

**St. Antony of Egypt Episcopal Church
Silverdale, WA 98383**

**BC Monthly Reports
December 2023**

VICAR'S REPORT – Mother Hillary - (Term started October 2)

Worship and Spiritual Life: Exciting things are happening! Sarah Rogers and Chelsea Reeder have trained up several new acolytes who will join our altar team in time for Christmas. This will shift responsibilities around as acolytes join Eucharistic Ministers in the altar party, but seeing more kids and youth in our worship will be exciting for our members and appealing to new ones! These new acolytes will be commissioned December 17th (today!).

We will be offering a Longest Night service on December 21st at 6pm, a joint Advent 4 Sunday morning service at 9:30am, and two Christmas Eve services at 5pm and 10:30pm, as well as a 9:30am Christmas morning service. The 5pm will be aimed at families and feature a pop up pageant with costumes as well as a kids sermon. The 10:30pm will be a more traditional midnight mass style service. Neither will feature incense this year as I know some people are highly allergic. We will talk more about possible use of incense at Easter closer to that time and give parishioners plenty of notice so they can plan accordingly.

New Beginnings in Contemplative Prayer and the Thursday Bible study continue to meet regularly. Episcopal 101 will begin on January 7th.

The biggest hurdle for our worship together continues to be sound issues, which we are forming a plan to address. Many of our congregants have hearing loss of some kind and our building, while wonderful for music, is difficult for hearing and understanding speech due to echo and sound system challenges. We are considering consulting with a professional firm in January for advice-- this likely to be an expensive endeavor, but I believe incredibly worthwhile. We have members both long-term and new who attend church in person less and less because they are so disheartened when they can't hear well.

Pastoral Care: See Holly's meeting notes for details. I'm also aware of several parishioners who are either concerned about their memory or mental status or that of a loved one, or who are considering/planning a possible move from independent living to various forms of assisted living. Because of this, I'm considering what other opportunities for engagement we might be able to offer in order to support our members and families who find themselves facing these kinds of transitions.

Thank you to the Pastoral Care Team for helping to organize rides to and from church for a couple of our members!

Community Relationships: We will be hosting Music Together for a Winter session of children's music classes in January, which will hopefully bring new families, especially families from the base, into our building so that we can get to know them.

The Kitsap Sheriff's office put on a wonderful lunchtime seminar on Recognizing and Avoiding Fraud this week. I counted 27 attendees, which was wonderful; that number included several visitors.

Skippers, the Seafood restaurant in Silverdale, approached me to pitch their community fundraising program where an organization will send volunteers to serve the meals and then Skippers will donate 35% of the proceeds and the contents of any tip jars to the organization. This is an option for ministries that might want to raise more money, such as the youth group or choir. It's strictly a fundraising and visibility-raising activity.

For other service projects, I think it's important first for our community to consider what causes are close to our hearts. Food is obviously one of them, so I hope to continue our relationship with the food bank for future opportunities. I'd love to know if there are specific causes that our youth are interested in so that we can involve them in future service projects as well. Kitsap Habitat for Humanity and Kitsap Humane Society are two local organizations that love to have groups come in.

I've also been approached by Westsound Youth for Christ, Coffee Oasis, and the Bremerton YMCA for new or continuing partnerships.

Administration: Efforts to update job descriptions and personnel policies in one binder are ongoing. I hope to have job descriptions, review policies, and proposed salary increases done by January's meeting. I would like us to seriously consider giving all of our part-time staff members a raise. (For reference, the COLA from the Social Security Administration for 2023 was 8.7% and for 2024 it will be 3.2%. Our musicians especially are highly qualified and significantly underpaid. A significant raise for them in 2024 would be a great first step to an appropriate compensation plan. Joann has approached me and our Bishop's Warden and asked us to consider promoting her to Music Director with changes to her hourly pay and number of hours to compensate her appropriately for tasks she is already doing. I will include a first draft proposal of this position in my January report.

The website continues to be slowly updated and our presence on Facebook is more active. There's been some talk about purchasing signs with our Christmas worship schedule for the front lawn, facing each direction of traffic. It may be too late to buy these but it is an excellent idea for next year.

I'd also like for us to begin exploring and pricing signs for the front lawn, both signs with individual letters that are changed manually and digital signs, so we can consider that purchase in the future.

Our Celebration of New and Mutual Ministry (formerly called an installation service) will be on the Feast of St. Antony: Wednesday evening, January 17th, 2024 at 6pm. The Bishop will be presiding, and I've invited my most recent mentor, The Rev. Canon Britt Olson of St. Luke's in Seattle to preach. Tovi is heading up the reception afterwards. We are likely to have a large crowd of visitors from throughout the Diocese to celebrate with us!

BISHOP'S WARDEN – Loretta McGinley

With Mother Hillary and Holly, met with Music Together teachers to discuss their possible use of our church for their early childhood music program. Closed and opened the church for two separate music recitals in December. Program on 10 December led to a 'full house' of participants attending two separate recitals of students of a local piano teacher.

Contacted Morgan Sound in Lynnwood to get information about a consultation and evaluation of our church space for sound issues. Difficulty hearing/sound quality are frequent complaints from both old and new members and will continue to be addressed. Got information from church members regarding past use of the Memorial Fund in order to develop current guidelines for use.

PEOPLE'S WARDEN– Holly Foley + Pastoral Care

Pastoral care meeting notes

December 5, 1:30 pm

Attending: Gail Ferguson, Marj Zantek, Holly Foley

1. List for sign up to take Liz Haney to and from church from Crista Shores. Note in Happenings this week
2. Add the request for Informal or occasionally sharing professional skills with members (On Time and Talent card)
3. New families and lots of children joined, we need new directory
4. If people donate things/ perhaps we should put name and date who donated
5. Could older students do a "Seminar" in main Office with Michael Wentworth?
6. Add notes with flowers with the persons name who packed the flowers up?
7. Visiting communion will be done with those not able to get to church or do we want EM trained to do it?
8. People who are missing for awhile? Is there a polite way to keep track and let those people know we miss them?
9. Banners for services during Christmas for "Drive by people "
10. Next meeting Wednesday January 10, 1:30 pm

COMMUNICATIONS – Dee Perreira

No report.

ENVIRONMENT – Benny Wright (voted in on 6-24-23)

No report.

FAITH FORMATION – Julie Sherwin (Youth)

No report.

FAITH FORMATION – Esther Osborne (Adult)

No report.

FINANCE – Jim Foley

Hi All,

We landed about where predicted on the month with a \$2.5k deficit, but are still in the black on the year by \$4,136. I've also attached a proposed budget, which emphasizes the need to work on increasing stewardship and facility rental revenue streams. See you Sunday to answer questions.

OUTREACH – Tim van As

No report.

PARISH LIFE – Bishop's Committee

No report.

STEWARDSHIP – Loretta McGinley

No report.

WELCOMING – Melanie Reeder (Term started 8/2023)

No report.

YOUTH REPRESENTATIVE – Tyler Reynolds (Term ended)

No report.

Deacon Bill Thaete (Term ended 9-10-2023)

No report.