



Annual Report 2015

**Presented at the 146th Annual Congregational Meeting
held on Sunday, January 24, 2016
12:30 p.m. in the Sanctuary**

"We are a community of faith united in exploring what it means to follow the way of Jesus Christ, to be a people of God and to love and care for our neighbors. As a church we will know no circles of exclusion, no boundaries we will not cross and no loyalties above those which we owe to God."

The image shows the left side of the page with a detailed illustration of the steeple of the Seattle First Baptist Church. The steeple is tall and pointed, with a cross on top. It has a textured, diamond-patterned surface. Below the steeple, there are smaller architectural details like windows and decorative elements. The background is a light, hazy blue.

146th Annual Meeting

Seattle First Baptist Church, Seattle, WA 98122
Sunday, January 24, 2016

Call to Order	Sue Ross, President of the Congregation
Determination of Quorum	
Presentation of 2015 Annual Reports	Sue Ross
Review of 2015 Financial Statement	Metta Williams, Treasurer
Presentation of 2015 Volunteer Recognition Awards	Sue Ross
Election of 2016 Officers and Church Leaders	Mike Zaugg
Adoption of Proposed Dr. Rodney Romney Legacy Fund Utilization	Stephen Smith
Presentation of funding options for the Minor Hospital building remodel	
Adoption of the Proposed 2016 Budget	Angie Buysse, Stewardship Chair
Dismissal	Sue Ross

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The Congregation President's Message

Annual Report to the Congregation January 24, 2016

President of the Congregation: Sue Ross

2015 has been a year of excitement and change.

At our leadership retreat the Diaconate members reviewed the church's mission statement and reflected on how the mission statement could be actively incorporated into each of the commission's work.

Our staff continues to evolve. We honored Craig, Cathy, Bill and Bob as they transitioned into new life stages. We welcomed Patricia as an interim pastor, and Darren as our new administrator.

What started as a necessary new roof for the Minor Hospital building turned into a remodel and expansion of the top floor. We saw its completion this year and celebrated with Tim and Patrick, Companis, and our other new tenants as they settled into their lovely remodeled spaces.

Our leadership worked on strategic planning to aid us as we look ahead to our future. We confirmed we are in a good place and created a "Destination Postcard" to express our future goals. It reads as follows:

We will be known as a vibrant, intergenerational Christian community that engages in authentic worship. We will be loving and supportive of one another and we will express this to the world.

We enjoyed wonderful music throughout the year, watched our young people thrive and welcomed new members

We ended this year with a strong stewardship campaign which saw our budget grow.

This has been a year of growth for me and it's a journey for which I have appreciated your support and guidance..

In closing, I share a message of thanks that I prepared for the Diaconate at our December meeting. The thanks I expressed to the members at the meeting also goes out to all of you who help make Seattle First Baptist our church home.

For the Diaconate:

As the year is coming to an end I want to thank every one of you for all the hard work that you do. Sometimes when we volunteer our time and energy it can feel like too many meetings, too much to do and we wonder does it really matter?

Yes it does matter!! All of us together make SFBC the wonderful Christian community that we call home. On a light-hearted note I bring you my holiday thanks in verse.

Thank you Carole and CJ on Church home operations, for it is your commission that ensures our church's strong foundation.

A heartfelt thanks to Angie and Jim, if it wasn't for stewardship there would be "No Inn."

For our personnel I thank Cynthia and Phil, if not for your leadership there would be more spots to fill.

Thanks to Sterling and Stephanie for sanctuary décor, it provides much beauty for our worship indoors.

The Music Commission led by Darla and Jim, by sharing your gifts you provide much more than hymns.

David, Marsha and Peach who go to great lengths, to make sure that every member is able to share their talents and strengths.

And thanks Adult Ed, to Atit and Steve, whose classes help us to understand what we believe.

Patrick and Susan on CF&YA, who nurture our youth ensuring our church will be here for another Day.

I thank Susan and Dick for their work on Outreach, which allows us to actually practice what we preach.

Thank you to Justin and Muriel our members at large, who were not shy to use their role to take charge.

Thanks to our pastors, Tim, David, Patricia and Ned, it is through you that our spiritual hunger is fed.

And last but not least Danny, Metta, Dick and Bob, if it were not for you this presidency would be too large of a job!!

It takes everyone of us to do our part and our work together is what gives Seattle First Baptist it's Heart.

Thank you and Amen

Pastoral Team Report

Annual Report to the Congregation January 24, 2016

Tim Phillips, Lead Pastor

BLESSINGS AT YEAR'S END

African-American educator and pastor, Howard Thurman (1900-1981), has been a companion with us through this season. We lit candles on Christmas Eve with his poem, "I Will Light Candles This Christmas," lighting "candles of hope where despair keeps watch." We were led into the Christmas Season with his "When the Song of the Angels is Stilled," and recognized that the "work of Christmas" begins when we have put away the symbols and take up the tasks of finding the lost, healing the broken, feeding the hungry, bringing peace among people, and making music in the heart.

As I sit down to write this Annual Report, I find Thurman with me again -- this time in his "Blessings at Year's End."

I remember with gratitude the fruits of the labors of others, which I have shared as part of the normal experience of daily living.

I remember the beautiful things that I have seen, heard and felt – some, as a result of the definite seeking on my part, and many that came unheralded into my path, warming my heart and rejoicing my spirit.

I remember the moments of distress that proved to be groundless and those that taught me profoundly about the evilness of evil and the goodness of good.

I remember the new people I have met, from whom I have caught glimpses of the meaning of my own life and the true character of human dignity.

I remember the dreams that haunted me during the year, keeping me ever mindful of the goals and hopes which I did not realize but from which I drew inspiration to sustain my life and keep steady my purposes.

I remember the awareness of the spirit of God that sought me out in my aloneness and gave to me a sense of assurance that undercut my despair and confirmed my life with new courage and abiding hope.

I found this a perfect frame for reflecting on this past year. "I remember with gratitude the fruits of the labors of others," as I think about celebrating Pastor Craig Darling's 20 year ground-breaking work with Companis; Pastor Cathy Fransson's 17 years of wise counsel and eloquent worship leadership; Bob Sittig's 6 years of faithful administrative ministry; and Dr. Bill Malcomson's 2 years as Theologian-in-Residence. I am grateful for their work and the ongoing fruit that labor produces in our life together. I am grateful for Pastor Patricia Hunter's inspiring ministry with us that began in July and will continue through August 2016. I am grateful for the partnership of Pastors Ned Allyn Parker and David Kile and for the extension of our ministry in the world through the good work of Peach Jack and Jim Segaar. Your congregational leadership has worked hard this year planning for our future and laying the groundwork for the years ahead. I give thanks for each of them. No one among us should be taken for granted because each of us, in whatever capacity we offer our gifts, is producing the fruit that will serve the world in ways we are likely never fully to know.

"I remember the beautiful things that I have seen and heard." Janet Hassleblad's Homecoming Quilt and the sharing of our creative gifts in this year's Celebration of Creativity remind me that beauty is all around us and within us. And the music this year! Incredible from the Bernstein Mass honoring those living with cancer to the powerful sounds of Bach's Magnificat at Christmas. Each Sunday Michelle Horsley and Vicky Thomas translate the words of worship into the beautiful sounds of music.

"I remember the moments of distress." Both in my personal life and in the world, this has been a year of distress. Sometimes I couldn't bear to listen to the news. Other times I heard stories of pain and struggle that touched my life deeply. This year especially convinced me that we cannot pretend there is no such thing as evil. Perhaps we have been too quick to label things as evil in the past but this year's rhetoric of hate and blatant ignoring of the demands of justice, make it necessary to say with clarity and conviction that some ways of dealing with the world and one another are nothing less than the destructive forces of evil. Of course, there is real goodness too! And our job is to make that goodness so real and so appealing that it calls up the deepest longings of the human heart. As Dr. King says, "evil cannot drive out evil, only love can do that."

"I remember the new people I have met." We have been blessed with 15 new members in 2015 and with many new friends and visitors. Each one helps us see ourselves more clearly and to claim that vision of human dignity that is our calling. I especially think of a Saturday afternoon I spent rolling burritos with our friends from Bet Alef Meditative Synagogue and with new friends from the Muslim Community Resource Center. The two young Muslims I was sitting with were great! If there is an image of heaven I'm going for it's that moment of sitting down together with different kinds of folks, making food to share with anyone who is hungry, and cultivating an imagination of a world that could look like that.

"I remember the dreams that haunted me during the year." As individuals and a congregation, we have dreams that haunt us – visions that are yet to be fulfilled, hopes that are yet to be realized. That's a good thing! Those haunting dreams keep reminding us that we don't have to settle for the world we have come to know and they push us to move – even incrementally – toward the world we believe in. The dream that haunts me this year is one in which we explore the intergenerational possibilities of our life together as a window on the hope we can offer to the world. There are so many reasons for polarization. What if we imagine ourselves as a place where people get to move beyond those divisions into the joy of Beloved Community? That's a dream I'm willing to be haunted by.

"I remember the awareness of the spirit of God that sought me out ... and confirmed my life with new courage and abiding hope." We spend a lot of time seeking spiritual truth and a vision for the world. That's a good thing. But the root of that seeking is a truth that I think we sometimes forget. The truth is, we are being sought. The thing that makes us a spiritual religious community isn't just what it is we seek. It's an awareness of being sought. Cultivating that awareness and being open to that presence is the distinctive quality of a faith community. It's what gives us new courage and abiding hope when we imagine ourselves alone in a hopeless world. More than anything, that's my prayer for this year.

On a personal note, I am grateful for the opportunity to be on Sabbatical this year. From June through August, I will be completing work on my doctoral project, *Evolutionary Theology & Revolutionary Worship*. I am grateful for this concentrated time to work on something that is a passion for my work among you. Thanks to all those who have been part of this work and to Pastors Ned, Patricia and David for making it possible for this time away. I hope to return for Homecoming with renewed energy and vision.

As I remember the blessings of 2015, I am confident that blessings will abound in the year ahead. Thank you all for the blessings you are.

Ned Allyn Parker, Pastor for Children, Families and Young Adults

In her book, *Receiving the Day*, Dorothy C. Bass writes about opportunities we have to unwrap the gift of time. In her reflection she describes two kinds of people: people who feel trapped by their calendars, and people who feel freed by their calendars. The latter group looks at their calendars with anticipation and sees every day as a gift – an opportunity to do something new, something good, something life-changing. I confess I can find myself on either side; it all depends on what my calendar looks like on any given day! Yet, as I look over my calendar for 2015, it's impossible not to recognize the great gifts that presented themselves when we unwrapped our days together as a community. I'm filled with gratitude for each of them and for each of you.

One of the ways I marked my calendar was with our monthly family newsletter, *The inSPIREd Community*. Ninety (90) families and young adults now receive *The inSPIREd Community*. In it, they can track ongoing opportunities like the monthly young adult lunch, the weekly family fellowship hour, and special events like the Do-It-Yourself Christmas Pageant.

Another way I marked my calendar was by attending weekly staff meetings and monthly diaconate meetings. These gatherings brought us together to make decisions and to do the good work of this community. They were also regular reminders of the caliber of persons who work at and are members of our community. I cannot adequately describe my gratitude for this work, and for all of you who give selflessly to it.

Of course, the occasion most frequently on my calendar is worship – a wonderful gift every Sunday we are all able to unwrap together. On this day each week, it's startling to look around our building and see how life together is transforming day after day, week after week, year after year. The Brawley Room is almost always occupied, the nursery is active with young voices, and children clamor forward for the opportunity to have a message tailored just for them (sometimes they hear the message, and sometimes they give it!). To me, this is a sign these children experience a sense of comfort here – even ownership. In our thanksgiving video montage, I remember Sue Tollefson telling us her granddaughter now points at the Spire and says, "My church! My church!"

This year I was overwhelmed by the kindness of this community when you recognized my fifth year as a pastor at SFBC. It was hard to believe five years – one thousand eight hundred and twenty-five calendar days – had passed. Every one of them a gift. Speaking of gifts, I remain thankful for the ongoing support of this community as I [hopefully] finish my DMin at Seattle U in the spring of 2016. At the time of this report, I'm into the writing phase of my project and marking the calendar in a new way – by counting down until graduation!

Looking to the year ahead, I express the same hope I did a year ago. I hope we continue to think intentionally about a Safe Church initiative. The task of creating safe space (for all of our vulnerable populations), along with appropriate networks of response, should be paramount in our life together.

I remain thankful for the days we share; I look forward to unwrapping the coming year with you.

David Kile, Pastor for Senior Adult Ministries

In 2015, we had four after church-luncheons with conversation and interesting speakers. Our 8th annual retreat at Rainbow Lodge was around the theme of "Aging with Grace" I also kept touch with a variety of homebound members, hosted luncheons in retirement homes, and led Bible study at Hilltop House. Rev. Bob Nicholson hosted a dinner at Aljoya residence for persons interested in senior adult ministry. The conversation was facilitated by Dr. William Malcomson.

Our priorities for 2016 include:

- Developing a "Personal Safety Net"
- Support Group for Caregivers
- Exploring a "BE-FRIENDER TEAM" to connect with homebound people.

With the potential for more of us to live to be 100, senior adult ministry becomes more important in the life of our community.

Patricia Hunter, Interim Pastor for Spiritual Formation

It has been my pleasure to serve Seattle First Baptist Church as Interim Pastor for Spiritual Formation since July 2015. I have found SFBC to be a very caring and welcoming community. I am grateful to Pastors Tim, Ned, and David for their assistance and guidance during my brief tenure.

I have been quite busy the past six months. I led music for the Seniors' Retreat, and led worship and the Friday evening plenary at the Women's retreat. Both were held at Rainbow Lodge in North Bend, WA. I shared my spiritual journey during Sunday morning Adult Education as well as led two discussions during Advent. Twice, I played my tambourine with the choir as they sang on Sunday and I led one of the spiritual interludes at Jazz Vespers. I was pleased to lead a workshop on financial planning as it relates to Stewardship, and I was honored to monthly proclaim God's word during morning worship. It warms my heart during worship to see more people reaching for a Bible to read the scripture and I love hearing the amens too.

I am still learning many names and Wednesday evening dinners have been an enjoyable opportunity for me to get to know many members. I treasure the conversations I have had with members in my office, over a cup of coffee, at lunch, and over dinner. I have learned how important food is to this congregation!

I appreciate your welcome and the flowers, cards, and gifts of encouragement and appreciation. I look forward to being with you through August 2016.

Membership and Engagement Commission

Annual Report to the Congregation January 24, 2016

Chair: David Young, Vice Chair: Marsha Ulmer

Twice during 2015, the Commission hosted the *Explore!* class, a series held on three consecutive Sunday mornings during education hour with the intention of familiarizing interested parties with the history, values, and culture of the church, as well as its organizational structure and opportunities for involvement. As in the past, almost all who weren't members when the series began did take that step once exposed to the information offered and given the chance to have their questions answered, although one class consisted in large part of folks who had already formally declared membership but wanted more context for their experience.

We are always looking at what material to present in *Explore!* and how most effectively to do so, and one topic that was introduced in the October series for the first time was that of stewardship. This fit very well with the half-structured, half-organic flow of information between attendees and presenters (both staff and lay), and will remain part of the curriculum moving forward.

One of the most significant things accomplished during the year was thanks to the work of Marsha Ulmer, who documented for the first time the steps necessary to put together the annual all-church picnic/street fair, which our Commission sponsors, along with the Children, Family & Young Adults Commission (and, this time, with Bright Horizons, the daycare facility that rents space in our building). The salmon-bake theme helped drive a successful event, and with the template in place to guide us through future planning processes, we feel confident that we can look forward to many more.

Jane Herness continued in her role, which she assumed late in 2014, of coordinating the scheduling of the door greeters who give that all-important first impression to those arriving on Sunday mornings. Upon the Diaconate's recommendation, Jane has generously agreed to stand for election as an official member of the Commission for 2016 in recognition of the crucial part she and her volunteers play in promoting the senses of belonging and ownership that M & E is charged with fostering.

Finally, though she no longer sits on the Commission formally, special thanks must go to Betty Reid, who makes sure that the Welcome Table is stocked with smiles and useful information, and the pew racks with Welcome brochures.

Commission Members: Ruth Fossett, Autumn Franger (partial year), Nancy Ray, Paul Rohrbach

Liaison: Peach Jack, Tim Phillips

Music Commission

Annual Report to the Congregation January 24, 2016

Chair: Jim Ginn, Vice Chair: Darla O'Brian

Throughout the year the Music Program was a vital, dynamic and diverse presence in the life of our church providing spiritual leadership, inspiration and outreach with over one hundred participants of multiple generations. Many thanks are due to our music staff and volunteers for their passion and commitment.

Children and Youth Music

- The children and youth music program, under the direction of Belle Chenault, provided music several times during the year. Toddlers and parents along with school-age children and families performed stirring music with ukuleles, rattles, jingle bells, and tone chimes.

Music Education

- In the spring Michelle Horsley taught the first in a set of music classes. Her classes served both as a kind of "Music 101" for people who didn't have significant music backgrounds and as refresher classes for folks who did.
- In the summer Michelle offered classes for singers or instrumentalists who wanted to develop skills in performing in front of others.
- In the fall Belle Chenault provided Voice Training for Beginning Singers. The class covered breath support, relaxation and energy for singing, how to shape your throat, lips, teeth, and tongue for a lovely sound, and how to apply these techniques to actual music.
- Building on the fine work of last year's Music Commission, Brian Lew researched the origin of our Heritage Hymns, and Jim Segaar added this information to the church's website for all to share.

Organ and Instrumental Music

- Early in the year the organ chambers were damaged by roof leaks during a winter storm. We thank the many volunteers who helped carry hundreds of pipes from the chambers to the chapel for temporary storage and back again after repairs were completed. The organ was returned to full service.
- Organist, Michelle Horsley, provided a contemplative program of organ music, titled "A Solstice Contemplation" for the summer solstice. In late November she played a concert entitled, "Notes of Gratitude: A Thanksgiving Organ Concert". \$714 was raised in a freewill offering to support organ maintenance.
- A number of times throughout the year Michelle Horsley and Vicky Thomas led instrumental collaborations to enhance worship music. One highlight included an "all come" band in the fall.

Sanctuary Choir

- Under the direction of Vicky Thomas, our growing choir of over 60 active members provided faithful leadership for Sunday worship January through June and September through December. The choir also provided music for services on Ash Wednesday, Palm Sunday, Maundy Thursday, Homecoming, and Christmas Eve. Additional emphasis was placed on special music for the

seasons of Lent, Advent, and Easter. One highlight included a joint performance with the Diverse Harmony Chorus during worship.

- Choir Concerts
 - The spring social justice concert, with the theme, "Celebrating Life in the midst of Cancer", featured Leonard Bernstein's Mass. The choir was joined by orchestra and the Seattle Girl's Choir, Allegra. Around 600 people attended the concert, and \$4400 was raised for Gilda's Place and Camp Good Times.
 - On Music Sunday in June the choir and orchestra led morning worship with a rousing multi-media celebration of Creation.
 - On December 19 and 20 the choir and instrumentalists offered an inspiring concert featuring J. S. Bach's Magnificat along with a diverse set of carols and music of the season.
- This year we laid the groundwork for an exciting new Choral Intern Program to begin in January of 2016. The program will provide practical church choral music experience to student musicians and musical support and leadership to choir members.

Commission Members: David Greenhow, Kimberly Thiesen, Marilyn Sellers

Liaison: Belle Chenault, Children's Music Program; Michelle Horsley, Organist; Hannah and Justin Elder, Choir Presidents; and Vicky Thomas, Director of Choral Music

Church Home Operations Commission

Annual Report to the Congregation January 24, 2016

Chair: Carole Tovar, Vice Chair: Virgil Tollefson

2015 has been an exciting year as the remodeling of the Minor Hospital has been finished. Companis and King County Dental have moved in. The price has exceeded what was expected and the congregation will be involved in the cost. When the estimate was made originally the contractors were not working so they offered good pricing but when the project was finally approved, contractors were busy and didn't want to do what they called a small project.

New carpeting is planned for the areas in the office area including Fridell and Peacemaker room. \$60,000 is left in the grant so the cost has been taken care of. We will be using the carpet that comes in 2 foot squares – like what is now in the Fellowship Hall. New carpet has already been installed on the stairs and back floor in balcony as well as the Peacemaker Room.

The new administrator will start January first. Bob will be sorely missed as he is most familiar with the building and the day to day operations. Paul, our maintenance person, has worked out well.

Wireless cameras are proposed on the doors but getting the power to the various areas will have to be addressed.

The highest unexpected expense item – other than the new remodeling – was the water damage on the area behind the choir – which cost almost \$13,000

Our risk assessment done by the insurance company showed the building is in good condition. This affects what our rates are.

One item that is on the agenda is making the parking lot entrance into a formal entrance. \$30,000 is still available from the Hughes grant but we need to get architectural drawings and then a permit from the City. The new area would entail taking the entire entrance out and then putting in an elevator and a new ramp built to code.

Commission Members: Rodhney Tull, Steve Walker, Carol Hendrickson, Lee Hart, Paul Dromgoole, and Nancy Cleland

Liaison: Bob Sittig

Stewardship Commission

Annual Report to the Congregation January 24, 2016

Chair: Angie Buysee, Vice Chair: Jim Singletary

Cash Handling and Accounting: In 2015, the Stewardship Commission continued its oversight of the Church finances, assuring that cash was counted accurately, that monthly accounting reports were complete and that budgetary control was properly and transparently implemented.

Investment management: The Investment Committee continues to do a remarkable job in managing and optimizing the endowment assets. In 2015, the minor hospital renovation project increased the asset value and rental income capability of this space. The \$1.5 million dollar renovation has direct budget implications depending on whether the congregation votes to treat the project cost as an expense, with repayment required from the operating budget, or as an investment and part of the overall investment portfolio.

Congregational Support: Our fall Stewardship Campaign was based on increasing congregational understanding of Church income and expenses and appealing to the need to increase pledges. The congregation responded with both a 10% increase in pledge amounts and twenty new pledging units. A pledging unit is an individual, a couple or a family that pledges a contribution to the Church.

Budgeting: 2015 actual expenses are \$22,000 over budget driven by activities associated with the minor hospital renovation project and expenses to repair the storm damaged roof. The renovation project impacted the church home operations budget line with both higher than expected utilities and construction related expenses as well as decreased rental income as tenant move in was delayed.

Independent Audit: Our last independent audit was performed in 2013 through our reciprocal audit process with Phinney Ridge Lutheran Church. We expect to use similar methods in 2016 as we complete the next independent audit.

Plans for 2016: We will continue to support the growth of the congregation and the integrity of our financial resources. Two main goals for 2016 are to continue to increase the congregation's awareness and understanding of the Church's financial resources and to support Church leadership as we all seek a strategy that best uses Church resources in future years.

Commission Members: Roxanne Fowler, Russ Kaake, and Pat Kile

Liaison: Metta Williams, Bob Sittig

Outreach Commission

Annual Report to the Congregation January 24, 2016

Co-Chairs: Susan Dohrmann and Dick Miller

The Outreach Commission has responsibility for extending the “personal and fiscal resources of Seattle First Baptist Church in loving response to local, regional, and global human needs.” Most of the Commission’s deliberations concern the sharing of funds with organizations serving our neighbors in need. The monthly Fellowship Fund offering plus a line item in the church’s annual budget provide these funds. In 2015, we continued our practice of providing financial support to organizations and activities linked to Seattle First Baptist Church and its members.

Several organizations that received Outreach Commission support in recent years again received a gift in 2015:

- The I-Best Program at Seattle Central College received \$1,000 to help students with school expenses, such as books, that were not covered by financial aid.
- Mary’s Place provides homeless women and their children with rescue, respite, nutrition, safety, and shelter. Carole Tovar, who volunteers at Mary’s Place, provided the Commission with an update on the work of Mary’s Place. \$1,200 was given to Mary’s Place.
- Recovery Café helps men, and women who have suffered trauma, homelessness, addiction, and other mental health challenges to develop tools for maintaining recovery and stabilizing mental/physical health, housing, relationships, and employment. Recovery Café’s Executive Director, David Coffee, provided the Commission with an update on his agency. \$1600 was given to Recovery Café.
- Hilltop House received \$4,200 to fund its Wellbeingness programs for its residents. Darla O’Brian and Karen Carlos brought the Commission up to date on the Wellbeingness program at Hilltop House.
- For All is the 501(c)3 organization founded by Annaliese Stelzer and Dante Terminello. The organization distributes the burritos prepared one weekend a month by Seattle First Baptist and Bet Alef members. In addition to distributing burritos to the homeless, For All operates several other food relief programs, including its Home Delivery program, the Summer Meals for Kids program at Seattle city parks, and the Free Food for Schools program. The Outreach Commission provided For All with \$2,900 to cover three months of its administrative expenses.

As in previous years, we also provided funding for the annual July 4 picnic with our homeless neighbors and co-sponsored by the Mitchell family. \$2,360 was given to cover food and other picnic expenses.

The Outreach Commission supported several new projects in 2015:

- David Delgado requested funding to support the development of a solar power charging station at Nickelsville. The station will provide an economical and environmentally sustaining method for residents to charge their cell phones and other electrical devices. The Outreach Commission provided \$300 to pilot the project.
- \$1,000 was provided to the Evergreen Association in support of its March 2016 trip to Cap Haitian, Haiti to finish the construction of a school there.
- \$500 was given to the United Way of Chelan and Douglas Counties to help families affected by this summer’s forest fires.
- Lydia Flora Barlow of Mt. Zion Baptist Church introduced the Outreach Commission to Fabian’s Fund, an organization that works with Washington’s community colleges to provide college level credit to men and women incarcerated in Washington’s prisons. Lydia will be commissioned at Seattle First Baptist Church in 2016 as an American Baptist social justice missionary working

in our prisons. The Outreach Commission gave \$1,000 to Fabian's Fund to support a higher education project at Clallam Bay men's prison.

- Kellie Whitlock presented the work of the Northwest Adoption Exchange, an organization where Kellie has volunteered for many years. NWAEE works to find loving adoptive homes for children and adolescents in foster care. The Outreach Commission gave NWAEE \$1,250 to underwrite the production of a Wednesday's Child video segment, an important tool to help link children and adolescents to social workers working with adoptive families.
- Cherry Johnson presented the work of Women, Environment and Health, an agency in Cameroon that works to keep orphans and children at risk attending school. The Outreach Commission provided \$250 in funding to WEH.

Finally, the Outreach Commission sets aside 20% of the monthly Fellowship Fund offering to support the Pastors Discretionary Fund.

Commission Members: Laurel Henrickson, Wendy-Susan Lovejoy, Jim Thompson, and Wendy van Koevering

Liaison: Pastor Tim Phillips

Worship Commission

Annual Report to the Congregation January 24, 2016

Chair: Sterling Morris, Vice Chair: Stephanie Jones

The 2015 Worship Commission consisted of: Carole Cornell, Bruce Hayes, Nancy Szeliga, Donna Ward, Stephanie Jones, Inola De la Cruz and Sterling Morris with assists from non-commission members, Paul Dromgoole, Patrick Green and Tom Tiberio.

The 2015 Worship Commission assured that the Sanctuary was dressed for Easter, Pentecost, Thanksgiving, Christmas and Epiphany with appropriate banners, candles, flowers and communion table coverings, baptistery lighting . . . and brought back to normal following each liturgical milestone.

Christmas in the Sanctuary carried out the theme of "Simplicity" ... the baptistery tree was replaced with the elegant but understated star etched in glass with a background of blue light. Advent candles were mounted in simple tin cans. Patrick and Sterling duplicated the arrangement as featured in the video shown to the Diaconate and later to the congregation.

Annual SFBC Picnic - Worship asked caricature artist, Jason Fruchter to again occupy a booth at the annual street picnic. Sterling Morris performed as disc jockey "Sir Mixalot". Caricature donations this year were over a hundred dollars to Jewish Community Services. Danny De la Cruz, Carole Cornell again helped with event set up.

The Communion service team now serves gluten-free bread exclusively. Bread is purchased fresh Saturday before communion. The Communion Team is Bruce Hayes, Carole Cornel and Paul Dromgoole who do the set up and take down.

Memorial and dedication flower and arrangements during 2015 were too numerous to mention. Flower arrangement responsibilities were shared with Tom Tiberio who created consistently outstanding flower arrangements throughout 2015, much to the delight of the Worship Commission and the congregation.

Stephanie Jones and commission volunteers continued to bring order to the pew racks ... and her recommendations - that the "Welcome" brochure be stapled and the cover be of heavy paper are in positive effect. The most recent printing is now stapled and the cover is on a heavy paper. *Stephanie asks that all paper elements intended for the racks be reviewed by her since she has assumed the responsibility for placement and order in the racks and card/envelope holders.*

Worship, in tandem with Stewardship has made a recommendation that we go back to the pew pads to register attendance on Sundays. Bob has ordered the new inserts.

There were no outstanding Worship Commission purchases made in 2015. Additional alter cloths are needed and will be purchased in 2016 in green and blue. 2016 budget for Worship will remain the same as 2015.

Commission member: Carole Cornell, Bruce Hayes, Nancy Szeliga, Donna Ward, Stephanie Jones, Inola de la Cruz and Sterling Morris with assists from non-commission members, Paul Dromgoole, Patrick Green and Tom Tiberio.

Liaison: Pastor Tim Phillips

Personnel Commission

Annual Report to the Congregation January 24, 2016

Chair: Phil Mortenson, Vice-Chair: Cynthia Per-Lee

Overview. The Personnel Commission met in person 10 times in 2015 (other times by email) to work on a large number of employee issues. It was a busy year. The commission

- Developed new job descriptions for some staff members,
- Discussed annual performance with office and professional staff members,
- Aided in the transition of staff members leaving SFBC,
- Hired contractors and new staff members,
- Analyzed and recommend staff compensation and benefits matters to the Stewardship Commission, and
- Served as a hearing board for pastoral staff (also known as Pastoral Relations), other staff, lay leadership and the congregation.

2015 Personnel Highlights

1st Quarter: The commission started the year with strategic planning for the areas of reviews (called check-ins), job descriptions, contract positions and staff succession. January also saw Craig Darling's retirement after his long tenure as a part-time pastor at SFBC. Not long after Pastor Craig retired, Pastor Cathy Fransson announced that she would be retiring in June 2015. Representatives from the commission and Tim Phillips met with her to work out details of her transition from pastor to congregational member.

2nd Quarter: In April and May the commission worked on the design of an interim pastoral position to take effect after Cathy Fransson's retirement. During the same period, the commission reviewed SFBC's health plan and subscriptions through Group Health and Delta Dental as well as its retirement program through MMBB. Also, the commission received advance notice during the spring that Bob Sittig planned to retire as Church Administrator at the end of 2015. As a result, it conducted a full analysis of the elements of Bob's position with the object of consolidating some of those elements into the future job description and transferring other elements to existing staff positions.

3rd Quarter: Many personnel issues were presented to the commission during the summer. Reviews of the office and professional staff, consisting of discussions with staff members about their areas of focus, contributions, progress and new areas of development, were performed by members of the commission. Dr. Patricia Hunter was hired as an interim contractor to fill Cathy Fransson's vacated position as Pastor for Spiritual Formation. The commission continued its examination of health and retirement benefits and also reviewed its sabbatical policy in light of Pastor Tim Phillips' request for a sabbatical in the summer of 2016 (his first sabbatical in 30 years) to complete his doctoral program. His request was approved.

Also during the summer, Mike Crewdson, a full-time property management and financial employee at SFBC, announced that he would be leaving in August. As a consequence, the commission devised a new business model for SFBC. The Finance and Facilities position held by Mike Crewdson was eliminated and in its place a contract bookkeeper position was instituted. This move served two purposes: first, the majority of financial work would be placed in the hands of an experienced bookkeeper, who would be supervised by the Business Administrator; second, the Business Administrator's duties in 2016 would shift toward more emphasis on property management, in addition to personnel and systems management. The commission created a Church Organization Chart and started open recruiting for a new Business Administrator in late August. The summer ended with the announcement of another retirement. Bill Malcomson, Theologian-in-Residence, announced that he would be moving to the

Port Townsend area at the end of the year. The commission began discussions concerning Bill's replacement.

4th Quarter: During the final quarter, the commission focused on hiring the new business team—a bookkeeper and a Church Administrator to replace Bob Sittig. In late September, Samuel Dahlin began as our bookkeeping contractor primarily working on Mondays, Fridays and payroll days. In mid-November we hired Darren Hochstedler to take over Bob Sittig's duties in January. Darren had been filling a similar business administrator at Phinney Ridge Lutheran Church and possesses a wealth of facility and financial management experience. Also in November, the commission approved a job description for a new position entitled Director of Communications. The Diaconate approved the job as a regular staff position and in December Jim Segaar accepted our offer to assume the expanded duties as a half-time contractor coordinating and producing regular mass communication for the SFBC community, to include the Church's website, social media, Spire, This Week, other widely distributed emails, and other Church publications.

Compensation: In 2016 total personnel expenditures, including benefits, are estimated at approximately \$645,000. This amount assumes continuation of our present staffing and salary schedule, includes a 2% cost of living increase for most professional and pastoral staff (except for new employees), and also includes the addition of the Communications Director in the operating budget. Our full-time and part-time staff continue to perform at a high level and we are grateful to every one of them for their dedicated service to this Church and its membership.

Pastoral Relations: Pastor Ned will be completing his graduate degree requirements at Seattle University in June. Congratulations! We celebrate these staff anniversaries:

- Ned Allyn Parker, Pastor—5 years
- Belle Chenault, Children and Youth Choir Director—15 years

As Susan Austin leaves this commission in 2016, we thank her for her conscientious contributions.

Commission Members: Gay Hasselblad, Mark Jensen, Susan Austin, and Karen Carlos

Liaison: Pastor Tim Phillips

Commission on Christian Education

Annual Report to the Congregation January 24, 2016

Chair: Stephen Smith, Vice Chair: Atit Marmer

The following Sunday morning programs were offered in 2015:

January: *Dreams and the Spiritual Life* with Patricia Warming. She discussed the religious function of the psyche in the production of dream symbols and images. In a concurrent series, Leticia Guardiola-Saenz, Assistant Professor in the School of Ministry and Theology at Seattle University led a series on the Gospel of Mark.

February/March: the Social Justice Ministries presented *The Social Implications of Having a Criminal Record* led by KC Young, Director of the Freedom Project and *Social Justice and Police Militarization* discussed by Michael W. McCann, Professor of Political Science at the University of Washington. Cherry Johnson, social worker with Bailey-Boushay House, presented The Lenten series, *Wilderness Survival*. She led a six-week reflection on wilderness stories in the Bible and on wilderness as a metaphor for life experiences.

April: a three-week series coordinated by Peach Jack to understand the current immigration crisis, using her participation with a *Border Awareness Experience in El Paso and Ciudad Juarez*.

May: *Why do bad things happen and what does God have to do with it?* With Theologian-in-Residence, Dr. Bill Malcomson, who discussed evolving understandings of God and the problem of evil, using insights from Christian theology, psychotherapy, Buddhist and Hindu literature.

June-July: a Faith Journey series with speakers from the congregation telling their personal faith journeys. Speakers included Elie Smith, Jerry Lewis, Doug Beasley, Wendy Winston, Harriet Platts, Barbara Bell, Ruth Fossett, and Cherry Johnson.

September: programs included interim pastor Patricia Hunter discussing her faith journey, Pastor Tim Phillips interviewing visiting poet Richard Blanco on *Further Thoughts on Homecoming*, Lupe Carlos who spoke as part of the Creativity Expo, and a workshop that offered photography, watercolors, handbells, and poetry experiences.

October: discussions of the NW Immigrant Rights Project, Lutheran Community Services' Immigrant and Refugee Children's Program, and Tierra Nueva in the Skagit Valley. A Saturday *Mindfulness, Meditation, and Mind Fitness* workshop with Joel and Michelle Levey was presented.

November: included *Reflections on Living Deeply* with Trudy James including a documentary *Speaking of Dying* which she produced, *Climate change: Initiative 732* with Yoram Bauman, and a discussion of a book *Being Mortal* by Atul Guande with Bill Malcomson

December: a Lenten series led by pastor Patricia Hunter.

Commission Members: Janet Hasselblad, Bill Malcolmsen, Barbara Bell, and Harriet Platts

Liaison: Pastor David Kile

Children, Family and Youth Commission

Annual Report to the Congregation January 24, 2016

Co-Chairs: Patrick Green and Susan Blythe-Goodman

2015 has been an amazing year for the CFYA commission. When we look back to the goals set down by the congregation when they decided to hire a pastor for CFYA, we have reached or surpassed all of them. We have a lot of new families, kids are involved in worship and the life of the community. Each month Pastor Ned sends out the InSpired Community newsletter to 90 individuals and families. When events happen all of the commissions and leadership are asking questions about kid's involvement, activities, menu items and child care. SFBC has become aware and on purpose about being a place for families. Wednesday night dinner is a great example of how paying attention to the needs of families with high chairs, booster seats, child care and family friendly pricing results in better participation.

2015 has seen a lot of coming and going for our program. We welcomed new families with kids and celebrated several births. We also are saying good-bye to Justin, Hannah and Maria. We will miss them but they have left their mark and we will be forever changed because of their honest feedback about what has helped their family belong. Hannah contributed so much during her time serving on the CFYA commission but her biggest contribution was helping to capture information about how we put together events like the Halloween party or the annual Christmas Pageant. Having this task oriented guide helps us plan, learn and grow so that we are not starting from scratch with each event. It has saved us time and made it much easier to involve new volunteers.

Our new Sunday school teachers Sarah and Rachel are doing a great job and the new expanded curriculum is working well. The core group of regular attenders is increasing and having that critical mass is great. The youth group is small but mighty. Led by Susan Blythe-Goodman they are self-directing and very involved in choosing their activities for fellowship and community service.

In 2015 we started being much more involved with the Bright Horizons/Spring Street Early Learning Center. We have always enjoyed some connection since our Nursery teachers Mila and Lita are also employees at Bright Horizons. Our new Sunday school teacher Rachel also works there. Bright Horizons partnered with us in the All Church Picnic this year, providing face painting and brought several of their families. We look forward to working with them even more in the coming year.

We are excited about the progress that SFBC has made being a great place for families and young adults and look forward to the exciting possibilities for 2016.

Commission members: Abid Bhatti, Hannah Elder, Heather Dodge, and Jill Yates

Sunday school teachers: Sarah Cooper and Rachel Gross

Friends of the Commission: Sam Raj and Nimi Jeldi

Liaison: Pastor Ned Allyn Parker

ABW Ministries

Annual Report to the Congregation January 24, 2016

Shirley Wilkinson, ABW Ministries President

Women of the American Baptist Ministries (ABWM) have supported our American Baptist missionaries in various ways. With your generous help, we raised \$502 at our annual bake sale and all of this money will go to help both foreign and domestic missionaries via White Cross. Mary Hatcher has started a column in the Spire sharing the activities of our missionaries in Haiti. Both circles have special interest missionaries which they remember during the year. Dr. Bill and Ann Clemmer, special interest missionaries of Friendship Circle visited us shortly after Thanksgiving and this was a memorable afternoon as they shared their work in South Sudan. Copies of the journals of a few missionaries are posted on the ABWM board near to Fellowship Hall as they become available.

Attention and money is also shared with local ministries. We gave \$380.50 to Mary's Place, contributed by you through the Penny Project.

At present we have two circles with a total membership of 37. Their monthly meetings are a time of learning, inspiration, and fellowship. Visitors and new members are always welcome and this is a great way for new church members to get acquainted with a small group of women. Circle chairs are Carole Cornell, 206.525.0876 and Jean Mattson, 206.566.6121.

In addition to our local church we contributed leadership to the area and region ABWM structure.

Social Justice Ministries

Annual Report to the Congregation January 24, 2016

Submitted by: Sandra Jones on behalf of the Social Justice Leadership Team

Seattle First Baptist has a long commitment to social justice. Although the group's commitment has been to foster Peacemaking, Un-doing Racism and Caring for the Environment each year it adapts to what members of the congregation feel is most important. This year was one of significant change as our passionate, dedicated and savvy leader of over ten years, Gordon Harper, had to step out of the leadership group because of illness. His wife Roxana, a vital member of our group, also stepped out to care for him. Fortunately collaborative efforts between Seattle First Baptist and Bet Alef Meditative Synagogue thrived.

One of these efforts resulted in the formation of a new group, Interfaith Climate Action (ICA), in April with its members committed to address the threat posed by human-caused climate change. ICA's mission is to educate both congregations about the climate crisis, supporting actions that reduce the threat to a livable climate and opposing actions that increase the threat. Living up to their mission with Keith Ervin's leadership they accomplished six projects three of these were: (1) Publicly demonstrated their opposition to use of the Port of Seattle as a base for Shell Oil's Arctic oil exploration; (2) Participated in Carbon Washington's successful signature-gathering campaign to put a revenue-neutral carbon tax (Initiative 732) on the November 2016 ballot; (3) Worked with Social Justice Ministries and the Outreach Commission to offset SFBC's 105 metric tons of carbon emissions in 2014 by purchasing carbon credits from a solar-power project that is reducing China's dependence on coal-generated power.

A second strong collaboration with Bet Alef members was the continuation of monthly Burrito Rolls. The result was 7,200 meatless, nutritious burritos being served to Seattle's hungry over the year. These efforts were led by Dante and Annaliese Terminello representing Free Food for All and also Rebecca Alder and Kimberly Thiesen. In November an Eastside Muslim social justice group joined us so that three faiths worked together for Seattle's homeless.

The third collaboration between Seattle First Baptist and Bet Alef resulted in a monthly Israel-Palestinian Film Forum. The films arranged for by Paula Libes of Bet Alef generated important discussions and learning.

In February Ruthie Fossett brought us two speakers to focus our awareness on the criminal justice system locally as well as nationally. SoJus also supported the Baptist Peace Fellowship Friendship Tour to El Paso/Juarez, which was attended by Peach Jack. On returning she coordinated two three-part series' on immigration reform at SFBC. The friendship tour group met in July and presented findings at the BPFNA annual conference. Current efforts are to collaborate and engage with local agencies and individuals who provide services to the refugees and immigrants in our midst. Several from our group joined others from the Church Council at Federal Detention Center in Tacoma to stand in solidarity with the families of the people in detention.

During the year we worked in solidarity with groups like Faith Action Network (FAN). Representatives of our group attended the Interfaith Advocacy Day in Olympia and periodic educational meetings. We also hosted a table at FAN's annual fundraiser.

We are grateful to all within the Seattle First Baptist Church community who join us in learning, acting and praying for Social Justice.

Congregational Engagement

Annual Report to the Congregation January 24, 2016

Director of Congregational Engagement: Peach Jack

At the Leadership Retreat, in January, 2015, we talked about teaming and learning, developing effective practices. My professional goal was: "To seek to understand," and my practice was to include:

- Reflection: Being accountable, speaking up and engaging, listening without trying to solve, leading by telling my own truth.
- Collaboration: Asking, being curious, listening, and seeking to understand.
- Experimentation: Supporting colleagues, congregation and commission members.
- Action: Creating an environment where things can happen, where preferences are safely respected, and where there is a genuine culture of caring, inquiry and service.

The year began with a focus of discovering the needs of the congregants and understanding the direction they are leading us as a church. A priority emerged regarding the membership on our database, determining more accurate numbers and setting up systems for tracking. Knowing commission responsibilities and accomplishments has remained another main concern for the sake of continuity and change of staffing and volunteerism. Recognizing the value of our volunteers, we desire to foster an atmosphere of gratitude and support for their contributions.

Support often comes in the form of productive conversations and reflection, and understanding what motivates people to serve. As a result of my participation in Parker Palmer's Leadership Academy, we have hosted group interactions around meaning and purpose. In January, a representative from the Center for Courage and Renewal came and met with the board and staff. In February, two small groups, called Circles of Trust were launched as a pilot program. One group continues to meet and has goals of expanding with leadership training. Building trust around people's passions and commitments has helped some to find important ways to connect and engage in relationship to the congregation.

Focusing on safety has been another form of support for the congregation this year; a task force was formed to identify areas needing improvement and will regroup in the New Year. Companions and Greeters continue to serve weekly along with our Ushers, meeting the needs of our members and visitors. In November, I was certified as a facilitator of the Personal Safety Nets workshops and have plans to coordinate workshops at the church. Also in November, I coordinated the Women's retreat at Rainbow Lodge, exploring the theme of Resilience and Joy as we face life's challenges.

One of my greatest joys was being invited to present two series' on immigration reform in 2015. Following a trip to El Paso/Ciudad Juarez with the Baptist Peace Fellowship of North America, I was motivated to learn along with the congregation about this important subject. Along with members of the Adult Education commission, I coordinated a conversation with local non-profits and individuals working for change in people's lives and our government's policies. This effort culminated in a Christmas offering supporting local charities who serve refugee and immigrant populations.

In 2016, I plan to continue building relationships by connecting people inside SFBC to our greater community. In seeking to understand and collaborate, we can all continue this amazing work of building communities of trust. I hope you will join me in 2016.

Media Ministries

Annual Report to the Congregation

January 24, 2016

Director of Media Ministries: Jim Segaar

In February 2014 we began a two-year pilot program that we called our "Web Presence." We focused on revitalizing and expanding our website, Facebook page, and regular emails (This Week and the Spire). I was contracted to serve as Director of Media Ministries for the period of the Pilot. The program has been funded through a designated fund, outside the operating budget of the church. That pilot ends in January 2016. Total cost for the pilot will be between \$80,000 and \$90,000 for the two-year period – less than the \$100,000 that was authorized by the Diaconate.

Results have been positive. We evaluated the program throughout the Pilot and especially the fall of 2015, and church leadership agrees that the program should be continued and become part of the operating budget for the church going forward. I have agreed to continue in my position, taking on some additional duties relating to *The Spire*.

During the pilot we focused on meeting the needs of members and friends of SFBC – people who already are aware of us have been our primary target audience. Feedback and usage statistics lead us to believe that we have been successful in reaching this audience.

The main cost for the program is labor, and the vast majority of that labor goes into generating and editing content for the web presence in the form of text, video and photos. Two people are paid for this work: I am paid for 20 hours of work per week and Kellie Whitlock does the video editing and processing as part of her overall duties. The web presence also relies on a significant amount of volunteer labor. I willingly put in more hours than I am compensated for. It is not unusual for me to work an additional 20 hours per week when things at church are busy. Kellie also volunteers time in addition to what she is compensated for. She donates her efforts in support of Seattle Jazz Vespers, and absorbs additional work relating to video processing and *The Spire*. I also want to thank Lupe Carlos III, who has donated extensive time and talent as a photographer. I report this not as a complaint but to ensure that the church understands that volunteer hours are critical to our web presence and the church is getting a lot more than it is paying for. Depending on the willingness and availability of qualified volunteers that may not always be possible in the future.

In the coming months we look forward to continuously improving our web presence. I would like to slightly expand the paid marketing we do on Facebook, keeping the cost within what the church can afford. We also have an opportunity to reach out to more people who are not already involved with SFBC.

Thank you for supporting this ministry. It is an honor to serve the church in this capacity.

Here are a few facts about what we have accomplished:

- Overall program – our focus has been on meeting the needs of the members and friends of SFBC. Our main target audience is people already aware of and involved with us.
- Website – SeattleFirstBaptist.org
 - Site was redone using Weebly, a service we contract with that makes maintenance less labor intensive.
 - More effort is put into creating content – photos, videos, text
 - In an average week, we have 500 sessions and 1,164 page views
 - Usage grew about 3% in 2015 as compared to 2014
 - Our most popular content includes: Home page, Worship Pages, Church Calendar, Contact/ Directions, Special Events (eg. Nadia Bolz Weber), Pastoral Team, Seattle Jazz Vespers, Recent Happenings, Welcoming and Affirming, Announcements

- Video
 - We now use Vimeo as our video server
 - We have had nearly 9,000 video plays over the last year
 - In an average week we have 173 plays.
 - Many videos are played – we have more than 160 videos that have been played 20 times or more
 - Our most played videos have around 200 plays each
- Facebook
 - We post to our page Facebook/SeattleFirstBaptist multiple times per week
 - Our page “Likes” have increased to nearly 600 – up from 403 when we started the pilot
 - We have spent \$190 on boosting specific posts with good results (more than 10,000 Facebook “reaches” and 730 “post engagements”)
- Email
 - We now use Constant Comment as our email service
 - The number of people subscribing to email has remained fairly constant.
 - On a regular basis we send out: *This Week*, *The Spire*, *inSPIREd* (CFYA focus done by Ned Allyn Parker), Seattle Jazz Vespers Publicity (done by Kellie Whitlock), Choir Publicity
- Other social media
 - We continue to experiment with Instagram
 - We continually monitor other social media for new opportunities

Theologian in Residence

Annual Report to the Congregation January 24, 2016

Theologian in Residence: Bill Malcomson

It has been my joy to serve as your Theologian-in-Residence for the last 2 1/2 years. I am leaving this position only because we are moving to Port Ludlow, as of January 11, 2016.

I have taught classes in theology, Bible, and world religions to incredibly responsive and delightful people over the span of my time with you. Though I did some lecturing, most of our experiences were interactive. They could be so, because you were willing and eager to interact with me on topics that were meaningful and basic to how we live our lives.

I also was privileged to preach from time to time—something I still enjoy doing after 65 years of practice. I have had the rare gift of being a mentor, a companion, and a dear friend to Tim Phillips. Pure gold! I have made so many friends. Many were renewed friendships, but I also have a growing coterie of new friends. To all of you, I say thank you for accepting me and even listening to me and allowing me to be exactly who I am.

Barbara and I plan to check into SFBC once a month. And if you want to still interact with me and what I care about, feel free, if you haven't done so already, to sign up for Bill's Blog By The Bay, which will begin in a few weeks. No fee. Only give me your e-mail address.

My e-mail address is [wmalcomson18@gmail.com].

Companis Mission Workers Association

Annual Report to the Congregation January 24, 2016

Companis Workers who served in 2015

In 2015 alone, the following 65 Companis Workers served 34 local nonprofit agencies around Puget Sound on our behalf (denotes SFBC members/attendees):*

Joanne Anton, Debbie Aylott, Jerome Bader, Bryce Bailey, Debi Belt, Joan Benner*, Lee Campbell, Raymond Chan, DDS, Nona Clifton, Megan Crouse, Tim Dean, Susan Dohrmann*, Ann Donovan, Jamie Erickson, Jill Fluvog, Autumn Franger*, Gary Frankel, Tami Gillman, Jeff Gilmartin, Carla Granat*, Patrick Green*, Alanna Gunne, Janet Hasselblad*, Rob Hatch, Steve Haugen, Carol Jean Hendrickson*, John Hibbard, Martha Hill*, Andrea Hoekstra RN, Ryan Hookland*, Martha Hopley*, Jake Howland, Muriel Jones MD*, Amber Joy*, Amanda Kelly, Rev. David Kile*, Jon Klapel, Shawn LaPlant, Atit Marmer*, Carol Mastenbrook, Peter Merritt, Phil Mervin*, Jon Moran, Kim Nonen, Deborah Person, Theresa Pruett*, Marilyn Pulliam*, Betty Reid*, Sturgis Robinson, Dayal Sarkar, Greg Scully, Pacheena Shuen-Mitchell, Jocelyn Skillman, Marti Spicer, Emily Stewart, Jenelle Tabor, Katie Tirtanadi, Tom Tiberio*, Carole Tovar*, Laura Van Tosh*, Heather van der Wal RN, Peter Wick, K.C. Young

Agencies Served by Companis in 2015 (*denotes multiple placements)

Brigadoon Service Dogs, Camp Burton – Am. Baptist Camp, Changes Parent Support Network, Coalition For Refugees From Burma, Diverse Harmony*, Elizabeth Gregory Home for Homeless Women*, Evergreen Treatment Services REACH Program, Flying House Productions, Freedom Project*, High Point Clinic, Hilltop House Resident Council*, Hilltop House Retirement Community, Interfaith Community Sanctuary *Speaking of Dying Documentary Project**, Lummi Island Parish Nurse Program, Mary's Place Seattle* - Homeless Women & Children Day Center/ Advocacy/ Family Shelter Services, Neighborcare Health, Mental Health Chaplaincy, Neighborhood Farmer's Market Alliance, Northwest Center for Creative Aging, People's Memorial Co-Op, Personal Safety Nets*, Prescription Drug Assistance Foundation, Pride Foundation*, Project Access Northwest*, Provail, Recovery Café, Seattle Community Law Center, SFBC* – Circles of Trust Program, SFBC - Mitchell Family July 4th Community Event, Sound Mental Health, The Well at Queen Anne United Methodist Church, Trinity Thrift Shop*, University Baptist Church, University District Child Center, Ventures (formerly Washington CASH), Virginia V Foundation, West Seattle Help Line

Companis Staff

Gary Davis, Executive Director

Rita Hibbard, Associate Executive Director

Phil Mervin, Office Manager

Peter Jabin, Worker Support consultant

Companis Board

Shawn Aronow - President, Sterling Morris – Vice President, John Eric Rolfstad – Treasurer, Stan Kehl – Secretary , Gary Davis – Executive Director — Astrid Berg, Kristen Hart, Brian Hawksford, Mitzi Johanknecht, Donna Matuizek, Sarah Speck MD, Don Weston

Membership Report

Annual Report to the Congregation January 24, 2016

Membership Secretary: Shirley Moffitt

Membership as of December 31, 2015		572
Received into membership in 2015		15
By letter and Christian experience	15	
By baptism	0	
By baptism and reinstatement	0	
Dismissed in 2015		-11
By letter	0	
By death	11	
By request	0	
Moved to inactive	0	
Total Membership as of December 31, 2015		576

Treasurer's Report

Annual Report to the Congregation

January 24, 2016

Treasurer: Metta Williams

Reported below are some figures on the financial position of Seattle First Baptist Church for 2015. Included are reports on the costs of some of the projects we undertook with the agreement of the congregation. Much of the year followed the patterns of years past, but we also engaged in larger projects that changed our financial position in terms of the kind of assets we have. Our financial position remains very healthy, and all of the expenses were carefully administered by the church staff.

Beginning 2015 position: \$3,481,994. End of 2015 position: \$2,192,979.

Total income for the Unified Budget: \$1,177,976 compared to an estimated budget of \$1,180,300. That is a -.2% difference from our estimate.

Total expense for the Unified Budget: \$1,199,970 compared to an estimated budget of \$1,180,300. That is a 1.7% difference from the estimate.

Two years ago the congregation decided to commit \$100,000 over the two years for the beginning of our new media and internet presence. This expense was tracked on the Designated Funds page of the report under the line item: Media Ministry. At the end of the two years we spent \$85,248 on this project. The Media Ministry costs have now been included in the Unified Budget, and we will continue our commitment to this presence.

The renovation of the third floor of the south end of the building has also been a major project this year. The cost for that project is also found on the Designated Fund page of the financial report. The cost for that project ended up at \$1,526,738. This space has been rented out since the completion of the project and now houses Companis and the Seattle King County Dental Association. Before and after pictures of the project are available on our website.

We are ever thankful for the people who remember us with bequests. In 2015 we are thankful for the gifts from the family of M. Williams, Betty Bates and Florence Lundquist.

Although our assets are smaller in terms of stock and bond amounts, we have invested in the health of our building and provided for more rent producing space for our community partners. We have not experienced a loss in assets as much as we have transferred our assets from investment accounts to income generating real estate. So the bottom line numbers don't quite tell the whole story.

One of the major financial discussions that has come up from the result of the renovation project is the determination of what to do with the income from the new space. The discussion is between considering the income to be income from investment that we should use for our current annual mission needs in the Unified Budget or to contribute the rental income back into the endowment.

I am thankful to be a part of a vibrant community of faith here at Seattle First Baptist and thankful for the ways that we use our resources to carry out our mission as a congregation.

Financial Summary I

Seattle First Baptist Church

Annual Report to the Congregation

January 24, 2016

	DEC. BUDGET		DEC. ACTUAL		ACTUAL Difference	% Diff.	YTD BUDGET		YTD ACTUAL		ACTUAL Difference	% Diff.
Operating Fund Receipts:												
Pledges	\$266,000	\$279,277	13,277	5.0%			\$640,000	\$638,232	(1,768)	-0.3%		
Non Pledges	8,400	17,221	8,821	105.0%			60,000	60,979	979	1.6%		
Interest	11,250	11,250	0	0.0%			135,000	135,000	0	0.0%		
Loose Offerings	913	782	(131)	-14.3%			11,000	11,747	747	6.8%		
Easter/Christmas Offerings	3,250	587	(2,663)	-81.9%			6,500	5,562	(938)	-14.4%		
Bldg. Use	27,450	25,221	(2,229)	-8.1%			305,000	304,544	(456)	-0.1%		
Food Service	2,574	1,036	(1,538)	-59.8%			19,800	19,059	(741)	-3.7%		
Thrift Shop	250	114	(136)	-54.4%			3,000	2,853	(147)	-4.9%		
	\$320,087	\$335,488	\$15,401	4.8%			\$1,180,300	\$1,177,976	(\$2,324)	-0.2%		
Operating Fund Disbursements:												
Salaries, Benefits & Prof. Dev.	\$52,938	\$50,371	(2,567)	-4.8%			\$635,300	\$626,297	(9,003)	-1.4%		
Church Home Commission	31,500	(2,528)	(34,028)	-108.0%			350,000	380,313	30,313	8.7%		
Food Service	5,850	4,998	(852)	-14.6%			45,000	54,689	9,689	21.5%		
Subtotal Operating Expense	90,288	52,841	(37,447)	-41.5%			1,030,300	1,061,299	30,999	3.0%		
Worship Commission	0	200	200	0.0%			1,500	1,224	(276)	-18.4%		
Music Commission	1,962	5,521	3,559	181.4%			23,500	23,102	(398)	-1.7%		
Membership Commission	250	0	(250)	-100.0%			3,000	1,843	(1,157)	-38.6%		
Adult Ed. Commission	413	299	(114)	-27.6%			5,000	4,265	(735)	-14.7%		
CF & YA	1,000	583	(417)	-41.7%			12,000	8,858	(3,142)	-26.2%		
Outreach Commission	625	1	(624)	-99.8%			7,500	2,387	(5,113)	-68.2%		
Stewardship	25	0	(25)	-100.0%			300	0	(300)	-100.0%		
Subtotal Commission	4,275	6,604	2,329	54.5%			52,800	41,679	(11,121)	-21.1%		
Companis	20,000	20,000	0	0.0%			40,000	40,000	0	0.0%		
Mission Ministry	3,663	5,833	2,170	59.2%			44,000	45,500	1,500	3.4%		
Labyrinth	100	426	326	326.0%			1,200	816	(384)	-32.0%		
Retreats	337	374	37	11.0%			4,000	3,303	(697)	-17.4%		
American Baptist Women	87	0	(87)	-100.0%			1,000	0	(1,000)	-100.0%		
Board Retreat	250	0	(250)	-100.0%			3,000	4,439	1,439	48.0%		
Advertising	337	1,370	1,033	306.5%			4,000	2,934	(1,066)	-26.7%		
Subtotal Outside Activities	24,774	28,003	3,229	0			97,200	96,992	(208)	-0.2%		
NET BALANCE	\$119,337	\$87,448	\$(31,889)	-26.7%			\$1,180,300	\$1,199,970	\$19,670	1.7%		
TRANSFERS	200,750	248,040	47,290				0	(21,994)	(21,994)			
PREVIOUS YEAR CARRYOVER FUNDS DESIGNATED FOR CURRENT YEAR USE							0	0	0			
NET BALANCE AFTER TRANSFERS							0	(21,994)				
OPERATING FUND BALANCE							\$22,035		\$41			
							12/31/2014		12/31/2015			

Financial Summary II

Seattle First Baptist Church Annual Report to the Congregation January 24, 2016

	12/31/2014	12/31/2015	
Checking - Savings	\$212,036	\$277,237	Payroll Taxes
Employee Receivables	415	449	In/Out
Money Markets	6,301	4,287	Use Tax
Stocks & Bonds	3,030,326	1,692,989	
Notes Receivable	232,916	218,017	Fund Balances
	<u>\$3,481,994</u>	<u>\$2,192,979</u>	
			<u>2,166,248</u>
			<u><u>\$2,192,979</u></u>

Distribution of Funds

	12/31/2014	YTD	YTD	CURRENT
	BALANCE	RECEIPTS	DISBURSE.	BALANCE
Foundation/Endowment/Mem. Fund	\$1,706,988	\$41,739		\$1,748,727
Music Endowment Fund	240,094	1,672		241,766
Building Endowment Fund	1,148,006	1,622	-	1,149,628
Romney Legacy Fund	436,453	1,372		437,825
Other Designated Funds:	(74,843)	(28,028)	1,336,667	(1,439,538)
Unrestricted Operating Fund	22,035	1,177,976	1,199,970	41
	<u>\$3,478,733</u>	<u>\$1,196,353</u>	<u>\$2,536,637</u>	<u>\$2,138,449</u>
			\$0	

Interest on Funds

	12/31/2014	2015	YTD	CURRENT
	BALANCE	RECEIPTS	DISBURSE.	BALANCE
Music Interest	268	13,685	200	13,753
Building Endowment Interest	1,549	22,970	13,481	11,038
Romney Legacy Interest	(1,730)	25,000	20,262	3,008
	<u>\$87</u>	<u>\$61,655</u>	<u>\$33,943</u>	<u>\$27,799</u>
			\$0	

GRAND TOTALS ALL FUNDS

	\$3,478,820	\$1,258,008	\$2,570,580	\$0	\$2,166,248
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Financial Summary III

Seattle First Baptist Church Annual Report to the Congregation January 24, 2016

<u>Designated Funds</u>	<u>Balance 12/31/14</u>	<u>YTD Receipts</u>	<u>YTD Expenses</u>	<u>YTD Transfers</u>	<u>Current Balance</u>
Bill Newell Scholarship Fund	5,284.97		(372.67)		5,657.64
Capital Development	112,935.60	82,000.00	72,638.52		122,297.08
Columbarium	(22,524.15)	8,825.00	545.00		(14,244.15)
Fellowship Offerings	6,322.36	19,096.51	22,721.59		2,697.28
Flowers	3,332.19	690.00	963.26		3,058.93
Hospital Project	(352,122.87)		1,174,615.30		(1,526,738.17)
Jazz Vespers	4,860.69	664.69	1,781.17		3,744.21
Library	299.56				299.56
Media Ministry	(40,064.13)		45,184.13		(85,248.26)
Missions - America for Christ	-	1,130.71	1,130.71		-
Missions - Love Gift	-	94.45	94.45		-
Missions - OGHS	-	2,675.00	2,675.00		-
Missions - RMM Offering	-	1,426.00	1,426.00		-
Missions - WMO	-	1,785.00	1,785.00		-
Music Lessons	-	630.00	630.00		-
Pastor's Benevolent	987.31	1,316.55	(1,568.32)		3,872.18
Scholarships	372.67		372.67		(0.00)
Youth	1,478.02				1,478.02
<u>In/Out</u>					
Book Sales	-	1,054.21	1,054.21		-
Companis Mission Workers	-	2,956.64	1,350.00		1,606.64
Consulting	(36.66)	4,027.00	3,990.34		(0.00)
<u>Food/Event Ministry</u>					
ABW Coin Drive	-	16.18	16.18		-
Mental Health	-	15,000.00			15,000.00
Myanmar, Burma	-	500.00	500.00		-
Other					
Parish Nurse	1,084.19		584.19		500.00
Regular Music	6,024.00	7,958.15	6,495.42		7,486.73
Senior Outing	918.31		153.30		765.01
Interest Unallocated & Gains/Losses	198,137.95	(179,908.68)			18,229.27
	<u>(72,709.99)</u>	<u>(28,062.59)</u>	<u>1,338,765.45</u>	<u>-</u>	<u>(1,439,538.03)</u>
<u>CLOSED</u>	<u>(2,133.59)</u>	<u>35.00</u>	<u>(2,098.59)</u>	<u>-</u>	<u>(0.00)</u>
	<u>(74,843.58)</u>	<u>(28,027.59)</u>	<u>1,336,666.86</u>	<u>-</u>	<u>(1,439,538.03)</u>

Past Recipients of the Volunteer Recognition Award

- 2014: Diana James and Metta Williams
- 2013: Rod Shutt, Susan Blythe-Goodman, Danny de la Cruz and Madge Schumacher
- 2012: Carole Cornell, Paul Dromgoole, and Margaret Norton-Arnold
- 2011: Joanne Hjort, Lee Hart
- 2010: Janet Balcom Whitlock, Phil Mortenson, Shirley and Evan Cline
- 2009: Doug Beasley, John Dislers, Kenneth Dugan, Muriel Jones-Cashdollar, John Nicholson, Stan Wagner, Kathy Cooper; Mimi Dislers; Conrad and Carole Tovar
- 2008: Pat Kile, Susan Dohrmann, Debbie Gibby, Dick Miller, Muriel Cashdollar, Leroy Johnson, Melanie Mitchell, Clinton McNair, Renna Pierce, and Robert Sittig
- 2007: Virgil Tollefson, and Mary Williams
- 2006: Christopher, Brian and Sue Ross, and John Stapleton
- 2005: Wally Tablit, Jeanne Dorn, Samara Hoag, and Mary Mazur
- 2004: Marian Voge, Louise Ellis, and Sharon Hunley

Proposed 2016 Slate on Nominated Church Leaders

OFFICERS			
President	Sue Ross	Secretary	Marsha Ulmer
Vice President	Jim Singletary	Member at Large	Sue Tollefson
Treasurer	Metta Williams	Member at Large	Muriel Cashdollar

COMMISSION CHAIRS and VICE/CO-CHAIRS			
Christian Education Adult Education	Children, Families and Young Adults	Membership and Engagement	Outreach
C: Steve Smith VC: Atit Marmer	CC: Susan Blythe-Goodman CC: Patrick Green	C: David Young VC: Marsha Ulmer	CC: Samara Hoag CC: Paul Roby

Music	Worship	Personnel	Church Operations
C: Jim Ginn VC: Darla O'Brian	C: Sterling Morris VC: Stephanie Jones	C: Phil Mortenson VC: Cynthia Per-Lee	C: Carole Tovar VC: Virgil Tollefson

Stewardship
Ch: Angie Buysse VC: Jim Singletary

COMMISSIONS			
Christian Education Adult Education	Children, Families and Young Adults	Membership and Engagement	Outreach
Janet Hasselblad Lynn Gaertner-Johnston Harriet Platts	Abid Bhatti Aaron Burkhalter Megan Walker Jill Yates Mary Jeffers-Schroder Heather Dodge	Ruth Fossett Jane Herness Nancy Ray Sue Phillips	Wendy Van Koevering Alyssa MacLachlan Damien Karolev Jim Thompson Ardis Shirk Gary Davis

Music	Worship	Personnel	Church Operations
David Greenhow Marilyn Sellers Kimberly Thiesen	Donna Ward Carole Cornell Inola de la Cruz Nancy Szeliga Bruce Hayes Katarina de la Cruz	Karen Carlos Mark Jensen Gay Hasselblad Dick Miller	Nancy Cleland Lee Hart CJ Hendrickson Rodhney Tull Paul Dromgoole Daryl de la Cruz

Stewardship
Pat Kile Russ Kaake Don Phillips Erik Zaugg

SFBC Staff/Office/Volunteer Directory

Pastoral Team

Tim Phillips, (x104) Lead Pastor Tim@SeattleFirstBaptist.org
Ned Allyn Parker, (x106) Pastor for Children, Families, and Young Adults Ned@SeattleFirstBaptist.org
David Kile, (x105) Pastor for Senior Adult Ministries David@SeattleFirstBaptist.org
Patricia L. Hunter, (x107) Interim Member of the Pastoral Team Patricia@SeattleFirstBaptist.org

Music Staff

Vicky Thomas, Director of Choral Music & Handbell Choir (x108) Vicky@SeattleFirstBaptist.org
Michelle Horsley, Organist (x109) Michelle@SeattleFirstBaptist.org
Jim Ginn, Associate Organist Jim.Ginn@comcast.net
Belle Chenault, Children's Music BelleChenault@hotmail.com

Administrative Staff

Darren Hochstedler, Church Administrator (x102) Darren@SeattleFirstBaptist.org
Judie Scott, Office Administrator (x101) Front_Office@SeattleFirstBaptist.org
Michael Crewdson, Finance & Facilities Manager (x103) Michael@seattlefirstbaptist.org
Paul Fellner, Maintenance & Facilities PaulFellnerJr@gmail.com
Zane Sanderson, Sexton ZaneSanderson@yahoo.com.au
Kellie Whitlock, Sound/Video Engineer, Graphic Arts/Publisher Kellie@SeattleFirstBaptist.org
Peach Jack, Director of Congregational Engagement (x111) Peach@Seattlefirstbaptist.org
Jim Segaar, Director of Media Ministries Jim@SeattleFirstBaptist.org

Parish Nurse

Ann Keppler AnnKeppler@comcast.net

Hilltop House Staff

Darla O'Brian and Karen Carlos, 206.624.5704

Fellowship Hall Hostess

Carol Honderd, 206.624.8071

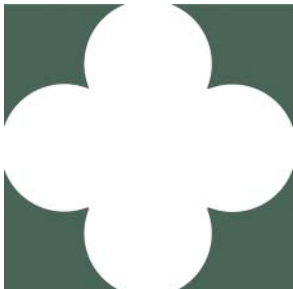
Kitchen Staff

Rick Hansen, Chef
Amy Crawford, Kitchen Assistant

Companis Staff: Gary Davis, Executive Director, Rita Hibbard, Assoc. Exec. Director, Phil Mervin, Office Manager, Peter Jabin, Program Manager and Craig R. J. Darling, President Emeritus

Companis Workers: Joanne Anton, Debbie Aylott, Jerome Bader, Debi Belt, Joan Benner, Lee Campbell, Raymond Chan DDS, Nona Clifton, Susan Dohrmann, Ann Donovan, Autumn Franger, Gary Frankel, Jeff Gilmartin, Tami Gillman, Carla Granat, Patrick Green, Alanna Gunne, Janet Hasselblad, Rob Hatch, Steve Haugen, John Hibbard, Martha Hill, Andrea Hoekstra RN, Martha Hopler, Ryan Hookland, Muriel Jones MD, Amber Joy, Amanda Kelly, Rev. David Kile, Jon Klapel, Shawn LaPlant, Atit Marmer, Carol Mastenbrook, Peter Merritt, Phil Mervin, Jon Moran, Kim Nonen, Marilyn Pulliam, Betty Reid, Ziggy Robideaux, Greg Scully, Pacheena Shuen-Mitchell, Marti Spicer, Emily Stewart, Jenelle Tabor, Tom Tiberio, Carole Tovar, Heather van der Wal RN, Laura Van Tosh, KC Young.

Notes



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