food Pantry / Jubilee Ministries, Brenda Penner, Coordinator

Grace Food Pantry and SNAC comprise Jubilee Ministries at this time. Community Dinners ceased in 2020 because of the Covid pandemic and have not resumed.

Grace Food Pantry is open to the public every Tuesday and Thursday from 9-11:30am supplying a 3-day emergency food supply. The Pantry had 431 encounters with families, helping to feed 1,219 individuals in 2022. This is a 37.7% increase in families from 2021, 52.4% increase in individuals. We saw a dramatic increase in activity in 4th quarter of 2022, doubling the number of families seen in 1st quarter. This increase is due to a variety of factors. Families no longer had Federal subsidies from the Covid pandemic, the price of groceries has risen dramatically, and we provided 37 turkey dinners to families at Thanksgiving and Christmas.

The food bank spent \$3,563.15 on food at the Regional Food Bank and retail stores, obtained 2,018 pounds of outdated bakery goods from Safeway, 485 pounds of assorted donations from individuals. As a partner agency with the Regional Food Bank we also received a large amount of our food supply from USDA, which is at no cost. ECW grants the pantry \$50/month to purchase toilet paper, bar soap, and laundry detergent. We also received a \$1,000 grant from Clatsop County Board of Commissioners Funding to Outside Agencies. Additionally, we received about \$550 in donations.

We had a very successful review by the Regional Food Bank. Our certified kitchen was successfully reviewed by the Department of Health Inspector.

Thank you to our loyal volunteers: Linda Moreland, Brenda Penner, Linda Marquet, Michele Johnson, Annie Dolber, Julia Stavenhagen, Ashley Lertora, Roy Chamberlain, Charlie Clayton, Ron Lindberg, Curt Ahola. Special thanks to Linda Moreland who stepped down as Coordinator December, 2022, and Linda Marquet, who stepped down after 13 years' service. Volunteers worked 861 hours, 0.37 of a full time equivalent.

Supplemental Nutrition for Astoria Children (SNAC), Charles Clayton, Leader

Exciting things are happening in the SNAC program. Our mission is to provide supplemental nutrition to at-risk students for weekend and other non-school days. We began delivering 30 food bags to Lewis & Clark Elementary students in February and are now serving all four Astoria schools. At the end of 2022, we are serving 64 at-risk students each week in grades kindergarten through 12th grade, including eight students who are currently unhoused. SNAC has delivered 871 student food bags this year and anticipates delivering another 1500 bags by the end of the current school year, in June 2023.



Food bags are assembled by seven loyal volunteers at the Clatsop Community Action (CCA) Regional Food Bank on Thursday mornings, and delivered to the schools that afternoon. We have no doubt about the desire and capability of the loyal SNAC team and our generous supporters to feed additional students.

SNAC food items are purchased through the CCA Regional Food Bank as well as from local grocery outlets. We spend approximately four dollars per student per week and anticipate spending about \$6,000 to complete the current 2022-23 school year.

We are grateful for the support we have been receiving and are optimistic for the future of SNAC.

Episcopal Church Women (ECW), Judy Atkinson & Janet Weidman, co-leaders



It was so *very nice* for the women of Grace to meet in person this year! Throughout the year, we helped set up and clean up at potlucks and receptions. We planned and carried out a book/media sale in the summer. Many hands made light work, and everyone's help was much appreciated. Money from the sale supported literature in the community at large and Episcopal Relief & Development in the church. At our meetings, we spend time sharing about good books, the saints in our lives, and special prayers, along with discussions of ways to do good

works to help others. We began a coat and sock drive during Advent, which is ongoing. It is a pleasure and a privilege to be part of this wonderful group of women.

Prayer Team, Judy Atkinson, leader

There are 10 faithful pray-ers on the Grace Prayer Team, who do not physically meet at this time. When a request for prayer is made to Rev. Carren or Judy Atkinson, the team receives that request via email; the team has pledged to faithfully pray for them. These names are also included in the Prayers of the People which are read during the services. Currently there are about 50 names on this Prayer List, and we often hear gratitude for their loved one being held in prayer.

If you have a prayer request, or would like to become a member, please let Carren or Judy know. We will pray for them.



FORMATION MINISTRIES, *Calling of a chair is in process*

Bible Study



When Bible Study was requested in the spring of 2022, an Easter season study of the Book of Acts was organized, using the Rev. Dr. Matthew Skinner's 2020 book, *Acts: Catching Up With the Spirit*. A small group of women participated in this 6-week Saturday morning series of classes, using an action / reflection model of learning, augmented by Professor Skinner's video presentations.

Lectio Divina

This way of exploring Scripture was introduced by Bishop Akiyama in fall 2022 as a practice uniting the congregations in our diocese. Clergy were asked to use *lectio divina* in congregational worship and small groups to familiarize parishioners with the practice. We introduced *lectio divina* in worship in fall 2022, and continued to practice in vestry meetings. We will expand to a small group meeting during Lent 2023, and occasionally during Sunday worships.

Vacation Bible School (VBS)

In June 2022, Grace returned to the team of downtown churches offering Vacation Bible School for local children. 45 children rotated through multiple activity centers led by adults with youth support. No children, youth or adults participated from the Grace congregation, but we had a strong presence with the local Christian community through the Godly Play presentations which children often named as a highlight of the day. In 2023 I hope that Grace will be even more present in the community of children.



Youth Group

In collaboration with Peace First Lutheran Church, the Episcopal *Rite 13* curriculum is adapted to semi-monthly meetings and outings for our ecumenical setting and porous youth community. Attendance was unpredictable on the drop-in model, dropping to three participants when a commitment was requested. If we continue this program after this first year, less frequent gatherings, a more social program, and flexible approach to attendance may be more effective.

Labyrinth, Karin Temple, Leader

Multiple labyrinth walks were offered in 2022, including two with musical accompaniment and candlelight. We look forward to this ministry's growth in the year ahead.

JUNIOR WARDEN / BUILDINGS & GROUNDS, Dan Travers

It is not easy to maintain two historic buildings and associated grounds. It most certainly takes a village to do the necessary work. We could not have completed this necessary work without the talents of a small team of dedicated volunteers consisting of **Carren, Ernie A., Judy A., Frank L., and Ashley L.**, who regularly attended Buildings and Grounds Committee meetings, and many others who regularly assisted with buildings and grounds clean-ups and maintenance.

Our committee oversaw completion of the annual buildings and grounds maintenance needs consisting of furnace servicing, backflow prevention testing, elevator service and maintenance, a kitchen health inspection, fire extinguisher inspections, alarm system testing, annual clean-up days prior to Easter and the block party, backyard slope and top yard trimming, blackberry bush trimming, and gutter cleaning to name a few. We also oversaw completion of the installation of cleanouts on all our buildings' downspouts. This necessary project will keep roof debris, leaves, and other materials out of the below-church plumbing, hopefully avoiding the past costly back-ups we have experienced. Additionally, there were several faulty components to repair or replace, such as furnace components in the church and the rectory buildings, a light switch and some ballasts in the kitchen, and some re-keying of worn locks in several rectory doors, to highlight a few.

Our committee also focused heavily on completing short-term and long-term maintenance plans. Before it is possible to do any capital planning, we needed to know the current status of our assets to include where they are in their lifecycles, their maintenance costs, and their replacement costs. Completing these plans, which are living documents needing regular updating, allowed us to identify some immediate concerns with our flat roofs needing to be replaced and repaired and some rot on the southeast tower above the Vestry needing to be repaired. I expect to have a contract in place before the annual meeting to address these immediate concerns at an estimated cost of \$22,000 coming from the Keeping Grace Roofing Fund and the Major Maintenance Fund. It was also identified that our church and parish hall roofs will need to be replaced in the next 1-2 years at an estimated replacement cost of \$197,000, which will likely require a capital fundraising campaign. Given the steep pitch of these roofs, it is possible they could last longer; we will need to set aside funds to handle any repairs should we get any leaks.

Lastly, in order to help with budgeting in 2023, our committee offered to reduce our proposed buildings and grounds budget by \$2,500, which included suspending our lawn maintenance. In keeping with the mindset of it takes a village to maintain our buildings and grounds, we will need help to keep the lawns mowed, weeded, and edged in the coming year. Please consider serving in this needed ministry if you are willing and able.



Being Junior Warden is not an easy endeavor and not possible without the help of those named above and those many other unnamed volunteers who willingly gave of themselves to assist in this challenging endeavor. I sincerely thank everyone who walked with us in the journey this past year and hope you continue to serve with the next Junior Warden in the coming year and beyond.

SENIOR WARDEN, Ashley Lertora

When I reflect over the last year, the word TRANSITION comes to mind. Although Carren has been our rector for 1½ years, I felt that the Vestry spent the past year forming and laying the foundation for the future. We spent a lot of time on updating the by-laws, visioning, restructuring the ministries, changes in business practices, maintaining the buildings and grounds, and working on a trim budget for the year ahead.

Although our membership numbers are lower than in the past, everyone helps to make sure we get all the critical tasks done each week. The Food Pantry has a terrific team of volunteers that met the challenge of an increasing need in our community. SNAC volunteers are making sure that students have food when school is out. ECW restarted with monthly meetings and held a profitable book sale. The Altar Guild and Worship Team along with the musicians make sure each service is ready and runs smoothly. Coming out of Covid, we have seen the value in continuing to video and broadcast our services. We know that members who find it hard to come on Sunday mornings and friends from far away can stay connected through this ministry.

Our partnership with First Lutheran Church in presenting Sacred Ground to church and community members is another way we are carrying God’s message out into the community.



Our Fall Block Party was a success. Thank you to everyone who pitched in to help make it happen. A concert by Brownsmead Flats in our front yard was a new step in being more visible in our neighborhood. Carren’s personal invites to our neighbors made it a fun community event.

The Stewardship Drive was successful: we had many members increase their pledge amounts. The word I leave for the Vestry for next year is OPPORTUNITY. I see so much potential for the year ahead. We will need each of us to be involved to grow our membership and ministries.

It has been a very rewarding experience serving as your senior warden. Thank you for putting your trust in me.

RECTOR'S REPORT, The Rev. Carren Sheldon

Appreciation, accompaniment & support: what if we offered these three experiences as a blessing to our neighbors? This question captured my imagination at a mutual ministry review with the vestry in fall 2022, and now it's the lens through which I see every aspect of our parish culture. In a world of evaluation and shame, I dream of our parish as a sanctuary of *appreciation*, *accompaniment*, and *support*. Think about the people in your life who have appreciated you just as you are, accompanied where your journey led, and lent their support you when you felt faint.

That would be new way to approach our most mundane challenges, and we saw it working through our new, communitarian budget process. We may not have achieved our big goal of balancing the budget on the first try; but we made progress, and (more importantly) we faced our hard truths together, with all of our differing views and priorities. That was an inspiration, and there is so much we can do!

Every day in the Grace Food Pantry, I see people of all sorts and conditions finding a listening ear for their needs as they define them, which are provided for as best we are able. To me, this is our human reflection of the divine loving-kindness, presence and sustenance Christ offers to all of God's beloved children. This is God's beloved community in action.

Our challenges can be burdensome or exhilarating depending on our approach. Too much work, too few people, and not enough money, can be an abundance of opportunity to make a difference, plenty of room to grow, and infinite potential for creativity. If we approach our challenges with the *appreciation, accompaniment, and support* we brought to our block party and our budget process, then joy and compassion will enliven our community, within the parish and beyond it! By re-examining our expectations, we can give fresh expression to the traditions we treasure, and our faith will be as alive and imaginative as God created us to be.

In 2022 we set the groundwork for new ministries and practices emerging in 2023. Some old ministries are being renewed, while others are being reimagined. Everyone has a part to play. At our Annual Meeting on Sunday, 1/29, I will explain some of these new ideas, and I hope you'll listen for your opportunity to practice appreciation, accompaniment, and support. Maybe you'll find a new niche in the flower guild, the print shop, the hosts and docents, the liturgical experiments, holiday gatherings, or something else. Your old niche may be just the opening someone else has been waiting to find.

You're invited, exactly as you are. You're not just welcome here: you're appreciated, accompanied, and supported - and you have a role in blessing others with the same.

I appreciate this place on the earth for its unique spiritual power and beauty. I accompany you, the people of Grace Episcopal Church, known and unknown, in your journey to deeper relationship with God and one another, and I support you in every challenge of your life and soul. I cannot wait to find out what God will bring us in the year ahead!

VESTRY CANDIDATES



Gigi Chadwick works part-time at the local hospital and occasionally onstage at local theatres. She enjoys spending time with her husband, Mark and their family. Their 3 grandchildren are a never-ending source of delight. This will be her first vestry term.



Jo Pomeroy-Crockett is an artist, local small business owner, leader of the Art Wall Program, and a regular chorister. She has served on the vestry before.



MEMORIAL ENDOWMENT FUND BOARD CANDIDATES

Thor Sorenson, former Senior Warden, small business owner, usher and sometime snow shoveler: as a new MEF member.

Frank Lertora, retiree, usher, Fiscal Management Chair, and chainsaw artist, as continuing MEF member.

DELEGATES TO DIOCESAN CONVENTION

Please contact us if you would like to serve in this role! Our diocesan convention and preparatory convocation meetings are conducted primarily on-line.

Limited travel is necessary.

COMMISSIONING OF MINISTRY TEAM LEADERS & VESTRY MEMBERS

Dear friends, today we recognize the ministry leadership of Annie Dolber, Frank Lertora, and Judy Atkinson, and commission them as chairs of the Worship, Fiscal Management, and Outreach Ministry Teams. We also recognize Jo Pomeroy and Gigi Chadwick as Vestry Members.

The Presider lays hands on the shoulders of the person(s) being commissioned and invites the congregation to stretch their hands in prayer toward the person being commissioned.

Annie, Frank, and Judy, in the name of this congregation I commission you to the work of Ministry Council. Jo and Gigi, I commission you to the work of Vestry member, and pledge to all of you our prayers, encouragement, and support. May the Holy Spirit guide and strengthen you, that in this, and in all things, you may do God's will in service of the kingdom of Christ. **Amen.**

Let us pray.

Almighty God, look with favor upon *these persons* who *have* now reaffirmed their commitments to follow Christ and to serve in his name. Give them courage, patience, and vision; and strengthen us all in our Christian vocation of witness to the world, and of service to others; through Jesus Christ our Lord. **Amen.**

