



## *Annual Report 2023*

Presented at the  
**154<sup>th</sup> Annual Congregational Meeting**

held on  
Sunday, January 21, 2024 at 12:00 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 bridges we will not cross,  
and no loyalties above those that we owe to God.*

## ***Agenda for Annual Meeting 2024***

Welcome (Mike Zaugg—President)

Opening Prayer (Rev. Anita Peebles)

Quorum Confirmation (Eric Watness-Secretary)

Call to Order (Mike Zaugg)

Presentation of the 2023 Annual Report (Megan Walker—Vice President)

Presentation of the 2023 Financial Statement  
(Darren Hochstedler—Church Administrator)

Recognition of the 2023 Volunteers of the Year (Virgil Tollefson—past recipient)

Adoption of the Proposed 2024 Budget (Pat Kile—Chair, Finance Committee)

Adoption of the 2024 Proposed Dr. Rodney Romney Legacy Fund Utilization  
(Margaret Norton-Arnold—Chair, Romney Legacy Fund Committee)

Election of 2024 Council of Ministries (Sue Ross—Nominations Committee)

Closing Prayer (Rev. Leigh Curl-Dove)

Adjournment (Mike Zaugg and 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.

**We will go deeper in faith** as we do justice, love mercy, work for peace and walk humbly with God.

1. **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.
2. **We will respect all religions** by learning about the beliefs, values and struggles of our neighbors and by demonstrating support for them.
3. **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.
4. **We will actively work to recognize and change our own biases** and to fight racism, sexism, classism, homophobia, ageism and other systemic prejudices.
5. **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 bridges we will  
not cross, and no loyalties above those that we owe to God.

## **The Council of Ministries Report**

Submitted by Mike Zaugg, President

In reflecting on comments from this past year at SFBC, I repeatedly note such words as “nervous, uncertain and transitional.” As we all look forward to 2024 let’s hope for the words “steady, responsible and trusting,” though nevertheless innovative and even bold, anchored in respect and love for one another. In the pages that follow, you will find ample testaments to the many, many folks who make SFBC a wonderful home to us all.

Continuing to have Council meetings via Zoom (2nd Tuesdays of each month, 7-8:30, meetings open to all) has proven more than effective, allowing members from greater distances to participate efficiently. We are still learning to trust this platform and each other as we work through our diverse ideas in a consensus model of decision making. Moving slowly away from Robert’s Rules of Order, we hope as a church to emulate the Evergreen Region, the European Union, NATO, and others in making all decisions by consensus.

Another on-going effort envisions progress toward becoming a more antiracist church. We will continue working with the Evergreen Antiracist Team (ART), particularly Executive Minister Doug Avilesbernal and ART leader Wim Mauldin, holding workshops and establishing an Antiracism Committee and a wound care team to intervene when hurts occur.

No summary of 2023 would be complete without mention of Covid-19, our favorite virus, capable still of spreading fear among us. Hopefully, we are past the worst, but remain ever vigilant and respectful of each other’s health and safety, as people increasingly return to worshipping and meeting in person.

As a Council representing SFBC, we supported the Pride booth on Broadway in June, approved of our Indigenous Land Acknowledgement, endorsed the Seattle Solidarity Budget, and signed a Solidarity Statement for Peace and Justice in Israel/Palestine, as well as an Interfaith Climate Action initiative for a constitutional guarantee of clean water and air.

Also in these pages are terrific reports from the Outreach Ministry, Small Groups Ministry and the Property Development Committees, all of which have carried us through 2023, providing opportunities for service, growth, fellowship and exploration into what we and our facilities might become in the future. Huge kudos and thanks to all the lay leaders involved. We are church together!

By far the most exciting, uplifting event of the year was the arrival of Pastor Leigh Curl-Dove last fall. She and our steadfast Pastor Anita are working through the details of this new pastoral model, combining their voices, intelligence, energy and enthusiasm. Congratulations to the Search Committee on their tenacious efforts and time in reaching consensus to bring her here. Should you desire to realize just how groundbreaking and awe-inspiring this new co-pastorate is, go to the Heritage Room below the Whitman room and look at the pictures of all the preceding male pastors since our founding. Think about it!

## ***Pastoral Team Reports***

Submitted by Leigh Curl-Dove, Pastor

A refrain in our home as of late has been, “Who thought we would be *here* this time last year?” My husband, Keith, and I did not foresee or dream this even in our wildest imaginings for the year to come in January 2023. But, dear church, I am so thankful to be here and to be your pastor. When Bob Sittig called me in February of last year to ask if I would be willing to have a conversation with the search committee, I am so glad I listened to the nudging of the Holy Spirit and said, “yes.”

Obviously, 2023 was a big year for me both personally and professionally. After a wonderful September weekend getting to meet and worship all of you, you all officially called me on September 17 to be your new pastor joining Pastor Anita as co-pastors. Keith, our dog, our cat, and I moved to Seattle just a couple weeks later.

On October 10, I began my time as your pastor. Then on October 12, we hosted the Evergreen Association of the American Baptist Churches Annual Gathering. We welcomed clergy and lay people alike from across the Evergreen region. It was a joy to be in community together and join in fellowship with so many folks. We heard amazing sermons from Rev. Jennifer Hawks from the Baptist Joint Commission for Religious Liberty and from Pastor Susan Hernandez from Primera Iglesia Bautista de Santa Barbara in California. We would not have been able to host this gathering were it not for our staff members who worked hard to make sure everyone felt welcome in our space. A big thank you to Pastor Anita, Darren, Dick, Chase, Kellie, Ben, Christian, and Judy.

Before I knew it the Evergreen gathering was over and somehow, we were at Advent. During Advent we asked the question, “How Does a Weary World Rejoice?” We focused on the stories of Mary and Elizabeth as we waited in eager anticipation for the Christ child to be born. We lit candles, each one making the world a little bit brighter as the weeks went by. We took communion together each Sunday, remembering Jesus’ life and our call and commitment to follow Jesus. On Christmas Eve evening we celebrated the birth of Christ by taking communion, lighting candles, and singing carols of joy. I found both Advent and Christmas very meaningful, and it was a joy to celebrate both with SFBC.

January 7 was a historic day as I was officially installed as pastor and the co-pastor model was installed as well. It has been said many times at this point, but I will say it again because it is so important—this is the first time in SFBC’s 154-year history that the church has called and installed a woman (two women!) as senior pastor! It was a joyous and meaningful day. We were joined by Rev. Heather Mustain and Rev. Joy Martinez-Marshall who preached the charges to Pastor Anita and I. Rev. Dr. Patricia L. Hunter gave the charge to the congregation, and Rev. Doug Avilesbernal gave the vows. A big thank you to everyone who participated and attended the service. I am so thankful for you, SFBC, for calling and installing me as your pastor and for adopting and installing the co-pastor model.

I have been with you as your pastor for just over three months now, and I love it. It is one of the biggest blessings and honors of my life to be your pastor. I look forward to this next year with you, SFBC, and all the years to come.

Friends, as we enter this new year of being church together and seeking to follow the way of Jesus Christ, you must know that you are beloved. Let us go forward in light and peace to love God and other people, to embrace the beauty that is all around us, and to live our lives to the fullest.

Peace, *Rev. Leigh Curl-Dove*

## ***Pastoral Team Reports***

Submitted by Anita Peebles, Pastor

In my 2022 End of Year report, I reflected on how my “word of the year” had been “resilience.” That sure was relevant in 2022, and it still remained relevant in 2023 to a great extent—both in my personal and vocational lives, this has been a year of transition. Personally, the highlight of the year was marrying my husband Scotty Wright, who has been and continues to be supportive and affirming of me and my ministry. We are deeply grateful for the generosity of the Personnel committee and the church in granting me time off over the summer so that I might mark the transition to married life and also rest and restore after a tumultuous few years in ministry. And being welcomed back with a celebratory indoor picnic was yet another example of how we share our lives together in this church community.

Another word I’d use for 2023 is “collaboration.” I, and I think we as the church, learned a lot about collaboration this year. In this congregation’s worship life this year, we again benefited from the gifts of over 100 lay people who read, sang, played, preached, and led our communal worship. I truly think we lived into the “priesthood of all believers” this year as we included so many of you in leadership, learning about our congregational diversity as we witnessed and supported each other’s sharing. I particularly wish to thank Bruce Chittick, Brooke Rolston, Jim Segaar, Cherry Johnson and Margie Paynton for their preaching leadership, particularly over the summer. This summer we also welcomed our first-in-a-long-time pastoral intern Vanessa Perkinson, who preached some memorable sermons and led with grace and invitation. Throughout the year we also welcomed guest preachers Rev. Sam Kim, Rev. Bianca Luna, Rev. Rick Mixon, Rev. Doug Avilesbernal, Rev. Jason Smith, Rev. Davi Weasley, Genjo Marinello and Abby Brockway to the pulpit. And of course, we heard from the profound author Cole Arthur Riley as our Romney Lecturer in June and the incredible scholar Rev. Dr. Wilda C. Gafney as our Romney Lecturer in October!

The Council of Ministries worked collaboratively as they continued to live into the new bylaws we affirmed in 2022. Mike Zaugg led the Council with wisdom, efficiency, thoughtfulness and humor as they carefully considered topics like the future of our physical structures, how the church practices public speech on justice issues, leading via consensus decision-making and more.

Collaboration was certainly important as the Pastoral Search committee worked for months to bring the co-pastor vision of the Pastoral Transition Task Force into reality. And now, we have welcomed Rev. Leigh Curl-Dove to work as co-pastor alongside me, and we are off to a thoughtful, intentional, fruitful and joyful start to our collaborative ministry.

SFBC lived a lot this year, experiencing the challenges of life together. Several saints went on to join that great cloud of witnesses which we will someday join, too. Beloved church members moved far away, including council members Corey Clemons and Nimi Jeldi. Grandbabies were born and celebrated a lot this year, and we met some new grown-up friends who began worshipping with us, too. Some even became members, joining us on Easter Sunday and Homecoming Sunday! Throughout the year, our church family continued to support each other through illnesses, diagnoses, surgeries and recoveries, relationship tensions, job loss and more, praying together in the Tuesday Prayer Group, on Sunday mornings and all in between. Mental health became a big topic for us this year, in part led by our Youth Group, who, with support of the Romney Committee, took action on supporting mental health access for youth in Washington by donating to Teen Link (a project of Crisis Connections) and the youth and young adult programs of Seattle LGBTQIA+ Center (formerly Gay City).

And of course, we had lots of fun this year as well. We had movie nights and picnics, celebrated our nonagenarians, blessed backpacks, marked one year of our new Small Groups Ministry, baked cookies, did crafts, explored Intergenerational Godly Play and dedicated babies (Victorialle, on September 3). We retreated and rested. We saw the comeback of our beloved Christmas Breakfast on the morning of Advent 4, lit candles and shared communion, and contemplated Lessons & Carols as we welcomed the new year.

Dear SFBC family, I am so glad we are church together. This year, in my time as solo pastor, it was an honor to witness you love each other well, with compassion and joy and forgiveness and grace. I love you and I love being your pastor.

*Rev. Anita Peebles*

### **Celebrations**

- Rev. Leigh Curl-Dove was called as pastor of SFBC on September 17, began on October 10, and was installed on January 7, 2024.
- We installed our co-pastor model on January 7, 2024.

### **Looking forward**

- “Coffee and Conversation with the Pastors” series on first Sundays after worship
- Expanding our digital footprint
- Expanding and strengthening relationships within our neighborhood and with community organizations
- Continuing to grow how we intentionally worship together as an intergenerational community



## **Property Development Committee**

Submitted by Jim Segaar

The Property Development Committee (PDC) was formed in 2023 to continue the work begun by the Facilities Task Force relating to our land and buildings. Our work is driven by several factors, including:

- Changing facilities needs of our congregation as the nature of ministry and congregational size of SFBC evolves.
- Focusing on our mission and values as the basis for making decisions relating to our facilities.
- Poor accessibility to the sanctuary and other parts of the facility.
- A desire to be a church, not a landlord.
- Ongoing lack of parking.
- Findings of two engineering studies relating to seismic safety of our sanctuary building.
- Inclusion of the sanctuary building on Seattle's list of Unreinforced Masonry Buildings, where the risk of our building is listed as critical.
- Need for significant upgrades to major church infrastructure systems including electrical, plumbing, and heating.
- Desire to leverage the value of our property to allow us to resolve our worship and facilities needs without additional cost to the church.

The PDC work is ongoing and will continue in 2024. We are working with two firms: Meriwether Consulting and Strada Development Group. Meriwether provides overall consulting on development opportunities and Strada is working with the PDC on a development proposal for the congregation to consider. In addition, along with Strada we are exploring the possibility of working with an affordable housing nonprofit, Community Roots, to include low-income housing as part of any church redevelopment planning. The PDC continues to consider other options as they emerge.

Two subcommittees of the PDC were formed in 2023 and have done extensive work on behalf of the congregation. These are Congregational Care and Education (CCE) and Finance, Legal, and Regulatory (FLR).

The CCE focuses on fully involving the congregation in this process and in any important decisions relating to redeveloping our facilities. The group has hosted many forums, discussions, and information sessions for the congregation and has published Frequently Asked Questions and other documentation about this work. The CCE strives to include all segments of the congregation in the discussions with high participation at times. Straw polls at CCE meetings have shown significant support by attending congregation members for this work.

The FLR is focused on financial, legal, and regulatory aspects of any development effort. The group continues to analyze the financial and logistical aspects of various development options with the goal of a successful outcome for SFBC. The FLR is committed to avoiding pitfalls experienced by other area churches on similar projects. Outside professional experts have been identified to aid with legal and logistical issues as they arise.

The PDC has not made any final decisions regarding development of our facilities at this time. As required in our Bylaws, the congregation will make any decisions about any sale of our land and buildings and we will do our best to keep the congregation advised of major happenings along the way as they occur. The development committees remain committed to helping the congregation make the best decision for the future of SFBC and our mission and ministry.

**Property Development Members:** Brian Ross, facilitator; Metta Williams, Pat Kile, Phil Mortenson, Roger Garratt, Jim Segaar, members; Pastor Anita Peebles, Pastor Leigh Curl-Dove; President Mike Zaugg and Administrator Darren Hochstedler, *ex officio*.

**Congregational Care and Education:** Pat Kile, Cherry Johnson, Pastor Anita Peebles, Sara Tollefson, Daryl de la Cruz.

**Finance, Legal, and Regulatory:** Phil Mortenson, Roger Garratt, Sandra Jones, Administrator Darren Hochstedler, *ex officio*.

## **Personnel Committee**

Submitted by Theresa Pruett, Chair

**Members:** Theresa Pruett (Chair), Sara Tollefson, Daryl de la Cruz, Marsha Ulmer, Christine Warren, Jim Thompson (through August), Rev. Anita Peebles, Rev. Leigh Curl-Dove, Darren Hochstedler

**2023 was a productive year for the Personnel Committee. We supported staff transitions including:**

- Supported Rev. Peebles in her workload and scheduling until new co-pastor could be hired.
- Creation of first summer Pastoral Intern role which was filled by Vanessa Perkinson
- Supported Pastoral Search Committee to successfully complete search for new co-pastor.
- Calling and hiring of new Rev. Leigh Curl-Dove in September.
- Hiring of Stephanie Simons, new church chef in December.
- Honored Cherry Johnson as she stepped down as Retreats Coordinator after five years in the Companis Volunteer role.

**The Committee also assisted and supported work in administrative and policy areas:**

- Supported the final editing and completion of the Employee Handbook that was revised by Christine Warren and Phil Mortenson.
- Tracked or conducted annual reviews with staff.
- Requested and received increased funding for staffing the Small Groups administration.

We could not have met our primary goal for 2023 of calling and hiring Rev. Curl-Dove in the new permanent co-pastor role without the hard work of the Pastoral Search Committee.

The church staff went above and beyond to make 2023 a year of fruitful community and belonging even in the face of challenges. Rev. Peebles provided thoughtful and focused leadership until we could hire Rev. Curl-Dove. Now together, the co-pastors are proving to be leaders of vision, strength, and clarity. We celebrate the official co-pastor installation service that took place on January 7, 2024.

Darren Hochstedler continues to provide outstanding church administrator leadership. Darren's work, along with excellent support from Facilities Manager Dick Steele and Caretaker Chase, is pivotal in SFBC's impact on the life of the church community, the neighborhood, and on each person who enters this building.

The music ministry provided by Ben Leudcke and Christian Broughton provides meaning and beauty and Christian's work on communications makes our light shine brighter in the world.

Finally, we are grateful to Judy Scott for all of her work and thoughtfulness.

## **Finance Committee**

Submitted by Pat Kile, Chair

**Members:** Abid Bhatti, John Davidson, Inola dela Cruz (SFBC treasurer), Darren Hochstedler (SFBC administrator), Pat Kile, Rebecca Morris, and Metta Williams. Pastors Anita Peebles and Leigh Curl-Dove attended as ex officio participants.

Emphases for the year included congregational education, promotion of special offerings, stewardship promotion (goal of 100% congregational response), participation in property development activities, and promotion and use of SFBC scholarship funds. While not all objectives of these emphases were achieved, they will serve as a guide for the committee's continuing work in 2024.

The committee met a total of nine times over Zoom. Meeting activities included review of monthly financial documents, discussion of expanded options for congregational giving, planning for the 2023 pledge campaign, review and recommendation of the draft budget for 2024, review and approval of the SFBC financial policy, and discussion of an internal financial review to be conducted in 2024. Representatives of the committee participated in a meeting of the SFBC Investment Committee.

In addition to these meetings, members of the committee rotated in collecting the contents of the offering box on Sunday mornings and transferring the funds securely to the finance office. Committee members wrote letters for the pledge campaign and special offerings, as well as articles for *The Spire* and *This Week* that promoted congregational understanding of church finance and stewardship.

The church finished the 2023 fiscal year with substantial retained earnings. The 2023 pledge campaign was successful, and the church goes forward into 2024 fully staffed and with a fully subscribed, balanced budget. In the face of recent events—including the COVID-19 pandemic—the church remains in a stable and healthy financial position, for which the committee is grateful to our finance staff for their excellent management and to members of the congregation for their generosity.

## Outreach Ministry

Submitted by Beth Reis, Chair

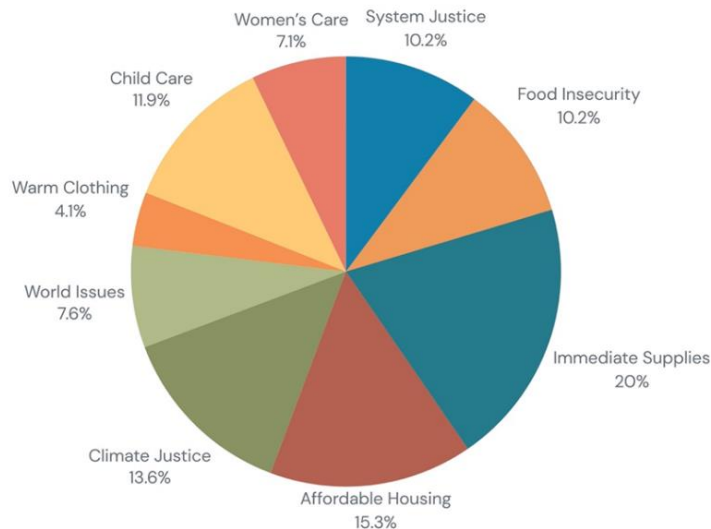
**Members:** Beth Reis, Kelsey Waldon, Cherry Johnson

- We teamed up to provide snacks (and love) to the residents of the **WHEEL Women's Shelter at First Presbyterian Church** every week in 2023 as well as a cash donation.
- We gathered almost \$18,000 in donated and purchased resources -- home-baked treats, clothing, tents, sleeping bags, tarps, hygiene and first aid products & more -- in February, May and December for our partner organizations:
  - **Aurora Commons**, serving people living outside in NW Seattle,
  - **Window of Kindness**, a program of Facing Homelessness serving the U District,
  - **WHEEL Women's Shelter @ First Presbyterian**, a democratically-run project on Capitol Hill by and for homeless female-identified folks,
  - **BENU Home**, in the Central District, a supportive housing program of Africatown,
  - **REACH**, a King County-wide project of Evergreen Treatment Services,
  - **Jubilee Women's Center**, on Capitol Hill, which lifts up women in poverty,
  - **Bob & Marcia Almquist Place**, which provides supportive long-term housing for formerly unhoused adults near the Chinatown/International District, and
  - **Downtown Emergency Services Center (DESC)**.
- Your Outreach funds fed folks via:
  - **JJ Bartlett's weekly Breakfast Program** in the University District and
  - **St. Luke's Episcopal Church's "Edible Hope" Program**
- Your Outreach funds bought:
  - Socks and protein drinks for the **Pastors' Discretionary Fund** to offer our neighbors in need;
  - A farewell lunch to celebrate the staff and volunteers who for decades managed our collaboration with **Trinity Parish Church** on a **Thrift Store**; and we liberated gently used clothing and other gear from the Thrift Store as it closed to share with neighbors in need at the **March 9, 2024 Outreach Work Party** ... save the date!!
- We donated to
  - **Earth Ministries**, our allies with a multi-faith, ecumenical emphasis who provide legislative advocates for climate issues,
  - **Green Buildings Now**, which is working for a just transition to a fossil-fuel-free Seattle,
  - **Evergreen Action**, which works nationally for climate justice.
  - **Habitat for Humanity Seattle King County** and **Bellwether Housing**, each of which provides affordable housing for lower- and middle-income families.
  - **International Federation of Red Cross and Red Crescent Societies (IFRC)** to support those impacted by the earthquakes in Turkey & Syria,
  - **American Friends of Combatants for Peace**, the U.S. counterpart of a group of former fighters in Israel/Palestine working for a just peace, and
  - **New Dawn Guatemala** which works in solidarity with **Nuevo Amanecer**, a community of repatriated refugees, to support scholarships, job training, tree planting, & clean water

- **Open Arms Perinatal Service** whose racially and culturally diverse staff offer childbirth education, doula services, and lactation and family support for, primarily, the BIPOC communities in South Seattle and South King County **and Valley Abortion Group** a New Mexico organization that is employee-owned, majority-BIPOC, women-and nonbinary-led;
  - A multifaith **World AIDS Day** service to “Remember & Commit” to continuing our efforts to rid our families and communities throughout the world of HIV.
  - **Treehouse** (TreehouseForYouth.org) in support of children and teens in foster care and youth who are aging out of foster care.
- We helped fund:
    - with the **Jewish Coalition for Immigrant Justice NW** and the **Church Council of Greater Seattle** support for asylum-seeking migrants, in Tukwila and around Washington State
    - with the **City of Seattle**, a program at **Hilltop House**, to provide Wi-Fi connectivity and loaner laptops to low-income senior residents
    - **The Faith Action Network (FAN)** a huge multifaith effort seeking a just, compassionate, sustainable world through education and legislative activism regarding poverty, criminal justice, housing, gun responsibility, police reform, environmental justice and more.

## 2023 Outreach Spending

### Where Are Your Donated Funds Going?



## **Retreats Ministry**

Submitted by Cherry Johnson, Retreats Coordinator, Vanessa Perkinson

### **SFBC offered two retreats this year:**

1) Senior Retreat:

Theme – “Oil in my Lamp”

July 12-14 at Rainbow Lodge in North Bend, WA.

Nineteen people attended.

2) Women's Retreat

Theme – “Spiritual Companions”

October 20-22 at Rainbow Lodge in North Bend, WA.

Thirty-one people attended.

Retreats Coordinator, Cherry Johnson, has resigned her position effective the end of this year, so challenges for the coming year include identification of new leadership as well as the rising costs of retreat venues.

Despite these challenges, the retreat ministry remains vital in the life of the congregation. It may be time to evaluate the longstanding model of two major retreats per year and to explore potential and value of possible new directions.

## **Small Groups Ministry**

Submitted by Cherry Johnson, Chair – SGM Advisory Group

**Members:** Cherry Johnson, Susan Blythe-Goodman, Daryl de la Cruz, Janet Hasselblad, Jacob Maez, Erin McGlenn, Wendy Van Koevering, Linda Zaugg

The SFBC Small Groups Ministry (SGM) just completed its first full year of operation. The volunteer Advisory Group, which reports to the Council of Ministries, continues to meet monthly to do planning, evaluation and problem-solving. In the Spring we engaged Vanessa Perkinson, a paid Companis volunteer, to serve as SGM Program Coordinator.

In 2023 the ministry offered thirty-one distinct groups, of which sixteen were carryovers from 2022, and fifteen were new. Ten groups were designed to be short-term while twenty-one have regular ongoing schedules. Three of the ongoing groups ended this year. Two are on hold while seeking new leadership. The majority of groups continue to use the Zoom online meeting platform; however, this year twelve groups met in-person - mostly at the church on Sundays, though three were offsite on other days. Three groups have had hybrid meetings - with both in-person and online capacity. Total weekly attendance in groups varied from a low of 36 in August when most groups were taking a summer break to a high of 109 in the Fall.

**2023 Groups included:** Advent Intergen Godly Play (short-term); All Are Welcome (short-term); Back to the Future (short-term), Bible Study BIPOC Group (seeking leadership) Brave Space, Building Lasting Bridges (short-term) Environmental Book Discussions, Exploring Contemplation (short-term class) Exploring Contemplation (ongoing group), Faith Journeys (short-term) For All the Saints (short-term), Friendship Circle, Gay Men's Group, Grief Support Group (Ended Dec), Holiday Open Houses – Virtual, Interfaith Climate Action, Intergenerational Baking Group, Legacies Lenten Coffee Chats (short-term), Men's Group, Optimism Hour, Parents of Adult Children w/ Mental Illness, Place at the Table (seeking leadership), Play Reading Circle, Prayer Group Reproductv Justice & Freedom (Ended Nov), Songs of Freedom (short-term) Sunday Morning Games (short-term), Women's Conversations (Ended Dec), Young Adult Group

**One of the goals of the SGM is to empower lay leadership.** This year eighteen new lay leaders were trained as small group leaders. This brings the total number of trained lay leaders to forty-one. Another goal is to address all six of SFBC's values through groups, and that was accomplished this year.

The Sacred Allyship training, developed by Susan Blythe Goodman, and designed to help trainees to confront their biases and become more effective allies in social justice work, was provided to the members of three groups which have a social justice focus. For the future the plan is for it to be offered twice a year and open to anyone in the congregation.

As we look to 2024, a robust lineup of groups is planned. One challenge will be addressing day-to-day leadership needs as Vanessa Perkinson has resigned her position effective the end of 2023.

This September, SGM celebrated its first anniversary with a grand dinner party of over one hundred group members, leaders and supporters. What started as a conversation in long-range planning focus groups in June of 2019 has now blossomed into a vital ministry of the church which operates seven days a week, addressing the relational needs of the congregation as well as SFBC's mission and values.



## Music Commission

Submitted by Ben Luedcke, Music Minister

**Members:** Christian Broughton, Ben Luedcke

- **Music Staff.** 2023 was Christian Broughton's first full calendar year, and he has done a great job accompanying the choir, leading congregational hymns, and being a contributing member to our staff and worship planning. The church is incredibly lucky to have such a talented and hard-working staff person.
- **Worship.** The music program remains dedicated to keeping hymn singing as a core musical tradition. To augment that, we continue to include a song after the Time with Children. The song is meant to supplement the message and to teach an accessible and easy to sing song for all ages, while doing so in more of a "fireside" relaxed and casual manner.
- **Choir Business.** Attendance at Wednesday choir rehearsals remains an important communal and spiritual practice for many of our members. The new choir year began with a gathering in August, and we began rehearsing for the upcoming season and enjoyed a picnic in the park. We have several new paid choir interns that are all doing a great job and adding to the musical life at Seattle First Baptist. These singers work with the choir helping members to learn the music and model good singing technique, as well as sing solos where appropriate.
- **June Concert.** In June the choir put on a concert in collaboration with members, the Gay Men's Group, as well as musical guests. We raised almost \$1500 for The Trevor Project, a nonprofit that provides suicide prevention and crisis intervention services for LGBTQ young people. These spring concerts continue to be an important part of the music ministry of this church as we build relationships with musical guests and give generously to important causes in line with the values of this church.
- **Easter and Christmas.** Easter service maintains a strong musical tradition and we continue to partner with a brass quartet. The musical year ended with participation in the "Celebration of Light and Joy" hosted by our church. The choir sang carols accompanied by a brass quintet, and this evening continues to be one of the staff's and the choir's favorite ways to reach out to the local neighborhood. Christmas season is always a time where the music program shines with many guest instrumentalists in worship.
- **The Music Program** at Seattle First Baptist Church is alive and well and continues to respond to the challenges we face. Many thanks to our wonderful staff and the resolute members of our musical community.

## **Seattle Jazz Vespers Committee**

Submitted by Janet Balcom Whitlock, SJV Co-Chair

**Members:** Kellie Whitlock, Michael Miller, Janet Whitlock, Virgil Tollefson

Now in its 22<sup>nd</sup> season, Seattle Jazz Vespers continues to be one of SFBC's most successful outreach ministries, taking place in our sanctuary at 6:00 p.m. on the first Sunday of each month, October through June. Founded in 2002 by former pastor Stephen Jones and modeled after a similar venture at his previous church in the Detroit area, it is staffed by a committee of faithful volunteers and largely funded by audience donations. Drawing an average of over one hundred attendees, this concert series offers two sets of secular jazz, surrounding an inspirational interlude message which serves to introduce the local jazz community to our pastors and the life of our church. A portion of our proceeds also funds the Shirley Cline Young Jazz Artist Scholarship, awarded annually at the June concert to a distinguished high school or college age performer to further their musical education.

Since 2016, SJV Co-Chair Michael Miller has booked an impressive roster of the Northwest's finest jazz musicians, with a focus on cultural and gender diversity. We are also constantly contacted by ensembles wishing to appear at Seattle Jazz Vespers, as they appreciate our family-friendly, smoke-free atmosphere, outstanding acoustics, and the beautiful ambience of our gothic sanctuary.

### **The past year included performances by the following:**

- pianist/songwriter Darrius Willrich, combining elements of jazz, hip hop, electronics, soul, and R & B with an uplifting message
- the SJV premiere of our own Larry Green, whose original compositions and vocal performance encompass a broad range of musical styles, pairing funk rhythms and four-part gospel harmonies with rock guitar lead licks
- Nelda Swiggett with the swinging, "big band" sound of Megabopolis
- Italian pianist Francesco Crosara
- vocalist Dina Blade with songs of Brazil and the Great American Songbook
- three time Latin Grammy nominee Jovino Santos Neto with his Brazilian Quinteto
- Earshot Jazz Vocalist of the Year LaVon Hardison with her quintet
- Duende Libre, an award-winning ensemble blending jazz with the rhythms of Cuba, Brazil, and West Africa, with singers Chava Mirel and Frank Anderson
- an evening of holiday music by singer/trumpeter Jake Bergevin
- award-winning saxophonist Alex Dugdale with his Fade Jazz Quintet

Our 2023 scholarship recipient was drummer Max Bartron, a graduating senior from Edmonds Woodway High School, who is currently studying jazz at Whitworth University and plans to transfer to the Manhattan School of Music.

As always, we wish to thank our SJV treasurer, volunteer ushers, and our pastors, who make this outreach possible. If you have never been to one of our concerts, we invite you to come see what you've been missing. Better yet, step forward to volunteer, whether for one concert or the whole season!

## **Worship, Arts and Hospitality Committee**

Submitted by Margie Paynton, co-Chair

**Members:** Margie Paynton, Carole Cornell, Paul Dromgoole

The SFBC Worship, Arts, and Hospitality Committee (WAHC) was established in April of 2022 by the Council of Ministries to help ensure a welcoming, inclusive environment for all who participate in the church's Sunday morning experience of worship and fellowship.

The goals of this Committee remain: 1) participate in planning for worship each season with a focus on antiracism and inclusion; 2) plan for and help with decorating the sanctuary seasonally and weekly; 3) plan for activities on Sunday mornings that make all worshipers, both in person and online, feel welcome and comfortable; and 4) recruit pools of volunteers to fill those roles.

In 2024, Margie Paynton agreed to take over responsibility for this Committee's work when Pat Kile was summoned to work with the Finance Committee. Members of the WAHC, including church staff, met both in person and via email to discuss immediate needs and identify future tasks.

### **With gratitude in 2023:**

- The faithful commitment of Carole Cornell and Paul Dromgoole in preparing for Communion Sunday is unparalleled, working with the Pastors when special need occurs.
- Kris Garratt's creative skills resulted in new banners and baptistry artistry for the season of Ordinary Time, known as the time of greening/growing.
- David Roberts' banners have graced the baptistry multiple times, including Advent of 2023 when the theme was *How Does a Weary World Rejoice?*
- Advent brought a new brochure and re-stocked pew backs in the sanctuary. Much of this work was in conjunction with decorating the church for the season.
- Pastor Anita and Margie Paynton led a post-worship reader training in November.
- Committee members and others in the congregation for volunteering to bring flowers for the Communion Table.
- Deep appreciation for the input from and contributions of church staff (Anita, Leigh, Darren, Ben and Christian).
- Two items are brought to everyone's attention as we begin 2024:
  - **A sign-up calendar for 2024 resides at the Welcome Table in Fellowship Hall for volunteers willing to provide flowers for the Communion Table. Your donation will be confirmed early in the week of your donation, along with any special instructions or dedication for the Sunday bulletin.**
  - **A second sign-up sheet is on a clipboard in the same location where you can volunteer for other worship responsibilities: Scripture reading, Time with Children, Ushering, Communion Servers, Invitations for Involvement, etc.**

The WAHC will be meeting roughly seasonally in 2024 and as need arises to ensure that the worship experience at SFBC is regularly evaluated and enhanced for the benefit of all.

## **Membership Reports**

Submitted by Darren Hochstedler, Church Administrator

Membership as of December 31, 2022 – 261

### **Received into membership in 2023 -**

By letter and Christian Experience - **5**

By Baptism - **0**

By Baptism and reinstatement - **0**

### **Dismissed in 2023**

By letter - **0**

By Death - **5**

By Request - **5**

Moved to Inactive - **0**

Statistical Correction - **48**

**Total Membership as of December 31, 2023 - 208**

## **Members deceased in 2023**

John Fabatz, d. 1/17/23

Ron Bullock, d. 2/4/23

Madge Schumacher, d. 2/10/23

Mark Jensen, d. 2/17/23

James Rowlands, d. 2/27/23

Lois Anslow Albee d. 6/21/23

Kathy Cooper, d. 10/31/23

## **New Members in 2023**

Kris Garrett

Roger Garrett

C. David Keith

Mary Keith

Tia McLoughlin

Erin McGlenn

Philip Buerk

## **Proposed Romney Fund Disbursements 2024**

Submitted by Margaret Norton-Arnold

The committee is made up of Diana James, Steve Smith, Rev. Anita Peebles, and me. This year, Pastor Leigh also sat in on meetings and participated in our decision-making. We have \$25,000 to spend in 2024.

### **\$10,000 for Two Organizations**

**\$5,000 to Queer Power Alliance.** This organization is a long-time partner of Companis. Its mission is to foster economic and labor equity justice for LBGQTQIA + people in King County. Queer Power Alliance offers grassroots trainings, seminar presentations, and community-organizing activities focused on civil rights, renters' rights, and labor rights.

**\$5,000 to Bridges.** Bridges is a recovery support program for teens. It offers a youth peer support group for adolescents in recovery from addiction and serves the greater Seattle area. The services provided are empirically based and effective at providing both immediate and long-term benefits to teens living with addiction.

### **\$5,500 for the Romney Lecture Series**

This year we will be bringing *Tomorrow's Women* to SFBC for a series of weekend events starting on Friday, March 8. This organization trains young Israeli and Palestinian women in conflict resolution techniques designed to foster understanding and compassion between their two cultures. After training in the U.S., young women return home to the Middle East to continue their work. Three Young Women Leaders will travel from the Middle East to be at SFBC for the weekend. While the events have not yet been specifically planned, the Romney Committee envisions workshops/presentations on both Saturday and Sunday. This same group came to SFBC in 2018, but at that time was called *Creativity for Peace*.

### **\$1,000 for the SFBC Youth Group**

Last year we had success in providing our own youth group with funding that they could then designate to an organization of their choice. In 2023 the group donated to organizations devoted to teen mental health. They may choose a different topic this year. The youth of our church will make this determination, then present their recommendations to the Romney Committee for final approval before the money is donated.

### **\$3,000 for Emerging Preacher Awards**

We recommend awards of \$1500 each to Vanessa Perkinson and John Malcolmson. Vanessa is on track to continue with her ministerial training after graduation from Seattle Pacific University, and served as an intern for our Small Group Ministry Coordinator and Pastoral Intern this past year. John is finalizing his M. DIV. at the Claremont School of Theology and is currently a chaplain resident at Harborview. Last year we reported to you that we were essentially giving up on this disbursement, given the lack of responses we had from seminaries about this award. However, because John and Vanessa are so connected with our church, we wanted to honor their work in this way.

### **\$5,500 to Be Used as Needed**

These funds will remain undesignated for now, but the Committee will continue to plan for their use. For example, it may be possible to host another Romney Lecture event sometime during the year. Or, the Committee may learn about an organization in urgent need of funding. A third alternative is to keep the funds in place and spend them in future years.

# 2023 Financial Report

Submitted by Finance Committee

**Seattle First Baptist Church**  
**Profit & Loss - Financial Statement**  
**Dec 31, 2023**

	Current Mo. Actual	Current Mo. Budget	Actual Difference	YTD Actual	YTD Budget	Actual Difference
<b><u>Operating Fund Receipts:</u></b>						
Foundation Support	20,833	20,833	-	250,000	250,000	-
Pledges and Non Pledges	28,294	35,000	(6,706)	422,005	420,000	2,005
Interest	10,417	10,417	-	125,000	125,000	-
Loose Offerings	70	333	(263)	2,239	4,000	(1,761)
Easter/Christmas Offerings	2,657	3,000	(344)	7,177	4,000	3,177
Bldg. Use	3,912	22,500	(18,588)	302,682	270,000	32,682
Forward in Faith	-	-	-	15,000	15,000	-
Long Range Planning	-	-	-	750	750	-
Total Income	<b>64,797</b>	<b>92,083</b>	<b>(27,286)</b>	<b>1,125,603</b>	<b>1,088,750</b>	<b>36,853</b>
<b><u>Operating Fund Disbursements:</u></b>						
Salaries,Benefits & Prof. Dev.	59,981	50,000	9,981	575,318	600,000	(24,682)
Church Home Commission	15,716	27,742	(12,026)	349,920	332,900	17,020
Food Service	2,088	1,083	1,005	7,726	13,000	(5,274)
Subtotal Operating Expense	<b>77,786</b>	<b>78,825</b>	<b>(1,039)</b>	<b>932,965</b>	<b>945,900</b>	<b>(12,935)</b>
Worship Commission	567	146	421	1,745	1,750	(5)
Music Commission	2,828	1,333	1,495	17,128	17,000	128
Membership Commission	-	45	(45)	261	2,000	(1,739)
Adult Ed. Commission	494	942	(448)	3,309	11,300	(7,991)
CF & YA	861	583	277	5,897	7,000	(1,103)
Outreach Commission	1,250	1,021	229	12,434	12,250	184
American Baptist Women	-	83	(83)	800	1,000	(200)
Board Retreat	-	250	(250)	950	3,000	(2,050)
Stewardship	-	167	(167)	355	2,000	(1,645)
Biennial Mission Summit	-	333	(333)	410	4,000	(3,590)
Subtotal Commission	<b>5,999</b>	<b>4,904</b>	<b>1,095</b>	<b>43,289</b>	<b>61,300</b>	<b>(18,011)</b>
Benevolence	9,917	6,792	2,979	79,427	81,500	(2,073)
Total Expenses	<b>93,702</b>	<b>90,520</b>	<b>3,035</b>	<b>1,055,681</b>	<b>1,088,700</b>	<b>(33,019)</b>
Net Balance	<b>(28,905)</b>	<b>1,563</b>	<b>(30,321)</b>	<b>69,922</b>	<b>50</b>	<b>69,872</b>

## 2023 Financial Summary cont ....

SEATTLE FIRST BAPTIST CHURCH  
FINANCIAL SUMMARY  
December 31, 2023

<u>Distribution of Funds</u>	12/31/2022	YTD	YTD		CURRENT
	<u>BALANCE</u>	<u>RECEIPTS</u>	<u>DISBURSE.</u>	<u>TRANSFER (Exp.)</u>	<u>BALANCE</u>
Foundation/Endowment/Mem. Fund	\$1,609,421	\$9,422		-	<b>\$1,618,843</b>
Music Endowment Fund	253,426	-		-	<b>\$253,426</b>
Building Endowment Fund	123,786	1,463	-		<b>\$125,249</b>
Romney Legacy Fund	439,769	-	-		<b>\$439,769</b>
<b>Total Endowment</b>					<b>\$2,437,287</b>
Other Designated Funds:	747,815	558,562	367,294	414,392	524,691
Operating Fund	-	1,125,603	1,055,681		69,922
Bill.com in process		-	8,599		
	<b>\$3,174,217</b>	<b>\$1,695,050</b>	<b>\$1,431,574</b>	<b>414,392</b>	<b>\$3,031,899.93</b>
<hr/>					
<u>Allocation of Funds</u>	12/31/2022	YTD	YTD		CURRENT
	<u>BALANCE</u>	<u>RECEIPTS</u>	<u>DISBURSE.</u>	<u>TRANSFERS</u>	<u>BALANCE</u>
Music Allocation	19,178	17,000	23,255	-	<b>12,923</b>
Building Endowment Allocation	29,064	10,000	-	-	<b>39,064</b>
Romney Legacy Allocation	20,096	25,363	42,250	-	<b>3,209</b>
	<b>68,338</b>	<b>52,363</b>	<b>65,505</b>	<b>-</b>	<b>\$55,195.89</b>
<hr/>					
<b>GRAND TOTALS ALL FUNDS</b>	<b>3,242,555</b>	<b>1,747,413</b>	<b>1,911,471</b>	<b>414,392</b>	<b>\$3,087,095.82</b>

## 2023 Financial Summary cont.....

### SEATTLE FIRST BAPTIST CHURCH Dedicated Funds Dec 31,2023

1/5/2024

<u>Designated Funds</u>	<u>Balance 12/31/22</u>	<u>YTD Receipts</u>	<u>YTD Expenses</u>	<u>YTD Transfer (Exp.)</u>	<u>Current Balance</u>
Anti Racism Work	17,587		1,427	-	16,160
Retreat Scholarship Fund	7,824	-	75	-	7,749
Boiler Replacement	113,783	-	125,261	-	(11,478)
Cabaret	90	-	-		90
Capital Development	4,181	1,457	992	-	4,646
CE-Music Director	-			(500)	500
CE-Organist				(500)	500
Columbarium	(3,147)	-	303		(3,450)
Employee Retention Credit	22,845	-	1,835	-	21,010
Facility Study	4,394	-	1,610	-	2,784
Friendship Circle (ABW)	1,111	250	-		1,361
Fellowship Offerings	14,649	15,033	17,044	3,596	9,042
Flowers	1,135	75	547		663
Forward in Faith	34,757	-	-	15,000	19,757
Foundation Support	49,996	350,000	-	250,000	149,996
Green Building Now	92,958	34,310	127,728	(500)	40
Heritage Room	401			-	401
Jazz Vespers	2,109	5,486	4,200		3,395
Labyrinth	1,548	-	1,628		(80)
Long Range Planning Task F	750	-	-	750	-
Missions - America for Christ	-				-
Missions - OGHS	-				-
Missions - RMM Offering	-	100	100		-
Missions - WMO	-				-
Music Capital	10,000	-	-	-	10,000
Parking Restoration	59,321	-	56,983	(9,858)	12,196
Pastor's Benevolent	35	50	1,409	(3,596)	2,272
Pastor Transition	20,000		7,904	-	12,096
Prepaid Pledges	12,000	27,200		5,000	34,200
Property Tax	80,000	-		(20,000)	100,000
Reserves	24,818		7,965	-	16,853
Small Groups	38,861	194	10,083	-	28,972
Youth	1,363	-	-	-	1,363
Companis Mission Workers	-			-	-
Choir Cabinet Fund	1,095		-		1,095
Music Commission	6,901	45	200	-	6,746
	<b>621,365</b>	<b>434,199</b>	<b>367,294</b>	<b>239,392</b>	<b>448,878</b>
Interest Unallocated & Gains/	126,450	124,363	-	175,000	75,813
	<b>747,815</b>	<b>558,562</b>	<b>367,294</b>	<b>414,392</b>	<b>524,691</b>



# 2024 Proposed Budget

Submitted by Council of Ministries

## SFBC 2024 Proposed Budget

	2023 Approved Budget	2024 Projected Budget	Notes
400 · Offerings and Gifts	\$420,000.00	\$420,000.00	
420 · Endowment Interest: General Fund	\$125,000.00	\$125,000.00	
Endowment Interest: Music Fund		\$15,000.00	
Endowment Interest: Romney Fund		\$25,000.00	
Endowment Interest: Building Fund		\$21,846.00	
430 · Loose Offerings	\$4,000.00	\$4,000.00	
440 · Special Offerings	\$4,000.00	\$4,000.00	
Fellowship Fund Offerings		\$15,000.00	Now running through budget
390 · Foundation Support General Fund	\$250,000.00	\$250,000.00	
Foundation Support Boiler Loan Repayment		\$50,000.00	
Foundation Support Capitol Improvements		\$50,000.00	
460 · Building Use Income	\$270,000.00	\$250,000.00	
Transfer from 880 LRPT	\$750.00	\$0.00	Account is depleted
Transfer from 880 Forward in Faith	\$15,000.00	\$19,757.00	Balance of Account
Transfer from 880 Small Group Ministry		\$20,000.00	
Retained Earnings from 2023		\$69,922.00	
	<u>\$1,088,750.00</u>	<u>\$1,339,525.00</u>	
<b>Personnel</b>			
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			
			Includes \$27,000 for a Small Groups Coordinator Stipend, 4% raise for staff, 5 hr./wk. increase for communications
	<u>\$600,000.00</u>	<u>\$673,000.00</u>	
<b>Music</b>			
600 · Copyright	\$1,000.00	\$1,000.00	
601 · Music Supplies	\$4,800.00	\$4,800.00	
603 · Guest Musicians	\$5,200.00	\$5,200.00	
606 · Choir Interns	\$5,000.00	\$5,000.00	
607 · Choir Retreat	\$1,000.00	\$1,000.00	
Music Endowment Interest Expenses	\$0.00	\$15,000.00	
	<u>\$17,000.00</u>	<u>\$32,000.00</u>	
<b>Operations</b>			
Building Endowment Int. Exp. (Redevelopment)		\$21,846.00	
Foundation Support Capital Improvements		\$50,000.00	
Foundation Support Boiler Loan Repayment		\$50,000.00	
620 · Office Supplies	\$13,000.00	\$13,000.00	
621 · Postage	\$3,500.00	\$3,500.00	
622 · Office Equip. Lease & M/A	\$20,000.00	\$20,000.00	
623 · Telecommunications	\$15,000.00	\$15,000.00	
624 · Parking	\$30,000.00	\$30,000.00	
625 · Hospitality	\$1,000.00	\$1,000.00	
628 · Technical Support	\$20,500.00	\$20,500.00	
630 · Church Manut.	\$41,000.00	\$41,000.00	
631 · Utilities	\$59,400.00	\$59,400.00	
632 · Property Assessments	\$5,500.00	\$5,500.00	
633 · Instrument Maintenance	\$5,000.00	\$5,000.00	
634 · Insurance	\$17,000.00	\$17,000.00	
637 · Web Presence Lisc... Fees	\$3,000.00	\$3,000.00	
689 · Advertising	\$1,000.00	\$1,000.00	
638 · A/V Equipment	\$3,000.00	\$3,000.00	
657 · Property Taxes	\$20,000.00	\$20,000.00	
690 · Stewardship	\$2,000.00	\$2,000.00	
696 · Board Retreat	\$3,000.00	\$2,000.00	
629 · Food Services	\$13,000.00	\$13,000.00	
639 · Custodial Services/Contractor Support	\$75,000.00	\$75,000.00	
	<u>\$350,900.00</u>	<u>\$471,746.00</u>	

## 2024 Proposed Budget cont.....

<b>Adult Ministry</b>		
642 · Small Groups Programming	\$6,000.00	\$6,000.00
643 · Senior Adult Ministry	\$2,300.00	\$2,300.00
648 · Retreats	\$3,000.00	\$3,000.00
693 · American Baptist Women	\$1,000.00	\$1,000.00
	<hr/>	<hr/>
	\$12,300.00	\$12,300.00
<b>Programming</b>		
Romney Endowment Interest Expenses		\$25,000.00
Membership and Hospitality	\$2,000.00	\$2,000.00
		Discretionary for unforeseen program expenses as pastors create new initiatives.
Pastor Discretionary - New Initiatives		\$5,000.00
595 Worship Supplies	\$1,750.00	\$1,750.00
654 · Next Generation	\$7,000.00	\$7,000.00
	<hr/>	<hr/>
	\$10,750.00	\$40,750.00
<b>Outreach</b>		
681 · Outreach Discretionary	\$12,250.00	\$12,250.00
Fellowship Offering Disbursements		\$12,000.00
Pastor's Benevolence		\$3,000.00
	<hr/>	<hr/>
	\$12,250.00	\$27,250.00
<b>Benevolence</b>		
670 · ABC/USA-UMB	\$40,000.00	\$40,000.00
672 · Camp Burton	\$1,000.00	\$1,000.00
674 · Assn. Welcoming/Affirming Baptists	\$1,500.00	\$1,500.00
677 · Church Council - Seattle	\$1,000.00	\$1,000.00
666 · Companis Mission Workers	\$37,000.00	\$37,000.00
699 · Biennial Mission Summit	\$4,000.00	\$0.00
679 · Baptist Peace Fellowship	\$1,000.00	\$1,000.00
	<hr/>	<hr/>
	\$85,500.00	\$81,500.00
	<hr/>	<hr/>
	\$1,088,700.00	\$1,338,546.00
<b>Net Income</b>	<hr/>	<hr/>
	\$50.00	\$979.00

### NOTES:

Yellow Highlights are Endowment Interest Distribution and expense accounts. Peach are Fellowship Offerings. Blue is foundation Support. This allows us to show a truer picture of all income streams and expenses.

## **Past Recipients of the Volunteer Recognition Award**

Submitted by Judy Scott

### **Past Recipients**

2022: Rebecca Alder, Stephen Smith, Virgil Tollefson  
2021: Paul Roby, Brent Marble, Brian Lew  
2020: Angie Buysee, Cherry Johnson, Larry Green, Mary Jeffers, Deepty Ankur Jindal  
Jim Segaar, Karin Zaugg Black  
2018: Megan Walker and Aaron Burkhalter, 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

## Nominations for 2024 Officers & Church Leaders

Submitted by Council of Ministries

The following slate of officers and members at large are nominated by the Council of Ministries to serve on the 2024 Council of Ministries.

### *Candidates*

<b>Name</b>	<b>Term #</b>	<b>Year #</b>	<b>Position</b>
Eric Watness	2	1	Secretary
Inola de la Cruz	2	1	Treasurer
David Young	2	1	At-Large
Bob Sittig	2	1	At-Large
Mike Zaugg	1	2	President
Sue Ross	1	2	Vice President
Roem de la Cruz	1	2	At-Large
Heather Dodge	1	2 (completing Nimi Jeldi's term)	At-Large
Mary Keith	1	2 (completing David Delgado's term)	At-Large
Janet Hasselblad	1	2 (completing Corey Clemon's term)	At-Large
Julio Gutierrez	1	1	At-Large

## Companis Report

Submitted by Gary Davis

**53 Companis nonprofit partners in 2023** – (\* denotes multiple Companis Worker placements):

**African Americans Reach & Teach Health Ministries (AARTH), All Aboard Disability Services/Everett, Architects Without Borders, Asian Counseling Referral Service\*, Backstage Foundation - Monroe, Black Farmers Collective, Bridges - Youth Recovery Programs, Camp Burton & Cascade Meadows Camp\*, Cathedral Kitchen at St. James, ChildStrive\* of Snohomish County, Community Loaves (bread for area food banks)\*, Companis\*, Connect Casino Road/Everett, Diverse Harmony\*, Elizabeth Gregory Home (services for unhoused women), Everett Recovery Café, Farmer Frog food program/Snohomish, Feed The Need Pantry of New Walk Christian Church (Burien), Green Buildings Now, Helping Link – Vietnamese immigrant assistance\* (Seattle and Renton), Hilltop Senior Living, Improving School Attendance – SnoCo, Inside Health Institute – Bothell, The IF Project (serving incarcerated adults), KSER Public Radio – Everett, Lake City Partners Ending Homelessness, Keep Dreams Alive – Marysville (immigrant services), Look Listen & Learn TV – BIPOC children’s program, Lutheran Community Services of North Puget Sound\* (Afghan and Ukrainian refugee resettlement and food services), Madres de Casino Road/Everett, Mary’s Place\* (placements in Seattle and Bellevue), MercyWatch – Everett and Lynnwood medical outreach, Minds Matter Seattle, Mothers for Police Accountability, MSHH Donor Closet – Edmonds (used durable medical equipment), Northwest African American Museum (NAAM)\*, Participatory Justice (Snohomish County), Prescription Drug Assistance Foundation\*, Project Access Northwest\*, Provail (Brain Space Program for kids and adults living with disabilities), Queen Anne Baptist Church, Queer Power Alliance (formerly LGBTQ Allyship), Read-A-Rama literacy program, Riverton Park UMC & Food Pantry-Tukwila\*, Seattle King County Dental Society (kids oral health), Seattle First Baptist Church\* (retreats and small groups coordinators), Seattle-Limbe Cameroon Sister City Association, Seattle Neighborhood Group, Senior Center of West Seattle Thrift Store, Street Youth Ministries (Seattle’s U-District), University District Child Center, Volunteers of America of Western Washington Ukrainian outreach services – Everett, Women United Seattle (kinship services), 7400 Woodlawn (center for community, arts and spirituality)– Seattle’s Green Lake neighborhood.**

These social justice nonprofit partners in King and Snohomish counties were served through **74 total placements of Companis Workers in 2023, and together they directly served an unduplicated 34,837 of our neighbors** in need of advocacy, referral, and compassion. Companis Workers fills staffing gaps and helps grow programs of human and social service nonprofits in King and Snohomish counties, bringing their compassion to action, which helps these nonprofits better serve our neighbors and grow their capacity to be stronger and more resilient.

**Staff and consultants:** Gary Davis, Executive Director; Jennifer Wing, Assoc. ED for Programs; Cynthia Hunter, Outreach Specialist; Tia Lawson, Program Manager – Snohomish County; Mary Ann Goto, Director of Development, Phil Mervin, Office Manager; Erin Hennessey, Communications Manager; Donna Whitford, Development Specialist; Karen Hundrieser, Worker Support – Special Programs; and Theresa Pruett and Peter Jabin, grant writers and grant managers.

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### Pastors

Rev. Anita Peebles, Pastor .....[anita@seattlefirstbaptist.org](mailto:anita@seattlefirstbaptist.org)  
Rev. Leigh Curl-Dove, Pastor .....[leigh@seattlefirstbaptist.org](mailto:leigh@seattlefirstbaptist.org)

### Music Staff

Ben Luedcke, Minister of Music .....[ben@seattlefirstbaptist.org](mailto:ben@seattlefirstbaptist.org)  
Christian Broughton, Organist & Communications Manager .....[christian@seattlefirstbaptist.org](mailto:christian@seattlefirstbaptist.org)

### Administrative Staff

Darren Hochstedler, Church Administrator .....[darren@seattlefirstbaptist.org](mailto:darren@seattlefirstbaptist.org)  
Judy Scott, Office Manager .....[front\\_office@seattlefirstbaptist.org](mailto:front_office@seattlefirstbaptist.org)  
Dick Steele, Facilities Manager .....[dick@seattlefirstbaptist.org](mailto:dick@seattlefirstbaptist.org)  
Kellie Whitlock, Sound & Video Engineer .....[kellie@seattlefirstbaptist.org](mailto:kellie@seattlefirstbaptist.org)  
Carol Honderd, Hostess  
Amy Barrett, Accounting

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