
St. David Emmanuel Episcopal Church

Shoreline, Washington



December 2021

Gracious God, you created us, you know our needs before we ask, and you know our hearts. We seek your guidance as we search for a new Vicar for St. David Emmanuel. Lead us, inspire us, and challenge us to know ourselves as a congregation in our strengths and weaknesses. Give us discernment and wisdom as we pursue your will. We ask for patience and confidence in your timing. We trust your Spirit to direct us to the person you are preparing to share our fellowship and ministry, and we ask you to bless that person with peace and confidence in your Spirit.

*We ask these things in Your Name and for Your glory,
through Jesus Christ our Lord. Amen.*



LETTER OF INTRODUCTION

Dear Fellow Servant of Christ,

Welcome to St. David Emmanuel Episcopal Church in Shoreline, Washington. We are a congregation on a journey as we transition to new leadership.

St. David's is a small faithful worshipping community. After the retirement of our vicar of twenty years, our ears and hearts are open to learn from Jesus what he has for us in the next phase of our life together. Many of us are mature in years but know that God calls us to continually be renewed as his children. We treasure the friendships that we share, but also take joy in welcoming newcomers. Members have said that when they first visited, they felt they wanted to stay because of the atmosphere of acceptance and love they found here. Traditional liturgical worship and caring fellowship bind us together. We share a focus on reaching out to help meet the needs of our neighbors. We desire growth in our body to build our numbers and increase our ministry in service to the Shoreline area and the world.

We began the search process in Summer 2019; in March 2020, when our profile was nearly finished, we had to pause our process as the pandemic took hold. The Diocese gave us permission to restart the process in October 2021.

Self-examination in the profile process has offered an opportunity for growth. We have contemplated our church individually through the Holy Cow! Conversations survey tool. We have also met together on two occasions for facilitated small group discussions. All this has helped us to gain a realistic understanding of our strengths and weaknesses and elicit our dreams for the future of St. David Emmanuel. Our prayer is that this profile is an honest picture of our church life together and our hopes for the road ahead in faith and ministry.

We are praying for guidance about the person we trust God will bring to be our new Vicar. We hope to call a part-time clergy who shares our vision and whose gifts compliment ours. We wait in anticipation and invite you, if you hear the Spirit's leading, to join us in our journey.

Grace and peace,

The Profile Committee of St. David Emmanuel

St. David Emmanuel

Mission Profile

December 2021

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WORSHIPING TOGETHER

We have traditionally had two services on Sundays. Rite 1 at 8:00 a.m. was a quiet service, with a small but loyal group of attendees. Rite 2 at 10:00 a.m. included organ music and hymns, attended by 15 to 20 worshipers. At the start of the pandemic we began worshipping with one Sunday service via Zoom. Since re-opening, we have one service at 9:00 a.m. We have eucharist in one kind. A member of the congregation bakes the communion bread. In 2020, we added a Wednesday evening Bible study and Compline service via Zoom.

Anniversaries, birthdays, and special thanksgivings are celebrated each Sunday. Our services had been especially meaningful for our members and visitors because we passed the Peace among everyone present, with many handshakes and hugs. We look forward to returning to that custom when the pandemic is over. When someone in the congregation has a prayer need, we gather around that person and pray for them.

Music is from the Hymnal 1982 with occasional selections from the Praise Chorus Book. Organ music is an integral part of the worship services, including preludes and postludes, as well as accompanying our voices on hymns and other sung portions of the service. Hymns are selected by the Lyric Committee. Several members of our community offer their gifts of music for special services, with beautiful songs or instrumental music.

During the year, there are special services, such as Morning Prayer, and renewal of our baptismal vows. On the First Sunday of Advent and the First Sunday in Lent we read The Great Litany.

The Christmas Eve service begins with carol singing, followed by the Eucharist. During Lent we observe Ash Wednesday, Maundy Thursday, Good Friday, and Holy Saturday. We pray the Stations of the Cross before the evening service on Good Friday. On Easter Day we celebrate with special music, flowering the cross, and much joyful singing.

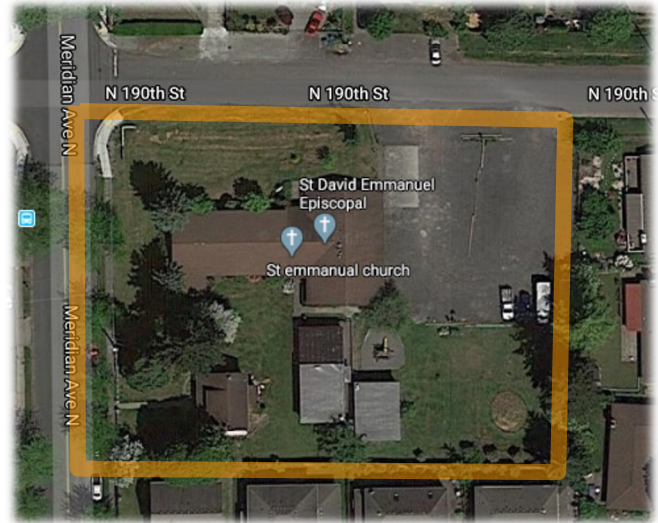


Almost every member of the congregation assists with the worship service. They serve as Altar Guild members, Chalice Bearers, Lay Readers, lectors and ushers. A talented member of the congregation provides and arranges the altar flowers each week.

BUILDINGS AND GROUNDS

St. David Emmanuel Episcopal Church is located on a 1.2 acre site at the corner of N 190th St and Meridian Ave N in Shoreline, Washington.

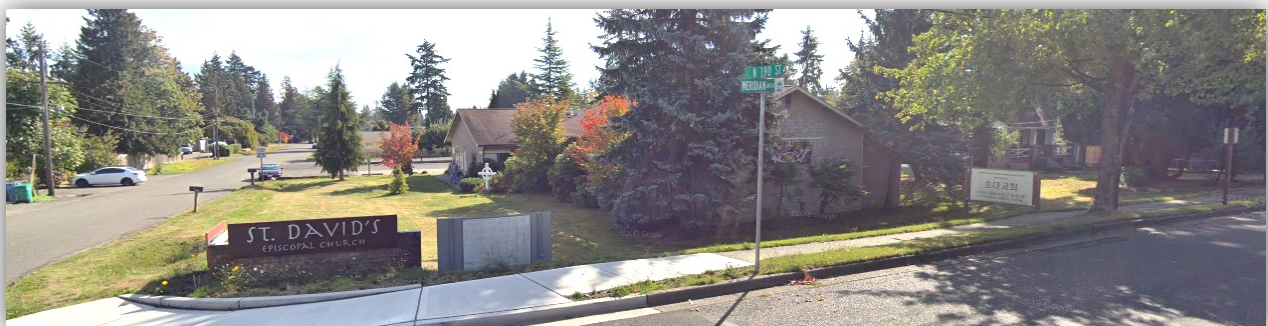
The main building consists of a sanctuary that can hold 154 people, a narthex, a parish hall, a nursery room, two restrooms, a kitchen, a vicar's office, and a general office shared by St. David Emmanuel and the Korean congregation. All of these spaces are at ground level and are wheelchair accessible. The sanctuary is used primarily by St. David and the Korean congregation. The kitchen, parish hall, restrooms and nursery are all shared not only by St. David, the Korean congregation, and the Guatemalan congregation, but also by several 12-Step groups and a group of quilters. The kitchen was significantly updated in 2018-19.



A house dating from the early 1900s stands to the south of the church. It has been used in the past for a variety of purposes and is currently occupied by the family of the pastor of the Guatemalan church. Also to the south of the main building are two classroom portables with an adjacent restroom (wheelchair accessible). The eastern portable is used by the Guatemalan congregation for worship services. The western portable is used only for storage. Between the portables and the main building is a small children's play area.

To the east of the main building is a gravel/asphalt parking lot with room for about 40 vehicles. One of our 12-Step groups helps to maintain and clean this area.

In the southeast corner of the lot is the Garden of Friendship, which has been planted with different garden crops over the years when enough water was available and affordable in the summer. Most recently it has been full of vigorous, cheerful sunflowers. In the lawn near the Garden of Friendship, members of the congregation have planted native conifer trees, which improve our green footprint. In the lawn between the main building and the north edge of the property, other trees have been planted as memorials to members of the congregation who have passed away. The garden beds around the church are tended by an expert landscape gardener who is a member of the congregation. Beside the sidewalk at the northwest edge of the property is a sign with our church's name, made by friends of the congregation.



PROGRAMS AND MINISTRIES

We support a number of ministries in our local community. In the spring, our congregation gathers to have a baby shower for newborns at UW Medical Center. This began 8 years ago when one of our members made us aware of the needs of parents whose babies are born at this hospital. We donate handmade hats, sweaters, and blankets, as well as newborn clothing. We also donate funds toward car seats for the families who have their babies at this hospital.



We were inspired by two of our members to begin collecting toiletries and other personal items for veterans being cared for at the Veterans Administration Hospital in Seattle. Our donated items are collected in June and are personally delivered by our members to the VA Hospital.

In late summer we donate funds and specific items to the Shoreline School District to provide students with the school supplies they will need for a good start in September.

Our fall project is stuffing ditty bags for the Mission to Seafarers. Several of our members sew sturdy and colorful fabric bags, and the congregation donates toiletries, notebooks, hats, a pocket Bible, and a number of other goodies for each bag. The bags are distributed to crews who work on ships docked in Seattle during the winter holiday season. This year we plan to sew extra unfilled ditty bags, for other churches to fill.



Before Christmas, we collect clothing, blankets, household items, and gift cards for Compass Housing Alliance, which provides housing, shelter and support for homeless and low-income people in Seattle and the Puget Sound region. We provide plates of Christmas cookies to the 12-Step groups for the holidays.

All year long, we collect food for the Hopelink food bank in Shoreline. We also support a World Vision child in Colombia and collect clothing and food for a church orphanage in Guatemala.

Annually, we distribute funds from our Outreach fund, primarily to local groups. We typically donate to: Episcopal Community Action, Mary's Place, Operation Sack Lunch, Hopelink, Compass Housing Alliance, Sophia Way, Camp Huston, Mission to Seafarers, Union Gospel Mission, and the Diocesan Afghan refugee resettlement project.

Women's Bible Study group meets each Monday to study and discuss the lectionary scriptures for the following Sunday. Our Prayer Chain communicates prayer needs within and outside the congregation. In the spring, we gather for a women's English afternoon tea, while the men are invited to get together for snacks on the patio.



OUR HISTORY

St. David of Wales began in February 1958 as a mission of Epiphany Episcopal Church in Seattle. The church was established as a welcoming community, with a growing membership and many children. Property was purchased at 190th and Meridian Ave N. The main Sunday services were held at North City School. Early Sunday services, weekday services, and social events were held in a house on the property. The vicar's office was also in that building. On April 1, 1961 St. David's was recognized as a mission of the Diocese of Olympia. Services that summer were held on the property in a large tent. Construction of the building began in 1962. The building was made of prefabricated plywood panels with a flat roof. An open breezeway connected it to a small building containing restrooms, kitchen, and a nursery. In 1969 the church sold some of its property to pay off the mortgage, then doubled the size of the small building, and enclosed the breezeway. In the late 1970's the building was remodeled adding a peaked roof, cedar siding, a sacristy, and a vicar's office. Two portables were purchased and moved onto the property. The parishioners did most of the work.

In July 1986 St. Luke Parish in Seattle selected a group to start a satellite congregation in Shoreline. They met at several locations in the area including the St. David's building. Differences in style of worship created some conflict at St. David. After some encouragement from the Diocese the two groups combined in May 1995 creating St. David Emmanuel. The conflict continued and many members of both groups left. Our most recent vicar, who was here for 20 years, encouraged fellowship, spiritual growth both personally and as a congregation, and outreach to others. These years have been mostly without conflict.

At present our buildings are used by nine 12-Step groups, the Iglesia De Dios Pentecostes Vida Eterna Church (the Guatemalan congregation), and the First Christian Korean Church & Seminary (the Korean congregation). The Korean congregation worships in the church following our 9:00 a.m. service. The Guatemalan congregation meets in one of the portables for worship and fellowship.



Art has been an important part of St. David's history. For many years, we held an annual Art Show, with judging and awards. Much of the art work at St. David's was created by members or friends of the congregation. The needlepoint kneeling cushions at the altar rail represent saints and liturgical symbols. The altar and crosses as well as the outdoor glass mural of the The Last Supper were created by members. Our stained glass windows represent angels of the Bible. The lectern was designed and constructed by the son of one of our members. The most recent artwork is The Stations of the Cross, which were designed and created by members of the congregation. Each station includes a description in English, with a translation into Korean provided by one of the Korean pastors.



In January 1969 Edwin Pratt, a member of the congregation, civil rights leader, and head of the Seattle Urban League was assassinated. In his memory the women of the church made a series of banners depicting the life of Jesus and His Mother, which still hang in the nave. In 2019, the 50th anniversary of his death was celebrated, and his family visited St. David Emmanuel as part of the remembrance. We support the Edwin Pratt Scholarship Fund at Shoreline Community College to continue to honor his legacy.



The white Celtic cross near the front entrance was designed and manufactured by a friend of the congregation, and was blessed by Bishop Rickel in October of 2018.



The clergy listed below have served St. David's / St. David Emmanuel:

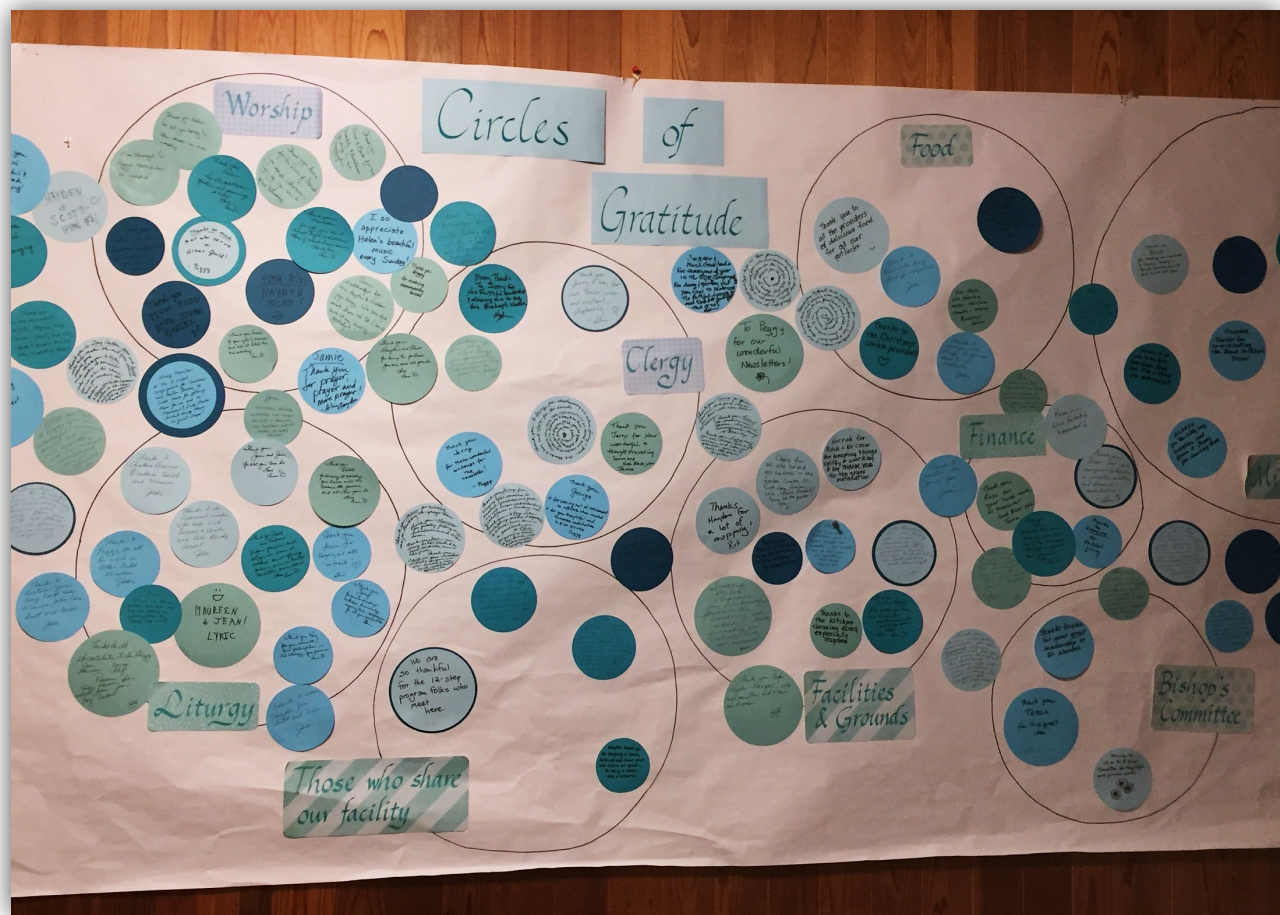
- | | |
|---------------|-------------------------|
| • 1958 - 1962 | John Huston |
| • 1963 - 1966 | Jacob Hubert Miller |
| • 1966 - 1967 | Kent Hubbard Pinneo |
| • 1967 - 1973 | Thomas E. Murphy |
| • 1973 - 1978 | John B. Lockerby |
| • 1978 - 1979 | J. Erwin McKinney |
| • 1979 - 1984 | Allan C. Parker |
| • 1984 - 1985 | Richard C. Younge |
| • 1985 - 1988 | Paul F. Fluck |
| • 1988 - 1993 | R. Lawrence Ford |
| • 1993 - 1995 | Norman Johns |
| • 1995 - 1998 | Morrill (Woody) Peabody |
| • 1998 | Richard Hawkins |
| • 1999 - 2019 | Gerald (Jerry) Hanna |
| • 2020 - 2021 | Tom Ortung |

OUR VISION

To be a joyful, accepting, growing community, united by reconciling love of God and love for one another, expressed in worship and spiritual growth, in order to live and proclaim the gospel of Jesus Christ.

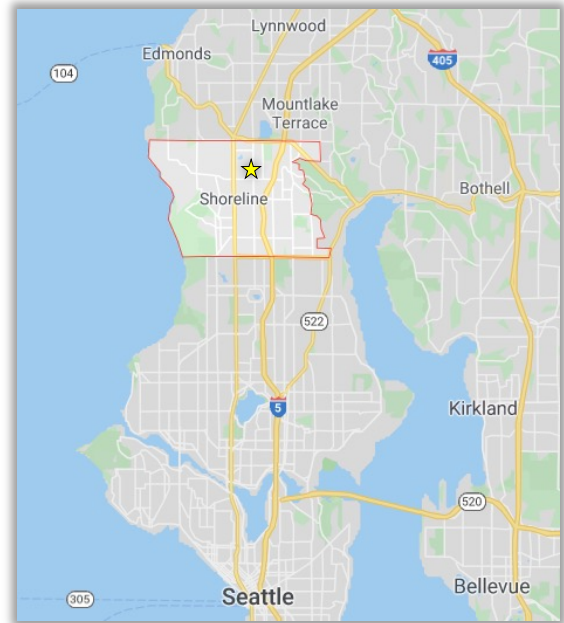
OUR MISSION

As a self sustaining mission congregation within the Episcopal Diocese of Olympia, we are dedicated to sincere hospitality, prayer, study, pastoral care and outreach. We worship and proclaim the Gospel of Jesus Christ in the Traditional Episcopal liturgies of the Book of Common Prayer and Hymnal. We welcome everyone to participate in our Worship and Mission.



COMMUNITY

St. David Emmanuel Episcopal Church is located at 18842 Meridian Ave N in the suburb of Shoreline, Washington. Meridian Ave is a minor arterial served by three metropolitan bus lines. The church is surrounded by single family houses, but a few blocks south of the church, along N 185th St, several 3- to 4-story apartment buildings are being constructed on sites that previously held single-family houses. 3 blocks east of the church is Shoreline Center, a former high school complex currently used as school district offices, with a sports stadium, park, community auditorium, and senior center. Six other churches of different denominations are within a half mile of St. David Emmanuel.



Shoreline was an area of unincorporated King County until 1995, when it became a city. The city covers a little less than 12 square miles bordering on Puget Sound. There are currently over 400 acres of park land in the city. Shoreline has a population of about 56,000 residents. Over 70 percent of the households are single-family residences, although recent alterations in zoning allow more construction of multi-family residences. There have been moderate increases in diversity within the City, with the largest ethnic growth being in people of Asian descent; the largest growth in any demographic has been the increase in numbers of people 85 years of age and older. The City of Shoreline reports that 30% of residents are persons of color, and 46% of schoolchildren are youth of color. One out of every four residents of Shoreline speaks a language other than English at home.

As of 2019, the most recent year for which reliable census information is available, the mean household income for a household in Shoreline was \$107,843, as compared to \$118,526 for the city of Seattle. Population growth in the Shoreline area has been about 1.5% per year, which is about the same as in the larger Seattle metropolitan area.

Housing costs in Shoreline are somewhat lower than in the City of Seattle. The median home cost in Shoreline in 2020 is \$570,000 as compared to \$714,400 in Seattle, but those are both much higher than the median cost of a home across the United States as a whole: \$231,200. Similarly, the average rent for a 2-bedroom home or apartment in Shoreline is \$2,020; in Seattle, \$2,108; and on average across the United States, \$1,148. The City of Shoreline adopted a Comprehensive Housing Strategy in 2008, recommending increasing affordability and choice in housing to suit a diverse population that may not be able to afford or may not want to own or live in a single-family home on a large lot.



The Shoreline School District, shared between the City of Shoreline and the City of Lake Forest Park to its east, operates ten elementary schools, two middle schools, one K-8 school, and two high schools. Seven private schools also operate in Shoreline. Shoreline Community College, which enrolls about 10,000 students each year, is in the western part of the City. In informal discussions with the superintendent of Shoreline Schools, members of our congregation learned in fall 2019 that while the population of Shoreline has been growing, the growth in numbers of school children has been smaller than any of the schools' recent prediction models suggested. Shoreline Schools regularly are recognized as excellent. They serve students from a variety of backgrounds. Although on average Shoreline residents appear prosperous, 27.1% of the students qualify for free or reduced-fee meals, some students are homeless, and some students are provided weekend backpacks of food to take home.

King County is expanding the light rail system to the north alongside the I-5 freeway, and the area 5 to 6 blocks east of St. David Emmanuel is affected by this activity. Project construction equipment is currently based at 8th Ave NE and NE 185th St, and a light rail stop with parking for 500 vehicles is expected to be operating at that location by 2024. The expansion of the light rail has displaced some long-established families, but it is expected to help with the traffic snarls and slowdowns on the freeway and surface streets. It may make it easier for people to live in Shoreline and work further south, in the University District or downtown.

Many organizations operating in Shoreline provide support for people in need, such as regular 12-Step programs, safe houses for victims of domestic abuse, organizations that help people move from homelessness to good shelter and jobs, and food banks that allow people to choose their food much like in a grocery store. Hopelink, Catholic Community Services, Al-Anon, and Compass Housing are all organizations our congregation has supported and sometimes needed ourselves.

There are many active civic and community service organizations in Shoreline. People help at the YMCA, tutor in the schools and in after-school programs, volunteer in food banks and as drivers for people who can't otherwise get around, help out at the senior center, and get together in the parks to pull out invasive plants and plant native species instead. Many residents enjoy outdoor activities like cycling, walking, hiking, gardening, and boating.

We appreciate the excellent county library system as well as the opportunities to learn languages and skills, hear local music groups, and enjoy each other's company in the community space at Third Place Commons in Lake Forest Park Town Center.

Sources

Information from the federal census American Community Survey via factfinder.census.gov and more recently data.census.gov re: Shoreline and Seattle.

* Household income in \$ (confidence in numbers given as between 1.3% and 2.5% in census data tables)

	Seattle		Shoreline	
Household Income	Mean	Median	Mean	Median
2019	\$118,526	\$85,718	\$107,843	\$86,827
2017	\$111,232	\$79,565	\$92,559	\$76,271
2016	\$104,540	\$74,458	\$86,792	\$70,398
2015	98,271	70,594	84,292	66,020
Inc. 2015-19	21%	21%	28%	32%

References

www.shorelinewa.gov/our-city/about-shoreline

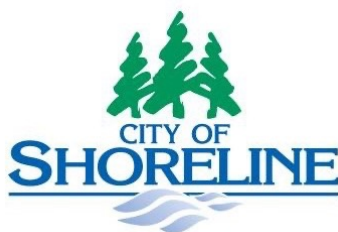
https://www.bestplaces.net/compare-cities/shoreline_wa/seattle_wa/housing

City of Shoreline. 185th Street Station Subarea Planned Action Final Environmental Impact Statement. December 2014

Metro bus schedules 302, 303, 346

Conversation with Rebecca Miner, Supt of Shoreline Public Schools, September 2019

Information from Shoreline Public Schools about percent of students receiving reduced fee or free meals at school, by phone, March 12, 2020



THE DIOCESE OF OLYMPIA

The Diocese of Olympia is made up of more than 31,000 Episcopalians and 400 clergy in 106 faith communities in Western Washington. The geographic area stretches south from Canada to Oregon and west from the foothills of the Cascade Mountains to the Pacific Ocean. The diocese is led by the Rt. Rev. Gregory H. Rickel, installed as the eighth Bishop of Olympia in September 2007. He embraces radical hospitality that welcomes all, no matter where they find themselves on their journey of faith. He envisions a church that is a safe and authentic community in which to explore God's infinite goodness and grace as revealed in the life and continuing revelation of Jesus Christ. The Diocese of Olympia is a vibrant diocese with many active ministries impacting local and global communities. Through the vision and leadership of Bishop Rickel, the Diocese of Olympia is focused missionally in four areas. In union with our Bishop, the Episcopal Diocese of Olympia, part of the Jesus Movement, bears witness to God's redemptive reign and acts out God's inclusive love, peace, and justice, uniquely living out this call within our specific local communities.



Our Diocesan Mission and Vision is now described as:

Locally Centered

Instead of operating from a “top-down” model that prizes centralized leadership, we believe that each congregation must be free to live out this vision in a way that best meets the unique needs of their specific community.

Networked Communities

We believe that our more than 100 worshiping communities are stronger when there are connections that allow our congregations to share stories, resources, challenges, and triumphs with one another.

Forming Leaders

We are committed to equipping and empowering a community who is learning, growing, and gathering regularly to proclaim the good news of God as revealed in the life, ministry, and witness of Jesus Christ. Sacrament and Service: We are a liturgical community that is rooted in our common prayer and our celebration of Holy Eucharist, which forms us and prepares us to step beyond our church walls and serve our neighborhoods, our towns and cities, and the world.

FACTS AND FIGURES

Financial

Year	Budget	Income	Expenses	Pledges
2020	\$82,020	\$85,837	86,916	14
2019	\$89,520	\$101,499	\$92,088	16
2018	\$89,340	\$97,214	\$99,170	16
2017	\$84,340	\$101,743	\$89,323	17

Assets (12/31/19)

Bank Balance \$68,067

Diocesan Investment Fund \$221,898

We always pay our Assessment on time and we have no debts.

Present Staff

Interim priest: Works part-time on Sundays, and available as needed for pastoral care.

Organist: Plays organ and piano for the Sunday morning service, and all special services as needed.

Our Demographics

Number of parishioners - 32

Average Sunday attendance - 22

We are a congregation mainly made up of over 50+ years of age, many retired, 88% Caucasian. About half of the congregation have bachelors or advanced degrees. All members live within 7 miles of the church, several within walking distance. We have members of more than 50 years and others who have joined in the past year.



SMALL GROUP SUMMARY

Feedback from Small Group Discussions held in September 2019

What do you love and value most about St David Emmanuel?

- There is a family feeling; we know each other well and accept one another
- We feel comfortable asking questions, and we listen to each other
- Rich tradition of music, hymns, and liturgy

What is God calling us to do in the future?

- Continue to support our outreach programs, 12-Step groups, and the Guatemalan and Korean congregations
- To reach out into the community, to be more visible in our neighborhood

What are the challenges as we look ahead?

- After 20 years with the same vicar, it may be difficult to accept change
- We are small in numbers and many of us are retired. How can we grow?

What are the qualities we seek in a new vicar?

- Compassion, a people-person, someone who lives their faith and loves Jesus
- Accessible for pastoral care
- Cultural sensitivity in order to work with the 2 other congregations and their pastors

What areas should our new vicar set as priorities?

- Outreach into the community - learn where the needs are and consider how we might help
- Growth in membership
- More connection with the groups and church members who meet in our facility
- Traditional as well as other forms of liturgy and worship
- Bible study or sermon discussions
- Involvement with music

What activities and programs would you like to participate in? What do you feel called to do?

- Learn more about community needs and how we can help
- Holy Week services
- Outdoor event for the neighborhood
- Gardening, perhaps in collaboration with Guatemalan church
- Knitting/crochet group
- More educational opportunities, classes, lectures, discussions
- Develop our website

RESULTS OF THE HOLY COW SURVEY

The top three areas of potential for additional energy to expand or improve our ministries were:

- 1st Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment
- 2nd Deepen ministries that work toward healing those broken by life circumstances (e.g. grief, divorce, job loss, addiction, family violence, homelessness, immigration issues)
- 3rd Help members discern their gifts and equip them for ministries that are a good fit for them



Descriptive Indices

The Energy-Satisfaction Map placed St. David Emmanuel in the high satisfaction and high energy quadrant. The Holy Cow description of this area of the map is 'transformative' (churches which are a source of new meaning and purpose for their members).

On the Theological Perspective Index, the majority of the congregation is more progressive compared to other Episcopal congregations.

Regarding the Flexible Style Index, the members see the church as more settled in an established way of doing things, but in some respondents, there is interest in welcoming changes in worship and adapting our worship to the needs and circumstances of its members and of the people we want to reach in the local community.

The map combining responses about theological perspective and flexibility shows St. David Emmanuel to be "Progressive-Settled".

Performance Dashboard

There were strong gauges of positive perspective from the respondents (scoring 93% and above) in the areas of hospitality, conflict management, governance, and spiritual vitality (connecting our faith to all other aspects of life). Also receiving high scores were ministry support (87%), and worship (74%).

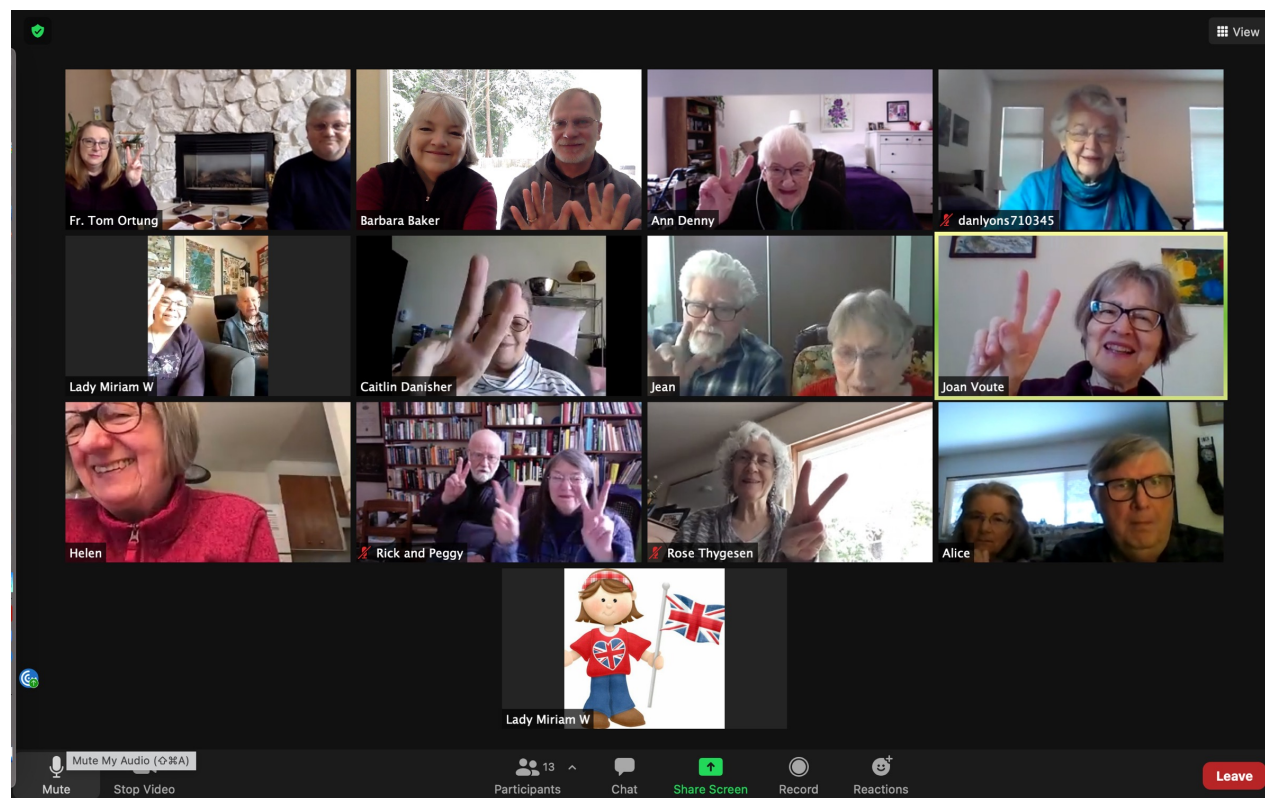
LEARNINGS FROM THE PANDEMIC

During our time of physical separation due to the COVID-19 pandemic, we of St. David Emmanuel became more aware than ever that church is not just a place, it's a body of people who belong to God.

There were frequent changes and major adaptations, but we felt in some ways more closely connected during the months of services held by videoconference. We saw each other's faces during the worship service, a different way of experiencing God than we had known before. Since we are a small congregation, it seemed easier to keep in touch through video calls than it might be for a larger group.

We learned that we can still be a mission-oriented church virtually, financially, and in kind.

Our interim priest, Tom Ortung, has been a great blessing as he shepherded us through the increased use of technology and the challenge of continuing to feel a part of the body during this unsettling time.



In July, we re-opened the building and began to gather there again with adaptations to the service to optimize safety, in accordance with the recommendations from the Diocese and the county health department. In times of hardship and in real compromise, no one is completely happy, and when we returned to the building meeting in one combined 9:00 a.m. service, the congregants who had been part of the 8:00 a.m. service felt the loss of the type of worship they were accustomed to.

We have needed to reimagine church, now incorporating a video connection for some members who will continue to worship from home, so that we can see them, greet them, and they can participate in the service. We have had visitors over the video connection who may not otherwise have joined us in person, and members who have moved out of town can still be a part of St. David Emmanuel. We added a Wednesday evening Compline service on Zoom, with discussion and/or Bible study, and have continued to hold that service virtually, since for many, it has become a regular part of our worship week.



QUALITIES WE SEEK IN A VICAR

- Is thought-provoking in preaching the Word, inspiring and challenging
- Respects traditional liturgy, and is willing to try new forms
- Appreciates music as it enhances the worship experience
- Is compassionate and accessible for pastoral care
- Prioritizes outreach into the neighborhood
- Shares our desire to grow our worshipping community
- Strives to live his or her faith every day, and encourages us to do the same
- Is sensitive to cultural differences and is able to connect and have a working relationship with the two other churches who share our buildings
- Respects and supports the 12-Step groups who meet in our facility
- Loves people, loves Jesus, honors Christ in the other person

St. David Emmanuel's plan for the future is to call a vicar for 12 hours a week. Salary will be based on the Diocese of Olympia Clergy Salary Scale: <https://resources.ecww.org/parochial-clergy-salary-scale>
We are considered a Grade E congregation. Other benefits may be provided based on Diocesan requirements and negotiation with our Bishop's Committee.

Duties would include Sunday worship service, special services, a Zoom Wednesday evening study, monthly Bishop's Committee meetings, some pastoral care, and a few regular office hours each week

We look forward to this new chapter in our journey together along with the Vicar God is calling to join us.



THE
Episcopal
CHURCH

