



Annual Report 2021

Presented at the 152nd Annual Congregational Meeting

Held on Sunday, January 23, 2022

1:30 p.m.

Agenda for Annual Meeting 2022

Welcome

(Jim Ginn - President)

Zoom Orientation

(Megan Walker – Vice President)

Opening Prayer

(Rev. Dr. Patricia Hunter)

Call to Order

(Jim Ginn)

Introduction of 2021 Annual Report

(Jim Ginn)

Presentation of 2021 Financial Statement

(Bob Sittig - Treasurer)

Recognition of 2021 Volunteers

(Megan Walker & Jim Ginn)

Recognition of Long-Range Planning Task Forces

(Megan Walker & Jim Ginn)

Adoption of 2022 Proposed Budget

(John Benner – Stewardship Commission Chair)

Adoption of 2022 Proposed Dr. Rodney Romney Legacy Fund Utilization

(Margaret Norton-Arnold – Romney Legacy Fund Committee)

Adoption of Proposed Revised Bylaws

(Dick Miller - Secretary and Phil Mortenson – Governance Task Force Chair)

Election of 2022 Council of Ministries

(Mike Zaugg – Nominations Committee)

Commissioning of the 2022 Council of Ministries

(Pastors Patricia Hunter, Anita Peebles and Tim Phillips)

Adjournment

(Megan Walker)

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Affirmation of Values

In 2017 Seattle First Baptist Church adopted this Affirmation of Values

Faithful to our Baptist heritage, we strive for a world where people are welcomed regardless of, and with respect for, their religious beliefs; where the separation of church and state is vigorously defended; where freedom is a fundamental right that values the dignity of all persons without regard to their race, country of birth, gender, sexual orientation, gender identity, age, religion, or disabilities; and where compassion is the measure of our actions.

- 1. We will go deeper in faith** as we do justice, love mercy, work for peace and walk humbly with God.
- 2. We will be present** to one another and our neighbors in our personal relationships and by creating venues for engagement where we can learn about viewpoints different from our own.
- 3. We will respect all religions** by learning about the beliefs, values and struggles of our neighbors and by demonstrating support for them.
- 4. We will welcome the stranger**, including immigrants and refugees, as our Scriptures instruct. We will explore how to support their causes and advocate for justice, remembering that many of us are the children of immigrants and refugees.
- 5. We will actively work to recognize and change our own biases** and to fight racism, sexism, classism, homophobia, ageism and other systemic prejudices.
- 6. We will protect our environment** and support preservation programs that are based on scientific data designed to improve our resources, enhance biodiversity, and reverse human-caused climate change.

We affirm these commitments as we continue to follow the way of Jesus Christ.

Mission Covenant:

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 Congregation President's Report

Submitted by: Jim Ginn

As I sit at my desk writing this report, the sun reflects brilliantly off snow-covered mountains just across the Methow River. Today is the 7th day of Christmas, the season when we celebrate the Incarnation, the Christian understanding of the union of Spirit and humanity. This is the 6th day of Kwanzaa when we recognize the principle of Kuumba, which means Creativity. And it is New Year's Eve when we reflect on the challenges and successes of the past year and look ahead to the coming year with hope, but not through rose-colored glasses. Throughout 2021, Spirit and creativity were welcome and necessary companions in the face of human strengths and weaknesses in the world, our surrounding community and within our own church family.

At the beginning of 2021 I shared in writing with you some of my thoughts looking ahead. I said, "We are at the beginning of another transitional year with opportunities and challenges before us both known and unknown. We welcome our work with clear eyes and open hearts." I introduced five themes as a framework for our work in 2021: Anti-racism, Outreach, Long Range Planning, Re-entry after COVID and Pastoral Transition. Our work in each of these areas has been challenging. We hit some bumps along the way. And we have made progress on our journey of continuously becoming the church we believe we are called to be.

Anti-racism

Our ongoing work toward anti-racism, reconciliation and inclusion has been challenging and sometimes painful, particularly for our Black, Indigenous and People of Color (BIPOC) members and friends. BIPOC members met as a group regularly throughout the year with the welcome leadership and support of Rev. Dr. Patricia Hunter and Rev. Jennifer Ikoma-Matzko. We also engaged the support of our Evergreen Association's Executive Minister, Rev. Douglas Avilesbernal. He will continue his consultation ministry with us through 2022. Karen Carlos led a weekly Brave Space group where white congregants worked together to undo white supremacy within themselves. Diaconate members participated in a four-week book study on "Me and White Supremacy". Our Anti-racism Task Force provided valuable guidance for addressing shortcomings in our church's structures, policies and our ways of relating to one another. We nominated a racially diverse slate of lay leaders for the 2022 Council of Ministries. Rev. Avilesbernal reminded us that we are at the "end of the beginning" of this journey.

Outreach

In a year of exceptional need, Beth Reis, Steward of Outreach, organized and led, with the help of many committed volunteers, a compassionate and effective outreach program for our surrounding community. I encourage you to read Beth's Outreach Report to learn more about this important work.

Long-Range Planning

We have now been in the process of Long-Range Planning (LRP) for more than two years in proactive response to an evolving culture and our own journey of becoming the community of faith we aspire to be. In 2021 planning goals became concrete recommendations. Nearly forty people served on six LRP Task Forces. Small Groups Ministry, Governance, Senior Ministry and Pastoral Transition Task Forces completed their work, and their recommendations were reviewed with the congregation and approved by the Diaconate. Now we begin implementing their recommendations. The Facilities Task Force will continue their work throughout the year. The Anti-racism Task Force will continue as an on-going Committee. Please refer to the Long Range Planning Report for more information.

Re-entry after COVID

If 2020 was the year SFBC learned how to be an online community, 2021 was the year we further climbed the growth curve of processes and technology to simultaneously gather both physically at 1111 Harvard Avenue and online. We will never be the same. It is a model we wish to build upon in coming years. Much gratitude is due our pastors, program and administrative staff, and the COVID Re-entry Committee for their steady and inspiring leadership through these transitions. They carefully balanced safety concerns with spiritual needs to provide a sensible and compassionate re-entry path that set an example for other churches.

The long-expected loss of parking behind our building became a reality last summer. That loss was eased by hard work and creativity to provide immediate alternative parking solutions. In 2022 our Facilities Task Force will continue leading us through the process of discerning a comprehensive roadmap for the future of our treasured campus.

Pastoral Transition

With hearts full of mixed emotions, we warmly embraced the final year with our beloved Lead Pastor, Rev. Dr. Tim Phillips and Patrick Green. As we have moved toward the end of this meaningful chapter in our long history, we have also been preparing for what comes next in our unfinished story. For months our Interim Pastor Search Committee has been hard at work defining a job description and searching for the right pastor to join Pastor Anita Peebles and Pastor Patricia Hunter in leading our congregation through an interim period. And our Pastoral Transition Task Force has discerned a new model of pastoral ministry to be shared with our congregation during the interim period in preparation for our next settled pastor.

Some of us are weary and uncomfortable with the amount of upheaval in the world, our city and even within our own congregation. This is natural. Bolstered by the Spirit of Love and Creativity we have every reason to be deeply grateful for the abundance of our life together. We can trust our mission and values. We can trust each other. And we can walk together into our future with hope, whatever that future may bring. That is not blind optimism. It is faith.

Pastoral Team Reports

Tim Phillips, Lead Pastor

THE FUTURE CHURCH – PART 2

Almost a decade ago, I wrote an article for the *Spire* titled “The Future Church.” I was writing at the beginning of my doctoral studies about the marks of effective ministry with the rise of “the nones” (those religiously unaffiliated or disaffected), the “spiritual but not religious,” and a younger generation antagonistic to most things institutional. I wrote then that the growing consensus among those who studied such things was that there was plenty of evidence that certain lived values still mattered. Things like spiritual authenticity and diversity meeting the needs of folks steeped in cynicism and distrustful of socio-religious uniformity; that churches were the last best hope for healthy intergenerational connections; and that the belonging of community and working together for justice as the public expression of love were hallmarks of effectively connecting with people today.

At the time, I celebrated that Seattle First Baptist Church had its own evidence demonstrating the effectiveness of these values.

And then political disruption, seemingly unbridgeable polarization, and the pandemic hit. My confidence was shaken. It wasn’t that these values didn’t matter anymore or that SFBC wasn’t capable of them. It was an uncomfortable feeling of what I have been calling (with R.E.M.) “the end of the world as we know it.” Ecologically, socially, politically, spiritually, the world is suffused with deep questions about who we are and what we can hope for.

I am not writing now to answer those questions. I think we can say goodbye to some of the answers that have served us but have outlived their usefulness. It is clear now that the pool of people interested in what we call “church” – that includes the conservative churches – is getting smaller by the day. No amount of marketing will change that. While technology has helped in some ways, it has hurt in others. White religious nationalism feeds on the ignorance of those who lump all churches together and have good reasons to reject them. Institutions continue to fail the most important promise they could make – building community.

So, what is the future of the church? I don’t know. What I do know is that honestly naming the realities of this current moment opens up the possibilities of that which can emerge in surprising and graceful ways. This is not, as President Jim Ginn says in his report, “blind optimism; it is faith.” It’s what gets birthed out of our disorientation – some of it our own doing and some of it through the power already at work in us to accomplish more than we can ask or imagine.

As I said a couple months ago, God has a thing for the impossible. In fact, some say that God is the Possibility of the Impossible. The gospel of John says God is Word – the creative energy at the center of the universe, the light that enlightens everyone. A later John says God is Love. The Hebrew Bible says God is One and that God is Holy. Octavia Butler says God is Change. What if

God is the possibility of all these: God is the possibility of creative energy, love, oneness, mystery, and change? What does our faith look like if it is trusting the possibilities in all these?

At the beginning of this new year, let me name some of the possibilities I think I see:

- The faithful work of the Long-Range Planning process says that we are taking the possibilities in change seriously. We are not running away from change but embracing it.
- Our conversations about our experience of spirituality has opened up new possibilities for recognizing and celebrating mystery and the oneness that mystery reveals in our differences.
- The possibilities of love have led us to encounter one another in new ways with new opportunities for reconciliation and justice. And the possibility is that our love can overflow into the world in ways we may never fully see.
- The possibilities in the creative energy generated by all of you dreaming and believing and belonging and acting together is a power greater than any one of us alone.

I realize these are not ten easy answers for the future. These are not strategies for returning to some “glory day” gone by. This is not a list of what I think my accomplishments are. These are an honest description of what I see in you. And it is the evidence of things not yet seen.

To be in ministry with you has been an honor, a joy, a privilege, a challenge, and a testimony to a possibility I once thought impossible for me. Never did I imagine that I would stand in the Skoglund pulpit or be among the ancestry of those pastors I admire – both past and present. But here I have been. The impossible made possible.

You are forever my beloved ones. And all I can say to you at the end of this ministry together is: Don’t be afraid of what looks impossible. That may be exactly where God is.

Patricia L. Hunter, Pastor for Education and Outreach

It is with pleasure that I share the highlights of my work with members and friends of Seattle First Baptist Church. 2021 was a challenging year as we prepared for major governance changes for 2022. The positions on the diaconate designated for the chairs of Education and Outreach were changed to Stewards. Martha Hopler was the steward for Education and Beth Reis for Outreach. The purpose of the stewards was to attend diaconate meetings and shepherd the work of the Task Forces as it produced new governance and ministry structures for our congregation. The stewards were not tasked with ministry planning or meetings for 2021.

For half of 2021 worship was held only virtually so the 9:30-10:30 hour that was designated for adult education was available for task forces to meet. The Anti-Racism Task Force (ARTF) took advantage of that time and held our meeting at 9:30 until we began to worship in person.

The Anti-Racism Task Force

The Anti-Racism Task Force (ARTF) was created through the work of the Long Range Planning Committee. In 2021 we met twice each month to advance the work of SFBC becoming an anti-racist congregation. We will formally end our work as a task force under the auspices of the Long Range Planning when the new governance structure is adopted at the annual meeting in January 2022. Yet, the work of the ARTF will continue in 2022 under the new bylaws.

Much of my ministry at SFBC during 2021 was helping SFBC move closer toward becoming an anti-racist congregation. I was the pastoral representative to the Anti-Racism Task Force (ARTF). The committee was tasked with looking at the areas of SFBC where racial justice and equity could be improved. By April 2021 the ARTF had its hands full managing pain from a racist comment shared in an all church meeting regarding future staffing of SFBC.

Out of that pain the Black, Indigenous, and other People of Color (BIPOC) gathered on April 25, 2021 for conversation and support. In our initial meeting it was clear that most BIPOC members and friends had experienced painful racist comments or acts from other SFBC members. The **SFBC BIPOC** group felt it was important to continue meeting and now we meet monthly on the third Sunday of each month at 4-5 PM. Seattle First Baptist Church is our faith community, and we want to worship and attend meetings without worry of hearing hurtful racist comments.

The Rev. Jennifer Ikoma-Motzo returned to SFBC in June to help facilitate the SFBC BIPOC group as well as the ARTF. The ARTF supported and encouraged SFBC's effort in hiring a consultant to lead workshops on antiracism. We are pleased that Rev. Doug Avilesbernal has agreed to be our consultant for 2022 as we walk the journey of becoming an antiracist congregation.

The ARTF also gave birth to **Brave Space** under the leadership of Karen Carlos. Brave Space meets on Mondays 7-8 PM. This is a safe space for white people to talk about the work they must do to become antiracist. I am very grateful to Karen for seeing this need in our congregation and taking steps to make it happen.

Lastly, the ARTF developed a dispute resolution process that can be used when racist acts or comments are made. The purpose of the resolution process is to support the person(s) harmed and to provide a path to resolution and perhaps restoration through open conversations. This process will continue to be refined in 2022 with the work of the ARTF and Rev. Avilesbernal.

The **Outreach Ministry** team led by Outreach Steward Beth Reis continued their work by serving many underserved populations of Seattle and beyond. They collected clothing, sleeping bags, tarps and more for our unhoused neighbors several times during 2021. They also baked cookies, packed toiletries, and took food to those unhoused.

Outreach also carefully distributed the Outreach funds from SFBC. Our funds supported the work of Treehouse, an organization that supports children in foster care; REACH program of Evergreen Treatment Services that helps build relationships with those coming out of prison; Real Change, the publisher that magnifies the voices of those who are homeless or have ever experienced homelessness.

Here are other ways our Outreach funds ministered to our neighbors near and far:

- Helped furnish apartments for formerly unhoused folks
- Paid bail for immigrants awaiting deportation hearings so they could support their families.
- Contributed to organizations that support our siblings in Myanmar, Guatemala, and Palestine
- Stood with refugees in Seattle from Iraq
- Provided school supplies to the children of Bailey Gatzert Elementary School
- Supported the systems change work of the Faith Action Network
- Given COVID safety care packages to those living under the stars.

One of the most moving ceremonies at SFBC was the Fallen Leaves Project to memorialize those who died while living life unhoused. SFBC will have bronze leaves embedded in the sidewalk around the church with the names of those who died while living outside.

I am extremely grateful for the energy, organizational skills, and passion for justice that Beth brought to her work this year as the Outreach Steward.

2021 was a full, emotional year as we coped with our new normal of living with COVID and its many variants. Our weekly **Prayer Time** sustained us in 2021 and continues into 2022. We meet briefly at noon to share our joys, concerns, and prayer requests. All are welcome to join us.

I am grateful for God's grace that sustained me during this challenging year. I am grateful to the SFBC community for the continued opportunity to lead worship and preach monthly. We are not out of the woods with this pandemic. We will adjust our ministries to meet the needs of our congregation as we move forward.

I am forever grateful to Dr. Tim Phillips for extending the invitation to do ministry with SFBC in 2015. That three month ask, has turned into six and one half years of ministry in this vineyard. And, the journey continues. It is my joy to work with two very committed and competent pastors, Dr. Tim Phillips, and Rev. Anita Peebles.

May God bless us individually and collectively as we do justice, love mercy, and walk humbly with God.

Respectfully submitted,

Dr. Patricia L. Hunter
Pastor for Education and Outreach

Anita Peebles, Associate Pastor for Next Generation Ministries

My 2021 word of the year was “resilient.” Little did I know how much resilience I would need this last year! And how much Seattle First Baptist Church would need. Beloveds, we have been through an awful lot together, and by God’s grace and love, we are here in 2022, facing big transitions together. Yes, there is a lot of change happening, and yes, it is overwhelming at times. But when we look forward together, commit to listening and understanding each other, and work together to show up for justice (within our institution as well as in our community), so much good is possible.

Here’s some of the good I have celebrated in ministry with you over the past year:

- Celebrating 7 graduates of all levels on Graduation Sunday
- Welcoming one of our Youth Group members as Children’s Ministry Shepherd to help me with Sunday-morning children’s ministry and special projects
- Return to Camp Burton for elementary and middle camps
- Meeting Capitol Hill and First Hill neighbors during Ashes-to-Go, Blessing of the Animals, and Light and Joy Celebration
- Through the significant efforts of Patrick Green, SFBC hosted Godly Play training for people from all over Puget Sound; and SFBC welcomed new Godly Play storytellers Pastor Patricia Hunter and Martha Hopley to our SFBC program
- Supporting children and youth in our congregation by providing at-home worship materials to kids, including Godly Play materials; welcoming new Time with Children facilitators; organizing letter-writing to children and youth throughout the school year

Of course, it being 2021, we faced plenty of challenges in ministry as well, from ongoing risk management with new COVID-19 variants; the good and necessary and demanding work of becoming antiracist as individuals and as a congregation; dropping participation levels for online programming; and anxiety around preparation for the multiple transitions SFBC is facing. And while we do face a lot of transitions coming up, we have significant opportunities as well, to make choice that will affect how Seattle First Baptist lives into our mission and values for decades to come. Yet through the challenges and the celebrations, we are still in this together. That’s not just a platitude. I mean it. And I have seen it. So many of you have shown up for each other in beautiful and meaningful ways in times of hardship. That, too, is ministry. Thank you.

In 2022, I hope that we can build on some of the momentum from the beautiful Light and Joy Celebration in December, where we had a number of new families with children who live in the surrounding neighborhood visit us for the first time. I hope that as more children are vaccinated against COVID-19 and as our public health numbers improve, that we can do more outreach to our neighbors and find more ways to serve our neighborhood, particularly young families. Church is one of the only intergenerational spaces in much of US American society, and that comes with its own set of responsibilities and opportunities. Let’s show our neighborhood, and each other, how we care for all ages in everything we do.

Currently, I am also celebrating Patrick Green. Patrick's genuine passion for working with kids is infectious, as is the spirit of play and creativity he exudes wherever he goes! Patrick has played a significant role in shaping ministry with children at SFBC. It is due to his efforts that I have been able to enter the Next Generation Ministry space and find a thriving Godly Play program and robust creativity.

Finally, I celebrate the ministry of Rev. Dr. Tim Phillips. It has been an honor to work alongside Tim for the past three and a half years, witnessing his steady and compassionate leadership and joyful wisdom. I know I will be forever grateful for serving on the pastoral team with Tim and Rev. Dr. Patricia Hunter.

In this next year of ministry, I look forward to ministry with all of you, especially those who are young in age and young at heart. I invite anyone who feels led to care for our children and youth in this congregation to contact me about volunteer opportunities for Godly Play, Youth Group, and more. Thank you to Mary Jeffers for being the Children, Family, Youth and Young Adults representative on Diaconate for 2021.

Pastor Anita Peebles

Associate Pastor for Next Generation Ministries

Church Home Operations Commission

Submitted by: Rodney Tull, Commission Chair

2021 has been another year that has once again given us challenges in the way we conduct our church life and the way we have conducted our commission business. The upkeep and maintenance of our facility has continued with the excellent help from our church Administrator Darren Hochstedler. This year was the first year we operated without commission members and will be the last year we operate as a commission at all. It has yet to be decided whether the responsibility for the ongoing maintenance, repair and vision for our facility will be handled by committee or task force but the challenges will continue as long as we use this facility. Here are some of the challenges and highlights from the past year.

1. New Electronic Reader Board: Our old sign had reached its' shelf life and yearly maintenance was becoming problematic. We now have a new sign that has better resolution and color.
2. New Electronic Locks and upgraded security for several of our doors.
3. Conversion of the courtyard of the hospital building to a parking lot. (On-going due to slow permit process)
4. Due to the pandemic and budget constraints we have had loss of leases from several long time tenants but through the hard work of our church administrator and working with commercial realtors we have been able to replace most if not all of our tenants with either temporary or fulltime tenants.
5. Repair of our back entrance doors due to vandalism and the improvement of our perimeter lighting as a result of that vandalism.
6. Boiler Repair: Our current boiler is over 50 years old and has reached the end of its serviceable life. The new year will present the new committee/task force with its first major issue on how to replace our aging boiler.

Highlights from previous years:

It is with a mixture of gratitude, pride and sadness that I end my tenure as the Church Operations chair. I have been honored to serve through the years as a member under the leadership of former chairs. The first being Bonnie Taylor and from there I served under the leadership of Bob Sittig, Dick Miller, Steve Walker, Carol Tovar, and joint leadership with Virgil Tollefson, Lee Hart and myself. Each of these commission chairs and their commission members had their own challenges and highlights. The accomplishments of each can be seen every time you enter our facility. Some of their major accomplishments were:

- Complete kitchen remodel with all new equipment
- Remodel of fellowship hall including folding doors for the parlor
- Remodel of the Church Chapel
- Remodel of the Brawley Room
- Remodel of the Heritage Room
- Conversion of outside storage to a beautiful Columbarium
- Remodel of the Hospital Building
- Upgraded sound and video systems
- Remodel of bathrooms

These are some of the highlights from projects I have had the pleasure to work on alongside commission chairs and commission members through the years. None of this would have been accomplished without the time, talent and resources from our congregation and benefactors. We have had a long history of dedicated men and women who have spent an enormous amount of time and energy to ensure that our facility meets the needs of our congregation. I for one want to say "thank you".

Music Commission

Submitted by: Darla O' Brian

- Unusual times require unusual measures. To keep us singing, Ben, David, Margie, Wendy Allen and Kat Thomas have given their full measure since we were unable to meet in person.
- Worship: Ben taught us how to do a virtual choir. (No small feat for some of us.) Our virtual choirs kept members involved and able to enhance worship. Other offerings were small groups from the choir, guest singers, our interns and recordings of past performances of our choir.
- Wednesday Night Choir Rehearsals: To keep our community strong, Ben held regular “choir rehearsals” by Zoom. He offered educational presentations, celebrations of Black History Month and Women’s History Month by introducing us to Black and Women composers and conductors, Jaren and Eric (our interns) gave mini-voice lessons and some choir members offered his/her inspiring spiritual journeys. First Wednesdays of the month were hymn singing events open to all choir and church members.
- In May, our organist David Horton submitted his resignation effective in July. The hiring committee enthusiastically hired Una Hwang but after a brief employment period, unfortunately, the church and Una had to go different directions, and we wish her the best. Margie Paynton is serving an interim role as the search continues.
- Church reopened July 11, 2021. Summer choir resumed until August.
- New choir year began with a one-afternoon retreat in late August. Not the usual choir retreat, but we were masked, socially distanced AND making music together.
- Discussions have taken place between staff and choir members, i.e., the safest place to rehearse, Sunday attire and how to best take care of each other during these times.
- Homecoming Sunday, we were enthusiastically “home,” and you may have noticed that the choir has been 20 to 25 singers each Sunday. Hopefully, you have also noticed that the choir is exhibiting its enthusiasm, rich sound and soul, all contributing to our worship together.
- The musical year ended with participation in the Holiday Open House presented by Darren and our staff. The choir sang carols, accompanied by brass. It held that special Christmas spirit, candles lit one by one filling the sanctuary with hope and a common vision for the world.
- The Music Program at Seattle First Baptist Church is alive and well and up to responding to any issues we face for as long as it takes, thanks to our wonderful staff and the resolute members of our musical community.
- Following an 18-month hiatus due to Covid-19, Seattle Jazz Vespers, our monthly concert series with inspirational interlude at 6:00 p.m. on the first Sunday of the month, has resumed its musical outreach to the community. With new safety protocols in place, our season kickoff concert featuring award-winning vocalist Jacqueline Tabor drew a record crowd and attendance has continued to be strong through our post-New Year’s celebration with the Seattle Repertory Jazz Orchestra Quintet on January 2nd. [Earshot Jazz Magazine](#) devoted a two-page feature article in its November issue to commemorate our 20th anniversary. We are looking forward to the remainder of this exciting season!

Children, Families and Young Adults

Submitted by Mary Jeffers, CFYA Steward
Rev. Anita Peebles, Staff Liaison

In the absence of a Commission to plan, direct and support CFYA work this year, we have depended on a wealth of volunteers such as Pastor Patricia Hunter, Linda Zaugg, Patrick Green, Aaron Burkhalter, Shirley Shafer, Carole Cornell, Moushumi Sarkar, Geoff McGhee, Brooke Rolston, Martha Hopler, Bob Sittig, Mary Jeffers, Sue and Brian Ross, Kathleen Southwick and Richard Lunt, Cherry Johnson, and more.

We have worked to incorporate anti-racism practice and education into planned events, activities and the spiritual guidance of children and youth. An intergenerational field trip to do a Duwamish Eco-Tour led by members of the Duwamish Tribe occurred November 20th. Members of all ages learned about the ecology of the Duwamish watershed and the relationship of the Duwamish peoples to their ancestral lands. We look forward to continuing to learn and grow together.

Pastor Anita and Patrick Green have continued to support online CFYA programming this year to ensure we had offerings to all depending on their comfort level during the pandemic. Pastor Anita, Brooke Rolston and Aaron Burkhalter have stewarded our youth group, which has gathered on Zoom and in person outside several times throughout the year.

Pastor Anita has offered several events for young adults throughout the year, including the wonderful Young Adult Retreat outside Cle Elum in October. Eight people attended. Time with Children during the worship service has been enhanced with a wealth of volunteers taking leadership, such as Cherry Johnson, Larry Green, Beth Reis and Bah Steele, Val Thomas-Matson, Geoff McGhee, Brooke Rolston, and Norah Walker.

Children and youth were encouraged to attend camps during the summer of 2021 at Camp Burton on Vashon Island. We had five children attend camps and the church provided camp scholarships to three children. Sarah Cooper was a cabin counselor, Patrick Green ran the famed Craft Cabin, and Pastor Anita served as the Camp Pastor during the Elementary and Middle Camp in August.

This last summer SFBC hosted a Godly Play training for people from all over the Puget Sound. SFBC participants in the training were Patrick Green, Rev. Anita Peebles, Martha Hopler, Rev. Patricia Hunter, and Bob Sittig. This training has added to our pool of experts trained to lead Godly Play. Godly Play has been conducted on-line this year and will continue in this fashion until more is known about the omicron variant and all Godly Play-age children have been fully vaccinated.

We want to express deep gratitude to Patrick Green as he has worked endlessly to enhance programming for children, youth, and families at SFBC for many years. Patrick's imagination, creativity and tireless energy have shaped a place for Next Generation Ministries at SFBC. As we transition to his departure, we anticipate a great need for volunteers to continue the important work he has so willingly and lovingly contributed.

Personnel Commission Submitted by: Sara Tollefson

Commission Members: Sara Tollefson and Theresa E. Pruett (co-chairs); Joyce Phillips, Marsha Ulmer, Peter Shafer. Pastoral Advisors: Rev. Tim Phillips, Rev. Anita Pebbles. Staff Liaison: Darren Hochstedler

Looking Back at 2021:

- It was a heartfelt and thrilling moment when we were finally able to gather together in person in July 2021 to thank SFBC's incredible pastors and staff for their creativity, dedication, fortitude, patience, compassion, and resilience during the March 2020-June 2021 phase of the COVID pandemic that forced us to move almost all of our activities online.
- That said, this has continued to be a very challenging year for pastors and staff:
 - Pastors were asked to liaise with task forces and groups, and much energy and time was spent in supporting SFBC's BIPOC community and others as we engaged in trying to become an anti-racist community.
 - Staff and pastors had to be flexible and foresighted in anticipating COVID-related disruptions, including multiple changes to COVID protocols and policies (including drafting and passing of a policy requiring that staff be fully vaccinated).
 - Pastoral staff spent time and energy preparing for Pastor Tim Phillips' retirement.
- An interim pastor search team was convened in Spring 2021 to work with Rev. Doug Avilesbernal of Evergreen Association and the ABC-USA interim pastor coordinator to recruit an interim to serve until we call a new settled pastor. Three members of the Personnel Commission joined that effort, and the team benefitted from multiple meetings with church leaders and Pastor Doug. As of January 6, 2022, the search continues, but the team is working closely with Pastor Patricia and Pastor Anita to identify an "intentional" interim pastor who can support them and us in a meaningful way during the transitions ahead.
- 2021 also saw transitions in the organist role: David Horton departed in July and Una Hwang departed in October.

Looking Forward to 2022:

The Personnel Commission looks forward to reconstituting as the Personnel Committee under the new bylaws, and working to support the very hard-working pastoral and administrative staff members of this beloved church. In particular, we plan to:

- update all staff job description;
- support the hiring and onboarding of an interim pastor
- support the hiring and onboarding of a new organist; and
- support the settled pastor search team as it looks for a permanent, full-time pastor.

Stewardship Commission

Submitted by John Benner

2021 Commission Members: John Benner, Erik Zaugg, Patricia Kile, Rebecca Morris, Robert Sittig (Treasurer), and Darren Hochstedler (Church Administrator). Investment Committee: Phil Mortenson, Mike Zaugg, Darren Hochstedler, Bob Sittig, John Benner, George Lawson.

Cash Handling and Accounting: In 2021 the Stewardship Commission continued its oversight of the Church finances, with the assistance of an outside accountant and the Church Administrator. This assured monthly accounting reports were complete and budgetary control was properly implemented. Cash counting by Stewardship was suspended this year due to Covid and the resulting low cash volumes.

Investment management: The Investment Committee continues to appropriately manage our endowment assets (stocks, bonds, real estate loan), in conjunction with our financial advisor at UBS. We strive to maintain a balance of approximately 60% equities and 40% bonds; currently this ratio is about 75% - 25% due to high market returns. We continue our commitment to invest in socially responsible funds, which are performing well. Excellent investment returns in 2021 enabled a record high total distribution of \$304,107 among four endowment funds and the general operating fund.

Congregational Support: The pledge campaign concluded with an increase from the pledge totals of the previous year: \$405,000 in 2021 as compared with \$396,000 in 2020. We had 138 pledges including 7 new pledges. Stewardship acknowledges the generosity of the many donors who support our church.

Finances: The year-end financial summary and proposed budget data are shown elsewhere in the annual report.

Plans for 2022: The Investment Committee will meet mid-year to review the equity / bond balance percentages; as mentioned earlier, our equity position is higher now due to strong market returns.

2021 is the last year Stewardship will exist as a Commission. The functions will be taken over by the Finance Committee, one of two standing committees that will continue year to year. The Treasurer and Church Administrator are members of the Finance Committee.

Membership and Engagement Commission

Submitted by: Brent Marble

2021 Commission Members: Brent Marble (co-chair); Bah Steele (co-chair), Jerry Lewis, Michael Miller, Inola de la Cruz

For the first half of 2021 there was no in-person service.

In lieu of the annual Picnic this year, members of our commission handed out cookies in the Narthex after Home Coming Sunday on September 12. Thank you also to Marsha Ulmer who helped us hand these out.

In person service resumed in July 2021, but there was no coffee hour afterwards downstairs

For a limited number of weeks towards the end of 2021, the coffee hour returned, with social distancing. At that time members of the M&E Commission were available at the Welcome Table to answer questions, welcome visitors, and encourage social distancing.

Members of the Commission, with the help of some other volunteers attended the Christmas Winter Festival to hand out cookies, meet and greet members, guests and people from the neighborhood, and answer questions for visitors.

ABW Report

Submitted by: Shirley Wilkinson

The American Baptist Women's Ministries is now joined with Friendship Circle. We are continuing to support Global Servant Sarah Nash Mato in Bolivia monthly and Dr. Bill and Ann Clemmer in the Congo yearly.

SFBC Retreats

Submitted by: Cherry Johnson, Retreats Coordinator

Due to the continuation of infection control concerns related to the COVID-19 virus, SFBC in-person retreats had to be cancelled for the entire year of 2021. However, thanks to the Zoom online platform, we were able to gather for several modified retreats online. These were typically held on a Saturday for 2.5-6 hours.

- ⊕ During Lent, Cherry Johnson led a Senior retreat entitled *Spiritual Napping*, with 36 participants.
- ⊕ In May, Cherry led a Women's Retreat with the theme *Tell Me More*. This drew 26 participants.
- ⊕ In October, Pastor Anita Peebles engaged with Young Adults at an in-person retreat.
- ⊕ Also in October, Cherry led another Women's Retreat on the theme *Bearing Witness*. There were 38 in attendance.
- ⊕ Finally, an online Advent retreat - *Illuminated Advent* - led by Methodist minister, artist and poet Jan Richardson was made available to church members, with 57 participating.

Because all but the YA retreat were online, members and friends were able to avail themselves of these opportunities for spiritual growth as well as relationship and community-building at no personal cost. Only a minute portion of the budgeted amount was spent this year.

Two years of COVID-era online retreats has taught us a few things:

- ⊕ The value of in-person retreats in beautiful natural settings cannot be denied, and people who are loyal to these miss them greatly when they are not held.
- ⊕ However, there is also great value in gathering people for shorter periods of retreat, whether online or in person. This affords opportunity to those who, for economic or other reasons, cannot participate in a two to three-day residential event, to reap the benefits of retreat time. Also, it fosters connections - social and spiritual - in times and in situations when being together physically is not possible.
- ⊕ In the future, some combination of the two would be optimal.

Companis

Submitted by: Gary Davis, Executive Director

Companis nonprofit partners in 2021 – (* denotes multiple Companis Worker placements):

African Americans Reach & Teach Health Ministry, Asian Counseling Referral Service*, Benefits Law Center (disability rights)*, Brigadoon Service Dogs, Camp Burton on Vashon Island, ChildStrive* of Snohomish County, Community Loaves (bread for area food banks), Companis*, Diverse Harmony*, Emergency Feeding Program, Esther's Place women's shelter (Everett)*, Feed The Need Pantry of New Walk Christian Church (Burien), Hilltop House, Hip Hop is Green, Look Listen & Learn TV – BIPOC children's program, Lutheran Community Services of North Puget Sound (Afghan refugee resettlement), Mary's Place, Minds Matter Seattle, NAMI Skagit, NAMI Snohomish, North Helpline*, North Snohomish County Outreach Services, Northwest African American Museum*, Participatory Justice (Snohomish County), Plymouth Healing Communities, Prescription Drug Assistance Foundation, Project Access Northwest, Provail for kids and adults with disabilities, Pushing Boundaries – access to neurological therapies (Redmond), Seattle Clemency Project, Seattle King County Dental Society, Seattle First Baptist Church (retreat coordinator), Shared Breakfast of First United Methodist Church (Seattle), Snohomish County Legal Services, Sound Pathways (formerly Pacific Treatment Alternatives addiction recovery services)*, Tukwila Food Pantry*, University Heights Center, University District Child Center.

These vital nonprofit partners were served through 57 total placements of Companis Workers in 2021, and together they directly served an unduplicated 34,328 of our neighbors in need of advocacy, referral, and compassion. Companis Workers fills staffing gaps and help grow programs of nonprofits in King and Snohomish counties, bringing their compassion to action.

Staff: Gary Davis, ED; Jennifer Wing, Assoc. ED for Programs; Cynthia Hunter, Outreach Specialist; Phil Mervin, Office Manager; Erin Hennessey, Communications Manager; Donna Whitford, Development Specialist; Emilio Garza, Equity and Strategy consultant; Karen Hundrieser, Worker Support – Special Programs; and Peter Jabin, grant writer.

2021 Financial Report Submitted by: Darren Hochstedler, Church Administrator

Profit & Loss - Financial Statement Dec 31, 2021

	Current Mo. Actual	Current Mo. Budget	Actual Difference	YTD Actual	YTD Budget	Actual Difference
<u>Operating Fund Receipts:</u>						
Foundation Support	16,667	16,667	0	200,004	200,000	4
Pledges and Non Pledges	60,901	39,833	21,068	478,617	478,000	617
Interest	7,916	7,917	(1)	94,993	95,000	(7)
Loose Offerings	125	500	(375)	1,270	6,000	(4,730)
Easter/Christmas Offerings	1,961	417	1,544	2,261	5,000	(2,739)
Bldg. Use	20,188	20,833	(645)	254,520	250,000	4,520
Covid Savings	5,000	5,000	-	60,000	60,000	-
Parking Savings	-	-	-	15,000	15,000	-
Thrift Shop	-	-	-	-	-	-
Total Income	112,758	91,167	21,591	1,106,665	1,109,000	(2,335)
<u>Operating Fund Disbursements:</u>						
Salaries,Benefits & Prof. Dev.	52,213	53,333	(1,120)	640,000	640,000	(0)
Church Home Commission	46,735	28,021	18,714	338,777	336,250	2,527
Food Service	8,562	833	7,729	10,000	10,000	(0)
Subtotal Operating Expense	107,510	82,187	25,323	988,776	986,250	2,526
Worship Commission	-	63	(63)	673	750	(77)
Music Commission	150	887	(737)	10,800	10,650	150
Membership Commission	802	167	635	802	2,000	(1,198)
Adult Ed. Commission	1,040	338	703	2,702	4,050	(1,348)
CF & YA	-	583	(583)	7,433	7,000	433
Outreach Commission	-	1,021	(1,021)	12,195	12,250	(55)
American Baptist Women	-	67	(67)	-	800	(800)
Board Retreat	-	83	(83)	-	1,000	(1,000)
Stewardship	-	50	(50)	219	600	(381)
Long Range Task Force	-	167	(167)	1,424	2,000	(576)
Subtotal Commission	1,992	3,425	(1,433)	36,248	41,100	(4,852)
Benevolence	10,917	6,792	4,125	81,625	81,500	(0)
Total Expenses	120,418	92,404	28,014	1,106,649	1,108,850	(2,326)
Net Balance	(7,660)	(1,237)	(6,423)	16	150	(9)

**SEATTLE FIRST BAPTIST CHURCH
FINANCIAL SUMMARY**

December 31, 2021

Distribution of Funds

	12/31/2020	YTD	YTD		CURRENT
	<u>BALANCE</u>	<u>RECEIPTS</u>	<u>DISBURSE.</u>	<u>TRANSFER (Exp.)</u>	<u>BALANCE</u>
Foundation/Endowment/Mem. Fund	\$1,609,596	\$0		-	\$1,609,596
Music Endowment Fund	253,426	-		-	\$253,426
Building Endowment Fund	-	123,786	-		\$123,786
Romney Legacy Fund	439,769	-	-		\$439,769
Other Designated Funds:	482,781	983,952	147,465	194,519	1,124,749
Operating Fund	8,635	1,106,665	1,106,649		8,651
	\$2,794,207	\$2,214,402	\$1,254,115	194,519	\$3,559,976.31

Allocation of Funds

	12/31/2020	YTD	YTD		CURRENT
	<u>BALANCE</u>	<u>RECEIPTS</u>	<u>DISBURSE.</u>	<u>TRANSFERS</u>	<u>BALANCE</u>
Music Allocation	18,327	10,000	17,757		10,570
Building Endowment Allocation	30,000	-	25,936		4,064
Romney Legacy Allocation	4,085	15,050	6,600	-	\$12,535
	52,412	25,050	50,293	-	\$27,168.69
GRAND TOTALS ALL FUNDS	2,846,619	2,239,452	1,498,926	194,519	\$3,587,145.00

2022 Financial Summary *cont.*

SEATTLE FIRST BAPTIST CHURCH FINANCIAL SUMMARY December 31, 2021

1/12/2022

<u>Designated Funds</u>	<u>Balance 12/31/20</u>	<u>YTD Receipts</u>	<u>YTD Expenses</u>	<u>YTD Transfer (Exp.)</u>	<u>Current Balance</u>
150th Anniversary Book	(1,280)	381	-	-	(899)
Bill Newell Scholarship Fund	7,293	250	-	-	7,543
Capital Development	120,000	-	80,046	-	39,954
Columbarium	(7,929)	6,350	185	-	(1,764)
COVID19 Expenses	(39,440)	-	5,290	(44,730)	0
Educational Justice	-	4,708	7,439	(2,731)	0
Employee Retention Credit	-	-	17,060	(51,623)	34,563
Friendship Circle (ABW)	-	1,166	100	-	1,066
Fellowship Offerings	22,790	17,327	12,463	10,398	17,256
Flowers	2,297	-	465	-	1,832
Forward in Faith	39,165	-	-	(6,645)	45,810
Foundation Support	-	350,000	-	200,004	149,996
Green Building Now	-	43,831	500	(4,000)	47,331
Heritage Room	401	-	-	-	401
Jazz Vespers	1,250	2,248	1,300	-	2,198
John Pavlovitz Event	-	2,000	2,000	-	-
Labyrinth	-	5,000	4,821	-	179
Long Range Planning Task F	10,000	-	4,250	-	5,750
Missions - America for Christ	-	-	-	-	-
Missions - OGHS	-	-	-	-	-
Missions - RMM Offering	-	200	200	-	-
Missions - WMO	-	-	-	-	-
Parking Restoration	39,495	-	-	15,000	24,495
Pastor's Benevolent	6,265	206	3,013	(3,667)	7,124
Prepaid Pledges	23,020	1,500	-	10,520	14,000
Professional Expenses	6,522	-	5,978	(8,000)	8,544
Property Tax	-	-	-	(40,000)	40,000
Reserves	5,616	-	-	-	5,616
Pastor Retirement Funds	-	29,136	-	-	29,136
Youth	1,653	400	691	-	1,363
Companis Mission Workers	25	650	300	-	375
Counseling	-	1,365	1,365	-	-
Parish Nurse	1,065	-	-	-	1,065
Choir Cabinet Fund	1,095	-	-	-	1,095
Music Commission	6,401	-	-	-	6,401
	<u>245,703</u>	<u>466,717</u>	<u>147,465</u>	<u>74,526</u>	<u>490,429</u>
Interest Unallocated & Gains/	237,078	517,235	-	119,993	634,320
	<u>482,781</u>	<u>983,952</u>	<u>147,465</u>	<u>194,519</u>	<u>1,124,749</u>

	2020 Budget	2021 Budget	2022 Proposed Budget
390 · Foundation Support General Fund	\$200,000.00	\$200,000.00	\$200,000.00
400 · Offering Income	\$478,000.00	\$478,000.00	\$478,000.00
420 · Interest Income	\$90,000.00	\$95,000.00	\$150,000.00
430 · Loose Offerings Income	\$12,000.00	\$6,000.00	\$6,000.00
440 · Special Offerings Income	\$6,500.00	\$5,000.00	\$5,000.00
460 · Building Use Income	\$333,000.00	\$250,000.00	\$270,000.00
491 · Thrift Shop Income	\$100.00	\$0.00	\$0.00
Covid Savings	\$0.00	\$60,000.00	
Parking Savings	\$15,000.00	\$15,000.00	\$0.00
Transfer from 880 LRPT			\$5,000.00
Transfer from 880 Forward in Faith			\$10,000.00
	<u>\$1,134,600.00</u>	<u>\$1,109,000.00</u>	<u>\$1,124,000.00</u>
1-Personnel			
501 · Pastor/Staff Salary			
503 · Pastor/Staff Retirement			
504 · Pastor/Staff Health Insurance			
510 · Minister/Staff Prof. Expenses			
511 · Pulpit Supply			
521 · Choir/Organist Supply			
568 · Labor and Industry All Staff			
569 · FICA Expense			
573 · Staff Gifts			
Total 1	<u>\$636,000.00</u>	<u>\$640,000.00</u>	<u>\$600,000.00</u>
2-Worship			
595 · Worship Supplies	<u>\$1,750.00</u>	<u>\$750.00</u>	<u>\$1,750.00</u>
Total 2	<u>\$1,750.00</u>	<u>\$750.00</u>	<u>\$1,750.00</u>
3-Music			
600 · Copyright & Permissions	\$700.00	\$700.00	\$900.00
601 · Adult Choir Music/Supplies	\$3,500.00	\$1,750.00	\$3,500.00
602 · Youth/Children Music	\$300.00	\$150.00	\$300.00
603 · Instrumentalists-Worship/Concerts	\$5,300.00	\$3,300.00	\$5,300.00
604 · Organist Music/Supplies	\$600.00	\$600.00	\$1,000.00
606 · Choir Interns	\$3,700.00	\$3,700.00	\$3,700.00
607 · Choir Retreat	\$2,000.00	\$0.00	\$2,000.00
610 · Advertising/Outreach	\$900.00	\$450.00	\$300.00
Total 3	<u>\$17,000.00</u>	<u>\$10,650.00</u>	<u>\$17,000.00</u>
4-Membership			
611 · Picnic	\$1,400.00	\$1,500.00	\$2,000.00
614 · Programming	\$1,000.00	\$500.00	\$500.00
Total 4	<u>\$2,400.00</u>	<u>\$2,000.00</u>	<u>\$2,500.00</u>
5-Home Ops			
620 · Office Supplies	\$14,000.00	\$10,000.00	\$13,000.00
621 · Postage	\$5,000.00	\$5,000.00	\$5,000.00
622 · Office Equip. Lease & M/A	\$30,000.00	\$30,000.00	\$30,000.00
623 · Telecommunications	\$9,500.00	\$12,000.00	\$10,000.00
624 · Parking	\$29,000.00	\$20,000.00	\$30,000.00
625 · Hospitality	\$1,000.00	\$1,000.00	\$1,000.00
628 · Technical Support	\$20,500.00	\$25,000.00	\$20,500.00
630 · Church Maint.	\$41,000.00	\$41,000.00	\$41,000.00
631 · Utilities	\$82,000.00	\$70,000.00	\$70,000.00
632 · Property Assessments	\$3,750.00	\$4,500.00	\$5,000.00
633 · Instrument Maintenance	\$6,000.00	\$4,000.00	\$6,000.00
634 · Insurance	\$16,000.00	\$16,000.00	\$16,500.00
637 · Web Presence Lisc. Fees	\$1,500.00	\$3,000.00	\$3,000.00
701 · Heritage Room Archives	\$250.00	\$250.00	\$250.00
689 · Advertising	\$3,000.00	\$1,500.00	\$1,500.00
638 · A/V Equipment	\$3,000.00	\$3,000.00	\$3,000.00
Property Taxes	\$0.00	\$40,000.00	\$40,000.00
639 · Custodial Services/Contractor Support	<u>\$73,750.00</u>	<u>\$50,000.00</u>	<u>\$70,000.00</u>

2022 Proposed Budget *cont*

Total 5		\$339,250.00	\$336,250.00	\$365,750.00
6-Adult/Sr. Adult				
642 · Small Groups Programming		\$3,000.00	\$3,000.00	\$3,000.00
643 · Senior Adult Ministry		\$0.00	\$0.00	\$2,300.00
648 · Retreats		\$4,000.00	\$800.00	\$3,000.00
649 · Faith Community Nurse		\$250.00	\$250.00	\$250.00
Total 6		<u>\$7,250.00</u>	<u>\$4,050.00</u>	<u>\$8,550.00</u>
8-CFYA				
650 · Food for Children & Youth		\$5,000.00	\$2,500.00	\$0.00
653 · Gifts		\$1,000.00	\$500.00	\$1,000.00
654 · Programs		\$4,000.00	\$4,000.00	\$9,000.00
Total 8		<u>\$10,000.00</u>	<u>\$7,000.00</u>	<u>\$10,000.00</u>
9-Outreach				
681 · Outreach Discretionary		\$12,250.00	\$12,250.00	\$12,250.00
Total 9		<u>\$12,250.00</u>	<u>\$12,250.00</u>	<u>\$12,250.00</u>
7-Benevolence				
670 · ABC/USA-UMB		\$40,000.00	\$40,000.00	\$40,000.00
672 · Camp Burton		\$1,000.00	\$1,000.00	\$1,000.00
674 · Assn. Welcoming and Affirming Baptists		\$1,500.00	\$1,500.00	\$1,500.00
677 · Church Council - Seattle		\$1,000.00	\$1,000.00	\$1,000.00
666 · Companis Mission Workers		\$37,000.00	\$37,000.00	\$37,000.00
Long Range Task Force Budgets		\$0.00	\$2,000.00	\$0.00
679 · Baptist Peace Fellowship		\$1,000.00	\$1,000.00	\$1,000.00
Total 7		<u>\$81,500.00</u>	<u>\$83,500.00</u>	<u>\$81,500.00</u>
690 · Stewardship		\$600.00	\$600.00	\$600.00
693 · American Baptist Women		\$1,350.00	\$800.00	\$1,000.00
696 · Board Retreat		\$3,000.00	\$1,000.00	\$3,000.00
629 · Food Services Wed. Dinner/Church Meals		\$21,500.00	\$10,000.00	\$10,000.00
699 · Biennial Mission Summit		\$0.00	\$0.00	\$0.00
Anti-Racism Consultant				\$10,000.00
		<u>\$1,133,850.00</u>	<u>\$1,108,850.00</u>	<u>\$1,123,900.00</u>
Net Income		<u>\$750.00</u>	<u>\$150.00</u>	<u>\$100.00</u>

NOTES:

2022 Foundation Support: \$200,000 - Gen Fund, \$50,000 Small Groups, \$40,000 Capitol Development, \$50,000 Boiler Replacement, \$10,000 Facility Study
2022 Endowment Interest Allocations: \$50,000 - Romney Fund, \$35,000 - Music Fund, \$25,000 Building Fund, \$20,000 - Anti Racism Work, \$20,000 Pastor/Staff Transition C

Membership Report

Submitted by Darren Hochstedler, Church Administrator

Membership as of December 31, 2020 - **332**

Received into membership in 2021 -

By letter and Christian Experience - **2**

By Baptism - **0**

By Baptism and reinstatement - **0**

Dismissed in 2021

By letter - **0**

By Death - **11**

By Request - **0**

Moved to Inactive - **0**

Statistical Correction - **66**

Total Membership as of December 31, 2021 - 257

Members deceased in 2021

Elizabeth (Liz) Caldwell (March 23, 1939 – January 17, 2022)

Jeannette Eitel (November 5, 1929 – June 7, 2020)

Doug Wilkinson (November 23, 1933 – October 20, 2020)

Irene Landin (September 22, 1929 – November 26, 2020)

Ethel Mae Walter (December 22, 1925 – January 20, 2021)

Helene Young (June 10, 1938 – February 25, 2021)

(Charles) Dick Woodruff (July 15, 1941 – February 28, 2021)

Rev. Pat Walker (March 16, 1923 – April 9, 2021)

(Mary) Phyllis (Alexander) Hasselblad (October 23, 1930 – May 7, 2021)

Mary Phillips (December 21, 1933 – June 12, 2021)

Rev. Jean Anne Feiler (August 4, 1930 – August 6, 2021)

Rev. Dr. William (Bill) Malcomson (February 24, 1932 – August 10, 2021)

Priscilla (Bjork) Orr, (October 25, 1943 – September 3, 2021)

Donna Waite (August 3, 1933 – November 30, 2021)

Jerold (Jerry) Sutton (March 11, 1932 – December 7, 2021)

In Loving Memory

Past Recipients of the Volunteer Recognition Award for 2021

Past Recipients

2020: Angie Buysee, Cherry Johnson, Larry Green, Mary Jeffers, Deepty Ankur Jindal
Jim Segaar, Karin Zaugg Black

2019: Brian Lew, Brent Marble

2018: Megan and Aaron Burkholder, Linda and Mike Zaugg, Shirley Cline

2017: Cherry Johnson, Jim Ginn, Keith Ervin

2016: Phil Mortenson, Jane Herness

2015: Lupe Carlos III, Carol Jean Hendrickson, Dennis Raymond, Shirley Wilkinson

2014: Diana James, Nancy Roberts-Brown 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 Romney Fund Disbursements for 2022

Submitted by: Margaret Norton-Arnold

Re: 2022 Proposed Romney Legacy Fund Disbursements

Members of the Diaconate, this memo details Romney Legacy Committee recommendations for 2022 Romney Fund expenditures.

The committee is made up of Diana James, Steve Smith, and myself. Reverend Phillips has also been a member but did not participate in this year's decisions due to his impending retirement. The committee benefited from the recommendations of Reverend Peebles and Reverend Hunter this year. We anticipate that one of these pastors will become a permanent member of the committee.

We have approximately \$61,000 to disburse in 2022. \$50,000 of this comes from interest money earned in 2021 and \$11,000 comes from Romney Funds that could not be spent in 2021 as planned.

The Legacy Committee recommends the following:

\$20,000 for an expanded Small Group Ministry Program

A Task Force worked on preliminary development of this program, and the Task Force recommendations were adopted by the Diaconate in October.

\$21,000 for three organizations; \$7,000 to each

Camp Burton. Camp Burton is in severe economic distress because of Covid-19. One particular need is a six-seat golf cart to transport campers with physical disabilities throughout the site. Our Romney gift may assist in the purchase of this golf cart or could be used for other financial needs as determined by camp leadership.

Lutheran Community Service. This agency is currently taking the lead in welcoming and settling an anticipated number of 6,800 Afghan refugees in the Pacific Northwest. Our gift will assist in these resettlement efforts.

Look, Listen, and Learn TV. This program educates, and builds the self-esteem of, BIPOC children throughout King County. Our gift will help to support this important programming.

\$12,000 for the Romney Lecture Series

This program has proven to be popular among our congregational community but has been difficult to manage during Covid. It's hard to predict when and how our speakers can appear, and we've juggled livestreaming with some in-person events. We will continue to try our best in 2022, and have the following events in mind:

Genjo Marinello. Genjo Marinello is a Zen Master and abbot of the Chobo-Ji Zen Temple in Seattle. He is also a member of a local Quaker community and a friend of SFBC, having previously presented on Sunday mornings at adult education.

Reverend Dr. Wilda C. Gafney. SFBC has used Dr. Gafney's Year W Lectionary to guide our preaching, study, and worship in this liturgical year. In 2022, we will focus on bringing her in-person to our church community.

Reverend Noland Williams, Jr. Nolan Williams, Jr. is an award-winning artistic producer, composer/lyricist, music director, and cultural curator. He uses his art to commemorate, educate and uplift. He has recently produced *GRACE*, a new musical that will premiere in Washington, D.C. in March 2022. In addition, he has written and produced numerous films, concerts, and multi-media arts performances.

Ijeoma Olue. Ileoma Oluo is the author of, *So You Want to talk about Race*, and her work on race has been featured in numerous publications. She is a Seattle native.

\$1,000 for Dr. James Brenneman

Dr. Brenneman is the current president of the Berkely School of Theology, and will speak to the SFBC congregation on Sunday, January 16.

\$2,000 for the Rod Romney Student Preacher Award.

This award is given to an emerging student preacher, and the recipient preaches a sermon at SFBC. The award has not been given out the past two years due to Covid issues, but we hope to revive it in 2022.

\$5,000 to be used for emerging issues.

The Romney committee keeps a fund in reserve to respond to various issues as they arise.

Thank you for your consideration of these proposed expenditures. Please do not hesitate to get in touch with me at 206/387-1938, or via email at Margaret@na-company.com, if you have any questions about our proposals for 2022.

Nominations for 2022 Officers and Church Leaders

SFBC Council of Ministries Candidates and Terms for 2022

Submitted by: Jim Ginn, President

The following slate of officers and members at large are nominated by the Diaconate to serve on the 2022 Council of Ministries as defined in the proposed 2022 Bylaws revision. Terms are staggered to provide for both continuing and new members of the council.

Candidates	Officer/ At-large	First Term	Group
Megan Walker	President	2 yrs.	2
Dick Miller	Vice President	1 yr.	1
Eric Watness	Secretary	2 yrs.	2
Metta Williams	Treasurer	1 yr.	1
David Delgado	At-large	1 yrs.	1
Inola de la Cruz	At-large	2 yrs.	2
Martha Hopler	At-large	1 yr.	1
Christine Warren	At-large	1 yr.	1
David Young	At-large	2 yrs.	2
Nirmala Jeldi	At-large	1 yr.	1
Bob Sittig	At-large	2 yrs.	2

From the proposed 2022 Bylaws: “. . . Group 1 members will serve only one year in their first term and two years in their second term for a maximum of three years before reaching their term limits.”

SFBC Task Force Members

Facilities

Linda Zaugg
John Chenault
Gary Davis
Daryl De La Cruz
Brian Ross
Janet Hasselblad
Anita Peebles
Patricia Kile
Danny De La Cruz

Small Group

Cherry Johnson
Margaret Norton Arnold
Doug Beasley
Anita Peebles

Anti-Racism

Karen Carlos
Lupe Carlos
Eric Watness
Sandra Jones
Jennifer Chin
Patricia Hunter

Senior Ministry

Judy Scott
Merletta Roberts
Darla O' Brian
Carole Cornell
Atit Marmer
Tim Phillips

Pastoral Transition

Jim Thompson
Mary Jeffers
Sue Ross
Larry Green
Aaron Burkhalter
Nimi Jeldi

Program Office

Joyce Phillips
Jim Segaar

Governance

Phil Mortenson
Kendall Baker
Rebecca Morris
David Young
Christine Warren
Tim Phillips
Patricia Hunter

GOVERNANCE TASK FORCE

Submitted by: Phil Mortenson, Chair

Overview: The Diaconate and the Long-Range Planning Team asked the Governance Task Force to provide a revised set of Bylaws to the Diaconate in December 2021 so that membership can vote on the new Bylaws at the January 2022 Annual Meeting. This task force met often throughout 2021 to create a flexible, easy-to-read, and contemporary set of Bylaws that reflect the views of our congregation and enable a progressive, streamlined model of governance.

Initial work: We analyzed governance models during early 2021 and chose one that emphasizes adherence to SFBC's mission, instead of a focus on commission-driven leadership, which our existing Bylaws used as a governance model. Under the proposed 2022 Bylaws revision, the church's mission becomes the driving force behind SFBC, unifying and inspiring church members, leadership, committees, programs, and staff.

Writing the revised Bylaws: With the new model in mind, our task force analyzed the current Bylaws many times in detail. We created new sections, giving similar scrutiny to the new content that replaced outdated content. During this process, which consumed an estimated 50+ meeting hours, we consulted with other task forces and church staff and then added, deleted, edited, and rearranged sections.

This brief summary highlights some of our changes:

- **Removed material better suited for a Policy Manual**, such as the Behavioral Norms and certain membership-related material.
- **Updated sections to better reflect SFBC's current long-range planning direction.** For example, we sought input from the Anti-Racism Task Force to add a "Justice, Equity, and Diversity Covenant." In our Mission Covenant, we substituted "no *bridges* we will not cross" for "no *boundaries* ... not cross" because society's perception of "boundaries" today is more nuanced and not supportive of crossing certain personal boundaries. In rewriting the finances section, we met with our finance leaders to produce an accurate section that reflects current practice.
- **Outlined a flexible pastorate** where the Council may create models of pastoral ministry to further the mission of the Church.
- **Replaced the Diaconate with a smaller mission-driven Council of Ministries**, which is composed of church officers and at-large members who represent the entire SFBC congregation instead of commissions.
- **Replaced commissions with a committee system** where committee and task force chairs do not automatically serve on the Council. For most committees and task forces, we opened participation to non-members.

Long-Range Planning

Submitted by Project Office: Joyce Phillips and Jim Segaar

More than two years ago a team began working on what would become SFBC's Long-Range Plan. As part of that work, they expressed their personal hopes for our collective future. Everyone on the team believed that SFBC had to make adjustments in order to survive and thrive going forward. COVID came along and put an exclamation point on that sentence. The Diaconate commissioned six taskforces to continue this work.

Following are the accomplishments of those taskforces during 2021:

- Senior Ministries: Recommendations to revitalize our ministry to Seniors. To be implemented in 2022.
- Small Groups Ministries: New Small Groups Ministry to provide diverse opportunities to “do church” beyond Sunday worship. Targeted at members of the SFBC community, and as a way to connect with people in the broader community.
- Pastoral Transition: Foundational work including a recommended pastoral model and job description to be used for the search for a permanent pastor to replace Pastor Tim, who is retiring.
- Anti-Racism: Important steps in our journey to anti-racism, including representation in leadership for BIPOC members, support for BIPOC members of our community, and “Brave Space” for our white members and friends to learn together.
- Governance: Rewritten bylaws that update language and give us a streamlined governance model in order to be more flexible. These will be voted on by the congregation in January.
- Facilities: Thorough analysis of our facilities, focusing on how they can be best used to meet our mission statement. Working toward to recommendations later in 2022.

How this work got done

- Worked virtually together using Zoom
- Six task forces and a project office, with more 40 people involved
- Many hours of meetings by task forces – some met as often as weekly
- Four open forums for the congregation
- Monthly communication to the congregation and leadership
- Defined Key Ministries for SFBC
- Produced a unified schedule of all change efforts over the next two years
- Some missteps and bumpy roads along the way
- Ultimately, all task forces made progress. All established goals were met.

Things we learned along the way

- Working together via Zoom is Hard, especially in large groups, but it is possible.
- Even when we do our best we can and do hurt others. We all need hearts of mutual support, grace, and forgiveness to make it through together.
- Our diversity really is our strength. Working with people we did not know well is a blessing and produces better results.

Many people care deeply about the future of SFBC.

Facilities Task Force

Submitted by: Linda Zaugg, secretary

Commission Members: Brian Ross, chair, Daryl de la Cruz and Gary Davis, co-vice chairs, Linda Zaugg, secretary, Pat Kile, Danny de la Cruz, John Chenault, Janet Hasselblad, Rev. Anita Peebles

The Facilities Task Force has a solemn and thrilling role to look at everything we have with our current facilities, (the site's condition, needs, spaces) and to propose opportunities and ideas that can take us into the future. Loss of the parking lot, which we leased for decades, to apartment development has helped to foment intensified information collection for future possibilities. One temporary solution — the Polyclinic parking garage— is being withdrawn by their corporate office as of the end of January, intensifying the need to develop some parking of our own. In addition, the old boiler for all three buildings is failing and needs to be replaced, underscoring the upkeep issues of an aging, seismically insecure building. How do we take a perfect storm of “difficulties” and turn them into solutions for future ministry, using the resources we have in the most responsible and just way?

How do we become good ancestors to future generations — providing a foundation for an inclusive, relevant, forward-looking community of faith?

The Facilities Task Force has taken to heart the findings of the Long-Range Planning Commission, studied transcripts of Focus Groups, done our own interviews with stakeholders of our buildings and members of the congregation. This task force is not responsible for making any decisions about the use of our facilities or any potential development. That responsibility rests with the congregation.

In order to provide detailed and informed options to facilitate congregational discussion, the FTF is now reaching out to architects, engineers and development consultants to find out what is feasible for solving issues of parking, ease of access, right-sizing for the current congregation, neighborhood appeal, seismic instability, heating/cooling, ecological/energy use and on-going maintenance. We are not alone. Many area churches have had to face the inevitable reality of change, and we continue to gather case studies of the many options that other congregations have chosen.

During 2022 we will present these ideas to the congregation and solicit input in a series of forums. Please attend and participate in creating new directions for SFBC.

SFBC Staff/Office/Volunteer List

Pastoral Team

Tim Phillips, Lead Pastor (x104)	tim@seattlefirstbaptist.org
Patricia L. Hunter, Pastor for Outreach & Education	patricia@seattlefirstbaptist.org
Anita Peebles, Associate Pastor for Next Generation Ministry (x106)	anita@seattlefirstbaptist.org

Music Staff

Ben Luedcke, Music Minister	ben@seattlefirstbaptist.org
Margie Paynton, Interim Organist	maranee1940@comcast.net

Administrative Staff

Darren Hochstedler, Church Administrator (x102)	darren@seattlefirstbaptist.org
Judy Scott, Office Manager (x101)	front_office@seattlefirstbaptist.org
Dick Steele, Maintenance & Facilities Supervisor	dick@seattlefirstbaptist.org
Christina Sunstone, Communications Manager	christina@seattlefirstbaptist.org
Kellie Whitlock, Sound/Video Engineer, Graphic Arts	kellie@seattlefirstbaptist.org
Cherry Johnson, Retreat Coordinator	retreats@seattlefirstbaptist.org
Niko Purcell, Administrative Assistant	niko@seattlefirstbaptist.org

Church Hostess Carol Honderd

Hilltop House Staff

Thornton Bowman, Executive Director at thornton@hilltop-house.org
Karen Carlos 206.624.5704

Companis Staff: Gary Davis, Executive Director; Jennifer Wing, Assoc. ED. for Programs;
Cynthia Hunter, Outreach Specialist; Erin Hennessey, Communications Mgr; Phil Mervin,
Office Mgr; Karen Hundrieser, Worker Support - Special Projects and Craig R.J. Darling, President Emeritus.

Current Companis Workers: Ashley Fontaine, Bill Leicht, Cherry Johnson, David Johnson,
Debbie Aylott, Donna Whitford, Emilio Garza, Greg Scully, Gretchen Frankenstein, Heidi Toppel,
JoanE O'Brien, Jon Klapel, Judith Card, Kristi Hamilton, Kurt Larson, Lee Campbell, Marti Spicer,
Mary Zwerling, Michael Welke, Mike Stevens, Peter Jabin, Muriel Jones MD, Phil Mervin, Rob Tyrell,
Tamra Godfrey, Tess Selim, Zheng Zhou.